

# **Drug-Free Schools and Communities Act [EDGAR Part 86]**

## **Drug and Alcohol Abuse Prevention Program Annual Policy Notification and Distribution Moraine Park Technical College**

Moraine Park Technical College is committed to the success and safety of our students and employees. The illicit use or misuse of alcohol and drugs have no legitimate place on our campuses and is prohibited. The possession or use of illicit drugs, or the abuse of those which may otherwise be legally possessed, seriously affects the College environment, as well as the individual potential of our students and employees. For our students and employees who may suffer from the illicit use or misuse of alcohol and drugs, we want to provide opportunities to receive education and services to assist in overcoming or preventing addiction and/or misuse.

The Drug-Free Schools and Communities Act requires institutions of higher education to adopt and implement programs to “prevent the unlawful possession, use or distribution of illicit drugs and alcohol by all students and employees on school premises or as part of any of its activities (EDGAR Part 86 Subpart A 86:3)” As part of this initiative, institutions of higher education are required to provide annual notification to all students and employees regarding the institution’s Drug and Alcohol Abuse Prevention Programs. This annual notification must contain the following:

1. Standards of Conduct
2. Disciplinary Sanctions
3. Legal Sanctions under federal, state, and local laws for the unlawful possession or distribution of illicit drugs and alcohol
4. Health risks associated with the abuse of alcohol or the use of illicit drugs
5. Alcohol and other drug treatment resources

Moraine Park Technical College is pleased to share this important information with its students and employees. This document will be reviewed for accuracy every year and the College will conduct a review of the program and its effectiveness every two years.

### **Standards of Conduct and Disciplinary Sanctions**

To ensure a safe and effective learning environment, the possession, use, distribution, sale, manufacture, or purchase of alcohol or controlled substances on College property or as any part of College activities (on or off campus), is strictly prohibited. All students and employees are prohibited from being under the influence of alcohol or controlled substances while on College property, while conducting College business, or receiving instruction. Any student or employee who violates these College Standards of Conduct are subject to both the College’s sanctions, up to and including expulsion or termination of employment, as well as to criminal sanctions provided by federal, state, and local law.

The College allows the dispensing of wine and beer for instructional purposes or at District special events approved by the President or their designee. Exceptions may be made by the President or their designee only.

The College and the Wisconsin Technical College System Board policy forbid the expenditure of tax dollars and/or student activity fees for alcoholic beverages. The advertising of alcoholic beverages is prohibited on College property and in College publications. This procedure is adopted in accordance with the Drug Free Workplace Act of 1988 (Federal Law 100-690), the Drug free Schools and Community Acts (amendments) of 1989 (Federal law 101- 226), the 1989 Wisconsin Act 121 and Wisconsin State Statute, Chapter 161, Uniform Controlled Substance Act.

## **Student Conduct**

Students are expected to conduct themselves at all times in a manner that does not interfere with the educational process; endanger the safety or welfare of other students or employees; or represent a violation of established statutes, ordinances or public laws.

Misconduct subject to disciplinary action includes, but is not limited to: Violating established Federal or Wisconsin statutes, public laws, or local ordinances pertaining to the use, possession, sale or distribution of alcohol, narcotics or illicit drugs on College property, on satellite properties, or at College events.

Any student or individual who appears to be under the influence of alcohol and /or illicit drugs, on campus or while attending a College event, will be subject to observation by two Security/Incident Commander employees. If signs of influence are present, the individual will be escorted to the closest non-occupied room. If individual refuses to move, others will be dismissed from the room. If individual becomes argumentative (or behavior escalates higher) local police will be called for assistance. If the individual is a student, the Student Development Manager will be notified of the incident as a student conduct code violation.

## **Student Disciplinary Sanctions**

### **Due Process**

In all cases involving student sanctions, the student will be given:

- Notice in writing of violation of student code of conduct
- Opportunity for a meeting to review facts related to the incident and determination of informal resolution or disciplinary sanctions
- Right to appeal the decision/sanction

### **Sanctions**

Sanctions will be imposed on students violating established Federal or Wisconsin statutes, public laws, or local ordinances pertaining to the use, possession, sale or distribution of alcohol, narcotics or illicit drugs on College property, on satellite properties, or at College events. Sanctions imposed by the College may include one or more of the following

penalties based on severity. The Student Development Manager and Dean of Students are delegated the authority to determine and enforce appropriate sanctions. These include:

- Apology
- Development Writing Exercise
- Expulsion
- Limited Access
- Loss of Privileges
- Meeting
- Probation
- Restitution
- Suspension
- Temporary Suspension
- Warning
- Withdrawal From Class

Additionally, students who are convicted or have been convicted of possessing or selling illicit drugs may be ineligible for student financial aid.

## **Employee Conduct**

The unlawful possession, use, distribution, manufacturing, or dispensing of illicit drugs and alcohol are violations in which employees are subject to disciplinary sanctions, up-to and including termination, if these violations take place on college property, during college activities, at an off-campus work site, or during the employees work hours.

To ensure a safe and effective learning and working environment, the manufacture, possession, use, sale, transfer or purchase of alcohol or controlled substances on College property or as any part of College activities, is strictly prohibited.

This applies to all College sites and facilities, including leased properties and clinical sites. The District allows the dispensing of wine and beer for instructional purposes or at District special events approved by the President or their designee. Exceptions may be made by the College President or their designee only. Violators of this policy may be subject to

All employees are prohibited from being under the influence of alcohol or controlled substances while on College property and while conducting College business. Employees operating College-owned, leased, or personal vehicles for College business must have a current, valid driver's license, and observe all safety, traffic and criminal laws, including but not limited to the use of alcohol and drugs.

Employees are encouraged to observe the highest standards of professionalism and ethics at all times. Types of behavior and conduct that the College considers inappropriate include, but are not limited to, the following:

1. Reporting to work intoxicated or under the influence of non-prescribed drugs.
2. Illicitly manufacturing, possessing, using, selling, distributing or transporting drugs.

3. Possession of or using alcoholic beverages on the College property or using alcoholic beverage while engaged in College business off the College's premises, except where authorized.

