

TRENHOLM STATE COMMUNITY COLLEGE



ANNUAL CAMPUS SECURITY REPORT

2025

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Trenholm State Community College Campus Police Mission Statement

The mission of the Trenholm State Community College (TSCC) Police Department is to provide and maintain campus and personal safety by providing security, emergency preparedness, and educational programming services. While Trenholm State can never guarantee that accidents and criminal activity will not occur, the campus police department makes every effort to ensure that students, employees, and visitors on campus enjoy a safe learning environment.

Trenholm State Community College Locations

Trenholm Campus 1225 Air Base Blvd. P.O. Box 10048 Montgomery, Alabama 36108	Patterson Site 3920 Troy Hwy Montgomery, Alabama 36116
Culinary Site 8 Commerce Street Montgomery, Alabama 36104	Truck Driving Site 5400 Troy Hwy. Montgomery, Alabama 36116

Campus Police Contact Information

Trenholm Campus (<i>inc. Library Tower, JDEC, Culinary</i>)	334-224-2723 (Monday-Friday 7am – 11 pm)
Patterson Site (<i>inc. Truck Driving</i>)	334-799-6553 (Monday-Friday 7am – 11pm)
Afterhours and Weekends**	
Trenholm Campus**	334-224-2723
Patterson Site**	334-799-6553

** Monday- Thursday 11 pm -7 am and Fridays 3 pm- Monday 7 am**

Law Enforcement Authority and Arrest Powers

Trenholm State Community College has a police department that patrols both campuses from 7am – 11pm Monday through Thursday and 7am–7pm on Friday. After hours, weekends, and some campus events, the college contracts both armed and unarmed, non-sworn security to work both campus and site locations. These security officers do not have powers of arrest, and are identified by their uniform, which consists of black shirts and khaki or green cargo pants. It is also the policy of Trenholm State that anyone (i.e. students, faculty, staff, visitors and guests) who experience or witness a major crime or life-threatening medical emergency on any campus or site to immediately report the crime to MPD by dialing 911 or the Trenholm State Campus Police.

Working with State and Local Law Enforcement Agencies

Trenholm State Community College Police Department works regularly with the Montgomery Police Department, the Montgomery County Sheriff’s Office, and the Alabama Law Enforcement Agency (ALEA) regarding a variety of criminal investigations. All Trenholm State campuses are located geographically within the City of Montgomery, Alabama. Trenholm State Community College Campus Police has jurisdiction over criminal matters occurring within the campuses of Trenholm State. However, when the situation dictates, campus police personnel will call outside agencies for assistance, which could assume primary investigative responsibility, upon request of the campus chief of police, for certain major

crimes that would likely exhaust the capabilities of the college. Our campus police department works closely with all local, state, and federal law enforcement agencies and the Emergency Management Agency (EMA).

Reporting of On Campus Crimes and Other Emergencies

It is the policy of the College to strongly encourage students, employees, and visitors of Trenholm State Community College to report all crimes and emergencies on the campus or a site location to Trenholm State Police Department at 334-224-2723 or 334-224-5146. Campus police will respond and personally handle the situation or contact MPD for assistance, if necessary. Campus police will also contact the Executive VP/VP of Student Affairs and Information Services if students are involved.

Reporting a crime does not mean that the individual must take legal action. It may, however, help law enforcement stop further incidents and keep the community safe and informed about criminal activity. We also urge students, employees, and visitors to inform campus police of any restraining orders or protection orders issued on their behalf. Informing campus police will allow for the appropriate enforcement of these court orders.

To file a report or to report any incidents that may have occurred on Trenholm campus or site location, contact the Trenholm State Police Department at **334-224-2723 or 334-224-5146**. In emergency situations, including fires and medical emergencies, call 911. The Montgomery Police Department and Trenholm State Police will respond to all 911 calls made from Trenholm State Community College.

Unfounded Crimes

Trenholm State Community College has a police department that patrols both campuses from 7 a.m. to 11 p.m. Monday through Thursday and 7 a.m.-3 p.m. on Friday. After hours, weekends, and some campus events, the college contracts both armed and unarmed, non-sworn security to work both campus and site locations. While the Security Guards are not sworn officers and do not have arrest powers, the College contacts MPD to respond to major crimes that occur on Trenholm State property after hours. The MPD will then conduct a formal investigation and, if warranted, deem a crime unfounded.

34 CFR 668.46 states, “An institution is not required to include (or may remove) a reported crime from its statistics when sworn or commissioned law enforcement personnel have fully investigated the reported crime and have made a formal determination that the crime report is false or baseless and therefore, ‘unfounded’.” However, the College will still be responsible for disclosing in the Annual Crime and Safety Report and reporting to the U.S. DOE statistics that include the total number of crimes that were investigated and determined to be “unfounded” and subsequently withheld from crime statistics during each of the three most recent calendar years. Previously, these incidents were not required to be reported.

CAMPUS SECURITY AUTHORITIES (CSA)

The Clery Act recognizes particular college and university officials and offices as Campus Security Authorities (CSA). A person may report a crime to any individual who “has significant responsibility for student and campus activities,” including but not limited to, campus security, campus leaders and administrators, victim advocates, student life, student organizations staff, and Title IX coordinators and staff. Upon request, the CSA may assist the reporting individual in contacting Campus Police about an incident. CSAs are not responsible for determining authoritatively whether a crime took place nor to apprehend the alleged perpetrator of the crime; that is the function of Campus Police and/ or law enforcement personnel. All such incident reports will be used to help the College take steps to make the campus safer. The following is a list of CSAs, based on their responsibilities at the College:

