

Biennial Review of
Monroe Community College's
Alcohol and Other Drug Programs
2014-2016



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College**

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~ Mission ~

Monroe Community College is a dynamic learning community where access, excellence, and leadership are the College's hallmarks. Our mission is to educate and prepare diverse learners to achieve scholarly, professional, and individual success within a local and global context. The College serves as a catalyst for innovation, economic development, lifelong learning, and civic engagement.

Biennial Review of Alcohol and Other Drug Program

Committee Members:

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Associate Vice President, Office of Student Services

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I. OVERVIEW

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 Monroe Community College (MCC) to certify that it has adopted and implemented programs to prevent the abuse of alcohol and use of or distribution of illicit drugs by MCC students and employees both on its premises and as 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 re-entry programs that are available to employees or students.
- 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.

The law further requires that the institution conduct a biennial review of its program with the following objectives: 1) determining the effectiveness of the policy and implementing changes to the alcohol and other drug (AOD) programs if they are needed, and 2) to ensure that the sanctions developed are enforced.

The biennial review must also include a determination as to 1) 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 and 2) the number and type of sanctions the IHE imposes on students or employees as a result of such violations.

MCC acknowledges its legal obligation to conduct a biennial review for compliance with the Drug-Free Schools and Communities Act to determine if the College fulfills the requirements of the aforementioned Federal regulations.

Dr. Susan Baker, Associate Vice President of Student Services, and Dolores Pasto-Ziobro, Institutional Compliance Officer and Internal Auditor, co-chaired the biennial review committee. The members of the review committee included the following:

- Donald Bigelow, Assistant Director, Housing and Residence Life
- Melissa Fingar, Assistant to the President for Human Resources and Organizational Development, President's Office
- Amy Greer, Director, Student Rights and Responsibilities
- Darrell Jachim-Moore, Assistant Vice President, Administrative Services
- Maureen Karlnoski, Secretary, Student Services
- Donna Mueller, Director, Health Services
- Katie Nicholas, Life Skills Coordinator, Athletics
- Donna Pellnat, Human Resources Manager, MCC Association, Inc.
- Christopher Piro, Coordinator, Public Safety
- Dan Raimondo, Acting Director, Campus Events
- Elizabeth Stewart, Director, Office of Student Life and Leadership Development
- E. Jamall Watkins, Assistant Director, Counseling Center and Veteran Services
- Holly Wheeler, Assistant to the Vice President, Academic Services

The following College departments provided information for the report:

- Academic Services
- Administrative Services
- Athletics
- Campus Events
- Counseling Center and Veteran Services
- Health Services
- Housing and Residence Life
- Human Resources
- Institutional Research
- Institutional Compliance and Internal Audit
- Office of Student Life and Leadership Development
- Public Safety
- Office of Student Services

MCC's Biennial Review Committee used the Department of Education's Complying with the Drug-Free Schools and Campuses Regulations Guide including the Compliance Checklist and Supplemental Checklist to conduct the biennial review. The intention of this document is to meet the legal requirements of conducting a biennial review and to also summarize the programs and activities related to alcohol and drug prevention on Monroe Community College's campuses during the 2014-2015 and 2015-2016 academic years.

II. MONROE COMMUNITY COLLEGE DRUG AND ALCOHOL PREVENTION POLICY

Monroe Community College's Drug and Alcohol Prevention Policy is attached – Appendix A. The policy is reviewed on an annual basis and was last approved by the MCC Board of Trustees on March 7, 2016. As required by The Drug-Free Schools and Communities Act the policy contains the following information:

- 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 list of applicable legal sanctions under local, state or federal law.
- A description of counseling or treatment programs available to employees and students.
- A statement and description of the disciplinary sanctions the institution will impose on students and employees.

New York State Laws Governing Alcohol

All Monroe Community College students are responsible for complying with the New York State laws, which include the following:

1. Persons under 21 found possessing alcohol may be given a maximum fine of \$50.
2. Anyone convicted of fraudulently using a driver's license to buy or to attempt to buy alcohol may have his driver's license suspended for up to 90 days.
3. Persons convicted of buying alcohol through fraudulent means face a possible \$100 fine and/or being required to do up to 30 hours of community service work.

