



Drug-Free Schools and Campuses Annual Notification 2024-2025

Milwaukee Area Technical College (“College”) adopts the following Drug-Free Workplace Policy and Program pursuant to the federal “Drug-Free Workplace Act of 1988” and provides this notification to students and employees in compliance with annual notification requirements.

Standards of Conduct

MATC Policy 0300 – Drug Free Campuses and Workplace prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance including but not limited to alcohol, prescription and illicit drugs at any college campus, evening center, or other college premise, or while participating in officially sponsored college events off premise.

Violations of this policy will result in appropriate progressive disciplinary action up to and including: (a) expulsion of students in accordance with applicable civil, state, and federal law and the MATC Student Code of Conduct; (b) termination of employment from MATC in accordance with applicable civil, state, and federal law; and (c) referral for prosecution for violations.

Each College employee will, as a condition of employment, abide by this policy. In addition, any employee engaged in the performance of a federal grant or contract is required to notify his or her supervisor no later than five (5) days after any conviction under a criminal drug statute for a violation that occurred in the workplace.

Legal Standards

State Law: The Uniform Controlled Substances Act, Chapter 961 of the Wisconsin Statutes, regulates controlled substances and outlines specific penalties for the violation of the regulations. A person convicted of manufacturing a controlled substance, delivering a controlled substance, or possessing a controlled substance with an intent to manufacture or deliver, can be imprisoned for up to 30 years and fined up to \$1,000,000. Penalties vary according to the type of drug involved, the amount of drug confiscated, the number of previous convictions, and the presence of any aggravating factors. See Wis. Stat.s §961.41-50.

Wisconsin law also restricts the use of alcohol in certain situations such as procurement, dispensing, or selling alcohol under the age of 21. See Wis. Stat.s §125.07. Penalties may include significant fines, required participation in a supervised work program, and suspension of driver’s license.

Federal Law: Pursuant to federal law, the United States Sentencing Guidelines establish mandatory minimum penalties for categories of drug offenses and provide for penalty

enhancements in specific cases. See 21 U.S.C. §841-865.

Health Risks

According to the National Institute on Drug Abuse (NIDA), addiction is when people who use drugs can't stop taking a drug even if they want to. People start taking drugs and alcohol for a number of reasons including socialization, boredom, coping with a loss, and loneliness. No one plans to get addicted. Use of drugs or alcohol can quickly become abuse as the person becomes dependent on the drug just to feel normal. That is addiction, and it can quickly take over a person's life.

Addiction is a disease, just as diabetes and cancer are diseases. Addiction is not simply a weakness or personality flaw. People can enter recovery and go on to maintain normal life activities. People from all backgrounds, rich or poor, can become addicted. Addiction can happen at any age, usually in adolescence or early adulthood but older adults and those experiencing trauma or changes in their lifestyle are also vulnerable.

If you believe you are at risk of addiction, or are addicted to drugs or alcohol, the College offers the resources outlined below. Please contact us.

Symptoms

It is important to recognize the symptoms of drug and/or alcohol abuse. People with addiction might act differently than they used to. They might:

- Spend a lot of time alone
- Lose interest in their favorite things
- Get messy—for instance, not bathe, change clothes, or brush their teeth
- Be really tired and sad
- Be very energetic, talk fast, or say things that don't make sense
- Be nervous or cranky (in a bad mood)
- Quickly change between feeling bad and feeling good
- Miss class, work, or meetings/appointments
- Fall asleep during class or work
- Eat a lot more or a lot less than usual

People with an addiction usually can't stop using on their own. They want and need more. They might try to stop taking the drug and then feel really sick, so they continue or resume using. They may even keep using drugs or alcohol even though it's causing terrible family, health, or legal problems. They need help to stop using drugs or alcohol. Drug treatment can help.

Resources

MATC encourages employees and students with substance abuse problems or concerns to seek confidential counseling and/or referral services.

Conscientious efforts to seek such help shall not in themselves jeopardize any employee's job or student's enrollment and will not be noted in the employee or student file. The following is a list of drug and alcohol abuse resources.

