



**Drug and Alcohol Abuse Prevention Program
Biennial Review for Calendar Years:
2022 and 2023**

Pursuant to the Drug-Free Schools and Campuses Act (Edgar Part 86)

Submitted by:
Delta College DAAPP Committee
December 2023

This report is housed in the Human Resources Office and examines the prior two calendar years of Delta College's Drug and Alcohol Prevention Program efforts to determine effectiveness, consistency of policy enforcement and recommendations of any needed changes for the next two years.

This document certifies that Delta College has adopted and implemented the Drug and Alcohol Prevention Program for its students and employees. At minimum, this program:

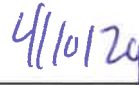
1. Ensures that each employee and every student taking one or more classes, will annually receive a notice that includes:
 - The standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees
 - A list of the applicable legal sanctions under federal, state, or local laws for the unlawful possession or distribution of illicit drugs and alcohol
 - A description of health risks associated with the abuse of alcohol or use of illicit drugs
 - A list of drug and alcohol programs (counseling, treatment, rehabilitation, and re-entry) that are available to employees or students
 - A clear statement that Delta College will impose disciplinary sanctions on students and employees for violations of the standards of conduct and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution
2. Ensures that a Biennial Review of the Drug and Alcohol Prevention Program takes place in order to:
 - Determine the effectiveness of, and to implement any needed changes to, the Drug and Alcohol Prevention Program
 - Ensure that Delta College is consistently enforcing the disciplinary sanctions for violating the standard of conduct

The President acknowledges, by the signature below, that he has reviewed the Drug and Alcohol Prevention Program and the information outlined within this 2023 Biennial Review. He is in support of each.

Delta College
1961 Delta Road
University Center, MI 48710



Dr. Michael Gavin
Delta College President



Date

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Introduction

The purpose of this report is to comply with the Drug Free Schools and Campuses Regulations (EDGAR Part 86) of the Drug-Free Schools and Communities Act (DFSCA). Institutions of Higher Education (IHE) that receive federal funds or financial assistance, such as Delta College, are required to certify that it has implemented programs that prevent the abuse of alcohol and use, and /or distribution of illicit drugs both by Delta College students and employees on its premises and as a part of any of its activities. In compliance with the regulation, this review is conducted to evaluate the effectiveness of the current policy and program and to identify and implement any necessary changes.

Delta College recognizes that occurrences of alcohol and drug abuse/misuse are serious issues and is committed to helping ensure students and employees are both aware of the risks and dangers associated with misuse as well as the resources and support available to those in need of recovery.

Biennial Review Process

Delta College conducts biennial reviews on odd-numbered years. The 2023 Biennial Review was completed in December of 2023 by the college's Drug and Alcohol Prevention Program (DAAPP) Committee and covers the calendar years 2022 and 2023.

The DAAPP Committee is comprised of employees across campus that have the greatest understanding and involvement in the Alcohol and Drug Policy and Prevention Programs. The employees listed below made up the 2023 committee at the time the review was conducted.

- Dr. Loyce Brown, Director of Human Resources
- Shelly Raube, Dean of Student Success
- Robert Battinkoff, Director of Public Safety
- Shannon Mehl, Benefits Manager
- Erica Robb, Counselor
- Ryan Goodrow, Financial Aid Advisor/Technologist
- Alison Ginter, Campus Life & Student Engagement Coordinator
- Anna Williams, Administrative Assistant to the VP of SES
- Tonya Hafoka, Coordinator – Equity & Employee Development

The following materials were used to help facilitate an overall review of the college's efforts as well as to inspire future recommendations.

- Drug & Alcohol Prevention Program (DAAPP) and 2021 Annual Report
- EAP Annual Report for 2022
- Support Staff & A/P Handbook, Workforce Strategies Handbook
- Employee Procedure: Regulations and Rules of Conduct
- Student Handbook
- Athlete Code of Conduct
- Student Clubs/Organization Handbook
- Fitness & Recreation Center User Guidelines
- Annual Security Report (2022 and 2023)
- Board Policies 8.005 and 8.006

- Complying with the Drug-Free Schools and Campuses Regulations; A Guide for University and College Administrators
- Compliance Checklist Part 86
- Supplemental Checklist Drug-Free Schools and Campuses Regulations (Edgar Part 86)

Delta College makes available the Drug and Alcohol Prevention Program Policy on the college website along with the most current biennial review. Copies of current reviews are housed in the Human Resources Office and past reviews are kept for at least three years. Any questions or requests for paper copies should be directed to humanresources@delta.edu or info@delta.edu.

Annual Policy Notification Process

Notification of the information contained in the DAAPP is distributed to all current employees of the college on an annual basis via email and to all currently enrolled students each semester (fall, winter and spring/summer) via email. The DAAPP information is also posted in the Delta News, available to both students and employees, annually. Additionally, DAAPP is available for review [online](#) at any time.

Prevalence Rate, Incident Rate, Needs Assessment and Data

The charts below show Delta College’s number of alcohol and other drug arrests and referrals for disciplinary action as reported in the Delta College 2023 Jeanne Clery Annual Security Report for each campus. The entire report can be accessed at <https://www.delta.edu/safety/annual-report.html>.

Main Campus

Arrests & Referrals	On-Campus			Non-Campus			Public Property		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0

Bay City Planetarium & Learning Center

Arrests & Referrals	On-Campus			Non-Campus			Public Property		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0

Downtown Saginaw Center

Arrests & Referrals	On-Campus			Non-Campus			Public Property		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0

Downtown Midland Center

Arrests & Referrals	On-Campus			Non-Campus			Public Property		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0

The statistics for the calendar year 2023 are not available at the time of this report. Data for 2023 will be available in the 2024 ASR which should be published by October 2024.

