

Mohawk Valley Community College

Drug Free Schools and Campus Regulations

Drug and Alcohol Abuse Prevention

Biennial Review

December 2018

Table of Contents

Mohawk Valley Community College.....	1
Drug Free Schools and Campus Regulations	1
Drug and Alcohol Abuse Prevention	1
Biennial Review.....	1
Part I: Program and Description Goals.....	3
Goals of the AOD Program:.....	4
Assessment goals and outcomes:	4
Part II: Description of the AOD Elements.....	4
Alcohol Free Options.....	4
Normative Environment	5
Alcohol Availability.....	6
Marketing and Promotion of Alcohol	7
Policy Development and Enforcement	7
Part III: Summary of AOD Strengths and Weaknesses	7
Favorable Compliances:	7
Follow up to Compliance Concerns (2016):.....	8
Compliance Concerns (2018):	8
Part IV: Recommendations to Address Policy Revisions and/or Biennial Compliance Concerns (2016)	9
.....	9
Procedures for Distributing Annual AOD Notification to Students and Employees.....	9
Policies Distributed to Students and Employees	9
Alcohol and Other-Drug Abuse	9
Health Risks.....	12
Drug and Alcohol Programs	13
Alcohol and Controlled Substances in the Workplace	16
Policy:.....	16
Procedure:.....	16

Part I: Program and Description Goals

Mohawk Valley Community College (MVCC) is committed to an environment that supports academic success and the overall health of our students. We believe that the use of alcohol or other drugs is counterproductive to the goals of each student as they work toward the completion of their education as well as other individual measures of success that our students hold as individuals. Furthermore, we recognize the significance of the impact that alcohol and other drugs has on college culture and the contribution to an increased risk for sexual violence.

The Healthy Lifestyles Workgroup, Judicial Affairs, Counseling and Residence Life work together to provide the traditional educational components of the AOD program and manage the administration of policy. The Healthy Lifestyles Workgroup has been developed with membership from the many stakeholders in student success at Mohawk Valley Community College including Residence Life, Student Activities, and the Health Center. This group has a focus on the social aspects of AOD prevention and is intended to address our college community from a holistic perspective of student health and wellness. This holistic approach provides an educational foundation for our students to make better choices. We believe that through more engaging experiences we will not only give our students more desirable options to risky behavior, but also by providing more focused experiences we hope to help them understand the real-life risks associated with their choices. The alcohol and other drug education and prevention initiatives are a large part of the focus of this group as it relates to providing healthy alternatives through the promotion of healthy and positive lifestyle choices.

As a part of our commitment to student success we are vigilant in our efforts to foster and maintain an environment that is conducive to academic achievement. We have student conduct policies that have provisions for progressive discipline (when appropriate). We believe in offering students second chances, so as discipline progresses we will put measures into place that will help our students learn from their mistakes. For students that violate policy pertaining to alcohol and other drugs, we offer AOD education classes (when appropriate) as a sanction to students with no prior AOD policy violations. We also understand that it is paramount to the success of all students that we apply our policies consistently in order to maintain an environment that will support every student's efforts to complete their education.

Goals of the AOD Program:

1. Develop a comprehensive educational program that addresses the needs of all students
2. Evaluate the effectiveness of current college policies, procedures and AOD programs
3. Develop, implement and assess the outcome measurements for programs, services and events

Assessment goals and outcomes:

It is our hope to retain each student that chooses to attend MVCC through the completion of their program of choice. As a part of this effort, we offer Alcohol Education classes to students that violate AOD policies. The outcomes for the classes are listed below.

- 2016-17 Academic Year
 - Goal - 90% of students attending AOD classes will be able to communicate health risks and social implications associated with alcohol consumption and drug use.
 - Outcome - 98%
 - Goal - 90% of students attending AOD classes will be able to identify and implement safer, healthier choices regarding alcohol and drug use as demonstrated by an improvement from the pre-test to the post-test.
 - Outcome - 98%
- 2017-18 Academic Year
 - Goal - 90% of students attending AOD classes will be able to communicate health risks and social implications associated with alcohol consumption and drug use.
 - Outcome- 100%
 - Goal - 90% of students attending AOD classes will be able to identify and implement safer, healthier choices regarding alcohol and drug use as demonstrated by an improvement from the pre-test to the post-test.
 - Outcome - 100%

