

Sexual Assault: Policy and Implementation

Introduction

It is St. Petersburg College's goal to prevent sexual assault (rape) and sexual harassment on all of its campuses and other facilities. This section contains facts about sexual assault/rape, definitions, penalties, preventive measures, and a profile of a rapist. Information about sexual harassment includes definitions, examples, preventive measures and procedures for reporting. Also there is information as to what you should do if you become a victim or what to tell a victim who may seek your help or support.

This information should be read by the entire college population because all can be victims of sexual misconduct.

This section constitutes the policy of the Board of Trustees (BOT) of St. Petersburg College on Sexual Assault and Sexual Misconduct including Sexual Harassment. This policy applies fully to all students and all employees.

6Hx23-4.332 SEXUAL MISCONDUCT RULE

I. Sexual Misconduct Policy and Definitions:

Students or employees found in violation of the following sexual misconduct while on College property or during any College-related activity, whether on or off campus, will be subject to disciplinary action including dismissal.

- A. The College will not tolerate the act of sexual assault/battery or the attempt thereof. Sexual assault/battery means oral, anal, or vaginal penetration by, or union with, the sexual organ of another or the anal or vaginal penetration of another by any other object; however, sexual battery does not include an act done for a bona fide medical purpose or an act done with intelligent, knowing and voluntary consent.
- B. Sexual harassment will not be tolerated by the College. (See rule 6Hx23-2.011, www.spcollege.edu/central/botrules/R2/2_011.doc) for definition and procedure P6Hx23-2.011, www.spcollege.edu/central/dbtrules/P2/P2_011.doc for reporting.)
- C. Public indecency will not be tolerated by the College. Public indecency means exposing one's body in such a manner that another party reasonably could be offended or engaging in other lewd or lascivious sexual conduct where another party reasonably could be offended.
- D. Voyeurism will not be tolerated by the College. Voyeurism means to trespass, to spy or eavesdrop for sexual arousal.

II. Implementation:

The College shall publish in the Student Handbook, College Catalog, Faculty Manual, Adjunct Faculty Manual and Career Services Manual the policy statement that this College will not tolerate sexual assault/battery or an attempt thereof or any other sexual misconduct as defined herein and further inform the students and employees of the College of this policy and their rights and responsibilities. In regards to sexual assault/battery, the annual Supplement to the Faculty, Staff and Student Handbook shall give an explanation of criminal statutes and penalties for such conduct, an explanation of student and employee rights and responsibilities including any College discipline to the offender and the procedure to be used in such disciplinary action, an explanation of the College's commitment to

victims' rights as contemplated in Chapters 794 and 960 of the Florida Statutes, an explanation of victims' rights and the resources available to assist victims at the College and in the community. All current and new students and employees shall be given a copy of the annual Supplement to the Faculty, Staff and Student Handbook. The College shall at each of its orientation programs advise students and employees of the problem, the needs and rights of victims, resources available to assist victims, and encourage the reporting of sexual misconduct and familiarize the students with the annual Supplement to the Faculty, Staff and Student Handbook.

III. Criminal Conviction/on or Off-Campus Conduct:

The College further has a vital interest in the character of its students and its employees and their on- or off-campus behavior. Should a student or employee be convicted in a state or federal court of sexual assault/battery or other sexual misconduct, whether on or off the campus, that student or employee shall be subject to discipline including dismissal.

IV. On-Campus or College-Related Activities Notification

All allegations of sexual assault/battery or an attempt thereof or other sexual misconduct shall be immediately reported to the campus provost or assistant provost and the vice president of Human Resources or their designees. The College employee reporting shall promptly follow such initial report by a detailed written report to the vice president of Human Resources or his/her designee.

V. Notification of Law Enforcement Agencies:

The appropriate law enforcement agency shall be immediately notified by the Vice President of Human Resources or his/her designee of any incident where there are allegations of sexual assault/battery or an attempt thereof or other sexual misconduct when occurring on College property or during any College-related activity or when requested by any alleged victim. In the event of an emergency, the law enforcement agency shall be directly notified by the College employee receiving the information, followed by a prompt report to the persons listed in IV above.

Sexual Assault: Policy and Implementation (continued)

VI. Campus Security Review:

Campus security and safety shall be reviewed annually by the Associate Vice President of Educational and Student Services and the College's security coordinator in consultation with assistant provosts and provide a report to the Vice President of Human Resources or his/her designee on or before April 1 of each year.

The President shall undertake such action and/or procedures as are necessary to implement this policy.

General Authority: 240.319(2), F.S.

History: 7/21/92. Filed - 7/21/92. Effective - 7/21/92; 7/19/94. Filed - 7/19/94. Effective - /19/94; 10/23/96. Filed - 10/23/96. Effective - 10/23/96.

If you are the victim of a rape, remember:

- It's not your fault.
- You're not alone.
- There's help and support available for you (see pages 53-56).
- Know your rights as a citizen.

Sexual Misconduct Definitions and Facts

Sexual battery

Sexual Battery - commonly referred to as rape, is one of the most underreported of all major crimes. The legal definitions differ from state to state; however, Florida defines sexual battery as:

"Oral, anal, or vaginal penetration by, or union with, the sexual organ of another or the anal or vaginal penetration by any other object; however sexual battery does not include an act done for a bona fide medical purpose." Section 794.011(h) Florida Statutes.

Under Florida law, the victim may be female or male. The term "victim" is defined as the person alleging to have been the object of a sexual offense. See Section 794.011(i) Florida Statutes.

Sexual battery (rape) is generally categorized by experts into three areas based on the characterization of the rapist, i.e. stranger rape, date/acquaintance rape and gang/group rape.

1. Stranger rape - the sexual battery of an individual by someone the victim does not know.

Some important facts to know about stranger rapes are:

- About three in 10 rapes by strangers occur on the streets; about one in 10, at the victim's home.
- Rapes committed by strangers are more likely to be reported to the police than rapes by non-strangers.
- Stranger rapists are more likely to have a weapon than non-stranger rapists. The weapons are likely to be guns or knives.

2. Date or acquaintance rape - the sexual battery of an individual by someone the victim knows, usually an acquaintance or a date. Date rape is the most common type of rape occurring on college or university campuses, but the least frequently reported. Some important facts to know about date/acquaintance rapes are:

- Oftentimes date/acquaintance rapes are not accepted as "rapes" by the victims, the victims' families and friends, nor by the public. The myth that only strangers commit rape has been falsely accepted and perpetrated for generations. A RAPE IS A RAPE.
- Most date/acquaintance rapes occur in the home of the victim or rapist. Loud music is often played to drown out the protest of the victim.
- Acquaintance rapes usually happen after the first meeting or between two "friends" at a residence complex. The rapist may be a classmate acquaintance.
- Date rapes often take place on the second or third date because most victims tend to be more on guard during the first date.
- Acquaintance and date rapes frequently result from aggressive behavior combined with one or more of the following:
- A lack of clear understanding concerning the intention(s) and expectation(s) of both people.
- A perception of the lack of assertive behavior on the part of the victim.
- Vulnerability of the victim resulting from the use of alcohol or drugs or from stress, fatigue, etc.
- Victims of date/acquaintance rape are inclined to feel more guilty than other rape victims because they knew the person and perhaps made a value judgment that the person was honest and trustworthy. Therefore, the victims erroneously assume that they must have been at fault. The RAPIST IS THE WRONGDOER. A victim is NEVER responsible for being raped.
- The rape often makes the victims feel that they can no longer distinguish the trustworthy people from the "others." Subsequent socialization or interaction becomes difficult.
- Many victims of date/acquaintance rape are less likely to discuss the incident or report it

Sexual Misconduct Definitions and Facts (continued)

to the police or others. They usually do not see counseling and often drop out of college.

Therefore, it is imperative that a rape victim be advised to seek counseling.

3. Group/gang rape - the sexual battery of an individual by multiple perpetrators. The Florida Legislature has decreed that an act of sexual battery, when committed by more than one person, presents a great danger to the public and is extremely offensive to society. Accordingly, it has enhanced the penalties for acts of sexual battery when committed by multiple perpetrators. See Florida Statutes 794.023.

Some important facts to know about gang rape are:

- Voyeurism is linked with gang rape. Those not directly involved may watch and encourage the active rapist(s) to continue with the rape.
- Alcohol and/or drugs are usually connected with campus gang rapes.
- Offenders who commit rape in a group (gang) tend to be younger than lone rapists. In rapes with two or more multiple perpetrators, three out of 10 are under the age of 21.

Sexual harassment

Sexual Harassment - an employee's or a student's unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, sexually related jokes, display of pornographic material in the workplace or an academic or student setting (an academic or student setting includes all settings on campus, off-campus clinical programs, off-campus courses, off-campus College-sponsored events), when:

- (1) Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment or an individual's treatment as a student.
- (2) Submission or rejection of such conduct by an individual is used as the basis for employment decisions or the treatment of a student, affecting the employee or student.
- (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work or a student's academic performance or creating a sexually intimidating, hostile or offensive working or academic environment.

Public indecency

Public Indecency - will not be tolerated by the College. Public indecency means exposing one's body in such a manner that another party reasonably could be offended or engaging in other lewd or lascivious sexual conduct where another party reasonably could be offended.

Voyeurism

Voyeurism - to trespass, to spy or eavesdrop for sexual arousal.

Other facts

Sexual battery is a crime of violence, aggression, and power. It is not a crime of passion. Some other facts that you need to know about sexual offenses as compiled and published by the Office of Crime of the Justice Programs, United States Department of Justice, are indicated below. These facts, although not exhaustive, were derived from the National Crime Survey which covered the period 1973-1987.

- Two thirds of all rapes occur at night, particularly between midnight and 6 a.m.
- Women ages 16 to 24 are three times more likely to be raped than other women. [Note: A rape victim can be an infant or an elderly person so do not let this statistic give you a false sense of security.] Similar statistics for age incidence on males are not yet determined.
- Rapists and their victims are likely to be of the same race.
- More than half of the victims of completed rapes received medical care for the rape.
- Persons who live in places such as dormitories and those in apartment houses with four or more units are more likely to be raped than other individuals.
- When rape victims themselves reported the crime to the police, the reason they cited most frequently was to prevent the rape from happening again.
- Victims of completed rape mentioned that they need help (counseling) after the incident more frequently than did victims of attempted rape.
- A campus rape is reported every twenty-one hours. It is estimated that one in four female students is a victim of rape or attempted rape. (National Victim Center, "Crime Safety and You!" October, 1991)

Profile of a rapist

A rapist is not distinguishable by looks or intelligence. Most rapists who have been studied rate normally on psychological tests except for a slightly higher rate on expressing anger. They can look like the boy or girl next door or any well-respected member of the community.

However, experts on sexual assaults have identified some behavioral characteristics and personality traits that merit the attention of prudent and observant persons.

Stranger rapist

- Selects the victim on the basis of opportunity and initiates the attack usually choosing someone who appears vulnerable and alone.
- Could have other consenting sexual relationships but chooses to rape both because the rapist enjoys overpowering and degrading the victim and to vent feelings of hostility, aggression and inferiority. Sex is not the motivating factor, only the mode of expression.

Sexual Misconduct Definitions and Facts (continued)

- Is emotionally unstable yet deals with life on a day-to-day basis in a reasonably normal and competent manner.
- Has difficulty relating to others in a permanent or lasting fashion.
- Could be an exhibitionist or “peeping tom” since these acts may be only a part of a fantasy which includes rape.
- Does not understand or recognize the rights of other individuals.
- Postures aggressively and discusses acts of physical prowess.
- Displays a short temper, slaps and/or twists arms.
- Acts with excessive jealousy and/or is possessive about you. Be especially suspicious of this behavior if you have recently met the person or are on a first or second date.
- Ignores your wishes.
- Attempts to make you feel guilty or accuses you of being “uptight.”

Acquaintance/date rape

- Acts immaturely, shows little empathy or feeling for others and displays little social conscience.
- Displays anger or aggression either physically or verbally. The anger need not be directed toward you but may be displayed during conversations by general negative references to women or men, vulgarity, curtness toward others, and the like. Often views women or men as adversaries.
- Becomes hostile and/or increasingly more aggressive when you say “no.”
- Insists on being alone with you on a first date.
- Demands your attention or compliance at inappropriate times such as during class.
- Asks personal questions and is interested in knowing more about you than you want to tell.
- Subscribes excessively to traditional male or female stereotypes.

Preventive measures against rape you can take

At home

- Never prop doors open or let someone you don't know into your home.
- Don't open your home or apartment to strangers. Utility companies furnish I.D. badges. Be suspicious of door-to-door solicitors.
- Never reveal your phone number to a wrong number caller. Hang up immediately, but do not slam the phone down.
- Lock your doors at home as soon as you enter or leave.
- Don't lend your keys to anyone - ever!
- When leaving your car for repair or with a parking attendant, leave only the ignition key.
- If you notice any signs of forced entry when you come home, don't enter. Go to a neighbor's and call the police.
- Never leave messages on your door.
- Always have your keys out and ready when you come to your door.
- Don't hide an extra key outside. Rapists and burglars know all the best spots.
- Be wary of neighbors or casual acquaintances who make it a habit of “dropping in” when no one else is home.
- Don't advertise that you live alone.
- Don't leave underwear or bathing suits out on the line, balcony or clothes rack at night. This could attract a rapist.

While walking on or off campus

- Walk briskly. Look alert and confident. However, avoid presenting a “cocky” attitude or posture.
- If you are being harassed from a vehicle, turn and walk away from the vehicle. Try to head for lights and people.
- Never hitchhike or accept rides from strangers.
- If you feel you must give directions to a driver or pedestrian, maintain enough distance to prevent from being grabbed and dragged into the car or an alley.
- Avoid dark and secluded places and do not bike, jog, or walk alone at night.
- Avoid working late at night or on weekends in isolated offices or labs.
- After an evening class, walk with someone you know to your car, if possible. Ask security for an escort if necessary.
- Trust your instincts when you sense danger. Don't be embarrassed “to make a scene” if you feel you are in danger.

When approaching or while in your car

- While at a distance from the car, look under the car to check for the presence of someone.
- Have your keys ready to open the car door.
- Before getting in the car, be sure to check the floor of the back seat.
- When driving, keep your doors locked.

Preventive measures against rape you can take (continued)

- Whenever possible, park in a well-lighted area.
- If you think you're being followed, do not drive home. Drive to the nearest gas, fire or police station, or to the nearest well lighted area where there are people.
- Don't pull over for flashing headlights. If it is an emergency vehicle or the police, there will be flashing red or blue lights on the car.
- Don't pick up a hitchhiker under any circumstances.
- If you have car trouble on the road, raise the hood and then wait inside the car with doors locked and the windows up. If a motorist stops to help, crack your window slightly and ask him or her to call the police.
- Always carry enough money for an emergency phone call and to purchase gas if you need it. Maintain your car in good running condition.

