



WILLISTON
STATE COLLEGE

Drug and Alcohol Prevention Program

**(DAAPP)
Annual Information 2019-20**

Williston State College

In accordance with the 1989 amendments to the Drug-Free Schools and Communities Act, as articulated in the Education Department General Administrative Regulations (EDGAR) part 86 (Drug Free Schools and Campuses Regulations), an institution of higher education (IHE) such as Williston State College (WSC), is required to certify that it has implemented programs to prevent the abuse of alcohol and use and/or distribution of illicit drugs by WSC students and employees both on its premises and as a part of any of its activities. All of WSC's Policies and Procedures are found on WSC's website at www.willistonstate.edu.

Policies specific to WSC employees are found in the [Staff Handbook](#). Policies specific to the student population at WSC are found in the [Student Code of Conduct](#).

To ensure every student, faculty member and staff person is informed about WSC's alcohol and other drug policies, at a minimum, an institute of higher education must annually distribute the following in writing to all students and employees:

- Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
- A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
- A clear statement that the institute of higher education will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required by paragraph (a)(1) of this section. For the purpose of this section, a disciplinary sanction may include the completion of an appropriate rehabilitation program.

I. Standards of Conduct

A. Employees

WSC employees are required to abide by the WSC Drug-free Workplace Policy found in the [Staff Handbook](#). In accordance with the Drug Free Workplace, the [State Board of Higher Education \(SBHE\) Policy 615](#) and the [North Dakota University System \(NDUS\) Procedure 615](#) the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance in the workplace is prohibited. Every employee is required to abide by applicable laws, SBHE Policy 615 and NDUS Procedure 615 as a condition of employment.

B. Currently enrolled students

Students are expected to obey local, state, and federal laws. Currently enrolled students are also required to abide by WSC's [Student Code of Conduct](#). Any student who violates WSC's Alcohol and Other Drugs policy is subject to disciplinary sanctions stated within the Student Code of Conduct.

II. Legal Sanctions

A. Federal

Federal law provides criminal and civil penalties for unlawful possession or distribution of drugs and alcohol. Please refer to The [U.S Department of Justice Drug Enforcement Agency's Drugs of Abuse Guide](#) for details on federal trafficking penalties for controlled substance violations. Among incarceration and/or fines, there are federal laws allowing the forfeiture of property used in possession or to facilitate possession of a controlled substance. This could include homes, vehicles, boats, aircrafts and any other personal or real property. Fines could range up in the millions of dollars. One becomes ineligible to possess firearms and to receive federal benefits such as student loans and grants.

FEDERAL TRAFFICKING PENALTIES				
DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500-4999 grams mixture	First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Cocaine Base (Schedule II)	28-279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40-399 grams mixture		400 grams or more mixture	
Fentanyl Ana- Logue (Schedule I)	10-99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100-999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1-9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5-49 grams pure or 50-499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10-99 grams pure or 100-999 grams mixture		100 gm or more pure or 1 kg or more mixture	

PENALTIES		
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual.
Flunitrazepam (Schedule IV)	1 gram	Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Other Schedule III drugs	Any amount	First Offense: Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.
		Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
All other Schedule IV drugs	Any amount	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.
Flunitrazepam (Schedule IV)	Other than 1 gram or more	Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
All Schedule V drugs	Any amount	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.
		Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

FEDERAL TRAFFICKING PENALTIES—MARIJUANA			
DRUG/SCHEDULE	QUANTITY	1 ST OFFENSE	2 ND OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.

Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regard-less of weight) 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		
*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.			

B. State Law and Local Ordinances

Individuals in the state of North Dakota must be at least 21 years of age to buy, possess and/or consume alcohol. Person(s) providing alcohol to individuals under the age of 21 violate state law and may be cited for contributing to the delinquency of a minor among other possible citations depending on the circumstances. There are other important state laws and local rules relating to alcohol including driving under the influence (DUI) and open container. For a first DUI offense, violators are fined at least \$500 and are ordered to have an addiction evaluation. State Law and Williston City Ordinances prohibit driving under the influence of intoxicating liquor or controlled substances. State Law and Williston City Ordinances also prohibit open containers of alcohol in vehicles. It is important to note Williston City Ordinances also prohibit disorderly houses (loud gatherings). The local alcohol ordinances for the City of Williston, ND can be found in [Chapter 3 of the City of Williston Municipal Code](#).

