



***Drug-Free Schools and Campus Regulations
Biennial Review and Drug & Alcohol Prevention Report***

Published October 2018

This report was prepared by Monica Kopcow, Student Information and Title IV Compliance Officer in collaboration with the Front Range Community College Clery Committee. Secondary review and oversight provided by the Student Affairs Council. A chart of participants is listed within this report.

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Introduction to the Drug-Free Schools and Communities Act (DFSCA)

The Drug-Free Schools and Campuses Regulations requires that, as a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education (IHE) must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. If audited, failure to comply with the Drug-Free Schools and Campuses Regulations may cause an institution to forfeit eligibility for federal funding.

In order to certify its compliance with the regulations, an IHE must adopt and implement a drug prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees both on school premises and as part of any of its activities. Creating a program that complies with the regulations requires an IHE to do the following:

- Prepare a written policy on alcohol and other drugs.
- Develop a sound method for distributing annual notification information to every student and IHE employee each year.
- Prepare a biennial review report on the effectiveness of its alcohol and other drug (AOD) programs and the consistency of policy enforcement.
- Maintain its biennial review report on file so that, if requested to do so by the U.S. Department of Education, the campus can submit it.

Compliance with the Drug-Free Schools and Communities Act

In order to meet compliance with DFSCA, Front Range Community College (FRCC) conducted a review for their alcohol and drug related policies and program for the time **August 2016-July 2018**.

The objectives of the review compiled by Front Range Community college as identified by the U.S. Department of Education include:

- Determining the effectiveness of drug and alcohol abuse prevention program(s) and implementation of any needed changes.
- Ensuring disciplinary sanctions for violating standards of conduct are enforced consistently.

The President of the College is required to supply a signed statement certifying the Biennial Review to acknowledge awareness of the recommendations within the report. Both the President's signed statement and the final copy of the 2018 report are keep on file by the Student Information and Title IV Compliance Officer. The report and all supporting documentation are on file by the college for seven years, thus aligning with other Consumer Information regulations.

Method of Distribution: Email is the primary form of distribution to current students, faculty and staff. Students are informed at orientations that all official communication will be through their college assigned email address. The website, catalog and Student Handbook and Planner also contain links to the Biennial Drug and Alcohol Report and are accessible by prospective students, staff and faculty.

For a hardcopy of the Biennial Review, all email requests can be directed to Monica.Kopcow@frontrange.edu and the report will be located on the Front Range Community College [Consumer Information HEOA](#) website. Institutions of higher education are not required to submit the certification or report to the U.S. Department of Education but will make it available upon request.

Alcohol and Drug (AOD) Program Goals

Front Range Community College is one of thirteen state system community colleges under the governance of the State Board for Community Colleges and Occupational Education (SBCCOE). It is the largest community college in Colorado and enrolls more than 30,000 students annually at four sites. Many of the programs offered to students around alcohol and drugs are collaborated among the Student Life Directors and Directors of Student Success at each campus as well as with Human Resources and the Deans of Student Affairs. The college has adopted and implemented programs to prevent the abuse of alcohol and the possession, use or distribution of illicit drugs by students and employees both on its premises and as a part of any of the college's activities. Front Range Community college is committed to ensuring, to the best of its ability, that its students, staff, faculty and adjunct instructors are aware of the dangers of abuse of alcohol and other drugs. We strive to provide appropriate information and resources to ameliorate such abuse, and are subjected to appropriate sanctions regarding the inappropriate or illegal use or abuse of such substances on campus and at other venues that involve college community members. Below is a list of all Front Range Community College campus locations and centers.

Boulder County Campus

2190 Miller Drive
Longmont, CO 80501
Phone: (303) 678-3722
Fax: (303) 678-3699

Larimer Campus

4616 S. Shields Street
Fort Collins, CO 80526
Phone: (970) 226-2500
Fax: (970) 204-8484

Westminster Campus

3645 West 112th Avenue
Westminster, CO 80031
Phone: (303) 404-5000
Fax: (303) 466-1623

Brighton Center

1850 E. Egbert Street, Suite 100
Brighton, CO 80601
Phone: (303) 404-5099
Fax: (303) 655-1763

Loveland Center

800 S. Taft Ave.
Loveland, CO 80537
Phone: (970) 613-7580

Prospect Center

1501 Academy Ct.
Fort Collins, CO 80524
Phone: (970) 204-8327

Front Range Community College employs different strategies and programs to address alcohol and drug abuse among its students, staff, faculty, and instructors. AOD efforts focus on harm reduction, recognizing the reality of AOD abuse among late adolescents and young adults in the U.S. Front Range Community College provides a broad array of activities that are alcohol and drug free and support those that who choose to remain alcohol and drug free. The college is dedicated to educating and attempting to change the culture of AOD abuse that can be common among college students. We believe efforts to prevent or ameliorate AOD abuse are more likely to be successful if they involve faculty, staff, students and campus security.

