**St. Mary’s College of Maryland**

**Biennial Review Report, Alcohol and Other Drug Programs**

**Academic Years**

**2018/2019 – 2019/2020**

***Key documents used to prepare this report:***

* [Biennial-Review Info](https://docs.google.com/spreadsheets/d/1xGkJTwLRcDteqQWXU9yDhrnESDj-jP2Gn0I30df2oHk/edit?usp=sharing)
* [Biennial Review.xlsx](https://docs.google.com/spreadsheets/d/13OULQTHRcXRw_45FV-4xwk8tUabNjMy9/edit#gid=234440824)
* [Alcohol Task Force Report SAC 4.3 Final.docx](https://docs.google.com/document/d/1gNLE31geynM8_krsF3-WfIc6JgIYw0JM/edit)
* [*Complying with the Drug-Free Schools and Campuses Regulations [EDGAR Part 86] A Guide for University and College Administrators*](https://safesupportivelearning.ed.gov/sites/default/files/hec/product/dfscr.pdf)

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require all institutions of higher education, including St. Mary’s College of Maryland (SMCM or the College), to certify that it has adopted and implemented programs to prevent the abuse of alcohol and the use or distribution of illicit drugs both by students and employees, 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 re-entry programs that are available to employees or students.
* A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, 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: (1) determining the effectiveness of the policy and implementing changes to the Alcohol and Other Drug (AOD) program if they are needed; and (2) to ensure that the sanctions developed are enforced consistently.

The biennial review must also include a determination as to: (1) the number of drug- and alcohol-related violations and fatalities occurring on the campus or as part of the institution’s activities that are reported to campus officials; and (2) the number and type of sanctions the institution imposed on students or employees as a result of such violations and fatalities.

The College acknowledges its legal obligation to conduct a biennial review of compliance with the DFSCA and authorized an administrative review to be conducted to determine if the College fulfills the requirements of the above federal regulations.

The following campus offices provided information for this report:

* Athletics and Recreation
* Student Conduct
* Counseling and Psychological Services
* Student Activities
* Residence Life
* Human Resources
* Public Safety

In Fall 2018, the Vice President of Student Affairs/Dean of Students established the Alcohol Task Force (the Task Force), comprised of students, faculty, and staff. The charge to the Task Force was to review the survey data collected by the [Maryland Collaborative to Reduce College Drinking and Related Problems](https://marylandcollaborative.org/) (the Maryland Collaborative) in 2016 and 2018, to fully understand the scope and nature of student alcohol use on campus, and recommend to the Vice President of Student Affairs/Dean of Students priorities to address, strategies to address those priorities, and an implementation timeline. The Task Force created a Recommendation Report (the Recommendation Report), from which this report is drawn, in April 2019.

1. **Descriptions of AOD Program Elements**
	1. **Program Elements**

During the period of time covered in this biennial report, the College implemented the following AOD program elements:

* + 1. **SAFE House**

The Office of Residence Life sponsors the Substance and Alcohol-Free environment (SAFE) house. Students who live in this housing sign an agreement to abstain from using alcohol and other drugs while in their residence and agree to not return to the residence under the influence of drugs or alcohol. Participation in the program has ranged from 15-20 covering all four years of enrollment.

* + 1. **Safe Ride**

Safe Ride is a student-run van service which transports students who have been drinking alcohol from The Green Door, a local off-campus drinking establishment, back to campus. The service is financially supported through the Student Government Association and is supervised by a staff member in the Office of Student Activities.

Safe Ride drivers receive state driver certification training from the Office of Public Safety. All other training, including any training on alcohol and other drugs, is done on a peer-to-peer basis on the job.

Safe Ride generally runs during nights students generally attend the Green Door academic year and on Saturday nights when a large crowd is expected at the Green Door (for example, when a student or alumni band is playing or on Halloween).

For the 2018-2019 academic year there were a total of 938 passengers. For the 2019-2020 academic year there is no utilization data available for Safe Ride. However, it can be assumed that it was utilized similarly to the 2018-2019 academic year until March of 2020 when the college moved to virtual learning due to the COVID virus.

* + 1. **Maryland College Alcohol Survey**

During the spring 2020 semester, St. Mary’s College of Maryland participated in the Maryland College Alcohol Survey (MD-CAS) administered by the Maryland Collaborative to Reduce College Drinking and Related Problems (the Collaborative). The survey had a 19% response rate.

