

Northeast Alabama Community College



Drug and Alcohol Abuse Prevention Program Biennial Review 2021-2022

BIENNIAL REVIEW COMMITTEE:

Chad Gorham, Dean of Instruction; Committee Chair
Barbara Kilgore, Associate Dean of Instruction
David Snay, Police Officer
Steven Whited, Criminal Justice Instructor
Bryon Miller, Computer Science Instructor
Juliah Sanford, Director of Developmental Studies
Hugo Deangelis, Machine Tool Instructor
John Fowler, Welding Instructor
Galen Andrews, Industrial Electronics Instructor
Rebecca Cloud, Assistant to the Associate Dean of Instruction; Secretary

The biennial program review was conducted by the above committee using the Program Evaluation Tool. A blank copy is included in Appendix A. Minutes from the committee meeting are included in Appendix B. Committee comments are found with each program component.

POLICY:

It is the policy of Northeast Alabama Community College that each year the Drug and Alcohol Abuse Prevention Program document will be distributed to each student and employee of Northeast Alabama Community College. It is further the policy of Northeast Alabama Community College that every other year a committee assigned by the President of Northeast Alabama Community College shall review its Drug and Alcohol Abuse Prevention Program and shall:

1. determine the effectiveness of its program and report to the President any revisions needed by the program to make it more effective; and
2. ensure that the standards of conduct described in Part II hereof are fairly and consistently enforced; and
3. submit a written report to the President stating all findings and recommendations of the Committee. The President shall implement such of the Committee's recommended revisions as he/she shall deem appropriate and reasonable.

PREVENTION PROGRAM COMPONENTS & REVIEW COMMENTS

STANDARDS OF CONDUCT AND ENFORCEMENT THEREOF

Northeast Alabama Community College is a public education institution of the State of Alabama and, as such, shall not permit on its premises, or at any activity which it sponsors, the possession, use, or distribution of any alcoholic beverage or any illicit drug by any student, employee, or visitor. In the event of the confirmation of such prohibited possession, use, or distribution by a student or employee, Northeast Alabama Community College shall, within the scope of applicable Federal and State due process requirements, take such administrative or disciplinary action as is appropriate. For a student, the disciplinary action may include, but shall not be limited to, suspension or expulsion. For an employee, such administrative or disciplinary action may include, but shall not be limited to, reprimand, or suspension, or termination of employment, or requirement that the employee participate in and/or successfully complete an appropriate rehabilitation program. Any visitor engaging in any act prohibited by this policy shall be called upon to immediately desist from such behavior.

If any employee, student, or visitor shall engage in any behavior prohibited by this policy which is a violation of Federal, State, or local law or ordinance, including State underage drinking laws, that employee, student, or visitor shall be subject to referral to law enforcement officials for arrest and prosecution.

COMMITTEE COMMENTS

All students and employees are provided and given access to the standards of conduct and the enforcement of said standards, which ensures enforcement in a fair and consistent manner. Considering the biennial period of two years, no student or employee related violations were reported.

ACTIVITIES

Northeast Alabama Community College is committed to maintaining a campus free from drug and alcohol abuse. To encourage students and employees to avoid the negative effects of such abuses, the college offers the following activities and training as part of its drug and alcohol awareness program.

New Student Orientation: Students receive information during orientation regarding the prohibition of drug and alcohol use on campus.

Online Alcohol and Drug Prevention Program: The Dean of Student Services sends an email each semester to all students encouraging them to participate in free online training for the prevention and awareness of drug and alcohol abuse, etc. The program addresses standards of conduct and policy; legal sanctions, including campus disciplinary actions and state and federal sentences for offenses; health risks of drug and alcohol use; and where to seek assistance.

Mocktail Activity: Each year the Student Activities Director invites all student organizations to participate in a “mocktail” party in the Student Center. Participating organizations compete by providing alcohol-free drinks to students in support of the theme to prevent dangerous alcohol-related activities such as drinking and driving. Students vote on the

winning “mocktail” and are provided with educational information on the negative effects of alcohol.

Mustang Community Resource Fair: This activity is a free on-campus event where local agencies come together to share helpful information with students, faculty, staff and community members. This event promotes awareness of the many services that are available in the community including food services, clothing resources, housing and shelter, childcare, healthcare, counseling services, substance abuse resources, senior care, crisis and emergency services, transportation, education and employment. Tables are set up outside on the quad, and agency representatives share information with attendees that stop by. The Fair is a biannual event that takes place each Fall and Spring semester.