Administration	Division Chairs	Title IX Coordinators ADA
Dr. Theresa Mays Executive VP/VP of Student Affairs and Information Services 334-420-4296	Mr. Heath Flowers 334-420-4361	Dr. Theresa Mays (Students) 334-420-4296
	Ms. Ronica Thomas 334-420-4271	Dr. Pam Rollins (Employees) 334-420-4253
	Omekia Harrison 334-420-4424	Mrs. Regina Jones (ADA-Students) 334-420-4418
	Dr. Shalanda Lee 334-420-4419	
Deans	Behavioral Intervention Team	Student Organizations
Dr. Devan Flowers Assistant Dean of Student Affairs 334-420-4463	Angela Hurst 334-420-4483	Mr. Philip Allen 334-420-4376
	Louis Campbell 334-420-4265	Mr. Lewis Webb 334-420-4237
Dr. Nakia Robinson Associate Dean of Academic and Transfer Programs 334-420-4323	Natalie Dixon 334-420-7526	Carolyn Dees 334-420-4297
	Danny Perry 334-420-7475	Mr. Cornelius Calhoun 334-420-4240
Dr Cheryl Davis Dean of Health 334-420-4426	Shearese Grant 334-420-4216	Ms. Valerie Allen-Porterfield 334-420-4464
	Chief Kareem Easley 334-523-7318	Mr. Henderson LeFlore 334-420-4392
Shalanda Lee Assistant Dean of Allied Health 334-420-4419	Dr. Shalanda Lee 334-420-4419	Sharissa Gaitor 334-420-4240
	Dr. Theresa Mays 334-420-4296	Cherelle Taylor 334-420-7483
Gindi Prutzman Dean of Workforce Development 334-420-4481	Regina Rudolph 334-420-4234	Jessica Madison 334-420-7473
	Dr. Devan Flowers 334-420-4463	
	Dr. Pam Rollins 334-420-4253	
	Monica Bell 334-420-4278	

CONFIDENTIAL REPORTING PROCEDURES

Confidentiality

Trenholm State Community College encourages anyone who is the victim or witness to any crime to promptly report the incident to Campus Security. Anonymous reports to Campus Safety Authorities may be filed for statistical reporting purposes. A student's privacy concerns are weighed against the needs of the College to respond to certain incidents and crimes. To the greatest extent possible, all reports will remain private. In compelling situations, Trenholm State Community College reserves the right to take reasonable action in response to any crime report, and information may be shared with appropriate departments and agencies on a need-to-know basis regarding the campus community's investigative needs and safety concerns. All reports submitted confidential or anonymously are evaluated for issuing a campus-wide "timely warning notification" and inclusion in the annual crime statistics.

Incidents will be reported to one of the following without revealing the identity of the victim:

1. Dial 9-1-1.
2. Montgomery Police Department (MPD)-(334) 625-2651.
3. Montgomery Sherriff's Department-(334) 832-4980.
4. Trenholm Campus Police – (334)224-2723
5. Patterson Site Campus Police – (334) 799-6553
6. Family Guidance Center - (334) 263-0218
7. Rape Response 24 Hour Assistance- 1-800-323-7273
8. Title IX Coordinator (Students); (334) 832-0103.
9. Title IX Coordinator (Employees); (334) 306-1121.

If you are the victim of a crime and do not want to pursue action within the College System or the criminal justice system, you may still want to consider making a confidential report. The Title IX Coordinator or a designee of Campus Police can file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential while taking steps to ensure the future safety of yourself and others.

With such information, the College can keep an accurate record of the number of incidents involving students, determine where there is a pattern of a crime with regard to a particular location, method or assailant, and alert the campus community of potential dangers. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution. Your identifying information will not be disclosed, and you will not be asked, expected, or pressured to continue reporting to any other agencies.

The College will also protect the identity of persons who report incidents having been victims or witnesses of sexual assault, domestic violence, dating violence or stalking to the fullest extent of the law.

Emergency Notifications, Evacuation Procedures, and Timely Warnings

Trenholm State goes to great lengths to ensure the safety and security of its faculty, staff, students, and visitors to the campus. The Trenholm State Emergency Operations Plan (EOP) outlines essential safety items and actions to implement during an emergency or an incident on campus. Safety procedures are also outlined in the Student Handbook and on the College's website. Divisions, departments, offices, and individuals are encouraged regularly to familiarize themselves with the information in this plan.

Additionally, emergency action procedures, emergency route maps, designated safe locations and assembly areas for each building on the campus, and an emergency contact list identifying individuals to report campus emergencies and Clery Act crimes are posted throughout the Campus.

Furthermore, emergency action procedures are tested periodically (Fall and Spring) using drills and exercises, and appropriate modifications are made as deemed necessary.

Emergency Notifications

It is the policy of Trenholm State Community College to quickly inform the campus community of conditions posing a threat to life, safety, and/or property so appropriate precautionary measures may be taken. To carry out this policy, the college has developed procedures to facilitate notice to and, if appropriate, evacuation of campus community members in the event of a confirmed active emergency posing an immediate threat or a potential emergency posing a likely threat. Regarding "Timely Warnings," the names of victims will be withheld from any statement issued to the campus community.

The President will designate college officials, known as Responsible Authorizers, who will be granted authority to authorize emergency notifications. Emergency notifications are issued upon the confirmation of any significant or dangerous situation that may pose an immediate threat to the entire campus community's health and/ or safety or just a section or building of the campus. In these cases, the decision will be made on how to send communications related to the specific areas and those impacted.

Timely Warnings- Trenholm Alerts

To provide timely notices to the campus community in the event of a Clery Act crime that may pose a severe and ongoing threat to community members (on and off campus), the College will issue "Crime Alerts." The President or the Responsible Authorizer will confirm where and if the threat exists and approve the wording and content, considering pre-approved message templates, the nature of the impacted population on campus, and the actions the impacted population should take.

The alerts will generally be issued for the following crimes: 1) Arson, 2) Aggravated assault, 3) Criminal homicide, 4) Robbery, 5) Burglary, and 6) Sexual assaults as well as weather. A timely warning may also be issued for other crimes as deemed appropriate.

Options for these notifications include the Public Address System, "Trenholm Alert" (email, voicemails, text messaging), social media (Twitter and Facebook), and the College's website. Such warning(s) may include but are not limited to the following information: 1) Type of crime, 2) Date, 3) Time and location of crime, 4) Protective measures, and 5) Any available suspect information.

To register with the Trenholm Alert Campus Emergency Notification System,
<https://www.myschoolcast.com/go/tstc/>

JEANNE CLERY ACT CRIME STATISTICS

The Chief of Police, working in concert with the Safety and Security Coordinator, and Montgomery Police Department (MPD), the Montgomery Sheriff's Department and the Alabama Law Enforcement Agency (ALEA) collects the crime statistics to be updated in the United States DOE's database. The Chief of Police periodically examines the data to ensure all reported crimes are recorded in accordance with the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act, the crime definitions outlined in the Federal Bureau of Investigators' (FBI) Uniform Crime Reporting Handbook and the FBI's National Incident-Based Reporting System Handbook (sex offenses only). The Clery Act mandates the manner and format in which statistics are to be collected and published. Other crimes that are not reportable under this Act are maintained in the Security Office at the Main Campus.

