



Annual Drug and Alcohol Abuse Prevention Program Notification *Including Institutional Tobacco and Nicotine Policies & Resources*

In compliance with the Drug-Free Schools and Communities Act – 34 CFR Part 86

September 28, 2026

Salish Kootenai College provides this annual Alcohol, Tobacco, and Other Drug Notification in accordance with the Drug-Free Schools and Communities Act Amendments of 1989 and 34 CFR Part 86. This notice is distributed annually to all students and employees and includes standards of conduct, applicable legal sanctions, health risks, available counseling and treatment resources, and institutional disciplinary sanctions related to alcohol and other drug use.

This notification also includes institutional tobacco and nicotine policies and resources as part of SKC's commitment to a healthy campus environment.

This annual notification is required by the U.S. Department of Education and provides the campus community with information related to:

- Drug and alcohol programs available to students and/or employees
- Health risks associated with alcohol abuse and illicit drug use
- Standards of conduct and disciplinary sanctions for students regarding alcohol and drug use
- Standards of conduct and disciplinary sanctions for employees regarding alcohol and drug use
- Applicable legal sanctions under federal, state, Tribal, and other applicable law

For more information about substance abuse prevention and education programs, reach out to the Center for Prevention & Wellness or visit <https://prevention.skc.edu/substance-abuse-drug-information-treatment/> for local resources.

For questions regarding this notice or the College's Drug-Free Schools and Communities Act compliance, contact:

Center for Prevention & Wellness

(406) 275-4744 | kellie_hudson@skc.edu or
(406) 275-4959 | brandy_tenas@skc.edu

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As required by the Federal Drug-Free Schools and Communities Act Regulations (34 CFR Part 86), Salish Kootenai College distributes this annual notification to all enrolled students and current employees through their College email addresses. New employees are provided written notice upon hire, and new students receive written notice at the beginning of the academic term for which they enroll. The notification is also posted on the SKC website for public access at SKC Compliance & Reporting at <https://www.skc.edu/compliance-reporting/>

Questions about the Drug-Free Schools and Communities Act or alcohol and Other drug programs, intervention, and policies may be directed to the SKC Center for Prevention & Wellness. Information in this notification is derived from College policies. No information in this notification is meant to supersede the policies.

Students and employees are subject to College policies, as well as all applicable Tribal, local, state, and federal laws. The College will impose appropriate sanctions on any member of the campus community who is found responsible for violating the law and/or College policy.

Campus Statement on Alcohol and Other Drugs

Salish Kootenai College is committed to providing a safe and healthy environment for students, faculty, and staff. All members of the SKC community share responsibility for supporting an environment free from alcohol and other drug misuse. The College provides education, prevention, support services, and referrals to help reduce substance misuse and connect individuals with resources when needed. SKC also maintains policies and standards of conduct related to alcohol and other drugs in accordance with applicable laws and College policies.

Salish Kootenai College conducts a Biennial Review of its Alcohol and Other Drugs Program every two years to evaluate program effectiveness, assess prevention efforts, and ensure consistent enforcement of disciplinary sanctions. The next Biennial Review is scheduled for completion in December 2026.

Alcohol, Tobacco, and Other Drug Programs Available to Students, Staff, and Faculty

At Salish Kootenai College, we strive to provide a teaching environment that supports healthy choices for living and fosters student and employee success. Included in the choices that confront everyone are decisions about the use of alcohol and other substances. If you or someone you know is being affected by alcohol or drug use, please use the recommended resources below.

SKC Center for Prevention & Wellness

Phone: (406) 275-4744

Email: kellie_hudson@skc.edu

<https://prevention.skc.edu/>

CSKT Tribal Health - Tobacco Prevention

Phone: (406) 745-3525

Email: info@cskthealth.org

<https://www.cskthealth.org/programs/tobacco-prevention/>

Lake County Public Health

Phone: (406) 883-7288

<https://www.lakemt.gov/254/Tobacco-Prevention>

Never Alone Recovery Support Services (NARSS)

Phone: (406) 676-2536

Email: droberts@narssmontana.org

<https://www.narssmontana.org/purpose>

American Indian Commercial Tobacco Quit Line

1-855-5AI-QUIT

<https://mt-americanindian.quitlogix.org/en-US>

The Montana Tobacco Quit Line

1-800-Quit-Now (1-800-784-8669) <https://montana.quitlogix.org>

Additional Resources for SKC Staff & Faculty

SKC's MetLife Employee Assistance Program

1-888-319-7819

The Employee Assistance Program provides confidential assistance to identify and resolve marital, family, financial, health, alcohol, drug, legal, emotional, or stress-related problems, and address other personal concerns that may adversely affect employee job performance. Our institution contracts with the Employee Assistance Program to provide services that are offered to benefits-eligible employees and their immediate family members at no cost.