Key statistics from the survey data include:

* 46% of students binge drank in the past month
* 71% of underage students have had at least one drink in the past year
* 41% of underage students binge drank in the past month
* Binge drinking has declined since the spring 2018 survey, when 63% of students reported binge drinking in the past month.

Other key findings from the survey included:

* Students who skip class regularly are more likely to be binge drinkers (58%) than students who rarely skip class (42%). Similarly, these students are more likely to use cannabis (59% vs. 35%).
* SMCM students over 21 are more likely to binge drink (54%) than their underage peers (41%). Legal age students drink more often than their underage peers. Greater access to alcohol is likely the reason.
* As a result of someone else’s drinking, students reported that 65% had cared for peers who had been drinking, 58% reported interruptions to sleep or studying, and 19% experienced an unwanted sexual advance.
	+ 1. **CAC Participation**

The college partnered with the St. Mary’s County Cannabis and Alcohol Coalition (CAC) in the fall of 2019. The County’s Cannabis and Alcohol Coalition partners with county agencies and community partners to address the negative impacts of cannabis and alcohol. The College partnered with the CAC in providing students to participate in environmental screening at on-campus parties and at the local bar. We also provided advisory information for other initiatives.

* + 1. **Student Training (OLs, RAs, New Student Orientation, etc.)**

Residence Life paraprofessional staff members are trained on alcohol and other drug issues during their first annual staff training (in August or January depending on which semester they are hired). Training information for the previous two academic years is provided below:

* Fall 2018:
	+ Alcohol and Other Drugs Training
	+ Behind Closed Doors
* Fall 2019:
	+ Alcohol and Other Drugs Training
	+ Behind Closed Doors

New students participated in three orientation sessions in August 2018 and August 2019, that reviewed issues related to Alcohol and other drugs. These sessions were:

* Title IX and your rights
* Unpacking Assumptions about College
* Substance Abuse Awareness
	+ 1. **Peer Health Educators**

The Peer Health Educators (PHE's) provide education and outreach programming. They partner with the Wellness Center and various departments throughout campus to present programming throughout the year. These programming initiatives support the campus community's safety, health, and well-being. Programming categories are mental and physical wellness, nutrition, stress, smoking, alcohol, substance use and other drug use, and any other pertinent areas of campus wellness concerns.

* 1. **Alcohol Task Force**

As described in the introduction, the Task Force reviewed survey data collected by the Maryland Collaborative in 2016 and 2018 and met with representatives from the Maryland Collaborative to obtain a deeper understanding of the data. Based on the Maryland Collaborative data, the most concerning and prevalent negative consequences associated with alcohol use self-reported by students were:

* Riding in a car with someone who had been drinking
* Getting hurt or injured while drinking
* Having unprotected sex while drinking
* Having to take care of another student who drank too much
* Having sleep and/or studying interrupted by another student who drank too much

Before exploring new strategies to address negative consequences associated with alcohol use, the Task Force familiarized themselves with the current strategies that were already in place. The Task Force used this information in order to avoid duplicative efforts, develop a systemic strategic approach, and to build on current strategies.

The Task Force divided strategies into two groups: Individual Level and Environmental Level. The Individual Level strategies strive to change a single person’s drinking behavior. Individual level strategies may have limited success if the student is in a high-risk environment. In order to reduce environmental risk, Environmental Level strategies strive to reduce campus-wide cultural issues related to alcohol.

The strategies were further categorized as prevention or intervention. Research from the Maryland Collaborative indicated that in order for strategies to be effective long-term, they must be implemented in a multi-component approach. Prevention strategies seek to discourage non-using students from engaging in alcohol use. Intervention strategies target students who already engage in high-risk alcohol use and seek to reduce high-risk behaviors and consequences with a harm reduction model.

* + 1. **Individual Level**
			1. **Prevention Strategies**

**Alcohol Policy Acknowledgement** – All new students are required to sign an acknowledgement form stating that they have read and understand the college’s alcohol policy.

**Annual Screening Days** – Every Academic Year, the Wellness Center hosts a voluntary Alcohol Screening Day in the Campus Center. Participants complete a screening and receive a recommendation/referral for treatment based on the screening outcome. An average of 100 students typically participate.

**Substance and Alcohol-Free Environment (SAFE) House** – This is a housing option for students who wish to abstain from alcohol and/or avoid the secondary effects of other students’ use.