North Dakota has adopted the Uniform Controlled Substances Act, which restricts the manufacture, transfer and possession of narcotic drugs and other drugs that have a potential for abuse or that may lead to physical or psychological dependence. It is a Class A felony to manufacture, deliver or possess with intent to manufacture or deliver controlled substances such as methamphetamines or narcotic drugs such as opium or cocaine in North Dakota.

Possession of drug paraphernalia for personal use of marijuana is a criminal infraction punishable by a fine of up to \$1000. Manufacture, delivery or advertisement drug paraphernalia are Class B misdemeanors.

Possession of 1/2 ounce or less of marijuana is a criminal infraction punishable by a fine of up to \$1000. Possession of more than 1/2 ounce but less than 500 grams is a Class B misdemeanor. Possession of 500 grams or more of marijuana is a Class A misdemeanor. Possession on, or within 1,000 feet of the real property comprising a public or private elementary or secondary school or a public career and technical education school is a class B felony.

Inhaling vapors of a volatile chemical in a manner designed to create intoxication, hallucination or elation is a Class B misdemeanor. Possession of drug paraphernalia for controlled substances other than marijuana is a Class A misdemeanor.

Class A misdemeanors are punishable up to one year's imprisonment and/or \$3,000 fine. Class B misdemeanors are punishable up to 30 days' imprisonment and/or \$1,500 fine. A Class B felony is punishable up to ten years' imprisonment and/or \$20,000 fine. A Class A felony is punishable up to twenty years imprisonment and/or \$20,000 fine. For more information please refer to [North Dakota Century Code](#).

Marijuana remains a Schedule I controlled substance under the Federal Controlled Substances Act ([Title 21 United States Code \(USC\) Controlled Substances Act Subchapter I — Control and Enforcement, Part A — Introductory Provisions §801. Congressional findings and declarations: controlled substances](#)). State laws permitting recreational and medicinal use/possession of marijuana, or state laws decriminalizing possession of small amounts, do not supersede Federal Law. Institutions must therefore prohibit use, possession, or distribution of marijuana on its property or as part of its activities (within the meaning of the Drug-Free Schools and Campuses Act).

The [Alcohol Policy Information System \(APIS\)](#) provides detailed information on a wide variety of alcohol-related policies in the United States at both State and Federal levels. Detailed state-by-state information is available for the 35 alcohol-related policies.

III. Health Risks

Many known health risks are associated with the use of alcohol and drugs. Health risks range from decreased reaction time and motor coordination to more severe risks of cancer, heart attacks, and even death. More information can be found below.

Alcohol	<p>Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgement and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.</p> <p>Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.</p> <p>Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics</p> <p>Short-Term Health Risks</p> <p>Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. These are most often the result of binge drinking and include the following:</p> <ul style="list-style-type: none"> • Injuries, such as motor vehicle crashes, falls, drownings, and burns. • Violence, including homicide, suicide, sexual assault, and intimate partner violence. • Alcohol poisoning, a medical emergency that results from high blood alcohol levels • Risky sexual behaviors, including unprotected sex or sex with multiple partners. These behaviors can result in unintended pregnancy or sexually transmitted diseases, including HIV. • Miscarriage and stillbirth or fetal alcohol spectrum disorders (FASDs) among pregnant women. <p>Long-Term Health Risks</p> <p>Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including:</p> <ul style="list-style-type: none"> • High blood pressure, heart disease, stroke, liver disease, and digestive problems.
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	<ul style="list-style-type: none"> • Cancer of the breast, mouth, throat, esophagus, liver, and colon. • Learning and memory problems, including dementia and poor school performance. • Mental health problems, including depression and anxiety. • Social problems, including lost productivity, family problems, and unemployment. • Alcohol dependence, or alcoholism <p>Additional Resources: CDC's Fact Sheets – Alcohol Use and Your Health NIAAA's Alcohol's Effects on the Body NIH College Drinking</p>
Anabolic Steroids	<p>Anabolic steroids are synthetically produced variants of the naturally occurring male hormone testosterone that are abused in an attempt to promote muscle growth, enhance athletic or other physical performance, and improve physical appearance.</p> <p>Short-Term Effects may cause mood and behavioral effects. In some individuals, steroid use can cause dramatic mood swings, increased feelings of hostility, impaired judgment, and increased levels of aggression.</p> <p>Long-Term Effects Anabolic steroid use may also cause psychological dependence and addiction. In adolescents, anabolic steroid use can stunt the ultimate height that an individual achieves. anabolic steroid use can cause high cholesterol levels, which may increase the risk of coronary artery disease, strokes, and heart attacks. Anabolic steroid use can also cause acne and fluid retention. Oral preparations of anabolic steroids, in particular, can damage the liver.</p> <p>Class Schedule Anabolic steroids are Schedule III substances under the Controlled Substances Act. Only a small number of anabolic steroids are approved for either human or veterinary use.</p> <p>Additional Resources: U.S Department of Justice Drug Enforcement Agency's Drugs of Abuse Guide</p>
Cannabis (Marijuana, Hashish)	<p>Short-Term Effects altered senses, altered sense of time, changes in mood, impaired body movement, difficulty with thinking and problem-solving, impaired memory, hallucinations, delusions, psychosis</p>

