



Jackson State

COMMUNITY COLLEGE

Drug-Free Schools and Campuses Act

Alcohol and Other Drug Abuse Prevention Program

Biennial Review

2022 and 2023 Calendar Years

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INTRODUCTION

Purpose of the Report

To comply with the 1989 Amendments to the Drug-Free Schools and Communities Act as described in Part 86 of the Education Department General Administrative Regulations (EDGAR)—the Drug-Free Schools and Campuses Regulations, Jackson State Community College conducted a biennial review of its alcohol and other drug (AOD) prevention programs. This report is a product of that review and covers the years 2022 and 2023.

This report describes the efficacy of the Alcohol and Other Drug (AOD) Prevention program at Jackson State Community College (JSCC). It also reviews the enforcement and disciplinary sanctions imposed on violators of the College's AOD policies and determines whether these enforcement efforts and sanctions were applied consistently.

Biennial Review Committee Members

The Student Care Team and key administrators of Jackson State Community College served as this year's Biennial Review Task Force. The current members of this committee are:

Dr. Paul Morgan, Dean for Students
Julie Mula, Director of Human Resources
Sara Youngerman, Interim Vice President Academic Affairs
Tim Dellinger, Executive Vice President Finance, Administration and Student Services
Aaron Patton, Chief of Police
Dr. Kevin Lynam, Director of Athletics
LaTerri Miller, Campus Counselor
Will Shull, Director of Advising
Terri Messer, Compliance & Risk Officer
Faculty representative

Materials Reviewed

The review examined:

1. The Higher Education Amendments of 1998, (P.L. 105-244) and the Drug-Free Schools and Communities Act Amendments of 1989, (P.L. 101-226): [STATUTE-103-Pg1928.pdf \(govinfo.gov\)](#)
2. U.S. Department of Education, Complying with the Drug-Free Schools and Campuses Regulations: [Complying with the Drug-Free Schools and Campuses Regulations \[EDGAR Part 86\] A Guide for University and College Administrators](#)
3. EDGAR, Part 86 Compliance Checklist: [Complying With the Drug-Free Schools and Campuses Regulations \[EDGAR Part 86\]: A Guide for University and College Administrators | National Center on Safe Supportive Learning Environments \(NCSSLE\)](#)
4. Related student and employee policies, including:
 - JSCC's [Drug-Free Workplace Policy](#) – located on the internal employee jWeb system and published on this [Campus Safety](#) weblink (Reference Appendix IV)
 - JSCC's [Tobacco and Smoke-Free Campus Policy](#)
 - JSCC Catalog/Student Handbook, Policy on Drug-Free Campus, pages 241-242; also noted on website at [Student Right to Know/Campus Security Act](#) link.
 - JSCC's [Employee Disciplinary Policy](#)
 - JSCC website [Consumer Information](#) link.
5. Annual Notification processes and related documentation for students and employees identifying the standards of conduct, policies, laws, types of violations, health risks, and sanctions.
6. JSCC Annual Campus Security Report
 - [2022 Security Report](#)
 - [2023 Security Report](#)
7. JSCC AOD Incidents and Sanctions
8. Institutional AOD current programs, support resources, local and regional support services

ALCOHOL AND OTHER DRUGS PREVENTION PROGRAM GOALS

Goals for Jackson State Community College's Alcohol and Other Drugs Prevention Program are as follows:

1. To ensure a safe, healthy, and welcoming campus community free from alcohol and other drug use and abuse.
2. To provide information for students, faculty, and staff regarding alcohol and other drug issues for education and prevention.
3. To make available alcohol and other drug intervention services, referrals, and support for campus community members.

These goal achievements will be measured by (1) the number of reportable incidents on campus related to alcohol and other drug violations and (2) the results of surveys intended to measure student well-being.

During the review years, no incidents on campus related to alcohol and other drug violations were reported, per the Annual Security Report (Liquor Law Arrests, Drug Law Arrests, or Liquor Law Violation Referral).

The college participated in the 2022-23 National Healthy Minds Study to assess the student population's mental health, AOD use, and other concerns about well-being. About 3% of the student body participated in the survey. The results indicated that more than half of students have anxiety or depression, about a third of students had 4 or more alcoholic beverages in a row during the last 30 days, and that 15% had used substances in the past 30 days (10% used marijuana).