* + - 1. **Intervention Strategies**

**Screening, Brief Intervention, and Referral to Treatment (SBIRT)** – All students who utilize Health Services at the Wellness Center complete an alcohol screening. A medical professional discusses the results of the screening with the student and makes a referral to treatment as appropriate.

**Mandated Assessments** – Students who violate the alcohol policy for a second time are sanctioned to complete 1-3 mandated alcohol assessments with a therapist at the Wellness Center.

**Medical Amnesty and Good Samaritan Policies** – These policies provide reprieve for students who are intoxicated but seek medical attention for themselves or another student.

**Parent Notification** – Parents are sent a letter informing them when their student is found responsible for violating the college’s alcohol policy. This is a first-time violation minimum sanction.

**Peer-2-Peer Alcohol Education Class** – When students are found responsible for violating the college’s alcohol policy, they are required to attend a one-hour alcohol education class led by the peer group known as the Peer Health Educators.

* + 1. **Environmental Level**
			1. **Prevention Strategies**

**Alternative Programming** – In Fall 2018, the Office of Student Activities received one-time funding to increase alternative programming options. Three programs were offered with 375 attendees.

* + - 1. **Intervention Strategies**

**Increased Campus Safety** – In Fall 2016, the Office of Public Safety implemented new strategies to increase safety during high-risk drinking events (i.e. Hallowgreens) such as, closing/monitoring entrances to the college, increasing campus lighting, and having sheriff deputies present.

**Increased Enforcement** – At the beginning of the 2018-2019 academic year, Public Safety and the Office of Residence Life agreed to increase enforcement efforts in order to reduce underage alcohol use and associated consequences.

**Safe Ride** – Safe Ride is a student-run and SGA-funded shuttle service that transports students who have been drinking alcohol from The Green Door back to campus.

**Social Host Policy** – This policy prohibits students from hosting gatherings where alcohol is being served to underage students or other college alcohol policies are being violated.

1. **Statement of AOD Program Goals and Discussion of Goal Achievement**

In the Recommendation Report, the Task Force created the following implementation timeline, based on the length of projected time needed to secure funding and to plan for full implementation of the selected strategies:

|  |
| --- |
| **Recommended Strategies and Implementation Timeline** |
| **Year 1: Academic Year 2019-2020** | **Year 2: Academic Year 2020-2021** | **Year 3: Academic Year 2021-2022** |
| * Resident Assistant (RA) Training
* Campus Community Working Group
* Campus-wide Strategic Plan
* Increase Alternative Programming
* Parent and Family Resource Center
* Accessibility to Contraception
 | * BASICS
* Increase Screening
* Increase Alternative Programming
* Media Campaign
* Expand Safe Ride
 | * Alcohol Education Class for 1st Year Students
* Enhance Safe Housing
* Increase Alternative Programming
 |

The strategies for *Year 1: Academic Year 2019-2020* are addressed below.

* 1. **Resident Assistant (RA) Training**

As described in the Recommendation Report, the primary responsibilities of RAs include: 1) recognizing and responding to students who might need help; and 2) enforcing campus alcohol policies. Boosting the quality of the initial and ongoing training of RAs empowers them to take proactive action and identify students with possible alcohol problems who need more intensive intervention. Because of the high proportion of students living on campus, training RAs has the potential to reach a large number of students. Moreover, training RAs can facilitate a shared understanding of the problems and risks associated with alcohol use and help spread a common message about the seriousness of violating campus alcohol policies and underage drinking laws. Research has demonstrated that it is possible to train individuals to screen and identify high-risk drinkers. RAs should receive ongoing training regarding warning signs and symptoms of alcohol problems.

The College’s RA training initiatives are described above in Section I.

* 1. **Campus Community Working Group**

According to the Recommendation Report, a campus community working group would build on the recommendations made by the Task Force, develop an implementation plan, and assess the effectiveness of the implemented strategies, ongoing. The working group would also act as the primary resource to collect and disseminate information about alcohol use and trends on campus. Research has shown that coalitions can be a strong and effective way for communities to address challenges, including alcohol use. There have been a number of studies that have shown the efficacy of using campus-community coalitions to reduce high-risk drinking.

The College did not convene a campus community working group during the biennial time period covered in this report (academic years 2018-19 and 2019-20).