The College reserves the right to search any employee's office, desk, files, locker, vehicles or any other area or article on our premises. The College also reserves the right to question employees and all other persons entering and leaving College premises, and to inspect any packages, parcels, purses, handbags, briefcases, lunchboxes, or any other possessions or articles carried to and from the College's property. Inspections may be conducted at any time at the discretion of the College. Persons entering the premises who refuse to cooperate in an inspection conducted pursuant to this policy will not be permitted to enter the premises. Employees working on, or entering or leaving the premises who refuse to cooperate in an inspection as well as employees who, after the inspection and investigation, are found to be in possession of illicit drugs, may be subject to corrective action up to and including termination.

## **Employee Disciplinary Sanctions**

The College reserves the right to refer an employee for drug screening and to inspect and/or search an employee's work area and computer, if there is reason to believe that a College policy has been violated.

Employees working on, or entering or leaving the premises who refuse to cooperate in an inspection as well as employees who, after the inspection and investigation, are found to be in possession of alcohol and illicit drugs, may be subject to corrective action up to and including termination.

Conviction under the criminal laws governing the unlawful possession, use, or distribution of illicit drugs and alcohol, whether or not relating to violations involving school property or activities, shall be subject to corrective action up to and including termination. Employees are required to report any related pending arrests or convictions in accordance with the College's Criminal Charge and Conviction Records Check procedure.

Appropriate corrective actions or disciplinary sanctions will ordinarily involve progressive measures including verbal warnings, written warnings, suspension, demotion and termination. However, each situation will be dealt with on a case-by-case basis and the College reserves all management rights.

At Moraine Park Technical College, the supervisor, in consultation with Talent Management, has oversight of employee discipline.

Employees seeking assistance in dealing with alcohol or other substance use/abuse are encouraged to use resources available to them, such as the College's Employee Assistance Program or referral to an appropriate outside source or rehabilitation program where possible.

## Legal Sanctions

Any student or employee who violates College Standards of Conduct or Professional Conduct prohibiting the possession, use, or distribution of illicit drugs and alcohol on the College's property or while engaged in any college activity, are subject to both the College's disciplinary sanctions as well as to criminal sanctions provided by federal, state, and local law.

## Federal Sanctions

### Alcohol

In the United States, the Bureau of Alcohol, Tobacco, and Firearms enforces all federal alcohol laws; including the Interstate Transport in Aid of Racketeering or 18 U.S.C. The Federal Government's primary law governing alcohol policy is the 21st Amendment. The 21st Amendment repealed national prohibition and gave States the right to determine policy regarding the sale, importing, distribution, and possession of alcohol for the State. Under the Federal Uniform Drinking Age Act of 1984, Congress set the minimum legal drinking age to 21 and at this time every State abides by that standard. More information can be found at [National Institute on Alcohol Abuse and Alcoholism](#). Another resource for Alcohol-related policies in the United States can be found on the [Alcohol Policy Information System](#).

### Illicit Drugs

The Drug Enforcement Agency publishes the "Drugs of Abuse" handbook. The most current edition was released in 2017 and can be found at [Drugs of Abuse handbook](#). This handbook contains information regarding the Controlled Substance Act, U.S. Chemical Control, descriptions of different drugs, and resources. It also includes the penalties for violating federal drug trafficking laws. It is important to note that penalties can differ depending on the type of drug, the amount, the criminal history of the alleged offender, and other circumstances. Not every case is the same nor will it have the same consequences. The [Drug Abuse Prevention and Control under Title 21 U.S.C.](#) offers information on penalties of drug laws. Below are charts that provide an overview of [federal trafficking penalties](#).

### Federal Trafficking Penalties

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500 - 4999gms mixture	<b>First Offense:</b> Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$2 million if an individual, \$5 million if not an individual	5 kgs or more mixture	<b>First Offense:</b>  Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$4 million if an individual, \$10 million if not an individual.
Cocaine Base (Schedule II)	5-49 gms mixture		50 gms or more mixture	
Fentanyl (Schedule II)	40 - 399 gms mixture		400 gms or more mixture	
Fentanyl Analogue (Schedule I)	10 - 99 gms mixture	100 gms or more mixture		
Heroin (Schedule I)	100 - 999 gms mixture	<b>Second Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not	1 kg or more mixture	

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
LSD (Schedule I)	1 - 9 gms mixture	more than \$4 million if an individual, \$10 million if not an individual	10 gms or more mixture	not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$20 million if not an individual.  <b>2 or More Prior Offenses:</b> Life imprisonment
Methamphetamine (Schedule II)	5 - 49 gms pure or 50 - 499 gms mixture		50 gms or more pure or 500 gms or more mixture	
PCP (Schedule II)	10 - 99 gms pure or 100 - 999 gms mixture		100 gm or more pure or 1 kg or more mixture	
<b>PENALTIES</b>				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	<b>First Offense:</b> Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.  <b>Second Offense:</b> Not more than 30 yrs. If death or serious injury, not less than life. Fine \$2 million if an individual, \$10 million if not an individual		
Flunitrazepam (Schedule IV)	1 gm or more			
Other Schedule III drugs	Any amount	<b>First Offense:</b> Not more than 5 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual.  <b>Second Offense:</b> Not more 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual		
Flunitrazepam (Schedule IV)	30 to 999 mgs			
All other Schedule IV drugs	Any amount	<b>First Offense:</b> Not more than 3 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual.  <b>Second Offense:</b> Not more than 6 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual.		
Flunitrazepam (Schedule IV)	Less than 30 mgs			
All Schedule V drugs	Any amount	<b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.  <b>Second Offense:</b> Not more than 2 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

## Federal Trafficking Penalties - Marijuana

DRUG	QUANTITY	1 <sup>st</sup> OFFENSE	2 <sup>nd</sup> OFFENSE
Marijuana (Schedule I)	1,000 kg or more mixture; or 1,000 or more marijuana plants	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 if an individual, \$10 million if other than an individual	Not less than 20 years, not more than life. If death or serious injury, mandatory life. Fine not more than \$8 million if an individual, \$20 million if other than an individual
Marijuana (Schedule I)	100 kg to 999 kg mixture; or 100 to 999 marijuana plants	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 if an individual, \$5 million if other than an individual	Not less than 10 years, not more than life. If death or serious injury, mandatory life. Fine not more than \$4 million if an individual, \$10 million if other than an individual