Campus Crime Statistics Disclosure

Under Section 668.46(b) of the Campus Security Act, Trenholm State Community College is required to publish and distribute an annual security report. The Campus Crime and Security Survey, as required by the United States Department of Education, is available at:

https://www.trenholmstate.edu/uploads/files/2022_Annual_Safety_Report_updated_08.31_22_.pdf.

The offenses for which the Campus Security Act requires statistical reporting are defined in accordance with the F.B.I. Uniform Crime Reporting (UCR) System, as modified by the Hate Crimes Statistics Act. Victims or witnesses of crimes may report crimes confidentially for inclusion in the annual disclosure of crime statistics.

Monitoring Campus, Non-Campus, and Public Property for Criminal Activity

The Campus Police Department maintains a list of all reports of crimes that occur on Trenholm State Community College's property. Between January and July of each calendar year, letters of inquiry, or emails, are sent to local police jurisdictions inquiring about specific Clery crimes associated with each address during those particular dates/times. These letters are sent by certified mail, and their associated certification labels are included in the Campus Safety Office correspondence file. When these letters are answered, their contents are analyzed, and any crime deemed to be within the exact Clery geography of that location is added to the crime data for that year.

Daily Crime Log

Trenholm State Community College maintains a Daily Crime Log that records the date the incident occurred, the type of incident, the general location of the incident, and the disposition of the complaint. The department posts criminal incidents on the Crime Log within two business days of receiving an incident report. These records are available for public inspection at any Trenholm State Community College Security Station anytime the College is open for business.

The Campus Police Department station is located in Student Center (Building D) of the Trenholm Campus and the main entrance on the Patterson Site.

VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT (VAWA)

The Violence Against Women Reauthorization Act, signed by President Obama in 2013 amended the Clery Act. In addition to incidents involving sexual assaults, it has also expanded reporting for crimes such as dating violence, domestic violence, rape, and stalking. The College prohibits the crimes of dating violence, domestic violence, and stalking.

The following are definitions of these crimes:

1. **Domestic Violence** - Defined under federal law (42 U.S.C. 13925(a)) as any felony or misdemeanor crime of violence committed by:
 - a) Current or former spouse, or intimate partner of the victim;
 - b) Person whom the victim shares a child with;
 - c) A person who has or is cohabitating with the victim as a spouse or intimate partner;
 - d) A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime or violence occurred or;
 - e) By any other person against an adult or youth victim who is protected from domestic or family violence laws of the jurisdiction, in which the crime of violence occurred.

2. **Dating Violence** – Violence committed by:
 - a) a person who is or has been in a social relationship of a romantic or intimate nature with the victim and
 - b) the existence of such a relationship shall be determined based on the complainant’s statement, and with consideration of the following factors:
 - i. length of the relationship,
 - ii. type of relationship, and
 - iii. the frequency of interactions between the person(s) involved in the relationship.

3. **Sexual Assault** - Can include any form of actual or attempted sexual activity perpetrated upon a person without that person’s consent, including sexual behavior coerced through physical or verbal threats, force or other forms of manipulation and sexual behavior when one person cannot give consent due to incapacitation.

4. **Rape** – Penetration, no matter how slight, of the vagina or anus with anybody part or object, or oral penetration by a sex organ of another person without the consent of the victim. This definition includes any gender of victim or perpetrator.

5. **Fondling** – The touching of the private body parts of another person for the purpose of sexual gratification without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or temporary or permanent mental or physical incapacity.

6. **Incest** – Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

7. **Consent** - Knowing, voluntary and clear permission by word or action to engage in mutually agreed-upon sexual activity. Each party has the responsibility to make certain that the other has consented before engaging in the activity. The request of consent must be specific to each act and should be obtained with each new level of physical and sexual contact/conduct in any given interaction, regardless of who initiates it. For consent to be valid, there must be at the time of the act of sexual intercourse or sexual contact actual words or conduct indicating freely given agreement to have sexual intercourse or sexual contact. A person cannot consent if he or she is unable to understand what is happening or is disoriented, helpless, asleep, or unconscious for any reason, including due to Alcohol or other drugs. An individual who engages in sexual

activity when the individual knows or should know, that the other person is physically or mentally incapacitated has engaged in nonconsensual conduct. Intoxication is not a defense against allegations that an individual has engaged in nonconsensual sexual conduct. Consent is the act of willingly and verbally agreeing to engage in specific sexual contact or conduct. Obtaining consent is an ongoing process in any sexual interaction.

8. **Stalking** – Stalking is defined as intentionally and repeatedly harassing or following a person and intentionally or unintentionally placing the person being followed or harassed in fear of physical harm to oneself or property or physical harm to another person or another's property.

A person engages in stalking if, without lawful authority and under the circumstances not amounting to a felony attempt of another crime:

- a. He or she intentionally and repeatedly harasses or repeatedly follows another person; and
- b. The person being harassed or followed is placed in fear that the stalker intends to injure the person, another person, or property of the person or of another person. The feeling of fear must be one that a reasonable person in the same situation would experience under all the circumstances; and
- c. The stalker either intends to frighten, intimidate, or harass the person; or knows or reasonably should know that the person is afraid, intimidated, or harassed even if the stalker did not intend to place the person in fear or intimidate or harass the person.
- d. If he or she attempts to contact or follow the person after being given actual notice that the person does not want to be contacted or followed. That constitutes prima facie evidence that the stalker intends to intimidate or harass the person. "Contact" includes, in addition to any other form of contact or communication, the sending of electronic communication to the person.

Arrest Statistics Relating to Alcohol, Drugs, and Weapons

For compliance with the Campus Security Act, institutions must also report the numbers of arrests for liquor law violations, drug abuse violations, and weapons possession. Definitions of crimes for which arrests must be reported also as defined by the National Association of College and Universities Attorneys College Law Digest are:

- A. **Liquor law violations:** Violations of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages (except for “driving under the influence” or “drunkenness”).
- B. **Drug abuse violations:** Violations of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation or use.
- C. **Weapons possessions:** Violations of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Hate Crimes

- **Hate Crimes** – Includes all of the crimes listed under reportable crimes that manifest evidence that the victim was chosen based on one of the categories of bias listed below, plus the following crimes:
- **Larceny/Theft** – Includes pocket picking, purse snatching, shoplifting, theft from building, theft from motor vehicle, theft of motor vehicle parts or accessories, and all other larceny.
- **Simple Assault** – An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.
- **Intimidation** – To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct but without displaying a weapon or subjecting the victim to actual physical attack.
- **Destruction/Damage/Vandalism to Property (except Arson)** – To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

The categories of Bias included in Hate Crime reporting include: race, gender, gender identity, religion, sexual orientation, ethnic / national origin, and disability.