Front Range Community College Programs Addressing AOD Use and Abuse

College-wide Passive General Awareness Information Programming:

- Each Front Range Community College campus offers information to students, faculty, and staff on the effects of drug and alcohol use. Various programs include access to education, training, and treatment resources in the community.
- Each year the [Front Range Community College Student Handbook/planner](#) lists information on alcohol and drug related programs on campus and provides a link to local resources for drug and alcohol counseling. A hardcopy of the handbook is distributed to students during the first week of classes and is available in the Student Life Office throughout the year.
- The Advising, Career and Counseling Departments at each campus have information and a resource guide regarding drug and alcohol referral information.
- Alcohol and drug information and programming are placed in various publications throughout the year including the Stall Street Journals, campus newsletters, and/or given away at the campus information desks. Copies of alcohol and drug information are available for all faculty and staff on the website and in Human Resources. The college encourages faculty and staff to share information with students.
- The Campus Security Department distributes an alcohol and drug awareness pamphlet to faculty, staff and students. Resource information is available to anyone who contacts Campus Security with a drug and/or alcohol referral or question.
- Each FRCC campus participates in a yearly health fair. Information on sexual health, alcohol, drug prevention and stress management are available along with personal counseling resources.
- Drug and alcohol information and resources are available to faculty and staff at all new employee orientations.
- The [FRCC College Catalog](#) has information regarding health risks associated with drug and alcohol use. The catalog contains links to local resources for students and employees should they need counseling, treatment or rehabilitation information.
- Front Range Community College maintains a licensed professional counselor on each campus for students. Counselors provide drug and alcohol referral information and resources. The Westminster campus counselor is also a certified addictions counselor.
- A copy of the college Drug and Alcohol Policy is located on Inside FRCC (portal) for all new and current employees to access.
- Know the Code campaign. Posters were placed around campus in FY 2016-2017 regarding the Student Code of Conduct. One of the posters related to: possessing, consuming, or distributing any alcohol beverage in violation of college rules and regulation, or appearing on campus while intoxicated.

Larimer Campus:

- The information desk displays referral information for safe rides home if you have been drinking; eating disorders; sexual assault; suicide prevention and personal counseling.
- In 2016-2017 the Larimer campus had a wellness zone that had a number of displays that addressed prevention.
- In October 2016 the last two weeks of the month focused on lung health and various methods to stop smoking. "Quit kits" courtesy of Larimer County Health Department were available.
- The third week of November 2016 focused on ways to deal with stress through the holidays. This included information in regards to wise or no alcohol consumption.

- February 2017 the Student Life Office provided resources around sexual health and pregnancy/STI prevention.
- March 2017 alternative spring break activities were promoted.

Westminster Campus:

- The Student Life Office continued a strong partnership with the Tri-County Health Organization. The campus focus with this organization is to provide information on a tobacco free campus and providing healthier behaviors for all students.
- November 2016 the campus hosted a “Great American Smoke Out” day. Student Life collaborated with Tri-County Health Organization to provide “Alternative Smoke Breaks” for the entire campus community. Members of community were encourage to exercise, eat healthy snacks, work on art projects, etc. There was information regarding healthy lifestyles by decreasing drug and alcohol use.
- In March 2017, the campus hosted “Rethink Your Drink”. Alcohol safety tips were provided as well as CO DOT app for drink tracking/safe rides home. Infographics were displayed regarding alcohol and the body, standard drink equivalency, alcohol effects, and binge drinking statistics.
- In April 2017, there was a Tobacco Education & Cessation Resource Table (Hosted by Veterans Club) on display.
- In February 2018, the Student Life Office hosted Club Day / Substance Awareness: What Is Your Perception. The event provided information on the impact of drugs and alcohol on individuals. Additionally, impairment goggles were available so that individuals could wear them while navigating an obstacle course to learn about the impact of drug/alcohol impairment.
- In March 2018, the Student Life Office collaborated with the Diversity Committee to host the Human Library. For the event, guests could speak with human “books” who shared their experiences with subjects such as alcoholism and being the child of an alcoholic.
- In April 2018, the Student Life Office hosted Mental Health Awareness Week. As part of the week, a presenter spoke on their struggle with drug and alcohol addiction, as well as their recovery.
- In April 2018, the Student Life Office and Psychology Department hosted PSY Friday, a conference for students. Among the topics covered were the effects of alcohol upon individuals.
- In April 2018, the Student Life Office hosted Don’t Forget to Take Your Coffee / Tea in which information regarding the dangers of study drugs were shared.