Policy, Enforcement & Compliance Inventory

The Drug and Alcohol Prevention Program Policy (see Appendix A) is the comprehensive policy for the College. However, various other departments also address alcohol and drugs in their handbooks and operational procedures. Below is a list of those policies and statements:

[Board Policy 8.005 – Alcohol](#)

[LAST APPROVED April 2021]

Delta College is committed to providing an environment that is free from the unauthorized or unlawful manufacture, distribution, dispensation or possession of alcohol. Delta College will provide information and resources on alcohol use and abuse to help employees and students make decisions regarding the use of alcohol. Delta College encourages individuals with alcohol problems to seek treatment and assistance, and will provide assistance to this end in any manner it determines appropriate or viable. Delta College offers an employee assistance program that provides confidential help including counseling, treatment and referral services. Delta College will also maintain procedures to assist students with such issues.

Delta College further recognizes that occurrences of alcohol abuse/misuse are serious issues. Delta College also recognizes the dangers of alcohol abuse in connection with criminal activity, accidents, violence, assault, and high-risk behaviors. Delta College encourages individuals to make informed, responsible decisions about alcohol. To this end, Delta College encourages individuals to:

- Give at least equal status to nonalcoholic beverages at social events
- Find it socially acceptable to choose not to drink
- Refuse to condone excessive drinking
- Refuse to use intoxication as an excuse for misconduct
- Refuse to use alcohol as the primary focus of social activity

Delta College fully supports all individuals choosing a path to recovery from alcoholism. No employee or student will be discriminated against because of his or her status as a recovering alcoholic.

[Board Policy 8.006 - Drugs](#)

[LAST APPROVED April 2021]

Delta College must provide an annual drug-free workplace certification to appropriate Federal-funding agencies, and make a good faith effort to comply with its certification to provide a drug-free workplace, and otherwise meet the requirements of the Drug-Free Workplace Act, including having a policy statement and a drug-awareness education program.

Delta College Administration will ensure that a drug-awareness education program is provided for Delta College faculty, staff, student employees, and students.

Delta College supports programs aimed at the prevention of substance abuse by its employees or students, and encourages faculty, staff, and students with substance abuse problems to obtain assistance. Leaves of absence to obtain treatment may be obtained under applicable Delta College administrative policy or other governing document.

Delta College recognizes that Michigan legalized the use of marijuana in certain circumstances. Delta College administration is empowered to make decisions, including but not limited to the imposition of discipline, concerning an individual's use of marijuana on a case-by-case basis in accordance with law and applicable policy.

Delta College fully supports all individuals choosing a path to recovery from substance addiction. No employee or student will be discriminated against because of his or her status as recovering from drug addiction.

[Support Staff & A/P Handbook: Drug-Free Work Place Act of 1988](#)

[LAST REVISED September 2017]

Summary

The Drug-Free Workplace Act of 1988 requires Delta College to certify that it is a "Drug-Free Workplace" in order to maintain eligibility for federal grants and contracts.

Procedures

Under the Drug-Free Workplace Act of 1988 effective March 18, 1989, all Federal grants recipients are required to publish a statement, notifying employees that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the work place, specifying sanctions that will take place against violators of their policy. The following is the position statement of Delta College pursuant to the requirements of such act.

Drug-free workplace act of 1988 statement

No member of the college community shall manufacture, possess, distribute or use any prohibited drug in either the refined or crude form, except:

1. Controlled substance for personal usage must be under a current prescription of a licensed physician.
2. Those specifically authorized to Delta College by federal or state authorizing agencies for educational purposes, nor shall any member of the college community possess property, which is used, or intended for use, as a container for any controlled substances.

Such policy is specifically applicable to college employees during the course of their employment or at their work place. Employees who admit to violating such policy or are found to be in violation by a judicial process of the state or Delta College shall be suspended from employment.

Employees who are certified to be medically dependent (hereafter dependent employees) by a licensed physician will be considered to have a health problem and eligible for medical leave provided they participate in a recognized medically supervised program of treatment for chemical dependency under the following conditions:

- a) Dependent employees will first obtain Delta's written consent to participate in a specified treatment program.
- b) Dependent employees who voluntarily enroll in such a recognized program may use personal and/or vacation time, if medical leave is not available, or may apply to borrow sick leave. Otherwise, such employees will be considered to be on an approved leave of absence (without pay) for the period of the rehabilitation program.
- c) During the period of the enrollment in the program, such employees will comply with all medical decisions made by the treating or supervising physician of the program under the above conditions after being given the opportunity to participate, will be subject to disciplinary action including suspension for a stated period of time, or termination of employment.
- d) A dependent employee will be given only one opportunity for rehabilitation. If after returning to work it is determined by Delta that such employee has again violated any of Delta's rules and regulations related to possession or use of illegal drugs, or that such employee has been convicted of a drug-related violation in the workplace, such employee will be subject to immediate discharge.
- e) Dependent employees who do not participate in a rehabilitation program under the above conditions after being given the opportunity to participate, will be

subject to disciplinary action including suspension for a stated period of time, or termination of employment.

Upon such notification, if funded under a Federal Grant, the Human Resources Office of the College must notify the granting agency within ten days.

Delta College has established and is making a good faith effort to maintain a drug-free workplace through the implementation of a drug-free awareness program to inform and educate employees about:

1. The dangers of drug abuse in the workplace;
2. The policy of maintaining a drug-free workplace;
3. Any available drug counseling, rehabilitation, and employee assistance program; and
4. The penalties that may be imposed upon employees from drug violations occurring in the workplace.

Timelines

All employees are notified that as a condition of employment each employee shall abide by the terms of this statement and must further notify Delta College of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after receiving such conviction.