DRUG	QUANTITY	1 <sup>st</sup> OFFENSE	2 <sup>nd</sup> OFFENSE
Marijuana (Schedule I)	more than 10 kgs hashish; 50 to 99 kg marijuana mixture  More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not more than 20 years. If death or serious injury, not less than 20 years, not more than life. Fine \$1 million if an individual, \$5 million if other than an individual	Not more than 30 years. If death or serious injury, mandatory life. Fine \$2 million if an individual, \$10 million if other than individual
Marijuana (Schedule i)	Less than 50 kg marijuana (but does not include 50 or more marijuana plants regardless of weight); 1-49 marijuana plants	Not more than 5 years  Fine not more than \$250,000, \$1 million other than individual	Not more than 10 years  Fine \$500,000 if an individual, \$2 million if other than individual
Hashish (Schedule i)	10 kg or less		
Hashish Oil (Schedule 1)	1 kg or less		

Of special note, 21 U.S. C. 860 provides that anyone convicted of distributing, possessing, with intent to distribute, or manufacturing a controlled substance in or on, or within one thousand feet of, the real [property comprising a public or private college, junior college, or university is subject to (1) twice the maximum punishment authorized by 21 U.S.C. 841(b).

Following are the federal penalties and sanctions for illicit possession of controlled substances:

21 U.S.C. 844(a)

- 1st conviction: Up to 1 year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.
- After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fine at least \$2,500 but not more than \$250,00, or both
- After 2 or more prior drug convictions: At least 90 days in prison, but not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both.

21 U.S.C. 853(a)(2) and 881(a)(7)

- Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. (See special sentencing provisions re: cocaine, above).

21 U.S.C. 881(a)(4)

- Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844a

- Civil fine of up to \$10,000.

21 U.S.C. 862

- Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

18 U.S.C. 922(g)

- Ineligible to purchase, receive or transport a firearm. Miscellaneous Revocation of certain Federal licenses and benefits, e.g. pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies.

For a full description of penalties for possession and distribution of illicit drugs under federal law, including forfeiture of property and denial of federal benefits, please see: [Drug Abuse Prevention and Control Part D - Offenses and Penalties](#)

For a full description of penalties resulting in firearms restrictions, please see: [Firearms restrictions](#)

## **State of Wisconsin Sanctions**

### **Alcohol**

The State of Wisconsin follows the Federal Uniform Drinking Age Act of 1984. Individuals must be 21 years of age or older to drink alcohol.

The laws of Wisconsin prohibit the sale of alcohol to anyone who has not reached the legal drinking age of 21, and there is a concurrent duty on the part of an adult to prevent the illicit consumption of alcohol on his/her premises. [Underage and intoxicated persons](#). Repeated violation of this statute can result in imprisonment of up to 9 months and fine of \$10,000. [Repeated violation of underage and intoxicated persons](#) It is against the law for an underage person to attempt to buy an alcoholic beverage, falsely represent his/her age, or enter a licensed premises. Violators of this law can be fined \$1000, ordered to participate in a supervised work program, and have their driver's license suspended, [Underage and intoxicated persons penalties](#)

### **Illicit Drugs**

The laws of Wisconsin prohibit possession, manufacture, distribution and/or delivery of controlled substances through the [Uniform Controlled Substances Act](#).

Manufacture, distribution or delivery of a schedule I or schedule II narcotic drugs is a Class E felony subject to up to 15 years in prison and a \$50,000 fine, with exceptions.

[Uniform Controlled Substances Act Penalties](#) Manufacture, distribution or delivery of a schedule I, II or III non-narcotic drug is a Class H felony subject to 6 years in prison and a \$10,000 fine, with exceptions.

[Uniform Controlled Substances Act additional sanctions](#) vary based on the type of controlled substance, the amount of the controlled substance, whether the individual



possessed, manufactured, distributed, delivered the controlled substance or intended to do so, and the number of previous offenses by the individual.

For all penalties see [Wis. Stat. 961.41](#), [Wis. Stat. 961.42](#), and [Wis. Stat. 961.43](#). For example, manufacture, distribution or delivery of more than 40 grams of cocaine is a Class C felony subject to 40 years in prison and fine of \$100,000. Possession of cocaine without intent to manufacture, distribute or deliver is a Class I felony subject to 3 ½ years in prison and fine of \$10,000.

In addition to the stringent penalties, prison sentences can be increased when aggravating factors are present, such as when a person distributes a controlled substance to a minor, [Wis. Stat. 961.46 \(1\)](#).

## **Local Sanctions**

### **Alcohol and Illicit Drugs**

Local Law Enforcement for the cities of Beaver Dam, Fond du Lac, Jackson, Ripon and West Bend have the jurisdiction to issue underage drinking citations, false ID citations, etc. These citations typically are adjudicated through the county courthouse and decisions are binding. Typical penalties include, but are not limited to, fines and deferment courses. The College does not have a Police Force, so community police will be called if needed.

### **Beaver Dam**

Sec. 50-24. - Possession and/or use of marijuana, hashish (any form thereof), and subsequent noncriminal offenses prohibited. (Ord. No. 16-2010, § I, 5-17-2010)  
[Sec. 50-24](#)

Sec. 50-25. - Possession, use, and sale of synthetic cannabinoid prohibited. (Ord. No. 22-2010, § I, 11-15-2010)  
[Sec. 50-25](#)

Sec. 50-27. - Social hosting. (Ord. No. 4-2013, § I, 3-1-2013)  
[Sec. 50-27](#)

### **Fond du Lac**

[Chapter 6](#) - ALCOHOL BEVERAGES (references State statutes and notes penalties in County code)

ARTICLE I. - IN GENERAL  
Sec. 6-1. - Consumption, sale, or procurement by persons under 21 years of age.

Sec. 6-2. - Additional statutes adopted.

Sec. 6-3. - Penalty.

Sec. 6-4. - Cash deposit.

[Chapter 38](#) - OFFENSES AND MISCELLANEOUS PROVISIONS  
ARTICLE VII. - CONTROLLED SUBSTANCES

Sec. 38-206. - Definitions.

Sec. 38-207. - Possession of marijuana.

Sec. 38-208. - Possession of drug paraphernalia.

