



CANKDESKA CIKANA COMMUNITY COLLEGE

Spirit Lake Dakota Nation

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Drug & Alcohol Prevention Program Report 2017



Drug and Alcohol Program for Students and Employees

Part 1. Scope of Policy

The Cankdeska Cikana Community College Drug-and Alcohol-Free Campus Policy is for Students and Employees of the College and includes all campus locations. The possession, use and sale of alcohol and enforcement of Tribal drinking laws shall be enforced. The possession, use and sale of illegal drugs shall be enforced through Federal and Tribal laws.

Part 2. Purpose

Cankdeska Cikana Community College (CCCC) is committed to ensuring an educational and employment environment where students and employees can work, learn and develop to their full potential. Because the use and abuse of alcohol and controlled substances negatively impacts the ability of students and employees to work, learn and develop to their full potential, and to comply with federal and tribal laws, Cankdeska Cikana Community College has adopted and will implement the following drug-and alcohol-free campus policy.

Part 3. Drugs, Alcohol Prohibited

The unlawful manufacture, growing, possession, use, dispensation, sale or distribution of controlled substances and the manufacture, use, sale, distribution or possession of alcoholic beverages by Cankdeska Cikana Community College students and Cankdeska Cikana Community College employees is strictly prohibited: 1) on Cankdeska Cikana Community College property; 2) while participating in a student activity, activities sponsored by officially recognized student organizations, or an event or activity sponsored or sanctioned by Cankdeska Cikana Community College, including off-site activities; and 3) while performing work, including overtime work and rest breaks.

Subpart A. Employees

No Cankdeska Cikana Community College employee may:

1. report to work under the influence of alcohol, controlled substances or other drugs which affect her/his alertness, coordination, reaction, response, judgment, decision-making or safety; or
2. Operate, use or drive any Cankdeska Cikana Community College's equipment, machinery or vehicle while under the influence of alcohol, controlled substances or mind-altering drugs.

An employee who is under the influence of alcohol, controlled substances or other mind-altering drugs, or who is taking medically authorized drugs or other substances which may affect job performance, has an affirmative duty to immediately notify the appropriate supervisor that the employee's mental or physical condition precludes her/his ability to operate, use or drive Cankdeska Cikana Community College's equipment.

Employees are prohibited from consuming alcoholic beverages off-site during lunch or dinner meals when returning to perform work on behalf of Cankdeska Cikana Community College. In any situation subsequent to the intake of alcohol, an employee whose behavior or condition adversely affects her/his performance is subject to discipline. Since engaging in off-duty sale, purchase, transfer, use or possession of controlled substances may have a negative effect on an employee's ability to perform his/her work, a Cankdeska Cikana Community College employee involved in such circumstances is subject to discipline.

Employees working on federal grants or contracts who are convicted of a criminal drug statute violation occurring in the workplace are required to notify Cankdeska Cikana Community College within five (5) working days of such a conviction.

Substance Abuse Education

Prevention Programs

Cankdeska Cikana Community College has developed programs to prevent the illicit use of drugs and the abuse of alcohol by students and employees. The program provides services related to drug use and abuse including dissemination of informational materials, educational programs, referral to counseling services, other referrals and college disciplinary actions.

Areas of CCCC that provide Drug Education include:

- Alcohol and Drug Education: College Student Services and Human Resources Department for college staff and students
- Referral Services: Student Services, Human Resources Department

- College Disciplinary Actions: Student Success, Academic Dean
Institutional, Tribal and Federal Legal Sanctions
Legal Sanctions-Laws Governing Alcohol
The State of North Dakota sets 21 as the minimum age to purchase or possess any alcoholic beverage. Specific ordinances regarding violations of alcohol laws, including driving while intoxicated are available from local law enforcement.

Part 4. Penalties for Policy Violations

Cankdeska Cikana Community College employees and students who violate this policy are subject to Cankdeska Cikana Community College sanctions and may be subject to legal sanctions under institutional, tribal or federal law. Cankdeska Cikana Community College students will be disciplined according to the Student Code of Conduct. Disciplinary sanctions include, but are not limited to, warning, confiscation, restitution, dismissal, suspension, expulsion and referral for prosecution.

