



Drug and Alcohol Policy (DFSCA-Compliant)

Drug-Free Campus Policy

Purpose

Cornell College is committed to providing a safe, healthy, and productive learning and working environment. In compliance with the Drug-Free Schools and Communities Act and applicable federal and state laws, the College prohibits the unlawful manufacture, distribution, dispensation, possession, or use of illicit drugs and the unlawful use of alcohol by students and employees on College property or as part of any College-sponsored activity.

The College will cooperate with local law enforcement in investigating allegations of possession and/or use of illicit drugs or alcohol on campus. The College will refer to law enforcement, information and evidence that is acquired regarding individuals or groups engaged in illegal activity, on or off campus, including but not limited to, alcohol violations, dispensing narcotics or other dangerous drugs to students of the College. The term “dispensing” is defined as the transfer from one person to another of such drugs, with or without payment. Furthermore, the College may act separately from civil authorities in such cases. Cases involving an employee will be handled through Human Resources and the employee handbook. Cases involving students will be handled through the conduct processes, and may suspend or expel any student who dispenses drugs. Refer to the Compass section on [Concurrent Legal Proceedings](#).

Scope

This policy applies to:

- All students
- All employees
- Contractors, volunteers, and visitors while on College property
- All College-sponsored events, activities, and programs, regardless of location

Prohibited Conduct

The responsible use of alcohol includes:

- Compliance with Local, State, and Federal statutes regarding alcohol use,



- possession, and distribution;
- Making informed decisions about whether and/or when to use alcohol;
- Knowing your alcohol tolerance limits and not exceeding them;
- Behaving in a way that is not disruptive or otherwise harmful to you or others when you are consuming alcohol;
- Assuming accountability for your actions while under the influence of alcohol;
- Avoiding binge drinking.
 - o [The National Institute on Alcohol Abuse and Alcoholism \(NIAAA\)](#) defines binge drinking as a pattern of drinking alcohol that brings blood alcohol concentration (BAC) to 0.08% - or 0.08 grams of alcohol per deciliter - or more.
 - o This typically happens if a woman has four or more drinks, or a man has five or more drinks, within about two hours.
- Not coercing or forcing anyone of any age to consume alcohol;
- Not coercing or forcing anyone to engage in sexual activity when either or both of you have been consuming alcohol;
- Refraining from engaging or participating in drinking games.

The following are prohibited:

1. Possession, use, manufacture, distribution, sale, or dispensing of illegal drugs and/or paraphernalia.
2. Misuse of prescription medications.
3. The possession, use, or storage of kegs, beer bongs, party balls, or other common-source alcohol containers is prohibited on campus unless specifically authorized in advance by the Dean of Students or designee, and provided through the College's approved food service vendor.
4. Alcohol possession or consumption is prohibited on designated substance-free residence hall floors, regardless of the age of the student.
5. Open containers of alcoholic beverages and consumption of alcoholic beverages are prohibited in public areas of residence halls and elsewhere on campus unless expressly authorized by the Dean of Students or designee.
6. Possession or consumption of alcohol in violation of federal, state, or local law.
 - a. Under Iowa law, it is unlawful to:
 - Provide alcoholic beverages to a person under 21 years of age.
 - Possess or consume alcohol if under 21 years of age.
 - Misrepresent one's age for the purpose of obtaining alcohol.
 - Consume alcohol on public streets, highways, or other public places where prohibited by law.



- Be intoxicated in a public place or simulate intoxication.
 - Serve alcohol to an intoxicated person.
 - Sell alcoholic beverages without a required license or authorization.
 - Operate a motor vehicle with a blood alcohol concentration (BAC) of 0.08% or greater if age 21 or older.
 - Operate a motor vehicle with a BAC of 0.02% or greater if under age 21.
 - Provide alcohol to another person with the intent of facilitating sexual activity.
7. Student Activity Fee funds may not be used to purchase alcoholic beverages
 8. Advertising, marketing, or promotion of alcohol for campus events is prohibited unless prior approval has been granted by the Dean of Students or designee.
 9. Any sale, distribution, or service of alcoholic beverages at approved campus events must be coordinated through the College's authorized food service vendor or other approved provider, as required by College policy and applicable law.
 10. Under federal law, hemp is generally cannabis containing no more than 0.3% delta-9 THC on a dry-weight basis, while cannabis exceeding that threshold is generally classified as marijuana. Hemp is not a Schedule I controlled substance, but marijuana remains a Schedule I controlled substance under federal law. FDA-approved cannabis-derived medications may have different scheduling statuses, but state-licensed medical marijuana products have not been federally reclassified to Schedule III simply because they are authorized under state law. Marijuana remains a controlled substance in Iowa; thus, despite the variation of cannabis laws across states, marijuana remains illegal on college campuses in the United States. The Drug-Free Schools and Communities Act (DFSCA) requires institutions of higher education to ban the use of illicit drugs on campus. As long as colleges are receiving federal funding in the form of grants, scholarships, and financial aid, they are subject to compliance with this Act (NASPA, 2023).
 - a. Despite any legality under Iowa law, cannabis, which includes hemp-derived THC beverages, consumable hemp-derived THC products, and medical marijuana are not allowed on Cornell College campus, or in programs or activities.
 - b. Students should be aware of the various legal and Student Code of Conduct implications for possessing, using, or selling cannabis.
 - c. For Iowa-legal hemp-derived consumables (e.g., THC drinks, edibles):
 - All students, employees, contractors: violation of Cornell College Alcohol and Other Drugs Policy