## **Jackson**

[Chapter 4](#) - ALCOHOLIC BEVERAGES

ARTICLE I. - IN GENERAL

Sec. 4-1. - State law adopted.

[Chapter 30](#) – OFFENSES

ARTICLE I. - IN GENERAL

[Sec. 30-1.](#) - Offenses against state laws subject to forfeiture (references State statutes for drugs and controlled substances)

[Sec. 30-8.](#) - Alcohol possession in public places prohibited.

## **Ripon**

[Title 12](#) - PUBLIC PEACE, MORALS AND WELFARE

I. - OFFENSES AGAINST STATE LAWS SUBJECT TO FORFEITURE

[Chapter 12.00](#) - STATE STATUTES ADOPTED [references State statutes related to alcohol, drugs, and controlled substances]

[Title 12](#) - PUBLIC PEACE, MORALS AND WELFARE

VI. - WEAPONS, FIREARMS AND CONTROLLED SUBSTANCES

[Chapter 12.72](#) - SYNTHETIC CANNABINOID PROHIBITED

## **West Bend**

[West Bend Municipal Code:](#)

Drug and alcohol related ordinances under Chapter 9 – Orderly Conduct:

9.17 Marijuana, Possession and Use Prohibited 9 -10

9.175 Synthetic Cannabinoid, Possession Prohibited 9- 11

9.20 Consumption of Fermented Malt Beverages and Intoxicating Liquor Regulated 9-12

## **Health Effects of the Use and Abuse of Alcohol and Illicit Drugs**

Substance use among college students impacts all aspects of college life, including student well-being, academic performance, the educational environment, and the quality of life on campus and in the surrounding communities. The use of alcohol or other drugs in the workplace may inhibit an employee's ability to perform in a safe and effective manner and may also have a detrimental effect on others. The following is a partial list of drugs and some of the possible consequences of their use.

## **Alcohol**

The National Institute on Drug Abuse released a *Commonly Abused Drugs* document which includes information on alcohol abuse, addiction, health effects, and common treatment plans:

<p><b>Alcohol</b></p> <p><i>Alcohol is the most frequently abused drug on campus and in society. Alcohol is classified as a mind-altering drug due to its depressant effect on the central nervous system.</i></p>	
<p><b>Short-Term Effects</b></p>	<ul style="list-style-type: none"> <li>• Due to its depressant effect on the central nervous system, alcohol can affect judgment, regulation of emotions, motor speed and coordination, speech, hearing, and vision.</li> <li>• In higher amounts, judgment can be significantly affected which can lead to impulsive, dangerous, or aggressive behaviors, including sexual and other assaults, as well as physical injury.</li> <li>• In large amounts, alcohol can significantly affect respiration and heart rate. Death from alcohol overdose can result for many individuals when the blood alcohol level exceeds 0.40%.</li> </ul>
<p><b>Long-Term Effects</b></p>	<ul style="list-style-type: none"> <li>• Alcohol use is often associated with decreased academic and professional performance. Alcohol abuse can also cause relationship problems, legal issues, and emotional difficulties.</li> <li>• Prolonged abuse of alcohol can lead to addiction, malnutrition, liver and brain damage, cancer, stomach ailments, sexual impotence, memory problems, and heart and central nervous system damage.</li> </ul>
<p><b>Anabolic Steroids</b></p> <p><i>Concerns over a growing illicit market and the prevalence of abuse, combined with the possibility of long-term health effects, led Congress to classify anabolic steroids as a Schedule III Controlled Substance. Although used most frequently by bodybuilders and athletes hoping to increase muscle mass and improve performance, use of anabolic steroids can have serious and irreversible health consequences.</i></p>	
<p><b>Short-Term Effects</b></p>	<ul style="list-style-type: none"> <li>• Abuse of steroids has been associated with increased mood problems, hostility, aggression, and paranoia.</li> </ul>
<p><b>Long-Term Effects</b></p>	<ul style="list-style-type: none"> <li>• The abuse of oral and injectable steroids is associated with higher risks for heart attacks, strokes, and liver problems.</li> <li>• In men, steroids can result in breast development and genital shrinking.</li> <li>• In women, steroids can cause masculinization of the body.</li> <li>• Use of anabolic steroids can lead to acne and hair loss.</li> <li>• Use of anabolic steroids can lead to addiction.</li> </ul>
<p><b>Cannabis</b></p> <p><i>Obtained from the cannabis plant, marijuana is the most widely-used controlled substance in the U.S. It contains over 400 chemicals, including THC, which produces the drug effect.</i></p>	
<p><b>Short-Term Effects</b></p>	<ul style="list-style-type: none"> <li>• Short-term effects include feeling euphoric, relaxation, altered senses, altered sense of time, impaired body movement, increased heart rate, difficulty thinking and problem solving, and impaired memory. It can cause mild to severe anxiety or mild paranoia in some users.</li> </ul>

