COLLEGE STANDARDS OF CONDUCT AND SANCTIONS

Williams prohibits the abuse of alcohol and expects members of the College community to abide by federal, state, and local regulations concerning the possession and use, purchase, and distribution of alcohol. The College prohibits the unlawful manufacture, sale, distribution, dispensing, possession, or use of illegal drugs, or the unauthorized use of prescription drugs.

Members of the community charged with violations of the standards of conduct are subject to disciplinary action through the established disciplinary procedures of the College. When violations are determined to have occurred, the College will impose disciplinary sanctions on students and employees, consistent with local, state and federal law. Depending upon the circumstances of the case, the sanctions available to the College include: warning, probation, suspension, expulsion, termination of employment, and referral for prosecution by public authorities. The College may also require satisfactory completion of an appropriate drug or alcohol rehabilitation program before reinstatement or continued employment.

ADDITIONAL REQUIREMENTS OF THE DRUG-FREE WORKPLACE ACT OF 1989

Employees receiving federal grants or contracts and student recipients of Pell Grants are required to certify to the funding agency that they are drug-free before receiving any awards.

In addition, any employee, including a student, participating in any federal grant or contract must notify the Provost within five (5) days of any criminal drug conviction for a violation occurring in the workplace. The Provost is required to notify the funding agency within ten (10) days of receiving notification of the conviction.

Questions regarding these requirements may be directed to the Provost, x 4352 or the Assistant to the President x 4376.

LEGAL SANCTIONS CONCERNING ALCOHOL AND DRUGS

Federal, state and local laws make illegal use of alcohol and other drugs serious crimes. Convictions can lead to imprisonment, fines and/or required community service. Courts do not lift prison sentences to allow convicted persons to attend college or continue their jobs. A felony conviction for such an offense can prevent you from entering many fields of employment or professions.

ALCOHOL
Violations and penalties:
• Sale or delivery of alcoholic beverages to persons under 21: an arrestable misdemeanor with a penalty of up to $2,000 fine, up to one year imprisonment, or both
• Alteration of identification: felony punishable by up to 5 years in jail, up to $500 fine and loss of driver’s license for one year
• Misrepresentation of age: fine up to $300, loss of driver’s license up to 180 days
• First conviction of driving under the influence
  Under age 21: Fine up to $1,000, plus 210-day driver’s license revocation and mandatory alcohol education. May also include up to 2.5 years in jail
  Age 21 and over: Fine up to $1,000, plus 45-90 day loss of driver’s license and mandatory alcohol education. May also include up to 2.5 years in jail
Transportation of alcohol by a person under age 21: an arrestable offense with a penalty of $50-$150 fine and possible 90-day suspension of driver’s license.

Distribution to a minor: minimum mandatory sentence in jail and/or state prison depending on the class of substance (A, B, and/or C). Additional penalties apply for mass distribution and/or distribution over state lines.

Violation of Williamstown’s Open Container Law: fine not less than $20 or more than $200.

A host of a party may be liable for the injuries suffered by a third person if the host knew, or should have known, that a guest was impaired and permitted the guest to drive under the influence of alcohol.

**CONTROLLED SUBSTANCES**

Common examples of controlled substances, as defined by law, include cocaine, marijuana, and heroin.

Federal law makes the distribution of drugs to a person under age 21 punishable by twice the normal penalty with a mandatory one year in prison. If death or serious injury results from use of the substance, the prison sentence could be lengthened.

Possession of drugs without valid authorization is illegal. While penalties for possession are generally not as great as for manufacture and distribution, the possession of relatively large quantities may be considered as intent to distribute. Under both federal and state laws, penalties for possession, manufacture and distribution are greater for second and subsequent convictions. Persons convicted of drug possession or distribution under state or federal laws may be ineligible for federal student grants and loans.

Massachusetts has criminal penalties for use of controlled substances or drugs, varying with the type of drug. In general narcotic or addictive drugs, and drugs with greater potential for abuse carry higher penalties. Massachusetts also makes it illegal to be in a place where heroin is kept and to be “in the company” of a person known to possess heroin. Anyone in the presence of heroin at a private party risks a serious drug conviction. In addition, the sale or possession of “drug paraphernalia” is illegal in Massachusetts.