	<p>Long-Term Effects brain development, impaired thinking, memory, learning functions,</p> <p>Physical Effects breathing problems, increased heart rate, problems with child development during and after pregnancy, nausea and vomiting, Cannabinoid Hyperemesis Syndrome</p> <p>Mental Effects temporary hallucinations, temporary paranoia, worsening symptoms in patients with <i>schizophrenia</i>, depression, anxiety, and suicidal thoughts. The active ingredient in marijuana, THC, is stored in the fatty tissues of the brain and reproductive system for a minimum of 28 to 30 days.</p> <p>Additional Resources: U.S Department of Justice Drug Enforcement Agency’s Drugs of Abuse Guide NIH Drug Facts Marijuana CDC Health Effects Marijuana The Effects of Hashish Use </p>
Depressants (Barbiturates, Benzodiazepines, GHB, Rohypnol)	<p>Short-Term Effects Depressants will put you to sleep, relieve anxiety and muscle spasms, and prevent seizures. Individuals abuse depressants to experience euphoria. Depressants are also used with other drugs to add to the other drugs’ high or to deal with their side effects. Users take higher doses than people taking the drugs under a doctor’s supervision for therapeutic purposes. Depressants like GHB and Rohypnol are also misused to facilitate sexual assault</p> <p>Long-Term Effects can lead to physical dependence even at doses recommended for medical treatment. Unlike barbiturates, large doses of benzodiazepines are rarely fatal unless combined with other drugs or alcohol. But unlike the withdrawal syndrome seen with most other drugs of abuse, withdrawal from depressants can be life threatening.</p> <p>Class Schedule depressants are controlled substances that range from Schedule I to Schedule IV under the Controlled Substances Act, depending on their risk for abuse and whether they currently have an accepted medical use.</p> <p>Additional Resources: U.S Department of Justice Drug Enforcement Agency’s Drugs of Abuse Guide </p>
Stimulants (Amphetamines, Cocaine, Khat, Methamphetamine)	<p>Short-Term Effects</p> <ul style="list-style-type: none"> • extreme happiness and energy • mental alertness • hypersensitivity to sight, sound, and touch

	<ul style="list-style-type: none"> • irritability • paranoia—extreme and unreasonable distrust of others <p>Long-Term Effects</p> <ul style="list-style-type: none"> • <i>snorting</i>: loss of smell, nosebleeds, frequent runny nose, and problems with swallowing • <i>smoking</i>: cough, asthma, respiratory distress, and higher risk of infections like pneumonia • <i>consuming by mouth</i>: severe bowel decay from reduced blood flow • <i>needle injection</i>: higher risk for contracting HIV, hepatitis C, and other bloodborne diseases, skin or soft tissue infections, as well as scarring or collapsed veins. <p>Other health effects:</p> <ul style="list-style-type: none"> • constricted blood vessels • dilated pupils • nausea • raised body temperature and blood pressure • fast or irregular heartbeat • tremors and muscle twitches • restlessness <p>Class Schedule</p> <p>A number of stimulants have no medical use in the United States but have a high potential for abuse. These stimulants are controlled in Schedule I. Some prescription stimulants are not controlled, and some stimulants like tobacco and caffeine don't require a prescription</p> <p>Additional Resources: NIH Drug Facts Cocaine U.S Department of Justice Drug Enforcement Agency's Drugs of Abuse Guide</p>
Hallucinogens (MDMA, Ketamine, LSD, Peyote & Mescaline, Psilocybin)	<p>Hallucinogens are a diverse group of drugs that alter a person's awareness of their surroundings as well as their own thoughts and feelings that commonly split into two categories: classic hallucinogens (such as LSD) and dissociative drugs (such as PCP).</p> <p>Classic Hallucinogens Short-Term Effects</p> <p>auditory, visual and sensory hallucinations, increased heart rate, nausea, intensified feelings and sensory experiences (such as seeing brighter colors), changes in sense of time (for example, the feeling that time is passing by slowly), increased blood pressure, breathing rate, or body temperature, loss of appetite, dry mouth, sleep problems, spiritual experiences, feelings of relaxation, uncoordinated movements, excessive sweating, panic, <i>paranoia</i>, <i>psychosis</i>, bizarre behaviors</p>