Campus	Year	Offense	Number of Offenses	Bias
Trenholm	2023		0	
Patterson	2023		0	
Trenholm	2024		0	
Patterson	2024		0	

Notification to Victims of Crime of Violence

Trenholm State Community College will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of the crime or offense, the next of kin of such victim shall be treated as the alleged victim for the purpose of this paragraph.

According to Section 16 of title 18 of the United States Code, the term “crime of violence” means:

- A. An offense that has as an element the use, attempted use, or threatened use of physical force against the person or property of another, or
- B. Any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used while committing the offense.
- C. The results of a disciplinary proceeding means – only the institution's final determination with respect to the alleged sex offense and any sanctions that are imposed against the accused.

Sex Offender Registry

The Federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, and the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921) requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a state concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice, as required under state law, to each institution of higher education in that state at which the person is employed, carries on a vocation, or is a student. Information about sex offenders in Alabama can be found at: <https://www.alea.gov/node/270>

Sexual Offenses

Trenholm State Community College places a high priority on the safety of all students, employees, and visitors. Any type of sexual misconduct is strictly forbidden at Trenholm State Community College. Both college disciplinary procedures and criminal charges may be applied to sexual offenses.

1. Educational Programs

Education programs aimed at making the Trenholm State Community College campus community free from sex offenses are provided by school officials. These programs include but are not limited to:

- a) Presentations at orientation.
- b) Presentations made at the request of student organizations or individuals.
- c) Brochures available in the offices of Campus Security and
- d) Posters throughout the campus community to heighten awareness of sexual assault.

2. Sanctions

Upon determination that a student or employee has committed rape, acquaintance rape or another sexual offense, the following sanctions are available:

- a. Criminal charges
- b. Probation
- c. Suspension from college and/or employment
- d. Expulsion from college
- e. Termination of employment
- f. Ban from college property

Sexual Assault Elimination Act

Enacted in March 2013, the Campus Save Act is the most recent and far reaching in a long line of laws that protect students from sexual violence and harassment. The act requires students, faculty, and staff to be trained in the appropriate response to sexual violence and harassment. These programs will include a discussion of what constitutes sexual harassment and sexual violence, the school's policies and disciplinary procedures, and the consequences of violating these policies.

NONDISCRIMINATION POLICY STATEMENT

The following policy reflects Trenholm State's commitment to equal opportunities in education and employment:

“No person shall be denied employment, excluded from partaking in, denied the benefits of, or subjected to discrimination in any program, activity or employment on the basis of gender, race, color, disability, religion, national origin, age or ethnic group.”

Note: This policy also includes gender identity.

The College complies with nondiscriminatory regulations under Title VII of the Civil Rights Act of 1964; Title IX Educational Amendment of 1972, which prohibits discrimination based on sex; Title IX, Section 106.8, which prohibits sexual harassment; Section 504 of the Rehabilitation Act of 1973, which prohibits violations of the rights of the disabled; Title VI, which prohibits discrimination based on race, color, or national origin; and the Americans with Disabilities Act (ADA) of 1990, covering policies for public accommodations for disabled individuals.

Individuals of any class who believe that they have been subjected to discrimination prohibited by Titles VI, VII, IX or Section 504

Policy

Trenholm State Community College places a high priority on the safety of all students, employees, and visitors. Any type of harassment, abuse, physical violence, or intimidation is forbidden. Both college disciplinary procedures and criminal charges may be applied to these offenses.

Student Bill of Rights

1. Complainants have the right to assistance by all faculty and staff in reporting allegations of harassment, abuse, physical violence, sexual violence, or intimidation.
2. Complainants have the right to choose the way the complaint is filed.
 - a. The complainant may report the crime to law enforcement.
 - b. The complainant may request a school disciplinary inquiry.
 - c. The complainant may choose both options.
 - d. The complainant may choose not to report the incident.
3. Complainants have the right to confidentiality when reporting allegations of harassment, abuse, physical violence, sexual abuse, or intimidation.
4. Complainants have the right to a thorough and professional investigation that protects the rights of both the accused and the accuser.
5. Complainants have the right to know that criminal sanctions include probation, fines, imprisonment, or counseling.
6. Victims have the right to know that school disciplinary sanctions include probation, suspension, expulsion, counseling, termination of employment, and ban from college property.
7. Complainants have the right to assistance in obtaining orders of protection, no-contact orders, and restraining orders by the Campus Police concerning offenses that occur on Campus, when requested, and when probable cause exists.
8. Complainants have the right to know that there will not be a monetary charge for filing criminal or school disciplinary complaints.
9. Complainants have the right to a prompt, fair, and impartial investigation conducted by properly trained individuals conducted by officials who receive annual training.
10. Accusers and accused have the right to simultaneous written notification of outcome at each stage in the process.
11. Accusers and the accused both have the right to appeal code of conduct decisions.
12. Complainants have the right to assistance with accommodations regarding academic and work schedule when requested and reasonably available, whether the offense was reported to law enforcement or not. The location of the offense does not affect this right.
13. Trenholm State Community College will not allow any form of retaliation against a complainant for making an allegation of harassment, abuse, physical violence, or intimidation.

Instructions for Sexual Assault Victims

In the event you or another person are the victim of sexual assault, it is important to remember details, follow procedures and notify the proper departments. The single most important thing a victim of rape or sexual assault can do is tell someone (police, friend, medical professional, etc.) Rape or sexual assault, whether by a stranger or someone you know, is a violation of your body, your trust and your right to choose. The following are recommended for victims:

1. Do not shower, wash, or change your clothes.
2. Do not brush your teeth.
3. Preserve any evidence such as clothing, used condoms, towels, tissue or other items which may be useful for investigation purposes.
4. If the incident occurs on campus, contact 911, then Trenholm Campus Police at 334-224-2723 or 334-224-5146. If the incident occurs off campus, contact 911.
5. Seek medical attention immediately. Dialing 911 can assist in seeking medical attention.
6. Seek counseling to assist with mental and emotional trauma. Information concerning counseling services available through various agencies can be obtained in the Office of Student Affairs at 334-420-4316.