ALCOHOL AND OTHER DRUG PREVENTION PROGRAM

To meet the goals of the College's Alcohol and Other Drug Prevention Program, the Student Services and Human Resources departments distribute information annually to students and employees regarding policies related to alcohol and other drugs. The Drug and Alcohol Abuse Prevention Program disclosure includes the required elements:

1. A statement of standards of conduct that prohibits the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees
2. A description of legal sanctions imposed under federal, state, and local laws for unlawful possession or distribution of illicit drugs and alcohol
3. A description of the health risks associated with the use of illicit drugs and alcohol abuse
4. Resources for drug and alcohol counseling, treatment, and rehabilitation that are available to students and employees
5. A statement that disciplinary sanctions will be imposed on students and employees for violations of the institution's codes of conduct and a description of the sanctions

(Reference Appendix V)

Jackson State student programs, activities, and events are provided in an environment free of illegal drugs and alcohol. Jackson State offers students, faculty, and staff a variety of programs designed to provide education regarding the use of alcohol and other drugs. Jackson State also maintains a list of local resources for alcohol and other drug rehabilitation and counseling treatment.

Listed below are some of the programs that have been offered over the two-year review period:

- **Substance Abuse Workshops** hosted by a professional counselor.
- Participation in the **TBR Campus Climate Survey** for college students- includes questions regarding alcohol and drug use.
- **HIV/Hep C** resources and treatment workshop
- **Individual personal counseling**
- **Collaboration with CHASCO** (Coalition for Healthy and Safe Campus Communities), which provides opportunities through funding/grants to host programs to boost awareness of drug and alcohol abuse.
- Collaboration with the **TN Dept of Mental Health & Substance Abuse Services** and the TN Association of Mental Health Organizations.
- Available brochures on substance abuse from the **TN Suicide Prevention Network**.
- **Employee Assistance Program** sends electronic newsletters to employees containing information about alcohol and other drugs.
- **Health insurance providers** send electronic newsletters to covered members regarding health issues, including those related to the abuse of alcohol and other drugs.
- **Faculty/staff in-service** to share the results of the Healthy Minds Survey.
- **New employee orientation** (Review of the Drug-Free Workplace policy)

- **New student orientation** includes drug, alcohol, tobacco, and references the Drug-Free Campus section of the College Catalog/Student Handbook.
- **EAP** provider attended the employee benefits fair.
- **Maintain a list of providers and treatment centers** such as Pathways Behavior Health Services and the Jackson Area Council on Alcoholism and Drug Dependency
- **Vector Solutions Sexual Assault Prevention** for Undergraduates is required for degree-seeking freshmen and is offered to all students annually. It also provides information regarding alcohol and drug abuse.

ANNUAL NOTIFICATION

Employees—New employees are directed to read Jackson State policy 05-27-00 Drug-Free Workplace Policy and return a signed certification to Human Resources. Human Resources emails a copy of these documents to all employees annually, along with instructions on how to obtain a paper copy. Reference Appendix I.

Students—A copy of the Drug-Free Workplace Policy is linked in the Consumer Information section on the website and emailed to all students annually. Reference Appendix II.

DISCIPLINARY SANCTIONS

Disciplinary sanctions range from a warning to permanent expulsion or termination from the College. They are determined based on the circumstances of the case and the perceived learning needs of the student or employee.

In addition to warnings, probation, suspension/expulsion, and termination of employment, educational sanctions may also be imposed such as:

- Community service
- Completion of training courses
- Required counseling sessions

INCIDENTS ON CAMPUS

According to the JSCC Annual Security Report, Crime Statistics section, there were no drug or alcohol offenses in calendar years 2022 and 2023.

Date	Campus Allegation/Violation	Sanction	Campus	Location	Student or Employee	Initiated by
2022	N/A	N/A	N/A	N/A	N/A	N/A
2023	N/A	N/A	N/A	N/A	N/A	N/A

STRENGTHS AND WEAKNESSES

The Biennial Review Committee's review identified the following strengths and weaknesses in the College's Alcohol and Other Drug Program.