* 1. **Campus-Wide Strategic Plan**

According to the Recommendation Report, the campus community working group could develop a strategic plan, based on the Task Force’s recommendations, for the campus and community to address underage and excessive drinking. The plan could include methods for ongoing assessment of alcohol use, identifying quantifiable ways of tracking success, and how to allocate resources in the short- and long-term to change the culture of drinking on campus. Additionally, the strategic plan should include goals for implementing sustainable and continuous program and outcome evaluation to ensure that progress toward goals is being measured. Effectiveness: Strategic planning is a well-established method for achieving organizational goals.

Because the College did not convene a campus community working group during the biennial time period covered in this report (academic years 2018-19 and 2019-20), no strategic plan to address underage and excessive drinking was developed.

* 1. **Increase Alternative Programming**

According to the Recommendation Report, student behavior suggests that students engage in underage and excessive alcohol use because of a lack of alternative activities in which to engage. Increased institutionally funded programming would provide an alternative for students who choose not to use alcohol and may prevent them from engaging in future alcohol use. Increased programming could also contribute to changing the tone and culture of the campus in regard to alcohol use. Research indicates that alcohol-free events lead to lower total alcohol consumption on the night that the activity is offered. Alternative programming events have less impact on students who already engage in excessive alcohol use but provide engagement for those who do not use alcohol, which may be a deterrent for future alcohol use.

As noted in Section I above, in Fall 2018, the Office of Student Activities received one-time funding to increase alternative programming options. Three programs were offered with 375 attendees.

* 1. **Parent and Family Resource Center**

According to the Recommendation Report, a Parent and Family Resource Center website would provide families with general campus resources, as well as updated information regarding facts about alcohol and its consequences, specific alcohol-related campus policies, alcohol-related events in the news, and ways to discuss these matters with their child from pre-matriculation through graduation. Parents typically have a strong influence on their child’s behavior and decisions. They can reinforce values and expectations regarding alcohol use and intervene if alcohol use becomes problematic. Research indicates that providing pre-matriculation educational materials to parents, keeping parents involved during the first year of college, and maintaining parental involvement is one of the most effective protective factors against excessive drinking and can enhance positive attitudes toward alternative activities/programs.

The College did not create its own Parent and Family Resource Center site. However, during summer sessions for incoming students and their families, the College informed parents and new students about key resources including:

* [The Maryland Collaborative to Reduce College Drinking and Related Problems](https://marylandcollaborative.org/), and
* [College Parents Matter](https://www.collegeparentsmatter.org/)

These websites use a public health approach to educate students and their families about the risks of underage and excessive drinking, and how parents can initiate important conversations with their students.

* 1. **Accessibility to Contraception**

According to the Recommendation Report, one of the most prevalent negative consequences associated with alcohol use self-reported by students was having unprotected sex. Contraception was currently available to students free of charge in the campus Wellness Center and in all campus housing. The goal was to increase the visibility of contraception availability in residence halls and on north campus and ensure that dispensers are easily accessible and stocked. There is little research to suggest that increasing the visibility/accessibility of contraceptives when a student is impaired will increase the likelihood of contraception use. However, when paired with other interventions, such as media campaigns, education, family expectations, and motivational interviewing, the likelihood that contraception will be used effectively increases.

The College maintained student access to contraception in the Wellness Center and residence halls but did not initiate new measures to increase availability.

1. **Summaries of AOD Program Strengths and Weaknesses**
	1. **Strengths**

The College benefits from many strengths to bolster efforts to meet its goals to prevent the abuse of alcohol and the use or distribution of illicit drugs. The College partners with the Maryland Collaborative, which provides valuable expertise, technical assistance, and resources to supplement prevention efforts. In addition, the College brought together a cross-campus team of professionals to serve on the Task Force and develop the Recommendation Report described above. Other strengths include detailed data about the scope and perceptions of community issues surrounding alcohol and other drugs; and the rural location of the campus, which offers fewer locations to procure alcohol.

* 1. **Weaknesses**

The College’s efforts to implement its intended strategies and other program elements have been hindered by several factors. First, the Student Affairs division of the College, which housed most members of the Task Force, experienced a number of leadership and personnel changes throughout the time period of this biennial report. Furthermore, the COVID-19 pandemic that began in spring 2020 profoundly affected the College’s institutional focus and priorities. In addition, the campus location has also proved to be a challenge in some respects, as there are few alternative programming activities nearby.