Resources for Sexual Assault Victims

Rape Response is available for victims of sexual abuse 24 hours a day, 7 days a week. Services provided by Rape Response include mental health counseling and evidence collection. Services are available to victims whether or not the victim decides to contact law enforcement. All services are free and confidential at One Place Family Justice Center 334-262-7378.

How to be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. A bystander is defined as a “individual who observes or witnesses’ conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.” Trenholm State Community College wants to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do in the event we want to help. The link below provides useful information to help bystanders make informed decisions: <https://www.nsvrc.org/survivors>.

- If you or someone else is in immediate danger, dial 911. This could be when a person is yelling or being physically abusive toward another person, and it is not safe for you to interrupt.
- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
- Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take sexual advantage of another person.

Risk Reduction

With no intent to victim blame and recognize that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org).

Protection from Abuse Orders

Trenholm State Community College complies with Alabama law in recognizing protection from abuse orders. The Campus Security will assist the complainant with developing a Safe Action Plan upon request. The purpose of this plan is to reduce the risk of harm to the complaint while on campus or traveling to and from campus.

Protection from Abuse orders can be obtained from the following:

Montgomery Family Court
100 South Lawrence Street, Montgomery, AL 36104
Phone: 334-832-4950

Drug and Alcohol-Free Campus

As required by Section 22 of the Drug-Free Schools and Communities Act of 1989 (Public Law 101-226) and in recognition of this institution's responsibility to serve as a beneficial influence on its students, its employees, and the community at large, Trenholm State Community College is designated as a drug and alcohol-free campus and will comply with all the provisions of Public Law 101-226:

- A. Trenholm State Community College prohibits the unlawful or unauthorized manufacture, distribution, dispensation, possession, use or sale of alcoholic beverages, controlled substances, and illegal drugs on Campus. The impairment by Alcohol or drugs of any student or employee while participating in the academic or workplace setting is also prohibited. Trenholm State Community College employees, students, and visitors must abide by all federal and state laws, local ordinances, and other related state and federal requirements regarding the consumption or possession of alcoholic beverages, controlled substances, and illegal drugs.
- B. Resources: Students can find information about local organizations on the Safety and Security page of the website. Information can also be found in the Students Affairs office.

Student Possession, Use, and Sale of Alcoholic Beverages

Trenholm State Community College promotes a drug-free campus. The College has a vital interest in maintaining a safe, healthy, and productive work and academic environment for its employees, students, and the public. As such, Trenholm State Community College complies with the federal Drug-Free Schools and Communities Act, the Drug-Free Schools and Campuses Regulations, the Drug-Free Workplace Act, the Controlled Substances Act, the drug regulations mandated by the federal highway administration of the U.S. Department of Transportation, and other applicable federal state and local laws and regulations. Trenholm State Community College prohibits the unlawful manufacture, distribution, dispensation, possession, use and/or sale of any controlled substance, including illicit drugs, marijuana, of any kind or any amount.

Employee's that violate this policy are subject to the following disciplinary action upon completion of due process hearings:

- A. Probation
- B. Suspension from college
- C. Expulsion from college
- D. Criminal Prosecution
- E. Ban from college property
- F. Recognized Student Organizations

Employee Possession, Use of Alcohol and Drugs at Trenholm State Community College

Trenholm State Community College promotes a drug-free campus. The college has a vital interest in maintaining a safe, healthy, and productive work and academic environment for its employees, students, and the public. As such, Trenholm State complies with the federal Drug Free Schools and Communities Act, the Drug Free Schools and Campuses Regulations, the Drug Free Workplace Act, the Controlled Substances Act, the drug regulations mandated by the federal highway administration of the US Department of Transportation, and other applicable federal state and local laws and regulations. Trenholm State prohibits the unlawful manufacture, distribution, dispensation, possession, use and/or sale of any controlled substance, including illicit drugs, marijuana, of any kind or any amount.

Employee's that violate this policy are subject to the following disciplinary action upon completion of due process hearings:

- A. Probation
- B. Suspension
- C. Termination of employment
- D. Criminal Prosecution
- E. Ban from college property

Federal Drug Offenses and Penalties

Possession of Controlled Substances: Federal drug possession penalties generally consider only the drug violation history of the offender. With one exception (when the possession is for personal use for which a civil penalty up to \$10,000 may be imposed if first offense), federal penalties for a person convicted of possession of any type or amount of a controlled substance can be:

- a. up to one year in prison and a minimum fine of \$1,000 for a first offense.
- b. a minimum of 15 days and a maximum of two years in prison and a minimum fine of \$2,500 for a second drug offense; and
- c. a minimum of three months and a maximum of three years in prison, and a minimum fine of \$5,000 for a third drug offense.

Persons convicted of possession of certain amounts of a mixture or substance containing cocaine base such as crack cocaine face much stiffer penalties under mandatory minimum sentencing, including at least five years in prison, not to exceed 20 years and fined a minimum of \$1,000 or both, if:

- a. first conviction and the amount of crack possessed exceeds five grams.
- b. second crack conviction and the amount of crack possessed exceeds three grams; or
- c. third or subsequent crack conviction and the amount of crack possessed exceeds one gram (21 U.S.C. 844(a)).

Federal Drug Trafficking: Federal drug trafficking penalties consider the type and amount of the drug involved, the offender's drug violation history, and other factors. The U.S. Drug Enforcement Administration (D.E.A.) maintains a list of penalties for federal trafficking offenses, a copy of which is incorporated below. Generally, for each drug, there is a threshold amount that brings the offender under the mandatory minimum sentencing structure. When death or serious bodily injury results from use of the drugs, first-time offenders are subject to a sentence of 20 years to life, and repeat offenders are subject to a mandatory life sentence. A first offense of distributing to persons under age 21 may be punishable by twice the maximum sentence and three times for second offenses (21 U.S.C. §859). If the trafficking is on-premises in which a person under age 18 is present or resides, an additional penalty up to 20 years imprisonment may be imposed (21 U.S.C. § 860a). Persons convicted of trafficking within 1,000 feet of a school or College face penalties twice as high as the maximum penalties, with a mandatory one-year prison sentence for first offenses and three times as high for second offenses (21 U.S.C. § 860).