Part II: Description of the AOD Elements

Alcohol Free Options

- Mohawk Valley Community College is an alcohol-free campus, (with the exception of non-student events with the approval of the College President) . We have professional staff dedicated to student activities that facilitate a flexible array of student organizations that allow each year's offering to be reflective of the real interests of our current students. Each student organization has an advisor from our professional staff and faculty, often with similar interests that will engage each group in order to help maximize each experience.
- MVCC offers a Cultural Series that is unparalleled by community college peers that brings nationally recognized and award-winning speakers and entertainment to campus to provide experiences that are appealing to our students.
- MVCC offers state of the art athletic and fitness facilities with an organized intramural program to offer students the opportunity to engage in individual and competitive physical activity and enhance the social environment that our students experience.
- MVCC's Office of Student Activities oversees the following:

- Student Government
 - 60 active clubs/organizations
 - Sponsored the following events:
 - Student Leadership Academy, AIDS Quilt on Campus, Constitution Day Game Show, Coffee Kick-Off for Non-Traditional Student Week, Non-Traditional Student Week Dinner, Veteran's Day Breakfast, Refreshments after Veteran's Day Flag Raising Ceremony, 3 Girls Soaring Workshops, Monthly luncheons with the College President and students in fall semester, Monthly luncheons with College Cabinet and students in spring semester, Prizes for Hawks Life App Game, BCCS Department Internship Breakfasts, BCCS Department Professional Clothing Event, ASAP Program Shirts, Adirondack Extreme Adventure for Resident Assistants, Black Student Union Dinner, Shirts for Transfer Services event, Yandy Smith-Harris, Speaker, and the Colorful Girls Rock event, Bowling for Resident Assistants and International students, Student attendance at Black Panther movie, Late Night Breakfast, Welcome Back BBQ
- Program Board
 - Sponsored 48 events for 2016-17
 - Sponsored 31 events for 2017-18
 - 45 trips were taken by the clubs/organizations, with 645 students participating. These trips ranged from just for fun to regional and national conferences, tournaments, training workshops and trips that showed students about potential careers/transfer opportunities after they graduate.
- Applied Learning
 - Sponsored 14 applied learning projects, with 312 students participating in these projects.

Normative Environment

- The Healthy Lifestyles Workgroup is focused on providing healthy alternatives to minimize the allure of high risk activities and supports the educational tenets of prevention. We recognize the significance of the use of alcohol and other drugs on college campuses and the subsequent impact on incidents of sexual assault. We place value on educational programs that highlight this connection.
- The Healthy Lifestyles Workgroup provided 7 different events throughout the 2016-17 academic year under the following categories:
 - Title IX and VAWA (2)
 - Alcohol and Other Drugs (2)
 - General Wellness (3)

- The Healthy Lifestyles Workgroup provided 9 different events throughout the 2017-18 academic year under the following categories:
 - Title IX and VAWA (3)
 - Alcohol and Other Drugs (2)
 - General Wellness (4)
- Employees are provided with information on policies related to alcohol and illicit drug use through distribution of policies and procedures through the Human Resources webpages. New employees are advised about the policies and procedures at the time of hire and sign and acknowledgement form. Any revisions to a policy and/or procedures will be electronically sent to all employees.
- MVCC offers an Employee Assistance Program (EAP) to all employees that provides access to counseling for addiction and other needs.
- MVCC has a Wellness Council whose purpose is to develop, coordinate, and publicize activities and resources designed to provide college employees with a comprehensive array of opportunities that support all aspects of well-being.
- Specific residence life programming is focused on topics of alcohol and drug use and are often coordinated with the support of campus counseling services.
- Alcohol Education courses through campus counseling services are common for students who violate policy as a means to help students make healthy choices and support their efforts to complete their education. The Alcohol Education courses are always available to any student who wishes to better understand the risks of alcohol and other drugs.
- Counseling services are available to all students (at no additional charge). Counseling Services is staffed by full time licensed practitioners. Services are available on both the Utica and the Rome campuses. Our Counselors often will work with faculty and staff to facilitate referrals that feel least intrusive so that students will be most likely to utilize support services.
- BERT (Behavior Evaluation Response Team) is a standing committee that meets weekly to review reports from faculty and staff on student behaviors that fall outside of traditional classroom management, but may not generate an incident report (to Public Safety). The primary focus of this group is to provide appropriate intervention whenever possible, so that each student receives the support necessary to remain in good standing at the college. To this end, BERT is comprised of representatives from Counseling Services, Accessibility Resources, Civic Responsibilities, Residence Life, Health Services, Academic Affairs, Public Safety, Athletics and our Rome Campus.