Strengths

- All student events and activities follow Jackson State's Drug-free Workplace Policy 5.01.00.03.
- Jackson State has policies related to alcohol and other drugs and regularly distributes these policies.
- JSCC website for [Counseling Resources](#) remains updated with relevant community health resources.
- Students, faculty, and staff have access to campus-based and community resources related to alcohol and other drugs.
- The College administers the TBR Student Climate Survey to gain insight into student use of alcohol and other drugs.
- There is an Employee Assistance Program (EAP) for all regular employees
- Jackson State has a contracted licensed counselor on staff to assist students.
- Jackson State's campus became smoke-and tobacco-free on January 1, 2014.
- 24/7 Security presence on campus.
- Jackson State seeks out community resources such as Pathways, JACOA, Lakeside Behavioral Health System, etc.
- Collaboration with CHASCO.

Weaknesses

- EAP is not available to part-time faculty and temporary employees.
- Additional programming is needed for students and employees.
- Ability to reach online-only students.
- Staffing to develop and coordinate programming.
- Increasing substance use in the general population.

RECOMMENDATIONS

Based on its review of the College's Alcohol and Other Drug Prevention Program, the Biennial Review Committee recommends the following:

- Provide at least one program in the fall semester and one in the spring semester on alcohol and other drug prevention educational programming for students and/or employees.
- Continue to participate in the Healthy Minds Survey.
- Conduct an annual campus climate and wellness survey of employees to inform prevention programming.
- Continue the administration of the TBR Student Climate Survey.
- Continue active collaboration with CHASCO.

Prepared by: P.H. Morgan Date: 12/2/2024
Paul Morgan, Dean for Students

Julie Mula Date: 12/2/2024
Julie Mula, Director of Human Resources

Approved by: Carol Rothstein Date: 12/02/2024
Carol Rothstein
President, Jackson State Community College

Appendix I – Employee Annual Notification Example

From: [Burton, Vicki](#)
To: [** All Employees](#)
Subject: Drug-Free Schools Annual Notification
Date: Friday, April 7, 2023 1:25:46 PM
Attachments: [JSCC Drug-Free Schools Annual Notification Spring 2023.docx](#)

Happy Spring!

As a requirement of the Federal Drug-Free Schools and Campuses Regulations (Edgar Part 86), Jackson State Community College is to disseminate and ensure receipt of the attached policy/information to all students, staff, and faculty on an annual basis. This process is formally conducted by sending to each student and college employee's JSCC email account.

Questions concerning this policy and/or alcohol and other drug programs, interventions, and policies may be directed to Dean for Students Dr. Paul Morgan at deanforstudents@jsc.edu or (731) 424-3520, ext. 50354; Human Resources Coordinator, Dr. Vicki Burton at vburton@jsc.edu or (731) 425-2621; and the Chief of Police, Aaron Patton, apatton1@jsc.edu or (731) 425-2627.

For further reference, see this Safety and Security link: <https://www.jsc.edu/about-jackson-state/administration/safety-and-security/policy-on-drug-free-campus.html>.

Thank you for your adherence to this federal communication requirement.

Vicki Burton, EdD
Human Resources Coordinator
Jackson State Community College (731)
425-2621
2046 North Parkway
Jackson, TN 38301

Appendix II – Student Annual Notification Example

From: [Morgan, Paul](#)
To: [* All Students](#)
Subject: Drug-Free Schools Notification
Date: Friday, April 7, 2023 10:44:09 AM
Attachments: [JSCC Drug-Free Schools Annual Notification Spring 2023.docx](#)
[image001.png](#)

Green Jays -

As a requirement of the Federal Drug-Free Schools and Campuses Regulations (Edgar Part 86), Jackson State Community College is to disseminate and ensure receipt of the attached policy/information to all students, staff, and faculty on an annual basis. This process is formally conducted by sending to each student and college employee's JSCC email account.

Questions concerning this policy and/or alcohol and other drug programs, interventions and policies may be directed to Dean for Students, Dr. Paul Morgan at deanforstudents@jscc.edu or (731) 424- 3520, ext. 50354; Human Resources Coordinator, Dr. Vicki Burton at vburton@jscc.edu or (731) 425-2621; and the Chief of Police, Chief Aaron Patton at (731) 425-2627.