Drug Paraphernalia: Any person who sells, offers to sell, transports, exports or imports drug paraphernalia is subject to three years imprisonment (21 U.S.C. § 863).

Other Penalties: A federal drug conviction may result in the loss of federal benefits, including school loans, grants, scholarships, contracts, and professional and commercial licenses for up to one year for a first offense and up to five years for subsequent offenses (21 U.S.C. § 862). Federal drug *trafficking* convictions may result in denial of federal benefits for up to five years for a first conviction; *possession* convictions may result in denial of federal benefits for up to one year for a first conviction and up to five years for subsequent convictions (21 U.S.C. § 862). In addition, for crimes punishable by more than one year in prison, the person will forfeit personal or real property related to the violation, including houses, cars, and other personal belongings (21 U.S.C. § 853 (a)(2) & 881(a)(7)), or vehicles, boats, or other conveyance used to transport or conceal controlled substances (21 U.S.C. § 881(a)(4)). Finally, persons convicted are ineligible to receive or purchase a firearm (18 U.S.C. 922(g)).

FEDERAL TRAFFICKING PENALTIES FOR SCHEDULES I, II, III, IV, and V (EXCEPT MARIJUANA)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life.	Cocaine 5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture	Fine of not more than \$5 million if an individual, \$25 million if not an individual.	Fentanyl 400 grams or more mixture	Fine of not more than \$10 million if an individual, \$50 million if not an individual.
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture	Second Offense: Not less than 10 yrs. and not more than life. If death or serious	L.S.D. 10 grams or more mixture	Second Offense: Not less than 20 yrs., and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	

II	PCP 10-99 grams pure or 100-999 grams mixture	bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	PCP 100 grams or more pure or 1 kilogram or more mixture	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.
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Substance/Quantity	Penalty
Any amount of other Schedule I & II substances	First Offense: 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 not an individual.
Any drug product containing Gamma Hydroxybutyric Acid	
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.
Any amount of other Schedule III drugs	First Offense: Not more than 10 yrs. If death or serious bodily 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.
Any amount of all other Schedule IV drugs (other than one gram or more of Flunitrazepam)	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.
Any Amount of all Schedule V drugs	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 FOR MARIJUANA, HASHISH AND HASHISH OIL, SCHEDULE I SUBSTANCES	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	First Offense: 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. Second Offense: 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 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	First Offense: 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. Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	First Offense: 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. Second Offense: 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.
Hashish More than 10 kilograms	
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)	First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual. Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
1 to 49 marijuana plants	
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

STATE OF ALABAMA DRUG OFFENSES AND PENALTIES

A list of Alabama statutes regarding controlled substances, marijuana and drug paraphernalia is incorporated below. Crimes involving controlled substances range from Class A to Class C felonies, punishable by substantial prison terms and/or fines, with enhanced penalties if controlled substances are sold to persons under 18 years of age or within a three-mile radius of campus boundaries of a college or school. Possession of marijuana for personal use is a Class A misdemeanor for the first offense but elevated to a Class C felony for a second offense. Possessing drug paraphernalia is a Class C misdemeanor, but, elevated to a more serious Class B felony if sold to a person under 18 years of age. The Department of Public Safety may suspend a driver's license for six months for persons convicted of a drug offense.

A drug conviction under state or federal law may make a student ineligible for federal financial aid (loans, grants, work study). For more information, see <https://studentaid.ed.gov/eligibility/criminal-convictions#drug-convictions>

STATE OF ALABAMA CONTROLLED SUBSTANCES/MARIJUANA VIOLATIONS AND PENALTIES		
VIOLATION	PENALTIES*	AL CODE §
CONTROLLED SUBSTANCES		
<i>Trafficking</i> : Knowingly sells, manufactures, delivers or brings into state cannabis (in any of its forms), cocaine, heroin, morphine, opium, methaqualone, hydro morphine, methylenedioxy amphetamine, phencyclidine, lysergic acid diethylamide, methamphetamine, or L.S.D.	<i>Class A Felony</i> . Imprisonment & fines dependent on amounts Prison: Ranges from 3 years to mandatory life in prison without parole. Fine: Ranges from \$50,000 - \$250,000	13A-12-231
Sale of controlled substance by person over 18 to person under 18	<i>Class A Felony</i> . Not eligible for suspended sentence or probation Prison: 10-99 years or life Fine: Not more than \$60,000	13A-12-215
Sale of controlled substance that is on the campus or within a 3-mile radius of campus boundaries of any public or private school, college, university or other educational institution or of public housing	<i>Class A Felony</i> . Prison: Add five years to penalty	13A-12-250 13A-12-270
Engages in a criminal enterprise, in connection with 5 or more persons, to <i>traffic</i> in illegal drugs	<i>Class A Felony</i> . Prison: 25 years to life w/o eligibility for parole; Fine: Not more than \$500,000; 2 nd offense: Prison: mandatory life Fine: \$150,000 - \$1,000,000	13A-12-233
<i>Manufacturing</i> controlled substance if 2 or more of following conditions are present: possession of firearm, use of booby trap, use of clandestine lab within 500 feet of a residence or school, the presence of someone under 17 years of age during the manufacturing process	<i>Class A Felony</i> . Not eligible for suspended sentence or probation Prison: 10-99 years or life Fine: Not more than \$60,000	13A-12-218
<i>Manufacture</i> of a controlled substance	<i>Class B Felony</i> . Prison: 2-20 years Fine: Not more than \$30,000	13A-12-217
<i>Distribution</i> of controlled substances (furnished, sold, given away, manufactured, delivered or distributed)	<i>Class B Felony</i> . Prison: 2-20 years Fine: Not more than \$30,000	13A-12-211
<i>Possession</i> or receipt of controlled substances	<i>Class C Felony</i> . Prison: 1-10 years Fine: Not more than \$15,000	13A-12-212
Person convicted of attempt, criminal solicitation & criminal conspiracy to commit controlled substance crime	Punishable the same as the crime itself	13A-12-202 (c); - 203(c); - 204(c)
MARIJUANA & DRUG PARAPHERNALIA		
Possession of marijuana in first degree (other than personal use or previously convicted of possession in second degree)	<i>Class C Felony</i> . Prison: 1-10 years Fine: Not more than \$15,000	13A-12-213
Possession of marijuana in second degree (for personal use only)	<i>Class A Misdemeanor</i> . Jail: Not more than 1 year; Fine: Not more than \$6,000	13A-12-214

