

To: Montgomery College Employees and Contractors

From: Krista Leitch Walker, Vice President/Chief Human Resources Officer
Susan V. Watson, Chief Compliance, Risk, and Ethics Officer

Date: March 31, 2026

Subject: Drug and Alcohol Abuse Prevention Program Information and
Drug Free Schools and Communities Act Disclosure

Montgomery College is committed to maintaining a safe, healthy, and drug-free workplace. In compliance with the Drug-Free Schools and Communities Act (DFSCA) and the Drug-Free Workplace Act of 1988, the College annually provides employees with information about our Drug and Alcohol Abuse Prevention program. Although Maryland law allows limited cannabis use for individuals age 21 and older, the possession and use of cannabis remains illegal under federal law. Accordingly, the possession, use, or impairment from cannabis or other controlled substances is prohibited on College property and at College-sponsored activities.

Montgomery College's commitment to drug and alcohol abuse prevention is underscored by College policy [91005—Drug and Alcohol Abuse Prevention](#) adopted on May 15, 1989, by the College Board of Trustees, which affirms a drug-free environment through education, prevention programs, and access to treatment resources. The policy prohibits the unlawful use or distribution of controlled substances, subjects violations to disciplinary action, and authorizes the president to establish procedures for implementation and enforcement.

Section II of [91005](#), includes the following standards of conduct, which are applicable to employees. Please see the P&P for more detailed information.

- Employees must report for work fit for duty and free from the effects of illegal drugs or alcohol. The lawful use of prescribed medication is permitted; however, employees must consult their healthcare provider regarding any impact on their ability to work safely and disclose any work-related restrictions to their supervisors. Underlying conditions should not be shared with supervisors but may be disclosed to the HIPAA Privacy Official in the Office of Human Resources and Strategic Talent Management.
- Employees may be required to undergo a medical examination pursuant to [College Policy 31105—Medical Examinations and Fitness for Duty](#) when observable behavior indicates they may be unable to perform essential job functions or may pose a safety risk due to the effects of drugs or alcohol.
- The unlawful manufacture, sale, distribution, dispensing, possession, or use of controlled substances is prohibited on College property, in College vehicles, or at College-sponsored activities. The unlawful use or abuse of alcohol – including intoxication –also is prohibited. Alcohol use by individuals under 21 years of age, or alcohol abuse at any College-sponsored or -supervised activity off campus also is prohibited.

- Notification of Criminal Conviction
 - As a condition of employment and in compliance with federal and state law, employees must abide by the terms of this procedure and notify the Office of Human Resources and Strategic Talent Management (HRSTM) in writing within five (5) calendar days of any criminal drug statute conviction, whether occurring on or off College property. Failure to comply may result in disciplinary action, up to and including termination.
 - Upon receipt of notification of a conviction, the College will take actions as required by law, which may include notifying appropriate federal agencies, taking disciplinary action (up to and including termination), and/or requiring participation in an approved drug and alcohol rehabilitation program.
- Consequences of Alcohol and Drug Abuse
 - Similar to the above, violations involving the unlawful manufacture, distribution, possession (e.g., on the person or in a desk or vehicle), or use of drugs, or the unlawful use or abuse of alcohol while on the job or on College property (owned or leased), may result in disciplinary action (up to and including termination) and may also lead to criminal prosecution. Any illegal drugs found will be turned over to the appropriate law enforcement agency.
 - The illegal use or abuse of alcohol on campus or as a part of any College activity, whether on College leased or owned property, is prohibited in accordance with all applicable federal, state, and local laws and the Drug and Alcohol Abuse Prevention Policy. In addition to possible prosecution, employees who violate this policy are subject to disciplinary action consistent with applicable procedures and regulations. Sanctions may include, but need not be limited to, suspension, discharge, or referral to appropriate authorities for prosecution. Any disciplinary action imposed may also include the completion of an appropriate rehabilitation program as a condition of reinstatement or continued employment.
- Health Risks of Alcohol Abuse