	<p>Classic Hallucinogens Long-Term Effects <i>Persistent Psychosis, Hallucinogen Persisting Perception Disorder (HPDD)</i></p> <p>Dissociative Drugs Short-Term Effects auditory, visual and sensory hallucinations, numbness, disorientation and loss of coordination, hallucinations, increase in blood pressure, heart rate, and body temperature, memory loss, panic and anxiety, seizures, psychotic symptoms, amnesia, inability to move, mood swings, trouble breathing, fetal development</p> <p>Long-Term Effects of Dissociative Drugs auditory, visual and sensory hallucinations, addiction, speech problems, memory loss, weight loss, anxiety, depression and suicidal thoughts</p> <p>Class Schedule Many hallucinogens are Schedule I under the Controlled Substances Act, meaning that they have a high potential for abuse, no currently accepted medical use in treatment in the United States, and a lack of accepted safety for use under medical supervision.</p> <p>Additional Resources: NIH Drug Facts Hallucinogens U.S Department of Justice Drug Enforcement Agency's Drugs of Abuse Guide</p>
Narcotics (Fentanyl, Heroin, Hydromorphone, Methadone, Morphine, Opium, Oxycodone,	<p>Short-Term Effects</p> <ul style="list-style-type: none"> • dry mouth • warm flushing of the skin • heavy feeling in the arms and legs • nausea and vomiting • severe itching • clouded mental functioning • going "on the nod," a back-and-forth state of being conscious and semiconscious <p>Long-Term Effects</p> <ul style="list-style-type: none"> • insomnia • collapsed veins for people who inject the drug • damaged tissue inside the nose for people who sniff or snort it • infection of the heart lining and valves • abscesses (swollen tissue filled with pus) • constipation and stomach cramping • liver and kidney disease • lung complications, including pneumonia • mental disorders such as depression and antisocial personality disorder • sexual dysfunction for men

	<ul style="list-style-type: none"> irregular menstrual cycles for women <p>Other Potential Effects Heroin often contains additives, such as sugar, starch, or powdered milk, that can clog blood vessels leading to the lungs, liver, kidneys, or brain, causing permanent damage. Also, sharing drug injection equipment and having impaired judgment from drug use can increase the risk of contracting infectious diseases such as HIV and hepatitis (see "Injection Drug Use, HIV, and Hepatitis").</p> <p>Class Schedule Narcotics/opioids are controlled substances that vary from Schedule I to Schedule V, depending on their medical usefulness, abuse potential, safety, and drug dependence profile. Schedule I narcotics, like heroin, have no medical use in the U.S. and are illegal to distribute, purchase, or use outside of medical research.</p> <p>Additional Resources: NIH Drug Facts Heroin NIH Drug Facts Fentanyl U.S Department of Justice Drug Enforcement Agency's Drugs of Abuse Guide </p>
Nicotine (Smoking, Tobacco, Vaping, E-Cigarettes)	<p>Nicotine causes a wide range of side effects in most organs and systems.</p> <p>Blood circulation side effects: harmful blood clots, atherosclerosis, (arterial plaque), enlargement of the aorta</p> <p>Brain side effects: dizziness and lightheadedness, irregular and disturbed sleep, bad dreams and nightmares, possible blood restriction</p> <p>Gastrointestinal side effects: nausea and vomiting, dry mouth, or xerostomia, indigestion, peptic ulcers, diarrhea, heartburn</p> <p>Heart side effects: changes in heart rate and rhythm, an increase in blood pressure, constrictions and diseases of the coronary artery, an increased risk of stroke</p> <p>Nicotine and pregnancy: Obesity, high blood pressure, type 2 diabetes, respiratory difficulties, infertility, problems with brain development, behavioral issues</p>