Use, possession, delivery, or sale of drug paraphernalia	<i>Class B Felony for sale to one under 18 by one over 18. Prison: 2-20 years; Fine: Not more than \$30,000</i> <i>Class C Felony for sale. Prison: 1-10 years; Fine: Not more than \$15,000</i> <i>Class C Misdemeanor for possession. Jail: Not more than 3 months; Fine: Not more than \$500</i>	13A-12-260
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STATE ALCOHOLIC BEVERAGE LAWS AND PENALTIES

Various Alabama statutes address alcohol-related laws and penalties. Most offenses expose an individual to 30 days to six months in jail and a fine no greater than \$500. Penalties for D.U.I. increase with the number of offenses, with the fourth D.U.I. exposing a person to a felony charge, with imprisonment from 1-10 years and fine from \$4,100 to \$10,100. Significantly, the fourth D.U.I. results in mandatory revocation of the person's driver's license for five years. Adults who authorize a party at a residence they control and allow the party to continue with persons under age 21 illegally possessing or consuming Alcohol without taking reasonable action to prevent it expose themselves to a \$3,000 fine and up to six months in jail. Finally, in addition to criminal penalties, civil monetary damages are available through the Alabama Civil Damages Act and/or Alabama Dram Shop Act if injuries are caused by a minor who has consumed Alcohol.

HEALTH RISKS ASSOCIATED WITH THE USE OF CONTROLLED SUBSTANCES AND ABUSE OF ALCOHOL

Substance abuse and drug dependency are problems of staggering proportions in our society today. They are the leading causes of preventable illness, disability, and death in the U.S. and afflict millions of Americans. This number increases dramatically when one considers the harm done to the families of substance abusers as well as to those injured or killed by intoxicated drivers or in drug-related work accidents. Alcoholism can develop in anyone. It tends to appear first between the ages of 20 and 40 and to be more prevalent in persons with a family history of alcoholism.

ALCOHOL

Alcoholism is a disorder that has profound psychological, biological, and societal effects. Directly, it affects over 18 million people; indirectly, it affects another 56 million. It is usually characterized by one of three different patterns:

1. Regular daily intoxication.
2. Drinking large amounts of alcohol at specific times; or
3. Periods of sobriety interspersed with periods of heavy daily drinking.

Alcoholism is usually progressive, and physical dependence can develop; if this happens, serious, sometimes life-threatening symptoms can develop when alcohol is withdrawn. Short term effects of alcohol use can include depression, gastritis, liver disease, automobile accidents, and domestic violence. Chronic alcohol abuse can produce irreversible health changes, including dementia, sexual impotence, cirrhosis of the liver, and heart disease. Death can occur either as a complication of one of these chronic problems, or

acutely, secondary to alcohol intoxication by poisoning or to aspiration of vomitus, or as the result of any automobile accident while driving intoxicated.

MARIJUANA (CANNABIS)

Though physiological consequences do depend on frequency, duration, and quantity of use, marijuana use has been linked to impairment of short-term memory, concentration, judgment, perception, and fine motor skills. Therefore, the use of this drug increases the risk of machinery or motor vehicle accident and injury for four to six hours after ingestion. Impairment of memory may last for three to six months, even if use of the drug is discontinued completely. The active chemical in marijuana (T.H.C.) remains stored in body fat cells long after ingestion. Marijuana use is associated with chronic anxiety, depression, and paranoid feelings. It can exacerbate or increase significantly underlying emotional problems. Frequent and/or ongoing use by children and adolescents may have long term developmental consequences resulting in lack of motivation, apathy, and difficulty managing current stresses and responsibilities, as well as making appropriate plans for the future. Pregnant women who use marijuana may be at a higher risk for giving birth to children with developmental or birth defects.

HALLUCINOGENS

This category includes drugs such as lysergic acid diethyl amino (L.S.D., also known as "acid"), mescaline, psilocybin (also known as mushrooms) and peyote. These drugs cause delusions, hallucinations, and impaired perception of time and space. Phencyclidine (P.C.P., or "angel dust") and amphetamine variants known as "ecstasy" are included in this category, though they rarely cause hallucinations in the true sense. They are, however, potent drugs that have mind-altering effects and impair perception and cognition. Hallucinogens can produce a "bad trip" with anxiety, agitation, hallucinations, and paranoia leading to impulsive behavior. After a "bad trip" the person can be subject to "flashbacks," which are recurrences of the experiences of the "bad trip" without taking any more of the drug. Psychosis and impaired thinking may result after long-term use.

COCAINE

The use of cocaine, an illegal stimulant drug, has risen dramatically in the United States. Other names for this drug are code, C., lady, and snow. Cocaine is a white powder that is snorted, injected into veins, or smoked freebase or as "crack." Crack is a crystalline form of cocaine that is also known as "rock", from its small, white rock-like appearance. "Speed balls" are cocaine mixed with heroin, which is a particularly dangerous combination. Crack produces the most intense cocaine high; addiction can occur after using it only once or twice. Cocaine highs are characterized by feelings of extreme happiness and a sense of limitless power and energy. However, the physical effects include high blood pressure and heart palpitations. A cocaine "crash" follows the high and includes symptoms of depression, dullness, great irritability, and paranoia. Serious medical complications occur with cocaine use, such as heart attacks (even in young people), seizures, and strokes due to high blood pressure. The psychological effects of cocaine use include violence, paranoia, and personality changes as well as symptoms such as depression, anxiety, and confusion. Pregnant women using cocaine have increased risk of miscarriages and still-births. Newborns addicted to cocaine are irritable, unresponsive, they are prone to have malformed kidneys and genitals, and to have heart attacks and strokes. Addiction to cocaine controls aspects of the user's life, impinges on the lives of those closest to the user, and occurs in people of all ages, classes, and educational levels.

AMPHETAMINES, METHAMPHETAMINE AND OTHER STIMULANTS

In addition to cocaine, a number of other drugs stimulate the nervous system and are very addictive. Most of them belong to the amphetamine family of drugs. Dexedrine (present in "diet" pills) may at times be prescribed by a physician, but its use as a legitimate medication is now infrequent. Street drugs of the amphetamine group include "ecstasy" and "ice." Ice is a smokable amphetamine compound that is very potent, and the effects are long-lasting and devastating. The health risks of these and other stimulants are similar to those of cocaine use.