Boulder County Campus:

- August 2016 Campus Security hosted a Meet & Greet. A variety of information regarding campus safety was presented including information regarding the use of alcohol, drugs and tobacco.
- The Student Life Office continued a strong partnership with Boulder County Public Health – Tobacco Education & Prevention Partnership. The campus focus with this organization is to provide information on a tobacco free campus and providing healthier behaviors for all students.
- Information is available on the “free table” near the Student Life desk regarding local resources for alcohol and drug counseling. It is also available anytime at the Student Life desk.
- December 2016, Student Life hosted an ongoing program for finals week and holiday stress. A display was placed in the student commons with reminders about safe alcohol consumption and the dangers of drinking and driving, especially around the holiday season. Additionally, information was handed out relating to healthy habits and stress for students during finals week. This included information regarding healthy habits for tobacco and alcohol consumption during stressful times.

- The Kick Butts campaign was hosted on campus March 2017. Kick Butts Day is a national day of activism that empowers people to quit smoking. Students took pledges and wrote reasons why they were quitting tobacco.
- In spring 2017, the Student Government Association held a spring fling event. They provided mock trials and information regarding healthy behaviors including safe sex, and responsible alcohol consumption.
- In May 2017 (during finals week), information is handed out to students with reminders about safe alcohol consumption and the dangers of drinking and driving during graduation parties and celebrations.
- In November 2017 (during our Thanksgiving celebration) and December (finals week) BCC had passive displays and informational flyers with reminders about safe alcohol consumption and the dangers of drinking and driving, especially during the holidays.

Brighton, Loveland and Prospect Center(s): No campus specific programs. Only passive displays.

Support for Students of Concern:

Front Range Community College staff care about students' whole well-being. We recognize that college is stressful; might be overwhelming, and students may face pressure to experiment with drugs and alcohol. Each campus has a team of caring individuals who help connect students to support for all kinds of concerns. If someone is concerned about friends' or their own choices or behavior, the college wants to help. Front Range Community College is interested in a person's well-being. If someone is concerned about a friend or themselves, we encourage them to tell us. Crisis and stress management services and/or referrals to community counseling services are available at each campus.

Additional information and confidential referrals can be located on our [Crisis Counseling & Stress Management page](#).

Community Counseling Services:

Boulder County Campus

Mental Health Partners 303-443-8500
 24 Hour Emergency Psychiatric Service
 Crisis Line & Crisis Additions Services
 303-447-1665

Larimer Campus

Mountain Crest Behavioral Health Center
 970-207-4800
 Summit Stone Health Partners
 970-494-4200

Westminster Campus

Community Reach Center
 303-853-3500
 Arapahoe House
 303-657-3700
 Colorado Crisis Services
 844-493-8255

Brighton Center

Community Reach Center
 303-853-3500
 Colorado Crisis Services
 844-493-8255
 Pennock Center for Counseling
 303-655-9065

Front Range Community College uses Maxient software that is a college-wide database to review all student code of conduct violations and sanctions. The software is used as one of the primary resources for managing student issues, providing intervention and crisis prevention. Most referrals are routed to the Deans of Student Affairs or Human Resources at which they facilitate communication to and from the student of concern. Managers of the Maxient software triage referrals, reported information as it comes in, and investigate if necessary, to gather all information to prioritize and respond with appropriate resources. This could include referrals for behavior health concerns and/or drug and alcohol treatments. All Title IX concerns go directly to the Title IX Coordinator within the Human Resource Department.

Front Range Community College tracks drug & alcohol-related violations of the Student Code of Conduct or college guidelines and fatalities reported to Deans of Student Affairs, Campus Safety & Preparedness, other campus officials (e.g. HR) and/or local law enforcement entities.

A complete list of drug and alcohol violations and sanctions can be obtained by contacting The Associate Vice President of Enrollment Services and Student Support or the Student Information and Title IV Compliance Officer at (303) 404-5103

Resources for Students and Employees:

Misuse of drugs and alcohol often come with legal, personal, and academic consequences. Front Range Community College encourages students and employees to utilize treatment services and referral resources to address alcohol and drug use. If a student or employee has questions, is in need of counseling, treatment, or rehabilitation programs, the college provides the following support services:

- The Front Range Community College [community resource link](#) contains a comprehensive list of alcohol, drug, domestic violence and legal advocacy services. This information is updated yearly by Human Resources and is published on the college website under the community resources page.
- Campus specific drug and alcohol resource and treatment links are located on the Front Range Community College [community resources page](#).
- The [Responsibility Grows Here](#) website provides information regarding marijuana use in Colorado, the law in Colorado, marijuana health effects as well as drug prevention. A link is located on the Front Range Community College [community resources page](#).
- [Tri-County Health Department](#) provides marijuana fact sheets. The sight provides information on marijuana health effects including second-hand marijuana smoke, information for parents, teens and youth, marijuana information for pregnant and nursing mothers and driving while under the influence of marijuana. A link is located on the Front Range Community College [community resources page](#).
- [The Colorado Department of Public Health and Environment website](#) provides a FAQ regarding the effects of marijuana use. A link is located on the Front Range Community College [community resources page](#).
- Family Medical Leave: Employees afflicted by substance dependence may be eligible for leave under the [Family and Medical Leave Act](#) and should consult with the Human Resources Department for more information regarding these benefits.
- Short-Term Disability Insurance: Employees may be eligible to receive short-term disability insurance benefits if they are unable to work during a period of substance abuse treatment and should consult with the Human Resources Department for more information regarding these benefits.
- [C-SEAP](#) is a program the State of Colorado offers its employees. The state provides free confidential counseling and consulting services. Licensed counselors or psychologists will provide state employees free screenings and referrals for substance abuse treatment.