1. **Procedures for Distributing Annual AOD Notification to Students and Employees**
	1. **Distribution to Students**

The Vice President of Student Affairs is responsible for distributing required information to all students at the beginning of each semester. This is done via students’ College-provided email accounts. Each student is issued a College email account upon matriculation, and this is the College’s official form of communication with students. Example distribution email:

Dear Campus Community:

Please join me in welcoming all the new students to our community. In this message you will find information pertinent to the start of the new semester. I encourage you to take the time to review the information as it includes links to important policies and resources that will assist you in getting this academic year off to a great start. If you have questions, please feel free to reach out to members of our division. We are eager to work with you.

**Contents**

1. Policy Information
2. Supporting Your Fellow Students
3. Diversity and Inclusion
4. Safety On Campus
5. Wellness Information
6. Package and Info Center

**Policy Information**

To The Point, the 2016-2017 Student Handbook can be found online here [To The Point Student Handbook](http://www.smcm.edu/tothepoint/) The handbook contains information to guide your daily life as a student and you are responsible for reviewing its contents. In addition to important policy information, the handbook provides information about various campus and academic life resources. I draw your attention to the following handbook items:

* **Alcohol and Drug Policy**

The alcohol policy can be found at the following link – [Alcohol Policy](http://www.smcm.edu/tothepoint/alcohol/). The Drug policy can be found at the following link – [Drug Policy](http://www.smcm.edu/tothepoint/drugs/).

Additionally, every new student is required to sign the Alcohol Policy and Drug-Free Acknowledgement form, which states: “As a condition of my acceptance, I have read and agree to abide by the policies and regulations of St. Mary's College of Maryland concerning drug and alcohol use. I understand that violating these policies will subject me to the stated penalties.”

The College’s alcohol and illegal drug policies are also distributed to students through the annual security and fire safety report, which is sent to all students and employees each year.

* 1. **Distribution to Employees**

The College policy regarding substance abuse and drug testing for faculty and staff can be found in the Employee Handbook:

* [Employee Handbook - Aug. 30, 2018](https://www.google.com/url?client=internal-element-cse&cx=010549910514830205664:3qlrd0hhktw&q=https://www.smcm.edu/hr/wp-content/uploads/sites/43/2018/09/employee_handbook_083018.pdf&sa=U&ved=2ahUKEwj4oKLPqK2CAxV-FFkFHfI5D_8QFnoECAYQAg&usg=AOvVaw0CvUpoHo0rZZ926-krNaHL)
* [Employee Handbook - Apr. 6, 2020](https://www.google.com/url?client=internal-element-cse&cx=010549910514830205664:3qlrd0hhktw&q=https://www.smcm.edu/hr/wp-content/uploads/sites/43/2020/04/employee_handbook_040620.pdf&sa=U&ved=2ahUKEwj4oKLPqK2CAxV-FFkFHfI5D_8QFnoECAkQAg&usg=AOvVaw369WExl-i2N9c9ErD92wpv)

The policy reads as follows, on p. 19 of the [Aug. 30, 2018 Employee Handbook](https://www.smcm.edu/hr/wp-content/uploads/sites/43/2018/09/employee_handbook_083018.pdf):

The College is committed to the development and maintenance of a drug-free environment and, in accordance with the Drug-Free Workplace Act of 1988, will not tolerate the unlawful possession or use of controlled substances on its premises. The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in and on property owned or controlled by the College.

The use of alcohol on College premises, except as specifically authorized by College administration, is also prohibited. This prohibition includes, but is not limited to, driving vehicles while under the influence of alcohol or any other consumption of alcohol on College property.

Compliance with the provisions of this policy shall be a condition of employment. Disciplinary action up to and including termination of employment and/or satisfactory participation in a drug/alcohol rehabilitation program may be required of any employee who is found to be in violation of this policy.

In compliance with the Drug-Free Workplace Act of 1988, an employee must notify the Director of Human Resources within five calendar days of a conviction of any criminal drug statute violation that has occurred in or on the workplace premises.

Additionally, in compliance with the College's drug-testing policy, all College employees may be subject to drug testing for reasonable cause. Further, applicants hired into "sensitive" positions will be subject to drug testing. The College's drug-testing policy is available for review in the Office of Human Resources. The College's efforts to establish and maintain a drug-free workplace include dissemination of drug awareness information, as well as implementation and strict enforcement of this policy. The Office of Human Resources can provide appropriate referrals for assistance. Please refer to pages 35, 36, and 37 of the Employee Handbook Appendix for memorandums detailing the circumstances under which drug testing may be conducted.