Alcohol Availability

- Alcohol is prohibited on both campuses of Mohawk Valley Community College without express permission of the College President.

Marketing and Promotion of Alcohol

- Alcohol Advertising on campus is prohibited;
- Campus involvement of national recognition weeks such as Alcohol Awareness Week, Domestic Violence Awareness Month, Suicide Awareness Week, National Depression Screening Days and their corresponding events are made public and an effort to involve Student Government and their affiliated student clubs is standard practice;
- Policy regarding Alcohol and Other Drugs and the status of MVCC as a dry campus is widely distributed through distribution of the Student Handbook and Residence Hall Orientation.
- Counseling Services has created wallet cards with information on alcohol abuse, marijuana, sexual assault, Title IX and Emotional and Mental Health. Each of these gives an overview and contact information for on and off campus resources for treatment. These are distributed across campus for the sake of visibility and access.

Policy Development and Enforcement

- Comprehensive policy for both residence hall and non-residence hall students exist as a part of the student handbook that is distributed to all students;
- Policies are reviewed prior to every academic year as a part of the review of the student handbook to refine policies for clarity and consistency;
- Disciplinary standards and processes align with MVCC student status, therefore off-campus incidents are pursued when brought to our attention.
- Human Resources has proposed an MVCC Board of Trustees Policy regarding Alcohol and Controlled Substances in the Workplace.

Part III: Summary of AOD Strengths and Weaknesses

Favorable Compliances:

The Healthy Lifestyles Workgroup has been very active with collaborative efforts culminating in a total of 16 programs over the past two years covering a wide variety of topics including AOD, Title IX/VAWA and general wellness. The success of these efforts is rooted in the cross-campus collaboration and the multiple perspectives presented to develop each of these programs are the product of the many types of interactions between students and professional staff and faculty at the college. Health Services, Counseling Services, Advisement, Student Activities, Residence Life and the MVCC Department of Public Safety, along with faculty are just a few of the many partners that have shaped the programmatic themes associated with Healthy Lifestyles.

All programs are a result of campus collaboration and the budgetary support for these events have also been shared by all of the partners involved. This creates multiple stakeholders for each event and has contributed to the institutional engagement with these efforts. The college is committed to the importance of efforts of Healthy Lifestyles as evidenced by the approved

request for additional budget money to support this programming in spite of the budgetary challenges. The support for the Healthy Lifestyles initiatives begins with the executive leadership of the college.

The college has a tip line (Hawkeye Tip) that allows any student to confidentially share information with the college about an event or incident. This program effectively allows students to make the college aware of another student that may be in distress or be in need of additional services.

As the abuse of opioids has risen the college has made active use of resources that have been made available to us. The college has actively utilized a PSA on opioids and has widely distributed posters provided by New York State with information for Methamphetamine Treatment Hotline.

Follow up to Compliance Concerns (2016):

We currently conduct formal direct assessment for some of the AOD elements embedded into our AOD program. The Healthy Lifestyles group has traditionally only done some informal types of data collection including some survey data. As Healthy Lifestyles has become the most visible aspect to our AOD program it will be important for us to do some more formal types of direct assessment going forward. This will give us important data that can shape what types of programs have been effective as well as information on how we do our programming.

- The staff in Counseling Services have acted as leadership for the Healthy Lifestyles group since its inception. Since Counseling Services utilizes a template for assessment of their work in Counseling, it has made sense to use that same methods to assess the efforts in Healthy Lifestyles. Beginning with the 2016-17 academic year we have utilized indirect assessment measures (surveys) to assess outcomes related to programming efforts.

MVCC currently offers an Employee Assistance Program (EAP) that will give our staff and faculty access to services such as counseling. All information on EAP currently can only be accessed through our Office of Human Resources. The college should consider a more confidential means for our faculty and staff to access information on these resources so that this may not be a deterrent for use of these services.

- The college offers access to information on services associated with EAP on the college website that may be accessed without any personal identifiers (i.e. password protected), to effectively remove concerns about disclosure to the college to access services.