[Employee Procedure: Regulations and Rules of Conduct](#) [Excerpt - LAST REVISED February 2012]
[Student Handbook: Regulations & Code of Conduct](#) [Excerpt]

Alcoholic beverages

No member of the College community shall sell, be under the influence of, possess or consume beer, wine, or other alcoholic beverages on College property, or any property which is under the direct control or responsibility of the College. This regulation shall not apply to the President's home. This rule may be suspended from time to time by authorization of the President.

Drugs

No member of the College community shall possess, sell, distribute, be under the influence of or use any controlled substance in either the refined or crude form, except: (1) controlled substances for personal usage, and these must be under a prescription of a licensed physician, or (2) those specifically authorized to Delta College by Federal or State authorizing agencies for educational purposes. Nor shall any member of the College community possess property which is used, or intended for use, as a container for any controlled substance, except where prescribed or authorized as described in this paragraph.

[Workforce Strategies Handbook: 7.07 – Drug and Alcohol Free Workplace Policy](#)
[Excerpt - LAST REVISED 2023]

A. Purpose

The purpose of this policy is to ensure a safe, healthy, and secure work environment, to protect Workforce Strategies and client property, to ensure efficient operations, and to provide reasonable assurance that all persons working for Workforce Strategies are fit to work and not

compromised by any legal or illegal substance, drug, or alcohol. Individuals under the influence of drugs and alcohol on the job pose serious safety and health risks not only to themselves, but also to all those who surround or come in contact with the user. Therefore, possessing, using, consuming, purchasing, distributing, manufacturing, dispensing or selling alcohol or controlled or illegal substances, or having alcohol, or controlled or illegal substances or prescription medications in an employee's system, without medical authorization when applicable, on Workforce Strategies premises, at off-site work locations, or in Workforce Strategies vehicles will result in disciplinary action up to and including immediate termination.

[Student Athlete Code of Conduct: 4. Alcohol, Tobacco and Drug Use](#) [Excerpt]

The college policy states that each student-athlete refrains from illegal substances at all times. The NJCAA bans the use of alcohol, drugs and all tobacco products during any athletic related event, scrimmage, practice, travel, or games. Failure to comply is grounds for suspension and/or dismissal from the team.

[Student Clubs/Organizations Handbook](#) [Excerpt]

APPENDIX A: POLICIES

DRUG and ALCOHOL PREVENTION PROGRAM (DAAPP)

Delta College is in compliance with the Drug and Alcohol - Free Workplace Act (41 U.S.C. 701) and the Drug Free Schools and Communities Act (20 U.S.C. 1145g). See Delta College Senate Handbook.

Students

Students attending Delta College are held responsible to our Student Code of Conduct. In addition to local, state and federal laws, our Student Code of Conduct prohibit: Illegal or Unauthorized Possession/Use of Alcohol and Drugs.

This includes the unauthorized use, possession, manufacturing or distribution of illegal drugs, controlled substances, look-alike drugs, narcotics or alcoholic beverages or being under the influence of the same. Prohibited conduct includes the use of prescription drug if the prescription was not issued to the student and sniffing toxic vapors.

Sanctions

Sanctions for violating this standard of conduct are outlined in Section V (B) below. A full version of the Student Code of Conduct can be found at www.delta.edu/catalog in the current Delta College Catalog under the Section Student Rights and Responsibilities.

Disciplinary Sanctions

Delta College will impose sanctions on students and employees for violation of Delta's policies and standards of conduct (consistent with federal, state, and local laws) up to and including reprimands, expulsion, termination, and referral for prosecution. Possible sanctions are described in more detail below.

Students:

The Office of the Vice-President for Student and Educational Services' handles matters that require disciplinary action at Delta College. The concept of progressive discipline will be utilized in all cases, taking into consideration the severity of the incident, the number of times the student has been referred to the conduct system, etc.

The following sanctions may be imposed by the College for general misconduct:

1. Verbal reprimand by a college official of violation and possible consequences if misconduct continues.
2. Written reprimand from an authorized College official.
3. Disciplinary probation – A period of observation and review of conduct during which the student or recognized Student Organization must demonstrate compliance with college standards. Terms of this probationary period will be determined at the time probation is imposed.
4. Disciplinary suspension – The student or recognized Student Organization has temporary loss of student status for a specified length of time.
5. Permanent Expulsion – Is an act of terminating a student's enrollment at Delta College. This means the student may no longer participate in any Delta College activity or be on Delta College property owned, operated, leased, or maintained for any purpose.
6. Other Sanctions – Other sanctions may be imposed instead of, or in addition to, specific sanctions listed in this section. These may include, but are not limited to: recommendations for counseling, establishment of mandatory behavior conditions/contract-signing stating agreed-upon behavior expectations for continued enrollment or reenrollment; loss of access to college computers and/or network; a specific project designed to assist the student in better understanding the overall impact of his/her behavioral infraction; a contract of terms for restitution of damages/stolen property before enrollment is continued and/or records are released; suspension without pay from his/her on campus job; restricted participation in extra-curricular activities or interscholastic or leadership positions, or community service.
7. Withdrawal Agreement – In certain cases where a student's behavior and continued enrollment may adversely affect his/her well-being, the College and the student may agree to discontinue the student's attendance at Delta College for a specified amount of time and agree to conditions for re-admittance to the College. In such instances, both the designated official and the student will sign a written Withdrawal Agreement.
8. Loss of Recognition – Delta College student organizations may lose recognition and will be deprived of the use of College resources, the use of the College's name, and the right to participate in College or campus-sponsored activities. This loss of recognition may be for a specific period of time or for an indefinite period of time until all conditions are met.

[Fitness & Recreation Center User Guidelines](#) [Excerpt]

No drugs or alcohol allowed. Persons under the influence of drugs or alcohol will not be allowed to use the facility.

