

# Alcohol, Drugs and Hazing Policy Information

The use of illicit drugs and alcohol at Salem State College, on College property or at College activities impairs the safety and health of students and employees, inhibits the personal and academic growth of students, lowers the productivity and quality of work performed by employees and undermines the public's confidence in the College. Only in an environment free of substance abuse can Salem State College fulfill its mission of developing the professional, social, cultural and intellectual potential of each member of this community.

The information which follows outlines the standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on College property or as a part of any College activities and describes the applicable legal sanctions, associated health risks and support programs and services available to employees and students. All members of this community – faculty, staff and students – are urged to carefully and seriously reflect on their personal responsibility to remain drug free, and further, to demonstrate care and concern for others through timely intervention, support and referral.

The College's policy on Hazing and the responsibilities of students, student groups and organizations together with the penalties for involvement in such activities is also contained herein. In addition, this pamphlet contains the Salem State College Smoke Free Environment Policy effective September 1, 1994. Counseling and Health Services (978-542-6410) conducts cessation programs for anyone in the College Community seeking help in stopping smoking.

## HAZING POLICY

All forms of hazing by any individual, group, or organization are strictly prohibited by the College. Any infractions of the hazing policy by students, groups of students, or student organizations shall be processed through established campus disciplinary procedures.

- Individual students found guilty of the hazing policy will be subject to disciplinary sanctions in the form of suspension, dismissal, or expulsion from the College.
- Any student organization found guilty of the hazing policy will be subject to immediate loss of recognition for a specified period of time and possible revocation of its campus charter (if applicable). An organization desiring recognition after the specified time period shall reapply for recognition through the established campus procedures.
- If a student affiliated with an organization acts individually or on the part of the organization to commit an act of hazing, both the student and the organization shall be held liable for the action and appropriate sanctions shall be imposed.

The following are the applicable laws of the Commonwealth of Massachusetts regarding hazing:

**269:17. Hazing Prohibited; Definition; Penalties. Section 17.** Whoever is a principal organizer or participant in the crime of hazing, as defined herein, shall be punished by a fine of not more than three thousand dollars or by imprisonment in a house of correction for not more than one year, or both such fine and imprisonment.

The term "hazing" as used in this section and in sections eighteen and nineteen, shall mean any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. Such conduct shall include whipping,

beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug or other substance or any other brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of any such student or other person or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation.

Notwithstanding any other provisions of this section to the contrary, consent shall not be available as a defense to any prosecution under this action.

**269:18. Failure to Report Hazing; Penalty.**

**Section 18.** Whoever knows that another person is the victim of hazing as defined in Section 17 and is at the scene of such crime shall, to the extent that such person can do so without danger or peril to himself or others, report such crime to an appropriate law enforcement official as soon as reasonably practicable. Whoever fails to report such crime shall be punished by a fine of not more than one thousand dollars.

**269:19. Notification by Schools of Hazing Law; Report by Schools; Disciplinary Policy.**

**Section 19.** Each institution of secondary education and each public and private institution of post secondary education shall issue to every student group, student team, or student organization which is part of such institution or is recognized by the institution or permitted by the institution to use its name or facilities or is known by the institution to exist as an unaffiliated student group, student team or student organization, a copy of this section and sections 17 and 18; provided, however, that an institution's compliance with this section's requirements that an institution issue copies of this section and sections 17 and 18 to unaffiliated student groups, teams or organizations shall not constitute evidence of the institution's recognition or endorsement of said unaffiliated student groups, teams or

organizations. Each such group, team or organization shall distribute a copy of this section and sections 17 and 18 to each of its members, plebes, pledges or applicants for membership. It shall be the duty of each such group, team or organization acting through its designated officer, to deliver annually, to the institution an attested acknowledgement stating that such group, team or organization has received a copy of this section and said sections 17 and 18, that each of its members, plebes, pledges, or applicants received a copy of section 17 and 18 and that such group, team or organization understands and agrees to comply with the provisions of this section and sections 17 and 18.

Each institution of secondary education and each public or private institution of post secondary education shall, at least annually, before or at the start of enrollment deliver to each person who enrolls as a full time student in such institution a copy of this section and sections 17 and 18.