NARCOTICS, INCLUDING HEROIN

Various medications are taken to relieve pain. Most non-prescription pain relievers (such as aspirin, Tylenol, Motrin, and Nuprin) are not considered addictive. However, there is a class of stronger pain relievers, available by prescription only, which are referred to as narcotics and most of which are opiates. Examples of these drugs include morphine, codeine, Tylenol No. 3, Darvon, Darvocet, Percocet, Percodan, Demerol, and certain prescription cough medicines. These drugs differ from non-prescription pain relievers in their potential for abuse and dependence. With close medical supervision, these drugs may be safely used in specific medical circumstances for a limited time. However, addiction may occur, and the person may not want to stop the drug even when the pain has stopped. Tolerance to the drug is shown by an increase in the amount of drug necessary to relieve pain. This becomes progressive and leads to the craving or need for larger and larger doses, without which the person becomes extremely uncomfortable and physically ill. The time may come when the person "needs" such a large dose of the drug that it is poisonous or lethal. Under these circumstances, coma, suffocation, and death may ensue. The malignant course of this problem is similar to that of addiction to heroin. Although heroin is not available by prescription, it is a narcotic which belongs to the same chemical family as the above drugs. The use of heroin is mainly by injection into a vein, which carries the additional medical dangers of contracting AIDS and hepatitis from unclean needles and syringes.

SEDATIVES AND TRANQUILIZERS

Barbiturates and benzodiazepines are two of the most commonly used classes of sedatives. Barbiturates (such as Phenobarbital, Seconal, and Amytal) are highly addictive and can be fatal if taken in excess. Although they still have medical uses, they have largely been replaced by benzodiazepines, used for relief of anxiety and to promote sleep. Benzodiazepines include such drugs as Valium, Librium, Ativan, Xanax, Dalmane, Halcion, and Restoril. While safe and effective at moderate doses for short periods of time (weeks), all benzodiazepines have a potential for physical and psychological dependence if used at higher doses for longer periods of time. Frequently, benzodiazepines are abused by adults who become dependent on them because of their anti-anxiety effects. Other tranquilizers which may be abused include methaqualone (Quaaludes), Doriden, and Equanil. Intoxication may result from benzodiazepine use and resembles alcoholic drunkenness. Drowsiness, slurred speech, unsteady gait, and lack of coordination are common signs. The effects of benzodiazepines (barbiturates and other sedatives) add to those of alcohol; taken together, they can lead to coma and even death. Withdrawal from benzodiazepines resembles alcohol withdrawal and is most apparent if the drugs are stopped abruptly. Withdrawal takes place within hours to days of stopping the drug. Once a person is addicted to benzodiazepines, a physician should supervise the plan for gradually stopping them, to minimize serious effects of withdrawal.

IMPACT OF SUBSTANCE ABUSE ON FAMILIES

Families are often gravely affected by a substance-abusing member. This can occur on many levels. As a very direct, physiological consequence, the infants of alcohol and cocaine-abusing mothers often have low

birth weight and may suffer from malformations and a variety of developmental problems. In addition, abusers often affect the economic well-being of their families as their inability to hold down a job or, in some instances, their stealing from relatives, reduces the family's financial means and stability. In many cases substance abuse leads to violence at home. Substance abuse takes an emotional toll on the functioning of individual members and the family. Family members may actively deny the problem, may become symptomatic in an effort to deflect attention from the substance-abusing member, or may assume the abuser's responsibilities at home and even at work. On the other hand, very often the family's intervention with the user is an essential step in getting the abusing member to seek treatment. Support groups or family members, such as Al-Anon, Nar-Anon or COC-Anon, as well as family therapy can provide needed assistance to families as they confront the destructive effects of the user's addiction.

RECOGNIZING SIGNS AND SYMPTOMS OF ALCOHOL AND SUBSTANCE ABUSE

Everyone occasionally has days when they exhibit behavior not normally associated with an educational or work environment nor characteristic of himself or herself. Unusual behavior during times of stress can be understood and accepted. However, when unusual behavior is displayed on a gradually increasing scale accompanied by general decline in work habits over a period of time, it indicates that an individual needs professional help. Below are some of the more common signs or symptoms of unusual behavior.

ABSENTEEISM AND TARDINESS

- Arriving late and leaving early
- Absences before and after payday or holidays
- Sporadic but significant use of sick time
- Taking frequent breaks
- Unexplained absences
- Friday and Monday absences
- Absences due to accidents both on and off the work site

IMPAIRED JOB PERFORMANCE

- Increasing operating errors
- Lost time on the job
- "Putting things off"
- Irresponsibility in completing tasks
- Faulty decision making
- Increased accident rates
- Wasted materials or damaged equipment
- High performance that slowly declines over time
- Job performance that becomes focused on a specialized, repetitious activity (rather than the entire array of job duties)
- Irregular or non-existent office hours
- Sudden, extreme gaps in performance (missing a grant deadline, unexpected missing of final exams)

UNUSUAL INTERPERSONAL INTERACTIONS

- Sudden emotional outburst including anger, tears, laughter
- Mood swings, especially early or late in the workday
- Overreactions to criticism
- Blaming others for poor performance

- Making inappropriate statements
- Rambling or incoherent speech
- Isolation from co-workers or increasing social withdrawal

DECLINING PHYSICAL APPEARANCE (SUDDEN OR GRADUAL)

- Poor personal hygiene (e.g., body odor or dirty hair, nails, and skin)
- Less interest in dress and appearance (or a noticeable decline from previous meticulousness)
- Glazed or red eyes
- Slurred speech
- Poor coordination, staggering
- Tremors, poor eye-hand coordination
- Frequent gastrointestinal distress
- Deterioration of oral hygiene
- Legal problems, such as arrest for driving under the influence (DUI)
- Domestic situation, including children's drug use (children of alcoholics sometimes have drug abuse problems)
- Financial concerns, such as high debt load, bad loans, wages garnished, unusual spending patterns

Communication

To ensure all employees are aware of their critical roles in this, they receive a summary of the Alcohol- and Drug-Free Workplace policy, along with a link to the complete documents, health risks, and legal implications during the annual notification of policies. Trenholm State Community College will make good faith efforts to have and maintain an alcohol and drug-free workplace.