New Employee Orientation: The Human Resources Director provides new employees with a copy of the *Drug-Free Workplace Policy* and asks them to review it during their orientation. Additionally, employees receive a copy of the *Drug and Alcohol Abuse Prevention Program* upon hire.

Practitioners of Youth Safety Summit: The Criminal Justice program holds an annual training event on drug abuse awareness, current drug trends, and drug-induced medical emergencies. The training event is offered to local law enforcement, social workers, counselors, school administration/staff, and other professions that work to safeguard the youth. The Campus Police and Criminal Justice program faculty utilize the training, and it is tuition-free for all NACC faculty and staff.

COMMITTEE COMMENTS

The activities offered provide drug and alcohol abuse information to both students and employees in support of a campus free of drug and alcohol use and abuse. The committee submitted no additional activities.

LEGAL SANCTIONS

- A. State Offenses
- B. Federal Offenses
- C. Local Ordinances

COMMITTEE COMMENTS

The legal sanctions provided in the program document offer a detailed yet incomprehensive list of activities and state, federal, and local consequences of illicit possession, use, and distribution of alcoholic beverages and drugs. The committee submitted no changes to the included offenses and consequences.

HEALTH RISKS

- A. Cannabis
- B. Cocaine
- C. Other Stimulants, including Methamphetamines
- D. Depressants
- E. Narcotics, including Opioids
- F. Hallucinogens
- G. Inhalants
- H. Designer/Club Drugs
- I. Alcohol

J. Nicotine, including E-cigarettes

COMMITTEE COMMENTS

The health risks and symptoms associated with various categories of substances provides a detailed and ever-growing listing of the consequences that users can and may face. The committee agreed that additional emphasis on the prevalence and danger of fentanyl abuse and exposure is appropriate and warranted. Continued discussions prompted a new document section entitled "Exposure/Contamination."

RESOURCES AND ASSISTANCE ORGANIZATIONS

- A. Campus
- B. Community
- C. State/National
- D. Additional Online Resources

COMMITTEE COMMENTS

The provided resources and assistance organizations offer student and employees campus, community, state/national, and various online avenues for information and assistance related to drug and alcohol use or abuse. The committee agreed on the importance of ensuring accuracy and validity in providing resources.

OVERVIEW OF REVIEW FINDINGS

The biennial review the NACC's Drug and Alcohol Abuse Prevention Program, using the Evaluation Tool included in Appendix A by the review committee (individual responses in Appendix C), found that the program demonstrates effectiveness in all included and reviewed components. Committee comments prompted the inclusion of additional information on fentanyl and potential exposure; an additional phone number for the DeKalb County Investigations Office; and continued efforts to ensure the accuracy and validity of all resources.

APPENDIX A

Drug and Alcohol Abuse Prevention Program Evaluation Tool (blank)

The NACC Drug and Alcohol Abuse Prevention Program demonstrates effectiveness by:	Demonstrates Effectiveness	Does Not Demonstrate Effectiveness	Comments
1. Explaining NACC’s policy regarding the possession, use, or distribution of alcohol/controlled substances through Section II: Standards of Conduct and Enforcement.			
2. Explaining the activities, information, and training offered to students and employees through Section III: Campus Prevention.			
3. Providing up-to-date and accurate state, federal, and local criminal offenses and punishments through Section IV: Legal Sanctions Regarding Unlawful Use, Possession, or Distribution of Alcoholic Beverages and Illicit Drugs.			
4. Providing up-to-date and accurate information through Section V: Health Risks of Drug and Alcohol Use and Abuse.			
5. Providing up-to-date and accurate information related to drug and alcohol abuse resources through Section VI: Where to Get Assistance.			
6. Providing drug and alcohol abuse prevention information to students during new student orientation, through free online training offered each semester, and through a yearly “mocktail” activity.			

7. Providing drug and alcohol abuse prevention information to all new employees upon hire.			
8. Completion of a biennial review of the number of employees seeking information and/or assistance related to drug and alcohol use or abuse, which is provided by the NACC Director of Human Resources.			
9. Completion of a biennial review of drug/alcohol related campus incident reports provided by NACC Campus Police.			