A violation of any state law regarding alcohol is also a violation of the Monroe Community College conduct regulations and will be treated as a separate disciplinary matter by the College.

Behavior that disrupts the educational environment, causes public inconvenience, annoyance or alarm, or recklessly creates a risk to people and/or property, even though motivated by alcohol, is a violation of law and college conduct regulations.

Additional policies and guidelines which provide information related to alcohol and drugs can be found on the following website links as well as in designated offices:

- Monroe Community College's Drug-Free Workplace Policy and Drug-Free Workplace Procedure
MCC's Employee Policy Website and <https://www.monroecc.edu/depts/pstd/drugfree.htm>
- Monroe Community College Student-Athlete Handbook
http://www.mcctribunes.com/student_athlete/Student_Athlete_Handbook_1617.pdf
- Monroe Community College Institutional Research Student Consumer Information website
www.monroecc.edu/depts/research/consumer.htm
- Monroe Community College Health Services Substance Abuse website
<http://www.monroecc.edu/depts/stuhealth/resources/drugs.htm>
- Monroe Community College Housing and Residence Life Residence Hall Policy Manual
<http://www.monroecc.edu/depts/reshalls/documents/AliceHollowayYoungCommonsAmy.pdf>
 - All students when applying for housing agree to the terms of the policy when they submit electronic signature on their housing application.
 - Each student upon check in is given a hard copy of the agreement and policies in the academic year student hand book.
- Monroe Community College Tobacco-Free Policy: found within the Human Resources website (employee access only) and department
- Campus Events Alcohol Use Policy and Procedure: document is located in the Campus Events Office
- Office of Student Life and Leadership Development Alcohol Policy: policy is distributed to clubs and organizations as a part of club packets
- MCC Employees and Visitors Conduct
<http://www.monroecc.edu/fileadmin/SiteFiles/GeneralContent/depts/policy/documents/3-2mccemployeeandvisitorconductpolicy.pdf>

III. DISTRIBUTION OF MCC'S DRUG AND DRUG AND ALCOHOL PREVENTION POLICY

The federally mandated MCC Drug and Alcohol Prevention Policy is distributed through the Annual Campus Security and Fire Safety Report to all enrolled students and staff and is made available to all potential students and new employees. Each year, all enrolled students as well as all employees receive an email notification by no later than October 1 of the year describing how to access the report electronically. Prospective students and employees are also provided information on accessing the report either electronically or hard copy. Print versions of the report are distributed to select offices at each campus location.

The MCC Drug and Alcohol Prevention Policy is also available for employees on the Employee Policy Website and the College Catalog provides students with information for viewing the Annual Campus Security and Fire Safety Report which contains the policy. Additionally, there is a direct link to the MCC Drug and Alcohol Prevention Policy on the Student Consumer Information webpage for prospective students, parents, guidance counselors, coaches, and the public.

IV. MCC'S ALCOHOL AND DRUG PROGRAM GOALS

Monroe Community College believes that the illegal use of drugs and alcohol presents a serious health and safety hazard to the college community and interferes with educational and occupational success. The College fully complies with the Drug-Free School and Communities Act of 1989 to prohibit the illegal possession,

consumption and distribution of drugs and alcohol on college property, during classes and at activities officially sponsored by the College.

MCC accomplished the following goals based on recommendations provided by the 2014-2015 and 2015-2016 biennial review of alcohol and drug program and policies:

- Improved communication regarding alcohol and drug policy to assure these policies are widely known.
 1. E-mailed the Drug and Alcohol Prevention Policy via the Annual Campus Security and Fire Safety Report to all faculty, staff, and students on an annual basis. The policy directs students and employees to key resources such as recovery groups, Employee Assistance Program, and counseling services.
 2. Utilized MCC's brand to provide a consistent message to the college community.
 3. Used the Student Tribune, email communication, and passive programming.
- Staff finalized the medical amnesty policy, which will encourage individuals to seek help for issues related to alcohol consumption.
- Updated the College Catalog to include judicial process. The committee determined that though policies have existed in the Student Code of Conduct for the evaluation period, the process for adjudication is unclear. The newly formed Office of Student Rights and Responsibilities is now responsible for ensuring that the judicial process is clear to students and understandable by faculty and staff.
- The Student Code of Conduct has been updated to include the adjudication process. It is widespread and known to faculty via the Faculty Resources Handbook and students via the student handbook - including a visual flow chart that explains how the process works.
- Established a policy and procedure review team. The team meets on a semester basis to review policy and related data in an effort to make informed decision about any necessary changes to policy as well as educational opportunities provided to the campus community.
- As a result of a recent review of Board of Trustees policies, the President's Office created a policy website to promote transparency. This work also led to a schedule for reviewing and updating policies on a regular basis. All policies are now being standardized in presentation and format to make location within the website more manageable and to assure greater ease of understanding. Part of this review will be the identification of a "review calendar" – a cycle for regular review and, if necessary, revision and updating of MCC policies. This policy website will further enhance transparency within the college community and will assist administration in maintaining current and accurate practices.

V. MCC'S PREVENTION EFFORTS

MCC is a drug and alcohol free institution including all locations and the residence halls. There are no facilities on campus that serve alcohol. Students, faculty and staff may not consume alcoholic beverages and illegal drugs on college property, during classes, or in connection with activities officially sponsored by the College. All student events are alcohol-free and alcohol at non-student events is extremely limited and requires the permission of the College President.

In addition to the MCC Drug and Alcohol Prevention Policy, Monroe Community College utilizes a comprehensive framework to address alcohol and other drug use by implementing the following strategies: policy, education, prevention, intervention, collaboration, enforcement, and assessment.

Policy

MCC Association, Inc., Drug Free Workplace Policy and Code of Conduct Policy

The MCC Association, Inc. is a not-for-profit organization that provides the necessary financial and management support for many student services. These include the MCC bookstores, the child care center, the residence halls, athletics, co-curricular programs and campus food services.

The MCC Association policies are available online but access is restricted to Association employees. In addition, Sodexo, the College's food service provider distributes the company's policy to its employees.

- MCC Association Drug Free Workplace Policy and Code of Conduct Policy
 - Policies are found in the employee code of conduct handbook which is distributed to all new hires who are required to sign a statement that they read and understand the policies in the handbook.
 - All students that attend student orientation receive a student handbook which includes these policies.
- Sodexo Drug Alcohol Use Policy
 - Policy, along with all other general work rules, is given twice a year to staff.
 - Staff members sign a form confirming that they have read and understand all work rules.

Monroe Community College Medical Amnesty Policy

The Medical amnesty policy supports students who seek assistance in managing a person with excessive alcohol consumption, drug intoxication or serious injury. The medical amnesty policy eliminates judicial consequences for the student reporting a potentially life-threatening situation. The policy intends to remove barriers to students who report high risk situations.

The Medical Amnesty policy applies when the allegations involve:

- Underage consumption of alcohol
- Use of drugs
- Disorderly conduct

The Medical Amnesty policy eliminates judicial consequences for:

- Students seeking assistance (those involved in making the call)
- The assisted individual

The Medical Amnesty policy does not preclude disciplinary action regarding *other violations*, such as:

- Causing or threatening physical harm
- sexual violence
- damage to property
- fake identification
- unlawful provision of alcohol or other drugs
- harassment
- hazing

Additional Policy Documents

Housing and Residence Life includes additional statements in their policy documents.

1. From Housing Application/Agreement - All person(s) entering the residence halls are required to present a valid photo ID and may be subject to search of person or property. No weapons, alcohol, drugs, or non-tobacco smoking products or paraphernalia are permitted on the premises for any reason. (Student Handbook, p 141)

2. From Residence Hall Policies -Alcohol and Other Drugs - The use, sale, transfer, possession or being in the presence of alcoholic beverages in the residence halls or on college premises is prohibited, regardless of age. No alcohol beverage containers or drinking game devices or paraphernalia are allowed in the residence hall or on the college premises, regardless of age.

Individuals involved with the illegal possession, use, sale, and transfer or being in the presence of any controlled substances, including those used for medicinal purposes, may be dismissed from the residence halls without refund. All drug paraphernalia is prohibited and will be confiscated. Drug-related violations may result in criminal charges, in addition to residence hall and college student conduct action.

