

# Three Rivers College

THE COMMUNITY COLLEGE OF SOUTHEAST MISSOURI

2014-2015

**Drug and Alcohol Prevention Program  
Biennial Review**

## **Three Rivers College Biennial Review Alcohol and Other Drug Programs 2014-2015**

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

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

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

- Student Services Office
- Public Safety Office
- Human Resources Office

The intention of this document is to meet the legal requirements of conducting a biennial review and also summarize the programs and activities related to alcohol and drug prevention on Three Rivers College's campus during the 2014-2015 calendar years.

The following information was examined for the biennial review:

- Alcohol and drug policies at similar institutions
- Alcohol and drug information provided students
- *Student Handbook* policies related to drug and alcohol use on campus and the sanctions imposed for failure to comply
- *Employee Handbook* policies related to drug and alcohol use by college employees and the sanctions imposed for failure to comply
- Various resources available to students and employees regarding drug and alcohol abuse
- Incident reports in the Student Service's Office related to any possible infractions of the drug and alcohol policy presented to students
- Local, State and Federal Mandates

### **Compliance with Drug-Free Schools and Communities Act:**

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

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

The materials are located on the college website and contain the following:

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

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

### **Drug and Alcohol Policy**

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

activity areas, and all offices or work areas considered college property.

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

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

**Workplace Policy:**

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

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

<b>Human Resources incident reports for staff: Year</b>	<b>Incidents in Workplace</b>	<b>Outcome</b>
2014	0 Incidents	Not applicable
2015	0 Incidents	Not applicable

**Student Life Summary:**

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

- No student may use or be in possession of alcoholic beverages.
- Personal possession and consumption of alcoholic beverages is not permitted by **students** on the campus grounds.  
<https://www.trcc.edu/forms/policiesregs/GAR1206.pdf>

**Campus Summary:**

- Students are prohibited from consuming, transporting, and distributing alcohol; possessing or being in the presence of alcohol while on campus; or exhibiting disruptive behavior.
- Alcohol found by staff will be confiscated and reported to public safety immediately. Persons found in violation of this policy will be subject to administrative or disciplinary sanctions listed in the *Student Handbook/College Catalog* and can include:
  - Warning and/or probationary period (Disciplinary)

- Contact with parent/guardian
- Referral to an alcohol education program
- Counseling services
- Suspension from Three Rivers College
- Termination from Three Rivers College
- Possible arrest, imprisonment, or fine according to state alcohol laws

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

**Enforcement:**

The primary sources on campus that enforce the alcohol and drug policies are the Dean of Student Services Office and the Department of Human Resources. The Office of Human Resources to handle interventions and/or sanctions of employees. It is the primary responsibility of the Dean of Student Services Office to assess instances of infractions by students and to determine sanctions or involve the Student Conduct Committee which will recommend any necessary sanctions for students.

Three Rivers College has the following first offenses that were reported by Campus Personnel for drug and alcohol related offenses and sanctions were accessed on each by the as appropriate by the Student Handbook.

**Campus Incident Reports for Students**

Year	Number of Offenses	Outcomes
2014	7	Fined, Program referral
2015	11	Fined, Program referral

A Federal Trafficking Penalties table, obtained from the U.S. Drug Enforcement Administration (<http://www.justice.gov/dea/druginfo/ftp3.shtml>), is provided below:

**Federal Trafficking Penalties**

**Chart One**

<b>Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)</b>				
<b>Schedule</b>	<b>Substance/Quantity</b>	<b>Penalty</b>	<b>Substance/Quantity</b>	<b>Penalty</b>
II	Cocaine 500-4999 grams mixture	<b>First Offense:</b> Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less	Cocaine 5 kilograms or more mixture	<b>First Offense:</b> Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	

IV	Fentanyl 40-399 grams mixture	<p>than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p><b>Second Offense:</b> Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	Fentanyl 400 grams or more mixture	<p>than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p><b>Second Offense:</b> Not less than 20 yrs, and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p><b>2 or More Prior Offenses:</b> Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p>
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	

Substance/Quantity	Penalty
Any Amount Of Other Schedule I & II Substances	<b>First Offense:</b> Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.
Any Drug Product Containing Gamma Hydroxybutyric Acid	<b>Second Offense:</b> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Flunitrazepam (Schedule IV) 1 Gram	
Any Amount Of Other Schedule III Drugs	<b>First Offense:</b> Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.
	<b>Second Offense:</b> Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	<b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.
	<b>Second Offense:</b> Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.