Best,



Paul H. Morgan, PhD
Dean for Students
Jackson State Community College
(731) 424-3520 x50354
2046 North Parkway, Jackson, TN 38301



Appendix III

AOD Compliance Checklist

Drug-Free Schools and Campuses Regulations (EDGAR Part 86)

1. Does the institution maintain a description of its alcohol and drug prevention program? If yes, where is it located?
 - Jackson State's alcohol and other drug prevention program description is on JSCC's [Campus Life Services/Campus Safety](#) website.
2. Does the institution provide annually to each employee and each student, who is taking one or more classes for any type of academic credit except for continuing education units, written materials that adequately describe and contain the following: a) standards of conduct that prohibit unlawful possession, use, or distribution of illicit drugs and alcohol on its property or as a part of its activities; b) a description of the health risks associated with the use of illicit drugs and the abuse of alcohol; c) a description of applicable legal sanctions under local, state, or federal law; d) a description of applicable counseling, treatment, or rehabilitation or re-entry programs; and e) a clear statement of the disciplinary sanctions the institution will impose on students and employees, and a description of those sanctions?
 - Yes, JSCC provides annually to each employee and each student who is taking one or more classes for any type of academic credit written materials that contain the above-mentioned expectations and are published annually in the College Catalog/Student Handbook.
3. Are the above materials distributed to students in one of the following ways: a) mailed to each student (separately or included in another mailing); b) through campus post offices boxes; c) class schedules which are mailed to each student; d) during freshman orientation; e) during new student orientation; or f) in another manner (describe)?
 - The above materials are shared with students annually through an email mailing message sent to all students to their JSCC email account.
4. Does the means of distribution provide reasonable assurance that each student receives the materials annually?
 - Yes, we send the materials annually so we have reasonable assurance that each student receives the materials annually.
5. Does the institution's distribution plan make provisions for providing these materials to students who enroll at some date after the initial distribution?
 - Yes, all incoming students, regardless of semester throughout the academic year, receive these materials when they become new students. The students would also receive these materials throughout the academic year.
6. Are the above materials distributed to staff and faculty in one of the following ways: a) mailed; b) through campus post office boxes; c) during new employee orientation; or d) in another manner (describe)?
 - New employees receive these materials during their hiring process. All employees receive these materials annually through an email message mailing.
7. Does the means of distribution provide reasonable assurance that each staff and faculty member receive the materials annually?

- Yes, the distribution methods employed by JSCC provide reasonable assurance that each staff and faculty member receive the materials annually.
- 8. Does the institution's distribution plan make provisions for providing these materials to staff and faculty hired after the initial distribution?
 - Yes, all staff and faculty receive these materials as part of their new hire process.
- 9. In what ways does the institution conduct biennial reviews of its drug prevention program to determine effectiveness, implement necessary changes, and ensure that disciplinary sanctions are enforced: a) conduct student alcohol and drug use survey; b) conduct opinion survey of its students, staff and faculty; c) evaluate comments obtained from a suggestion box; d) conduct focus groups; e) conduct intercept interviews; f) assess effectiveness of documented mandatory drug treatment referrals for students and employees; g) assess effectiveness of documented cases of disciplinary sanctions imposed on students and employees; or h) other (please list)?
 - For this current biennial review process (2022 and 2023), the report ensured an adequate process for retrieving AOD violations was established. The use of the annual Campus Security Report was used to collect accurate reports. We also assessed all relevant policies and procedures to make updates and changes.
- 10. Who is responsible for conducting these biennial reviews?
 - Joint responsibility lies with the Dean for Students and the Human Resource Director.
- 11. If requested, has the institution made available, to the Secretary and the public, a copy of each requested item in the drug prevention program and the results of the biennial review?
 - Yes, if requested.
- 12. Where is the biennial review documentation located?
 - The biennial review documentation is on JSCC's [Campus Life Services/Campus Safety](#) website.

APPENDIX IV

JACKSON STATE COMMUNITY COLLEGE POLICY

TBR Policy Reference: N/A

JSCC Policy: 5.01.00.03

Subject: Drug-Free Workplace Policy

Office Responsible: Human Resources

This policy aims to establish guidelines and standards for implementing the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989.