General precautions

- Be honest with your friend or acquaintance when you mean "NO." Be sure that your voice and your body language (non-verbal actions) are saying "NO."
- It is very risky to accept a ride home or an invitation for a late night snack from someone you've just met.
- Be careful with whom you associate and where you are when under the influence of alcohol or drugs. Do not use drugs-ever!

In the Event of Rape

If you are attacked

- Try to keep a clear head. Go with your instincts. Depending on the circumstances, you may decide to run, scream, kick, bite, or attempt to "talk the aggressor out of it."
- Keep in mind that your goal is to escape safely. But, if you believe your life is in danger, do not resist.
- Every rape situation is different. Do not feel guilty about what you did or did not do during a rape.

YOU ARE NOT TO BLAME.

At the hospital emergency room:

- You will be checked and treated for any visible physical injuries at your option.
- If necessary a complete examination will also be performed to establish the extent of any injuries as well as collect any specimen should you decide to prosecute.
- When appropriate you will be offered medication to prevent STD's (sexually transmitted diseases) or pregnancy. You will not be given any medication to which you object. An HIV (AIDS) test will be administered only with your written consent.

REMEMBER - Be alert!

Even with the preceding precautions, it could still happen.

What to do if you are raped/assaulted

If you are raped on campus, college sites or at college functions:

- Contact campus security, provost or associate provost.
- Whether or not you report the rape and participate in legal action, you should consult a trained counselor (see psychological support phone numbers below).
- Do not douche, shower, change your clothes or disturb the crime scene, i.e. do not "clean up."
- Do not destroy any physical evidence.
- Call the police - (You may request a female or male officer whether or not you decide to later prosecute.)

Sexually assaulted boys and men:

Young boys and men who are sexually assaulted should report the crime and seek medical assistance and counseling too. Males, just as females, experience fear, anger, depression and other emotions and mixed emotions. The need by males to talk to someone about their emotions and mixed emotions is just as important and necessary.

Psychological Support

Whether or not you report the rape and participate in legal action, you should consult a trained counselor. Call:

S.A.F.E. Center530-7233
Pinellas County Sheriff Victim Advocate.....582-6259

CALL 911

If you do not want to call the police or if you need immediate medical attention, contact a hospital emergency room.

In the Event of Rape (continued)

What to do if a rape or sexual assault is reported to you

All campus locations:

If possible, escort the victim to the associate provost or provost on your campus.

Campus Associate Provost or Provost must:

Notify the Director of Human Resources or his/her designee. If contact cannot be made, call 911 and notify appropriate officials as soon as possible.

In the event of an emergency:

The law enforcement agency shall be directly notified by the college employee receiving the information.

Campus Associate Provost or Provost will:

Provide the victim with referral sources (see pages 55 and 56).

What to do if someone you know or care for is assaulted

Although the rape crisis center representative or licensed professionals primarily will be responsible for counseling the

victim, everyone should be aware of the following elements, if only to avoid possible confusion in dealing with the victim. It may be difficult for the victim to decide to report to the police, to permit the collection of evidence, and even to prosecute.

It is easy for one to want to give advice, but one must avoid trying to control the situation and understand that the victim needs to regain control. Part of the process that victims must go through is making their own decisions because they will have to live through whatever course of action they choose. You will not be the one requested to review evidence, undergo a physical examination or to testify about the sexual assault before a courtroom full of people.

Rape crisis counselors or licensed professionals can be very valuable. The counselor can seek out and provide information that will help the victim select preferred and effective options. For example, the counselor can advise that reporting the rape and collecting evidence doesn't automatically lock the victim into prosecuting. Reporting to the police, however, will help them build a complete picture of the rapist and how she or he operates. Rapists tend to rape more than once and any information that can be provided may prevent the sexual assault of someone else. Whatever the victim decides, they need to know that they will not be judged, disapproved of or rejected by you.

Penalties for Sexual Misconduct Including Rape

St. Petersburg College

Violation of sexual misconduct rule

Sexual misconduct is any action on the part of a student or employee that violates Board of Trustees' Rule 6Hx23-4.332 as discussed throughout this manual.

Penalty

A student or employee in violation of Board of Trustees' Rule 6Hx23-2.011 (www.spcollege.edu/central/dbtrules/R2/2_011.doc) shall be subject to disciplinary action, including dismissal or termination.

- a) Students may be subject to disciplinary action as provided for in Board of Trustees' Rule 6Hx23-4.35 and the related procedure.
- b) Career service employees may be subject to disciplinary action as provided for in the Career Service Manual, Board of Trustees' disciplinary rules relation to career service employees and Section 120.57 of the Florida Statutes.
- c) Administrative staff and faculty members may be subject to disciplinary action as provided in the Rules of the Department of Education, State Board of Community Colleges Rule 6A-14.0411(6).

Victims' rights and decisions

STATE OF FLORIDA

In the state of Florida, the commission of sexual battery is considered a felony under most circumstances. Felonies are classified for the purpose of sentence (and for any other purpose specifically provided by statute) into the following categories and their penalties are as follows:

Capital Felony

Penalty - Life imprisonment and must serve no less than 25 years before becoming eligible for parole, unless the proceedings held to determine sentence result in finding that such person shall be punished by death.

Life Felony

Penalty - For a life felony committed on or after October 1, 1983, a term of imprisonment for life or a term of imprisonment for a term of years not exceeding life imprisonment.

Felony of the First Degree

Penalty - A term of imprisonment not exceeding 30 years.

Felony of the Second Degree

Penalty - A term of imprisonment not exceeding 15 years.

Penalties for Sexual Misconduct Including Rape (continued)

Felony of the Third Degree

Penalty - A term of imprisonment not exceeding five years. Whether a person is charged and/or convicted of a particular felony in the state of Florida will depend on certain acts or circumstances existing during the commission of the sexual battery, e.g. the age of the victim; the use of threat of a deadly weapon or the use of actual physical force likely to cause serious personal injury; use of drugs or intoxication substances to incapacitate the victim, mentally or physically; the number of perpetrators involved in the crime; and, if the offender is an habitual felony offender.

STATE OF FLORIDA GUIDELINES FOR FAIR TREATMENT OF VICTIMS AND WITNESSES IN THE CRIMINAL JUSTICE SYSTEM

Victims of crimes have the right to be informed, to be present, and to be heard when relevant at all crucial stages of a criminal proceeding, to the extent that this right does not interfere with the constitutional rights of the accused.

To what options are victims entitled? The following illustrates some victims' rights:

- Information concerning available crisis intervention services, supportive or bereavement counseling, and community-based victim compensation.
- Information about the role of the victim in the criminal justice system, the stages in the criminal justice process (which are of significance to a crime victim), and the manner in which such information can be obtained.
- Information concerning available protection from intimidation for victims and witnesses.
- Advance notification of judicial and post-judicial proceedings which relate to the arrest or release of the accused, and the arraignment, trial, sentencing, or appeal of the accused (provided that you give the State Attorney's Office your name and current address).

- In felony crimes, consultation by the State Attorney's office to obtain the views of the victim or victim's family about the release of the person accused of the crime, plea negotiations, participation in intervention programs, and the sentencing of the accused.
- Return of victim's property collected by Law Enforcement or the State Attorney's Office for evidentiary purposes.
- Assistance from law enforcement or the State Attorney's Office when requested by victims, to inform the victim's employer about necessary absences from work and the victim's creditors about serious financial hardship incurred as a result of the crime.
- Requests for restitution from the offender for certain out-of-pocket losses.
- Submission of a Victim's Impact Statement orally, or in writing, to the judge, before the sentencing of an offender who pleads guilty, nolo contendere (no contest), or is convicted of a felony crime.
- Information concerning the escape of the offender from a state correctional institution, county jail, juvenile detention facility, or involuntary commitment facility.

See Florida Statute 960.001

For more detailed information about your rights under 960.001 F.S., contact:

Pinellas County Sheriff

Victim Advocate 582-6259

Victim Witness Services

Tallahassee, Florida (850) 414-3300

or (800) 226-6667

For information on Florida's registered sexual offenders and predators, visit

http://www.3.fdle.state.fl.us/sexual_predators

Victims' Rights and Decisions

Critical decisions by the victim

Sexual battery is a violent crime committed against the victim either by force or threat, contrary to their wish. Immediately after an assault there are several legal decisions which you will have to make. It is important for you to realize that you are in control of the decisions that are made or can be made by you.

Critical decisions the victim must make are:

Whether to report to the police.

- Police procedure usually mandates the presence of an advocate for the victim when a sexual battery is reported. Hospitals also are requested to notify an advocate if they are treating a sexual battery victim.
- Police are required by law to be notified by the hospital when a sexual battery victim comes in for treatment. This does not mean the victim must prosecute nor is the victim required to speak to law enforcement if she or he does not wish to do so.
- The college also must report the crime of sexual battery committed in areas within its jurisdiction.
- To investigate the crime of sexual battery, law enforcement officers will question the victim, supervise the collection of physical evidence, and visit the scene of the assault.
- Questioning will typically focus on a description of the assailant, the circumstances of the assault, and the specific actions and responses of each party.
- Typically, the interview and investigation phase is supervised by detectives and not those to whom the crime was initially reported. Apprehension of the assailant often is a function of immediacy of the complaint. The decision to report to police should be made as soon as possible. It is recommended that the victim report the assault immediately. However, a sexual battery may be reported days or even weeks after the assault.

Whether to prosecute.

- There are several levels of the prosecution process including issuance of a warrant, testimony, deposition, pretrial, and trial, which may last 6-8 months.
- Sexual battery is a crime that is prosecuted by the state. The victim will be assigned an attorney from the State Attorney's office and testimony will be necessary for prosecution. The defense attorney also will have an opportunity to cross examine the victim.
- Prosecution can be therapeutic or traumatic to the victim depending on the circumstances surrounding the trial and the verdict. It is important to remember, however, that the victim will not be alone. Centers work with victims to lessen the trauma of the criminal justice system (see listing, Local Available Services, right).
- If the victim decides to prosecute, in order for the State Attorney's Office to have the strongest case against the suspect, it is important for it to have the best possible evidence and testimony. Therefore, at some point after the medical examination, the police will ask some questions that are necessary

to the investigation. The details of the sexual assault will be asked. These questions are not designed to embarrass or humiliate, but to aid in the apprehension and prosecution of the rapist. Efforts to minimize the victim's pain and anguish will be made.

LOCAL SERVICES AVAILABLE TO VICTIMS

LAW ENFORCEMENT

(emergency)..... 911

CARUTH HEALTH EDUCATION CENTER

Associate Provost..... 341-3602

Counseling Center..... 341-3687

CLEARWATER CAMPUS

Associate Provost..... 791-2492

Counseling Center..... 791-2496

SEMINOLE CAMPUS

Associate Provost..... 394-6109

Counseling Center..... 394-6108

SPC ALLSTATE CENTER

Campus Executive Officer..... 341-4530

Dean, College of Public Safety Administration 341-4477

ST. PETERSBURG/GIBBS CAMPUS

Associate Provost..... 341-4349

Counseling Center..... 341-4345

TARPON SPRINGS CAMPUS

Provost 712-5742

Associate Provost..... 712-5720

Counseling Center..... 712-5761

CLEARWATER POLICE

Victim Assistance 562-4242

LARGO POLICE

Victim Assistance 587-6770

or 587-6730

or 586-7481

(after hours) 911

PASCO COUNTY SHERIFF

Victim Assistance (800) 854-2862

Victim Advocate Unit (727) 847-5878

PINELLAS COUNTY SHERIFF

Victim Advocate 582-6259

PINELLAS PARK POLICE

Victim Assistance (8:30 a.m. - 5 p.m.)..... 541-0766

S.A.F.E. CENTER

(Sexual Assault Family Emergency Center)

for counseling..... 530-7233

ST. PETERSBURG POLICE

Victim Assistance 892-5280

Tarpon Springs Police

Victim Assistance 938-2840

938-2849

937-6151

Sexual Harassment Policy and Definitions

6Hx23-2.011

Sexual Harassment Policy and Definitions

(www.spcollege.edu/central/botrules/R2/2_011.doc)

I. Policy:

Sexual harassment constitutes discrimination on the basis of sex and is a violation of this Rule. The College shall not tolerate such conduct. Any employee or student who is found to have violated this Rule shall be disciplined and such discipline shall range from one or more of the following: counseling, attendance at a sexual harassment seminar, written admonishment, suspension or dismissal.

II. Definitions:

A. Sexual harassment is defined as:

Conduct including, but not limited to, an employee's or a student's unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, sexually related jokes, and/or display of pornographic material in the workplace or an academic or student setting (an academic or student setting includes: all settings on campus, off-campus clinical programs, off-campus courses, and off-campus College-sponsored events), when:

- (1) Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment or an individual's treatment as a student.
- (2) Submission or rejection of such conduct by an individual is used as the basis for employment decisions or the treatment of a student, affecting the employee or student.
- (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work or a student's academic performance or creating a sexually intimidating, hostile or offensive working or academic environment.

B. Except as provided in Paragraph V., the term "staff" shall include faculty/instructors and all other College employees. In Paragraph V. the term "staff" shall include all College employees other than faculty/instructors.

III. Employee Relationships:

This Rule applies to all employees. No employee shall engage in sexual harassment.

A. In the supervisor-instructor/staff context, the term sexual harassment has a broader impact. The fundamental element of such behavior is the inappropriate personal attention, including romantic and/or sexual relationships with a staff member by a supervisor or other employee who is in a position to affect a staff member's career advancement or working conditions. The supervisor-instructor/staff relationships are professional in nature; inappropriate behavior as defined above is unprofessional and undermines the essential atmosphere necessary in the workplace. This unprofessional behavior is subject to discipline.

B. This Rule applies to consensual as well as non-consensual supervisor-staff or staff-staff romantic and/or sexual relationships where the supervisor or staff member is in a position to affect a staff member's career advancement or working conditions.

C. Supervisor-instructor/staff or staff-staff relationships should at all times be professional and any conduct by an employee which unnecessarily or unreasonably creates a sexually intimidating, hostile or offensive working environment in violation of the rights of others is inappropriate, unacceptable and is subject to discipline.

IV. Student Relationships:

This Rule applies to all students. No student shall engage in sexual harassment.