Policies Addressing AOD Use and Abuse

The State Board for Community Colleges and Occupational Education (SBCCOE) establishes policy for Front Range Community College and other community colleges within its system. The Colorado Community College System is governed by a nine-member State Board under the State Statute 23-60-201: "There is hereby established a state system of community and technical colleges which shall be under the management and jurisdiction of the state board for community colleges and occupational education. The policies, known as Board Policy (BP) set the parameters in which each college is required to operate.

STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION Drug Free Workplace (BP 3-24)

APPROVED:	February 9, 1989
EFFECTIVE:	February 9, 1989
REPEALED:	September 14, 2000
READOPTED:	August 25, 2001
REFERENCES:	Drug-Free Workplace Act of 1988, 102, Stat. 4304
ISSUED BY:	Joe D. May, System President

Policy Statement

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the workplace.

Scope

This policy applies to all employees at the eleven state system community colleges and on the System central staff.

Sanctions

Observance of this policy is a condition of employment and violation of such will subject the employee to appropriate disciplinary action which may include termination.

Reporting of Convictions

Pursuant to law, any employee who is convicted under any criminal drug statute for a violation occurring in the workplace must notify the college/System president of such no later than five days after the conviction. The college/System president must notify any federal contracting agency under which the employee works within ten days after receiving notice of such conviction. Employees who work under a federal contract must be provided with a copy of this policy statement.

Drug-Free Awareness Program

The colleges and central office shall establish a drug-free awareness program which will inform all employees about this policy. The program will also inform employees about the dangers of drug abuse and about available drug counseling, rehabilitation, and employee assistance programs.

Procedures:

The System president shall promulgate any procedures which may be necessary to implement this policy.

APPROVED: July 12, 1990

EFFECTIVE: October 1, 1990

REPEALED: September 14, 2000

READOPTED: August 25, 2001

REVISED: February 11, 2015

REFERENCES: Drug Free Schools and Communities Amendments of 1989 (PL 101-226)

ISSUED BY: Richard E. Martinez Jr.

Policy Statement

It is the policy of the Board to maintain compliance with the Drug-Free Schools and Communities Act Amendments of 1989, Public Law 101-226, (the "Act"). The Act requires that, as a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education ("IHE"), state educational agency ("SEA"), or local educational agency ("LEA") must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. This includes providing an annual notice to all students and employees and a biennial review of college drug and alcohol prevention programs.

In compliance with the federal Drug Free Schools and Communities Act, the Colorado Community College System prohibits the unlawful manufacture, dispensation, possession, use, or distribution of a controlled substance (illicit drugs and alcohol) of any kind and in any amount. These prohibitions cover any individual's actions that are part of any college activities, including those occurring while on college property or in the conduct of college business away from the campus.

Scope

This policy applies to the state system community colleges.

Sanctions

Failure to comply with the law may result in the loss of all federal funds.

Procedures

The System president shall promulgate procedures as necessary to implement this policy.

**COLORADO COMMUNITY COLLEGE SYSTEM
SYSTEM PRESIDENT'S PROCEDURE
Drug Free Schools**

SP 19-30 – Drug Free Schools

EFFECTIVE: October 1, 1990

RETITLED: September 14, 2000

RETITLED: August 25, 2001

REVISED: March 27, 2015

REFERENCES: Board Policy on Drug Free Schools, BP 19-30; Drug Free Schools and Communities Act Amendments of 1989

APPROVED:

/ Nancy J. McCallin /
Nancy J. McCallin, Ph.D.
System President

APPLICATION

This procedure applies to all the Community Colleges within the Colorado Community College System (CCCS).

BASIS

Board Policy (BP) 19-30 provides that all Community Colleges within CCCS must comply with the Drug Free Schools and Communities Act Amendments of 1989.

PROCEDURE

Each College shall adopt and implement a program to prevent the abuse of alcohol and use of illegal drugs by students and employees.

1. The program shall consist, at a minimum, of the following:
 - Develop, implement and annually distribute the College's Drug and Alcohol Abuse Prevention Program (Program) to all students and employees (see attached Sample Program). Distribution requirement may be satisfied by inclusion of the Program in class schedule(s), catalog(s), direct mail bill(s), College issued email(s), or any other method that will accomplish notice. Additionally, the program information can be posted on the web with notification made to students and staff using the exact web address as to the location of the information. Colleges must have a plan to distribute the Program to new students and employees who enroll or are hired after the annual notification. The Human Resources and Student Services offices shall keep records, in order to document distribution to all employees and students.
 - Review the Program biennially in every even-numbered year to determine its effectiveness, implement necessary changes, and ensure that sanctions are consistently enforced. The report should be complete and made available by October 1st of every even-numbered year.
2. Keep records documenting compliance with the law for a minimum of three years after the federal fiscal year in which the record was created.