**HEALTH AND BEHAVIORAL RISKS**

The negative physical and mental effects of the use of alcohol and other drugs are well documented. Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including sexual violence and spouse and child abuse. Moderate to high doses of alcohol can cause marked impairments in higher mental functions, severely altering a person’s ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large amounts of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Women who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical and mental retardation. Research indicates that children of alcoholic parents are at greater risk of developing alcoholism than are other children.

**SAFETY WITH ALCOHOL**

1. A healthy liver is capable of metabolizing less than a half ounce of pure alcohol per hour. Therefore, one beverage (i.e. 12 ounces of beer, 4 ounces of wine, or 1 1/4 ounces of 80-proof spirits) per hour will minimize your Blood Alcohol Content.
2. Eat while you drink to slow absorption into the blood stream.
3. Do not let others convince you to drink if you are not in the mood.
4. Do not let alcohol be the focus of an evening out.
5. Drink with the “buddy” system and don’t hesitate to get help for a friend who has consumed too much.
ASK YOURSELF THESE QUESTIONS

1. Do you have blackouts?
2. Does alcohol interfere in your life?
3. Do you wish people would mind their own business about your drinking?
4. Do you miss time from class or work because of drinking?
5. Have you ever felt that your quality of life would improve if you did not drink?
6. Do you ever drink alone?
7. Do you drink to escape worries or troubles?
8. Have you ever later regretted what you said or did while you were drinking?
9. Do you find it difficult to stop at two or three drinks?
10. Do you feel the need to drink at all social events?

You may be at risk if you answered yes to any of these questions.

RESOURCES

We hope you will make use of any of the following people for confidential conversations, advice, referral or counseling:

- Ruth G. Harrison, Director of Health, 597-2206
- Donna Denelli-Hess, Director of Health Education, 597-3013
- Laini Sporbert, Substance Abuse Educator/Counselor, 597-3165
- Dr. John Miner or Margi Wood, Co-Directors of Psychological Counseling, 597-2353
- Karen Merrill, Dean of the College, 597-4261
- Martha R. Tetrault, Director of Human Resources, 597-2058
- William J. Lenhart, Provost and Treasurer, 597-4352
- William G. Wagner, Interim President, 597-4233
- Rick Spalding, Chaplain to the College, 597-2483
- Robert Scherr, Jewish Associate Chaplain, 597-2483
- Fr. Gary Caster, Roman Catholic Associate Chaplain, 597-2483

SERVICES

The College student health plan
- Covers outpatient substance abuse services the same as any other sickness covered by the plan.
- Covers in-patient mental health and substance abuse treatment the same as any other sickness.

The College employee health plan
- Covers inpatient and outpatient mental health and substance abuse treatment, based on the health insurance plan you have chosen (HMO Blue Value Plus New England, POS Blue Choice Value Plus New England, or PPO Blue Care Elect Preferred). Details of your plan can be found on the Human Resources website under Benefits, or contact the Benefits Office at 597-4478.

Health Services
- Any member of the community may use the services for referral to the appropriate medical or counseling services
- Only students may seek treatment or counseling directly from College Health Services

Health Education Office
- The Health Education Office offers these student programs: Drink Smart alcohol education, Straight Dope marijuana education, Tobacco Cessation, and individual consultations.
- Call Laini Sporbert at 597-3165 for more information.

Employee Assistance
- Employee assistance in the form of assessment, counseling, referral, and follow-up for alcohol or drug-related problems is available through the Wellness Corporation, 800-828-6025.
- Call Martha R. Tetrault in the Human Resources Office for advice, 597-2681.

OFF CAMPUS

Alcoholics Anonymous 443-0212  The Brien Center for Mental Health and Substance Abuse Services: 664-4541
Narcotics Anonymous 443-4377
Al Anon (for families of alcoholics) 445-5852 24-hour Emergency Service: (800) 252 0227
The Counseling Center in the Berkshires 458-3279 Also look under “Alcohol Abuse and Addiction Treatment” in the phone book’s yellow pages.