<p><b>Long-Term Effects</b></p>	<ul style="list-style-type: none"> <li>• Marijuana use in teens affects brain development, which may reduce thinking, memory and learning functions for an indefinite period of time.</li> <li>• Compared to non-users, heavy users report less academic and career success.</li> <li>• Research has associated frequent use of marijuana with increased risk of respiratory problems.</li> <li>• Use during pregnancy is linked to brain and behavioral problems in babies.</li> <li>• Long-term use is linked to mental illness in some users.</li> <li>• Marijuana can be addictive. People who begin using before age 18 are at higher risk to develop problems with use. Withdrawal symptoms (including irritability, difficulty sleeping, cravings, anxiety and decreased appetite) can make quitting difficult.</li> </ul>
<p><b>Cocaine</b>  <i>Cocaine (and its smokable freebase form "crack") is among the most potent of the stimulant drugs. In addition to its euphoric effects, many use cocaine for the short-lived experience of increased mental alertness or clarity, increased energy, or increased sense of confidence.</i></p>	
<p><b>Short-Term Effects</b></p>	<ul style="list-style-type: none"> <li>• Immediate negative effects reported by some users include restlessness, irritability, and anxiety with depressed mood following the high period.</li> <li>• High doses of cocaine can cause mood disturbances, paranoia, and auditory hallucinations. Crack can potentially produce particularly aggressive paranoid behavior.</li> <li>• Moderate to severe depression lasting weeks can follow cessation of use in heavy users.</li> <li>• Even those experimenting with the drug may experience disturbances in heart rhythm, heart attacks, chest pain, respiratory failure, strokes, and seizures.</li> <li>• Mixing cocaine and alcohol can increase the risk of sudden death.</li> </ul>
<p><b>Long-Term Effects</b></p>	<ul style="list-style-type: none"> <li>• Cocaine and crack pose a relatively high potential for addiction. The more intense and immediate euphoric effects of crack increase its potential for addiction.</li> <li>• Prolonged snorting of cocaine can cause serious damage to the nasal membranes and nasal septum.</li> <li>• Prolonged use can produce irritability, mood disturbances, paranoia, and auditory hallucinations.</li> <li>• Medical complications of frequent cocaine use can include disturbances in heart rhythm, heart attacks, chest pain, respiratory failure, strokes, and seizures.</li> </ul>
<p><b>Nicotine</b>  <i>Nicotine is another highly addictive stimulant drug whether it is ingested by smoking or chewing.</i></p>	
<p><b>Short-Term Effects</b></p>	<ul style="list-style-type: none"> <li>• Nicotine causes a short-term increase in blood pressure, heart rate, and the flow of blood from the heart. It also causes the arteries to narrow.</li> </ul>
<p><b>Long-Term Effects</b></p>	<ul style="list-style-type: none"> <li>• The dependence that develops is both physical and psychological. Physical withdrawal symptoms include changes in body temperature, heart rate, digestion, muscle tone, and appetite. Psychological withdrawal can include irritability, anxiety, sleep disturbances, nervousness, headaches, fatigue, nausea, and cravings for nicotine that can last for long periods of time after cessation of use.</li> </ul>

	<ul style="list-style-type: none"> <li>Some of the risks associated with smoking include numerous types of cancer, stroke, heart disease, emphysema, elevated blood pressure, chronic bronchitis, gastric ulcers, frequent colds, and premature and more abundant facial wrinkles.</li> </ul>
<p><b>Other Stimulants</b>  <i>Other stimulant drugs with the potential for abuse and dependence include amphetamines, Ritalin, and methamphetamine. These substances stimulate the central nervous system.</i></p>	
<p><b>Short-Term Effects</b></p>	<ul style="list-style-type: none"> <li>Stimulants cause increased energy, increased stamina, decreased need for sleep, decreased appetite, euphoria, and increased sense of power and well-being.</li> <li>Short-term effects of stimulant use include anxiety, headaches, and increased heart rate and blood pressure.</li> <li>In higher doses, there is a risk of stroke, convulsions, and irregular heartbeat and respiration that can lead to death.</li> <li>Crushing and snorting stimulant tablets greatly increases the risk of overdose and serious infections. These risks are increased by intravenous use, as well.</li> </ul>
<p><b>Long-Term Effects</b></p>	<ul style="list-style-type: none"> <li>Prolonged abuse of stimulants can cause weight loss, paranoia, hallucinations, delusions, and the feeling of bugs crawling under one's skin.</li> <li>Prolonged abuse can also cause significant depression after the high and during periods of abstinence.</li> <li>Methamphetamine use can cause irreversible damage to the blood vessels in the brain and lead to strokes.</li> <li>Methamphetamine has been associated with long-term decreased functioning of brain areas that regulate motor control and memory.</li> <li>Methamphetamine has a very high potential for addiction.</li> </ul>
<p><b>Club Drugs</b>  <i>The term "club drugs" refers to a wide variety of substances, many of which are associated with use by individuals who are seeking their stimulating and/or psychedelic properties. Club drugs include Ecstasy (MDMA), Special K (Ketamine), GBH, and Rohypnol.</i></p>	
<p><b>Short-Term Effects</b></p>	<ul style="list-style-type: none"> <li>GBH and Rohypnol are often referred to as "date rape" drugs, due to their use by some to immobilize or cause unconsciousness in unknowing users. Rohypnol can cause a type of amnesia in which the user may not remember what was said or done while under its influence.</li> <li>In higher doses, Ecstasy can cause dehydration, dangerous increases in heart rate, dangerous increases in body temperature, heart attacks, seizures, and potentially death.</li> <li>Ketamine is a depressant drug that has dissociative properties. In low doses, it can produce psychedelic effects quickly. In higher doses, it can lead to lack of coordination, slurred speech, paranoia, aggressive behavior, heart attacks, strokes, comas, or death.</li> <li>In general, combining club drugs with alcohol can exaggerate the negative effects of each substance and increase the risks associated with even small amounts of use.</li> </ul>

<p><b>Long-Term Effects</b></p>	<ul style="list-style-type: none"> <li>• Chronic abuse of Ecstasy has been shown to cause long-term damage to the nerve cells in the brain that are important to the regulation of emotion, memory, sleep, and pain.</li> <li>• Some studies suggest that lasting negative effects may occur with only experimental use.</li> </ul>
<p><b>Hallucinogens</b>  <i>Hallucinogenic drugs are substances that distort the perception of objective reality. The most well-known and widely-used hallucinogens include LSD, PCP, psilocybin ("magic mushrooms"), mescaline, and peyote.</i></p>	
<p><b>Short-Term Effects</b></p>	<ul style="list-style-type: none"> <li>• Under the influence of hallucinogens, the senses of direction, distance, time, sound, and visual perception can become distorted. Effects can last up to 12 hours.</li> <li>• Psychological risks associated with the use of hallucinogens include "bad trips," which can involve significant anxiety, confusion, depression, paranoia, and loss of emotional control. Other risks include flashbacks, violent behavior, or behaviors resembling psychosis.</li> <li>• Possible physical health risks associated with hallucinogens include elevated heart rate and blood pressure, sleeplessness and tremors, and the decreased awareness of touch and pain. Use may result in injury, convulsions, and coma.</li> </ul>
<p><b>Long-Term Effects</b></p>	<ul style="list-style-type: none"> <li>• Hallucinogen use may precipitate significant mental health problems in emotionally vulnerable individuals.</li> </ul>
<p><b>Depressants</b>  <i>Depressant drugs depress, or slow down, activity in the central nervous system. Included in this broad category are medications to relieve anxiety and those to induce sleep. They include the general classes of barbiturates and benzodiazepines, as well as newer anti-anxiety drugs. Some of the more common brand names in the category are Xanax, Ativan, Valium, Librium, Amytal, Butisol, Nembutal, Seconal, Luminal, Quaalude, Notec, Pliscidyl, Doriden, and Ambien. When used as prescribed, these drugs can be very beneficial in short-term use or at safe dosages over a longer period of time. However, they pose significant potential for abuse through taking them in higher dosages than prescribed, taking them without a prescription, or using them with alcohol or other depressant medications.</i></p>	
<p><b>Short-Term Effects</b></p>	<ul style="list-style-type: none"> <li>• When used with alcohol or other depressant medications, the risk of overdose and possible death is multiplied.</li> <li>• Side effects include loss of coordination, slowed reaction time, sleepiness, or poor judgment. These side effects, which can sometimes occur in dosages slightly higher than those prescribed, may lead to accidents.</li> </ul>
<p><b>Long-Term Effects</b></p>	<ul style="list-style-type: none"> <li>• Tolerance can develop, in which the person needs larger amounts to achieve the desired effect. This can lead to accidental overdoses.</li> <li>• Drugs in this class have a high potential for physical and psychological dependence.</li> </ul>
<p><b>Opioids</b>  <i>Opioids (also called 'narcotics') are a class of drugs that include the illicit drug heroin as well as pain relievers available by prescription. Some opiates come from the Asian poppy, including opium, morphine, heroin, and codeine. Others are synthetics, such as Fentanyl, Demerol and Oxycontin.</i></p>	