	<p>Other effects: Lung spasms , pneumonia, tremors and pain in the muscles, increase levels of insulin and insulin resistance, contributing to the risk of diabetes, joint pain According to the CDC, cigarettes, e-cigarette aerosol and many other tobacco products contain harmful and potentially harmful substances including:</p> <ul style="list-style-type: none"> • Nicotine • Cancer-causing chemicals • Volatile organic compounds • Heavy metals such as nickel, tin, and lead • Ultrafine particles • Flavorings such as diacetyl, a chemical linked to a serious lung disease <p>Additional Resources: CDC Smoking & Tobacco Use CDC About Electronic Cigarettes (E-Cigarettes) Surgeon General Know the Risks: E-Cigarettes and Young People Truth Campaign: Vaping</p>
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Additional Resources:

[U.S Department of Justice Drug Enforcement Agency’s Drugs of Abuse Guide](#)

[National Institute on Drug Abuse Commonly Abused Drugs Charts](#)

[National Institute on Drug Abuse Publications Drug Facts](#)

IV. Drug and Alcohol Programs

A. Employees

The following program is available for WSC employees:

CHI St. Alexius Health provides Employee Assistance Program (EAP) services to public and private organizations. CHI St. Alexius Health’s goal is to provide organizations with cost-savings and increased productivity and to provide services to employees who may be experiencing personal, emotional or work-related problems.

EAP provides a variety of services and educational benefits to all employees in your organization. Some of these include:

- 24/7 crisis line staffed by EAP counselors
- Chemical dependency evaluations and education
- Crisis intervention
- Supervisory training and employee orientation
- Informational brochures
- Policy and program development
- Professional and management development education and training

- Referrals for job performance
- Bi-monthly professional and supervisory newsletters
- Unlimited management consultations
- Quarterly utilization reports
- Free training through our Enhancing Excellence Series
- Assistance with emotional and behavioral, work-related, marital and family, financial and alcohol and drug-related concerns

Community Resources for Employees

[North Dakota Department of Human Services](#)

[Northwest Human Service Center](#)

P.O. Box 1266
 316 2nd Avenue West
 Williston, ND 58802
 701-774-4600
 701-572-9111 – Crisis Hotline 24/7
dhsnwhsc@nd.gov

[Summit Counseling Services](#)

1500 14th St W, Suite 290
 Williston, ND 58801
 701-334-6242

[Choice Recovery Counseling](#)

721 E Highland Drive, Suite B
 Williston, ND
 701-770-9743

B. Currently Enrolled Students

- WSC's offers alcohol and drug prevention programs which strive to educate students about the risks associated with alcohol use, communicate clear messages about the consequences of underage drinking, and provide a variety of on-campus student programming.
- WSC offers free counseling services to currently enrolled students. Personal counseling services provide confidential consultation, brief short-term intervention, and referrals. The goal of counseling services is to help students return to their normal functioning as soon as possible. The counseling team consists of one on-campus counselor, located on the WSC Campus. WSC also utilizes tele-med services to connect WSC students to two other North Dakota University System professional counselors and offers tele-med through [Northern Prairie Community Clinic \(NPCC\)](#).
 - Student Life and Residence Life departments continuously plan free, late night events that are open to all students. Events made include, but are not limited: dances, hypnotists, magicians, bowling nights, grocery bingo, open mic nights, speakers and lecturers, history symposiums, movie nights, games nights etc.

- Current students can attend WSC athletics games (basketball, hockey, baseball, volleyball and softball) free of charge.
- WSC students, faculty and staff participate in various community projects including the Salvation Army holiday bell ringing and Angel Tree charity events, Easter Egg hunt hosted by Phi Theta Kappa (PTK), community-wide spring clean-up day, and Earth Day celebrations and associated clean-up activities and community parades.
- The Williston Area Recreation Center located on campus is open seven days a week. All current students receive free membership and facilities include indoor tennis, basketball, track, weights and cardio, waterpark and lap pools.
- The student lounge is open until 10 p.m. during the week and from 9 a.m.–3 p.m. on the weekends, providing students access to recreational space.
- All WSC events, both on and off campus are alcohol free in accordance with [SBHE policy 918](#).