REVISING THIS PROCEDURE

CCCS reserves the right to change any provision or requirement of this procedure at any time and the change shall become effective immediately.

ATTACHMENT DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM

Front Range Community College is a Community College governed by the State Board for Community Colleges and Occupational Education (Board). Board Policy 19-30, Drug Free Schools, requires the College to comply with the Drug Free Schools and Communities Amendments of 1989 (PL 101-226 in federal law). The College has adopted the following Drug and Alcohol Abuse Prevention Program:

Standard of Conduct

In compliance with the federal Drug Free Schools and Communities Act, Front Range Community College prohibits the unlawful manufacture, dispensation, possession, use, or distribution of a controlled substance (illicit drugs and alcohol) of any kind and in any amount including marijuana. These prohibitions cover any individual's actions which are part of any College activities, including those occurring while on College property or in the conduct of College business away from the campus.

Legal Sanctions for Violation of the Standards of Conduct

Any student or employee who is convicted of the unlawful manufacture, distribution, dispensation, possession, use/abuse of illicit drugs or alcohol is subject to criminal penalties under local, state and federal law. These penalties, at the state level, range in severity from a fine of up to \$500,000 and/or jail time of life imprisonment. A federal conviction can carry a fine up to \$4,000,000 and/or life in prison. The exact penalty assessed depends upon the nature and severity of the individual offense as well as prior convictions.

Penalties Which May be Imposed by the College

Students and/or employees who violate the above standard of conduct will be subject to disciplinary action pursuant to the applicable employee and student disciplinary policies and procedures. The sanctions may include, but are not limited to, a requirement to complete an appropriate rehabilitation or re-entry program, discipline up to and including expulsion for students and termination for employees, and/or referral to authorities for prosecution.

Health Risks Associated With Use of Illicit Drugs and Alcohol Abuse

Health risks associated with drug and alcohol abuse include, but are not limited to: malnutrition, brain damage, heart disease, and pancreatitis, cirrhosis of the liver, mental illness, death, low birth weight babies, and babies with drug addictions.

Available Counseling, Treatment, Rehabilitation or Re-entry Programs

Information on available counseling, treatment, and rehabilitation or re-entry programs is available at each Front Range Community College campus or the Colorado Department of Health.

Front Range Community College Substance Abuse Policy

The State Board for Community Colleges and Occupational Education (SBCCOE) establishes policy for Front Range Community College and other community colleges within its system. Front Range Community College acknowledges the problem of substance abuse in our society and perceives this problem as a serious threat to employees and students. It is the intent of the college to establish and maintain a drug-free work place. It is the college's further intent to comply in every respect with the Drug-Free Schools and Communities Act Amendment of 1989 (Public Law 101-226) as presently constituted, to be amended in the future.

Being under the influence, manufacturing, possession, cultivating, distribution, purchase or sale of alcohol and/or drugs (illegal and/or dangerous or controlled substance) and/or alcohol/drug paraphernalia while on college owned or college controlled property, and/or at any function authorized or supervised by the college and/or in state owned or leased vehicles is illegal.

Although possession and use of marijuana in limited quantities is consistent with the requirements of the Colorado Constitution and is no longer a crime in the State of Colorado, the possession and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug Free Schools and Communities Act, the use and/or possession of marijuana continues to be prohibited while a student is on college owned or college controlled property, and/or any function authorized or supervised by the college and/or in state owned or leased vehicles.

Front Range Community College condemns the possession, use or distribution of illicit drugs and the abuse of alcohol and drugs, whether prescriptive or non-prescriptive. Any student or employee found to be in the possession of, using, selling, trading, or offering for sale, illicit drugs or alcohol on college property or as part of the college's activities, will be subject to disciplinary action as well as applicable local, state and federal laws. These penalties, at the state level, range in severity from a fine of up to \$500,000 and/or jail time of life imprisonment. A federal conviction can carry a fine up to \$4,000,000 and/or life in prison. The exact penalty assessed depends upon the nature and severity of the individual offense as well as prior convictions. Federal and state laws govern the use and possession of controlled substances.

All Front Range Community College, campuses have been designated "Drug free" and only under certain circumstances is the consumption of alcohol permitted. The possession, sale, consumption, or furnishing of alcohol and the possession, sale, manufacture or distribution of any controlled substance is illegal under local, state and federal laws, this includes marijuana. Such laws are strictly enforced by the local law enforcement agency having jurisdiction on the campus in cooperation with Campus Security and Preparedness Department. Drug and alcohol violations are prohibited under the CCCS Student Code of Conduct.