Drug-Free Workplace Act

Effective March 18, 1989, the Drug-Free Workplace Act required employers who contract with or receive grants from federal agencies to certify that they met certain requirements for providing a drug-free workplace. The Act becomes applicable to Jackson State when the institution:

1. Receives a federal contract for the procurement of property or services where the contract amount (or value of the services) is \$25,000 or more, or
2. Receives any federal grant. The Act imposes no monetary minimum on the grants to which it applies. Jackson State Community College is currently receiving federal grants and contracts meeting the above criteria; hence the institution must comply with the Act's provisions.

Drug-Free Schools and Communities Act

Effective as of October 1, 1990, the Drug-Free Schools and Communities Act provided that to receive federal financial assistance of any kind, an institution of higher education must:

1. Certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.
2. Establish a program that, at the least, provides that all students and employees receive annually a written statement covering:
 - a. Standards of conduct concerning drugs and alcohol;
 - b. Legal actions;
 - c. Health risks;
 - d. Available counseling and treatment programs; and
 - e. Disciplinary sanctions that the institution will impose on students and employees.
3. Every two years, the institution must conduct a review of its program to determine its effectiveness, implement changes, and ensure that disciplinary sanctions are being consistently enforced – (aka Biennial Review). The biennial review must include a determination of the number of drug and alcohol-related violations and fatalities that occur on the institution's campus or as part of the institution's activities and the number and type of sanctions imposed by the institution as a result of drug and alcohol-related violations and fatalities that occur on the institution's campus or as part of the institution's activities.

These requirements are separate and distinct from the Drug-Free Workplace Act of 1988 requirements. The Drug-Free Workplace rules relate only to employees involved in work under 17 federal grants or contracts and cover illegal drugs only, no alcohol. The rules under the Drug-Free

Schools and Communities Act are broader in scope, covering drugs and alcohol, students, and employees. The entire institution is covered by the Act as long as the institution receives federal funds.

Policy

In compliance with the above laws, the institution's policy is that the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances is prohibited on any Jackson State Community College campus.

It is a condition of employment that each employee of Jackson State Community College abides by the terms of this policy.

Suspension or termination of employment shall be the penalty for any employee convicted of controlled substance abuse.

Employees must notify the Human Resources department of any drug conviction no later than five (5) days after the conviction. Failure to provide notification will result in disciplinary action.

Definitions

Controlled substances include, but are not limited to, such drugs as opium, opium derivatives, hallucinogens (such as marijuana, mescaline, peyote, LSD, and psilocybin), cocaine, amphetamines, codeine, heroin, and morphine. The definition does not include lawfully prescribed drugs being taken under a doctor's care.

Conviction includes a finding of guilt, pleas of non contendere, or imposition of a sentence by any state or federal judicial body.

Drug and Alcohol Awareness Program

This law requires institutions receiving federal financial assistance to establish the following:

1. Drug and alcohol abuse prevention programs for students and employees.
2. Students and employees must receive materials annually that contain standards of conduct, a description of the various laws that apply in that jurisdiction regarding alcohol and drugs, a description of the various health risks of drug and alcohol abuse, a description of counseling and treatment programs that are available, and a statement on the sanctions the university will impose for a violation of the standards of conduct.
3. Prepare a biennial report on the effectiveness of its AOD preventions.

Drug-Free Awareness Program

The College Drug-Free Awareness Program shall be established and maintained jointly by the Dean for Students and Human Resources offices. The objectives of the program will be to inform faculty, staff employees and students of the following:

- a. **The dangers of drug abuse in the workplace.** This will be accomplished through orientations, pamphlets, brochures, discussions at staff meetings, small group discussions, video presentations, and guest lectures.

- b. **Information about the institution's policy of maintaining a drug-free environment.** The policy will also be discussed periodically at faculty and staff meetings and included in the orientation of all categories of new employees and students.
- c. **The penalties and sanctions that may be imposed** upon students and faculty and staff employees for drug abuse violations will be included in the drug-free environment information programs discussed above. The types of penalties and sanctions will be enumerated in the Drug-Free Workplace Notification email correspondence sent annually to each student and faculty and staff member in the employment of the College.
- d. The availability of **drug counseling and professional drug rehabilitation** programs.