Comprehensive Programs/Intervention Inventory & Related Processes

The prevention programs offered by Delta College strive to help create a learning and working environment free from alcohol and drugs by educating the college community while also responding and supporting those in need of recovery. The following provides information about various programs and intervention efforts that directly involved students and employees to prevent the use of alcohol or illicit drugs.

Individual Based Programs/Interventions

- **Collegiate Recovery Program (CREW) Student Evaluations:** One-on-one evaluation with a CREW staff member to evaluate a student's alcohol and drug use. Based on their results, students will receive feedback and recommendations for additional services.
- **Collegiate Recovery Program (CREW) Wellness/Recovery Coaching:** One-on-one meetings with a certified coach designed to help students manage the social and academic challenges that come with college living.
- **Counseling & Advising Office:** Students have free access to licensed counselors on campus for initial screening/consultation in regards to a concern around substance use, with possible referral to an outside agency.
- **UWill 24-hour Crisis Hotline:** UWill offers students free immediate access to teletherapy through its easy to use online platform, as well as a mental health crisis line. This partnership allows students to identify the areas they wish to focus on during their mental health journey. The platform also allows students to select a licensed counselor that will meet their needs and preferences. UWill provides students access to a variety of wellness programs including topics on self-esteem, relationships, academics, and more. Since the program was launched in the fall of 2023, 7 of the 206 students who have utilized this service have identified substance abuse as the focus area.
- **Employee Assistance Program (EAP) - Telus:** The College offers an Employee Assistance Program (EAP), contracted through Telus, free and accessible to any employee 24 hours a day, seven days a week who may be seeking confidential counseling, assessment and/or treatment options. The EAP is a benefit paid for by the College in addition to other employee benefits. Employees are eligible for up to three pre-treatment and assessment interviews at no cost for problems requiring further assistance. In 2022, approximately 1% of our employees utilized free counseling/legal/financial advice and 167 employees accessed the website to utilize resources found there. In 2023, approximately 2% of our employees utilized free counseling/legal/financial advice and 54 employees accessed the website to utilize resources found there.
- **KnowBe4 Training:** All new employees participate in online training during their first 30 days of employment. As a part of this training they complete a module on drug and alcohol awareness.

Group Based Programs/Interventions

- **Collegiate Recovery Program (CREW) Education/Early Intervention:** Classes for students whose behaviors may show a developing problem. The sessions are an early intervention for students at risk, providing skills for better decisions by mixing both education and experience.
- **Collegiate Recovery Program (CREW) Support Groups/Social Events:** Facilitated by CREW staff, these informal gatherings offer students the opportunity to share experiences and effective strategies. Events allow students to enjoy the college experience in a fun, safe way and build a sense of community with other students.
- **Spring Break Bash:** The Student & Civic Engagement Office holds the Spring Break Bash the Thursday before Spring Break which is designed to teach students to make healthy decisions while on spring break. We use the drunk goggles as awareness, provide trivia and statistical information about the importance of making healthy decisions.
- **Mocktail Events:** The Student & Civic Engagement Office holds mocktail events throughout the year to increase alcohol awareness. During this reporting period, the event was hosted in October and April of each year.

Universal/Entire Population Based Programs/Interventions

- The Student & Civic Engagement Office provided information on resources and statistical information about the effects of substance abuse during October, National Substance Abuse Awareness Month.
- The Student & Civic Engagement Office provided information throughout the month of April, Alcohol Awareness Month, on resources and statistical information about the effects of substance abuse.
- The Red Brix Café and Coffee 'n More do not sell or promote alcohol and instead provide numerous non-alcoholic beverages and food options.
- The Fitness & Recreation Center located on the main campus specifically prohibit drugs and alcohol, as well as any persons under the influence, in the facility per the user guidelines.
- Alcohol-free events were offered to students, staff, visitors and community members.
- Within the Drug & Alcohol Prevention Program, external resources for assistance and support are provided.

Environmental/Socio-Ecological Based Programs/Interventions

- The Employee Wellness Program strives to promote healthy lifestyles by providing education and activities that positively impact the dimensions (physical, occupational, social, financial, spiritual and emotional) of wellness. In regards specifically to the physical dimension, participation in regular physical activities, proper nutrition, abstaining from non-healthy habits such as smoking, drugs and alcohol abuse, getting adequate amounts of sleep, regular medical checkups and protecting yourself from injury or harm are all part of physical wellness.

Comprehensive Program Goals and Objectives from Last Review

Due to COVID, as well as personnel changes at the College in the years following, the DAAPP committee as a whole became nearly non-existent. As a result, specific goals and recommendations were not identified in the last biennial review. However, the work and intention of the committee continued across departments as a regular part of the day to day mission of ensuring student success and completion as evidenced above. Moving forward the committee is dedicated to continue developing new programs while working to sustain and invigorate current programs that are relevant to the needs of our campus community.

Drug and Alcohol Prevention Program Analysis

Delta College recognizes the importance of a drug and alcohol abuse prevention program and we are committed to combat these issues. The committee has identified the following strengths and weaknesses of the current prevention programs and as a result, has recommendations for further consideration and implementation during the next review period (2024-2025).