Community Resources for Students

[North Dakota Department of Human Services](#) [Northwest Human Service Center](#)

P.O. Box 1266
316 2nd Avenue West
Williston, ND 58802
701-774-4600
701-572-9111 – Crisis Hotline 24/7
dhsnwhsc@nd.gov

[Summit Counseling Services](#)

1500 14th St W, Suite 290
Williston, ND 58801
701-334-6242

[Choice Recovery Counseling](#)

721 E Highland Drive, Suite B
Williston, ND
701-770-9743

V. Disciplinary Sanctions

WSC will impose disciplinary sanctions on students and employees (consistent with Local, State, Federal law, North Dakota State Board of Higher Education policies, North Dakota University System procedures and relevant codes of conduct), and a description of those sanctions, up to and including student expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct enumerated in the DAAPP. A disciplinary sanction may include the completion of an appropriate rehabilitation program.

A. Employees

An employee who is convicted of violation of any federal or state criminal drug law for conduct in the workplace must notify his/her supervisor of the conviction within five days of the conviction. A conviction means a finding of guilt (including a plea of guilty or nolo contendere or its equivalent) or the imposition of a sentence. Within 24 hours of receiving notice of a conviction, the supervisor must notify the institution's or system's Human Resource officer. Each new employee, at the time of hiring, shall receive a copy of the [State Board of Higher Education \(SBHE\) Policy 615](#) and the [North Dakota University System \(NDUS\) Procedure 615](#) and acknowledge in writing that the employee has received and reviewed the policy and procedure. Institutions and the NDUS office shall document on an annual basis that each benefited employee has received a copy of SBHE Policy 615 and NDUS Procedure 615. This may be done as part of an annual evaluation, in-service training, electronically, or other appropriate procedure. Any employee who violates SBHE Policy 615 and NDUS Procedure 615 is subject to disciplinary action up to and including termination.

B. Currently Enrolled Students

When a currently enrolled student violates the Student Code of Conduct, appropriate sanctions will be imposed. These may include, but are not limited to:

Sanctions

The sanctions listed below are assigned based on the severity of the incident and/or past conduct history:

Written Warning - A warning is a written notification that subsequent code violations may result in more severe sanctions.

Consultation - A student may be required to attend a formal meeting with designated WSC personnel or the Vice President for Student Affairs in which the actions that warranted the complaint are examined. A typical goal of the consultation is to discuss the competencies of a successful College experience, career, and life and to maximize the student's opportunities for growth.

Referral to Special Classes or Counseling Sessions - A student may be required to participate in alcohol, drug, and/or other programming as a result of participating in any incident involving the use or abuse of alcohol and/or other drugs. The College reserves the right to require alcohol/drug evaluation as a condition of enrollment or continued enrollment when: • A student's conduct endangers or may endanger the safety of themselves, others, or property, and/or • A pattern of conduct has been demonstrated by a student.

Community Service - WSC seeks to actively engage and involve students in the student conduct process by using community service. Community Service sanctions allow students to positively impact and give back to the WSC community. Students may also

develop and foster positive relationships with other individuals throughout the campus community

Parental Notification - The Family Educational Rights and Privacy Act (FERPA) permits an institution of higher education to make disclosures to parents or legal guardians regarding determined sanctions with respect to the illegal use of alcohol and/or other drugs if the student is less than 21 years of age and has been found responsible for violating the Code of Conduct. The institution's primary relationship is with the student, and our goal is to encourage individual personal growth and development. When such growth and development seems unlikely to occur without parental involvement, the College reserves the right to engage parents or guardians in that process. WSC may choose not to notify parents or guardians of violations of the Student Code of Conduct in an effort to support and encourage students to engage in voluntary conversations about such incidents with their parents or guardians as well as to encourage personal development. Parents or guardians of students under 21 may be contacted by WSC personnel following alcohol and/or other drug related incidents: • If a student is found responsible for violating the College's alcohol/drug policy that results in a College referral for assessments or evaluations for chemical dependency, and/or when College sanctions of Conduct Probation or greater are assigned. • Based on situations that appear to endanger the health, safety, or life of other persons or the student. • If an individual is involved in incidents that resulted in significant property damage. • If a decision is made that it is in the best interest of a particular student to involve a parent or guardian to help address other significant life concerns related to illegal use of alcohol and/or other drugs.

Restitution - A student may be required to pay the cost for the repair of any College or state property damaged by the student. The goal will be to return the damaged property to its existing condition at the time of damage. The determination of the method used to calculate restitution shall be the responsibility of designated WSC personnel or the Vice President for Student Affairs who will consider the fair market value or cost to repair the damaged item(s) when making such a determination. When the responsible party is a student organization, additional sanctions or terms and conditions also may be assigned for failure to make timely arrangements for restitution.