A. The student-student relationship, the student-instructor relationship and the student-staff relationship should at all times be respectful of the rights of the others, and any conduct by a student which creates a sexually intimidating, hostile or offensive environment violates the College's Sexual Harassment Rule and may be subject to discipline. For this purpose, staff not only includes College staff, but all employees of clinics and agencies affiliated with a College clinical program or course.

B. Students having a consensual romantic and/or sexual relationship with a faculty or staff member who is in a position to determine a student's grade or otherwise affect a student's academic progress or environment may be subject to discipline.

V. Instructor/Staff-Student Relationships:

This Rule applies to instructor/staff-student relationships.

A. In the instructor/staff-student context, the term sexual harassment also has a broader impact. The fundamental element of such behavior is the inappropriate personal attention, including romantic and/or sexual relationships with a student by an instructor or staff member who is in a position to determine a student's grade or otherwise affect the student's academic progress or environment. Since the instructor/staff-student relationship is one of professional and client, the above inappropriate behavior is unacceptable in a college because it is a form of unprofessional behavior which seriously undermines the atmosphere of trust essential to the academic setting and is subject to discipline.

B. This Rule applies to consensual as well as non-consensual instructor/staff-student romantic and/or sexual relationships, where the instructor or staff member is in a position to determine a student's grade or otherwise affect a student's academic progress or environment. In general, however, this Rule will be strictly enforced, with the severest penalty imposed, in any instance where the involved student is enrolled in the instructor's class at the time of the inappropriate behavior. See IX.C. infra.

C. This Rule is not intended to apply when an instructor is legitimately exercising academic freedom in teaching in the classroom when the subject matter taught or discussed is appropriate to the course being taught.

Sexual Harassment Policy and Definitions (continued)

Nevertheless, the instructor/staff-student relationship should at all times be professional and any conduct by an instructor or staff member which unnecessarily or unreasonably creates a sexually intimidating, hostile or offensive academic environment in violation of the rights of others is inappropriate and unacceptable and is subject to discipline.

- D. Students having a consensual romantic and/or sexual relationship with a faculty or staff member who is in a position to determine a student's grade or otherwise affect a student's academic progress or environment may be subject to discipline.

VI. Retaliation:

It is a violation of this Rule to retaliate or to take reprisal against any person who has filed a complaint or who has complained about sexual harassment based on the fact that the employee or student raised an issue about sexual harassment to his/her supervisor, to any other supervisor or manager of the College, to any associate/assistant provost or provost, or to any other person, entity or any human rights agency. It is also a violation of this Rule to retaliate against any person involved in the investigation (including witnesses) of a complaint.

If any reprisals or retaliatory actions occur, these should be reported immediately. Any such reports will be investigated by the College Attorney or his designee. Reprisals and retaliatory actions will be dealt with through appropriate disciplinary action and steps will be taken to prevent the recurrence of sexual harassment, reprisal, and/or retaliation.

VII. Reporting, Investigation and Resolution:

All students and employees are responsible for promptly reporting sexual harassment. The College has established the following procedure for reporting, investigating and resolving complaints of sexual harassment and retaliation and has provided a list of some examples of conduct which violate this Rule. (See Exhibit on page 57.)

A. Duty to Report:

1. Complaints of sexual harassment by students or employees are to be promptly reported to individuals designated by the President and published at the beginning of Session I of each year in the College's annual Supplement to the Faculty, Staff and Student Handbook or such other publication as the President may determine. The complaint may be reported to any one of the individuals designated, regardless of what site the reporting person is associated with. The individual receiving the complaint shall promptly notify the college attorney.
2. Supervisors are to promptly report any conduct that may appear to involve sexual harassment as provided herein.

B. Investigation:

Immediately upon receipt of a complaint, the College Attorney will have the responsibility for and will direct

each investigation of sexual harassment. In directing the investigation, the College Attorney may designate other persons to conduct and aid in the investigation and in making such designations, the College Attorney will be sensitive to the gender of the complaining party and reporting relationships.

Upon completion of the investigation, the results of the investigation will be submitted to the President or designee for determination of what action, if any, is appropriate. The complaining party will be advised of the results of the investigation.

C. Resolution of Complaint:

Resolution of a complaint may be accomplished in various ways. The complaint may be resolved by intervention, corrective action taken by the President or designee, or by official disciplinary procedures.

D. Discrimination Grievance:

The victim of the sexual harassment may also bring a discrimination grievance which shall be processed in accordance with Rule 6Hx23-1.34 (www.spcollege.edu/central/botrules/R1/1_34.doc).

E. Duty to Report Any Recurrence:

Complaints of any recurrence of conduct involving sexual harassment or retaliation are to be promptly reported as provided herein.

VIII. False Complaints:

Any person who knowingly files a false complaint of sexual harassment or retaliation against another shall be subject to disciplinary action, including dismissal.

IX. Discipline/Procedure:

- A. Remedial or disciplinary action will depend on the nature of the incident, but such discipline shall range from one or more of the following: counseling, attendance at a sexual harassment seminar, written admonishment, suspension or dismissal.

B.

1. Career service employees may be subject to disciplinary action as provided for in the Career Service Manual, Board of Trustees' Disciplinary Rule 6Hx23-2.19 (www.spcollege.edu/central/botrules/R2/2_19.doc) relating to career service employees and/or Sections 120.569 and 120.57 of the Florida Statutes.
2. Administrative staff and faculty members may be subject to disciplinary action as provided in the Rules of the Department of Education, State Board of Community Colleges Rules 6A-14.0411(4) and/or 6A-14.0411(6).
3. All instructors who violate this policy by having consensual or non-consensual romantic and/or sexual relationships with a student presently enrolled in his/her class, will be dismissed, pursuant to the Rules of the Department of Education, State Board of Community Colleges Rules 6A-14.0411(4) and/or 6A-14.0411(6).

Sexual Harassment Policy and Definitions (continued)

4. Students may be subject to disciplinary action as provided for in Board of Trustees' Rule 6Hx23-4.35 (www.spcollege.edu/central/botrules/R4/4_35.doc).
- X. Report of Action Taken:
The College shall report to the person making the complaint of the action taken by the College in regard to any sexual harassment or any reprisal or retaliation.
- XI. Confidentiality/Public Records:
Subject to certain statutory exemptions, College employee records are generally by law subject to public disclosure upon request of a member of the public under Chapter 119 of the Florida Statutes. Records are provided only upon an appropriate request. The College may not volunteer disclosure of such records. Student identifiable records are generally protected from the public disclosure law and will be protected as provided in Florida Statutes and under the Buckley Amendment.
- XII. Publication:
The College shall publish and make available to all students and employees its Sexual Harassment Rule or pertinent parts thereof and examples of sexual harassment which are prohibited conduct. The attached exhibit to this rule is a list of some of the examples that may be used to describe the acts which are considered in violation of this rule. This list is not intended to be all inclusive.
- Specific Authority: 240.319(2) & (3), 240.319(4)(h) & (l), F.S.
Law Implemented: Titled "VII of the Civil Rights Acts of 1964," as amended; the Florida Human Rights Acts of 1977, as amended; Title IX of the Educational Amendments Act of 1972, as clarified by the Civil Rights Restoration Act of 1988; EEOC Regulation 29 C.F.R. Section 1604.11 and 34 C.F.R. Section 106 et seq.; 240.319(4)(h) & (l); 6A-14.0262 (7)(e) & (8), 6A-14.0247(6).
History: Adopted 9/22/92. Filed - 9/22/92. Effective - 9/22/92; 7/19/94, withdrawn at DBT meeting to be brought back at a later date, 10/18/94. Filed - 10/18/94. Effective - 10/18/94; 6/18/96. Filed - 6/18/96. Effective - 6/18/96; 2/18/97. Filed - 2/18/97. Effective - 2/18/97; 11/16/98. Filed - 11/16/98. Effective - 11/16/98.

Exhibit to Sexual Harassment Rule

The following are some examples of sexual harassment and retaliation in the workplace or an academic or student setting (an academic or student setting includes: all settings on campus, off-campus clinical programs, off-campus courses, and off-campus College-sponsored events) which violate the College's policy. The list is not intended to be all inclusive.

- A. Physical assault of a sexual nature, including intentional sexual physical conduct such as touching, pinching, patting, grabbing, brushing against another employee's or a student's body, or poking another employee's or a student's body.
- B. An employee's or student's unwanted sexual advances, propositions or other sexual comments, such as:
- (1) Sexually-oriented gestures, jokes, or comments about a person directed at or made in the presence of any employee or student who indicates or has indicated in any way that such conduct in his or her presence is unwelcome.
 - (2) Preferential treatment or a promise of preferential treatment to any employee or student for submitting to sexual conduct, including soliciting or attempting to solicit any employee or student to engage in sexual activity for compensation or academic reward.
 - (3) Subjecting or threatening to subject any employee or student to unwelcome sexual attention or conduct or intentionally making performance of the employee's job or student's academic work more difficult because of that employee's or student's sex.
- C. Sexual or discriminatory displays of publications and sexual objects anywhere in the College's workplace, classroom or student area by College employees or students, such as:
- (1) Displaying pictures, posters, calendars, graffiti, objects or other materials that are sexually suggestive, sexually demeaning, or pornographic, or bringing into the College's environment or possessing any such material to read, display or view.
 - (2) Reading, or otherwise publicizing in the College's environment, materials that are in any way sexually revealing, sexually suggestive, sexually demeaning or pornographic.
- Excluded from the prohibition of the above are any publications, displays, pictures, or any other material of a sexual nature utilized by any faculty member or student in the legitimate exercise of teaching and learning appropriate to the course being taught and approved in the normal administrative process.
- D. This Rule applies to consensual as well as non-consensual supervisor-staff or staff-staff romantic and/or sexual relationships where the supervisor or staff member is in a position to affect a staff member's career advancement or working conditions.
- E. In the supervisor-instructor/staff context, the term sexual harassment has a broader impact. The fundamental element of such behavior is the inappropriate personal attention, including romantic and/or sexual relationships with a staff member by a supervisor or other employee who is in a position to affect a staff member's career advancement or working conditions. The supervisor-instructor/staff

Exhibit to Sexual Harassment Rule (continued)

- relationships are professional in nature; inappropriate behavior as defined above is unprofessional and undermines the essential atmosphere necessary in the workplace. This unprofessional behavior is subject to discipline.
- F. Supervisor-staff or staff-staff relationships should at all times be professional and any conduct by an employee which unnecessarily or unreasonably creates a sexually intimidating, hostile or offensive working environment in violation of the rights of others is inappropriate and unacceptable and is subject to discipline.
 - G. In the instructor/staff-student context, the term sexual harassment also has a broader impact. The fundamental element of such behavior is the inappropriate personal attention, including romantic and/or sexual relationships with a student by an instructor or staff member who is in a position to determine a student's grade or otherwise affect the student's academic advancement or conditions. Since the instructor/staff-student relationship is one of professional and client, the above inappropriate behavior is unacceptable in a college because it is a form of unprofessional behavior which seriously undermines the atmosphere of trust essential to the academic setting and is subject to discipline.
 - H. An instructor having a consensual or non-consensual romantic and/or sexual relationship with a student, when the student is enrolled in the instructor's class at the time of the romantic and/or sexual relationship, violates this policy, notwithstanding that the instructor did not influence (positively or negatively) the student's grade or otherwise affect the student's academic advancement or conditions.
 - I. The instructor/staff-student relationship should at all times be professional and any conduct by an instructor or staff member which creates a sexually intimidating, hostile or offensive environment is inappropriate and unacceptable and is subject to discipline. Excluded from the above prohibition is the instructor's legitimate exercise of academic freedom in teaching in the classroom when the subject matter taught or discussed is appropriate to the course being taught and the instructor is not unnecessarily or unreasonably creating a sexually intimidating, hostile, or offensive academic environment in violation of the rights of the student.
 - J. The student-student relationship, the student-instructor relationship and the student-staff relationship should at all times be respectful of the rights of the others, and any conduct by a student which creates a sexually intimidating, hostile or offensive environment violates the College's Sexual Harassment Rule and may be subject to discipline. For this purpose, staff not only includes college staff, but all employees of clinics and agencies affiliated with a college clinical program or course.
 - K. Students having a consensual romantic and/or sexual relationship with a faculty or staff member who is in a position to determine a student's grade or otherwise affect a student's academic advancement or conditions may be subject to discipline.
 - L. Retaliation for sexual harassment complaints, such as:
 - (1) Disciplining, changing work assignments of, providing inaccurate work information to, or refusing to cooperate or discuss work-related or academic matters with any employee or student because he or she has complained about or resisted harassment, discrimination or retaliation or has participated in an investigation regarding a complaint.
 - (2) Intentionally pressuring, falsely denying, lying about or otherwise covering up or attempting to cover up conduct such as that described in any item above.

Creating Awareness

How can sexual harassment be discouraged?

There are ways that sexual harassment can be discouraged or avoided. Although the following list describes some of the things you can do, keep in mind that should sexual harassment occur, it is not your fault. Sexual harassment can be discouraged by:

1. Not ignoring it - remember, silence appears to give consent.
2. Being aware of possible misinterpretations of genuinely friendly behavior.
3. Being firm when confronted in a harassment situation by telling the individual that such behavior is against college policies.
4. Not being intimidated by threats of retaliation.
5. Reporting sexual harassment.

What can be done about a sexual harassment incident?

Sexual harassment is NOT YOUR FAULT, so you should:

1. Know college policy and procedure for dealing with sexual harassment.

2. Speak up at the incident, if you are able to, say "no" or "stop" clearly and firmly.
3. Be alert - do not ignore unwelcome behavior of a sexual nature - whether it is you or someone else being harassed.
4. Be informed of where to seek assistance or advice.
5. Report the complaint under the procedure described in this booklet (see page 51-52 and 53-54).

The college has a strong commitment as well as a legal duty to maintain its workplaces and classrooms free from sexual harassment, and the responsibility for doing so rests with each member of the college community.

A note to students and faculty

Students who have experienced sexual harassment or who have friends who have been harassed may find it helpful to discuss the situation with someone. The persons listed in this brochure as information resources are ready to assist students.

It is impossible to correct the problem of harassment on campus unless incidents of sexual harassment are reported.

Creating Awareness (continued)

Research indicates that only a few persons engage in harassment, but they tend to harass repeatedly. Reporting harassment incidents enables the College to identify and deal with sexual harassment.

Faculty members have power - by virtue of their authority in the classroom, as academic advisors, and in other faculty-student relationships. Faculty members, therefore, must be careful not to abuse or appear to abuse that power. A situation may be perceived very differently by the parties involved because of the "power" situation. A student may find it difficult and also threatening to refuse a "request" from a faculty member, however casual the request. Faculty members should be sensitive to the fact that a student may not feel comfortable in telling a faculty member that he/she does not wish to pursue a more personal, as opposed to academic, relationship because of the faculty member's power.

