



Drug & Alcohol Policy

2025 - 2026

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Drug and Alcohol Abuse Prevention Program

The purpose of this policy is to bring Nossi College of Art and Design in full compliance of the Drug-Free Schools and Communities Act (DFSCA) and Part 86 of the General Administrative Regulations in order to certify that Nossi College of Art and Design has designed, developed and implemented a Drug and Alcohol Abuse Prevention Program (DAAPP) for all of its students, instructors and staff personnel.

Since September 1991, it has been the stated policy of Nossi College of Art and Design that “No employee or student of this school shall have in his or her possession any alcoholic beverage or controlled substance (illicit drugs) on school property or in any school activity, whether for personal consumption or distribution to any other person. Any infraction of this policy will be grounds for immediate dismissal.” Every employee and student has been required to sign a document, with this stated policy included, upon becoming a part of Nossi College of Art and Design. That document also included possible criminal sanctions for violating local, state and federal laws regulating alcohol and illegal drug use. This new policy (January 2021) expands greatly on this original statement and includes prevention and treatment procedures that were not part of that document.

Standards of Conduct

The policy of Nossi College of Art and Design forbids the use, possession, distribution or sale of illegal drugs, alcohol or marijuana (in any form) by students, faculty or staff anywhere within the college facilities or on campus grounds. In addition, any noticeable odor of marijuana on campus also constitutes a violation of the code of conduct. Nossi College of Art and Design also prohibits vaping inside the campus. Vaping is allowed outside the school building. Anyone in violation of state, federal, or other local regulations with respect to illegal drugs, alcohol or marijuana may be subject to both college disciplinary action and criminal prosecution, up to and including school expulsion for students or termination of employment for employees. Having stated that, we do want to provide help for those persons in need of help with alcohol abuse or illegal drug addictions.

Legal and Disciplinary Sanctions

Violators of this policy will be subject to disciplinary action. Depending upon the nature of the violation, the student or employee may first be provided with a written warning along with an opportunity for the student or employee to seek treatment to overcome the problem. A further offense may result in a probationary period. If a student’s or employee’s problem with drugs or alcohol interferes with classroom and academic performance or job performance, presents a risk to the safety of the student or employee, other employees or

students, or harms the organization's reputation, such a student or employee may be subject to additional discipline, up to and including expulsion from school or discharge from employment. In some cases, the college may require an employee to participate in a treatment program or else lose employment.

Since illegal use, possession or distribution of drugs is subject to criminal legal sanctions under local, state and federal laws, violators may, depending upon the nature of the violation, be subject to law enforcement prosecution. This also, of course, applies to the misuse of alcohol. Illegal use of drugs and alcohol may result in everything from financial fines to a removal of driving licenses to being placed on court ordered probation to actual imprisonment. However, if possible, we prefer to offer a rehabilitation process rather than a punishment procedure.

Counseling, Treatment and Rehabilitation

Nossi College of Art & Design does not have fraternities, sororities or athletic teams. These are places and organizations in which, traditionally, many alcohol and drug abuses take place. Being a small private art college puts Nossi College of Art and Design in a different category than large universities. We have not encountered many of the traditional issues with illegal drugs and alcohol abuses. Nonetheless, we are not naïve enough to think that some of our students are not using illegal drugs or getting drunk away from campus. We will do our best to present good preventive information and provide anonymous help to those people who request it. We do have a college relationship with a professional counselor who does provide on-campus and virtual private counseling services for our students and staff. Additionally, there are numerous services provided by the City of Nashville at prorated rates for which our students have access. There are also several non-profit organizations and numerous church affiliated groups who provide assistance for those people suffering from abuse and addictions. We prefer that a student, faculty member or staff member take advantage of these rehabilitation opportunities rather than take a punishment route. We encourage students, faculty and staff members to obtain the earliest possible treatment for drug or alcohol abuse. Nossi College of Art and Design will assist students, faculty and staff members in overcoming drug or alcohol abuse. However, of course, the decision to seek diagnosis and accept treatment for drug or alcohol abuse is the responsibility of the individual persons themselves.