**For questions or additional information, contact Human Resources at 406-275-4977.*

Health Insurance Coverage for Treatment

SKC Health Insurance plans may provide coverage for substance abuse treatment. Consult your medical plan for details.

**For questions or assistance, contact Human Resources at 406-275-4977.*

Health Risks Associated with Alcohol, Tobacco, and Other Drug Use

Alcohol and other drug use can affect physical and mental health, judgment, coordination, and decision-making. Substance misuse may contribute to accidents, injuries, violence, academic or work disruption, dependence, overdose, and other serious health consequences.

- **Alcohol:** Excessive alcohol use can impair judgment, coordination, and memory and may result in alcohol poisoning, injury, risky behavior, dependence, liver disease, heart problems, and other long-term health effects.
- **Cannabis (Marijuana):** Use may impair memory, attention, coordination, judgment, and reaction time. Frequent use may lead to dependence and may contribute to anxiety, depression, or other mental health concerns in some individuals.
- **Opioids:** Opioid misuse can cause sedation, dependence, slowed or stopped breathing, overdose, and death. Combining opioids with alcohol or other sedating substances significantly increases overdose risk.
- **Stimulants:** Misuse of stimulants, including cocaine and methamphetamine, may cause increased heart rate and blood pressure, anxiety, agitation, paranoia, cardiovascular complications, dependence, and overdose.
- **Other illicit drugs:** Illicit and misused substances may cause unpredictable physical and psychological effects, including impaired judgment, dependence, organ damage, mental health complications, overdose, and death.

Tobacco and nicotine use, including vaping and smokeless tobacco, can contribute to heart disease, lung disease, cancer, respiratory illness, and nicotine dependence. Exposure to secondhand smoke and aerosol may also negatively affect non-users.

For additional information on substance use and health risks:

- National Institute on Drug Abuse (NIDA): <https://nida.nih.gov/research-topics>
- Montana Tobacco Quit Line: 1-800-QUIT-NOW
- American Indian Commercial Tobacco Quit Line: 1-855-5AI-QUIT

Substance use can affect every major system in the body, leading to long-term physical and mental health consequences. For information about treatment options for substance use disorders, see NIDA's Treatment pages <https://nida.nih.gov/research-topics/treatment>.

STUDENT POLICIES

In accordance with the Drug-Free Schools and Communities Act, Salish Kootenai College prohibits the unlawful possession, use, manufacture, or distribution of alcohol and illicit drugs by students on College property or as part of any College-sponsored activity.

Students are expected to comply with all applicable Tribal, federal, and state laws, as well as College policies. Violations of these standards may result in disciplinary action, up to and including suspension or expulsion, and may also result in legal consequences.

Information regarding counseling, treatment, rehabilitation, referrals, and available support for students returning to the College following treatment is available through the Center for Prevention & Wellness.

Student Code of Conduct and Related Policies

Students are responsible for reviewing and complying with all applicable College policies, including:

- Student Code of Conduct
<https://skc.smartcatalogiq.com/en/2026-2027/skc-catalog-2026-2027/student-right-and-responsibilities/student-code-of-conduct>
- Alcohol and Substance Abuse Policy
<https://skc.smartcatalogiq.com/2026-2027/skc-catalog-2026-2027/additional-student-policies/alcohol-and-substance-abuse-policy>

Drug and Alcohol Procedures and Practices

Students are responsible for understanding and complying with requirements associated with their specific program or placement. Additional information regarding student expectations, procedures, academic progress, and available support is provided in the Undergraduate Student Success Guide. Students enrolled in programs or participating in activities with additional program-specific or safety-sensitive/testing designated requirements, including but not limited to Nursing, Heavy Equipment, Graduate, and other academic, clinical, or workforce programs, should also review their program handbook, policies, and other applicable materials for additional drug and alcohol expectations, testing requirements, and procedures.

- **Undergraduate Student Success Guide:**
Visit the [MySKC Students page](#) and select “**Undergraduate Student Success Guide**” from the menu on the left.

