

Information on Preventing Drugs and Alcohol Abuse

Dine College will foster a safe and productive study environment and provide drug awareness, prevention, and intervention education for all students

Dine College has a Zero Tolerance Policy. A drug-free school policy has been adopted by the Dine College and the Navajo Nation in compliance with the Drug-Free Schools and Communities Act Amendments of 1989 (P.L.101-226). Dine College is committed to preventing the abuse of alcohol and the illegal use of drugs and alcohol by students and employees. An annual statement of commitment to the Federal Drug-Free Schools and Communities Act Amendments of 1989, as amended, is distributed on an annual basis.

As a matter of college policy, the college shall implement drug and alcohol abuse prevention programs which, at a minimum, meet the same requirements referenced in the Drug-Free Schools and Communities Act Amendments of 1989, 20 U.S.C. 1145(g), and shall review its programs biennially to determine their effectiveness, implement changes if needed, and ensure that the sanctions authorized by this policy are consistently enforced.

Standards of conduct that clearly prohibit, at a minimum, the unlawful possession use, or distribution of drug and alcohol by students and employees on the school's property, or as part of the school's activities.

All Dine College students and their visitors are prohibited from possession, use, and/or distribution of illegal drugs and alcohol while on college property and/or while participating in a Dine College sponsored activity held either on or off Dine College property in accordance with the Dine College Drug-Free policy and enforcement of the zero tolerance policy.

Dine College hereby prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol by employees on the property or as part of the activities of the college.

A description of the sanctions under local, state, and federal law for unlawful possession, use, or distribution of illicit drugs and alcohol.

Student Code of Conduct: August 2008. Table of Consequences Tribal, State, and Federal Laws

Alcohol/Drugs (which occur on college property)

- a. DUI (driving under the influence): Operating or in actual physical control of a motor while under the influence or intoxicating liquor or drugs.
First Offense: zero tolerance policy-expulsion
- b. Intoxicating liquor: Possession, sale, trade, transport or manufacture of any beer, whiskey, ale, brandy rum, tequila, gin, malt liquor, or a mixture of any of them with vegetable or any liquid mixture or preparation which produces intoxication, including homemade substances such as rubbing alcohol or any mixture which cause intoxication such as "ocean", etc.

- First Offense: zero tolerance policy-expulsion
- c. Drunkenness/Intoxication: Under the influence of alcohol, marijuana or a controlled substance, to the extent that he/she becomes unable to care for his/her own safety, or presents a danger to the health, safety, and welfare of the college.
First Offense: zero tolerance-expulsion and residence life eviction
Not eligible for the appeal process
- d. Appearance of Intoxication: Have the appearance of intoxication or smell of marijuana or other controlled substance on their person.
First Offense: Probation
Second Offense: Expulsion and residence life eviction
Not eligible for the appeals process
- e. Drugs: Possession, manufacture, cultivation or distribution of illegal drugs including marijuana, narcotics or other dangerous drugs except those drugs used or possessed for medical or religious use pursuant to Native American Religious Freedom Act and Dine College student organization protocol and membership in a recognized tribal ceremony.
First Offense: zero tolerance policy-expulsion

Personnel Policies and Procedures Manual: January 2015. Subject: Guidance for Table of Consequences. Section 900.06. The table of consequence is a guide for disciplinary action. Depending on the severity of the violation, more severe penalties may be imposed where warranted.

Nature and Level of Misconduct: 30: Violation of the college's drug/alcohol policy including sales, possession, transfer or use of illegal drugs, alcohol or other controlled substances on college premises or during duty hours.
Aggravated offense: Termination of employment

A description of any drug and alcohol counseling, treatment, or rehabilitation or re-entry programs available to students and employees.

Employee Awareness and Assistance program:

As part of the college's efforts to encourage employees to become or remain drug-free, information and training will be provided on an ongoing basis, as the college deems appropriate, regarding the effects of drug and alcohol abuse. Materials on drug and alcohol use will be made available to both employees and supervisors.

The college encourages employees who believe they have a problem with alcohol or drugs, legal or illegal, to seek assistance. Employees may contact their supervisor for assistance and referrals to outside professional counselors and programs for diagnosis and therapy. Moreover, employees may be eligible for a leave of absence to participate in such a program. Every request for assistance will be treated as confidential, and only those persons with a need to know will be informed of an employee's request.

An employee's decision to seek help voluntarily will not be used as a basis for disciplinary action against the employee, although the employee may be transferred, given work restrictions, or placed on leave, as the college deems appropriate, while the employee seeks assistance and/or until the employee is drug-free and alcohol-free. An employee's decision to seek assistance under this policy will be

considered voluntary only if the employee seeks assistance prior to being found in violation of its policy or being asked to take a drug and/or alcohol test.

Decision to seek assistance to address a drug or alcohol problem cannot absolve or protect employees from the consequences of substandard work performance or policy violations. Therefore, it is the responsibility of each employee to seek assistance before the employee's alcohol or drug abuse problems lead to a violation of this or other college policies justifying disciplinary action.

Students who violate the Student Code of Conduct are referred to counseling services on campus. Counselors provide outside resources to students who are expelled. A referral system is in place and given if the student agrees to seek treatment. Students who are not facing expulsion are put on a contract for counseling services. Counselors will provide a psychoeducational prevention program. Students who are on a contract are also asked to seek a substance use assessment/appointment before returning to classes and residence life. They will need to fulfill their counseling contract before any sanctions are lifted. Counselors work closely with campus security and residence life staff with any violations to the Student Code of Conduct.

A description of the health risks associated with the use of illicit drugs and alcohol.

The educational philosophy of Dine College is Sa'ah Naaghai Bik'eh Hozhoon, the Dine traditional living system, which places human life in harmony with natural world and the universe. The philosophy provides principles for both protection from the imperfections in life and for the development of well-being. Therefore, the use of drugs and alcohol interrupts the harmony of one's physical, emotional, social, spiritual, and financial life.

Alcohol related health concerns is much higher in Native American populations. Twice as many Native men as Native women die from alcohol related causes. Alcohol related suicide, homicide, auto accidents, and cirrhosis of the liver are more prevalent in Native American communities than the general population. Psychological disorders like anxiety and depression can also co-occur, contribute, and/or be a result from excessive substance use.

More recently, the University of Washington and Dine College counselors completed an epidemiological study of drugs, alcohol, and other substances. Students went through a one-hour motivational interview with Dine College counselor to hear their narrative of their drinking behavior. The findings will help the college revamp and create intervention and prevention programs to target and combat substance use among our college students.

A clear statement that the school will impose sanctions on students and employees for violations of the standards of conduct (consistent with local, state, and federal law) and a description of these sanctions, up to and including expulsion, termination of employment, and referral for prosecution. A disciplinary sanction may include the completion of an appropriate rehabilitation program.

Employees who violate the foregoing standards of conduct shall be subjected to disciplinary sanctions which may include, without limitation, completion of an appropriate rehabilitation program, reprimand, probation, suspension from employment with or without pay, temporary adjustment of pay to a lower step in the assigned pay grade, demotion, and termination, any disciplinary sanctions, violations may be reported to law enforcement authorities for criminal prosecution.

Students who violate the Student Code of Conduct shall be subjected to disciplinary sanctions according to the table of consequences in the Student Code of Conduct. The table of consequences aligns with tribal, state, and federal laws.