All students are notified of housing's alcohol and drug policies when they apply for housing. In addition, each student is given a copy of the Monroe Community College Student Code of Conduct, p 45) during move-in, and alcohol and drugs policies are discussed. Each fall semester, the College offers a Housing Orientation weekend where expectations of students are discussed in detail; potential sanctions for violation of the aforementioned policies are also discussed.

Education, Prevention, Intervention, Collaboration, and Enforcement Programs

Monroe Community College is committed to ensuring that employees and students are informed of its policies and provided with intervention services to assist them in dealing with drug and alcohol issues. As described below, there are a number of policies and programs available to employees and students related to the use of drugs and alcohol and services for students who find themselves in difficult situations. Monroe Community College has an experienced and highly-qualified staff in the Counseling Center and Health Services office who provide information, confidential referrals, and assistance to those persons with problems stemming from use or abuse of drugs or alcohol.

Athletics Department Students

- The MCC Athletic Department Life Skills Coordinator provides education in drug and alcohol abuse. The coordinator also provides referral support to student-athletes in need.
- Each student-athlete is provided with information on MCC's drug and alcohol policy and signs a code of conduct.
 - The information regarding these policies is found on the Athletic Department website.
 - The National Junior College Athletic Association (NJCAA) Handbook provides rules and regulations that MCC student-athletes must adhere to.
 - All violations of the Drug and Alcohol Code of Conduct are reported to the appropriate college officials.

Counseling Center and Veteran Services

- Workshops through the Mental Health Association and NCADD-RA (DePaul National Council on Alcoholism & Drug Dependence.)
- Training/presentation from the Chief of Clinical and Forensic Services for the Monroe County Office of Mental Health and Coordinated Care Services, Inc. (CCSI). This presentation provided updated information on services and treatment centers and hospitals available for staff referrals and the current state of treatment options for our students.
- "Alcohol 101: Making Safe and Responsible Decisions," a workshop series.
- NASPA Alcohol and Other Drug Abuse Prevention Conference.
- Literature is provided on alcohol and chemical dependency and other mental health issues. Each year particular emphasis is made during the month of May for National Prevention Week and during the month of April for Alcohol Awareness Month.
- Develop ongoing relationships with community agencies such as the Evelyn Brandon Health Center for substance use/abuse and mental health issues for referral purposes.

Health Services

- The Health Services office completes assessments on at-risk students (including those students requiring ambulance transport following an episode of alcohol/ drug ingestion), to ensure safety, to provide the tools which will better equip students to function in the academic environment, and to prevent the likelihood of further occurrence. The Health Services staff provides individual assessments of the at-risk student's alcohol and drug use, provides preventive health education, and completes student referrals to community specialists as required.
 - Students are referred to Health Services if they have had an alcohol violation in the residence halls or on campus and have been transported to a hospital. Health Services assesses the student's health wellness to return to regular campus activities.
 - Students may also seek information and come to Health Services on their own.
 - Students are referred to the Unity Chemical Dependency Program and Dr. Patricia Halligan, a psychiatrist specializing in addiction.
- Health Education Programs: programs that address alcohol use/abuse include:
 - Consent/Sexual Harassment
 - Contraceptives
 - Effective Communication
 - Finding Balance
 - Healthy Relationships
 - Seeds of Success
 - Self-Care-Coping Strategies
 - STDs, STD & Immunization Clinic, STD Prevention, and STD testing
 - Staying Healthy during Finals
 - Stress 101

Housing and Residence Life

- Programming in residence halls occurs through collaboration with Health Services, Public Safety, and Counseling Services. Additionally, the following two courses are offered:
 - Alcohol 101 – a one-hour workshop designed to identify normative data in regards to alcohol use. Students found responsible for an alcohol violation may be referred to this program.
 - Judicial Educator – Alcohol 101 – online courses that cover the dangers of alcohol consumption, as well as the impact of alcohol.
 - Housing and Residential Life also provides a series of programs hosted on Thursday evenings as an option to participate in as an alternative to students using alcohol.
 - Housing and Residence Life also offers an orientation weekend to all new residential students. Topics covered during the weekend include information on high risk behaviors, including use of alcohol and drugs. Housing coordinates guest speakers from Monroe Community College, as well as local to Rochester resources including Highland Family Planning to discuss healthy relationships and the impact of alcohol and drugs on student behavior. The weekend culminates with our large group, All Commons, meeting where the Director and Assistant Director provide an in depth discussion on all housing codes, policies and expectations.