Fines - Monetary fines are used to deter conduct violations and may be imposed as a conduct sanction. Fines are decided based on the investigative results of the incident. Mediation: a way of resolving disputes between two or more parties wherein the parties meet with a mutually selected impartial and neutral person who assists them in the negotiation of their differences.

Letter of Apology/or Reflection: A reflective letter describing the misconduct and acknowledging wrong-doing. This letter may be addressed to a specific person reflecting on the incident and how your actions impacted your community as well as the individual(s) you are apologizing to. It is not meant to justify your actions; defensiveness or inappropriate language will not be accepted.

Conduct Probation - Conduct probation is a written notification of a specified period of review and observation during which the student must demonstrate the ability to comply with College policies; local, state, and federal laws; and any other terms or conditions that have been imposed in writing. Specific terms of the probation will be determined on a case-by-case basis. Further prohibited conduct may result in additional sanctions to be assigned.

Supervised Conduct Probation - Supervised conduct probation generally requires meetings with designated WSC personnel or the Vice President for Student Affairs at regularly established intervals to monitor progress in behavioral, academic, social, vocational, and other areas of the student's life necessary to strive for overall success at WSC. The supervisor may assign educational tasks and/or projects as deemed necessary and appropriate to assist the student in developmental growth.

Trespass from All, or Portions of, Campus - Trespass is defined as the restriction, withholding, or removal of access to College property from persons who violate College policies, regulations, or rules or who pose a risk to campus safety or security.

Eviction from College-owned Housing - Eviction is the permanent separation of a student from the residence halls. When a student is evicted, they is typically required to move out of College-owned housing within 72 hours after notification of eviction. Should the student be involved in any other policy violations or be disruptive in any way prior to leaving College-owned housing, the student can be asked to leave immediately. Additionally, release of a housing contract due to conduct reasons during the contract period will result in breach of contract and forfeiture of room rent for the remainder of the agreement period. Board charges will be refunded in accordance with the [North Dakota College System Procedure; Section 830.2- Refunds](#).

Suspension - Suspension is a temporary withdrawal of enrollment privileges and ban from campus property and activities (student) or recognition (student organization) for a specific period. Suspension notification may include conditions of the suspension and terms for reinstatement. In some cases, short term suspension may be imposed depending on the nature and severity of the offense. Suspension may be recommended for serious offenses, or knowingly violating the terms of any disciplinary sanctions imposed in accordance with the Student Code of Conduct. Suspension will normally result in the cancellation of registration of the student.

Temporary Emergency Suspension - A student may be temporarily suspended by the Vice President for Student Affairs when the student's actions or threats of action indicate a serious threat to the welfare and/or safety of persons or property. After the Temporary Emergency Suspension is imposed, the investigative process into the student's conduct should begin within five calendar days. Conditions under which Temporary Emergency Suspension may be imposed: • To ensure the health, safety or well-being of members of the College community, • To preserve College property; • To ensure the suspended student's own physical and emotional safety and well-being, or • To ensure against disruption of, or interference with, normal operations of the College. If the suspension is

upheld following the investigative process, the suspension remains subject to the rules outlined in abovementioned Suspension section and remains a matter of permanent record.

Indefinite Suspension - Indefinite suspension is a suspension which involves no definite time limit and may carry conditions which must be met before the student/student organization may request reinstatement.

Recommendation to the VPAA to Withhold or Rescind Degree - If a person has been awarded a WSC degree and/or certificate, and it is subsequently discovered that the person committed a serious breach of this code while attending the College, the College may, upon separate proceedings, elect to rescind the degree. See Section 8.1 regarding graduation holds for similar reasons.

Conditions

Participation in a Specific Activity or Project - A student may be required to participate in a specific activity or project, such as public service; an educational class; and/or meeting with a designated College official or other assignment. Restricted Access Students may have access to College facilities and grounds restricted for a specified period of time. Restricted access may include, but is not limited to, entry into College or athletic facilities, access to specific College offices, and visiting and/or living in any College housing facility. Students found in violation of restricted access directives may be issued a trespass citation and may be subject to further conduct action.

