



MONROE COUNTY  
COMMUNITY COLLEGE

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*enriching lives*

Monroe County Community College  
Drug and Alcohol Prevention Program  
Biennial Review  
2012-2014

## The Drug-Free Schools and Communities Act

The Drug-Free Schools and Communities Act (DFSCA) requires that, as a condition of receiving funds or any other form of financial assistance under any federal program, a college or university must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.

In order to certify its compliance with the regulations, a college or university must adopt and implement a drug prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees both on school premises and as part of any of its activities.

Creating a program that complies with the regulations requires a college or university to do the following:

- Prepare a written policy on alcohol and other drugs.
- Develop a sound method for distribution of the policy to every student and IHE staff member each year.
- Prepare a biennial review report on the effectiveness of its alcohol and other drug programs and the consistency of policy enforcement.
- Maintain its biennial review report on file so that it can be submitted, if requested by the U.S. Department of Education, other entity or individual.
- Monroe County Community College (MCCC) Director of Human Resources conducted a review as required for the years 2012-2013 and 2013-2014. A hardcopy of this report is available at the Director of Human Resources Office and on the Human Resources website.

### Compliance with the DFSCA

Creating a program that complies with the regulations requires colleges and universities to do the following:

1. Annually distribute to each student and employee (all of these items are addressed in the MCCC Annual Security Report also known as the Clery Report):
  - Standards of conduct that directly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees both on school premises or as part of any of its activities;
  - A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;
  - A description of the health risks associated with the use of illicit drugs and the abuse of alcohol; and
  - A clear statement that the institution will impose sanctions on students and employees (consistent with local, State, and Federal law), and a description of those sanctions, up to and including expulsions or termination of employment and referral for prosecution, for violations of the standards of conduct.
2. The objectives of the review as identified by the U.S. Department of Education include:
  - Determining the effectiveness of and to implement any needed changes to alcohol and other drug programs, and,
  - Ensuring that the disciplinary sanctions for violating standards of conduct are enforced consistently.

In addition, the biennial review report is maintained on file so that the College can submit it to the U.S. Department of Education if requested to do so.

As is the case for many universities and colleges across the United States, drug and alcohol awareness efforts directed to MCCC students focus on harm reduction and prevention. At the same time, MCCC fully supports those who choose to remain abstinent from the use of alcohol or other drugs, and it seeks to provide a broad array of activities that are alcohol – and drug-free.

## **MCCC Policy Addressing DFSCA**

MCCC is committed to having alcohol free and drug free campuses. MCCC policies and procedures are available on the MCCC Human Resources website. The entire set of information pages site are available to faculty, staff and students. In compliance with the Drug-Free Schools and Communities Act, the following MCCC policies are in place:

### **MCCC Drug and Alcohol Policy**

The College affirms its responsibility and commitment to maintain a drug-free workplace. The College prohibits the unlawful manufacture, distribution, dispensing, possession, or use of controlled substances on College property or while conducting College business off College premises. The College Board of Trustees require strict compliance to the Drug-Free Schools and Communities Act Amendment of 1989, Public Law 101-226, as the same may from time to time be amended. MCCC is concerned about the health and welfare of its employees and students. The College recognizes alcohol/drug dependency as an illness and a major health problem. The College also supports the state and federal laws regarding substance abuse and strives to create a healthy and productive academic, working and social environment. The abuse of alcohol and drugs raises not only serious health issues for those involved, but also can lead to accidents, poor productivity, property damage and even personal injury. In compliance with the federal Drug-Free Schools and Campuses Regulations, as well as the federal Drug-Free Workplace Act, MCCC has adopted a policy that requires employees and students to assist in maintaining a campus environment free from the effects of alcohol, drugs or other intoxicating substances.

Employees are prohibited from the following when reporting for work, while on the job or performing job related functions regardless of location, while attending any College-related activity, while on campus, or while in any vehicle used for College business.

Similarly, students are prohibited from the following when attending classes, when attending any College-sponsored activity or program, regardless of the location, while on campus, or while in any vehicle used for College business.