Tobacco and Nicotine Use Policy

Salish Kootenai College regulates the use of tobacco and tobacco-related products on campus to promote the health and safety of the campus community.

- Smoking and the use of tobacco-related products are prohibited in all College buildings, including classrooms, lobbies, offices, restrooms, residences, recreational and athletic facilities, and College-owned vehicles.
- Smoking is permitted outdoors at least 25 feet from building entrances or exits, HVAC systems, and windows.
- Smoking is prohibited within 50 feet of areas where flammable materials are handled or stored.
- E-cigarettes and vaping are prohibited in all campus facilities and are permitted outdoors at least 25 feet from building entrances, HVAC systems, windows, and air intake systems. This applies whether or not the product contains tobacco.
- Smokeless tobacco is prohibited in all campus facilities and vehicles.
- Tobacco waste must be disposed of appropriately.

Exceptions: Specific activities involving the ceremonial use of tobacco in connection with American Indian cultural practices are exempt from this policy. Ceremonial use exceptions must be approved by the Vice President of Enrollment Management and Student Services or designee, with reasonable advance notice of three days. Tobacco use for approved laboratory or classroom instruction, experiments, or artistic or theatrical purposes may also be permitted with advance approval from the Vice President of Academic Affairs or designee.

Regardless of its status under Montana law, marijuana is prohibited on SKC property in accordance with applicable Tribal and federal law and College policy.

This policy relies on the cooperation of the SKC community. Violations may result in sanctions through the College disciplinary process. SKC Security oversees compliance with the policy, while faculty, staff, and students share responsibility for supporting compliance.

STUDENT HOUSING POLICIES

https://policy.skc.edu/wp-content/uploads/2025/07/Student_Housing_Handbook_7_28_25.pdf

Alcohol

Alcohol is prohibited in all Salish Kootenai College Student Housing facilities and surrounding areas, regardless of age or student status, and will result in disciplinary action.

Students are responsible for their own behavior, the behavior of their household members, and the behavior of their guests. Being present where alcohol is in use or violating housing policies will result in disciplinary action.

The presence of alcohol, intoxication, or alcohol-related paraphernalia in Student Housing will result in disciplinary action, up to and including eviction, suspension, or expulsion. Students will be held responsible for being present where alcohol occurs, regardless of direct involvement.

Drugs

The possession, use, manufacture, or distribution of illegal drugs is prohibited in Student Housing and on campus.

This includes:

- Drug paraphernalia
- Misuse of prescription medications
- Being present during illegal drug activity

All suspected drug activity may be reported to the appropriate authorities. Violations will result in disciplinary action, including eviction, suspension, or expulsion.

Regardless of its status under Montana law, marijuana is prohibited on SKC property in accordance with applicable Tribal and federal law and College policy.

Medications

Misuse of prescription medication is considered a violation of College policy. Students are expected to use medications only as prescribed and in accordance with applicable laws and College policies.

Smoking and Vaping

Smoking, vaping, and the use of tobacco products are prohibited inside all Student Housing facilities, and will result in fines and disciplinary action.

Students are responsible for proper disposal of tobacco-related waste in designated outdoor areas.

STAFF AND FACULTY POLICIES

Alcohol and Drug Use

Salish Kootenai College prohibits the unlawful manufacture, distribution, possession, or use of illicit drugs by employees on College property or while conducting College business. The possession, use, or distribution of alcoholic beverages in the workplace or while conducting official College business is also prohibited.

Employees suspected of alcohol or drug use while conducting official College business may be subject to drug and/or alcohol testing in accordance with College policy. Employees are expected to comply with all applicable Tribal, federal, and state laws, as well as College policies. Violations may result in disciplinary action, up to and including termination of employment.

Tobacco Use

The use of tobacco products is prohibited in all College buildings and within 25 feet of entrances, exits, and air intake systems. Smoking is also prohibited within 50 feet of areas where flammable materials are stored or handled.

Employees may only use tobacco in approved outdoor areas in accordance with College policy.

Failure to comply with this policy may result in disciplinary action.

Drug and Alcohol Testing

Salish Kootenai College maintains a drug-free workplace and may require drug and/or alcohol testing under specific conditions.

Testing may occur in the following situations:

- Pre-employment as a condition of hire
- Random testing for designated safety-sensitive positions
- Reasonable suspicion of impairment while on duty
- Following certain accidents involving College vehicles, as provided by College policy

Employees required to undergo testing will be informed of the process and expectations. Refusal to participate in required testing may result in the test being considered positive and may result in disciplinary action, in accordance with College policy.