Annual Notification

As a requirement of these regulations, Jackson State Community College will disseminate and ensure receipt of the drug-free policy/information to all students, staff, and faculty annually. This process is formally conducted by sending to each student and college employee's JSCC email account.

Biennial Review

The law also requires a biennial review of the program. The biennial review must include a determination of the number of drug and alcohol-related violations and fatalities that occur on the institution's campus or as part of the institution's activities and the number and type of sanctions imposed by the institution as a result of drug and alcohol-related violations and fatalities that occur on the institution's campus or as part of the institution's activities.

The campus is defined in the same manner as for campus safety reporting purposes, i.e., any building or property owned or controlled by the institution within a reasonably contiguous geographic area used to directly support the institution's educational purposes or used by students and supports institutional purposes.

The preferred practice has been that the campus conducts a biennial review by the end of each even-numbered calendar year. The campus Behavior Intervention Team (BIT) will assist in preparing this report and advising the Jackson State administration of program improvement opportunities. The school should keep the biennial review on file in case of a possible audit. Schools are not required to send their review to the Dept. of Education.

Recordkeeping

Recordkeeping requirements include keeping a copy of the biennial review and other compliance documents for three years after the fiscal year the record was created [34 C.F.R. § 86.103\(b\)](#).

Certification

Institutions of higher education must certify to the Secretary of Education that the school has adopted and implemented a program to prevent the use of illicit drugs and the abuse of alcohol by students and employees. This is a one-time certification that should already have been made by most schools, as the certification requirement was added to the law in 1989. The regulations are at [34 C.F.R. Part 86](#). In addition, Section 120 of the Higher Education Amendments of 1998 essentially added the same language that is in 20 U.S.C. § 1145(g). It will apparently be codified in Title I.

Resources

Extensive online assistance with drug-free compliance requirements is available through the [Higher Education Center for Alcohol and Other Drug Prevention](#).

The web page above includes a [DFSCA Supplemental Checklist](#) as a guide for creating a biennial review.

Reference the Jackson State *Annual Policy Notification/Distribution of the Edgar Part 86, Federal Drug-Free Schools and Campuses Regulations* found in the Dean for Students or Human Resources offices.

Original Date Effective: 2/19/2004

Revision Date Effective: 6/26/2023, President's Cabinet

APPENDIX V

Excerpt from the [Campus Life Services/Police](#) website and [2024/2025 Academic Catalog & Student Handbook](#), pages 241-243

Policy on Drug-Free Campus

This statement is being distributed to all Jackson State employees, including faculty, and students in compliance with the provisions of the Drug Free Workplace Act of 1988 (41 U.S.C. • 701, et. seq.) and the Drug Free Schools and Communities Act Amendments of 1989 (20 U.S.C. • 3171, et. seq.).

Policy

It is the policy of Jackson State that the unlawful manufacture, distribution, possession, use or abuse of alcohol and illicit drugs on the Jackson State campus, on property owned or controlled by Jackson State, or as part of any activity of Jackson State is strictly prohibited. All employees and students are subject to applicable federal, state and local laws related to this matter. Additionally, any violation of this policy will result in disciplinary actions as set forth in the JSCC Student Handbook.

Legal Sanctions

Various federal, state and local statutes make it unlawful to manufacture, distribute, dispense, deliver, sell or possess with intent to manufacture, distribute, dispense, deliver or sell, controlled substances. The penalty imposed depends upon many factors which include the type and amount of controlled substance involved, the number of prior offenses, if any, whether death or serious bodily injury resulted from the use of such substance, and whether any other crimes were committed in connection with the use of the controlled substance. Possible maximum penalties for a first-time violation include imprisonment for any period of time up to a term of life imprisonment, a fine of up to \$4,000,000, supervised release, any combination of the above, or all three. These sanctions are doubled when the offense involves either: 1) distribution or possession at or near a school or college campus, or 2) distribution to persons under 21 years of age. Repeat offenders may be punished to a greater extent as provided by statute. Further, a civil penalty of up to \$10,000 may be assessed for simple possession of “personal use amounts” of certain specified substances under federal law. Under state law, the offense of possession or casual exchange is punishable as a Class A misdemeanor; if there is an exchange between a minor and an adult at least two years the minor’s senior, and the adult knew that the person was a minor, the offense is classified a felony as provided in T.C.A. 39-17-417. (21 U.S.C. 801, et. seq.; T.C.A. 39-17-417).