Because faculty members care about students on a personal as well as academic basis, they sometimes attempt to make students and staff feel comfortable at the college by being casual and friendly with them. Such relationships are important and offer support that can lead to academic growth. It is when the relationship focuses on sexual rather than intellectual aspects that there is danger of sexual harassment or the perception of sexual harassment.

Particular sensitivity may exist when a faculty member, regardless of intention, suggests that a class or counseling session be held at a time or place other than the assigned time or location. Conducting academic activities by mixing social and academic environments in homes or other non-assigned locations may be awkward. Classes should be conducted in assigned locations.

SPC'S commitment to victims' rights

St. Petersburg College is firmly committed to ensuring that all representatives of the college treat sexual assault victims with respect, make their rights and options clear, and fully cooperate with them in exercising those rights. To the extent permitted by law, the college holds matters involving sexual assault and sexual harassment confidential. Fully trained victim advocates for victims of sexual assault are available through all local law enforcement agencies (see pages 49-51).

College commitments

- ✓ The college will develop, make available and distribute sexual misconduct awareness and prevention material in the form of handouts directed toward its students and to its employees.
- ✓ The college will distribute a series of posters designed to educate its constituents about sexual misconduct awareness and prevention. This material will be posted in campus buildings and at all St. Petersburg College sites and centers.
- ✓ Programs and seminars designed to provide sexual misconduct awareness and prevention information to the college's students and employees will be developed and implemented.
- ✓ The college's sexual misconduct policy BOT Rule 6Hx23-4.332 (www.spcollege.edu/central/botrules/R4/4_332.doc) and sexual harassment policy BOT Rule 6Hx23-2.011 (www.spcollege.edu/central/botrules/R2/2_011.doc) will be published in the Student Handbook, College Catalog, Faculty Manual and Career Service Manual.

Reporting Sexual Harassment

Investigation

Immediately upon receipt of a complaint, the college attorney will have the responsibility for and will direct each investigation of sexual harassment. In directing the investigation, the college attorney may designate other persons to conduct and aid in the investigation and in making such designations, the college attorney will be sensitive to the gender of the complaining party and reporting relationships.

Upon completion of the investigation, the results of the investigation will be submitted to the President for determination of what action, if any, is appropriate. The complaining party will be advised of the results of the investigation.

Resolution of a Complaint

Resolution of a complaint may be accomplished in various ways. The complaint may be resolved by intervention, or corrective action taken by the President or his designee, or by official disciplinary procedures. The victim of the sexual harassment may also bring a discrimination grievance which shall be processed in accordance with Rule 6Hx23-1.34 (www.spcollege.edu/central/botrules/R1/1_34.doc).

Duty to report any recurrence

Complaints of any recurrence of conduct involving sexual harassment should be promptly reported as provided herein.

Confidentiality/public records

College employee records are generally by law subject to public disclosure upon request of a member of the public under Chapter 119 of the Florida Statutes. Records are provided only upon an appropriate request. The College may not volunteer disclosure of such records. Student identifiable records are generally protected from the public disclosure law and will be protected as provided in Florida Statutes and under the Buckley Amendment.

Retaliation

If any reprisals or retaliatory actions occur, these should be reported immediately. Any such reports will be investigated by the college attorney or his designee. Reprisals and retaliatory actions will be dealt with through appropriate disciplinary action and steps will be taken to prevent the recurrence of sexual harassment and of reprisal or retaliation.

Report of action taken

The college shall report to the person making the complaint of the action taken by the college in regards to any sexual harassment or any unwarranted reprisal or retaliation.

Publication

The College shall publish and make available to all students and employees its sexual harassment rule of pertinent parts thereof and examples of sexual harassment which are prohibited conduct.

Reporting Sexual Harassment (continued)

Applicable laws

Sexual harassment is a violation of federal and state laws: Under Title VII of the Civil Rights Act of 1964, sex discrimination is prohibited in employment. Guidelines were issued by the Equal Employment Opportunity Commission in 1980 incorporating sexual harassment in the workplace as a violation of Title VII. Under Title IX of the Educational Amendments Act of 1972, as clarified by the Civil Rights Restoration Act of 1988, sex may not be the basis for exclusion from participation, denial of benefits, or discrimination in any educational programs or activity. Florida Statutes, chapter 760 and Florida Statutes 112.042 prohibits sex discrimination. In addition, St. Petersburg College Board of Trustees' Rules prohibit sexual harassment.

Florida law prohibits the printing, publishing or broadcasting in any instrument of mass communication (newspaper, television, radio, etc.) the name, address or other identifying fact or information of the victim of a sexual battery.

Penalty

A student or employee in violation of Board of Trustees' Rule 6Hx23-2.011 (www.spcollege.edu/central/botrules/R2/2_

011.doc) shall be subject to disciplinary action, including dismissal or termination.

- a) Students may be subject to disciplinary action as provided for in Board of Trustees' Rule 6Hx23-4.35 (www.spcollege.edu/central/botrules/R4/4_35.doc) and the related procedure.
- b) Career service employees may be subject to disciplinary action as provided for in the Career Service Manual, Board of Trustees' disciplinary rules relation to career service employees and Section 120.57 of the Florida Statutes.
- c) Administrative staff and faculty members may be subject to disciplinary action as provided in the Rules of the Department of Education, State Board of Community Colleges Rule 6A-14.0411(6).

Acknowledgments

This portion of this handbook was adapted with permission from "Sexual Assault Awareness and Prevention" published by the Division of Student Affairs, Florida A & M University, and from "Policy on Sexual Harassment" published by the Office of the Provost and Vice President for Academic Affairs, University of Florida.

REPORTING SEXUAL HARASSMENT OR DISCRIMINATION

Complaints of discrimination by students or employees are to be promptly reported to any of the following individuals or their successor in office. If for any reason you do not wish to report the complaint to your campus or site representative, you may report it to any of the persons listed below. The individual receiving the complaint will promptly notify the College Attorney.

DAYTIME HOURS

Tarpon Springs Campus	
Kevin Davis, Program Director	341-3781
Tonjua Williams, Associate Provost.....	341-3602
Clearwater Campus	
Kathleen Griffin, Associate Provost.....	791-2492
Mark Younger, Student Activities	791-2622
Sharon Coil, Instructor-in-charge	
Women-on-the-Way	791-2555
EpiCenter	
Doug Duncan, Director, Human Resources	341-3246
Theresa Furnas, Vice President	
Business Services	341-3329
EA/EO/Title IX Officer	
Psalms Mack.....	341-3261 or 341-3257
St. Petersburg/Gibbs Campus	
Charles Roberts, Provost	341-4656
Myrtle Williams, Associate Provost	341-4349
Seminole Campus	
James Olliver, Provost.....	394-6110
Lynda Womer, Associate Provost.....	394-6109
SPC Allstate Center	
James Brock, Campus Executive Officer.....	341-4530
Eileen LaHaie, Program Director	341-4502
SPC Corporate Training Center	
Noreen Hodges, Director.....	341-4455
Martyn Clay, Associate Vice President	
Educational & Student Services.....	341-3344
SPC Downtown and SPC Midtown	
Charles Roberts, Provost	341-4656
Yvonne Ulmer, Associate Provost	341-4245

Robert Ramsay, Provost.....	712-5742
Maria Edmonds, Associate Provost	712-5720

EVENING HOURS

Tarpon Springs Campus	
Robert Ramsay, Provost.....	712-5742
Maria Edmonds, Associate Provost	712-5720
EVENING HOURS	
Caruth Health Education Center	
Collegewide Security.....	791-2560
Clearwater Campus	
Provost Office.....	791-2474
EpiCenter	
Collegewide Security.....	791-2560
St. Petersburg/Gibbs Campus	
Evening Administrator	341-4345
Seminole Campus	
Collegewide Security.....	791-2560
SPC Allstate Center	
Security	341-4545
SPC Corporate Training Center	
Collegewide Security.....	791-2560
SPC Downtown and SPC Midtown	
Collegewide Security.....	791-2560
Tarpon Springs Campus	
Security	791-2560

The evening administrator-in-charge or security officer will promptly report any complaint received in the evening hours to the College Attorney, Provost, Associate Provost, EA/EO Officer and/or the Director of Human Resources, who will undertake or direct action as may be required.

Harassment and Relationships Policy and Definitions

6Hx23-2.010 HARASSMENT AND RELATIONSHIPS POLICY AND DEFINITIONS

I. Policy

Harassment constitutes discrimination on the basis of race, color, religion, sex, age, national origin, marital status or disability and is a violation of this rule. The College shall not tolerate such conduct. Any employee or student who is found to have violated this rule shall be disciplined and such discipline shall range from one or more of the following: counseling, attendance at a harassment seminar, written admonishment, suspension or dismissal.

- A. St. Petersburg College maintains a professional work and academic environment wherein all students, staff, faculty and other members of the collegiate community are treated with respect and dignity. The goal of the College is to provide an academic and institutional climate that is free of harassment.
- B. Forms of harassment that are encompassed by this procedure include harassment based on race, color, religion, sex, age, national origin, marital status or disability.
- C. Harassment is specifically prohibited by state and federal law. Instances of harassment may result in both civil and criminal liability on the part of the individual harasser, as well as the supervisor and the College. The College will not tolerate prohibited harassment of its students and employees on the campus or at off-campus events or programs held under the auspices of the College.

II. Definitions

- A. Racial harassment is defined as unwelcome conduct relating to an individual's race or color, which unreasonably interferes with an employee's or student's status or performance by creating an intimidating, hostile or offensive working environment. Harassment on the basis of race or color includes offensive or demeaning treatment of an individual, where such treatment is based typically on prejudiced stereotypes of a group to which that individual may belong. It includes, but is not limited to, objectionable epithets, threatened or actual physical harm or abuse, racial slurs, comments or manner of speaking, negative references to racial customs or other intimidating or insulting conduct directed against the individual because of his/her race or color.
- B. Religious harassment consists of unwelcome physical or verbal conduct, which is related to an individual's religion or creed when the conduct has the effect of creating an intimidating, hostile or offensive working or academic environment. Harassment on the basis of religion includes derogatory comments regarding surnames, religious traditions, religious clothing, or religious slurs or graffiti.
- C. Sexual harassment - see Board of Trustees' Rule 6Hx23-2.011
- D. Age harassment consists of depriving an individual of terms, conditions, privileges of employment and other opportunities or taking adverse action against an individual because of his/her age.

- E. National origin harassment consists of unwelcome physical or verbal conduct, which is related to an individual's national origin when the conduct has the purpose or effect of creating an intimidating, hostile or offensive working or academic environment. Harassment on the basis of national origin includes negative comments regarding surnames, manner of speaking, custom, language or ethnic slurs.
- F. Marital status harassment consists of limiting, segregating or classifying an individual in such a way as to deprive an individual of educational or employment opportunities or otherwise adversely affect an individual because of his/her marital status. This definition does not apply where there is a conflict of interest or where it would be contrary to other law.
- G. Disability harassment consists of unwelcome physical or verbal conduct relating to an individual's disability when the conduct has the purpose or effect of creating an intimidating, hostile or offensive working or academic environment.

III. Employee Relationships:

- A. In the supervisor-instructor/staff context, the term harassment has a broader impact. The supervisor-instructor/staff relationships are professional in nature; inappropriate behavior as defined above is unprofessional and undermines the essential atmosphere necessary in the workplace. This unprofessional behavior is subject to discipline.
- B. Supervisor-instructor/staff or staff-staff relationships should at all times be professional and any conduct by an employee which unnecessarily or unreasonably creates an intimidating, hostile or offensive working environment in violation of the rights of others is inappropriate, unacceptable and is subject to discipline.

IV. Student Relationships

The student-student relationship, the student-instructor relationship and the student-staff relationship should at all times be respectful of the rights of others. Conduct by a student which creates an intimidating, hostile or offensive environment violates the College's Harassment Rule and may be subject to discipline. For this purpose, staff not only includes College staff, but all employees of clinics and agencies affiliated with a College clinical program or course.

V. Instructor/Staff-Student Relationships

In this Section, the term "staff" shall include all College employees other than faculty/instructors.

- A. In the instructor/staff-student context, the term harassment also has a broader impact. Since the instructor/staff-student relationship is one of professional and client, inappropriate behavior is unacceptable because it is a form of unprofessional behavior that seriously undermines the atmosphere of trust essential to the academic setting and is subject to discipline.

Harassment and Relationships Policy and Definitions (continued)

- B. This Rule applies to relationships where the instructor or staff member is in a position to determine a student's grade or otherwise affect a student's academic progress or environment.
- C. This Rule is not intended to apply when an instructor is teaching in the classroom when the subject matter taught or discussed is done in a tasteful manner and is germane to the course being taught. Nevertheless, the instructor/staff-student relationship should at all times be professional and any conduct by an instructor or staff member which unnecessarily or unreasonably creates an intimidating, hostile or offensive academic environment in violation of the rights of others is inappropriate and unacceptable and is subject to discipline.

VI. Retaliation

It is a violation of this Rule to retaliate or to take reprisal against any person who has filed a complaint - or who has complained about harassment - based on the fact that the employee or student raised an issue about harassment to any other person, entity or human rights agency. It is also a violation of this Rule to retaliate against any person involved in the investigation (including witnesses) of a complaint.

If any reprisals or retaliatory actions occur, they should be reported immediately. Any such reports will be investigated by the college attorney or designee. Reprisals and retaliatory actions will be dealt with through appropriate disciplinary action and steps will be taken to prevent the recurrence of harassment, reprisal, and/or retaliation.

VII. Reporting, Investigation and Resolution

Students and employees are responsible for promptly reporting harassment. The College has established the following procedure for reporting, investigating and resolving complaints of harassment and retaliation.

- A. Duty to Report
 - 1. Complaints of harassment by students or employees are to be promptly reported to individuals designated by the President and published at the beginning of Session I of each year in the College's annual Supplement to the Faculty, Staff and Student Handbooks or such other publications as the President may determine. The complaint may be reported to any one of the individuals designated, regardless of what site the reporting person is associated with. The individual receiving the complaint shall promptly notify the college attorney.
 - 2. Supervisors are to promptly report any conduct that may appear to involve harassment as provided herein.
 - 3. Alternatively, complaints may be reported to the director of Equal Access/Equal Opportunity.

B. Investigation

Upon receipt of a complaint, the college attorney will have the responsibility for and will direct each investigation of harassment. In directing the investigation, the college attorney may designate other persons to conduct and aid in the investigation.