Each institution of secondary education and each public or private institution of post secondary education shall file, at least annually, a report with the regents of higher education and in the case of secondary institutions, the board of education, certifying that such institution has complied with its responsibility to inform student groups, teams or organizations and to notify each full time student enrolled by it of the provisions of this section and sections 17 and 18 and also certifying that said institution has adopted a disciplinary policy with regard to the organizers and participants of hazing, and that such policy has been set forth with appropriate emphasis in the student handbook or similar means of communicating the institution's policies to its students. The board of regents and, in the case of secondary institutions the board of education shall promulgate regulations governing the content and frequency of such reports, and shall forthwith report to the attorney general any such institution which fails to make such report.

## COLLEGE ALCOHOL AND DRUG REGULATIONS

Salem State College has established a regulation prohibiting the illegal use or possession of alcoholic beverages. That regulation states:

Violation of the College Alcohol Beverage Policy: e.g., unauthorized possession, sale, use, manufacturing or distribution of alcoholic beverages on college property without proper approval.

The College specifically prohibits the use of drugs on its campus by its students, faculty, administrators and staff. That regulation states the following:

Salem State College specifically prohibits the use, possession, sale, distribution or manufacturing of illegal drugs or of drugs (e.g., narcotics, stimulants, depressants, hallucinogens) for which the required prescription has not been obtained.

Students found guilty of violating either of the above regulations are subject to a sanction up to and including expulsion from the College.

## WHAT ARE THE LAWS RELATED TO ALCOHOL AND DRUG USE?

### State Drug Laws

G.L. c. 94C SEC. 32K – A person who knowingly causes, induces, abets a person under the age of eighteen to distribute, dispense or possess with intent to distribute or dispense any controlled substance or to accept, deliver or possess money used or intended for procurement, manufacture, distribution of any controlled substance shall be punished by 5 to 15 years in state prison and fine of \$1,000 to \$100,000. Minimum 5 years imprisonment is mandatory.

## CITY OF SALEM PUBLIC DRINKING ORDINANCE

Salem City Ordinance 16 - 19 prohibits drinking alcoholic beverages or carrying alcoholic beverages in public areas or where public has a right of access including parks and playgrounds. Section 16 - 20 provides for a fine of up to \$50 for violations of Section 16 - 20.

## ZERO TOLERANCE ALCOHOL POLICY

As mandated by the Board of Higher Education – 1999/2000

The Board of Higher Education in the Commonwealth of Massachusetts has mandated a zero tolerance policy regarding alcohol violations at all public universities, colleges, and community colleges. The mandate requires colleges to suspend any student who violates the alcohol policy three times. Based on this mandate, the following are the minimum sanctions for Salem State College:

First offense:	Resident Student	Commuter Student
	Residential Review	General Probation
	Referral to ADEPT Program	Referral to ADEPT Program
	Educational Program	Loss of guest privileges in residential areas
	Parental Notification	Parental Notification
Second offense:	Suspension from the residence halls for one year	Disciplinary Probation
	Disciplinary Probation	Referral to ADEPT Program
	Referral to ADEPT Program	Parental Notification
	Parental Notification	
Third offense:	Suspension from the College	Suspension from the College

**Note:** Students found in violation of the alcohol policy through report of a sexual assault, psychological or medical emergency will not be automatically subject to the minimum sanction. Such sensitive situations will be handled on a case by case basis.

## SANCTIONS FOR STUDENT ABUSE OF THE COLLEGE ALCOHOL POLICY

- Individuals who are in violation of the laws of the Commonwealth regarding alcoholic beverages on campus property or at a duly sponsored campus function off campus will be disciplined by the appropriate authority.
- Individuals in violation of College policy regarding the use of alcoholic beverages on campus property or at a duly sponsored college function off campus shall be subject to disciplinary action as described in the Student Conduct Code.

## SANCTIONS FOR STUDENT VIOLATION OF THE DRUG-FREE CAMPUS POLICY

- Suspected violators of the Drug Policy are subject to immediate suspension from the College or any area thereof pending completion of due process as outlined in the Student Conduct Code.
- If following due process the suspected violator is found guilty, he or she may be subject to expulsion from the College and will also be subject to criminal prosecution under applicable State and Federal Laws.

