



Guam Community College

ANNUAL DRUG AND ALCOHOL DISCLOSURE

AY 2022-2023

Introduction

Guam Community College's recognition of the adverse effects of drug and alcohol abuse is reflected in its commitment through Policy 175: Tobacco Product, Electronic Cigarette and Betelnut-free Campus and Policy 410: Standards of Conduct Regarding Drugs and Alcohol – Employees.

Guam Community College explicitly prohibits the possession, use, manufacturing, delivery, cultivating, sale or transfer of drugs, alcohol, tobacco, and betel-nut on its campus and at college-related activities. Impairment through the use of drugs, alcohol, or other substances impairs judgement, affects performance on the job and in the classroom, and may cause physical harm to either the impaired individual or a bystander, or both. Continued abuse of such substances may lead to long term health complications, adversely affecting the quality of life of the abuser.

Standards of Conduct and Sanctions

In accordance with Policy 175: Tobacco Product, Electronic Cigarette and Betelnut-free Campus and Policy 410: Standards of Conduct Regarding Drugs and Alcohol – Employees, the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited at Guam Community College. These policies cover standards of conduct found in the Student Handbook and Employee Services website. Enforcement of Federal and Territorial laws shall remain firm and consistent.

Students and employees of Guam Community College are prohibited from being impaired by alcohol or drugs or in possession of illegal drugs or alcohol while on College property or while being a participant in a sanctioned College event. College employees, students, and visitors are subject to appropriate sanctions and/or disciplinary action for violation of this policy.

Students and employees who are found to be in violation may receive disciplinary action along with a referral for substance treatment. Continued use of these prohibited substances may result in suspension, expulsion, or termination of employment as may be covered under Guam law which may result in fines from \$100.00 to \$100,000.00, imprisonment ranging from 60 days to life, or both. Conviction of a minor can result in court jurisdiction over the individual until age twenty-one and may result in detention by the Department of Youth Affairs.

Employees and students are subject to school, administrative, and legal action as defined by all federal and local laws as may be applicable.



For students, possible sanctions of a warning, suspension, or expulsion from GCC will be determined through a student disciplinary process.

Employees are also subject to local and federal laws. Disciplinary action against employees varies depending on their status as defined by the institution. Action taken against an employee may include: termination, suspension, or demotion.

Drug and Alcohol Abuse Treatment Resources and Clinical Services

- Free and confidential assistance through the Office of Accommodative Service and Substance Abuse Prevention Committee in Room 2139 or call 671-735-5641, Ext. 5597.
- Additional information about national and local resources available for drug and alcohol abuse treatment, contact Guam Behavioral Health and Wellness Center at 671-647-5325.
- For more information, employees can contact the Human Resources Office at Guam Community College at 671-735-5537, Ext. 5536.
- To report campus incidences or concerns, students and employees can contact Student Support Services at 671-735-5555, Ext. 5564.
- For emergencies, students or employees may call “911” to request immediate emergency services from the Guam Police Department and the Guam Fire Department.