Upon completion of the investigation, the results of the investigation will be submitted to the President or designee for determination of what action, if any, is appropriate. The complaining party will be advised of the results of the investigation.

C. Resolution of a Complaint

Resolution of a complaint may be accomplished in various ways. The complaint may be resolved by intervention; corrective action being taken by appropriate managers, the President or designee; or by official disciplinary procedures.

D. Discrimination Grievance

The victim of the harassment may also bring a discrimination grievance, which shall be processed in accordance with Rule 6Hx23-1.34.

E. Duty to Report Any Recurrence

Complaints of any recurrence of conduct involving harassment or retaliation are to be promptly reported as provided herein.

VIII. False Complaints

Any person who knowingly files a false complaint of harassment or retaliation against another shall be subject to disciplinary action, up to and including dismissal.

IX. Discipline/Procedure

Remedial or disciplinary action will depend on the nature of the incident, but such discipline shall range from one or more of the following: counseling, attendance at a harassment seminar, written admonishment, suspension or dismissal.

- A. Career service employees may be subject to disciplinary action as provided for in the Career Service Manual, Board of Trustees' Disciplinary Rule 6Hx23-2.19 relating to career service employees and/or Sections 120.569 and 120.57 of the Florida Statutes.
- B. Administrative staff and faculty members may be subject to disciplinary action as provided in Rules 6A-14.0411(4) and/or 6A-14.0411(6), F.A.C.
- C. All instructors who violate this policy with a student presently enrolled in his/her class will be subject to discipline, up to and including dismissal, pursuant to Rules 6A-14.0411(4) and/or 6A-14.0411(6), F.A.C.
- D. Students may be subject to disciplinary action as provided for in Board of Trustees' Rule 6Hx23-4.35.

Harassment and Relationships Policy and Definitions (continued)

X. Report of Action Taken

The College shall report, to the person making the complaint, the action taken by the College regarding any harassment, reprisal, retaliation or any reoccurrence thereof.

XI. Confidentiality/Public Records

Subject to certain statutory exemptions, College employee records are generally by law subject to public disclosure upon request of a member of the public under Chapter 119 of the Florida Statutes. Records are provided only upon an appropriate request. Student-identifiable records are generally protected by Florida Statutes and the Family Education Rights and Privacy Act.

XII. Publication

The College shall publish and make available to all students and employees its Harassment Rule or pertinent parts thereof and examples of harassment which are prohibited conduct.

Specific Authority: 240.319(2) & (3), 240.319(4)(h) & (l), F.S.

Law Implemented: Titled "VII of the Civil Rights Acts of 1964", as amended; the Florida Human Rights Acts of 1977, as amended; Title IX of the Educational Amendments Act of 1972, as clarified by the Civil Rights Restoration Act of 1988; Sections 503 & 504 of the Rehabilitation Act of 1973; Americans With Disabilities Act; Age Discrimination in Employment Act; Age Discrimination Act of 1975; Equal Employment Opportunity Act of 1972; EEOC Regulation 29 C.F.R. Section 1604.11 and 34 C.F.R. Section 106 et seq.; 240.319(4)(h) & (l), 228.2001, F.S.; Rules 6A-14.0262(7)(e) & (8), 6A-14.0247(6), 6A-19.002, F.A.C.

History: Adopted 4/16/02. Effective - 4/16/02.

Substance Abuse

SPC has a strong no-use policy

PHILOSOPHY

In keeping with its educational and ethical responsibilities, in addition to its legal responsibility, as an institution of higher education, St. Petersburg College promotes healthy and legal choices concerning the use of alcohol, tobacco and other drugs by students and employees. St. Petersburg College subscribes to the basic philosophy of the Network of Colleges and Universities Committed to the Elimination of Drug and Alcohol Abuse and is dedicated to work toward the following goals:

- Establish and enforce clear policies that promote an educational environment free from the use of alcohol and other drugs, and reasonably free from tobacco smoke.
- Educate members of the campus community about the health hazards of alcohol, tobacco and other drug use, as well as educate them about the legal ramifications associated with illegal drugs.
- Create an environment that promotes and reinforces healthy, responsible living; respect for and compliance with community and campus standards and regulations; the individual's responsibility within the community and the college's duty to care; and the intellectual, social, emotional, ethical, and physical well-being of its community members.
- Provide for a reasonable level of care for alcohol, tobacco and other drug abusers through counseling, treatment and referral.
- The foundation of the philosophy concerning alcohol, tobacco and other drug abuse for St. Petersburg College is the firm commitment to an educational program that provides adequate information and counseling to help all members of the academic community to make informed, healthy and responsible decisions concerning the use of tobacco and any controlled substance. The college is committed to a healthy environment for learning and living.

POLICY

- The possession or consumption of alcoholic beverages and/or the use, possession, sale, barter, exchange, gift, distribution, or other transaction of any illegal drugs, or controlled substances or their chemical counterfeits, are prohibited at or on any campus or center of St. Petersburg College, or at any college-sponsored or college-affiliated activity or event.
- In compliance with the "Florida Clean Indoor Air Act," which mandates the protection of the public health, comfort, and environment by providing public places that are reasonably free from tobacco smoke, the smoking of tobacco or any other substance is not permitted on college property except outdoors or in designated smoking areas identified by posted signs.
- This policy encompasses all students and employees of the college. Students, by registering at St. Petersburg College, and employees, by entering into an agreement with the college, assume the responsibility to become familiar with and to abide by the general regulations and rules of conduct of the college. Students and employees found in violation of these regulations and rules may be disciplined. In addition, disciplinary action may be imposed in special circumstances where prescribed by local, state or federal law. Visitors and guests to the college are subject to the same rules and regulations.
- Under the college's existing Student Regulations, the possession or consumption of alcoholic beverages

and/or the use, possession, sale, barter, exchange, gift, distribution, or other transaction of any illegal drugs, or controlled substances, are prohibited at or on any campus or center of the college, or at any college-sponsored or college-affiliated activity or event.

Did you know?

- Illegal drug use doesn't discriminate on the basis of age, gender or socio-economic status.
- EVERY American is affected by our nation's drug problem.
- 72.5 million (or 36.6%) have used drugs, and 14.5 million Americans have used drugs within the past month.
- Cocaine addiction among hard core users increased from 647,000 in 1985 to 862,000 in 1988.
- More than 5 million (9%) of the nearly 60 million women who are 15 to 44 years (childbearing years) have used an illicit drug within the last month.

The price we pay in crime

- The increasing rate of drug use adds up to more than \$60 billion each year.
- Treatment costs run more than \$2 billion a year.
- Reduced productivity costs American consumers \$33.3 billion a year.
- Two in five (or 38.7%) convicted for property crimes and one in three (or 33.4%) convicted of violent crimes were under the influence at the time of the arrest.
- \$6.2 billion was spent on drug related crime and law enforcement.
- 53.8% of all prison inmates were under the influence of drugs and/or alcohol at the time of the arrest.

The effect on our youth

- The United States has the highest rate of drug use among youth of any industrialized nation.
- By age 13, 30% of males and 22% of females have begun to drink alcohol.
- Pressure to use alcohol and illegal substances begins in the fourth grade.
- Of 68,000 fourth graders polled, 34% reported peer pressure to try wine coolers, 41% to smoke, 24% to use crack and cocaine.
- By high school graduation, 25% of U.S. students are frequently users of illegal drugs.

(Facts compiled by the National Federation of Parents for Drug Free Youth.)

Drug/alcohol interactions can be deadly

- When marijuana is used with alcohol, the intoxication is heightened and lasts longer. There is more impairment of psychomotor functions, and complex tasks involving coordination and memory become more difficult.
- When stimulants are used with alcohol, they mask alcohol's depressive action but do nothing to lower blood alcohol content. Moreover, the stimulant-alcohol combination can increase blood pressure and heart rate dangerously.

(Facts compiled by the National Federation of Parents for Drug Free Youth.)

Substance Abuse (continued)

TOBACCO

The smoking of tobacco products is the chief avoidable cause of death in our society. Smokers are more likely than nonsmokers to contract heart disease - some 170,000 die each year from smoking-related coronary heart disease. Lung, larynx, esophageal, bladder, pancreatic and kidney cancers also strike smokers at increased rates. Some 30 percent of cancer deaths (130,000 per year) are linked to smoking. Chronic obstructive lung diseases such as emphysema and chronic bronchitis are 10 times more likely to occur among smokers than among nonsmokers.

Smoking during pregnancy also poses serious risks. Spontaneous abortion, preterm birth, low birth weights, and fetal and infant deaths are all more likely to occur when the pregnant woman is a smoker.

Cigarette smoke contains some 4,000 chemicals, several of which are known carcinogens. Other toxins and irritants found in smoke can produce eye, nose, and throat irritations. Carbon monoxide, another component of cigarette smoke, combines with hemoglobin in the blood stream to form carboxyhemoglobin, a substance that interferes with the body's ability to obtain and use oxygen.

Drugs, alcohol: health effects can be deadly

Perhaps the most dangerous substance in tobacco smoke is nicotine. Although it is implicated in the onset of heart attacks and cancer, its most dangerous role is reinforcing and strengthening the desire to smoke. Because nicotine is highly addictive, addicts find it very difficult to stop smoking: Of 1,000 typical smokers, fewer than 20 percent succeed in stopping on the first try.

Although the harmful effects of smoking cannot be questioned, people who quit can make significant strides in repairing damage done by smoking. For pack-a-day smokers, the increased risk of heart attack dissipates after 10 years. The likelihood of contracting lung cancer as a result of smoking can also be greatly reduced by quitting.

are a substantial increase in the heart rate, bloodshot eyes, a dry mouth and throat, and increased appetite.

Use of cannabis may impair or reduce short-term memory and comprehension, alter sense of time, and reduce ability to perform tasks requiring concentration and coordination, such as driving a car. Research also shows that students do not retain knowledge when they are "high." Motivation and cognition may be altered, making acquisition of new information difficult. Marijuana can also produce paranoia and psychosis.

Because users often inhale the unfiltered smoke deeply and then hold it in their lungs as long as possible, marijuana is damaging to the lungs and pulmonary system. Marijuana smoke contains more cancer-causing agents than tobacco smoke.

Long-term users of cannabis may develop psychological dependence and require more of the drug to get the same effect. The drug can become the center of their lives.

ALCOHOL

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 spouse and child abuse. Moderate to high doses of alcohol 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 intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

INHALANTS

The immediate negative effects of inhalants include nausea, sneezing, coughing, nosebleeds, fatigue, lack of coordination, and loss of appetite. Solvents and aerosol sprays also decrease the heart and respiratory rates and impair judgment. Amyl and butyl nitrite cause rapid pulse, headaches, and involuntary passing of urine and feces. Long-term use may result in hepatitis or brain damage.

Deeply inhaling the vapors, or using large amounts over a short time, may result in disorientation, violent behavior, unconsciousness, or death. High concentrations of inhalants can cause suffocation by displacing the oxygen in the lungs or by depressing the central nervous system to the point that breathing stops.

Long-term use can cause weight loss, fatigue, electrolyte imbalance and muscle fatigue. Repeated sniffing of concentrated vapors over time can permanently damage the nervous system.

CANNABIS

All forms of cannabis have negative physical and mental effects. Several regularly observed physical effects of cannabis

COCAINE

Cocaine stimulates the central nervous system. Its immediate effects include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature. Occasional use can cause a stuffy or runny nose, while chronic use can

Drugs, alcohol: health effects (continued)

ulcerate the mucous membrane or the nose. Injecting cocaine with contaminated equipment can cause AIDS, hepatitis, and other diseases. Preparation of freebase, which involves the use of volatile solvents, can result in death or injury from fire or explosion. Cocaine can produce psychological and physical dependency, a feeling that the user cannot function without the drug. In addition, tolerance develops rapidly.

Crack or freebase rock is extremely addictive, and its effects are felt within 10 seconds. The physical effects include dilated pupils, increased pulse rate, elevated blood pressure, insomnia, loss of appetite, tactile hallucinations, paranoia and seizures.

The use of cocaine can cause death by cardiac arrest or respiratory failure.

OTHER STIMULANTS

Stimulants can cause increased heart and respiratory rates, elevated blood pressure, dilated pupils and decreased appetite. In addition, users may experience sweating, headache, blurred vision, dizziness, sleeplessness, and anxiety.

Extremely high doses can cause a rapid or irregular heartbeat, tremors, loss of coordination, and even physical collapse. An amphetamine injection creates a sudden increase in blood pressure that can result in stroke, very high fever, or heart failure.

In addition to the physical effects, users report feeling restless, anxious and moody. Higher doses intensify the effects. Persons who use large amounts of amphetamines over a long period of time can develop an amphetamine psychosis that includes hallucinations, delusions and paranoia. These symptoms usually disappear when drug use ceases.

DEPRESSANTS

The effects of depressants are in many ways similar to the effects of alcohol. Small amounts can produce calmness and relaxed muscles, but somewhat large doses can cause slurred speech, staggering gait and altered perception. Very large doses can cause respiratory depression, coma and death. The combination of depressants and alcohol can multiply the effects of the drugs, thereby multiplying the risks.

The use of depressants can cause both physical and psychological dependence. Regular use over time may result in a tolerance to the drug, leading the user to increase the quantity consumed. When regular users suddenly stop taking large doses, they may develop withdrawal symptoms ranging from restlessness, insomnia, and anxiety to convulsions and death.

Babies born to mothers who abuse depressants during pregnancy may be physically dependent on the drugs and show withdrawal symptoms shortly after they are born. Birth defects and behavioral problems also may result.

HALLUCINOGENS

Phencyclidine (PCP) interrupts the functions of the neocortex, the section of the brain that controls the intellect and keeps instincts in check. Because the drug blocks pain receptors, violent PCP episodes may result in self-inflicted injuries.

The effects of PCP vary, but users frequently report a sense of distance and estrangement. Time and body movement are slowed down. Muscular coordination worsens and senses are dulled. Speech is blocked and incoherent.

Chronic users of PCP report persistent memory problems and speech difficulties. Some of these effects may last six months to a year following prolonged daily use. Mood disorders - depression, anxiety and violent behavior - also occur. In later stages of chronic use, users often exhibit paranoid and violent behavior and experience hallucinations. Large doses may produce convulsions and coma, as well as heart and lung failure.

Lysergic acid (LSD), mescaline, and psilocybin cause illusions and hallucinations. The physical effects may include dilated pupils, elevated body temperature, increased heart rate and blood pressure, loss of appetite, sleeplessness and tremors. Sensations and feelings may change rapidly. It is common to have a bad psychological reaction to LSD, mescaline and psilocybin. The user may experience panic, confusion, suspicion and loss of control. Delayed effects, or flashbacks, can occur even after use has ceased.