<b>Short-Term Effects</b>	<ul style="list-style-type: none"> <li>• Different potencies of opioids can lead to accidental death from overdose. Unintentional overdoses can also occur due to inhaling drugs prescribed to be taken orally.</li> </ul>
<b>Long-Term Effects</b>	<ul style="list-style-type: none"> <li>• As a result of their powerful properties, opioids have a high potential for abuse.</li> <li>• Tolerance can lead to taking remarkably high amounts to achieve the desired effects, which increase the chances of accidental overdoses.</li> <li>• Contamination of the drug, use of unsterile needles, or mixing the drug with other substances can lead the intravenous drug user to develop HIV infection, infections in the heart lining or valves, skin abscesses, liver disease, hepatitis, or tetanus.</li> </ul>

*Drugs of Abuse*, A DEA Resource Guide, is designed to be a reliable resource on the most commonly abused and misused drugs in the United States. This comprehensive guide provides important information about the harms and consequences of drug use by describing a drug's effects on the body and mind, overdose potential, origin, legal status, and other key facts. It is located at [https://www.dea.gov/pr/multimedia-library/publications/drug\\_of\\_abuse.pdf#page=30](https://www.dea.gov/pr/multimedia-library/publications/drug_of_abuse.pdf#page=30).

## **DRUG AND ALCOHOL COUNSELING, TREATMENT, AND REHABILITATION PROGRAMS AVAILABLE TO STUDENTS AND EMPLOYEES**

### **On-Campus Resource for Students**

#### **Counseling Services**

Short term alcohol and other drug abuse counseling is available on campus for students through Counseling Services at MPTC. Services are free and confidential.

Students may be referred through [Counseling](#) to other treatment programs for more intensive treatment.

Call **1-800-472-4554** or request an appointment at any **Moraine Park Student Services Desk**.

#### **College-Supported Resource for Employees**

The Employee Assistance Program (EAP) was established at Moraine Park Technical College because alcohol, drug, and other personal problems can affect the quality of an employee's life at home and performance on the job. Moraine Park technical College has contracted with a private agency, to provide EAP services to all permanent employees and their immediate families/household members. Participation is voluntary, confidential, and free.

## **Advocate Aurora Employee Assistance Program (EAP)**

Calls answered 24 hours a day, 7 days a week.

Emails answered within 1-2 business days

Call **1-800-236-3231** or email [eap@aurora.org](mailto:eap@aurora.org)

## **Assessment and Treatment Provider Locators**

### **211 Wisconsin.**

The Wisconsin Addiction Recovery Hotline is a statewide resource for finding substance use treatment and recovery services. The helpline is free, confidential, and available 24/7. The trained resource specialist will help you understand your treatment and support options.

For personal assistance call the three-digit number 211 or 877-947-2211 [Wisc 211](#)

## **Substance Use Partner/Provider Resources**

### **Wisconsin Department of Health Services**

[Substance Use: Partner-Provider Resources](#)

### **Wisconsin Addiction Recovery Helpline**

Call: 211 or 833-944-4673

Text: Your ZIP code to 898211

Online Search: [addictionhelpwi.org](http://addictionhelpwi.org)

Online Chat: [Enter the chat room](#)

### **Drug-Rehabs.org**

Call to speak with a Certified Drug and Alcohol Counselor. Counselors will do a full screening assessment and help you find a treatment facility that fits your specific needs. Counselor screening assessment services are free of charge and confidential.

1-877-882-9275 [Drug Education and Rehab Programs](#)

## **Beaver Dam Resources**

### **Affiliated Counseling Center LLC**

1807 N. Center St.

Beaver Dam, WI. 53916

(920)887-8751

Mental Health Treatment, Psychotropic medication

Outpatient Drug Rehab, Outpatient Mental Health Facility

### **Al-Anon Meetings in Beaver Dam**



Alcoholism can destroy a family and loved ones. Groups like Al-Anon provide support and help to families who have been affected by alcohol addiction. Below is a list of Al-Anon meetings in Beaver Dam:

**Stepping Stones**

108 4th Street  
Beaver Dam, WI. 53916  
Tuesday - 7:00 PM

**Wednesday Acceptance AFG**

308 Oneida Street  
Beaver Dam, WI. 53916  
Wednesday - 5:00 PM

**Dodge County Human Services and Health Department**

199 County Road DF  
Juneau, WI. 53039  
920-386-4094

Drug and Alcohol Treatment Services, Buprenorphine Used In Treatment, Naltrexone (oral), Vivitrol (injectable Naltrexone), Acamprosate(Campral), Mix of Mental Health and Substance Abuse, Medications for psychiatric disorders, Prescribes/administer buprenorphine and/or naltrexone  
Outpatient Drug Rehab, Outpatient Methadone/Buprenorphine or Vivitrol, Outpatient Day Treatment or Partial Hospitalization, Intensive Outpatient Treatment, Regular Outpatient Treatment

**Lutheran Social Services of Wisconsin Beaver Dam**

809 Park Avenue  
Beaver Dam, WI. 53916  
920-887-3171

Mental Health Treatment  
Outpatient Drug Rehab, Outpatient Mental Health Facility

**NA Meetings in Beaver Dam**

Drug Addiction is not easy to overcome alone. Support Groups like Narcotics Anonymous help provide a safe environment for recovering Drug Addicts.