For information about the health risks of alcohol abuse, see this resource:
<https://www.cdc.gov/alcohol/index.html>

Please also review Attachment #1 for the health risks associated with alcohol abuse.
- Health Risks Associated with the Use of Illicit Drugs

For a description of health risks associated with the use of illicit drugs, please see Attachment #1.
- Drug and Alcohol Abuse Treatment Resources and Clinical Services

You also may access free, confidential assistance through MC CARES (the [Faculty and Staff Assistance Program](#)) by calling 844-236-2668 (for TRS dial 711 or for TDD dial 800-697-0353). To register, use Organization Web ID: MCC.

Additional information regarding national and local resources available for drug and alcohol abuse treatment are included in Attachment #2.
- For more information on the Drug and Alcohol Abuse Prevention Program for Employees, please see the [Drug and Alcohol Abuse Prevention Biennial Review](#) report or contact [Ms. Rowena D'Souza](#), Risk Management Coordinator / HIPAA Privacy Official, at Rowena.DSouza@montgomerycollege.edu.

ATTACHMENT #1 – DESCRIPTION OF HEALTH RISKS

Health Risks Information: Marijuana

The following information on cannabis health risks is from the Centers for Disease Control and Prevention:

Cannabis is the most commonly used federally-illegal drug in the United States. Cannabis use may have a wide range of health effects on the body and brain. Cannabis, which can also be called marijuana, weed, pot, or bud, refers to the dried flowers, leaves, stems, and seeds of the cannabis plant. The cannabis plant contains more than 100 compounds (or cannabinoids). These compounds include tetrahydrocannabinol (THC), which is impairing or mind-altering, as well as other active compounds, such as cannabidiol (CBD).

Cannabis can be used in a number of ways. The most common ways include:

- Smoked in joints (like a cigarette), in blunts (cigars or cigar wrappers that have been partly or completely refilled with cannabis), or in bongs (pipes or water pipes)
- Vaped using electronic vaporizing devices (like vape pens) or other vaporizers
- Mixed or infused into foods or drinks (called edibles) like cookies, cakes, or brownies, or tea, cola, or alcohol

There are health risks associated with using cannabis, regardless of how it is used. People who use cannabis can struggle with physical dependency and controlling their use. Some signs and symptoms of cannabis use disorder include trying but failing to quit using cannabis or giving up important activities with friends and family in favor of using cannabis. Cannabis use directly affects brain function—specifically the parts of the brain responsible for memory, learning, attention, decision making, and coordination. Cannabis can make the heart beat faster and raise blood pressure immediately after use. It also can lead to increased risk of stroke, heart disease, and other vascular diseases. People who have cannabis use disorder also may be at a higher risk of other negative consequences, such as problems with attention, memory, and learning.

Available at CDC website: www.cdc.gov/cannabis/about/index.html.

Health Risks Information: Fentanyl

The following information on Fentanyl health risks is from the Centers for Disease Control and Prevention and the National Institute of Drug Abuse:

Fentanyl is a synthetic (lab-made) opioid that is up to 50 times stronger than heroin and 100 times stronger than morphine. It is a major contributor to fatal and nonfatal overdoses in the U.S. There are two types of fentanyl: pharmaceutical fentanyl and illicitly manufactured fentanyl. Both are considered synthetic opioids. Illicitly manufactured fentanyl (IMF) is available on the drug market in different forms, including liquid and powder. Fentanyl-laced drugs are extremely dangerous, and many people may be unaware that their drugs are laced with fentanyl. Powdered fentanyl looks just like many other drugs. It is commonly mixed with drugs like heroin, cocaine, and methamphetamine and made into pills that resemble other prescription opioids. Fentanyl and other synthetic opioids are the most common drugs involved in overdose deaths. Drugs may contain deadly levels of fentanyl, and a person will not be able to see it, taste it, or smell it.

Like heroin, morphine, and other opioid drugs, fentanyl works by binding to the body's opioid receptors, which are found in areas of the brain that control pain and emotions. After taking opioids many times, the brain adapts to the drug, diminishing its sensitivity, making it hard to feel pleasure from anything besides the drug. When people become addicted, drug seeking and drug use take over their lives.