APPENDIX B



Northeast Alabama Community College

- Committee: Drug-Free Schools and Communities
- Meeting: December 9, 2021 at 2:00 p.m. via Microsoft Teams
- Present: Chad Gorham (chair), Barbara Kilgore, Bryon Miller, Juliah Sanford, John Fowler, Steven Whited, Rebecca Cloud (secretary)
- Absent: Galen Andrews, Hugo Deangelis, David Snay

The Drug-Free Schools and Communities Committee met to conduct a biennial review of the Drug and Alcohol Abuse Prevention Program for 2021-2022. Mr. Gorham opened the meeting by giving a brief description of the program and its purpose. Committee members were provided the program document prior to the meeting and tasked with reviewing its contents for any potential changes. Although Officer David Snay could not be in attendance, Mr. Gorham did discuss the document with him prior to the meeting and reported no recommendations. Mr. Gorham touched on each section of the document and allowed for discussion of each topic.

In Section III regarding prevention activities and training, the committee agreed that all activities are accurately described.

In Section IV regarding legal sanctions, Mr. Steven Whited – and Officer Snay prior to the meeting – both agreed to its accuracy.

In Section V addressing health risks of drug and alcohol use and abuse, Mr. Steven Whited recommended adding a specific statement on the extremely dangerous drug fentanyl due to its prevalence in the region. He noted that it likely needs to stay in Section V, *H. Designer Drugs/Club Drugs*, but it also needs a separate mention under Section V, *C Other Stimulants*. He stressed the importance that employees and students be aware of fentanyl's dangers and know what to do in the event of potential exposure. The committee agreed that this information should be included in the document, and Mr. Whited said he would gather the necessary details. After further examination, it was decided to add a new section to the document – Exposure Contamination.

In Section VII of assistance resources, Mr. Whited provided an additional phone number for the DeKalb County Investigations Office. Ms. Juliah Sanford noted that Mountain Lakes Behavioral Healthcare now offers services to all NACC employees and students regardless of residency. Since the program document does not specify a residency requirement, no changes are needed. Mr. Gorham stated that all online resources would be checked for accuracy.

No other topics were brought forward for discussion.

In closing, Mr. Gorham told committee members that a revised document with the agreed upon changes would be sent out for evaluation and final approval.

The meeting adjourned at 2:24 p.m.

Committee approved the document and determined the program demonstrates effectiveness on all nine points.

APPENDIX C

Drug and Alcohol Abuse Prevention Program Evaluation Tool Survey Responses

Name	Do you accept the document changes based on committee discussion and approve it for use?	1. Explaining NACC's policy regarding the possession, use, or distribution of alcohol/controlled substances through Section II: Standards of Conduct and Enforcement.	2. Explaining the activities, information, and training offered to students and employees through Section III: Campus Prevention.	3. Providing up-to-date and accurate state, federal, and local criminal offenses and punishments through Section IV: Legal Sanctions Regarding Unlawful Use, Possession, or Distribution of Alcoholic Beverages and Illicit Drugs.	4. Providing up-to-date and accurate information through Section V: Health Risks of Drug and Alcohol Use and Abuse.
Hugo Deangelis	Approved	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness
Steven Whited	Approved	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness
Juliah Sanford	Approved	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness
Barbara Kilgore	Approved	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness
Bryon Miller	Approved	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness
John Fowler	Approved	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness
Chad Gorham	Approved	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness
Rebecca Cloud	Approved	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness

Name	5. Providing up-to-date and accurate information related to drug and alcohol abuse resources through Section VI: Where to Get Assistance.	6. Providing drug and alcohol abuse prevention information to students during new student orientation, through free online training offered each semester, and through a yearly "mocktail" activity.	7. Providing drug and alcohol abuse prevention information to all new employees upon hire.	8. Completion of a biennial review of the number of employees seeking information and/or assistance related to drug and alcohol use or abuse, which is provided by the NACC Director of Human Resources. (0 employees seeking info and/or assistance)	9. Completion of a biennial review of drug/alcohol related campus incident reports provided by NACC Campus Police. (0 reports)
Hugo Deangelis	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness
Steven Whited	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness
Juliah Sanford	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness
Barbara Kilgore	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness
Bryon Miller	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness
John Fowler	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness
Chad Gorham	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness
Rebecca Cloud	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness	Demonstrates Effectiveness