Compliance Concerns (2018):

Prevention efforts by the college could have a stronger emphasis on Opioids. As the heroin abuse and prescription pain killer abuse continues to rise nationally to epidemic proportions, the evolution of programming offered by the college has not been representative of this change. Both campus wide programming should be considered, as well as some components specific to our residential population.

The College has had an increasing number of marijuana related incidents consistent with state and national trends. The college should consider reviewing policies and enforcement data as there has been a cultural shift in attitudes toward marijuana usage as the movement to legalize marijuana has expanded to more states across the nation. This should ideally incorporate a review of prevention efforts, so that educational messaging to the student body remain relevant as a prevention model.

Part IV: Recommendations to Address Policy Revisions and/or Biennial Compliance Concerns (2018)

The college should consider a stronger prevention model for opioid abuse that incorporates college-wide educational programs associated with our AOD programming done by the Healthy Lifestyles Workgroup. The college wide representation should allow for multiple perspectives to be represented and enhance the messaging on this topic to be more effective with a wider audience. Additionally, the Residence Life programs should consider new ideas that could incorporate opioid prevention into the AOD programming that already exists to optimize the efforts of the campus-wide programming model for our residential students.

The college should consider conducting a review of policies, sanctions and the prevention model for marijuana, campus wide. As attitudinal changes occur and social norms begin to shift with regard to marijuana relative to other illegal drugs such as opioids, our policies should be reviewed and our programs be updated to maintain relevance.

Procedures for Distributing Annual AOD Notification to Students and Employees

We have committed to provide an annual notice that will include the components listed below and will be distributed each January and August.

- Annual Security Report (including Right to Know and Drug Free Schools)
- HEOA Student Consumer Information
- Title IX and Discrimination Policy & Procedure
- Middle States Outcomes

We will provide this biannual notification to all students and employees of the college through email, SIRS (Student Information and Registration System). Each of these will allow for the widest distribution and recognition by students and employees.

Policies Distributed to Students and Employees

Annual Notice

Alcohol and Other-Drug Abuse

Policy Statement

Mohawk Valley Community College is committed to an environment, which supports the academic success and health of our students. Alcohol abuse or the use of illicit drugs may be harmful to the user

and may be harmful to the educational environment, an environment that must be conducive to learning.

Reason for Policy

Mohawk Valley Community College is committed to providing an environment where students, employees and guests have the right to study and work in a healthy and safe environment. The Student Code of Conduct specifically prohibits the use of alcohol or illicit drugs. These regulations are found in the Code of Conduct section of this handbook and on the College website.

Applicability of the Policy

All members of the College community, including visitors to the College, should be familiar with and abide by this policy.

The procedures for students are outlined below. The procedures for employees, contractors and vendors are outlined on the [Office of Human Resources](#) website.

This policy shall also apply to conduct of students, employees, contractors and vendors when representing the College at College sponsored events at off-campus locations including but not limited to campus activities, school sponsored trips, school sponsored study abroad programs and school sponsored social events.

Related Documents

- Mohawk Valley Community College Student Handbook
- Mohawk Valley Community College [Office of Human Resources](#)
- New York State Penal Law, Article 220, 221
- MVCC website

Procedures

The College prohibits the use, possession, distribution or sale of controlled substances at the College. Further, the College prohibits the use, possession, distribution or sale of alcohol except when authorized by the President.

The MVCC Student Code of Conduct broadens this policy in its residence halls to include but not be limited to being in a room where alcohol or drugs are present, possessing paraphernalia, selling or purchasing alcoholic beverages to minors and possession of empty alcohol containers.

There are recommended sanctions for violations of the Alcohol and Drug Policies. If a student is found responsible for violating the alcohol and drug policy through the standard judicial process, the sanctions include the following:

Policy #	Violation	Recommended Range of Sanctions
CR-8	Use, possession, distribution, or sale of controlled or illegal substances at the College. Possession of paraphernalia commonly used with illegal substances.	Warning/Reprimand ○ Drug & Alcohol Probation ○ Drug & Alcohol Two-Part Seminar

CR-9	Use, possession, distribution, or sale of alcoholic beverages except when authorized by appropriate College administrators.	<p>Warning/Reprimand</p> <ul style="list-style-type: none"> ○ Drug & Alcohol Probation ○ Drug & Alcohol Two-Part Seminar
------	---	--

First Offense: Alcohol Infraction (there may be additional repercussions from a Residence Hall perspective)