Students who violate the CCCS Student Code of Conduct will be subject to college [disciplinary procedures](#) and/or ([CCCS SP 4-30 Student Disciplinary Procedure](#)). Sanctions include but are not limited to warnings, probation, suspension or expulsion from the college, termination of employment and referral to authorities for prosecution, as appropriate.

Excerpts from Colorado Revised Statute [\(CRS\) 18-18-405:](#)

Except as specifically authorized under Colorado law, it is unlawful for any person knowingly to manufacture, dispense, sell, or distribute, or to possess with intent to manufacture, dispense, sell, or distribute, a controlled substance; or induce, attempt to induce, or conspire with one or more other persons, to manufacture, dispense, sell, distribute, or possess with intent to manufacture, dispense, sell, or distribute, a controlled substance; or possess one or more chemicals or supplies or equipment with intent to manufacture a controlled substance.

Except as otherwise provided for an offense concerning marijuana and marijuana concentrate in section 18-18-406 and for special offenders as provided in section 18-18-407, any person who violates any of the provisions of subsection (1) of this section (a) Commits a level 1 drug felony and is subject to the mandatory sentencing provisions in section 18-1.3-401.5 (7) if certain conditions apply. All drug possession charges and penalties are classified by schedule, except for Marijuana possession.

For a list of Federal Charges\Potential sentencing, visit the [Drug Enforcement Administration](#) website.

Marijuana laws and guidelines:

Although possession and use of marijuana in limited quantities is consistent with the requirements of the Colorado Constitution and is no longer a crime in the State of Colorado, the possession and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug Free Schools and Communities Act, the use and/or possession of marijuana continues to be prohibited while a student is on college owned or college controlled property, and/or any function authorized or supervised by the college and/or in state owned or leased vehicles.

This prohibition applies even if the Colorado Department of Public Health and Environment (CDPHE) has issued a Medical Marijuana Registry identification card to an individual, permitting that individual to possess a limited amount of marijuana for medicinal purposes. Those with medical marijuana cards are not permitted to use medical marijuana on campus.

[Front Range Community College Guidelines:](#)

[Amendment 64 and Marijuana on Campus:](#)

Despite the passage of [Amendment 64](#) the use, possession, sale, or distribution of marijuana (including medical marijuana and products containing marijuana) on any college owned or controlled property is illegal and against FRCC guidelines. You cannot bring it on any of these properties, smoke or consume it in the parking lot, or come to class or work under the influence.

In November 2012, Colorado voters approved [Amendment 64](#) to the Colorado Constitution that permits persons 21 years of age and older to possess limited amounts of marijuana, regulates the cultivation and product manufacturing facilities and retail sales outlets. In January 2013, Governor Hickenlooper certified the election results, and over the past year, the Colorado legislature and local governments have been working on the specific regulations required in the amendment. One of the more highly visible elements is the establishment of retail sales operations that opened on January 1, 2014. Now under Colorado law a person age 21 or older can purchase and possess up to one ounce of marijuana. The law does not allow for public use of marijuana and local governments have been enacting local regulations as allowed in the amendment.

Federal Law and how it affects FRCC students and employees

Although Amendment 64 passed in Colorado, the possession and use of marijuana is still prohibited under federal law. FRCC is a public place (institution), and the public use of marijuana is prohibited under Colorado law, therefore FRCC students and employees should understand that possessing, using or selling marijuana continues to be prohibited on any FRCC campus or other college owned or controlled property, which includes any function authorized or supervised by the college and in state owned or leased vehicles. As a federally controlled substance, the use and possession of marijuana is prohibited by the Controlled Substance Act, CCCS policy, FRCC Organizational Guideline and the FRCC Student Code of Conduct, and is not permitted on campus. This includes medical marijuana and any product containing marijuana.

As a college that receives federal funding, Front Range Community College must abide by the federal Drug Free Schools and Communities Act Amendments of 1989 and prohibit the use of marijuana. The college must also abide by the federal Drug Free Workplace Act, which prohibits the unlawful manufacture, distribution, possession and use of illicit drugs and alcohol in the workplace. This includes medical marijuana. Drug and alcohol abuse education programs and resources can be found in the [Student Handbook and Planner](#) or can be obtained from the Human Resources Department.

FRCC Student Code of Conduct

“It is illegal to use, be under the influence, manufacture, possess, cultivate, distribute, purchase, or sell alcohol and/or drugs (illegal and/or dangerous or controlled substance, including marijuana) and/or alcohol/drug paraphernalia while on college owned or college controlled property, and/or at any function authorized or supervised by the college and/or in state owned or leased vehicles. For the complete FRCC Student Code of Conduct as it relates to the use and possession of marijuana, please visit the [FRCC website](#).
www.frontrange.edu/conduct/

[Front Range Community College HR: 2.14: Drug & Alcohol Abuse Prevention Program](#)

Category: Human Resources 10/27/2014

Legal or Other Authority: BP 3-24; SP 3-24; BP19-30, SP 19-30

Front Range Community College is a state system community college governed by the State Board for Community Colleges and Occupational Education (“Board”). The Board policy requires the College to comply with the Drug Free Schools and Communities Amendments of 1989 (PL 101-226 in federal law). The College has adopted the following Drug and Alcohol Abuse Prevention Program:

Scope: This guideline applies to all employees of Front Range Community College

Standard of Conduct

Employees shall not engage in the unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of and/or illicit drugs or alcohol on College property or use as a part of College activities.