Any Amount Of All Schedule V Drugs	<b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.
	<b>Second Offense:</b> Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

### Chart Two

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	<p><b>First Offense:</b> Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.</p> <p><b>Second Offense:</b> Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.</p>
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	<p><b>First Offense:</b> Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.</p> <p><b>Second Offense:</b> Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.</p>
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	<p><b>First Offense:</b> Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.</p> <p><b>Second Offense:</b> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.</p>
Hashish More than 10 kilograms	
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)  1 to 49 marijuana plants	<p><b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.</p> <p><b>Second Offense:</b> Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.</p>
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

### Missouri Penalties

A complete listing of Missouri substances, how they are placed on the schedule and additional drug information, can be found at: <http://www.moga.mo.gov/statutes/C100-199/1950000017.HTM>

Missouri drug regulations can be found at:

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

### **Drug-Free Workplace Policy:**

In compliance with the drug-free workplace requirements of Public Law 100-690 for recipients of federal contracts and grants, the following policy is in effect for Three Rivers College and published in the *Staff Handbook* and *Three Rivers College Catalog* each year:

1. The unlawful manufacture, distribution, possession or use of a controlled substance is prohibited by Three Rivers College on any property owned, leased, or controlled by Three Rivers College or during any activity conducted, sponsored, authorized by, or on behalf of Three Rivers College. A controlled substance shall include any substance defined as a controlled substance in Section 102 of the Federal Controlled Substance Act (21 U.S. Code 802).
2. Three Rivers College has and shall maintain a drug-free awareness program to inform employees concerning the following:
  - a. The dangers of drug abuse in the workplace
  - b. Maintenance of a drug free workplace
  - c. Drug counseling and rehabilitation programs
  - d. Possible penalties of drug-abuse and rehabilitation violations.

### **Health Risks Associated with Drug and Alcohol Use:**

Illicit drug use may result in:

- Physical or psychological dependency;
- A craving or inability to stop using drugs;
- Adverse effects on the body systems; injury due to motor vehicle crashes, assaults or other unintended acts;
- Disruption of personal relationships and work habits;
- Ineligibility for some types of employment

Health risks associated with Drug and Alcohol use facts you should know if you are considering the consumption of alcoholic beverages:

- Missouri's legal drinking age is 21.
- Missouri's legal blood alcohol limit is .08.

If you DO choose to drink:

Misuse of alcohol or drugs inhibits your ability to act responsibly or react quickly. Below are a few safety tips you should keep in mind:

Limit your alcohol intake.

- Avoid combining alcohol with prescription medicines and club drugs; the combination can be dangerous.
- Never leave your drink unattended or accept a pre-poured drink from a stranger.
- Buzzed or drunk driving is deadly and illegal; leave your vehicle parked and find other transportation. Your life and others' lives depend upon your decision.
- Don't hesitate to call Public Safety (573-840-9713) if you or your friends are in need of assistance and have been drinking. Our main concern is your safety!

## Health Risks

Substance abuse may result in a wide array of serious health and behavioral problems. Substance abuse has both long and short-term effects on the body and the mind. Alcohol and drugs are toxic to the human body. In addition to the problem of toxicity, contaminant poisonings often occur with illegal drug use. HIV infection with intravenous drug use is a prevalent hazard.

Acute health problems may include heart attack, stroke, and sudden death, which can occur for first time cocaine users. Long lasting effects caused by drug and alcohol abuse can cause problems such as disruption of normal heart rhythm, high blood pressure, leaks of blood vessels in the brain, bleeding and destruction of brain cells, possible memory loss, infertility, impotency, immune system impairment, kidney failure, cirrhosis of the liver, and pulmonary damage. Drug use during pregnancy may result in fetal damage and birth defects causing hyperactivity, neurological abnormalities, and developmental difficulties.

Additional health risks can include:

<b>Substance</b>	<b>Some Possible Long-Term Effects</b>
Alcohol	toxic psychosis, physical dependence, neurological and liver damage, fetal alcohol syndrome, impaired judgment
Amphetamines <i>uppers, speed, crank</i>	loss of appetite, delusions, hallucinations, heart problems, hypertension, irritability, insomnia, toxic psychosis, rebound depression
Benzodiazepines (Valium, Xanax, Ativan, Dalmane, Rohypnol) <i>benzos, downers, sleepers, tranqs, roofies</i>	impaired judgment, sedation, panic reaction, seizures, psychological dependence, physical dependence
Cocaine & Cocaine freebase <i>coke</i>	loss of appetite, restlessness, anxiety, irritability, paranoia, panic attacks, depression, weight loss, seizure, heart attack, stroke, hypertension, psychosis, chronic cough, nasal passage injury, difficulty swallowing, hallucinations
Codeine	physical dependence, constipation, loss of appetite, lethargy, respiratory depression
Heroin <i>H, junk, smack</i>	physical dependence, constipation, loss of appetite, lethargy, respiratory depression, collapsed veins, abscesses, infection of heart lining and valves, arthritis
Inhalants <i>ames, gas, laughing gas, poppers, snappers</i>	psychological dependence, psychotic reactions, confusion, frozen airway, sudden death
LSD <i>acid</i>	may intensify existing psychosis, panic reactions, can interfere with psychological adjustment and social functioning, insomnia, flashbacks