1. Alcohol Probation – the amount of time is directly related to the individual circumstances
2. Educational component
3. Notification of parent(s)/guardians (written) if permitted by law including without limitation to FERPA
4. Specific notification within the first offense communication to the student and the parent(s)/guardians regarding the severity of a second violation and its subsequent sanction (dismissal from the Residences Halls) if the student is found responsible.
5. Additional sanctions if deemed appropriate

Second Offense

1. Dismissal
2. Notification of parent(s)/guardians (written) if permitted by law including without limitation to FERPA

First Offense: All other drugs (there may be additional/different repercussions from a Residence Hall)

1. Residence Hall dismissal, college dismissal
2. Residence Hall dismissal, college dismissal

Compliance with Sanctions and Timelines

All sanctions will be communicated in writing with clearly established timelines for completion. If the student has not completed the sanction within the timeline and has not received approval by a Conduct Officers for an extension the student will be subject to additional sanctions.

Federal, State and Local laws prohibit the unlawful use, manufacture, possession, control, sale and dispensation of any illegal narcotic or dangerous drug. These laws carry penalties for violations, which range from fines to prison. The seriousness of the offense and penalty imposed upon conviction depend upon the individual drug and amount held or sold. It is noteworthy that a gift of drugs is treated as a sale under the law.

New York State Alcohol Beverage Control law sets twenty-one (21) as the minimum age to purchase or possess any alcoholic beverage. Parts of that law include:

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

MVCC 2018 Biennial Review

- Persons convicted of selling, giving or serving alcohol to persons less than 21 years of age face significant fines.

The following information on Residence Hall Disciplinary Sanctions are used for Disciplinary Sanctions. Note: These are only for alcohol. The drug sanctions follow the College Code of Conduct.

Policy#	Violation	Recommended Range of Sanctions
RH2A	Storage, consumption, or possession of any alcoholic beverage in room or on Dormitory Corporation property	1st Offense - probation, mandatory alcohol education class 2nd Offense - dismissal Note: Incidents involving mass quantity may result in greater sanctions.
RH2B	Selling/distributing/purchasing alcoholic beverages to minors	Residence Hall Dismissal, Legal action
RH2C	In a location where alcohol is present	1st Offense - probation, mandatory alcohol education class 2nd Offense - dismissal
RH2D	Possession of empty alcohol containers	Warning, probation
RH2E	Possible alcohol/drug overdose, requiring staff assistance (*Non-good Samaritan or Amnesty.)	Warning, mandatory substance abuse education, residence hall dismissal

Health Risks

Risks associated with substance abuse cannot be easily summarized, but the information that follows should give the reader an appreciation of the severity of these risks.

Substance abuse is usually acute or chronic. An acute problem results from a single episode of drug/alcohol use such as sudden heart failure (cocaine use), an automobile accident with personal injuries or misbehaviors with legal ramifications. While under the influence of alcohol or drugs, rational decision-making may indeed be altered, which can result in many unwanted outcomes such as unwanted pregnancies, sexually transmitted disease, violence, and rape. Substance abuse by anyone can cause unwanted and unnecessary acute problems.

Chronic problems result from long-term habits of abuse of alcohol or drugs. It is typical for individuals with chronic problems to hide or deny the existence of a problem. In most cases, an individual’s ability to perform any task is diminished which negatively affects one’s relationships, ability to work and overall performance in life. Substance abuse creates changes in one’s life that are very gradual and many times the negative affects go unnoticed by the abuser and those around him or her. Addiction is a disease that is not easily detected in the early stages.

Symptoms of Addiction Include:

MVCC 2018 Biennial Review

- Drinking or getting high for relief
- Increased tolerance
- Feeling guilt or remorse (as a result of behavior while under the influence)
- Negative attitude or blaming others for problems
- Anxiety or depression
- Complaints from family/friends about drinking or drug use
- Decline in work performance
- Inability to remember what happened when drinking (blackouts)

Drug and Alcohol Programs

Mohawk Valley Community College places an emphasis on the promotion of healthy alternatives to high risk activities associated with use of alcohol and drugs. The Healthy Lifestyles Committee is dedicated to offering experiences throughout the academic year that educate staff, faculty and students on the risks associated the use of alcohol and/or drugs. Through coordination of efforts with other areas of the college, such as the Cultural Series, Student Activities, Counseling Services, Health Services, as well as Student Government, the Healthy Lifestyles Committee will offer healthier alternatives for staff, faculty and students.