Specifically, employees and students are prohibited from the following:

- The unlawful use, possession, transportation, manufacture, sale or other distribution of an illegal or controlled substance or drug paraphernalia, or the misuse of or distribution to anyone other than the person to whom prescribed, of any prescription drug.
- The unauthorized use, possession, transportation, manufacture, sale or other distribution of alcohol.
- Being impaired by alcohol regardless of blood alcohol level, or having a blood alcohol level of legal limit, whether visibly impaired or not.

- Having a detectable amount of an illegal or controlled substance in the blood or urine (whether visibly impaired or not), or abuse of any controlled substance or prescription medication.

### **MCCC Alcohol Procedures**

The procedures in place have been established to facilitate the implementation of Policy 6.21, Drug and Alcohol Policy. The implementation of the procedure is the responsibility of the President or his or her designee. Procedure violations will be handled through appropriate College disciplinary policies and procedures. Alcoholic beverages<sup>1</sup> will be permitted on campus or sold or provided by the District at any College-sponsored event off campus only if approved in writing by the College's President or the President's designee. Approval for such events must be requested in writing at least thirty (30) days in advance of the proposed event.

Presidential approval for the availability of alcohol under this procedure will normally require the following:

- Alcoholic beverages shall be served by a licensed vendor and/or their employees who are of legal age to serve alcoholic beverages and are trained in bartender's alcohol management techniques.
- Sponsors of an event must implement precautionary measures to ensure that alcoholic beverages are not accessible or served to persons under the legal drinking age or to persons who appear intoxicated.<sup>2</sup>
- Alcoholic beverages shall be sold, furnished and consumed only within the area approved and designated for the event.
- Non-alcoholic beverages must be available and identified at the same place as alcoholic beverages and be featured equally and at least as prominently as the alcoholic beverages.
- No event shall include any form of "drinking contest" in its activities or promotion.
- Advertisements for any College event where alcoholic beverages are served shall not focus on the availability of alcoholic beverages.
- Sponsors of the event shall comply with the terms of any College insurance policy, if any is required.

### **MCCC Student Code of Conduct Item that Pertains to the DFSCA**

Monroe County Community College is committed to maintaining a teaching and learning environment that fosters critical thinking, creativity, personal integrity and positive self-esteem. The intent of the Student Code of Conduct is to define a collegiate standard of behavior and to describe the actions to be taken if a person disregards this standard. As such, Monroe County Community College's standards of conduct clearly prohibit the illegal use, possession or distribution of alcoholic beverages, narcotics, or controlled substances, or public intoxication.

The entire MCCC Student Code of Conduct and Due Process With Regard to Discipline Other Than Academic is located in the MCCC College Catalog and Semester Class Schedule, as copies are available in the Admissions Office and in electronic format on the College's website.

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<sup>1</sup> Alcoholic beverage means any spirituous, vinous, malt or fermented liquor, liquids and compounds containing one-half of one percent or more of alcohol by volume that are fit for use for beverage purposes.

<sup>2</sup> Alcoholic liquor may not lawfully be sold, traded or otherwise furnished to a person under the age of 21 years. It is a misdemeanor to knowingly sell or furnish alcoholic liquor to a person under the age of 21 or to fail to make a diligent inquiry as to whether the person is under the age of 21.

## **Substance Abuse Results in Health Risks**

Numerous health risks have been identified with substance abuse (use of illicit drugs and excessive use of alcohol). Abusers can lose resistance to disease, develop physical and psychological dependence, become depressed, develop heart problems, contract infections, or become malnourished, physically exhausted, and even die. Reality is often distorted, reactions may be slower, and the risk of accidents can increase. Extended substance abuse can cause coma, respiratory arrest, and convulsions. Injected drugs increase the risk for infectious diseases such as hepatitis and AIDS. Body systems are affected. The liver, lungs, and heart are damaged. For women, there is an increase in birth defects associated with use during pregnancy.

## **Specific Alcohol Related Health Risks**

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical mental deficiencies. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

## **Programs Addressing Alcohol and Drug Use and Abuse**

### **Alcohol-Free Activities**

MCCC offers a broad range of alcohol-free activities (campus speakers, concerts, movie nights, leadership conferences,) that involve student clubs and organizations, academic opportunities, social programs, and others. Some of these activities specifically target evening audiences so as to divert high-risk evening drinking into pro-social activities.