Legal Sanctions for Violation of the Standards of Conduct

Employee who is convicted of the unlawful manufacture, distribution, dispensation, possession, use/abuse of illicit drugs or alcohol is subject to criminal penalties under local, state and federal law. These penalties range in severity from a fine of up to \$100 to life imprisonment and/or a fine of \$48,000.00. The exact penalty assessed depends upon the nature and severity of the individual offense.

Penalties, which may be imposed by the College

Employees who violate the above standard of conduct will be subject to disciplinary action under employee disciplinary policies. The sanctions include, but are not limited to, a requirement to complete an appropriate rehabilitation or re-entry program; expulsion from College or termination of employment; and/or referral to authorities for prosecution.

Health Risks Associated With Use of Illicit Drugs and Alcohol Abuse

Health risks associated with drug and alcohol abuse include, but are not limited to malnutrition, brain damage, heart disease, and pancreatitis, cirrhosis of the liver, mental illness, death, low birth weight babies, and babies with drug addictions.

Available counseling, Treatment, Rehabilitation or Re-entry Programs

Information on available counseling, treatment, rehabilitation or re-entry programs is available at the Campus Security and Preparedness office on each campus, Deans of Students Offices, Human Resources, or the Colorado Department of Health.

[Front Range Community College Student Standard of Conduct Regarding Drugs and Alcohol](#)

Being under the influence, manufacturing, possession, cultivating, distribution, purchase or sale of alcohol and/or drugs (illegal and/or dangerous or controlled substance) and/or alcohol/drug paraphernalia while on college owned or college controlled property, and/or at any function authorized or supervised by the college and/or in state owned or leased vehicles.

Note: Although possession and use of marijuana in limited quantities is consistent with the requirements of the Colorado Constitution and is no longer a crime in the State of Colorado, the possession and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug Free Schools and Communities Act, the use and/or possession of marijuana continues to be prohibited while a student is on college owned or college controlled property, and/or any function authorized or supervised by the college and/or in state owned or leased vehicles.

Students can access the [CCCS Common Student Code of Conduct](#) on our website. It is also located in the college catalog and [Student Handbook and Planner](#). Within the Student Handbook and Planner there is detailed information regarding health risks associated with alcohol and drug consumption.

Code of Conduct and related procedures are located in the [Student Handbook and Planner under the Students Rights and Responsibilities section](#). These procedures are designed to afford certain procedural protections to any student alleged to have committed an infraction of the Student Code of Conduct warranting disciplinary action.

Student discipline procedures are separate from criminal proceeding, which may be imposed for misconduct apart from academic performance, and are subject to the procedures described in the handbook.

Distribution of Alcohol and Drug Policies to Students, Faculty, and Staff

Employees receive policies on drug free workplace and drug free school when they first onboard at the institution. Policies are also distributed to employees through eWolf, the college website and through various awareness campaigns provided by the Campus Security Department and Human Resources. Subsequently, employees may also access these policies through the [Colorado Community College System \(CCCS\) website](#) as well as the college [intranet page](#), or by contacting the Human Resources Department.

All students, staff, faculty and part-time faculty receive e-mails about Front Range Community College Alcohol and Drug policies including links to information and resources. New students are informed about policies at new student orientation. Policy information is located in college sponsored publications including the college catalog, student handbook and other developed institutional pamphlets for students and staff. Information is also available on the Front Range Community College website. Students who are taking classes' off-campus, and or on-line, receive the policy via their CCCS email, eWolf and in the college catalog and student handbook located on the Front Range Community College website.

Analysis of Efficiency of AOD Use and Abuse Efforts

Defining the learning outcomes for college-wide drug and alcohol programing and assessing the outcomes continues to be challenging, due to the nature of Front Range Community College 2-year commuter campuses. While the population of 18-24 year olds is growing, Front Range Community College has a large adult population. Students often work full time and/or have family obligations outside of school and do not engage in campus activities.

Disseminating information about drug and alcohol abuse and counseling resources have appeared to have the most impact on students by passive display. Front Range Community College also employs Licensed Professional Counselors on each campus who provide drug and alcohol educational and referral information and resources. Counselors work closely with Front Range Community College Advising staff and faculty in identifying students who may need services. The Westminster campus Licensed Professional Counselor is also a Certified Addictions Counselor.