NARCOTICS

Narcotics initially produce a feeling of euphoria that often is followed by drowsiness, nausea, and vomiting. Users also may experience constricted pupils, watery eyes and itching. An overdose may produce slow and shallow breathing, clammy skin, convulsions, coma and even death.

Tolerance to narcotics develops rapidly and dependence is likely. The use of contaminated syringes may result in disease such as AIDS, endocarditis and hepatitis. Addiction in pregnant women can lead to premature, stillborn, or addicted infants who experience severe withdrawal symptoms.

DESIGNER DRUGS

Illegal drugs are defined in terms of their chemical formulas. To circumvent these legal restrictions, underground chemists modify the molecular structure of certain illegal drugs to produce analogs known as designer drugs. These drugs can be several hundred times stronger than the drugs they are designed to imitate.

Many of the so-called designer drugs are related to amphetamines and have mild stimulant properties but are mostly euphorants. They can produce severe neurochemical damage to the brain.

The narcotic analogs can cause symptoms such as those seen in Parkinson's disease: uncontrollable tremors, drooling, impaired speech, paralysis and irreversible brain damage. Analogs of amphetamines and methamphetamines cause nausea, blurred vision, chills or sweating and faintness. Psychological effects include anxiety, depression and paranoia. As little as one dose can cause brain damage. The analogs of phencyclidine cause illusions, hallucinations and impaired perception.

ANABOLIC STEROIDS

Anabolic steroids are a group of powerful compounds closely related to the male sex hormone testosterone. Developed in the 1930s, steroids are seldom prescribed by physicians

Drugs, alcohol: health effects (continued)

today. Current legitimate medical uses are limited to certain kinds of anemia, severe burns and some types of breast cancer.

Taken in combination with a program of muscle-building exercise and diet, steroids may contribute to increases in body weight and muscular strength. Because of these properties, athletes in a variety of sports have used steroids since the 1950s, hoping to enhance performance. Today, they are being joined by increasing numbers of young people seeking to accelerate their physical development.

Steroid users subject themselves to more than 70 side effects ranging in severity from liver cancer to acne and including psychological as well as physical reactions. The liver and the cardiovascular and reproductive systems are most seriously effected by steroid use. While some side effects disappear quickly, others, such as heart attacks and strokes, may not show up for years. In males, use can cause withered testicles, sterility and impotence. In females, irreversible masculine traits can develop, along with breast reduction and sterility.

Signs of steroid use include quick weight and muscle gains (if steroids are being used in conjunction with a weight training program); behavioral changes, particularly increased aggressiveness and combativeness (known as "roid rage"); jaundice; purple or red spots on the body; swelling of feet or lower legs; trembling; unexplained darkening of the skin; and persistent unpleasant breath odor. Steroids are produced in tablet or capsule form for oral ingestion, or as a liquid for intramuscular injection.

Alcohol users unaware of its effects on the body

The majority of adults who consume alcohol do so for enjoyment and recreation. Yet many lack the information they need to consume alcohol in a responsible and safe manner. Of those who choose to drink, approximately one of every 10 will find it difficult to control consumption, and they are at risk of alcohol-related dysfunction or alcohol addiction (alcoholism).

Women have greater susceptibility than men to the effects of alcohol. According to research conducted at the University School of Medicine in Trieste, Italy, women have significantly lower amounts of a stomach enzyme that breaks down some of the intoxicant in alcohol before it circulates through the body. The stomach plays a protective role for men, and only a negligible role for women, in the metabolism of alcohol. Alcohol use can also effect a woman and her fetus during pregnancy (see below).

Physiological effects

- Alcohol can kill liver, brain, kidney and other tissues on contact. It affects all systems in the body.
- Skeletal system: Skeletal muscular coordination decreases.
- Muscular system: Normal muscular coordination is impaired.
- Circulatory system: The pulse rate increases and blood vessels dilate causing increased heat loss from the body.

- Respiratory system: Small doses initially stimulate the respiratory rate, but increased doses cause a dramatic decrease.
- Nervous system: An initial relaxation at low doses is followed by mental confusion and uncontrolled mood swings at higher doses.
- Digestive system: Secretions increase causing irritation of the stomach and a greater accumulation of fat deposits in the liver.
- Excretory system: Depression of small and large intestine functions can cause constipation and diarrhea. Urine production and urination increase.
- Hormone system: Increased secretions of various hormones can increase urination, raise, then lower blood sugar levels, dilate pupils and raise blood pressure.
- Reproductive system: Alcohol overuse during pregnancy causes miscarriages, infant deaths, smaller, weaker newborns, and more problem pregnancies. Alcohol can have a toxic effect, known as fetal alcohol syndrome (FAS), on a developing fetus.

Printed with permission from the University of Oregon's resource guide for alcohol and drug issues, Responsible Choices.

Alcohol is the drug of choice among Pinellas youth

In a recent survey of high school seniors, conducted by PAR, Inc. - a drug treatment agency - and the school system in Pinellas County, 28 percent said they used alcohol daily or weekly. This fact is of great importance to St. Petersburg College because these same students make up the majority of our freshman class the next fall.

Alcohol, especially wine coolers, is the most popular substance abused by students. Results indicate that 88 percent of high school seniors have used alcohol; 58 percent in the last month; 28 percent said they used alcohol daily or weekly. When asked about drinking wine coolers, 73.8 percent of the 12th graders indicated they had.

Too many parents do not take the alcohol problem as seriously as they do the drug problem. "Parents come to us and say, 'Thank goodness he was only drinking'" said Shirley Collettie, president of PAR. "At least they're not using marijuana; at least they're not using cocaine," but the earlier they use alcohol, the greater the chance they'll fall into alcoholism or dysfunctional alcohol abuse."

Drugs, alcohol: health effects (continued)

Effects of Alcohol*

1-2 drinks/hour or
3 drinks/2 hours or
4 drinks/3 hours

Mild Relaxation .02-.05 BAC**

Initial doses of alcohol cause only a slight decrease in brain activity. You feel somewhat relaxed, social and congenial.***

3-4 drinks/hour or
5 drinks/2 hours or
6 drinks/3 hours

Disinhibition .05-.08 BAC**

More alcohol lowers normal inhibitions and depresses the brain centers responsible for restraining excessive behaviors. This level can increase aggression and stress in emotional situations and can affect other activities, such as safe driving.

5-6 drinks/hour or
7 drinks/2 hours or
8 drinks/3 hours

Incoordination .08-.15 BAC**

You are intoxicated, and your ability to concentrate on tasks requiring coordination is distinctly impaired.

7-8 drinks/hour or
9 drinks/2 hours or
10 drinks/3 hours

Sedation .15-.20 BAC**

At this level of consumption, you become extremely groggy and only semi-alert.

8-9 drinks/hour or
10 drinks/2 hours or
11 drinks/3 hours

Hypnosis .20-.25 BAC**

This amount of alcohol in your system causes your brain alertness centers to shut down, with the result that you will fall asleep or pass out.

* Calculated for a 150 lb. man
** Blood Alcohol Content
*** Some people are at risk with even one drink.

Cannabis

Type	What is it called?	What does it look like?	How is it used?
Marijuana	Pot, Grass, Weed, Dope, Mary Jane, Sinsemilla, Acapulco gold, Thai sticks	Dried parsley mixed with stems that may include seeds	Eaten Smoked
Tetrahydrocannabinol	THC	Soft gelatin capsules	Taken orally
Hashish	Hash balls	Brown or black cakes	Eaten Smoked
Hashish oil	Hash oil	Concentrated syrupy liquid varying in color from clear to black	Smoked-mixed with tobacco

Inhalants

Type	What is it called?	What does it look like?	How is it used?
Nitrous Oxide	Laughing gas, Whippets	Propellant for whipped cream in aerosol spray can Small 8-gram metal cylinder sold with a balloon or pipe (buzz bomb)	Vapors inhaled
Amyl Nitrate	Poppers	Clear yellowish liquid in ampules	Vapors inhaled
Butyl Nitrate	Rush, Bolt, Locker room, Bullet, Climax	Packaged in small bottles	Vapors inhaled
Chlorohydrocarbons	Aerosol sprays	Aerosol paint cans Containers of cleaning fluid	Vapors inhaled
Hydrocarbons	Solvents	Cans of aerosol propellants, gasoline, glue, paint thinner	Vapors inhaled

Cocaine

Type	What is it called?	What does it look like?	How is it used?
Cocaine	Coke, Snow, Flake, White, Blow, Nose candy, Big C, Snowbirds, Lady	White crystalline powder, often diluted with other ingredients	Inhaled through nasal passages
Crack	Freebase rocks, Rock	Light brown or beige pellets - or crystalline rocks that resemble coagulated soap; often packaged in small vials	Smoked

Other Stimulants

Type	What is it called?	What does it look like?	How is it used?
Amphetamines	Speed, Uppers, Ups, Black beauties, Pep pills, Copilots, Bumblebees, Hearts, Benzedrine, Dexedrine, Footballs, Biphentamine	Capsules Pills Tablets	Taken orally Injected Inhaled through nasal passages
Methamphetamines	Crank, Crystal meth, Crystal methedrine, Speed	White powder Pills A rock that resembles a block of paraffin	Taken orally Injected Inhaled through nasal passages
Additional stimulants	Ritalin, Cylert, Preludin, Didrex, Pre-State, Voranil, Tenuate, Tepanil, Pondimin, Sandrex, Plegine, Ionamin	Pills Capsules Tablets	Taken orally Injected

Depressants

Type	What is it called?	What does it look like?	How is it used?
Barbiturates	Downers, Barbs, Blue devils, Red devils, Yellow jacket, Yellows, Nembutal, Seconal, Amytal, Tuinals	Red, yellow, blue, or red and blue capsules	Taken orally
Methaqualone	Quaaludes, Ludes, Sopors	Tablets	Taken orally
Tranquilizers	Valium, Librium, Equanil, Miltown, Serax, Tranxene	Tablets Capsules	Taken orally

Drugs, alcohol: health effects (continued)

Hallucinogens

Type	What is it called?	What does it look like?	How is it used?
Phencyclidine	PCP, Angel dust, Loveboat, Lovely, Hog, Killer weed	Liquid Capsules White crystalline powder Pills	Taken orally Injected Smoked - can be sprayed on cigarettes, parsley, and marijuana
Lysergic acid diethylamide	LSD, Acid, Green or red dragon, White lightning, Blue heaven, Sugar cubes, Microdot	Brightly colored tablets Impregnated blotter paper Thin squares of gelatin Clear liquid	Taken orally Licked off paper Gelatin and liquid can be put in the eyes
Mescaline and Peyote	Mesc, Buttons, Cactus	Hard brown discs Tablets Capsules	Discs - chewed, swallowed, or smoked Tablets and capsules - taken orally
Psilocybin	Magic mushrooms, "shrooms"	Fresh or dried mushrooms	Chewed and swallowed

Narcotics

Type	What is it called?	What does it look like?	How is it used?
Heroin	Smack, Horse, Brown sugar, Junk, Mud, Big H, Black Tar	Powder, white to dark brown	Injected Inhaled through nasal passages Smoked
Methadone	Dolophine, Methadose, Amidone	Solution	Taken orally Injected
Codeine	Empirin compound with codeine, Tylenol with codeine, Codeine, Codeine in cough medicines	Dark liquid varying in thickness Capsules Tablets	Taken orally Injected
Morphine	Pectoral syrup	White crystals Hypodermic tablets, Injectable solution	Injected Taken orally Smoked
Meperidine	Pethidine, Demerol, Mepergan	White powder Solution Tablets	Taken orally Injected
Opium	Paregoric, Dover's powder, Parepectolin	Dark brown chunks Powder	Smoked Eaten
Other narcotics	Percocet, Percodan, Tussionex, Fentanyl, Darvon, Talwin, Lomotil	Tablets Capsules Liquid	Taken orally Injected

Designer Drugs

Type	What is it called?	What does it look like?	How is it used?
Analogs of Fentanyl (Narcotic)	Synthetic Heroin, China White	White powder identically resembling heroin	Inhaled through nasal passages, Injected
Analogs of Meperidine (Narcotic) MPPP	Synthetic Heroin, MPTP (New Heroin)	White powder	Inhaled through nasal passages, Injected
Analogs of Amphetamines and Methamphetamines (Hallucinogens)	MDMA (Ecstasy, XTC, Adam, Essence), MDM, STP, PMA, 2, 5-DMA, DOM, DOB, EVE	White powder Tablets Capsules	Taken orally Injected Inhaled through nasal passages
Analogs of Phencyclidine	PCPy, PCE	White powder	Taken orally Injected, Smoked

Effects of Alcohol*

continued

9-10 drinks/hour or
11 drinks/2 hours or
12 drinks/3 hours

Anesthesia .25-.30 BAC**

At this point you are not only asleep but unaware of pain or other profound stimuli. Only a fine line exists between anesthesia and the next stages of coma and death.

10-12 drinks/hour or
13 drinks/2 hours or
14 drinks/3 hours

Coma .30-.40 BAC**

This amount of alcohol reduces the amount of oxygen reaching your brain and destroys brain cells. Permanent brain damage may occur unless oxygen is administered.

12-15 drinks/hour or
15 drinks/2 hours or
16 drinks/3 hours

Death .40-.50 BAC**

Your nervous system shuts down at this level of consumption, and death results from respiratory depression. Alcohol overdose is the number one drug-related case seen in hospital emergency rooms in the United States.

* Calculated for a 150 lb. man

** Blood Alcohol Content

*** Some people are at risk with even one drink.

Printed with permission from the University of Oregon's resource guide for alcohol and drug issues, Responsible Choices.

Drugs, alcohol: health effects (continued)

"Parents come to us and say, 'Thank goodness he was only drinking. At least they're not using marijuana; at least they're not using cocaine.' But the earlier they use alcohol, the greater the chance they'll fall into alcoholism or dysfunctional alcohol abuse."

— Shirley Colletti, president of PAR, Inc.,
a drug treatment agency in Pinellas County

What to do when you are concerned about someone

1. Allow the person to accept responsibility for his/her own behavior. Don't cover up for the person or make excuses for the person's behavior.
2. Encourage the person to participate in leisure-time activities that don't include drinking/drugs.
3. Learn the basic facts about drug/alcohol abuse and dependency so you can devise a plan of action to confront the person you're concerned about.
4. Understand the feelings of anger, depression and frustration that often accompany being closely involved with a problem user. Speak to a counselor at your site for support and suggestions on how to deal with the person who is abusing alcohol or other drugs.
5. Be patient. Getting a person to examine his/her drinking or drug use can be a slow process. Breaking through the denial is a difficult first step.
6. This process is difficult for you, too. Be sure to get the support you need.
7. Communicate your concerns to the person in a caring, non judgmental way. Your message should be "I care about you as a person." Some suggestions for you to say:

"I'm learning about chemical dependency, and I'm worried about your drinking/drug problem."