FEDERAL TRAFFICKING PENALTIES				
Drug/Schedule	Quantity	Penalties	Quantity	Penalties
Cocaine (Schedule II)	500 - 4999 gms	<b>First Offense:</b> 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 \$2 million if an individual, \$5 million if not an individual <b>Second Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$4 million if an individual, \$10 million if not an individual.	5 kgs or more	<b>First Offense:</b> 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 \$4 million if an individual, \$10 million if not an individual. <b>Second Offense:</b> Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$20 million if not an individual. <b>2 or More Prior Offenses:</b> Life imprisonment
Cocaine Base (Schedule II)	5 - 49 gms mixture		50 gms or more mixture	
Fentanyl (Schedule II)	40 - 399 gms mixture		400 gms or more mixture	
Fentanyl Analogue (Schedule I)	10 - 99 gms mixture		100 gms or more mixture	
Heroin (Schedule I)	100 - 999 gms mixture		1 kg or more mixture	
LSD (Schedule I)	1 - 9 gms mixture		10 gms or more mixture	
Methamphetamine (Schedule II)	5 - 49 gms pure or or 50 - 499 gms mixture	50 gms or more pure or 500 gms or more mixture		
PCP (Schedule II)	10 - 99 gms pure or 100 - 999 gms mixture	100 gm or more pure or 1 kg or more mixture		

Penalties		
Other Schedule I & II drugs Flunitrazepam (Schedule IV)	Any amount 1 gm or more	<b>First Offense:</b> 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. <b>Second Offense:</b> Not more than 30 yrs. If death or serious injury, not less than life. Fine \$2 million if an individual, \$10 million if not an individual
Other Schedule III drugs Flunitrazepam (Schedule IV)	Any amount 30 to 999 mgs	<b>First Offense:</b> Not more than 5 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual. <b>Second Offense:</b> Not more 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual
All other Schedule IV drugs Flunitrazepam (Schedule IV)	Any amount Less than 30 mgs	<b>First Offense:</b> Not more than 3 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual. <b>Second Offense:</b> Not more than 6 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual.
All Schedule V drugs	Any amount	<b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. <b>Second Offense:</b> Not more than 2 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

FEDERAL TRAFFICKING PENALTIES - MARIJUANA			
DRUG	QUANTITY	1 <sup>st</sup> OFFENSE	2 <sup>nd</sup> OFFENSE
Marijuana	1 to 49 plants; less than 50 kg mixture	<ul style="list-style-type: none"> <li>Not more than 5 years</li> <li>Fine not more than \$250,000, \$1 million other than individual</li> </ul>	<ul style="list-style-type: none"> <li>Not more than 10 years</li> <li>Fine \$500,000 if an individual, \$2 million if other than individual</li> </ul>
Hashish	10 kg or less		
Hashish Oil	1 kg or less		