Strengths

- Re-formation of the DAAPP Committee with representatives from across the college with a plan moving forward to prioritize the work of the committee
- The newly formed [Collegiate Recovery Program](#) (CREW) on Delta's campus, made possible through a partnership with [1016 Recovery Network](#) and the generous grant funding from [Mid-State Health Network](#) that they received. This newly formed partnership has a lot of potential for growth and success moving forward.
- Active Student & Civic Engagement office that regularly coordinates opportunities to share awareness information with students.
- Availability of Employee Assistance Program to all employees at no cost

Weaknesses

- Dated and very basic Drug & Alcohol Prevention Program Policy that needs revision to ensure accuracy and to inspire campus engagement
- Limited involvement/engagement in organized student and employee activities
- Limited use and/or awareness of employee assistance program

Recommendations

- Carefully review and revise the Drug & Alcohol Prevention Program using the Compliance Checklist Part 86 and Supplemental Checklist Drug-Free Schools and Campuses Regulations (Edgar Part 86) to ensure accuracy and compliance
- Determine best process to ensure new hires receive the DAAPP information upon hire
- Determine best process to ensure new students receive the DAAPP information upon enrollment
- Develop passive and/or interactive programming for Alcohol Awareness Month in April
- Develop passive and/or interactive programming for National Substance Use Prevention Month in October
- Utilize posters, display cases, bathroom posters, student blasts and/or employee newsletters to share awareness information throughout the year

- Explore the possibility of utilizing digital signage on campus to share facts/statistics that help raise awareness
- Better use the Maxient system to easily identify drug and alcohol violations
- Conduct student surveys to obtain trend data
- Continue to develop and sustain the partnership with [1016 Recovery Network](#) through the Collegiate Recovery Program (CREW) to offer comprehensive response to issues related to alcohol and other drugs by integrating a collection of prevention, early intervention and peer support activities.
- Continue to find ways to promote and encourage employee use of the Employee Assistance Program

Conclusion

As the DAAPP committee moves forward through the next two years, we resolve to continue to combine efforts in order to offer our entire campus community relevant and engaging education and support as it relates to the prevention of alcohol and drug misuse. Our unwavering commitment to a safe, healthy, substance-free environment for our students and employees is the driving force to continuous development and improvement of our prevention programming.

Appendices

Appendix A – Drug and Alcohol Prevention Program (DAAPP)

INTRODUCTION

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 Delta College (DC), to certify that it has implemented programs to prevent the abuse of alcohol and use, and /or distribution of illicit drugs both by DC students and employees either on its premises and as a part of any of its activities. At a minimum, an IHE must annually distribute the following in writing to all students and employees:

- 1) Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- 2) A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- 3) A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- 4) A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- 5) 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 or law.

STANDARDS OF CONDUCT

A. Employees

Delta College is in compliance with the Drug-Free Workplace Act (41 U.S.C. 701) and the Drug Free Schools and Communities Act (20 U.S.C. 1145g). See Delta College Senate Handbook.

B. Students

Students attending Delta College are held responsible to our Student Code of Conduct. In addition to local, state and federal laws, our Student Code of Conduct prohibits: Illegal or Unauthorized Possession/Use of Alcohol and Drugs.

This includes the unauthorized use, possession, manufacturing or distribution of illegal drugs, controlled substances, look-alike drugs, narcotics or alcoholic beverages or being under the influence of the same. Prohibited conduct includes the use of a prescription drug if the prescription was not issued to the student and sniffing toxic vapors.

Sanctions for violating this standard of conduct are outlined in Section V (B) below. A full version of the **Student Code of Conduct** can be found in the **Student Handbook**.

LEGAL SANCTIONS

The Delta College Department of Public Safety enforces all federal and state laws and local ordinances.

A. Federal

Federal law provides criminal and civil penalties for unlawful possession or distribution of a controlled substance. Under the Controlled Substance Act, as well as other related federal laws, the penalties for controlled substance violations include but are not limited to: incarceration, fines, potential for the forfeiture of property used in possession or to facilitate possession of a controlled substance (which may include homes, vehicles, boats, aircrafts and any other personal or real property), ineligibility to possess a firearm, and potential ineligibility to receive federal educational benefits (such as student loans and grants).

Michigan Law Governing Marijuana

The Michigan Medical Marijuana Act (MMMA) conflicts with federal criminal laws governing controlled substances, as well as federal laws requiring institutions receiving federal funds, by grant or contract, to maintain drug-free campuses and workplaces. Delta College receives federal funding that would be in jeopardy if those federal laws did not take precedence over state law. Thus the use, possession or cultivation of marijuana in any form and for any purpose continues to violate the Rules and Regulations of Delta College and is prohibited at Delta College.

For a more detailed list of Federal offenses and sanctions please visit, **www.getsmartaboutdrugs.gov** Part D: Offenses and Penalties.

B. State

The State of Michigan has numerous laws regulating the possession and use of controlled substances and alcohol. As an example, under current Michigan state law, “a person shall not knowingly or intentionally possess or distribute a controlled substance.” If an individual is found guilty of a violation of the state law, they may be subject to large fines and imprisonment. The penalty is based on many different factors, including the amount and type of drug, where the criminal act took place, and whether the criminal act was a first or repeat offense. For drug possession offenses, the statutorily authorized penalties range from (1) a \$100 fine for a person under 21 years of age who possesses not more than 2.5 ounces of marijuana to (2) up to 20 years imprisonment and/or \$250,000 fine for possession of narcotics (Cocaine, heroin or another narcotic)

State of Michigan controlled substance laws and penalties

The State of Michigan laws and penalties for unlawful possession of a controlled substance can be found at **Michigan Public Health Code 333.7403**.

The State of Michigan laws and penalties for unlawful manufacture, delivery, possession with intent to deliver narcotics can be found at **Michigan Public Health Code 333.7401**

The State of Michigan laws and penalties for unlawful manufacture, delivery, possession with intent to deliver counterfeit narcotics or narcotic analogues can be found at **Michigan Public Health Code 333.7402**

The State of Michigan laws and penalties for a variety of other narcotic related violations, such as possession of paraphernalia, may be found at **Michigan Public Health Act**

The State of Michigan has a number of laws and penalties related to narcotics and motor vehicles. A comprehensive guide to the laws and penalties for driving related offenses may be found at **Michigan Secretary of State – Substance Abuse and Driving**

State of Michigan marijuana laws and penalties

On November 6, 2018, Michigan voters approved Proposal 1, creating the Michigan Regulation and Taxation of Marijuana Act (MRTMA).