Employee policies are distributed to new hires, who provide their signature to indicate acceptance of the policies. Thereafter, employees are notified if the policy is revised.

The College’s alcohol and illegal drug policies are also distributed to employees through the annual security and fire safety report, which is sent to all students and employees each year.

1. **Copies of Policies Distributed to Students and Employees**

In addition to the student emails and employee handbooks cited above, the College issues the Annual Security and Fire Safety Report (ASFSR) each October. The [2018 ASFSR](http://www.smcm.edu/publicsafety/wp-content/uploads/sites/44/2018/10/2018-Annual-Security-and-Fre-Safety-Report.pdf) and [2019 ASFSR](https://drive.google.com/file/d/1J-3xlfESdP74E_DcPbltDyjp80U0AVLv/view?usp=sharing) both include the alcohol policy (pp. 10-12) and the illegal drug policy (pp. 12-14).

1. **Recommendations for Revising AOD Programs**

In light of the program elements, strategies, strengths, and weaknesses described above, the College identified the following recommendations to revise AOD programming:

* **Increase interest in SAFE House** - Fewer students expressed an interest in living in SAFE House and/or participating in SAFE House programming. More students expressed an interest in living with their peers and pursuing reduced substance use on their own. The College planned to increase engagement with SAFE House by increasing recruitment to the program as well as through heightened publicity and programming opportunities.
* **Amplify alternative programming** - The College planned to provide more late-night, AOD-free programming to provide alternatives to major campus traditions involving alcohol, such as the student-initiated Hallowgreens party.
* **Continue pursuing Task Force recommendations** - The College intended to pursue strategies identified by the Task Force in the Recommendation Report that had not yet been implemented. More specifically, the College intended to launch the campus community working group and develop a campus-wide strategic plan around AOD issues.
1. **Campus Data**
	1. **Student Data**

**Drug and Alcohol Violations**

|  |  |  |
| --- | --- | --- |
| **Aug 2018-July 2020** | **Violations** | **Notes** |
| Alcohol | 121 |  |
| Alcohol w/ Medical Amnesty | 20 | not reflected in alcohol total |
| **Total Alcohol** | **141** |  |
| Controlled Dangerous Substances (CDS) | 86 |  |
| CDS w/ Medical Amnesty | 4 | not reflected in CDS total |
| **Total CDS** | **90** |  |
| Alcohol/CDS comb | 5 | number NOT reflected in other totals |

**Drug and Alcohol Sanctions**

|  |  |  |
| --- | --- | --- |
| **August 2018-July 2020** | **Sanctions** | **Amnesty Sanctions** |
| Warning for Alcohol | 102 |  |
| Parent notification for Alcohol | 75 |  |
| Education course for Alcohol | 77 | 13 |
| Assessment for Alcohol | 7 | 8 |
| Community Service | 0 |  |
| Fine (Social Host) for Alcohol | 7 |  |
| Disciplinary Probation for Alcohol\*\* | 14 |  |
| Housing Restriction for Alcohol |  |  |
| Deferred housing revocation for alcohol\* | 3 |  |
| Deferred Suspension for Alcohol\* | 2 |  |
| Expulsion for Alcohol\* | 1 |  |

\*sanction given to compounding/previous violations

\*\* 4 added due to compounding/violations

|  |  |  |
| --- | --- | --- |
| Warning for CDS | x |  |
| Parent notification for CDS | 54 |  |
| Education course for CDS | 59 |  |
| Assessment for CDS | 5 | 4 |
| Disciplinary Probation for CDS\*\*\*\* | 78 |  |
| **Deferred Housing Revocation for CDS\*\*** | **5** |  |
| Housing Revocation for CDS | 5 |  |
| Suspension for CDS\* | 5 |  |
| Expulsion for CDS\* | 1 |  |
| \*\*\* 6 counts added for both alcohol and CDS (not counted in Alcohol) |  |  |
| \*\*\*\* 6 counts added for both alcohol and CDS (not counted in Alcohol) |  |  |
| \* sanction given due to compounding/previous violations |  |  |
| \*\* 2counts added due to compounding/previous violations |  |  |

* 1. **Employee Data**

During the academic year 2017-2018 – 2018-2019 biennial review period, there were no employee violations of the alcohol or drug policy.