Loss of Privileges - A student may be denied various privileges associated with being a WSC student. Such privileges may include, but are not limited to, one or more of the following: • Participating in or attending College or student sponsored events; • Holding office in any Student Organizations; • Having a guest or being a guest in residence life facilities; • Access to parts of or all College property, including eligibility to reside in College facilities; • Receiving financial aid; • Being employed by the College; • Representing the College, including travel on behalf of the College; • Sponsoring or hosting organization or campus wide functions; • Using IT services; and/or • Maintaining recognized student organization status with Student Senate.

No Contact Order - Students may be prohibited from direct or indirect physical and/or verbal contact with another individual or group. Reasonable restrictions to protect the safety and welfare of others may also be imposed. These include, but are not limited to, any and all forms of communication, access to College owned or controlled locations, and specified minimum distances. Confiscation In addition to items seized as evidence, goods used or possessed in violation of College policies and/or local, state or federal laws, may be confiscated and not be returned to the student. This includes, but not limited to, falsified information or identification.

Registration/Graduation Hold - If a student (new, current, or returning) fails to respond to a request to meet to discuss an alleged violation of this code, or fails to comply with

sanctions or terms and conditions assigned as a result of being found responsible for a violation of this code, a hold may be placed on the student's eligibility to register or the student's current registration may be canceled. If registration is canceled, eligibility for any refund of tuition/fees will be subject to the College's withdrawal policy. Students may not be permitted to graduate or officially withdraw from WSC while disciplinary action is pending. If the student withdraws before WSC becomes aware of the potential violation of this code, the student's academic records may be placed on hold and the allegations must be resolved prior to the student's readmission.

Returning and/or New Students - If a student violates this code during a period of non-enrollment, a registration hold may be placed to prevent the student's registration until an investigation can be completed on the matter. The student may be notified about these holds at the time the College is first notified about the incident or when the student subsequently requests enrollment. In addition, the Vice President of Student Affairs or designee, may place a registration hold to deny a student the eligibility to register. Reasons may include, but are not limited to, the student's arrest, discovery of pending criminal charges against the student, and/or serious concerns arise about the health and safety of the student or others in the College community.

Sanctions are administered on a case by case basis, taking into consideration the unique facts and/or mitigating or aggravating circumstances presented. The ultimate goal of the sanction is to reinforce WSC's commitment to a positive and safe learning environment consistent with acceptable social standards, and in accordance with federal, state and local laws.

Student Financial Aid Eligibility:

The Higher Education Opportunity Act (HEOA) requires all institutions of higher education to provide enrolled students information on the penalties associated with drug-related offenses. A student who has been convicted under Federal or State law of possession or sale of a controlled substance, during a period of enrollment for which the student was receiving Title IV aid (Federal Pell Grant, Supplemental Education Opportunities Grant, Direct Subsidized or Unsubsidized Loan, Direct PLUS loan, Perkins Loan or Federal Work Study), is ineligible for Title IV aid. The periods of ineligibility, which begin as of the date of the conviction, are as follows:

If convicted of an offense involving the possession of a controlled substance, the ineligibility period is:

- First offense 1 year
- Second offense..... 2 years
- Third offense..... Indefinite

If convicted of an offense involving the sale of a controlled substance, the ineligibility period is:

- First offense 2 years
- Second offense..... Indefinite

If the student was convicted of both possessing and selling a controlled substance, and the periods of ineligibility are different, the student will be ineligible for the longer period. If a student is convicted of possessing or selling a controlled substance, s/he must notify the financial aid office immediately. If the student has received Title IV aid, s/he must pay back all of the Title IV aid received following his or her conviction.

WSC's values and guidelines are meant to establish a safe and healthy environment for all students to grow and develop. Incumbent upon each WSC student is the responsibility to uphold and conduct themselves in accordance with these values and guidelines to effectively contribute to the educational effectiveness of the college.

VI. Annual Notification of the DAAPP and Biennial Report

A. Employee Notification

Notification of the information contained in the DAAPP will be distributed to all current employees of the college via email on or before October 1st of each year.

B. Student Notification

Notification of the information contained in the DAAPP will be distributed to all currently enrolled students on or before October 1st of each year.

C. Online Availability

For students who enroll or for employees who are hired after the initial distribution of the DAAPP on October 1st of every year, it is made public [online](#) or a printed copy can be requested from the office of Student Affairs at 1410 University Avenue, Stevens Hall, Suite 105, Williston, ND 58801.

VII. Oversight Responsibility

The Vice President for Student Affairs shall have oversight responsibility of the DAAPP including, but not limited to: updates, coordination of information required in the DAAPP, and coordination of the annual notification to employees and students.