Among other things, this Act delegates responsibility for marijuana licensing, regulation and enforcement to the Michigan Department of Regulatory Affairs (LARA). LARA’s Marijuana Regulatory Agency (MRA) is responsible for the oversight of **medical** and **adult-use (recreational)** marijuana in Michigan.

Resources for the adult use and medical use of marijuana in Michigan may be found at **www.michigan.gov/marijuana**

State of Michigan alcohol laws and penalties

The State of Michigan laws and penalties for underage or otherwise unlawful possession of an alcoholic beverage and unlawful use, possession, or furnishing of false identification to a minor can be found at **MCL 436.1703**.

The State of Michigan laws and penalties for public intoxication can be found at **MCL 750.167**.

The State of Michigan has a number of laws and penalties related to alcohol and motor vehicles. A comprehensive guide to the laws and penalties for driving related offenses may be found at [Michigan Secretary of State – Substance Abuse and Driving](#)

The laws and penalties related to the manufacture and retail sale of alcoholic beverages in the State of Michigan may be found at [Michigan Liquor Control Code of 1998](#).

C. Local

Local municipalities may have ordinances that include but are not limited to penalties for: consumption of alcohol in public places and the possession, manufacture, delivery, and advertising of drug paraphernalia. Sanctions could range from a civil infraction with attached fines to probation, rehabilitation, or even imprisonment.

A full version of Bay County ordinances can be found at [Bay County Municipal Code](#).

A full version of Bay City ordinances can be found at [Bay City Local Ordinances](#) .

A full version of Saginaw County ordinances can be found at [Saginaw County Ordinances](#).

A full version of Saginaw City ordinances can be found at [Saginaw City Ordinances](#).

A full version of the City of Midland ordinances can be found at [Midland City Ordinance - Intoxicating Liquor](#).

HEALTH RISKS

According to the National Institute of Drug Abuse (NIDA), the following are risks associated with drugs and alcohol abuse.¹

A. Drug Abuse

The following is a list of the most frequently used drugs and the risks associated with their use.

1. **Cannabinoids** (marijuana & hashish)
Known risks are cough, frequent respiratory infections, possible mental health decline and addiction.
2. **Opioids** (heroin & opium)
Known risks are constipation, endocarditis, hepatitis, HIV, addiction and fatal overdose.
3. **Stimulants** (cocaine, amphetamine & methamphetamine)
Known risks are weight loss, insomnia, cardiac or cardiovascular complications, stroke, seizures and addiction. Specific risks associated with cocaine use include nasal damage from snorting. Specific risks associated with methamphetamine use include severe dental problems.

¹ Information regarding health risks associated with drug abuse was obtained from the [National Institute of Drug Abuse \(NIDA\) website](#) (website last visited on 1/21/14).

4. **Depressants** (barbiturates, benzodiazepines & sleep medications)
Known risks are lowered blood pressure, slowed breathing, tolerance, withdrawal, addiction; increased risk of respiratory distress and death when combined with alcohol.
5. **Club Drugs** (MDMA-methylene-dioxy-methamph-etamine) also known as: [Ecstasy, (also known as: Adam, clarity, Eve, lover's speed, peace, uppers)]; Flunitrazepam [also known as: Rohypnol: forget-me pill, Mexican Valium, R2, roach, Roche, roofies, roofinol, rope, rophies]; GHB [also known as: Gamma-hydroxybutyrate: G, Georgia home boy, grievous bodily harm, liquid ecstasy, soap, scoop, goop, liquid X])
Known risks are sleep disturbances, depression, impaired memory, hyperthermia, addiction. Risks specific to GHB are unconsciousness, seizures, and coma.
6. **Dissociative Drugs** (Ketamine [also known as: Ketalar SV: cat Valium, K, Special K, vitamin K]; PCP and analogs [also known as: Phencyclidine: angel dust, boat, hog, love boat, peace pill]; Salvia divinorum [also known as: Salvia, Shepherdess's Herb, Maria Pastora, magic mint, Sally-D]; Dextrometh- orphan (DXM) [also known as: cough and cold medications: Robotripping, Robo, Triple C]).
Known risks are anxiety, tremors, numbness, memory loss, and nausea.
7. **Hallucinogens** (LSD [also known as: Lysergic acid diethylamide: acid, blotter, cubes, microdot yellow sunshine, blue heaven]; Mescaline [also known as: buttons, cactus, mesc, peyote]; Psilocybin [also known as: Magic mushrooms, purple passion, shrooms, little smoke])
Known risks are flashbacks and Hallucinogen Persisting Perception Disorder.
8. **Other Compounds** (Anabolic steroids [also known as: Anadrol, Oxandrin, Durabolin, Depo-Testosterone, Equipoise: roids, juice, gym candy, pumpers]; Inhalants [also known as: Solvents (paint thinners, gasoline, glues); gases (butane, propane, aerosol propellants, nitrous oxide); nitrites (isoamyl, isobutyl, cyclohexyl): laughing gas, poppers, snappers, whippets])
Known risks for anabolic steroids are hypertension, blood clotting and cholesterol changes, liver cysts, hostility and aggression, acne, (in adolescents) premature stoppage of growth, (in males) prostate cancer, reduced sperm production, shrunken testicles, breast enlargement, (in females) menstrual irregularities, and development of beard and other masculine characteristics. For inhalants, the known risks are "cramps, muscle weakness, depression, and memory impairment, damage to cardiovascular and nervous systems, unconsciousness, and sudden death.

B. Prescription Drug Abuse

Commonly abused classes of prescription drugs include opioids (for pain), central nervous system (CNS) depressants (for anxiety and sleep disorders), and stimulants (for ADHD and narcolepsy). The use of prescription medications by anyone other than the

prescribed individual is illegal and dangerous. Known health risks for inappropriate or illegal use include those listed above for these drug categories.