## Controlled Substances – Uses & Effects

DRUGS CSA SCHEDULES	TRADE OR OTHER NAMES	MEDICAL USES	DEPENDENCE		TOLERANCE	DURATION OF EFFECTS (Hours)	USUAL METHODS OF ADMINISTRATION	POSSIBLE EFFECTS	EFFECTS OF OVERDOSE	WITHDRAWAL SYNDROME
			Physical	Psychological						
<b>NARCOTICS</b>										
Opium	II III V Dover's Powder, Paregoric, Parepectolin	Analgesic, antidiarrheal	High	High	Yes	3-6	Oral, smoked	Euphoria,	Slow and shallow breathing,	Watery eyes,
Morphine	II III	Analgesic, antitussive	High	High	Yes	3-6	Oral, injected, Smoked	drowsiness,	clammy skin,	runny nose,
Cocaine	II III IV Codeine, Empirin Compound with Codeine, Robitussin A.C	Analgesic, antitussive	Moderate	Moderate	Yes	3-6	Oral, injected	respiratory depression,	convulsions,	yawning, loss of appetite,
Heroin	II Diacetylmorphine, Horse, Smack	Under investigation	High	High	Yes	3-6	Injected, sniffed, smoked	constricted pupils, nausea	death	irritability, tremors, panic, chills & sweating, cramps, nausea
Hydromorphone	II Dilaudid	Analgesic	High	High	Yes	3-6	Oral, injected			
Meperidine (Pethidine) II	Demerol, Pethadol	Analgesic	High	High	Yes	3-6	Oral, injected			
Methadone	II Dolophine, Methadone, Methadose	Analgesic, heroin substitute	High	High	Yes	12-24	Oral, injected			
Other Narcotics III III IV V	LAAM, Lettine, Davo-Dromoran, Percodan, Tussionex, Fentanyl, Darvon*, Talwin*, Lomcilol	Analgesic, anti-diarrheal, antitussive	High-Low	High-Low	Yes	Variable	Oral, injected			
<b>DEPRESSANTS</b>										
Chloral Hydrate	IV Noctec, Somnos	Hypnotic	Moderate	Moderate	Possible	5-8	Oral	Slurred speech, disorientation,	Shallow respiration, cold and clammy skin,	Anxiety, insomnia,
Barbiturates	II III IV Amobarbital, Phenobarbital, Butisol, Phenobarbital, Secobarbital, Tuinal	Anesthetic, anticonvulsant, sedative, hypnotic	High-Moderate	High-Moderate	Yes	1-16	Oral, injected	drunken behavior without odor of alcohol	dilated pupils, week rapid pulse, coma, possible death	delirium, convulsions, possible death
Glutethimide	III Doridan	Sedative, hypnotic	High	High	Yes	4-8	Oral, injected			
Methaqualone	I Optimil, Paraset, Quaalude, Somnafac, Sopor	Sedative, hypnotic	High	High	Yes	4-8	Oral, injected			
Benzodiazepines	IV Alivan, Azene, Clonopin, Dalmane, Diazepam, Librium, Serax, Tranxene, Valium, Verstran	Anti-anxiety, anti-convulsant, sedative, hypnotic	Low	Low	Yes	4-8	Oral, injected			
Other Depressants III III IV	Equanil, Miltown, Noludar, Placidyl, Valmid	Anti-anxiety, sedative, hypnotic	Moderate	Moderate	Yes	4-8	Oral, injected			
<b>STIMULANTS</b>										
Cocaine**	II Coke, Flake, Snow	Local anesthetic	Possible	High	Possible	1-2	Sniffed, injected	Increased alertness, excitation,	Agitation, increase in body temperature,	Apathy, long periods of sleep,
Amphetamines	II Biphentamine, Dextrobase, Desoxyn, Desoxine, Mediatric	Hyperkinesis, narcolepsy, weight control	Possible	High	High	2-4	Oral, injected	euphoria, increased pulse rate and blood pressure, insomnia, loss of appetite	hallucinations, convulsions, possible death	irritability, depression, disorientation
Phenmetrazine	II Preludin	Hyperkinesis, narcolepsy, weight control	Possible	High	High	2-4	Oral, injected			
Methylphenidate	II Ritalin	Hyperkinesis, narcolepsy, weight control	Possible	High	High	2-4	Oral, injected			
Other Stimulants III III IV	Adipex, Baccarat, Cylert, Dixer, Ionamin, Plegine, Pre-Salt, Sanorex, Tenuate,	Hyperkinesis, narcolepsy, weight control	Possible	High	High	2-4	Oral			
<b>HALLUCINOGENS</b>										
LSD	I Acid, Microdot	None	None	Degree unknown	Yes	8-12	Oral	Illusions and hallucinations,	Longer, more intense "trip"	Withdrawal syndrome not reported
Mescaline and Peyote	I Mesc, Buttons, Cactus	None	None	Degree unknown	Yes	8-12	Oral, injected	poor perception of time and distance	psychosis, possible death	
Amphetamine Variants	I 2-S-DMA, PMA, STP, MDA, MDMA, TMA, DOM, DOB	None	Unknown	Degree unknown	Yes	Up to days	Oral, injected			
Phencyclidine	II PCP, Angel Dust, Hog	Veterinary anesthetic	Degree Unknown	High	Yes	Variable	Smoked, oral, injected			
Phencyclidine Analogs	I PCE, PCPy, TCP	None	None	Degree unknown	Yes	Variable	Smoked, oral, injected			
Other Hallucinogens	I Bufotenine, Ibogane, DMT, DET, Psilocybin, Psilocyyn	None	None	Degree unknown	Possible	Variable	Oral, injected, smoked, sniffed			
<b>CANNABIS</b>										
Marijuana	I Pot, Acapulco Gold, Grass, Reeder, Sinsemilla, Thai Sticks	Under investigation	Degree unknown	Moderate	Yes	2-4	Smoked, oral	Euphoria, relaxed inhibitions,	Fatigue, paranoia,	Insomnia,
Tetrahydrocannabinol	III THC	Under investigation	Degree unknown	Moderate	Yes	2-4	Smoked, oral	increased appetite,	possible psychosis	hyperactivity and decreased appetite
Hashish	I Hash	None	Degree unknown	Moderate	Yes	2-4	Smoked, oral			occasionally reported
Hashish Oil	I Hash Oil	None	Degree unknown	Moderate	Yes	2-4	Smoked, oral			

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## EMPLOYEE DRUG AND ALCOHOL POLICY AND SANCTIONS

The employees of Salem State shall not unlawfully manufacture, distribute, dispense, possess or use controlled substances or alcohol on College property, in conjunction with any College activity or in the College workplace. Any individual who violates this prohibition will be subject to disciplinary action in accordance with any applicable bargaining agreement. Such disciplinary action may include suspension from employment, mandatory participation in an alcohol/drug abuse assistance or rehabilitation program, and termination of employment as well as referral of the matter for the prosecution to an appropriate enforcement agency.