Part 5. Information

Cankdeska Cikana Community College provides voluntary educational programs designed to inform students and staff about the health risks associated with drug and alcohol use, community resources available to provide assistance to individuals dealing with drug and/or alcohol abuse issues, the legal ramifications associated with illegal use of drugs and/or alcohol, and penalties for policy violations under Tribal and Federal Law.

Legal Penalties Tribal Law

Refer to Spirit Lake Tribe Law and Order Code, Spirit Lake Tribal Court, Fort Totten, ND 58335 (701)766-4244.

Federal Law

Schedule I Drugs (Penalty for possession)

First Offense: 10 years to life, 10 year mandatory minimum; if death or serious injury, 20 year minimum; up to \$4 million fine individual, \$10 million other than individual.

Second Offense: 20 years to life, 20 year mandatory minimum; if death or serious injury, not less than life; up to \$8 million fine individual, \$20 million other than individual.

Schedule II Drugs (Penalty for possession)

First Offense: 5 to 40 years, 5 year mandatory minimum; if death or serious injury, 20 year minimum; up to \$2 million fine individual, \$5 million other than individual.

Second Offense: 10 years to life, 10 year mandatory minimum; if death or serious injury, not less than life; up to \$4 million fine individual, \$10 million other than individual.

Schedule I or Schedule II Controlled Drugs (Penalty for possession)

First Offense: 0 to 20 years, if death or serious injury, 20 year minimum, not more than life; up to \$1 million fine individual, \$5 million other than individual.

Second Offense: 0 to 30 years, if death or serious injury, not less than life; up to \$2 million fine individual, \$10 million other than individual.

Schedule III Drugs (Penalty for possession)

First Offense: 0 to 5 years, up to \$250,000 fine individual, \$1 million other than individual. Second Offense: 0 to 10 years; up to \$500,000 fine individual, \$2 million other than individual.

Schedule IV Drugs (Penalty for possession)

First Offense: 0 to 3 years, up to \$250,000 fine individual, \$1 million other than individual. Second Offense: 0 to 6 years, up to \$500,000 fine individual, \$2 million other than individual.

Schedule V Drugs (Penalty for possession)

First Offense: 0 to 1 year, up to \$100,000 fine individual, \$250,000 other than individual. Second Offense: 0 to 2 years, up to \$200,000 fine individual, \$500,000 other than individual.

Health Risks

Associated with the use/abuse of alcohol: malnutrition; lowered resistance to disease; irreversible brain or nervous system damage; gastrointestinal irritation; damage to liver; heart and pancreas; addiction/alcoholism; coma; death from overdose, injury or accident; fetal alcohol syndrome.

Associated with the use/abuse of controlled substances', damage to heart, lungs, brain and nerve cells; lung cancer; memory disorders; interference with psychological maturation; temporary loss of fertility in both men and women; psychological dependence; bronchitis, infections, colds and other viruses; stroke, liver problems, seizures; heart and respiratory failure; psychosis, convulsions; sexual dysfunction. For users who share/use unsterile needles: tetanus; hepatitis; tuberculosis; HIV/AIDS. For pregnant women: miscarriage; stillbirths; premature labor or delivery; hemorrhaging. For cocaine babies: irritability; unresponsiveness; stroke; malformed kidneys and genitals; seizures; SIDS.

A description of procedures, if any, will be available that encourages pastoral counselors and professional counselors, if and when they deem it appropriate, to inform the persons they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Campus Resources:

Student Support Services: (701) 766-1319, Human Resources: (701) 766-1333

Community Resources: refer to CCCC Student Handbook found online on the college website

Spirit Lake Health Service (701) 766-1600, Fort Totten, ND 58335

Spirit Lake Recovery and Wellness (701) 766-4285, Fort Totten, ND 58335

Spirit Lake Tribal Health, Fort Totten (701) 766-4236

Spirit Lake Victim Assistance, Fort Totten (701) 766-1816

CHI St. Alexius Hospital Devils Lake, ND 58301 (701) 662-2131

Lake Region Human Service Center, Devils Lake, ND 58301 (701) 662-2200

ND Crisis Help Line (800) 472-2911

Local Crisis Line (701) 662-5050

National Domestic Violence Hotline, (800) 799-SAFE (7233)

United Way 24-hour Referral Line, 2-1-1

Sexual Assault Resources: <http://www.dr-b0b.0rg/vpc/virtulets.html#Sexual-Assault>