



CONNECTICUT STATE COMMUNITY COLLEGE'S STANDARDS FOR A DRUG-FREE WORKPLACE

Connecticut State Community College is committed to education, and the health and wellbeing of all members of its community. This includes the prevention and response to the use of alcohol and other drugs on our campuses. The physical and mental health effects of the use of alcohol and other drugs are well documented. Use of illegal drugs and misuse of prescription drugs can have social, academic, psychological, physical, financial, and legal consequences. Combining drugs and/or using them with alcohol can be extremely dangerous. Use of these drugs may cause blackouts, poisoning, overdose, and death; physical and psychological dependence; damage to vital organs such as the brain, heart, and liver; impact on pregnancy; psychological problems including depression, psychosis, and severe anxiety and inability to learn and remember information.

The BOT 4.15 Policy on Drugs and Alcohol in the Community Colleges and the BOR 5.11 Opioid Overdose Prevention and Awareness Policy have been prepared as required by the Drug and Alcohol Abuse Prevention (34 CFR part 86) and the Federal Drug-Free Workplace Act of 1988 (41 U.S. Code §§701, et seq.). Consistent with that policy, CT State employees have a right to come to work and perform their job in an environment that is free from the illegal use of drugs. It is also in the interest of the CT State community that employees be able to perform their duties safely and efficiently. Thus, our goal is to maintain a work environment free from the effects of drug and alcohol abuse.

CT State employees shall not unlawfully manufacture, distribute, dispense, possess or use a controlled substance while on the job or in the workplace, or be under the influence of a controlled substance, not prescribed by a physician, while on the job or in the workplace. Any employee violating Policy 4.15 or this standard will be subject to discipline, up to and including termination.

Controlled substances are specifically defined in federal law. They consist of two classes of "drugs": 1) those commonly thought of as "illegal" drugs, and 2) certain medications available by prescription, but not being taken under a physician's orders, which the federal government has determined have a potential for abuse, or are potentially physically or psychologically addictive.

Employees must inform their agency's personnel administrator (or the person serving in the personnel role) within five (5) days of any drug conviction for violation of a state or federal drug statute if the violation occurred in the workplace. A conviction means a

finding of guilty, including a plea of nolo contendere, or the imposition of a sentence by a judge or jury in any federal or state court. Within ten (10) days of receiving notice that one of its employees funded under a federal grant or contract has been convicted for a violation of a state or federal drug statute occurring in the workplace, the agency personnel officer must notify the appropriate federal granting or contracting agency.

The legal consumption of alcohol is permitted only in designated sites on campuses and in accordance with CT State standards and guidelines. Alcohol consumption is prohibited in faculty and staff offices. Illegal (underage) consumption of alcohol is prohibited in buildings or on the grounds of campuses.

Employees who have substance abuse problems are encouraged to participate in the Employee Assistance Program or a rehabilitation program prior to any disciplinary action. If an employee chooses not to undergo rehabilitation, CT State will take disciplinary action consistent with collective bargaining agreements and State law and regulation. Since it is a federal certification requirement that employees be notified of this standard, each employee will receive a copy of it. This standard will also be available at Agency Personnel Offices.

Alcohol and Other Drug Resources:

- [Alcoholics Anonymous](#) – For a listing of meetings in Connecticut
- [Connecticut Region Narcotics Anonymous](#) – For a listing of meetings in Connecticut
- [211/United Way of Connecticut](#) – Call 2-1-1, 24 hours/7days for information and referrals, or go to the 2-1-1 website for substance abuse related service listings.
- [The Connecticut Clearinghouse](#) – Fact sheets and lending library of printed materials and videos about individual drugs and related issues affecting mental health and wellness. The Clearinghouse is Connecticut's resource center for information about alcohol, tobacco, other drugs, and related issues affecting mental health and wellness.
Links to Connecticut Clearinghouse Drug Fact Sheets ([Fact sheets on specific drugs, drug testing, prescribed drugs, etc.](#))
- [SAMHSA](#) (Substance Abuse and Mental Health Services Administration, U.S. Department of Health & Human Services)
SAMHSA's National Helpline is a confidential, free, 24-hour-a-day, 365-day-a-year, 1-800-662- HELP (4357) (also known as the Treatment Referral Routing Service), or TTY: 1-800-487-4889 This service provides referrals to local treatment facilities, support groups, and community-based organizations.
- Also visit the [online treatment locator](#), or send your zip code via text message: 435748 (HELP4U) to find help near you. To read more about HELP4U, please visit: [HELP4U text messaging service](#).

Legal Sanctions:

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 Analogue (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 | 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. | 10 grams 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. |
| 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. Second Offense: Not more than 30 yrs. If death or serious injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual. | | |
| Flunitrazepam (Schedule IV) | 1 gram | | | |
| 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. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual. | | |
| Flunitrazepam (Schedule IV) | Other than 1 gram or more | | | |
| 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. | | |

State Penalties

Alcohol

Section 30-89 (a) of Connecticut statutes states that it is unlawful for a minor (under the age of 21) to purchase, or attempt to purchase or to make a false statement in connection with the attempted purchase of alcohol. The sanction is a fine of \$200-\$500. Section 30-89(b) states that possession of alcohol by a minor on a street, highway, or public place is illegal. The fine ranges from \$200-\$500.

In Connecticut, if you are 21 years of age or over, you are considered to be legally intoxicated if you have a BAC (blood alcohol concentration) of .08 or higher. If you are under age 21, you are legally intoxicated at a .02 BAC or higher.

Dependency-Producing Drugs

Chapter 420b of the Connecticut General Statutes specifies the penalties for use, possession or delivery of drug paraphernalia.

| Offense | Penalty | Prison Term/Fine | Statute |
|---|--|--|----------------------|
| No person shall use or possess drug paraphernalia associated with a controlled substance other than cannabis. | Class C misdemeanor | Up to 3 months/ \$500 | § 21a-267 (a) |
| No person shall deliver or possess any drug paraphernalia associated with a controlled substance with intent to manufacture or support manufacture of controlled substance, other than cannabis. | Class A misdemeanor | Up to 1 year/ \$2,000 | § 21a-267 (b) |
| No person shall deliver a noncontrolled substance upon the representation that it is a controlled substance. | Class D felony | Up to 5 years/ \$5,000 | § 21a-268 (a) |
| No person over the age of 18 may manufacture, distribute, sell, transport with the intent to sell cannabis or cannabis products, except as authorized by law. | For a first offense, Class B misdemeanor For any subsequent offense, Class A misdemeanor Under age 18 - delinquent | Up to 6 months/ \$1,000 Up to 1 year/ \$2,000 | § 21a-278b (a) – (b) |
| No person may possess any quantity of any controlled substance, other than a quantity of cannabis authorized by law. | Class A misdemeanor | Up to 1 year/ \$2,000 | § 21a-279 (a) |
| No person may possess any quantity of any controlled substance, other than a quantity of cannabis authorized by law, within two hundred feet of a (1) public or private elementary or secondary school or (2) a licensed child care center. | Class A misdemeanor | Up to 1 year/ \$2,000 Plus community service as a condition of such probation | § 21a-279 (b) |