Monroe Community College Association, Inc. (MCC Association)

- The MCC Association Wellness Committee sponsors numerous wellness initiatives that promote healthy lifestyles.
- The MCC Association partners with the College's Health Care Provider to provide education on nicotine addiction and referral to smoking cessation resources.

- The MCC Association distributes a monthly newsletter “Work Well Live Well Healthy Roads” to all employees which provides healthy lifestyle information on numerous topics to include alcohol and drug information.
- MCC Association employees are educated during the annual Benefits Open Enrollment about the services available through the Employee Assistance Program.
- Sodexo, the College’s Campus Food Services provider, provides training to all of their supervisors and managers on how to handle drug and alcohol use in the workplace. The company policy is reviewed with employees during mandatory employee meetings and they educate employees on the programs that exist through their Employee Assistance Program if the employee chooses to seek help.

President’s Office

- Title IX Training and Prevention Program – The College has hired an Assistant to the President, Title IX and Inclusion, who is responsible for student and staff training on Title IX and sexual violence issues, including the role that drug and alcohol use plays in these problems.
- Human Resources offers an extensive Employee Assistance Program that provides in person, online and telephone counseling to employees regarding personal issues that may lead to substance abuse. The purpose of the counseling is to provide employees with developing coping skills or accessing assistance to deal with these issues in a positive and constructive manner.
- Department managers and supervisors are also trained and counseled in reasonable suspicion drug and alcohol testing in an effort to ensure that the College maintains a safe working and learning environment. The College’s Public Safety department is able to provide support in situations where there are concerns about a staff member’s well-being and use of drugs and alcohol on the job.
- The MCC Wellness Council was established in 2014 to foster community engagement and promote employee health through education. The college community encourages employees to integrate wellness activities and philosophy into their work and life experiences. The emphasis is providing employees opportunities to take responsibility for their own health. Programs are offered on physical, emotional, occupational, intellectual, and financial health. This includes education on MCC’s Employee Assistance Program that provides counseling for personal issues including substance abuse.

Public Safety

- Monroe Community College’s Department of Public Safety routinely gives presentations on campus and within the Residence Halls, which include college alcohol and drug policies and their enforcement. Programs also include the risks to personal safety that one faces when consuming drugs and alcohol. Informational sessions on the following have been presented:
 - DWI impact panel, Housing & Residence Life sanction program
 - DWI Awareness Program, with Peer Mentors
 - Distracted Driving Program, (Alcohol and Drugs), in residence halls
 - IT/Library staff joint employee training session on Substance Use/Abuse Recognition training

Student Services

- The Behavior Early Alert Team (BEAT) at Monroe Community College is a campus intervention team that uses a formalized approach to addressing mental health disturbances and other behavior that either poses a danger of harm to self or others, or disrupts the learning environment.
- “Be A Healthy Hero Summer Camp” learning experience for students from Rochester city schools included sessions on drug and alcohol avoidance – summer 2015 and summer 2016.
- Office of Student Life and Leadership Development Alcohol Agreement. This document is provided to club and organization members who are traveling to events.

Collaboration with Community/State Organizations

Various departments across the college have partnered with the following organizations or coalitions which specifically address alcohol and other drug issues:

- American Cancer Society
- Greater Rochester Health Foundation
- Mental Health Association of Rochester/Monroe County
- New York Division of Substance Abuse Services
- New York State College Tobacco-Free Initiative
- Unity Chemical Dependency Program, Dr. Patricia Halligan, a psychiatrist specializing in addiction.
- The Counseling Center collaborates with the Evelyn Brandon Health Center for substance use/abuse and mental health treatment.
- Veterans Outreach Center, Inc.

