

THREE RIVERS COLLEGE

Drug and Alcohol Prevention Program Biennial Review

2016-2017

Three Rivers College Biennial Review Alcohol and Other Drug Programs 2016-2017

The Drug-Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an institution of higher education (IHE) such as Three Rivers College to certify it has implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by Three Rivers College students and employees, both on its premises and as a part of any of its activities. At a minimum, each institution of higher education must annually distribute the following in writing to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees;
- A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.
- The law further requires that the institution conduct a biennial review of its program with the following objectives:
 - Determining the effectiveness of the policy and implementing changes to the alcohol and other drug programs if they are needed;
 - Ensuring that the sanctions developed are enforced consistently.
- The biennial review must also include:
 - The number of drug- and alcohol-related violations and fatalities occurring on the campus or as part of their activities that are reported to campus officials;
 - The number and types of sanctions the IHEs impose on students or employees as a result of such violations or fatalities.

Three Rivers College acknowledges its legal obligation to conduct a biennial review of compliance with the Drug-Free Schools and Communities Act and authorized an administrative review to be conducted to determine if the College fulfills the requirements of the previously mentioned federal regulations. The Offices of Student Services, Human Resources, and Public Safety are responsible for conducting the review and reporting on the findings. The purpose of this report is to comply, as best as possible, using data collected over the past two years, and to give evidence of the procedures in place for subsequent biennial reports. The following campus units provide information for biennial reports:

Office of Student Services
Office of Public Safety
Office of Human Resources

The intention of this document is to meet the legal requirements of conducting a biennial review and also summarize the programs and activities related to alcohol and drug prevention on Three Rivers College's campus during the 2016-2017 academic years. The following information was examined for the biennial review:

- Alcohol and drug information provided to students
- Policies related to drug and alcohol use on campus and the sanctions imposed for failure to comply by students and employees
- Various resources available to students and employees regarding drug and alcohol abuse
- Incident reports in the Office of Student Services or Office of Human Resources related to any possible infractions of the drug and alcohol policy presented to students or employees
- Local, state and federal mandates

Compliance with Drug-Free Schools and Communities Act

Three Rivers College is committed to providing a drug-free environment for all students and staff.

Three Rivers College strives to remain in compliance with the requirements of the Drug-Free Schools and Communities Act. The College has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by students and employees, both on its premises and as a part of any of the College's activities. Three Rivers College has a written policy on alcohol and other drugs and distributes this to students during orientation and through access to the online *College Catalog*. The *Policy and Regulation* web page also contains (GAP 1206) Alcohol/Drug Free Work/Learning Place.

The information is located on the College website and in the *Speak Up* brochure. Both contain the following:

- Standards of conduct that prohibit unlawful possession, use, or distribution of illicit drugs and alcohol on its property or as a part of its activities;
- A description of the health risks associated with the use of illicit drugs and abuse of alcohol;
- A description of counseling or treatment programs;
- A clear statement and description of the disciplinary sanctions the institution will impose on students and employees.

The federally mandated policy about alcohol and other drugs is discussed in more detail with students during orientation. In addition, the alcohol and drug policy is presented to all employees with the distribution of the Employee Handbook.

Drug and Alcohol Policy

Three Rivers College prohibits the possession or use of illegal drugs and alcohol on or around its property at all times. Areas where the use is prohibited include: student housing, student campus activities, classrooms, school parking lots, roadways, leisure activity areas, and all offices or work areas considered College property.

Any violation of this policy will result in prosecution under Missouri law when applicable, as well as disciplinary action by the College deemed appropriate within the policies of conduct prescribed and approved by the Board of Trustees.

This policy addresses alcohol, drugs, and other intoxicants. The purpose of this policy is to clarify the rules regarding possession, consumption, and distribution of intoxicants within College-owned or -operated buildings, property, and grounds, including administrative, instructional, and off-site facilities; the policy applies to all College employees, students, and visitors. In all instances, this policy will be construed to comply with federal and state law.

Workplace Policy

In compliance with federal regulations, Three Rivers College has taken steps to ensure a drug-free workplace. Those employees who wish to seek help for drug- or alcohol-related problems are encouraged to coordinate benefits through the Human Resources Office.