- d. For marijuana/THC over 0.3% (e.g., plant material, edibles, vape cartridges):
 - All students, employees, contractors: violation of Cornell College Alcohol and Other Drugs Policy
- e. In any situation, the College reserves the right to contact law enforcement for potentially criminal behavior.
- f. These prohibited items are not allowed in residence halls or anywhere on campus, or in off-campus programs or activities (e.g., team/organization events, study away programs). Determinations of legality are based on actual contents, not packaging, of cannabis products. Substances will be tested at the discretion of the College and/or law enforcement officials. Problematic behavior related to cannabis intoxication (e.g., excessive noise, disorderly conduct, disruptive behavior) will also be addressed according to the Alcohol and Other Drugs policy, or other Code of Conduct provisions.
- g. Hemp-derived CBD products with less than 0.3% THC are legal under state and federal law, and thus permitted on campus. Similarly, topical products that contain hemp (e.g., lotion, shampoo) are allowed.
11. Any conduct involving drugs or alcohol that causes damage to property or endangers the health, safety, or welfare of others.
12. This policy is in compliance with the Federal Drug Free Workplace/Drug Free Schools and Communities Act and Iowa state law.

Health Risks

The use of alcohol and other drugs may result in:

- Impaired judgment and coordination
- Addiction and dependency
- Heart, liver, and neurological damage
- Mental health disorders including anxiety and depression
- Academic and workplace performance problems
- Injury, overdose, or death

Counseling, Treatment, and Rehabilitation

The College encourages individuals experiencing substance abuse concerns to seek assistance.

Available resources include:



- [Employee Assistance Program](#) (EAP)
- Student Counseling Services
 - Ebersole Health and Wellbeing - (319) 895-4292
student_health@cornellcollege.edu
 - Chaplain - Rev. Melea White - (319) 895-4402
chaplain@cornellcollege.edu
- Local mental health providers
 - Mount Vernon Family Counseling - (319) 693-2266
 - Eastern Iowa Family Counseling - (319) 777-1258
- Substance abuse treatment programs
- Community support groups
- Emergency medical services

Contact information for [current resources](#) will be maintained by Ebersole Health and Wellbeing.

Sanctions

Members of the Cornell College community are expected to abide by all laws regarding the possession, distribution, and/or use of alcohol on campus or at College-sponsored events. The College expects students to make choices regarding alcohol in a manner that supports the College's values of responsible citizenship and mutual respect. Any items in violation that are found, observed, discovered, or surrendered will be confiscated and properly disposed of by College staff.

The College policies concerning alcohol use are intended to promote personal responsibility in regard to an individual's decisions concerning alcohol use or abstinence. It is expected that these decisions will be based on personal values and social responsibility, conform to the laws of the State of Iowa, and to the health and welfare of oneself and others. Anyone who chooses to use alcohol will be held fully responsible for their behavior while under the influence of alcohol.

Violations of this policy may result in College disciplinary action, including educational sanctions, fines, restitution, loss of privileges, suspension, or expulsion. Violations of federal, state, and local drug and alcohol laws may result in criminal penalties including fines, imprisonment, loss of driving privileges, and other legal consequences. Students and employees are responsible for complying with all laws regarding alcoholic beverages and controlled substances.

Legal Sanctions



Legal Sanction Penalties vary depending on the nature of the offense and applicable law. Legal sanctions may be applied when drug and alcohol violations occur off-campus or occur on-campus and are referred to local law enforcement. You must comply with all applicable state and local laws based on your current physical location, including during temporary stays.

Any individual who violates state or federal laws regarding drugs and alcohol may be subject to the following sanctions:

- Fines
- Jail sentence
- Restricted driver's license
- Revoked driver's license
- Loss of Vehicle registration
- Loss of federal student financial aid

Additional information on legal sanctions are available at the [Iowa State Bar Association](#)

Institutional Sanctions

Sanctions are intended to promote accountability, support learning and reflection, address harm, and protect the wellbeing of the College community. Sanctions are not solely punitive. When appropriate, they are designed to help students understand the impact of their conduct, repair harm, and make choices that support responsible participation in the College community.

Students who violate this policy are subject to disciplinary sanctions through the conduct process as defined in [The Compass](#). Sanctions can include:

- Educational and Restorative
- Financial and Remedial
- Conduct Status
- Probation
- Referral for assessment or treatment
- Suspension
- Expulsion

Employees who violate this policy are subject to disciplinary action as defined in the [Employee handbook](#) and Human Resources policies, up to and including:

- Verbal or written warning



- Mandatory participation in counseling or rehabilitation
- Suspension
- Termination of employment

Disciplinary actions may occur independently of criminal or civil proceedings.

Reporting

Violations of this policy should be reported to:

- Campus Safety Department: (319) 895-4299 campus_safety@cornellcollege.edu
- Human Resources: (319) 895-4243 human_resources@cornellcollege.edu
- Dean of Students: (319) 895-4234 dean_students@cornellcollege.edu
- Ebersole Health & Wellbeing: (319) 895-4292 student_health@cornellcollege.edu

Reports will be addressed in accordance with College procedures.

Annual Notification

The College will distribute this policy annually to all students and employees as required by federal regulations. Notification will be sent via email on or prior to October 1st, annually. The notification will include:

- Standards of conduct
- Legal sanctions
- Health risks
- Available counseling and treatment programs
- Institutional disciplinary sanctions

Biennial Review

A DFSCA biennial review is more than a policy review. It is a formal assessment conducted every two years to determine:

1. The effectiveness of the institution's alcohol and other drug (AOD) prevention program, and
2. Whether disciplinary sanctions for violations are consistently enforced.

The biennial review is held and maintained by the Campus Safety department.