The Health Services office, in particular has collaborated with Alcohol and Substance Abuse Dependency in Rochester, New York, to offer the connections to the following resources to students, faculty, and staff:

- Alcoholics Anonymous
- Al-Anon and Alateen
- Genesee Alcohol Treatment Center
- Huther-Doyle
- National Council on Alcoholism
- OASAS Addiction Treatment Center
- Park Ridge Chemical Dependency
- Strong Behavioral Health
- Unity Chemical Dependency
- Unity Health
- Westfall Associates

Alcohol-Free Events

For a listing of alcohol-free events, individuals may view the following links:

- Athletics - All MCC Athletic Department Sports Team schedules are on the Department website.
<http://www.mcctribunes.com/landing/index>
- Campus-Wide Events
<http://wip.monroecc.edu/webdbs/mcccal.nsf/Web-CampusWideEvents?OpenView>
- Clubs and Organizations
<https://www.monroecc.edu/depts/stucenter/clubs.htm>
- Diversity Calendar
<http://wip.monroecc.edu/depts/diversity/calendar.htm>
- Intramurals and Recreation - Programming information is found on the Athletic Department website
<http://www.mcctribunes.com/landing/index>
- Mercer Gallery Exhibitions

<http://wip.monroecc.edu/webdbs/mcccal.nsf/Web-MercerGalleryExhibitions?OpenView>

- Speakers and Artists

<http://wip.monroecc.edu/webdbs/mcccal.nsf/Web-SpeakersArtists?OpenView>

- Theatre

<http://wip.monroecc.edu/depts/sixthact/season.htm>

- In addition, several organizations, departments, and student groups plan special events throughout the year.

- Office of Student Life and Leadership Development My Community Area in Blackboard:

<https://mymcc.monroecc.edu>

- The PRISM Multicultural Center develops, facilitates and provides programs and services that are designed to support and retain students from all ethnic and cultural diverse backgrounds.

Academics

Many academic areas address alcohol and other drugs through policies in the classrooms, curriculum infusion, and research. An overview of the programs and classes offered during the 2014-2015 and 2015-2016 academic years. is listed below, as well as links to some websites that address alcohol in the classroom:

Monroe Community College has an A.S. Degree and Certificate Program in Addictions Counseling, which deals with both alcohol and drug addiction issues. The core courses in these programs include:

- ACD 140 - Alcoholism/Chemical Dependency and the Human Service Worker
- ACD 142 - Alcoholism/Chemical Dependency and the Family
- ACD 143 - Alcoholism/Chemical Dependency Counseling Skills
- ACD 144 - Alcoholism/Chemical Dependency/Substance Abuse Group Counseling Skills
- ACD 241 - Alcoholism/Chemical Dependency Treatment Modalities
- ACD 245 - Special Topics in the Field of Alcoholism/Chemical Dependency/Substance Abuse
- ACD 246 - Alcohol/Chemical Dependency Internship and Seminar
- ACD 290 - Independent Study

The Hospitality Management Program offers a course that addresses the legal aspects of alcohol sales:

- HSP 211 – Hospitality Law

The Police: Law Enforcement courses include:

- PLE 131: Breath Analysis Operator

The Physical Education Department offers health and wellness classes, including:

- HED 209: Drugs and Behavior

The Nursing Program has Student-Related Policies that include professional standards of conduct addressing chemical substance dependency.

Monroe Community College's Public Safety Training Facility conducts a police academy which is attended by MCC Public Safety Peace Officers. The curriculum includes blocks of instruction on how to recognize and deal with intoxicated persons. The training objectives include the following:

- Officers gain the ability to discern the difference between intoxicated and incapacitated persons
- Officers learn the procedures to follow to make referrals for alcohol and drug treatment

Assessment

For 2015-2016 student drug and alcohol violations decreased by 41 percent from 2014-2015. According to the Annual Campus Security & Fire Safety Report the referrals for alcohol on campus on the Brighton Campus, are below:

- 2014 – 245 referrals
- 2015 – 144 referrals

The following enhancements may have contributed to this decrease:

- Establishment of the Office of Student Rights and Responsibilities to create a safe learning environment by upholding its standards for student conduct.
- Medical Amnesty Policy
- Alcohol 101

Enforcement

The five primary venues on campus that enforce policies and laws regarding alcohol and other drug use are the Office of Human Resources, Public Safety office, Housing and Residence Life, Student Rights and Responsibilities, and Student Services. Consistent enforcement sanctions apply to all students and employees. All documented sanctions are housed within the Maxient Student Conduct Database for reference and comparison. Average range of sanctions include but are not limited to disciplinary probation, mandatory attendance at educational programs offered by various college departments, loss of privileges (including housing), and community service.