Should an employee be convicted of a drug violation in the workplace, federal law requires the employee to notify their employer within five calendar days of the conviction. Any employee involved in the manufacture, distribution, possession, use, or dispensing of a controlled substance in the workplace may be subject to immediate termination.

Human Resources incident reports for staff:

| Year | Incidents in workplace | Outcome |
|-------------|-------------------------------|----------------|
| 2016 | 0 Incidents | Not applicable |
| 2017 | 0 Incidents | Not applicable |

Student Life Summary

All Three Rivers College students are responsible for complying with Missouri state laws and the policies of Three Rivers College. These guidelines establish that:

- No student may use or be in possession of alcoholic beverages.
- Personal possession and consumption of alcoholic beverages is not permitted by students on the campus grounds.

<https://www.trcc.edu/forms/policiesregs/GAR1206.pdf>

Campus Summary

- Students are prohibited from consuming, transporting, and distributing alcohol; possessing or being in the presence of alcohol while on campus; or exhibiting disruptive behavior.
- Alcohol found by staff will be confiscated and reported to Public Safety immediately. Persons found in violation of this policy will be subject to administrative or disciplinary sanctions listed in the *College Policy/Regulation web page/College Catalog* and can include:
 - Warning and/or probationary period (Disciplinary Contact with parent/guardian)
 - Referral to an alcohol education program
 - Counseling services
 - Suspension from Three Rivers College
 - Termination from Three Rivers College
 - Possible arrest, imprisonment, or fine according to state alcohol laws

The use, display, or possession of alcoholic beverages or any controlled substance (drug) is strictly prohibited by the Three Rivers College Code of Conduct, unless the student has a valid prescription for the use of the controlled substance. Furthermore, intoxication from, or the use, display, or possession of alcoholic beverages or any controlled substance (drug) on any area of the Three Rivers College campus is prohibited.

Enforcement

The primary sources on campus that enforce the alcohol and drug policies are the Office of Student Services and the Office of Human Resources. The Office of Human Resources handles interventions and/or sanctions of employees. It is the primary responsibility of the Office of Student Services to assess instances of infractions by students and to determine sanctions.

Three Rivers College has the following first offenses that were reported by campus personnel for drug- and alcohol-related offenses in which sanctions were assessed.

Campus Incident Reports for Students

| Year | Number of Offenses | Outcomes |
|------|--------------------|---|
| 2016 | 8 | Program referral |
| 2017 | 5 | (3) Evicted from Housing & program referral (2) Program referral |

Federal and State Trafficking Penalties

Federal trafficking penalties can be found at:

https://www.dea.gov/sites/default/files/2018-06/drug_of_abuse.pdf or
<https://www.deadiversion.usdoj.gov/21cfr/21usc/>

State law and local law also provide penalties for violations of laws relating to the unlawful manufacture, sale, use, or possession of controlled (and/or imitation of controlled) substances and alcohol. In addition, states and localities have laws relating to underage drinking, driving while intoxicated or under the influence of alcohol and/or illicit drugs. Sanctions for violations may range from local citation to state law felonies. Penalties may range from small fines to prison terms, depending on the violation and past criminal history of the individual.

Missouri drug regulations can be found at:

<http://www.moga.mo.gov/statutes/C100-199/1950000223.HTM>

Drug-Free Workplace Policy

In compliance with the drug-free workplace requirements of the Drug Free Workplace Act of 1988 for recipients of federal contracts and grants, the following policy is in effect for Three Rivers College and referenced in the *Three Rivers College Catalog* each year:

1. The unlawful possession, use, or distribution of drugs and alcohol on College property is not allowed.
2. Three Rivers College has and shall maintain drug-free awareness for employees.

Health Risks

Serious health risks are associated with the use of illicit drugs and alcohol. Some, but not all, of the risks are listed below:

- Alcohol and other depressants: Consumption of alcohol and other depressants causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required for safety and care. Use of alcohol and

depressants can lead to addiction and accidents as a result of impaired ability and judgment.

