



THREE RIVERS COLLEGE

Biennial Review of the Alcohol and Drug Policies, Procedures, Support Services and Educational Programs at Three Rivers College for the period of January 1, 2022 through December 31, 2023 as required by the Drug-Free Schools and Campuses Act.

Compiled by:
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Introduction

Three Rivers College is committed to supporting the safety and health of its students and employees in furtherance of its mission to provide accessible, high quality and affordable learning opportunities that transform lives and strengthen the communities we serve. As part of that commitment, the college has implemented system-wide alcohol and drug abuse prevention programming. This programming incorporates a series of strategies including policies/procedures, formal notifications, education, cross-college collaboration, interventions, enforcement, and services.

The college monitors the effectiveness of this programming. This report is the result of a biennial review of TRC's alcohol and drug prevention programming, in compliance with Federal Drug Free Schools and Campuses Regulations (34 C.F.R. Part 86).

Biennial Review Process

In support of the safety and health of its students and employees, and pursuant to its obligation to conduct a biennial review of its drug and alcohol abuse prevention programs, TRC has authorized an administrative review of those programs to be completed every two years. The purpose of this review is (1) to consider whether the college is meeting its obligations under the Federal Drug Free Schools and Campuses Regulations, (2) to summarize the related policies, procedures and programs, and (3) to recommend any appropriate enhancements to those policies, procedures and programs.

TRC has a committee to conduct the biennial review. The Dean of Student Services and the Director of Human Resources serve as co-chairs of the committee. Other members include:

- Director of Enrollment Services and Student Development
- Division Chair, Science, Math, Health and Physical Education, and Social Science
- Communications Specialist – Content
- Director of Housing
- Assistant Director of Housing

The following materials, policies and programs were examined as part of this biennial review:

- U.S. Department of Education, Complying with the Drug-Free Schools and Campuses Regulations, A Guide for University and College Administrators
- Campus Prevention Network, Complying with the Drug-Free Schools and Campuses Regulations, A Guide for University and College Administrators
- EDGAR Part 86 – Drug-Free Schools and Campuses Regulations <https://www.ecfr.gov/current/title-34/subtitle-A/part-86>
- TRC's College Catalog <https://trcc.edu/academics/collegecatalog.php>
- TRC's Annual Security Reports <https://trcc.edu/wp->

[content/uploads/campusSecurityReport.pdf](#)

- TRC's Alcohol/Drug Free Work/Learning Place Regulation <https://trcc.edu/about/policies-and-regulations/>
- TRC's Consumer Information webpage <https://trcc.edu/consumerinformation/>
- TRC's Standards of Student Conduct Regulation <https://trcc.edu/about/policies-and-regulations/>
- TRC's Student Disciplinary Proceedings Regulation (outlines disciplinary procedures and possible sanctions for students found responsible for violating college policies) <https://trcc.edu/about/policies-and-regulations/>
- Summary of TRC's alcohol and other drug-free programming/events

Annual Notification Process

Students

TRC has developed a notice that is sent to all enrolled students' official student email accounts. A specific procedure was developed to ensure this notice is provided in writing to students at various times throughout the year. After the second week of the fall and spring semesters, all currently enrolled students are identified and sent a notice via their official student email account. The notice covers the following:

- Public Disclosure Notification to All Students
- FERPA Notification to All Students
- Alcohol and Drug Awareness Notification to All Students

Employees

All college employees have access to the college's policies, procedures and resources related to drug and alcohol use on the college website. Drug and alcohol abuse treatment information and related resources are also made available to full-time employees through the college's employee health insurance plan.

- New full-time employees will receive the DAAPP (Drug Abuse and Alcohol Prevention Program) materials as part of the new employee orientation which they attend within the first six months of their hire date.
- Part-time employees will receive the DAAPP notice via their official employee email account immediately following their hire date.
- All college employees will receive the DAAPP notice bi-annually each September and February via their official employee email account.

Educational Services, Programs and Activities

TRC strives to ensure that our students and employees have a worthwhile educational experience in a civil environment and is committed to providing ongoing educational support and resources on alcohol and drug abuse for our institutional community.

Through a variety of services and prevention activities, TRC’s Student Services and Human Resources departments provide this ongoing support to students and employees in the area of drug and alcohol awareness and prevention. The following programs and services were available during the past two years (2022-2023).

- Personal, mental health counseling services for currently enrolled students.
- Community resources and referral services for students and employees.
- Online resources for students and employees.
- Orientation programs for new students and employees.
- First semester college orientation course for new students.
- Professional development/training sessions for employees.
- Drug and alcohol prevention and awareness activities for students and employees.
- SPEAK UP program and brochure highlight health risks, penalties, and resources available to students and employees. See Appendix A for Health risks and penalties.

Alcohol and Drug Violations Enforcement Analysis

The table below shows the number of alcohol and other drug arrests and referrals for disciplinary action for students and employees. This chart consolidates statistics from each location for the calendar years 2022-2023.

Arrests & Referrals	2022	2023	Totals
Alcohol violations	8	5	13
Drug violations	4	4	8

The Office of the Dean of Student Services is responsible for enforcement of AOD policies for students. The Human Resources office is responsible for employee conduct violations related to alcohol and drugs. The table below summarizes sanctions imposed for student and employee incidents involving alcohol and drugs that were reported to campus officials.

