

Central Virginia Community College Policies  
IV - Employment Policies and Information  
Substance Abuse (Alcohol and Other Drugs)



Policy #:	CVCC0111
Effective:	__/__/__
Last Reviewed/Revised:	09/19/2022
Responsible Dept.:	Human Resources
Other Policy References:	NA

The possession, use, manufacture, or distribution of illegal drugs or other controlled substances by students, faculty, or staff at Central Virginia Community College (CVCC) is prohibited. CVCC is committed to taking all actions consistent with the law and individual rights to eliminate illegal drugs on its campus and to deal firmly and fairly with individuals found in violation of Virginia and/or federal laws pertaining to such substances. CVCC addresses this issue with a program of enforcement, education, prevention, counseling, and referral.

Education and learning are especially impaired by alcohol abuse and illicit drug use. Misuse of alcohol and other drugs among college students inhibits their educational development and is a growing concern among our nation's institutions of higher education. Central Virginia Community College shares this concern and is committed to creating an environment that promotes and reinforces healthy, responsible living; respect for community laws and campus standards and regulations; the individual's responsibility within the community; and the intellectual, social, emotional, spiritual or ethical, and physical well-being of its community members.

**Health Risks:** Many physical and psychological health risks are associated with abuse of alcohol and other substances. Such behavior may result in problems in school, work, or relationships. Listed below are some health risks associated with substance abuse.

- Difficulty with attention and learning.
- Physical and psychological dependence.
- Blackouts/Coma
- Depression
- Fatigue
- Damage to the brain, liver, heart, digestive and immune systems.
- Accidents/unwanted sexual activity due to impaired judgment and coordination.
- Increased risk of hypertension, heart disease, cancer, mental illness, other diseases and death.

**Resources Available:** Counseling and referral options are available through the Counseling Center and the Wellness Center for students who think they, a family member or a friend are at risk of drug or alcohol abuse. An environment which allows students to openly discuss substance abuse problems without fear of reprisal will be maintained. Resources for faculty and staff are available through the Human Resources (HR) Office. The College maintains a close working association with local community agencies that provide counseling and treatment of substance abuse. Information about these agencies and their services is available in the HR Office.

**Sanctions and Penalties:** CVCC cooperates with local law enforcement authorities to enforce current statutes. Students, faculty, and staff are hereby notified that illegal involvement with drugs will result in disciplinary action by the College and referral for prosecution. Disciplinary sanctions for students are enumerated in the Statement of Student Rights and

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Responsibilities and include suspension or dismissal from the institution. Sanctions for faculty and staff range from referral to counseling and/or reprimands to suspension and termination of employment.

Criminal penalties for violations of local, State and federal statutes regarding the unlawful possession or distribution of illegal drugs and alcohol include fines and/or imprisonment terms, depending upon the classification of the offense.