VI. SUMMARY OF ALCOHOL AND DRUG PROGRAM STRENGTHS AND WEAKNESSES:

The review committee conducted a comprehensive study of the alcohol and drug policy, related programs, services and enforcement practices for academic years 2014-2015 and 2015-2016. The review committee determined that Monroe Community College is in compliance with the Drug Free Schools and Campuses Regulations, has an effective Drug and Alcohol Prevention Policy, consistently enforces standards of behavior related to alcohol and drug abuse, and distributes the policy annually in writing to students and employees.

Strengths

The review committee identified several strengths on campus:

- MCC has developed and maintains a drug prevention policy.
- MCC distributes the policy annually to each student and employee.
- MCC provides services and activities to promote a strong alcohol-free and drug-free campus environment.
- MCC conducts a biennial review of its drug prevention program and policy to determine effectiveness, implements necessary changes, and ensures that disciplinary sanctions are enforced.
- MCC tracks the number of drug- and alcohol-related offenses and referrals for counseling, health services, and counseling treatment.
- The collaboration and communication by our many offices, departments, and student groups to address alcohol and other drugs with our Behavioral Early Alert Team (BEAT), Athletic Life Skills Coordinator, Health Services at-risk assessments, Housing and Residence Life programming, and academic courses are some examples of the innovative and intentional approach to alcohol and drug prevention program.
- Establishment of the Office of Student Rights and Responsibilities.

Weaknesses

With these strengths, the committee has also identified future initiatives to continue our efforts regarding alcohol and other drug education for our campus community.

- The annual policy notification does not provide direct access to the policy because employees and students must first access the Annual Campus Security and Fire Safety Report.
- Employees hired and students enrolled after the annual policy distribution date are not receiving the annual notification.
- A formal assessment for gathering and interpreting student and employee survey data is not conducted.

VII. RECOMMENDATIONS FOR REVISING POLICY AND ALCOHOL AND DRUG PROGRAMS:

- Provide a direct link to the MCC Drug and Alcohol Prevention Policy for the annual policy notification.
- Distribute the annual policy notification each semester to ensure all employees and students are educated on the MCC Drug and Alcohol Prevention Policy.
- Consider surveying the campus community for the evaluation of the community's knowledge of the Drug and Alcohol Prevention Policy, the effectiveness of the drug prevention program, and the enforcement of the disciplinary sanction for both students and employees.

VIII. APPENDIX:

Appendix A

MCC Policy 4.2 Drug and Alcohol Prevention Policy

- Monroe Community College Policies
<http://www.monroecc.edu/depts/policy/>

Appendix B

- Monroe Community College Catalog
- Monroe Community College Student Code of Conduct
- Monroe Community College Annual Campus Security and Fire Safety Report
- Monroe Community College Drug and Alcohol Prevention Policy
- Monroe Community College Drug-Free Workplace Policy
- Monroe Community College Health Services Substance Abuse website
<http://www.monroecc.edu/depts/stuhealth/resources/drugs.htm>
- Monroe Community College Public Safety Drug and Alcohol Prevention Policy websites
<http://www.monroecc.edu/depts/pstd/daprev.htm>
- Monroe Community College Student Services Code of Conduct Alcohol/Drug Violations
- Monroe Community College Tobacco-Free Policy
- Complying with The Drug-Free Schools and Campuses Regulations (EDGAR Part 86), A Guide for University and Campus Regulations prepared by the Higher Education Center
- The Higher Education Amendments of 1998, (P.L. 105-244) and the Drug-Free Schools and Communities Act Amendments of 1989, (P.L. 101-226)



Monroe Community College

STATE UNIVERSITY OF NEW YORK

~ Vision ~

Monroe Community College will champion opportunity, innovation,
and excellence to transform lives and communities.