"I can't ignore this because you are my friend, and you're important to me."

"It scares me when you drink or use drugs and you can't remember things you've said or done."

"Last week you drove home drunk, and that scared me."

Red Ribbon Week at SPC raises awareness

St. Petersburg College is an institutional participant in the National Red Ribbon Campaign for a Drug Free America. Each October the National Federation of Parents for a Drug Free Youth sponsors a campaign to raise the awareness of communities throughout America about the dangers of substance abuse. The goal of the campaign is to totally eliminate such abuse from these communities.

The Red Ribbon Campaign originated when Federal Agent Enrique Camerena was murdered by drug traffickers in 1985. The Red Ribbon became the symbol to reduce the demand for drugs, just as the yellow ribbon symbolized the returning POWs in Vietnam and the hostages in Iran.

In Pinellas County, SPC participates in a community program coordinated through the leadership of PAR, Inc., St. Anthony's Hospital, Clear Channel Communications and Fairwinds Treatment Program. As a community partner, SPC proudly displays ribbons and celebrates the theme of the annual drive, participates in campus activities designed to heighten the awareness of students, faculty and staff about substance abuse prevention, and incorporates the thrust of Red Ribbon Week into an ongoing program of drug education at the college.

The national Federation of Parents for Drug Free Youth, established in 1980, is an organization involving parents whose sole and total focus is drug abuse prevention. Its three main goals are to create an awareness about drug problems facing every community; to establish effective parent/community teams across America; and to support drug-free, healthy lifestyles.

Courses available on substance abuse, intervention and treatment

Courses are available to persons interested in gaining better knowledge of substance abuse, its prevention and intervention, as well as insight into rehabilitation. These credit courses are part of the Human Services Program curriculum, so please consult the college catalog for further information on pre and co-requisites.

HUS 2681 ABUSED SUBSTANCES AND THEIR EFFECTS

A comprehensive survey of abused substances and their impact on the human body and upon society. The pathophysiological effects of substance abuse are emphasized while historical, legal, medical, social and ethical issues are reviewed. The classes of drugs examined include major and minor tranquilizers, sedatives, and hypnotics, narcotics, stimulants, and hallucinogens. The primary focus will be upon heroin, cocaine, marijuana and alcohol.

HUS 2682 METHODS FOR IDENTIFICATION AND INTERVENTION IN SUBSTANCE ABUSE

A comprehensive examination of methods used in the identification, intervention and prevention of substance abuse. Symptoms and progression of substance abuse, types of abusers and special groups, various intervention techniques, and the interrelationship between the illness of substance abuse and the moral, legal, spiritual, sociological and psychological aspects will be reviewed.

HUS 2683 TREATMENT AND RESOURCES IN SUBSTANCE ABUSE

A multi-disciplinary study of various treatment methods for the substance abuser and the examination of the educational materials available to the practitioner. In addition, this course serves as a final preparatory session for those professionals who plan to successfully complete the Board Certification Examination.

Drugs, alcohol: health effects (continued)

HUS 2685.....DYNAMICS OF GROUPS AND GROUP COUNSELING

An experimental course which reintroduces basic concepts and skills with regard to different types of groups and group dynamics. The focus is upon presentation of group facilitation techniques in substance abuse programs and the reviewing and taping of each student's video-taped practice sessions.

SYG 2324 PRINCIPALS OF SUBSTANCE ABUSE

An introduction to substance abuse. Topics examined include: historical perspectives; identification, intervention and outcome of abusers and their families; treatment techniques; prevention, intervention and rehabilitation resources; types of therapeutic and support groups; and the pharmacology of commonly abused substances. The course is recommended for those persons who would like to gain knowledge about substance abuse and its affect in today's society.

Common signs of drug use

- Tardiness, truancy, declining grades
- Incomplete or missing assignments
- Loss of motivation, energy, self-discipline, interest in activities
- Forgetfulness, short- or long-term
- Short attention span, trouble concentrating
- Aggressive anger, hostility, irritability
- Extreme reactions (positive or negative)
- Sullen, uncaring attitudes and behavior
- Disappearance of money, valuables
- Changes in friends, elusive about new friends
- Unhealthy appearance, bloodshot eyes, dilated pupils
- Changes in personal dress or grooming
- Trouble with the law or authority
- Use of room deodorizers, incense
- Rock group, drug related graphics and slogans
- Pipes, small boxes or containers, baggies, rolling papers, or other unusual items
- Peculiar odors or butts, seeds, leaves in ashtrays, clothing or pockets

Substance abuse readings now available

Visit the M.M. Bennett libraries on campus

Alcoholism in the Professions.

LeClair Bissell, M.D. and
Paul W. Haberman. (HV5142.B57 1984) - SP/G and AC

The first comprehensive study in its field focuses on alcoholic men and women in the professions. Based on interviews with 407 professionals conducted over a five-year period, this study provides hard information on the subjects' drinking histories, use of other mood-altering drugs, suicide attempts, alcohol-related hospitalizations, and familial alcoholism.

Burnt: Teenage Addict's Road to Recovery.

Craig Fraser. N.Y.: New American Library; 1989
(HV5805.F7A3 1989) - CL

A personal narrative, which chronicles a young man's experience with multiple addictions from sixth grade through late teens.

The Business of Drugs.

Mary H. Cooper
(HV5801.C586 1989) - SP/G

This is a comprehensive overview of the illegal international drug business concentrating on the economic forces that govern the market. It covers the cultivation, refinement and distribution of illegal drugs with a separate unit devoted to the rapidly spreading distribution of cocaine and crack in the United States.

Chemical Dependency in Nursing: The Deadly Diversion.

Eleanor Sullivan, LeClair Bissell and Etta Williams.
(RC 564.5.N87.S85 1988) - HEC

Chemical dependency underlies 70 percent of all disciplinary action against practicing nurses. It is a deadly diversion of precious human resources, endangering the public and the nursing profession. 1989 Book of the Year Award, the American Journal of Nursing.

Cocaine and Crack: What You Need to Know.

Arnold M. Washton and Donna Boundy.
(HV5810.W27 1989) - CL, SP/G and TS

Using straight talk, the authors explain what these drugs do to the mind and body. Stories of teenage addiction carry meaningful warnings about cocaine and crack use. The authors stress that help is available and provide a list of recommended resources.

The Cocaine Kids: The Inside Story of a Teenage Drug Ring.

Terry M. Williams. Reading, MA: Addison-Wesley, 1989.
(HV5833.N45W55 1989) - CL

Eight members of an Afro-American cocaine gang are profiled in depth. The book explains the power that narcotics have to shape the lives of poor youth and the consequences in our society.

Conducting Support Groups for Students Affected

by Chemical Dependence. (HV 5824.Y68F59 1990) - HEC

This book clarifies the effects of chemical dependence and discusses the basic types and goals of support groups. It provides practical information on starting groups; outlines support group programs and formats; and outlines strategies for identifying affected students.

Corrido de Cocaine: Inside Stories of Hard Drugs.

Arturo C. Strong. Tucson: Harbinger House, 1990.
(HV 5833.T78S76 1990) - CL

A collection of vignettes illustrating the violent lives of people who participate in the narcotics trade. The author explores the motivation behind extremely risk behavior, allowing the participants to tell their own stories. Illustrated with black and white photos.

Dare to confront: How to Intervene When Someone You Care About Has an Alcohol or Drug Problem.

Bob Wright. N.Y.:
Master Media, c1990. (HV5296.W85 1990) - CL and SP/G

An easy-to-understand guide to successful intervention with drug and alcohol addicted people. It describes the causes and progression of addictions, enabling behaviors and confrontation strategies. Excellent appendices contain checklists and quizzes for determining addiction, codependency, etc.

Drinking and Driving: New Directions.

Alexander C. Wagenaar, Ph.D. (HV5620.D7W34 1984) -
TS and CL

As a nation, we are more aware of the serious problems associated with drinking and driving. There is little question that the two don't mix. Some 26,000 highway deaths and half a million disabling injuries each year are related to drunk driving. This booklet explores some more conventional counter-measures being taken and suggests some new and creative strategies.

Drug Testing: Handle with Care.

(KF3540.Z9D78) - CL
National Institute on Drug Abuse; Alcohol, Drug Abuse and Mental Health Administration; Public Health Service,
U. S. Department of Health and Human Services.
Washington, D.C.: The Associates, 1988.

A 1/2-hour video which tells how drug testing should or should not be handled.

Drugs in the Workplace: Research and Evaluation Data.

Stephen W. Gust, J. Michael Walsh. Washington, D.C.:
U.S. GPO, 1989. (HV5824.E67D78) - CL

This collection of 19 research reports includes sections on prevalence of drug use, the effect on productivity, responses by management, and an overview of future developments. Each report includes a detailed bibliography.

Drugs of Abuse Digest: A Prevention Guide for the Family, School, and Workplace: Joining Hands to Fight Drugs.

6th ed. Vero Beach, FL: Institute for Substance Abuse
Research, 1990. (HV 5801.D775 1990) - CL and HEC

A reference guide for parents, educators and employees, this well-illustrated publication discusses symptoms, hazards and techniques for handling drug abuse. Well-organized and easy to use.



M.M. BENNETT LIBRARIES

Substance abuse readings now available

Visit the M.M. Bennett libraries on campus

Ecology of Alcohol and Other Drug Use: Helping Black High-Risk Youth: proceedings of the Howard University, School of Human Ecology Forum, "The Ecology of Substance Abuse: Toward Primary Prevention Among High-Risk Youth."

Sponsors, Office for Substance Abuse Prevention (et al.); Ura Jean Oyemade, Deloris Brandon-Monye, editors. (HV5824.Y68E26 1990x) - CL and SP/G

Proceedings from the Howard University Forum on Human Ecology in Washington, D.C., October 26-27, 1989. This forum focuses on the need for a comprehensive approach dealing with an integrative ecological model that would outline a primary prevention program aimed at black, high-risk youth.

The Facts About Drinking: Coping with Alcohol Use, Abuse and Alcoholism.

Gail Gleason Milgram. Mount Vernon, N.Y.: Consumers Union, 1990 (HV5292.M53 1990) - CL

Discusses the causes, symptoms, effects and treatment of alcoholism use and abuse. It includes a resource list of national and state agencies and organizations concerned with alcohol problems.

Genetic and Environmental Factors Leading to Alcoholism.

C. Robert Cloninger, M.D. (RC565.C56 1983) - CL and HEC

Recent findings show the importance of genetic and environmental factors in the development of alcoholism. This booklet describes how inherited or acquired traits are related to alcoholism and provides important diagnostic information to helping professionals who work with problem drinkers, alcoholics and children of alcoholics.

I Am An Adult Who Grew Up in An Alcoholic Family.

(HV5132.P495 1991) - HEC

Written by a leader in the addiction field, this covers the issues of forgiving your parents, being a parent yourself, stress and depression, self-esteem and self management, and the need for a spiritual view of life.

Intervention: How to Help Someone Who Doesn't Want Help.

Vernon E. Johnson, D.D. (HV5278.J64 1986) - CL and SP/G

If you're worried or afraid that someone you know may be chemically dependent...this book will show you why and how to help. A step-by-step guide for families and friends of chemically dependent persons, this book will show you how to halt the progress of your loved one's disease and move the person toward treatment and recovery. It also provides a 30-question quiz to help you determine if someone you love might be chemically dependent.

Pharmacology and Toxicology of Amphetamine and Related Designer Drugs.

Khursheed Asghar, Errol De Souza, editors. (RM666.A493 P48 1989) - HEC and SP/G

This contains the proceedings of a meeting of research scientists at the National Institute of Health on amphetamines and designer drugs. The purpose of the meeting was to more fully understand the neuronal mechanisms through which the drugs produce their effects, in order to better characterize these affects on various physiological parameters.

Preventing Adolescent Drug Abuse: Intervention Strategies.

Thomas J. Glynn, Carl G. Leukefeld, Jacqueline P. Ludford. Washington, D.C.: U.S. CPO 1983. (HV5824.Y68 P735 1983) - CL

A number of distinguished researchers have contributed reports for this volume. Each study focuses on social, medical, or educational methods for preventing adolescent drug abuse. All of the studies include bibliographies, most also have graphs or statistical tables.

Saying No is Not Enough: Raising Children Who Make Wise Decisions about Drugs and Alcohol.

Robert Schwebel. N.Y.: Newmarket Press, 1989. (HV5824.Y69S35 1989) - CL

Intended for parents, this book provides a practical plan for discouraging drug use by children. The author presents techniques for building esteem and decision-making skills so that children will be able to resist peer pressure.

Survey of Employer Anti-Drug Programs.

National Clearinghouse for Alcohol and Drug Information. (HV5824.E6758) - CL

This publication provides the results collected in the Survey of Employer Anti-Drug Programs conducted by the Bureau of Labor Statistics in the Summer of 1988. Information is included on the incidence of drug testing and employee assistance programs in private industry.

Seventh Special Report to the U.S. Congress on Alcohol and Health from the Secretary of Health and Human Services. U.S. Department of Health and Human Services.

Washington, D.C.: U.S. GPO 1990. (HV5292.N33 1990b) - CL

Describes recent advances in research on alcohol-related problems from prevention to intervention to treatment. It provides working definitions of alcohol abuse and alcoholism.

Teenagers. Drugs and Growing Up.

(HV5824.Y68D83) - HEC and TS

The focus of this handbook is the adolescent use of alcohol and other drugs. It also deals with a variety of topics related to adolescent development, parent-child relations and how we live together.

Understanding America's Drinking Problem: How to Combat the Hazards of Alcohol.

Don Calahan. (HV5292.C337 1987) - SP/G

This extensively researched book studies the background of America's alcohol problem, reviews the successes and failures of various treatments and suggests methods to minimize the problem.

War on Drugs: Opposing Viewpoints.

Neal Bernards, editor. (HV 5825.W38128 1990) - SP/G and TS

This book attempts to present balanced points of view on whether the government's need to protect society from the consequences of illegal drugs take precedence over its constitutional duty to guarantee individual rights.