MDA, MDMA, MOMA <i>ecstasy, xtc</i>	same as LSD, sleeplessness, nausea, confusion, increased blood pressure, sweating, paranoia, impulsiveness, irritability, sleep disturbance, anxiety
Marijuana (cannabis) <i>pot, grass, dope, weed, joints</i>	chronic cough, bronchitis, mood swings, paranoia, lethargy, impaired concentration
Methamphetamine <i>meth, chalk, crank, crystal, glass, tweak, ice, tina</i>	physical degeneration, dental issues, increased heart rate, disorganized lifestyle, lowered resistance to illness, liver damage, paranoia, insomnia, anxiety, extreme aggression, delusions, convulsions, brain damage, hallucinations, stroke, death
PCP <i>crystal, tea, angel dust</i>	psychotic behavior, violent acts, psychosis, hallucinations at high dose, feelings of invulnerability, exaggerated strength, seizures, coma, hyperthermia
Psilocybin <i>magic mushrooms, shrooms</i>	may intensify existing psychosis, visual hallucinations, altered perceptions, nervousness, confusion, panic, paranoia
Steroids <i>roids, juice</i>	cholesterol imbalance, acne, baldness, anger management problems, masculinization of women, breast enlargement in men, premature fusion of long bones preventing attainment of normal height, atrophy of reproductive organs, impotence, reduced fertility, stroke, hypertension, congestive heart failure, liver damage, depression

Source: National Institute on Drug Abuse

### Alcohol and Drug Prevention Programs

- 1) Awareness Week 2014
  - Mock crash—drinking and driving
  - Drinking goggles simulation
- 2) River Ridge Apartment workshops
  - Cannabis Food workshop held in the club house of the housing complex
- 3) Awareness Day 2015
  - Drinking and driving simulator—250 participants
  - Alcohol and Drug Awareness Media link slides for Alcohol Awareness month of April.
- 4) Speak Up brochure available to all students and employees
  - Presentation of Speak Up brochure at all new Registration and Orientation for College Success--ROCS
  - 2014—1014 students participated in ROCS session for fall semester
  - 2015—1314 students participated in ROCS session
  - Adjunct Workshop Fall 2015--? Participants and all received the Speak Up brochure.
- 5) New Student Orientation Class--2015
  - 1042 students did assignment on Speak Up brochure with a 94% grade Average.
- 6) New Employee Orientation training provided and information provide to employee on flash drive given to employee which includes the employee handbook. 33 employees attended new employee orientation in 2015.

### Improvement Plan from 2012-2013 Biennial Review

- 1) Speak Up brochure was created and made available to all students and staff
- 2) Added awareness day in 2015 and tracked participants

- 3) Made use of Media Link system which is broadcast to all External Locations and main campus.
- 4) Speak Up brochure was presented in all ROCS sessions
- 5) Assessed assignment was added to New Student Orientation Class.
- 6) Set up monthly new employee training workshops. Drug and Alcohol prevention and programs are part of these workshops.

**Additional Available Resources:**

- Alcoholics Anonymous (573)362-3030
- Missouri Substance Abuse Treatment (855) 673-7172
- Public Safety (573) 840-9713

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

- Gibson Addiction Recovery Center (573) 472-2253
- Family Counseling Center Inc. (573) 359-2600
- Use No Drugs (888) 852-5869
- Drug and Alcohol Rehab Headquarters (573) 431-0554. Hotline (573) 785-5333

**Resources for Assistance:**

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

Some other resources include:

- Alcoholics Anonymous – <http://www.aa.org>
- Al-Anon – <http://www.nycalanon.org>
- Narcotics Anonymous – <http://www.na.org>
- Focus on Recovery Helpline (alcohol/drugs) – 1-800-374-2800 or 1-800-234-1253
- National Suicide Prevention Lifeline – 1-800-SUICIDE (784-2433)
- National Alliance for the Mentally Ill – 1-800-950-6264
- Department of Health and Human Services Drug and Alcohol Treatment Referral Routing Service – 1-800-662-4357
- Veterans – Locate the closest VAMC or VA Regional Office: 1-877-222-8387