All student activities are alcohol-free events. There are a number of student activities throughout the year that encourage student participation while in a fun alcohol-free environment. A sample of student activities that took place over the last two years include prom night, poetry night, student club activities, movies, concerts, comedians, speakers, etc.

### **Human Resources Office**

The Director of Human Resources, Molly McCutchan, meets one-on-one with all new employees and reviews the MCCC Drug and Alcohol Policy. MCCC is interested in the continued good health and personal well-being of the employees and students and we recognize that employees and students

suffering from alcohol or drug dependence can be treated. Employees and students may contact the Director of Human Resources at (734) 384-4245 or designee for a referral service. Any such contact will be kept in strict confidence except insofar as may be required by law. In addition, employees may be entitled to apply for a Family Medical Leave under the Family Medical Leave Act so that they may address a substance abuse problem prior to it impacting their ability to do their job.

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

All employees, including Student Assistants, and dependents may contact directly the College's EAP, which is serviced by Promedica Monroe Regional Hospital, Regional Behavioral Health by calling (734) 240-1760. Local assistance may also be available through this hospital. In addition, employees may be entitled to apply for a leave of absence so that they may address a substance abuse problem prior to it impacting their ability to do their job. Employees and students are encouraged to seek professional care and counseling prior to any violation of the relevant MCCC policies.

## **Other Resources**

### **ADA Coordinator**

All employees, including those who do not qualify for Family Medical Leave, may be eligible for job protected leave or other reasonable accommodations under the ADA if they have a qualifying disability. MCCC's ADA Coordinator is Molly McCutchan, Director of Human Resources ([mmccutchan@monroeccc.edu](mailto:mmccutchan@monroeccc.edu))

### **Alcoholics Anonymous (AA)**

Information on Alcoholics Anonymous may be found online at <http://intergroup.monroeaa.org/>. AA also has a toll free 24-hotline 734-240-4844.

### **Drug and Alcohol Treatment Centers**

There are numerous drug and alcohol counseling, treatment, and rehabilitation centers located within the Monroe County and surrounding areas. See <http://citehealth.com/rehab-centers/michigan/cities/monroe-city-in-monroe-county> for further information.

## **DFCSA Related Crime Statistics from Latest Clery Report**

The numbers below are the tracking of arrests and referrals made relating to alcohol and other drugs in the years as listed in the Clery Report for the Main campus and Whitman Center campus. This information was included as these statistics have a bearing on the level of effectiveness of MCCC's educational efforts related to the DFCSA.

### **Student Incidents**

<u>Report Years</u>	<u>Incidents</u>	<u>Outcome</u>
2012-2013	0 incidents	Does not apply
2013-2014	0 incidents	Does not apply

### **Staff Incidents**

<u>Report Years</u>	<u>Incidents</u>	<u>Outcome</u>
2012-2013	0 incidents	Does not apply
2013-2014	0 incidents	Does not apply

## **Strengths of Alcohol and Drug Programming**

- Programming is available to students and employees at MCCC related to these areas
- Annual notifications are made available to students of required elements of MCCC's policies and student code of conduct, including the Clery Report
- Resources for prevention and assistance for persons who need help are available
- Zero alcohol and drug related incidents have occurred in years 2012-13 and 2013-14.

## **Weaknesses of Alcohol and Drug Programming**

- Programming needs to be enhanced, promoted and made more comprehensive throughout the College for students, faculty, and staff
- Drug and alcohol policy is distributed to new employees; need to implement distribution to all employees
- Drug and Alcohol Resources Guidelines brochure needs to be updated
- The biennial review is created in a large part by the Human Resources Office

## **Program Recommendations**

After review of the college's alcohol and other drug policies and programs, the primary recommendations are as follows:

- The required information, as described in the DFSCA, be annually distributed to faculty and staff
- Provide student activities focusing on drug and alcohol issues
- Continue to provide student activities that offer student safe and alcohol free alternatives
- Incorporate alcohol and drug policies and resource information into new student orientation program
- Develop a process and procedure for conducting the biennial review; and assemble a team every even numbered year to conduct the biennial review, facilitated by the Drug and Alcohol Coordinator in Counseling Services
- Provide programming specifically tailored for faculty and staff in order to raise awareness of the problem and how faculty and staff can help to address
- Explore utilizing social media toward alcohol and drug prevention efforts as this platform may be leveraged to reach both traditional and online students