**Alano Club**

115 North Lincoln Avenue  
Beaver Dam, WI. 53916  
Saturday - 8:30 PM

**Psychiatric Associates**

200 Front Street  
Beaver Dam, WI. 53916  
920-885-2780

Agnesian HealthCare, a local not-for-profit integrated healthcare system, lists accreditations, quality outcomes and more so you can make informed decisions.  
Mental Health Treatment, Psychotropic medication  
Outpatient Drug Rehabilitation, Outpatient Mental Health Facility

### **William S Middleton VA Hospital Beaver Dam VA Clinic**

215 Corporate Drive  
Beaver Dam, WI. 53916  
920-356-9415

The US Department of Veterans Affairs provides patient care and federal benefits to veterans and their dependents.  
Mental Health Treatment, Psychotropic medication  
Outpatient Drug Rehab

### **Fond du Lac Resources**

#### **AA Meetings in Fond du Lac**

Alcohol Relapse Prevention is critical to remaining sober. Support groups and meetings such as Alcoholics Anonymous can be helpful in Relapse Prevention. Here is a list of AA Meetings in Fond du Lac:

**Alcoholics Anonymous**  
280 North Main Street  
Fond du Lac, WI. 54935  
(920)922-7512

#### **Al-Anon Meetings in Fond du Lac**

Alcoholism can destroy a family and loved ones. Groups like Al-Anon provide support and help to families who have been affected by alcohol addiction. Below is a list of Al-Anon meetings in Fond du Lac:

**AFG Adult Child (open Meeting/Adult Children of Alcoholics)**  
645 Forest Avenue  
Fond du Lac, WI. 54935  
Friday - 10:00 AM

**Friendship Alateen**  
295 West Ruggles Street  
Fond du Lac, WI. 54935  
Wednesday - 6:30 PM  
Friday - 7:30 PM

**Keep It Simple AFG**  
295 West Ruggles Street (Corner of Ruggles Street & Marys Avenue)

Fond du Lac, WI. 54935  
Friday - 7:30 PM

**Let It Begin with Me**

95 West Ruggles Street (Corner of Ruggles Street & Marys Avenue)  
Fond du Lac, WI. 54935  
Monday - 1:00 PM

**Life Begins AFG**

295 West Ruggles Street (Corner of Ruggles Street & Marys Avenue)  
Fond du Lac, WI. 54935  
Monday - 6:30 PM

**Mama's & Papa's AFG (open Meeting)**

**Beginners Adult Children Family & Parents**

535 Stow Street  
Fond du Lac, WI. 54935  
Friday - 7:30 PM

**Men's Monday AFG (Open Meeting)**

295 West Ruggles Street (Corner of Ruggles Street & Marys Avenue)  
Fond du Lac, WI. 54935  
Monday - 7:30 PM

**New Life AFG**

295 West Ruggles Street (Corner of Ruggles Street & Marys Avenue)  
Fond du Lac, WI. 54935  
Wednesday - 1:00 PM

**Safe Haven AFG**

295 West Ruggles Street (Corner of Ruggles Street & Marys Avenue)  
Fond du Lac, WI. 54935  
Sunday - 7:00 PM

**Wednesday Night Rivers Edge AFG**

295 West Ruggles Street (Corner of Ruggles Street & Marys Avenue)  
Fond du Lac, WI. 54935  
Wednesday - 6:30 PM

**ARC Community Services Inc. ARC Substance Abuse Services for Women**

17 Forest Avenue Suite 116  
Fond du Lac, WI. 54935  
920-907-0813

Outpatient Drug and Alcohol Rehab  
Outpatient Drug Rehab, Outpatient Day Treatment or Partial Hospitalization, Intensive  
Outpatient Treatment, Regular Outpatient Treatment

**Blandine House Inc**

25 North Park Avenue  
Fond du Lac, WI. 54935  
920-922-9487

**Outpatient Alcohol and Drug Treatment**

Inpatient Drug Rehab, Outpatient Drug Rehab, Long Term Drug Rehab, Regular Outpatient Treatment, Computerized Treatment

**Catholic Charities Inc Fond du Lac Area Office**

191 South Main Street  
Fond Du Lac, WI. 54935  
920-923-2550

Outpatient Addiction Treatment  
Outpatient Drug Rehab, Outpatient Mental Health Facility

**Delta Center**

196 3rd Street  
Fond Du Lac, WI. 54935  
920-921-3343

Outpatient Drug and Alcohol Treatment  
Outpatient Drug Rehab, Outpatient Mental Health Facility

**Doll and Associates Agnesian Healthcare**

40 Camelot Drive  
Fond du Lac, WI. 54935  
920-907-8201

Agnesian HealthCare, a local not-for-profit integrated healthcare system.  
Outpatient Drug and Alcohol Rehab  
Outpatient Drug Rehab, Outpatient Mental Health Facility

**Fond du Lac County Department of Community Programs**

459 East 1st Street  
Fond Du Lac, WI. 54935  
920-929-3500

Outpatient Drug and Alcohol Treatment  
Hospital Inpatient, Outpatient Drug Rehab, Psychiatric hospital or psychiatric unit of a general hospital

**Lutheran Social Services**

74 S. Main Street Suite 103  
Fond du Lac, WI. 54935  
(920) 924-5222

Drug and Alcohol Treatment Services, Substance Abuse Treatment Services  
Inpatient Drug Rehab, Outpatient Drug Rehab, Short Term Drug Rehab, Outpatient Day  
Treatment or Partial Hospitalization, Intensive Outpatient Treatment, Regular Outpatient  
Treatment

Individual Psychotherapy, Couple/family Therapy, Cognitive/Behavior Therapy, Anger  
Management, Relapse Prevention, and Substance Abuse Counseling