C. Nicotine Abuse

Nicotine can be found in cigarettes, cigars, bidis, and smokeless tobacco (snuff, spit tobacco, chew). Known health risks include chronic lung disease, cardiovascular disease, stroke, cancers of the mouth, pharynx, larynx, esophagus, stomach, pancreas, cervix, kidney, bladder, and acute myeloid leukemia; adverse pregnancy outcomes and addiction.

D. Alcohol Abuse

Known health risks include increased risk of injuries, violence, fetal damage (in pregnant women), depression, neurologic deficits, hypertension, liver and heart disease, addiction and fatal overdose.

Alcohol affects every organ in the drinker's body and can damage a developing fetus. Intoxication can impair brain function and motor skills; heavy use can increase risk of certain cancers, stroke, and liver disease. Alcoholism or alcohol dependence is a diagnosable disease characterized by a strong craving for alcohol, and/or continued use despite harm or personal injury. Alcohol abuse, which can lead to alcoholism, is a pattern of drinking that results in harm to one's health, interpersonal relationships, or ability to work.

DRUG AND ALCOHOL PROGRAMS

The following training, programs, resources, counseling, treatment, rehabilitation or reentry programs are available to employees and/or students as described below.

A. Employees

- The Human Resources Department offers a free online training module for all employees, through KnowBe4, on drug and alcohol awareness.
- The College offers an Employee Assistance Program (EAP), contracted through Telus, free and accessible to any employee 24 hours a day, seven days a week who may be seeking confidential counseling, assessment and/or treatment options. The EAP is a benefit paid for by the College in addition to other employee benefits. Employees are eligible for up to three pre-treatment and assessment interviews at no cost for problems requiring further assistance.
- Substance abuse needs are also covered by all medical plans offered by Delta College. Employees pay only their plan's deductible or co-pay for all treatment services.

- Leaves of Absence. Delta College offers leaves covered under the Family and Medical Leave Act and those not covered by the Act. Employees may work with Delta's Human Resources Department to request a leave to participate in treatment, and the reason for the leave is maintained confidentially. Leaves may be full leaves, meaning the employee is entirely absent from work, or the employee may take intermittent leave of absence. Leaves are coordinated through and documented by the employee's treatment provider.
- The Delta College Counseling/Advising & Career Services Department's webpage offers a **free alcohol screening tool**.

B. Students

DAAPP policy notifications to all Delta College students and employees is made in the following ways:

- Email notification will be sent at the start of each semester; fall, winter and spring
- Provided as part of the Clery Report
- Reviewed during new employee orientation
- Provided on the feature page of Delta College home page
- Provided in the A-Z index
 - The communication can be viewed on this page.
 - The Delta Counseling/Advising & Career Services Department's webpage offers a **free alcohol screening tool**.
 - At the end of each anonymous screening, the student will receive an immediate result that can be printed and taken to a clinician for further evaluation. A screening test is not a substitute for a complete evaluation but it can help them learn if their symptoms are consistent with depression, bipolar disorder, an alcohol problem, an anxiety disorder or post-traumatic stress disorder and how to access help. This program is designed for individuals age 17 and above. The online screening is completely confidential.
 - Prior to spring break week each March, the Student & Civic Engagement office partners with Public Safety to host a "Safe Spring Break" event on the main campus educating students on the importance of making safe, responsible choices while on spring break. Public Safety officers are engaged in discussion with students around this topic, flyers/pamphlets regarding binge drinking education, sexual assault and other risky behaviors are distributed to students creating opportunities for awareness, education and further discussion. As part of the event, students are provided an opportunity to wear drunk driving simulation goggles and experience a mock field sobriety test. The event is co-sponsored by Fabiano Brothers, a local beer/wine distributor as part of their on-going efforts to educate the community on drinking responsibly.

- Through the Delta College Counseling/Advising & Career Services Department's Counseling Center, students have free access to licensed counselors on campus for initial screening/consultation in regards to a concern around substance use, with possible referral to an outside agency.
- Student athletes are presented with general information during their Orientation about alcohol/drug use, as well as resources if they find themselves struggling with abuse.

C. Local Resources

The following drug and alcohol related services and resources are available through local agencies.

Bay County

- [Access Alliance of Michigan \(AAM\)](#) - Substance abuse treatment. Phone 989-497-1302
- [Al-Anon Family Groups](#) - Support services for friends and families of addicts in Michigan
- Alcoholic Anonymous 24-Hour Help Line - Phone 1-800-662-4357
- Narcotics Anonymous - Phone 1-800-801-7177 (in the 989 area code only)
- [Sacred Heart Rehabilitation Services](#) - Substance abuse treatment. Phone 989-894-2991

Midland County

- [Al-Anon Family Groups](#) - Support services for friends and families of addicts in Michigan
- Alcoholic Anonymous 24-Hour Help Line - Phone 1-800-662-4357
- Narcotics Anonymous - Phone 1-800-801-7177 (in the 989 area code only)
- [Northern Michigan Substance Abuse Services \(NMSAS\)](#) - Substance Abuse treatment. Phone 1-800-686-0749
- [Sacred Heart Rehabilitation Services](#) - Substance abuse treatment. Phone 989-894-2991
- [Partners in Change: Psychological and Community Service, PLC.](#) - Outpatient mental health and substance abuse treatment services. Phone 989-832-2165
- [J and A Counseling](#) - Specializing in Substance Abuse, Addiction Treatment & Mental Health Services - Phone 989-631-4092