Fentanyl's effects include: extreme happiness, drowsiness, nausea, confusion, constipation, sedation, problems breathing, and unconsciousness.

People addicted to fentanyl who stop using it can have severe withdrawal symptoms that begin as early as a few hours after the drug was last taken. These symptoms include:

- muscle and bone pain
- sleep problems
- diarrhea and vomiting
- cold flashes with goose bumps
- uncontrollable leg movements
- severe cravings

Available at CDC website: www.cdc.gov/stop-overdose/caring/fentanyl-facts.html and the NIDA website: www.nida.nih.gov/publications/drugfacts/fentanyl/.

Health Risks Information: MDMA (Ecstasy/Molly)

The following information on health risks is from the National Institute on Drug Abuse:

MDMA, also called Molly or Ecstasy, is a lab-made (synthetic) drug that has effects similar to stimulants like methamphetamine.

MDMA's effects may include feeling more energetic and alert and having an increased sense of well-being, warmth, and openness toward others. However, MDMA also can cause unpleasant and potentially negative health effects. A person may experience the effects of MDMA within 45 minutes or so after taking a single dose.

MDMA can cause negative and potentially serious health effects. Its effects depend on the amount used, the purity of MDMA taken, and where and how a person is taking it.

Negative health effects of taking MDMA may include higher blood pressure, involuntary jaw clenching, nausea, vomiting, and restless legs. While deaths associated with MDMA use are rare, taking it also can lead to more severe side effects. MDMA use has been associated with anxiety and panic attacks.

Available at NIDA website: www.nida.nih.gov/research-topics/mdma-ecstasy-molly#safe.

Health Risks Information: Alcohol

The following information on health risks is from the National Institute of Alcohol Abuse and Alcoholism:

Alcohol: Nearly every organ system of our body is affected by alcohol. For individuals ages 18 and older, even a serving or two of alcohol per day can increase the risk of certain cancers, and drinking heavily over the years can cause irreversible damage to virtually every organ. Alcohol also can impact brain development. Fortunately, diseases caused by alcohol misuse can be prevented by reducing—or, even better—stopping drinking alcohol.

Alcohol makes it harder for the brain areas controlling balance, memory, speech, and judgment to do their jobs, resulting in a higher likelihood of injuries and other negative outcomes. Long-term, heavy drinking causes alterations in the neurons, such as reductions in their size. As a result of these and other changes, brain mass shrinks and the brain's inner cavity grows bigger. People with alcohol use disorder (AUD) often have problems with memory, sleep, and mood long after the alcohol wears off.

Chronic alcohol misuse, as well as binge drinking, can cause hypertension (also called high blood pressure). Heavy alcohol consumption triggers the release of certain stress hormones that, in turn, constrict blood vessels that elevate blood pressure. In addition, alcohol may affect the function of the muscles within the blood vessels, causing them to constrict and elevate blood pressure.

Available at college drinking prevention website: www.collegedrinkingprevention.gov/special-features/interactive-body.

ATTACHMENT #2 – Drug and Alcohol Abuse Treatment Resources and Clinical Services for Montgomery College Employees

National Hotlines, Treatment Resources, Clinical Services, Self-Help Groups, and Anonymous Resources

American Addiction Centers

Substance abuse treatment and referrals, 24 hour

<https://americanaddictioncenters.org/>

Phone: 800-ALCOHOL (800-252-6465) or 866-543-4397

Suicide and Crisis Lifeline

<https://988lifeline.org/>

Call or Text: 988

Substance Abuse and Mental Health Services Administration (SAMHSA) National Helpline

<https://www.samhsa.gov/find-help/helplines/national-helpline>

Phone: 800-662-HELP (800-662-4357)

Substance Abuse and Mental Health Services Administration (SAMHSA) Treatment Facility Locator