Aftercare/continuing care, case management, comprehensive substance abuse  
assessment, drug or alcohol urine screening, discharge planning, family counseling offered,  
family psychoeducation, group counseling offered, individual counseling offered,  
marital/couples counseling offered, substance abuse education, screening for substance  
abuse, social skills development

Private Organization

## **NA Meetings in Fond du Lac**

Drug Addiction is not easy to overcome alone. Support Groups like Narcotics Anonymous  
help provide a safe environment for recovering Drug Addicts. Here is a list of NA meetings  
in Fond du Lac:

### **Ascension Lutheran Church**

CTY HWY U  
Fond Du Lac, WI. 54935  
Monday - 7:30 PM

### **Blandine House**

25 North Park Avenue  
Fond Du Lac, WI. 54935  
Sunday - 6:30 PM

## **St. Agnes Hospital Behavioral Health Services**

430 East Division Street  
Fond Du Lac, WI. 54935  
920-926-4200

Outpatient Substance Abuse Treatment

Hospital Inpatient, Outpatient Drug Rehab, Outpatient Detoxification, Outpatient  
Methadone/Buprenorphine or Vivitrol, Outpatient Day Treatment or Partial Hospitalization,  
Intensive Outpatient Treatment, Regular Outpatient Treatment, Hospital Inpatient  
Detoxification, Hospital Inpatient Treatment, General Hospital(including VA hospital)

## **West Bend Resources**

### **Affiliated Clinical Services Inc**

400 West River Drive  
West Bend, WI. 53090  
262-338-2717

Mental Health Treatment, Psychotropic medication

Outpatient Drug Rehab, Outpatient Mental Health Facility, Partial hospitalization/day treatment

## **Al-Anon Meetings in West Bend**

Alcoholism can destroy a family and loved ones. Groups like Al-Anon provide support and help to families who have been affected by alcohol addiction. Below is a list of Al-Anon meetings in West Bend:

### **Changed Attitudes AFG**

1715 Creek Road  
West Bend, WI. 53090  
Thursday - 7:15 PM

### **New Attitudes Alateen**

1715 Creek Drive  
West Bend, WI. 53090  
Monday - 7:00 PM

### **Tuesday Night Serenity Now AFG (beginner's Meeting)**

148 South 8th Avenue  
West Bend, WI. 53095  
Tuesday - 7:00 PM

## **ARO Behavioral Healthcare Inc**

1622 Chestnut Street  
West Bend, WI. 53095  
262-338-9498

Drug and Alcohol Treatment Services, Substance Abuse Treatment Services  
Outpatient Drug Rehab, Outpatient Day Treatment or Partial Hospitalization, Intensive  
Outpatient Treatment, Regular Outpatient Treatment

## **Genesis Behavioral Services Inc Comprehensive Women's Recovery**

1626 Clarence Court  
West Bend, WI. 53095  
262-338-8611

Drug and Alcohol Treatment Services, Halfway House, Substance Abuse Treatment  
Services  
Outpatient Drug Rehab, Outpatient Day Treatment or Partial Hospitalization, Intensive  
Outpatient Treatment, Regular Outpatient Treatment

## **NA Meetings in West Bend**

Drug Addiction is not easy to overcome alone. Support Groups like Narcotics Anonymous help provide a safe environment for recovering drug addicts. Here is a list of NA meetings in West Bend:

**Trinity Lutheran Church**

140 North 7th Avenue  
West Bend, WI. 53095  
Tuesday - 7:00 PM

**Unity Club**

1715 Creek Road  
West Bend, WI. 53095  
Sunday - 6:30 PM  
Saturday - 11:00 AM 8:00 PM

**Rawhide Youth and Family Counseling**

215 North Main Street  
West Bend, WI. 53095  
877-300-9101

Rawhide offers programs for at risk youth in Wisconsin. Residential care and outpatient mental health services for at-risk youth and families - Faith-based.

Mental Health Treatment

Outpatient Drug Rehab, Outpatient Mental Health Facility

**Washington County Mental Health**

333 East Washington Street  
West Bend, WI. 53095  
262-335-4583

Mental Health Treatment, Psychotropic Medication

Outpatient Drug Rehab, Outpatient Mental Health Facility

**West Bend Drug Rehab**

1530 S Main St  
West Bend, WI. 53095  
1-866-567-4793

Drug and Alcohol Treatment Services, Detox

Hospital Inpatient, Inpatient Drug Rehab, Outpatient Drug Rehab, Short Term Drug Rehab,  
Long Term Drug Rehab

As mandated by the Drug-Free Schools and Communities Act [EDGAR Part 86], this plan is distributed to all students and employees on an annual basis via email. It is available in paper and alternative texts via request forwarded to Bonnie Bauer, Student Support Services Manager at [bbauer@morainepark.edu](mailto:bbauer@morainepark.edu) /922-924-3361.

During every even year, a biennial review of the comprehensive alcohol and other drug program is conducted to determine its effectiveness and implement changes.

For more information concerning current student programs, interventions and policies, contact Bonnie Bauer, Student Support Services Manager at 920-924-3361 / [bbauer@morainepark.edu](mailto:bbauer@morainepark.edu)

For more information concerning current employee programs, interventions and policies, contact Paula Stettbacher, Director of Talent Management at 920-924-3232 / [pstettbacher@morainepark.edu](mailto:pstettbacher@morainepark.edu)

We at Moraine Park Technical College believe in an equal opportunity education for all and are making every effort to ensure our communications are easily accessible for anyone with a disability. Please email [bbauer@morainepark.edu](mailto:bbauer@morainepark.edu) or call 920-924-3361 if you are experiencing accessibility issues with any information on or linked in this document.

Moraine Park Technical College does not discriminate on the basis of race, color, national origin, sex disability or age in employment, admissions or its programs or activities. The following person has been designated to handle inquiries regarding the College's nondiscrimination policies: Equal Opportunity Office, Moraine Park Technical College, 235 North National Avenue, PO Box 1940, Fond du Lac, WI 54936-1940, 920-924-6355 or 920-924-3495.

Moraine Park Technical College | 235 North National Avenue | Fond du Lac, WI 54936-1940 | 1-800-472-4554

An Equal Opportunity College