Stiff penalties imposed for abuse

Students and employees are reminded that local, state and federal laws provide for a variety of legal sanctions and penalties for the unlawful possessions or distribution of illicit drugs and alcohol. These sanctions include, but are not limited to, incarceration and monetary fines. A summation of the major laws follows:

The Federal Controlled Substances Act provides penalties of up to 15 years imprisonment and fines of up to \$25,000 for unlawful distribution or possession with intent to distribute narcotics. For unlawful possession of a controlled substance, a person is subject to up to one year of imprisonment and fines up to \$5,000. Any person who lawfully distributes a controlled substance, including alcohol, to a person under 21 years of age may be punished by up to twice the term of imprisonment and fine otherwise authorized by law.

Under Florida law and Pinellas County and city ordinances, it is unlawful for any person to sell, purchase, manufacture, deliver, or possess a controlled substance. A person who violates this provision is guilty of a felony of the first, second, or third degree, which is partially determined by the type of drug and the quantity involved. Violators may be subject to the stiffest penalties available.

The maximum penalty for trafficking specified amounts of cocaine or any mixture containing cocaine including, but not limited to crack, under Florida law is a first degree felony punishable by death.

Based on the quantity involved, penalties for trafficking in illegal drugs including, but not limited to, the narcotics morphine, opium and heroin, range from mandatory minimum imprisonment of three years imprisonment and a \$50,000 fine to 25 years and a \$500,000 fine.

Based on the quantity involved, other penalties for trafficking in illegal drugs including, but not limited to, marijuana, inhalants, depressants and other stimulants, range from five years imprisonment and a \$5,000 fine to 30 years imprisonment and a \$15,000 fine.

Further, it is unlawful for any person to use, or to possess with intent to use, to deliver, possess with the intent to deliver, or to manufacture with intent to deliver drug paraphernalia.

It is unlawful for any person to sell, purchase, manufacture, or deliver, or to possess with the intent to sell, purchase, manufacture, or deliver, a controlled substance in, on, or within 200 feet of the real property comprising a public or private college, university or other postsecondary educational institution.

For further information, please consult Florida Statutes, Chapter 893 and Pinellas County and local city ordinances.

The legal age for drinking alcoholic beverages is 21 in Florida and selling, giving or serving alcoholic beverages to person under 21 is unlawful. Possession of alcoholic beverages by persons under age 21 is prohibited by Florida law. The maximum penalty is 60 days in jail or a \$500 fine. Alcoholic beverages include, but are not limited to, beer, wine, distilled spirits, wine coolers and liqueurs. It is unlawful for any person to misrepresent or misstate his or her age. This includes the manufacture or use of false identification. Use of altered identification for the purpose of procuring alcoholic beverages is a felony.

It is unlawful to drive while under the influence of alcohol or other drugs. Penalties under Florida Statute 316.193 (DUI) for a first offense range from fines up to \$1,000 to hours of community service, to imprisonment for up to nine months. In addition, there is an immediate mandatory suspension of driver's license for six months if the driver's blood alcohol content is over .10 or if he refuses a breath test. In the case of other substance abuse, the license will be suspended if he is found guilty of DUI.

For further information, please consult Florida Statutes, Chapter 316 and 562.

Campus drug trafficking will cause dismissal

Students and employees who violates college regulations governing illegal drugs are subject to sanctions including immediate suspension and possible dismissal. Local law enforcement officials will be called in when local, state or federal laws are violated.

Through application of college disciplinary procedures, college sanctions may be imposed even while legal action is pending in the courts. College sanctions that will be imposed through disciplinary procedures or upon conviction in criminal court (barring mitigating circumstances) are as follows:

Trafficking in illegal drugs

Conviction of trafficking in illegal substances as identified in Schedules I and II of Chapter 893.03 of the Florida Statutes, which includes, but is not limited to, cocaine, heroin, LSD, opium and marijuana, will result in automatic dismissal.

Conviction of a first offense involving the trafficking of any controlled substance identified in Schedules III through V of Chapter 893.03 of the Florida Statutes, which includes, but is not limited to, steroids and phenobarbital, the minimum penalty shall be suspension. For a second offense, the penalty shall be dismissal.

Illegal possession of drugs

For a first time offense involving the illegal possession of any controlled substance identified in Schedules I or II of Chapter 893.03 of the Florida Statutes, the minimum penalty shall be suspension. Suspension may be waived if the student or employee attends a rehabilitative program for alcohol or drug abuse at his/her own expense. It is the student's or employee's responsibility to document his/her attendance in such a program.

For a first offense involving the illegal possession of any controlled substance identified in Schedules III through V of Chapter 893.03 of the Florida Statutes, the minimum penalty shall be probation. Probation may be waived if the student or employee attends a rehabilitative program for alcohol or drug abuse at his/her own expense. It is the student's or employee's responsibility to document his/her attendance in such a program.

Refusal or failure to abide by the terms of the penalty or second or other subsequent offenses involving the illegal possession of controlled substances, progressively more severe penalties shall be imposed, including dismissal. Penalties shall be in accordance with disciplinary procedures.

Stiff penalties imposed for abuse (continued)

Possession, sale or consumption of alcoholic beverages

In addition to legal penalties, students or employees found to be in violation of this college policy will be subject to penalties under the Board of Trustees' Rules and Procedures.

Other sanctions

During participation in an alcohol or drug abuse program, the college may suspend an employee without pay for any absence from work as a result of such participation. Accumulated sick leave may be used.

Employees who are engaged in the performance of a federal grant must notify the college of any criminal drug or alcohol statute conviction for a violation occurring in the work place no later than five days after such conviction.

Students who receive federal funds for schooling must notify the college of any criminal drug or alcohol statute conviction no later than five days after such conviction.

Legislature takes harder stand against trafficking

The 1990 session of the Florida Legislature led to stronger measures against those who traffic in illegal drugs, especially crack and cocaine, which are considered extremely dangerous.

A new law calls for life imprisonment, without possibility of parole, for the trafficking of 150 kilograms or more of cocaine. If violence surrounds the incidents, the act could be punishable by death. Harsher penalties were also written into law for the sale of lesser amounts of cocaine and other lethal drugs.

The Legislature also made it illegal to traffic in controlled substances within 200 feet of a public housing facility, a public or private college or university, or a public park. It has been unlawful to do so near an elementary or secondary school.

To keep SPC students, faculty and staff current on the legal ramifications associated with illegal alcohol and drug abuse, the most applicable federal, state and college sanctions are synthesized in this paper. City and Pinellas County ordinances are not noted as they do not strengthen the sanctions put forth by the state of Florida.

Federal Trafficking Penalties - Marijuana Narcotics Penalties & Enforcement Act of 1986			
Quantity	Description	First Offense	Second Offense
1,000 kg or more	Marijuana Mixture containing detectable quantity*	Not less than 10 years, not more than life. If death or serious injury, not less than 20 years, not more than life. Fine not more than \$4 million individual, \$10 million other than individual.	Not less than 20 years, not more than life. If death or serious injury, not less than life. Fine not more than \$8 million individual, \$20 million other than individual.
100 kg to 1,000 kg	Marijuana Mixture containing detectable quantity*	Not less than 5 years, not more than 40 years. If death or serious injury, not less than 20 years, not more than life. Fine not more than \$2 million individual, \$5 million other than individual.	Not less than 10 years, not more than life. If death or serious injury, less than life. Fine not more than \$4 million individual, \$10 million other than individual.
50 to 100 kg 10 to 100 kg 1 to 100 kg 100 or more plants	Marijuana Hashish Hashish Oil Marijuana	Not more than 20 years. If death or serious injury, not less than 20 years, not more than life. Fine \$1 million individual, \$5 million other than individual.	Not more than 30 years. If death or serious injury, life. Fine \$2 million individual, \$10 million other than individual.
Less than 50 kg Less than 10 kg Less than 1 kg	Marijuana Hashish Hashish Oil	Not more than 5 years. Fine not more than \$250,000, \$1 million other than individual.	Not more than 10 years. Fine \$500,000 individual, \$2 million other than individual.

* Includes hashish and hash oil
(Marijuana is a Schedule I controlled substance.)

Stiff penalties imposed for abuse (continued)

Federal Trafficking Penalties - Narcotics Penalties & Enforcement Act of 1986

CSA	PENALTY		Quantity	DRUG	Quantity	PENALTY	
	2nd Offense	1st Offense				1st Offense	2nd Offense
I and II	Not less than 10 years. Not more than life.	Not less than 5 years. Not more than 40 years.	100-999 gm mixture	HEROIN	1 kg or more mixture	Not less than 10 years. Not more than life.	Not less than 20 years. Not more than life.
			500-4,999 gm mixture	COCAINE	5 kg or more mixture		
	If death or serious injury, not less than life.	If death or serious injury, not less than 20 years. Not more than life.	5-49 gm mixture	COCAINE BASE	50 gm or more mixture	If death or serious injury, not less than 20 years. Not more than life.	If death or serious injury, not less than life.
			10-99 gm or 100-999 gm mixture	PCP	100 gm or more or 1 kg or more mixture		
	Fine of not more than \$4 million individual, \$10 million other than individual.	Fine of not more than \$2 million individual, \$5 other than individual.	1-10 gm mixture	LSD	10 gm or more mixture	Fine of not more than \$4 million individual, \$10 million other than individual.	Fine of not more than \$8 million individual, \$20 million other than individual.
			40-399 gm mixture	FENTANYL	400 gm or more mixture		
		10-99 gm mixture	FENTANYL ANALOGUE	100 gm or more mixture			

CSA	Drug	Quantity	First Offense	Second Offense
	Others*	Any	Not more than 20 years. If death or serious injury, not less than 20 years, not more than life. Fine \$1 million individual, \$5 million not individual.	Not more than 30 years. If death or serious injury, life. Fine \$2 million individual, \$10 million not individual.
III	All	Any	Not more than 5 years. Fine not more than \$250,000 individual, \$1 million not individual.	Not more than 10 years. Fine not more than \$500,000 individual, \$2 million not individual.
IV	All	Any	Not more than 3 years. Fine not more than \$250,000 individual, \$1 million not individual.	Not more than 6 years. Fine not more than \$500,000 individual, \$2 million not individual.
V	All	Any	Not more than 1 year. Fine not more than \$100,000 individual, \$250,000 not individual.	Not more than 2 years. Fine not more than \$200,000 individual, \$500,000 not individual.

* Does not include marijuana, hashish, or hashish oil. (See separate chart.)

Substance Abuse Treatment

St. Petersburg College's group health insurance plan, Aetna US Healthcare, covers portions of substance abuse treatment costs for college employees, and covered spouses and/or dependents. Treatment is available on an inpatient or outpatient basis. A college employee seeking substance abuse treatment should call Magellan Behavioral Health at 1-800-424-5679, which is available 24 hours a day, seven days a week. All calls are confidential.

Under the HMO plan, the employee would be given the names of participating physicians within the Aetna network. The employee would be required to pay a co-payment according to the HMO co-payment schedule. Detoxification requires a \$350 co-payment. Inpatient visits require a \$350 co-payment per admission, with a maximum of 30 calendar days permitted each year. Outpatient visits require a \$25 co-payment, with a maximum of 20 visits permitted each year.

Under the QPOS plan, the employee can choose to see a participating physician within the Aetna network, or a non-participating physician once Magellan has authorized the visit. If the physician is participating, detoxification requires a \$350 co-payment. Inpatient visits require a \$350 co-payment per admission, with a maximum of 30 calendar days permitted each year. Outpatient visits require a \$25 co-payment, with a maximum of 20 visits permitted each year. If the physician is not in the Aetna network, the employee would pay co-insurance once the annual \$500 deductible is met.

Under the US Access plan, the employee can choose to see a participating physician within the Aetna network, or a non-participating physician once Magellan has authorized the visit. If the physician is participating, detoxification requires a \$100 co-payment. Inpatient visits require a \$100 co-payment per admission, with a maximum of 30 calendar days permitted each year. Outpatient visits require a \$10 co-payment, with a maximum of 20 visits permitted each year. If the physician is not in the Aetna network, the employee would pay co-insurance once the annual \$300 deductible is met.

For treatment given by a hospital, treatment facility or physician, benefits will not be payable for more than the maximum visits in any one calendar year.

Health insurance for students

Health and/or accident insurance for students is not provided by the college. Students may however obtain health/accident insurance at their expense. Application forms are available in the Student Activities office at each campus.

Campus Associate Provosts offer referral service to SPC students and employees.

Students seeking help, or information, should call their campus Associate Provost:

Caruth Health Education Center Ms. Tonjua Williams	341-3602
Clearwater Campus Dr. Kathleen Griffin	791-2492
Seminole Campus Ms. Lynda Womer.....	394-6109
SPC Allstate Center Mr. James Brock	341-4495
St. Petersburg/Gibbs Campus Ms. Myrtle Williams	341-4349
Tarpon Springs Campus TBD.....	712-5720

Employees seeking help, or information, should call Human Resources:
Mr. Doug Duncan, Director..... 341-3246

Substance Abuse Treatment (continued)

In addition, the following organizations offer a variety of services in the drug use and alcohol and tobacco abuse area.

TOLL-FREE INFORMATION

1-800-NCA-CALL

NATIONAL COUNCIL ON ALCOHOLISM INFORMATION LINE

The National Council on Alcoholism, Inc., is the national nonprofit organization combating alcoholism, other drug addictions, and related problems. It provides information about NCA's state and local affiliates' activities in their areas and provides referral services to families and individuals seeking help with an alcohol or other drug problem.

1-800-662-HELP

NIDA HOTLINE

NIDA Hotline, operated by the National Institute on Drug Abuse, is a confidential information and referral line that directs callers to cocaine abuse treatment centers in the local community. Free materials on drug use also are distributed in response to inquirers.

530-0415

ALCOHOLICS ANONYMOUS

This organization is a fellowship of men and women who share their experiences to solve a common problem (alcoholism) and to help other alcoholics achieve sobriety. There are several chapters in Pinellas County.

822-4981

CHRISTIAN RECOVERY CENTERS, INC.

Offers interim housing for alcohol abusers and is a referral service for medical, legal and psychiatric care.

545-7564

PAR, INC.

A Pinellas County comprehensive substance abuse treatment, prevention, research and training program.

Adult 524-4311
Adolescent..... 547-4508

PLEASE NOTE: St. Petersburg College does not endorse private or commercial products or services, or products or services not affiliated with the college. The sources of information listed here are intended only as a partial listing of the resources that are available to readers of this publication. Readers are encouraged to research and inform themselves of the products or services, relating to drug and alcohol abuse, that are available to them. Readers are encouraged to visit their college and public libraries to find out more about the dangers of drug and alcohol abuse, or call local, state, or national hotlines for further information, advice, or assistance.