It is unlawful for any person under the age of twenty-one (21) to buy, possess, transport (unless in the course of his employment), or consume alcoholic beverages, wine, or beer, such offenses being classified Class A misdemeanors punishable by imprisonment for not more than 11 months, 29 days, or a fine of not more than \$2,500, or both. (T.C.A. 1-3-113, 57-5-301). It is further an offense to provide alcoholic beverages to any person under the age of twenty-one (21), such offense being classified a Class A misdemeanor. (T.C.A. 39-15-404). The offense of public intoxication is a Class C misdemeanor punishable by imprisonment of not more than 30 days or a fine of not more than \$50, or both. (T.C.A. 39-17-310)

Sanctions

Jackson State will impose the appropriate sanction(s) on any student or employee who fails to comply with the terms of this policy.

Possible disciplinary sanctions for failure to comply with the terms of this policy may include one or more of the following:

- Expulsion
- Suspension
- Mandatory participation in, and satisfactory completion of a drug/ alcohol abuse program or rehabilitation program —Referral for prosecution
- Probation
- Warning
- Reprimand

As a condition of employment, each employee, including student employees, must abide by the terms of this policy, and must notify his/her department head/supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction. A conviction includes a finding of guilt, a plea of nolo contendere, or imposition of a sentence by any state or federal judicial body. Possible disciplinary sanctions for failure to comply with this policy, including failure to notify of conviction, may include one or more of the following:

- Termination
- Suspension
- Mandatory participation in, and satisfactory completion of a drug/alcohol abuse program, or rehabilitation program
- Recommendation for professional counseling —Referral for prosecution
- Letter of warning
- Probation

Health Risks Associated with the Use of Illicit Drugs and the Abuse of Alcohol

There are many health risks associated with the use of illicit drugs and the abuse of alcohol including organ damage; impairment of brain activity, digestion, and blood circulation; impairment of physiological processes and mental functioning; and physical and psychological dependence. Such use during pregnancy may cause spontaneous abortion, various birth defects or fetal alcohol syndrome. Additionally, the illicit use of drugs increases the risk of contracting hepatitis, AIDS, and other infections. If used excessively, the use of alcohol or drugs singly or in certain combinations may cause death.

Available Drug and Alcohol Counseling, Treatment, and Rehabilitation Programs

Students who wish to contact drug and alcohol counseling, treatment and rehabilitation programs may obtain information on such programs from the college's Counseling office at 425-2616.

Following is a list of some area alcohol and drug treatment centers. Jackson State does not endorse any treatment providers, nor does the college provide financial support for students' treatment programs.

Alcohol and Drug Treatment Centers

Alcoholics Anonymous
877-426-8330

Aspell Recovery Center
331 North Highland Ave., Jackson, TN
(731) 427-7238

Buffalo Valley Inc.
501 Park Ave., S., Hohenwald, TN
800-447-2766

Lakeside Behavioral Health System
2911 Brunswick Road, Memphis, TN
(901) 377-4733

Lighthouse
131 Talbot Street, Jackson, TN
(731) 423-5853

Parkwood Behavioral
8135 Goodman Road, Olive Branch, MS
800-477-3422

JACO A
900 E. Chester, Jackson, TN
(731) 423-3653

Pathways
238 Summar Dr., Jackson, TN
(731) 541-8200

Pathways Brownsville-Haywood
120 Tammell Street, Brownsville, TN
(731) 772-4685

Quinco Counseling Centers
First Time Clients please call
800-532-6339

Quinco Counseling Center
45 Executive Drive, Suite A, Jackson, TN
(731) 664-2083

Quinco-Bolivar-Hardeman
10710 Highway 64, Bolivar, TN
(731) 658-6113

Quinco-Savannah-Hardin

1105 South Pickwick, Savannah, TN (731) 925-5054