- Marijuana: Use of marijuana can lead to panic reactions; impaired short-term memory; increased risk of lung cancer and emphysema, particularly in cigarette smokers; and impairment of driving ability.
- Cocaine: Use of cocaine can lead to addiction, heart attack, seizures, lung damage, severe depression, paranoia, and psychosis. Similar risks are associated with other stimulants, such as speed and uppers.
- Hallucinogens: Use of hallucinogens can lead to unpredictable behavior, emotional instability, violent behavior, organic brain damage in heavy users, convulsions, and coma.
- Narcotics (heroin, morphine, codeine, etc.): Use of narcotics can lead to addiction, accidental overdose, and risk of hepatitis and AIDS from contaminated needles.
- Inhalants (gas, aerosols, glue, etc.): Use of inhalants can lead to loss of consciousness, suffocation, damage to the brain and central nervous system, sudden death, nausea and vomiting, nosebleeds, and impaired judgment.

For more information about the health risks associated with alcohol and particular types of drugs, please visit <https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts>

Alcohol and Drug Prevention Programs

1. Awareness Month in September
Drinking and driving simulator: 2016-2017 – 584 participants
Alcohol and Drug Awareness Media link slides for Alcohol Awareness month
2. *Speak Up* brochure available to all students and employees
Presentation of *Speak Up* brochure at all new Registration and Orientation for College Success (ROCS)
2016 – 1,196 students participated in ROCS session
2017 – 1,047 students participated in ROCS session
3. New Employee Orientation training provides information on alcohol and drug awareness. The policy and regulation are reviewed, and each participant is given a copy of the *Speak Up* brochure.
All new employees are given a flash drive containing the Employee Handbook and *Speak Up* brochure, both of which have alcohol and drug prevention information.
4. Adjunct Workshop Fall 2016 – 80 participants received the *Speak Up* brochure
5. New Student Orientation Class
2016 – 1,088 students did assignment on *Speak Up* brochure with a 94% grade average
2017 – 832 students completed assignment on *Speak Up* with a 94.3% grade average
6. Awareness training email through Constant Contact
744 students participated
134 took quiz and 98% grade average

7. Rivers Ridge Apartments
 2016 - SEMO Behavioral Health gave a presentation
 182 students participated
 2017 - SEMO Behavioral Health gave a presentation
 165 students participated
8. Employee training utilized Safe Colleges provided by liability insurance company, Missouri United School Insurance Council (MUSIC).
 455 employees had training available to them
 288 completed provided training

Improvement Plan from 2014-2015 Biennial Review

1. Student trainings on alcohol and drug awareness and prevention as requested
2. Mandatory housing training over Title IX, alcohol and drug abuse
3. Reviewed all policies and regulations and training material on yearly basis
4. Counseling referral program added to external locations

Additional Available Resources

- Alcoholics Anonymous 573-712-0333
- Missouri Substance Abuse Treatment 888-565-6401
- Public Safety 573-840-9713; Student Resource Officer 573-718-0108

Students or staff desiring information regarding drug and alcohol counseling, treatment, or rehabilitation program may contact one of the following agencies:

- Gibson Addiction Recovery Center 573-332-0416
- Family Counseling Center Inc. 573-686-1200
- Use No Drugs 888-852-5869
- Drug and Alcohol Rehab Headquarters 866-720-3784

Resources for Assistance

All students and employees are encouraged to seek early help if they feel they have a problem with alcohol and/or other drugs, and to learn how to assist others with substance abuse problems. With early assistance, it is less likely that serious consequences will result from an alcohol or other drug problem. There are resources in the community for assistance. Questions should be directed to the Dean of Students Services, 573-840-9669, or the Director of Human Resources, 573-840-9695. Some other resources include:

- ☐ Alcoholics Anonymous – <http://www.aa.org>
- ☐ Al-Anon – <http://www.al-anon.org>
- ☐ Narcotics Anonymous – <http://www.na.org>
- ☐ National Suicide Prevention Lifeline – 1-800-273-TALK
- ☐ National Alliance for the Mentally Ill – 1-800-950-6264
- ☐ Missouri Department of Mental Health – <https://dmh.mo.gov/ada/help.html>
- ☐ Veterans Crisis Hotline - Call 1-800-273-8255 then Press 1 or text any message to 838255