As a condition of employment, all employees will abide by this statement of policy. Employees will notify the College's Director of Human Resources within five (5) days of being convicted of violating a criminal drug statute in the workplace. The employer will notify a grantor agency that an employee has been convicted of a drug-related offense within ten (10) days.

## STUDENT EMPLOYEE DRUG POLICY AND SANCTIONS

Any student who is also employed in any capacity by the College, as a condition of such employment, will abide by the policies outlined in this document and applicable sections of the Student Conduct Code.

Student employees will notify the College Director of Financial Aid within five days of being convicted of

violating a criminal drug statute in the workplace. The College will notify a grantor agency that a student employee has been convicted of a drug-related offense within ten (10) days.

## GENERAL POLICY FOR FACULTY, STAFF, ADMINISTRATORS AND STUDENTS

1. The acquisition possession, transportation and consumption of alcoholic beverages, including but not limited to ale, beer and wine are governed by various provisions of the laws of the Commonwealth of Massachusetts. These statutes fully apply on campus.

These statutes are part of the criminal laws of the Commonwealth of Massachusetts. Penalties for violations include fines of varying amounts and imprisonment for varying terms. They are enforced by police authorities, but the college requires that all members of the college community comply with them; violations of laws or policies governing alcohol use will constitute grounds for disciplinary action in accordance with college policies and procedures.

2. Alcoholic beverages shall not be offered gratuitously, sold to or consumed by a person under age 21 under any circumstances.

3. Alcoholic beverages shall neither be offered nor consumed at college events, whether indoors or outdoors, except in places and at times, and under circumstances approved by the ADEPT Program, 107L, Campus Center (978) 542-6148.

4. Alcoholic beverages will not be offered as a raffle or door prize.

5. Safeguards must be taken by the sponsor of an event of which alcoholic beverages are a component, in order to insure an orderly function in compliance with these regulations. These safeguards must be presented to the ADEPT Program in order to gain approval for alcoholic beverages to be served. Adequate assurance must be given to the ADEPT Program that there will be no violation of civil law.

If a violation occurs, the violators may face civil prosecution which may result in fines or confinement, and they also may be subject to disciplinary action in accordance with college policies and procedures.

6. No alcohol beverage will be served in any academic classroom setting.

7. Open containers, including but not limited to bottles, cans, cups, mugs, pitchers and pouches of alcoholic beverages or previously opened containers (seal broken) of alcoholic beverages are prohibited from all college buildings and grounds except for areas designated by the college via application through the ADEPT Program.

8. Alcoholic beverages may not be sold on campus for profit.

9. Whenever alcohol is a component of an event, ample food and non-alcoholic beverages must be readily available.

10. Whenever alcohol is served at an on-campus college event, no one under age will be permitted.

11. College property includes property owned by the Commonwealth and used by the college, as well as property owned or leased by the college.

### General Policy for Students

Students who are under 21 are not permitted to consume alcohol on campus at any time. To do so is a violation of state law and College policy, and will result in legal and/or judicial action. You and your guests are subject to the laws of the Commonwealth of Massachusetts. Underage students who are cited for

alcohol violations off campus may also face judicial action by the College.

Regardless of your age, you may not drink in Bowditch Hall, Peabody Hall or Central Campus Residence Hall. In addition, you may not have any alcohol containers (decorative or otherwise) or paraphernalia (e.g., bottles and cans, funnels, keg taps, etc.) in the above residential areas. The Residence Life staff may not allow you to sign guests into the building if you and/or your guests appear to be intoxicated. The staff may decide to contact Public Safety officers for an assessment if they are concerned about a resident's or guest's safety.

If you live at Bates Entry #15 and are 21 or older, you may drink at Bates, but you must comply with the State law and with College and Residence Life policies. You are not permitted to serve alcohol to minors, and face judicial and/or legal action if you choose to do so.