<https://findtreatment.gov/>

MC CARES Employee Assistance Program

App: GuidanceNowSM

www.guidanceresources.com

Phone: 844-236-2668

TDD: 800-697-0353

Montgomery College Web ID: MCC

Available 24 hours a day, 7 days a week

Free to all Employees; Except Contractors

Crisis Center (Montgomery County Dept. of Health and Human Services)

1301 Piccard Drive, Rockville, MD 20850

<https://www.montgomerycountymd.gov/HHS-Program/BHCS/CrisisCentermain.html>

Phone: 240-777-4000

Available 24 hours a day, 7 days a week

Montgomery County Department of Health and Human Services – Access to Behavioral Health Services

27 Courthouse Square, Suite 101, Rockville, MD 20850

<https://www3.montgomerycountymd.gov/311/Solutions.aspx?SolutionId=1-50YHBK>

<https://drive.google.com/drive/folders/13xG7qO3OcXo22IsldWIS5dgcDrMzblAI>

Phone: 240-777-1770

EveryMind

1000 Twinbrook Parkway, Rockville, MD 20851

<https://www.everymind.org/>

Phone: 301-424-0656

Crisis Hotline: 988

Avery House (Group)

14705 Avery Road, Rockville, MD 20853

Phone: 301-762-4651

Bilingual Counseling Center

11236 Triangle Lane, Wheaton, MD 20902

www.bilingualcounselingcenter.com/

Phone: 301-942-7821

Counseling Plus Inc.

11002 Veirs Mill Road, Suite 601, Silver Spring, MD 20902

<https://www.counselingplus.com/>

Phone: 301-565-9001

Family Health Center Psychological Services

6 Montgomery Village Ave., Suite 400, Gaithersburg, MD 20879

<http://www.fhcenter.com/>

Phone: 301-963-7222

Journeys Adult Program

14703 Avery Road, Rockville, MD 20853

Phone: 301-294-4015

Kolmac Integrated Behavioral Health

www.kolmac.com

Phone: 1-888-521-7692

Metro Counseling Service Inc.

20 Courthouse Square, Suite 217, Rockville, MD 20850

www.metrocounselingservices.com

Email: q@metrocounselingservices.com

Phone: 301-670-6161

Montgomery Recovery Services Inc.

14636 Rothgeb Drive, Rockville, MD 20850

<https://www.montgomeryrecovery.com/index.html>

Phone: 301-762-5300

Adventist HealthCare Shady Grove Medical Center Behavioral Health

14901 Broschart Road, Rockville, MD 20850

Phone: 301-251-4500

Note: Formerly had an outpatient substance abuse program; now inpatient unit only

**MedStar Montgomery Medical Center Addiction and Mental Health Center
(Behavioral Health)**

18101 Prince Philip Drive, Olney, MD 20832

<https://www.medstarhealth.org/locations/outpatient-behavioral-health-medstar-montgomery>

Phone: 301-774-8860

Suburban Outpatient Addiction Treatment Center

6410 Rockledge Drive, Suite 150, Bethesda, MD 20817

<https://www.hopkinsmedicine.org/substance-abuse-center/treatment/suburban>

Phone: 301-896-2036

**Suburban Hospital Behavioral Health – Partial Hospitalization Program
(Mental Health)**

8600 Old Georgetown Road, Bethesda, MD 20814

<https://www.hopkinsmedicine.org/suburban-hospital/services/behavioral-health>

Phone: 301-896-2586

**Heroin and Opioid Awareness and Prevention Toolkit
(Maryland State Department of Education)**

<http://www.marylandpublicschools.org/Pages/heroinprevention/index.aspx>

Washington Area Intergroup Association of Alcoholics Anonymous

Self-help group for alcoholics and alcohol abusers

www.aa-dc.org

Phone: 202-966-9115 (DC, MD, VA)

Narcotics Anonymous

Group for narcotics abusers

www.na.org

Phone: 818-773-9999 (United States)

Chesapeake & Potomac Region: www.cprna.org/

Phone: 1-800-543-4670