Naloxzone

To continue ensuring the safety of Milwaukee Area Technical College students, staff, faculty and community, NARCAN®, a medication that can save the life of someone experiencing an opioid overdose, is available at all MATC campuses and the Education Center at Walker's Square.

Doses of NARCAN® are stored in Nalox-ZONE (NZ) boxes provided by Wisconsin Voices for Recovery, and are ready to use in an emergency or in anticipation of an emergency. Usage instructions are available on each dose of the medication.

Nalox-ZONE boxes are located at:

Downtown Milwaukee Campus, 700 West State Street

- M Building, 2nd floor near Room M252
- S Building, 3rd floor cafeteria (Room S312)
- H Building, 3rd floor bridge to T Building

Mequon Campus, 5555 West Highland Road

- A Building, 1st floor cafeteria (Room 101)
- B Building, 1st floor near Room B200

Oak Creek Campus, 6665 South Howell Avenue

- A Building, 1st floor cafeteria
- B Building, 1st floor vestibule between A and B buildings

West Allis Campus, 1200 South 71st Street

- Main Building, 1st floor cafeteria

Walker’s Square Education Center, 816 West National Avenue

- 1st floor, near men’s restroom

MATC Public Safety	
Emergency	414-297-6200
Non-Emergency	414-297-6588
MATC Students	
MATC’s Mental Health Counseling Services and Resources , counseling@matc.edu	414-297-8482
Carlos Aranda, LPC (Bilingual Spanish), arandac@matc.edu	414-297-7376
Kate Cunningham, LPC, cunnink5@matc.edu	414-297-8389
Nicole Wheatley, LPC, wheatlen@matc.edu	262-238-2469

Nicole Gustafson, LPC, gustafnv@matc.edu	414-571-4566
Mental Health Community Partners of Wisconsin	414-276-3122
MATC Office of Public Health: Josie Veal, PhD, RN, APNP-BC, vealj@matc.edu	414-297-8095
MATC Employees	
Aurora Employee Assistance Program	800-236-3231

Community (Students and Employees)	
IMPACT Alcohol and Other Drug Abuse Services—Substance Abuse Assessments and related treatment referrals	414-256-4808
211 IMPACT—Milwaukee County Community Resource Hotline. Point of access for AODA, Mental Health, Family, Health and Social Services	211 866-211-3380
Alcoholic Anonymous Central Office —24hr hotline and meeting information. Support for those in and seeking recovery	414-771-9119
Alanon Family Groups —Help for family and friends affected by another’s alcohol dependence Alateen —Young Alateen members, usually teens affected by a family member’s drinking	414-257-2415
Aurora Health Care —private pay and insurance (Dewey Center for substance abuse treatment and psychiatric services available)	414-454-6600
Rogers Behavioral Health—private pay and insurance for treatment of substance and mental health issues	414-865-2500 (Brown Deer) 414-327-3000 (West Allis)
SAMHSA (Substance Abuse and Mental Health	

Drug and Alcohol Programs

In addition to the external resources listed above, the College has created a drug-free awareness program to inform faculty, staff, and students about the dangers of drug abuse in the workplace and school community. Events are shared via the student Campus Lab website <https://matc.campuslabs.com/engage/> and The Week Ahead e-newsletter.



MATC.EDU | 414-297-MATC | WISCONSIN RELAY SYSTEM 711
DOWNTOWN MILWAUKEE | MEQUON | OAK CREEK | WALKER'S SQUARE | WEST ALLIS

MATC is an Affirmative Action/Equal Opportunity Institution and complies with all requirements of the Americans With Disabilities Act. MATC is accredited by the Higher Learning Commission, Commission on Institutions of Higher Education, the national standard in accrediting colleges and schools for distinction in academics and student services.



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matc.edu | 414-297-MATC (6282) | Telephone Relay 711

MATC está acreditada por la Comisión de Educación Superior (Higher Learning Commission), Comisión de Instituciones de Educación Superior (Commission on Institutions of Higher Education), que es el estándar nacional para la acreditación de universidades y escuelas que se destacan en el área académica y los servicios para estudiantes. MATC es una institución de acción afirmativa e igualdad de oportunidades, y cumple todos los requisitos de la Ley para Estadounidenses con Discapacidades (Americans With Disabilities Act).