Counseling Services is located in the Student Service Center of Payne Hall and is staffed by two licensed mental health professionals. All student conversations are protected by the confidentiality of the counseling relationship to give each student the opportunity to work through any individual challenges in a safe environment. When appropriate, the Counseling Services staff will work with a student to facilitate a referral to an agency in the community that is most appropriate to the needs of the student. The Counseling Services staff also conducts workshops several times each semester that focus on the dangers and health risks associated with use of alcohol and other drugs.

The following information is specific to the training provided to the residence hall staff to prepare them for their role when handling issues involving alcohol and other drugs.

RA Training

Semester	Date	Presenter	Title	Description	Target Audience
Fall 2016	8/16/2016	Melissa Loiacana from the YWCA	Alcohol and other Drugs and Role of the RA	RAs were trained on how to look for signs of alcohol & drug abuse amongst their peers. They were also informed about the resources available on and off campus.	Resident Assistants
Spring 2017	1/11/2017	Melissa Loiacana from the YWCA	Alcohol and other Drugs and Role of the RA	RAs were trained on how to look for signs of alcohol & drug abuse amongst their	Resident Assistants

MVCC 2018 Biennial Review

				peers. They were also informed about the resources available on and off campus.	
Fall 2017	8/31/2017	Melissa Loiacana from the YWCA	Alcohol and other Drugs and Role of the RA	RAs were trained on how to look for signs of alcohol & drug abuse amongst their peers. They were also informed about the resources available on and off campus.	Resident Assistants
Spring 2018	1/19/2018	Melissa Loiacana from the YWCA	Alcohol and other Drugs and Role of the RA	RAs were trained on how to look for signs of alcohol & drug abuse amongsts their peers. They were also informed about the resources available on and off campus.	Resident Assistants
Fall 2018	8/31/2018	Kelly Virkler & Nicole Ollerenshaw - Licensed Mental Health Practitioners	Alcohol and other Drugs and Role of the RA	RAs were trained on how to look for signs of alcohol & drug abuse amongsts their peers. They were also informed about the resources available on and off campus.	Resident Assistants

The following information is specific to the Residence Hall Drug and Alcohol prevention program. Amnesty is a consistent feature to all training for students with regard to alcohol or other drugs in an attempt to encourage students to share information with the college about any student that is in distress or requires additional services.

Residence Hall Orientation

Fall 2016	August 22,2016	Alcohol and Other Drugs	In this session the speaker spoke about the consent under the influence, gateway drugs, state alcohol limits, the college policies, resourced and tools for help, and the amnesty program.	Melissa Loiacano/ YWCA	New Res Hall Students
Spring 2017	January 16th, 2016	Red Cup Culture	In this session the speaker spoke about the consent under the influence, gateway drugs, state alcohol limits, the college policies, resourced and tools for help, and the amnesty program.	Dominick Nicotera/ Licensed Mental Health Practitioner	New Res Hall Students
Fall 2017	September 5th, 2017	Alcohol and Other Drugs	In this session the speaker spoke about the consent under the influence, gateway drugs, state alcohol limits, the college policies, resourced and tools for help, and the amnesty program.	Jodi Warren/Center for Family Life and Recovery	New Res Hall Students
Spring 2018	January 22nd, 2018	Red Cup Culture	In this session the speaker spoke about the consent under the influence, gateway drugs, state alcohol limits, the college policies, resourced and tools for help, and the amnesty program.	Jodi Warren/Center for Family Life and Recovery	New Res Hall Students
Fall 2018	September 4th, 2018	Alcohol and Other Drugs	In this session the speaker spoke about the consent under the influence, gateway drugs, state alcohol limits, the college policies, resourced and tools for help, and the amnesty program.	Kelly Virkler and Nicole Ollerenshaw/ Mohawk Valley Community College Counseling Services	New Res Hall Students

RA Programs

Date	Title	Description	RA	TA
10/7/2018	Dangers on drinking: Water Pong Tournament	Residence got to experience the fun of drinking games without the alcohol. This helps students learn that they don't need to drink to have fun at gatherings	Alexandra Tray	Res Hall Students
10/15/2017	Alcohol abuse Jeopardy	Questions to test the students knowledge on alcohol abuse	Benjamin Crary	Res Hall Students
2/21/2017	The Drinking Game	Life-size candy land to test the knowledge of alcohol edu	Sara Brandow	Res Hall Students
1/23/16	Dangers of Binge Drinking	Risks and Education on Binge Drinking presented by interactive games.	Freda Sergis	Res Hall Students

Staff and Faculty have access to an Employee Assistance Program (EAP) that is administered by Human Resources. Through the Employee Assistance Program, faculty and staff have access to wide range of counseling services that includes alcohol and other drugs. The Center for Family Life and Recovery is the agency that provides EAP services for the college. Information EAP can be accessed by visiting the Human Resources webpage or by visiting Human Resources office.