Confidentiality and Support

The College is committed to maintaining employee confidentiality to the extent permitted by law. Information related to an employee's participation in the Employee Assistance Program is handled confidentially in accordance with applicable law and program requirements.

Employees are encouraged to seek assistance for substance use concerns through available support services, including the Employee Assistance Program.

Disciplinary Action

Salish Kootenai College will impose disciplinary sanctions on students and employees who violate College standards of conduct related to alcohol and illicit drugs. Sanctions may include, as appropriate, suspension or expulsion for students, disciplinary action up to and including termination of employment for employees, and referral for prosecution.

The College may also require participation in an appropriate assessment, counseling, treatment, or rehabilitation program as a condition of continued enrollment or employment, when appropriate.

Legal Sanctions

Students and employees who violate alcohol or drug laws may be subject to criminal penalties in addition to disciplinary action imposed by Salish Kootenai College. Depending on the circumstances, applicable Tribal, state, and/or federal law may apply. Penalties vary based on the offense, substance, quantity involved, prior convictions, age of the individuals involved, and other circumstances.

Montana Legal Sanctions

Montana law prohibits various unlawful activities involving alcohol and dangerous drugs, including unlawful possession, distribution, and impaired driving.

Under Montana law, criminal possession of dangerous drugs may be punishable by up to 5 years imprisonment, a fine of up to \$5,000, or both. A person convicted of a first violation is generally presumed eligible for a deferred imposition of the imprisonment sentence. [Montana Code Annotated § 45-9-102](#).

Criminal distribution of dangerous drugs can carry substantially greater penalties. For many distribution offenses, penalties may include imprisonment for up to 25 years, a fine of up to \$50,000, or both. More serious offenses, including distribution to a minor, distribution involving certain quantities of fentanyl or related substances, or distribution resulting in death, may carry significantly greater penalties. [Montana Code Annotated § 45-9-101](#).

Driving under the influence of alcohol or drugs is also prohibited. For a first standard DUI offense under Montana law, penalties may include 24 hours to 6 months imprisonment and a fine of \$600 to \$1,000. Penalties increase for subsequent offenses and may be enhanced when aggravating circumstances are present. Chemical dependency assessment, treatment, driver's license consequences, and participation in monitoring programs may also be required. [Montana Code Annotated §§ 61-8-1002 and 61-8-1007](#).

Montana also restricts possession, consumption, and unlawful purchase of alcohol and other intoxicating substances by persons under age 21. Violations may result in fines, community service, substance use education or treatment, and other court-ordered consequences. [Montana Code Annotated § 45-5-624](#).

Confederated Salish and Kootenai Tribes Legal Sanctions

The Confederated Salish and Kootenai Tribes enforce laws related to alcohol and controlled substances within the Flathead Indian Reservation. Depending on the circumstances of an offense and the individual involved, Tribal, state, and/or federal jurisdiction may apply.

CSKT law addresses offenses involving illegal drugs, controlled substances, drug paraphernalia, underage alcohol possession or use, and unlawful distribution or sale of alcohol or controlled substances. Violations may result in criminal penalties, including fines, imprisonment, assessment or treatment requirements, restitution, or other court-ordered consequences.

Specific penalties depend on the offense, applicable jurisdiction, and other circumstances. For current Tribal laws and applicable penalties, refer to the Laws of the Confederated Salish and Kootenai Tribes, Codified, available through the official CSKT website.

[CSKT Laws Codified](#)

Federal Legal Sanctions

Federal law prohibits the unlawful possession, manufacture, distribution, dispensing, and possession with intent to distribute controlled substances.

Under federal law, a first conviction for simple possession of a controlled substance may result in up to one year imprisonment and a minimum fine of \$1,000, or both. Penalties increase for subsequent convictions. [21 U.S.C. § 844](#).

Federal penalties for manufacturing, distributing, or possessing with intent to distribute controlled substances vary significantly according to the type and quantity of the substance and other circumstances. Depending on the offense, penalties may include substantial fines and lengthy terms of imprisonment. Federal law also provides enhanced penalties for certain drug offenses involving distribution to persons under age 21 and for distribution, manufacture, or possession with intent to distribute controlled substances in or within 1,000 feet of a college or university. [21 U.S.C. §§ 841, 859, and 860](#).

For additional information regarding federal controlled-substance laws and penalties, visit the U.S. Drug Enforcement Administration.