Nossi College of Art and Design is proud of our commitment to maintain full compliance with all local, state and federal laws and regulations. We want to keep a safe, healthful and efficient campus environment that enhances the welfare of all students, instructors, staff and visitors. It is most certainly the policy of Nossi College of Art to maintain an environment that is free of impairment from substance abuse by any of our students or employees. We expect to have a complete drug-free learning environment and workplace at our campus.

Nossi College of Art and Design encourages students, faculty and staff to seek assistance in

dealing with a substance abuse problem by contacting the available counseling service or any of the treatment programs listed in this policy (below). No student, faculty member or staff member will be dismissed from the college solely as a result of seeking counseling, treatment or rehabilitation.

Nossi College of Art and Design supports all efforts to prevent the misuse and abuse of drugs and alcohol. We will publicly display that commitment. This can even take the simple form of displaying anti-drug and anti-alcohol posters around campus. All students, faculty and staff will be given a copy of this policy. Then, on an annual basis, the College will inform all students, faculty and staff of this Drug and Alcohol Abuse Prevention Policy by emailing them a copy of it. This will include our standards, penalties for violating those standards, possible legal penalties, health risks and updates on all available treatment avenues for those with alcohol and/or drug abuse issues. Every two years, Nossi College of Art and Design will conduct a survey and analysis of its prevention policies and procedures. It will issue a report on the results. As needed, efforts to improve will be made.

Drug and alcohol abuse costs US taxpayers billions of dollars in *preventable* health care, law enforcement, crime and other costs, not to mention the emotional costs to the abusers and their families. However, it is preventable. Addiction is a developmental disease, usually starting during adolescence when the brain is still going through critical developmental phases. Studies have shown that prevention and early intervention work best.

Please see the following links for details of the laws regarding drug and alcohol use on both a State and Federal Level:

<https://www.responsibility.org/alcohol-statistics/state-map/state/tennessee>

<https://statelaws.findlaw.com/criminal-laws/drug-possession.html>

The results of alcohol and drug abuse can be devastating, but students and employees can find help. Please see the links below, which provide resources to assist those that have alcohol and drug abuse problems:

A national organization that helps those that are struggling with alcohol abuse is Alcoholics Anonymous (aa.org).

For assistance with drug addictions or drug abuse of any type, this link can provide anonymous help: <https://drughelpline.org/resources/>

Both of these resources can provide help for anyone trying to recover from drug abuse (including alcohol).

The Tennessee State Government Health Department (615-741-5901) is available to assist anyone who might be in need of confidential drug and alcohol counseling, treatment or rehabilitation.

Drug and Alcohol Assistance

Additionally, the following toll-free numbers may be of assistance:

Alcohol and Drug Referral 1-800-252-6465

Alcoholics Anonymous 1-800-344-2666

National Council on Alcoholism 1-800-NCA-CALL

National Institute on Drug Abuse 1-800-662-HELP

Parents' Resource Institute for Drug Information 1-800-241-9746

Health Risks

Alcohol and drug consumption causes a number of changes in behavior and physiology, posing a significant threat to the health and welfare of those who abuse them. Even minor usage can impair judgment, coordination, and abstract mental functioning. Statistics show that the vast majority of violent behaviors (including acquaintance rape, vandalism, and assaults) involve alcohol and/or drug use. Additionally, continued use stresses social relationships and may lead to dependency, which often causes permanent damage to vital organs and is counterproductive to a healthy lifestyle. There are definite health risks associated with the use of alcohol and drugs. Alcohol or any other drug used in excess over time can produce illness, disability, and death. The health consequences of substance abuse may be immediate and unpredictable, such as cardiac arrest or liver deterioration.