Sanctions Imposed	2022	2023	Totals
Student sanctions			
Reprimand	11	9	20
Probation	0	0	0
Suspension	1	0	1
Employee actions			
Resigned	0	0	0
Terminated	0	0	0

Assessment

During 2022 and 2023, Three Rivers College enrolled students and employees had various opportunities to participate in Alcohol and Drug Prevention Program activities, trainings, and learning modules.

1. Raider Resource Days
 - a. Arrive Alive was on campus with 35 participants.
2. Speak Up brochure available to all students and employees
 - a. Presentation of Speak Up brochure at all new Registration and Orientation for College Success—ROCS—due to the constraints of COVID pandemic we moved to a virtual ROCS video for the students to view. Advisors also went over the material in the student’s first registration meeting.
 - i. 2022—226 students participated in ROCS session
 - ii. 2023—195 students participated in ROCS session
 - b. Presentation of Speak Up brochure at Commercial Driver License (CDL) Orientation
 - i. 2022—6 Students participated
 - ii. 2023--106 Students participated
3. New Employee Orientation training and information provided to employee on flash drive which includes the employee handbook
 - a. 34 participants for 2022
 - b. 40 participants for 2023
4. New Student Orientation Class—2022 and 2023
 - a. 2022 - 841 students did assignment on Speak Up brochure with an 72% completion rate
 - b. 2023 -849 students did assignment on Speak Up brochure with a 87% completion rate
5. Employee training utilizing Safe Colleges provided by liability insurance company, Missouri United School Insurance Council (MUSIC).
 - i. 2022– 346 assigned; 93% completion rate for full-time employees and 44%% completion rate for part-time employees
 - ii. 2023 – 406 assigned; 96% completion rate for full-time employees and 53% completion rate for part-time employees

Summary of Findings

The Biennial Review Committee has considered the overall effectiveness of TRC’s DAAPP. The Committee believes that, in light of the college’s position as a local community college and its available resources, services and personnel, overall, the college’s drug and alcohol abuse prevention program is effective.

During the course of its review, the Committee identified the following strengths/positives with the college DAAPP during the two-year review period:

Strengths

- Employees are aware of Pave Suite Portal as an effective mechanism to report concerns and enlist support for students and employees.
- Counseling Services provide a wide variety of resources to help educate and support students and employees about drug and alcohol abuse, health risks and resources.

Recommended areas of Improvement

- Formalize assessment of substance use awareness and prevention activities provided through Student Services and Human Resources.
- Awareness Drug and Alcohol Training through Constant Contact email.
- Development Alcohol and Drug Awareness in Blackboard as a student learning module.
- Develop monthly awareness activities and publications.
- Review drug and alcohol awareness online programs.
- Better utilize TRC's social media platforms (Facebook, Twitter) to inform college of health risks, and drug and alcohol awareness events.

As the college considers and implements these efforts, they will be evaluated and adjusted as needed to accomplish the overall goal of emphasizing the importance of drug and alcohol abuse prevention to the college community.

Appendix A

A Federal Trafficking Penalties table, obtained from the U.S. Drug Enforcement Administration (<https://www.campusdrugprevention.gov/content/drug-scheduling-and-penalties>), is provided below:

Federal Trafficking Penalties

Chart One

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: 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.	Cocaine 5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: 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. 2 or More Prior Offenses: Life imprisonment. Fine of not more than
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
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	

				\$20 million if an individual, \$75 million if not an individual.
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Substance/Quantity	Penalty
Any Amount Of Other Schedule I & II Substances	First Offense: 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	Second Offense: 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	First Offense: 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. Second Offense: 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)	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: 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	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: 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	First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life.

marijuana mixture or 1,000 or more marijuana plants	<p>Fine not more than \$10 million if an individual, \$50 million if other than an individual.</p> <p>Second Offense: 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>
<p>Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants</p>	<p>First Offense: 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>Second Offense: 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, \$50 million if other than an individual.</p>
<p>Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants</p>	<p>First Offense: 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>Hashish More than 10 kilograms</p>	<p>Second Offense: 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>
<p>Hashish Oil More than 1 kilogram</p>	
<p>Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants Hashish 10 kilograms or less Hashish Oil 1 kilogram or less</p>	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.</p>

Missouri Penalties

Missouri drug statutes can be found at:

<https://revisor.mo.gov/main/OneChapter.aspx?chapter=579>

A complete listing of Missouri substances, how they are placed on the schedule and additional drug information, can be found at:

<https://revisor.mo.gov/main/OneSection.aspx?section=195.017>

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, remember that 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!

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.

Health risks can include:

Substance	Some Possible Long-Term Effects
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

<p>Methamphetamine <i>meth, chalk, crank, crystal, glass, tweak, ice, tina</i></p>	<p>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</p>
<p>PCP <i>crystal, tea, angel dust</i></p>	<p>psychotic behavior, violent acts, psychosis, hallucinations at high dose, feelings of invulnerability, exaggerated strength, seizures, coma, hyperthermia</p>
<p>Psilocybin <i>magic mushrooms, shrooms</i></p>	<p>may intensify existing psychosis, visual hallucinations, altered perceptions, nervousness, confusion, panic, paranoia</p>
<p>Steroids <i>roids, juice</i></p>	<p>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</p>

Source: National Institute on Drug Abuse