Saginaw County

- [Al-Anon Family Groups](#) - Support services for friends and families of addicts in Michigan
- Alcoholic Anonymous 24-Hour Help Line - Phone 1-800-662-4357
- Narcotics Anonymous - Phone 1-800-801-7177 (in the 989 area code only)
- [Prevention and Youth Services](#) - Substance abuse prevention services for schools and community groups, families, children, and adolescents. Phone 989-755-0937
- [Sacred Heart Rehabilitation Services](#) - Behavioral health services including substance use disorder prevention and treatment, mental illness treatment and HIV/AIDS prevention and care management. Phone 989-776-6000 ext. 7514

- [Saginaw County Public Health Department](#) - Physical health services and substance abuse and treatment and prevention services. Phone 989-758-3800
- [TAPS Substance Abuse Treatment and Prevention Services](#) - Substance abuse prevention and treatment services. Phone 989-758-3781

DISCIPLINARY SANCTIONS

Delta College will impose sanctions on students and employees for violation of Delta’s policies and standards of conduct (consistent with federal, state, and local laws) up to and including reprimands, expulsion, termination, and referral for prosecution. Possible sanctions are described in more detail below.

A. Employees

The Director of Human Resources handles matters that require disciplinary action at Delta College. The concept of progressive discipline will be utilized in most cases, taking into consideration the severity of the incident, prior disciplinary action, etc.

The following corrective actions (sanctions) may be imposed by the College for a drug and alcohol violation:

1. **Verbal Notice.** The supervisor will meet with the employee to discuss the problem and the improvements that are expected. The supervisor will document the meeting and place a copy of the results of that meeting in the department’s employee file.
2. **Written Warning.** A formal, written reminder documenting the problem and expected improvements. A copy of the formal written notice is provided to the employee, is placed in the department file and the Human Resources employee file.
3. **Suspension Without Pay.** A formal, written explanation of the problem and time off to emphasize the seriousness of the problem and that dramatic behavior change is needed immediately. A copy of the suspension without pay notice is provided to the employee, is placed in the department file and the Human Resources employee file.
4. **Final Written Warning.** The College may, at its discretion, choose to impose a final written warning in lieu of suspension. Exempt salaried personnel who are suspended for less than one week shall receive their wages in accordance with the Fair Labor Standards Act.
5. **Termination.** When it has been determined that an employee is unable or unwilling to meet the conditions of employment at Delta College, termination results.

B. Students

The Office of the Vice-President for Student and Educational Services’ handles matters that require disciplinary action at Delta College. The concept of progressive discipline will be utilized in all cases, taking into consideration the severity of the incident, the number of times the student has been referred to the conduct system, etc.

The following sanctions may be imposed by the College for general misconduct:

1. **Verbal reprimand.** A formal and documented conversation by an authorized College official with a student regarding a violation and possible consequences if misconduct continues.
2. **Written reprimand.** A formal document from an authorized College official to a student regarding a violation. This document will be preserved in a student record.
3. **Disciplinary probation.** The imposition of a period of observation and review of conduct during which the student or recognized student organization must demonstrate compliance with College standards. Terms of this probationary period will be determined at the time probation is imposed.
4. **Disciplinary suspension.** A temporary loss of student status or recognition as a student organization for a specified length of time.
5. **Permanent Expulsion.** The termination of a student's enrollment at Delta College. This means the student may no longer participate in any Delta College activity or be on Delta College property owned, operated, leased, or maintained for any purpose.
6. **Other Sanctions.** Conditions or discipline may be imposed instead of, or in addition to, specific sanctions listed in this section. These may include, but are not limited to: recommendations for counseling, establishment of mandatory behavior conditions/contract-signing stating agreed-upon behavior expectations for continued enrollment or re-enrollment; loss of access to college computers and/or network; a specific project designed to assist the student in better understanding the overall impact of his or her behavioral infraction; a contract of terms for restitution of damages/stolen property before enrollment is continued and/or records are released; suspension without pay from his or her on campus job; restricted participation in extra-curricular activities or interscholastic or leadership positions, or community service.
7. **Withdrawal Agreement.** A mutual plan reached in certain cases where a student's behavior and continued enrollment may adversely affect his or her well-being. A designated official of the College and the student may agree to discontinue the student's attendance at Delta College for a specified amount of time and agree to conditions for re-admittance to the College. In such instances, both the designated official and the student will sign a written Withdrawal Agreement.
8. **Loss of Recognition.** An applicable sanction for student organizations, only. Delta College student organizations may lose recognition and will be deprived of the use of College resources, the use of the College's name, and the right to participate in College or campus-sponsored activities. This loss of recognition may be for a specific period of time or for an indefinite period of time until all conditions are met.

A federal or state drug conviction (but not a local or municipal conviction) can disqualify a student for FSA funds. Convictions only count against a student for aid eligibility purposes if they were for an offense that occurred during a period of enrollment for which the student was receiving federal student aid - they do not count if the offense

was not during such a period, unless the student was denied federal benefits for drug trafficking by a federal or state judge. Also, a conviction that was reversed, set aside, or removed from the student's record does not count, nor does one received when the student was a juvenile, unless the student was tried as an adult.

NOTIFICATION OF THE DAAPP

A. Employee Notification

Notification of the information contained in the DAAPP is distributed to all current employees of the college on an annual basis via an all-staff email and the online featured news of Delta College. New employees will receive notification during their Orientation process. The DAAPP is also available for review online.

B. Student Notification

Notification of the information contained in the DAAPP is distributed to all currently enrolled students each semester via email and the online featured news of Delta College. The DAAPP is also available for review online.

OVERSIGHT RESPONSIBILITY

The Office of the Vice President of Student and Educational Services and the Director of Human Resources shall serve as the main contacts that will have oversight responsibility of the DAAPP including, but not limited to: updates, coordination of information required in the DAAPP, and coordination of the annual notification to employees and students and the biennial review. The DAAPP Oversight Team has been established to assist with these responsibilities. This team is responsible to the College President and provides a report to the President's Cabinet annually.