Please be aware of the following:

- Bulk alcohol will be confiscated, and the student(s) possessing it will be disciplined. This includes kegs, parry balls, any container exceeding 1.75 liters, more than one case of beer, and/or more than five wine or liquor bottles in containers that each hold 1.75 liters or less.

- Alcoholic beverages may be consumed only in a Bates apartment. The door must be closed and everyone in the apartment must be 21 or over. Fire safety laws require that no more than 20 people, including the host(s) and the residents of an apartment, may be present in the space at one time.

- Open containers (cans, bottles, cups, etc.) of alcohol are forbidden in public and common areas, including hallways, stairwells, parking lots, courtyards, and sidewalks around Bates.

- Students who appear drunk in public or who disturb the peace anywhere while intoxicated violate State law and College policy, and are subject to judicial and legal action. Residents, Residence Life staff, and/or Public Safety officers may contact the appropriate area to assess any student found to be intoxicated.

- Commercial deliveries of alcoholic beverages to the campus are not allowed, and the offering of alcoholic beverages as a prize is forbidden.

## CONDUCT REGULATIONS

Listed below are those types of conduct which constitute grounds for disciplinary action. Any student involved in attempting, encouraging, assisting, permitting, or inciting any of the following types of conduct is similarly subject to such action. In addition to these regulations, the College may from time to time develop interim policies or regulations which pertain to specific situations.

12.0 Violation of College alcoholic beverage policy: e.g., 12.1) unauthorized possession; 12.2) sale; 12.3) use; 12.4) manufacture; 12.5) distribution of alcoholic beverages on college property without prior approval; 12.6) possession of commercially prepared alcoholic containers (i.e., kegs, beerballs, etc.); 12.7) possession of bulk alcoholic beverages; 12.8) behavior negatively impacted by use of alcohol.

## SMOKE FREE ENVIRONMENT POLICY

Effective March 1, 2003

In compliance with the laws of the Commonwealth of Massachusetts, smoking is prohibited in all buildings administered by Salem State College, including residence halls.

Smoking is permitted on College property but must be at least twenty (20) feet from the entry of any enclosed structure. In addition, individuals must comply with specific workplace rules that have been adopted for the protection of property or persons engaged in particular tasks in which smoking might constitute an immediate safety hazard. Efforts will be made to have adequate fire-proof containers available for the disposal of smoking products.

Smoking is prohibited in any vehicle which is owned, leased, or rented by the College.

The sale of any smoking products shall be prohibited on each Salem State College campus.

## Compliance

It is expected that all members of the College community will respect the intent of the policy and will comply with it voluntarily.

However, it is the responsibility of anyone who observes or is affected by a violation to remind the smoker of the policy. If such a reminder is not effective the individual should report the violation to the Student Life Office and completes Complaint Report.

If the alleged violator is an employee, he/she shall be subject to the disciplinary procedures provided in the applicable collective bargaining agreement or personnel policy. If the violator is a student or guest, he/she shall be subject to all applicable regulations ordinances governing such matters.

## IF YOU NEED ASSISTANCE

Help concerning drug and alcohol related problems is available from several sources. If you need assistance, or know of someone who needs help or have questions concerning alcohol and drug abuse, you may contact in confidence any of the following:

- ADEPT Program (Alcohol & Drug Education, Prevention and Training) Campus Center, Room 107 L, (978) 542-6148.
- Counseling and Health Services, Ellison Campus Center (978) 542-6148.
- Director of Human Resources, 1st Floor, Administration Building (978) 542-6123.

## THE ADEPT PROGRAM

The ADEPT (Alcohol & Drug Education, Prevention & Training) Program at Salem State is located in room 107 L of the Campus Center (542-6148). This program is administered by Counseling and Health Services. The ADEPT Program emphasizes prevention and education. Individual and group counseling is available to any student who seeks assistance in exploring or changing problematic substance use. Counseling and Health Services has established working relationships with area hospitals to facilitate referrals when inpatient treatment is indicated. In addition, students may be required to attend sessions with a professional staff member as part of a judicial board sanction. Professional and student staff in the residence halls receive training on issues regarding drug and alcohol use and abuse prior to each fall session. In-service training continues throughout the academic year.

In coordination with Academic Advising and Athletics, Counseling and Health Services staff conduct educational workshops for all intercollegiate student athletes which focus upon drug use/abuse and the NCAA Drug Testing program.

Brochures describing the health risks associated with the use of illicit drugs and the abuse of alcohol are available to each student.

The ADEPT Program at Salem State College is evaluated and revised yearly to update its resources and information.