Physically, many drugs have profound effects upon various body systems that are extremely dangerous to good health. Psychologically, excessive drug use tends to focus the user on their drugs and their availability. Life becomes centered on drugs to the exclusion of health, work, school, family and general well being. Functionally, when life becomes centered on drug use, other areas suffer and responsibilities and duties to self and others are neglected. Therefore, excessive drug use or drug abuse has profoundly negative effects on the user and those people and organizations with which he or she is involved. Often, the effects of drug use are complicated by increasing tolerance developed by the user to the drug of choice. This tolerance may be psychological, physiological or both. Such tolerance may lead to greater danger or overdose. When one detects a change in the ability of a student, a colleague, a friend or family member, or yourself to function adequately, it is appropriate to be concerned with drug use and abuse. Although other causes for negative functional

changes clearly exist, given the present high level of drug use in our society, concern about drug abuse is certainly justified.

The alcohol being referenced to is chemically known as ethyl alcohol or ethanol. There are numerous other types of alcohol that have very toxic and poisonous effects. Alcohol is the most widely used psychoactive drug. Some 90% or more of the population has used alcohol regularly, whether the alcohol is contained in wine, beer or liquor. As to its effects, it is the amount of alcohol consumed that is of importance, not the mixture in which it is consumed. To many users, alcohol is experienced as a very attractive drug because its immediate effects at low to moderate consumption levels are felt to be very pleasant. It increases sociability, gives some feeling of euphoria or well being and may increase appetite. However, even low doses significantly impair the judgment and coordination required to safely drive a car, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also may increase the incidence of a variety of aggressive behaviors, including spouse and child abuse. At heavier dosage levels, it causes loss of balance and coordination, mental dysfunction including speech and thought disruption, and severe lapses in judgment leading to very serious dangers such as drunk driving or other dangerous risk taking. At heavier dosage levels yet, alcohol causes loss of consciousness. At very heavy dosage levels it yields loss of involuntary nervous system control leading to respiratory system depression, as well as heart and circulatory system failure and resulting death. At moderate to heavy levels of use there is the vomiting and hangover syndrome so widely known. Repeated use of alcohol can lead to dependence. Beyond its immediate effects, alcohol use in excess causes many serious chronic health problems including liver dysfunction, heart inflammation, brain damage and various types of digestive system cancers. Long-term alcohol use may also cause organic brain disease and psychiatric illness. Heavily abusive drinking of alcohol over long time periods is termed alcoholism. This is generally agreed to be an addictive disease with a very poor prognosis unless the patient ceases alcohol consumption.

The use of alcoholic beverages must be in compliance with state law and is strictly limited to persons 21 years of age or older. The possession, transportation, and/or consumption of alcohol by individuals under 21 years of age is strictly prohibited. Federal and State Law prohibits the solicitation, procurement, sale, or manufacture of narcotics or controlled substances except as expressly permitted by law. Applicable legal sanctions under local, state, and federal law for the unlawful distribution of alcohol and drugs range from probation, diversion, and imprisonment in the county jail for less than one year to imprisonment in state prison. A police officer can take the license from any driver suspected of driving under the influence of alcohol and drugs who refuses to take a blood-alcohol test.

Marijuana is a very widely used drug. Currently, in Tennessee, it is still illegal to possess any amount of marijuana. However, changing that law is being proposed as it has been changed in several other states. Nossi College of Art and Design and Design and Design will abide by all local, state and federal laws and regulations. If it is made legal in Tennessee to possess small amounts of marijuana, it will remain the policy of the college that it not be brought onto our campus. Since 1970, scientific cultivation and increased imports from tropical climates have greatly increased the potency of today's marijuana. Marijuana is now

a quite powerful drug with more potent mind altering effects than in the past. The active ingredient in marijuana is called tetrahydrocannabinol or THC. THC is also the active ingredient of hashish, a refined form of marijuana produced from marijuana plants in a resin form. Marijuana use produces a sense of euphoria and an altered sense of time. It thus tends to relieve the user of worry and anxiety and to produce a false sense of well being. Increasing tolerance and or physical dependence can become a major problem with marijuana. Many users become heavily psychologically dependent upon it and have a very difficult time ceasing use. As with other drugs, people who use marijuana abusively tend to focus their lives on the drug and neglect areas of functioning. Marijuana also produces errors in judgment and negatively affects physical coordination, thus leading to accidents. Driving under the influence of marijuana is similar to driving under the influence of alcohol. Marijuana is particularly dangerous for people with heart conditions as it may increase the heart rate, over-stressing the heart. New medical evidence clearly shows that chronic marijuana use has toxic effects on the lungs. It may lead to chronic bronchitis and other obstructive lung diseases. There is evidence that chronic marijuana use may also lead to lung cancer. Treatment of marijuana abuse may require medical intervention.