[Alcohol and Controlled Substances in the Workplace](#)

Policy:

Use and abuse of alcohol and drugs has a detrimental effect on the productivity, attendance, and health of our College community. As a public employer, we must protect the safety and welfare of all members of our College community.

It is the policy of the College that employees will be subject to criminal, civil and disciplinary penalties if they distribute, sell, attempt to sell, possess or purchase controlled substances while at the workplace or while performing in a work-related capacity. Such illegal acts, even if engaged in off duty, may result in disciplinary action. Where permitted, an employee may possess and use a controlled substance which is properly prescribed for him or her by a physician.

Procedure:

College employees are prohibited from on-the-job use of, or impairment from, alcohol or controlled substances. In cases where the College has a reasonable suspicion that an employee is not able to perform his or her duties as a result of the use of alcohol or a controlled substance, the College shall

follow the process as outlined in the appropriate collective bargaining agreement, or in accordance with the provisions of Section 72 of the Civil Service Law for classified staff.

"Controlled substances" refers to the hundreds of chemicals listed in the Controlled Substances Act by the federal government. All so-called "street drugs" (heroin, cocaine, crack, marijuana, speed, acid) are controlled substances.

Where testing for alcohol or a controlled substance occurs, appropriate medical procedures and tests should be utilized to assure accurate and proper results. Confidentiality of the testing process and results is an important aspect of this procedure for any affected employee.

A "reasonable suspicion" must be based upon specific, reliable observation that the College can articulate concerning the appearance, behavior, speech or body odor of the employee. The following observations may indicate drug or alcohol use: unsteady gait, odor of alcohol on the breath, thick or slurring speech, aggressive or abusive language or behavior, and disorientation or lethargy.

The employee's time and attendance patterns, such as absences around weekends, pass days or payday, excessive use of sick leave, excessive lateness and unauthorized absences, on-the-job accidents, difficulty in recalling instructions or conversation, poor relationships with co-workers and supervisors, and other variations in productivity may also be considered when making a determination as to whether a "reasonable suspicion" is present.

College employees not covered under Section 72 of civil service law may also be required to undergo such a medical examination. Upon determination that an employee is using, is under the influence of, or is not able to perform his or her duties due to alcohol or a controlled substance, the College will determine the appropriate action to be taken. When considering the appropriate action to be taken, the College may determine that the affected employee should be disciplined as a result of alcohol or drug use. Disciplinary action may be taken pursuant to the procedures contained in the appropriate collective bargaining agreement or civil service law.

In accordance with The Federal Drug-Free Workplace Act of 1988, all College employees who have been convicted of a drug related activity must report that conviction within five (5) days. Please report any convictions to Human Resources.

Violations of this policy are subject to College issued sanctions, as well as federal, state, and local criminal sanctions. For a list of federal and state sanctions, please see the links below:

NYS Alcoholic Beverage Control (ABC) Law: Article 5 – Special Provisions Relating to Liquor and NYS Vehicle and Traffic (VAT) Law: Article 31 – Alcohol & Drug-related Offenses & Procedures

NYS Penal Law: Article 220 - Controlled Substances Offenses; Article 221 - Offenses Involving Marijuana; and Article 178 - Criminal Diversion of Prescription Medications and Prescriptions (Appendix A attachment)

The College may also refer an employee to seek assistance through the College's Employee Assistance Program (EAP), which is available to all full-time and part-time employees. (Appendix B attachment)

Employee Assistance Program (EAP)

Center for Family Life and Recovery 1-800-729-6822

For information regarding the health risks of using alcohol and drugs please visit the National Institutes of Health links below:

[National Institute of Health Alcohol Abuse](#)

[National Institute of Health Drug Abuse](#)

For more information...

New York State Office of Alcoholism and Substance Abuse Services

1-800-8-HOPENY