Alcohol Consumption Chart

Below is a chart taken from the National Substance Abuse website, which shows the stages of how a body responds to the consumption of alcohol, including the finality of death:

BAC (%)	Stage	Clinical Symptoms
0.01 - 0.05	Subclinical	Behavior almost normal by routine observation
0.03 - 0.12	Euphoria	Increased self-confidence; reduced inhibitions Increased sociability, talkativeness, slight euphoria Decreased attention, judgment and control Onset of sensory-motor impairment Reduced efficiency in finer performance tasks
0.09 - 0.25	Excitement	Impaired perception, memory and comprehension Emotional instability; lack of critical judgment Decreased sensory response; increased reaction time Reduced focus and peripheral vision Impaired sensory-motor coordination and balance Drowsiness
0.18 - 0.30	Confusion	Emotional highs and lows Confusion, disorientation, and dizziness Distorted vision Reduced sensitivity to pain Reduced muscle control; difficulty walking and balancing; slurred speech Listlessness, sluggishness
0.25 - 0.40	Stupor	Decreased responsiveness to stimuli Lack of motor function; low energy Inability to stand or walk; poor muscle coordination Loss of bladder and bowel control; vomiting Partial unconsciousness; apathy
0.35 - 0.50	Coma	Total unconsciousness Diminished autonomic responses Body temperature dangerously low Incontinence Sluggish circulation and respiration Potential death
0.45 +	Death	Respiratory arrest and death

Distribution of this Information

As part of the orientation of new students, the Vice President of Academic Affairs will discuss the Nossi College of Art and Design Alcohol and Drug Prevention Information found on the website and catalog to all incoming students. The students will sign the Drug and Alcohol form which summarizes this policy and states that the policy was discussed, that they have been given a copy of it and have been informed about where it can be located. The Vice President of Academic Affairs will collect the signed form, give it to the Director of Academic Operations and it will be electronically filed in each student's electronic file. This must be completed for every new student.

The President will distribute the Nossi College of Art and Design Catalog to all new employees, which includes the Alcohol and Drug Prevention Information. The new employees will sign an acknowledgment form, acknowledging having received the catalog. They will also sign the Drug and Alcohol policy agreement form which summarizes this policy and states that the policy was discussed, that they have been given a copy of it and have been informed about where it can be located. Both forms will be placed in the employees HR file.

During their new faculty orientation/workshop, the Vice President for Academic Affairs will give a copy of the College catalog to all new Instructors. The new Instructors will sign an acknowledgment form, acknowledging having received the catalog. They will also sign the Drug and Alcohol policy agreement form which summarizes this policy and states that the policy was discussed, that they each have been given a copy of it and have been informed about where it can be located. Both forms will be placed in their permanent file.

The Director of Academic Operations will email all students and employees whenever the Policy is updated and provide a link to the web address where the new drug and alcohol information can be found. The Director of Academic Operations will save the emails as documentation that all employees were notified of the updates and addendums to the catalog. On an annual basis, the Director of Academic Operations will inform all students, faculty and staff of this Drug and Alcohol Abuse Prevention Policy by emailing them a copy of it.

The Marketing department will load the Alcohol and Drug Prevention Information onto the website. As updates are made every two years, those will be added to the website.

The Vice President of Academic Affairs will evaluate the Alcohol and Drug Prevention Information biennially, starting January 2023 (the two-year anniversary of the implementation of this new policy), and create necessary changes. Data used to evaluate the program will include a campus-wide survey and a statistical analysis of drug related issues that have been identified through the review of crime logs, student/instructor/staff suspension and terminations for violation of the Drug and Alcohol Prevention Policy.