Each Front Range Community College campus has a CARE (Campus Response, Assessment and Evaluation) Team that provides early crisis identification and response to emerging student concerns which include drug and alcohol referrals. The CARE Team uses nationally established assessment tools and best practices to respond to each student on a case-by-case basis. A list of CARE Team contacts for each campus is located on the Front Range Community College [CARE Team webpage](#).

The college is continuing to review ways to effectively track how many students they are reaching regarding drug and alcohol programing and if information provided is helpful to the student population and is influencing behavior. The Directors of Student Success in collaboration with the Student Life Directors, Campus Security and Preparedness and the Student Affairs Deans on each campus coordinate alcohol and drug programming.

The Larimer County Campus received a block grant from the Substance Abuse and Mental Health Services Administration (SAMHSA), which is administered by NSAPA with support from Colorado Department of Human Services, Office of Behavioral Health. The \$5,000 grant is a multi-year grant (2017-2018 and 2018-2019). The Director of Student Success at the Larimer County Campus formed an Alcohol and Drug Taskforce in the fall of 2017 to look at specific drug and alcohol related issues affecting the local community. The taskforce met in November of 2017 and reviewed statistics from the [SAMHSA Behavioral Health Barometer \(2015\)](#) as well as Amendment 64 data. The meeting also reviewed ways to address programming needs, intervention and screening for the Larimer campus specifically. Due to staff turnover in the spring of 2018, the committee's work ceased after the first meeting. Work will begin again in the fall of 2018.

Front Range Community College continues to implement drug and alcohol programming by practicing a proactive approach to building relations with students, law enforcement and staff. The college uses multiple avenues for reporting incidents and for referrals to resources. This includes direct reports to Campus Security and Preparedness, Faculty, Deans of Student Affairs, Licensed Professional Counselors, Campus Security Authorities as well as through the [Student of Concern link](#). Preventative measures continue to be difficult to assess due to the collaborative efforts made by many offices on campus.

In the summer of 2017, the college formed a Drug and Alcohol Assessment Committee that is chaired by the Deans of Student Affairs on each campus. The committee met several times throughout the fall to gather feedback from a variety of departments to determine the best strategies for assessing drug and alcohol use at Front Range Community College. An 8-question survey was created in the fall of 2017 and forwarded to IRB for approval. The goal of this survey was to gather baseline data on attitudes and use of FRCC students regarding alcohol, marijuana and opiate use.

FRCC AOD Survey Summer 2018 summary

The FRCC survey of use and beliefs regarding others' use of alcohol, marijuana and opiates was administered through SurveyMonkey to all enrolled students on July 27, 2018. The survey was active for three weeks. In total, 120 students responded to the survey.

Students reported their own use for all three substances surveyed at much lower rates than they reported their perception of peers' use of these substances. For example, almost 60% of respondents reported having not used alcohol at all in the past month, but only about 7.5% believed that this was also true of other FRCC students. For marijuana, about 82% of respondents reported that they have not used in the past month but 85% believed that their fellow students would have used at least once. Only one respondent reported having used opiates in the last month but about 32% of respondents believed that their peers would have used at least one time in the month.

Over half of respondents indicated that they would use or refer a friend to substance use counseling (52.59%), Student Life alternative weekend programming (51.72%), support groups for substance use (56.9%) or support groups for people affected by others' substance use (50.86%) if they were available on campus. Sixty six (66) percent of students reported not having experienced any of the listed negative effects from their own substance use. The highest reported negative effects were that substance use "led to increased tolerance" at 26.27% and "cost me more money than I would like" at 23.73%.

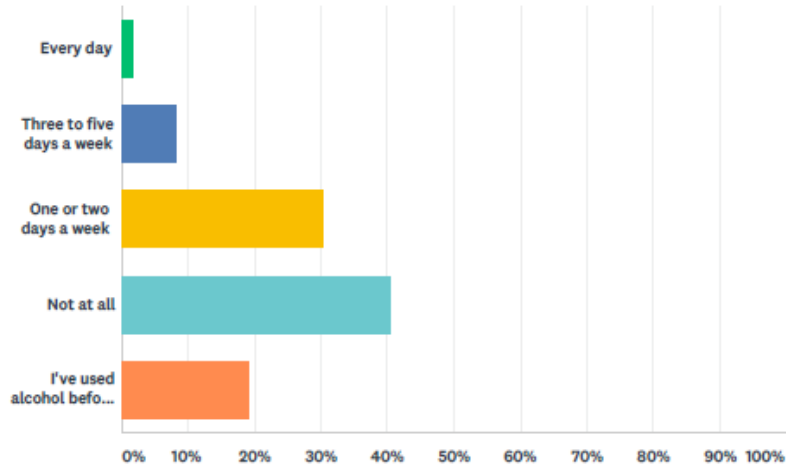
Recommendations based on survey results received:

The committee will review survey responses again after the fall 2018 and spring 2019 survey administrations and make policy and programming recommendations to the college in May 2019 for the following year.

Responses to college wide Drug and Alcohol survey were as follows:

Q1 In the past month, I have used alcohol

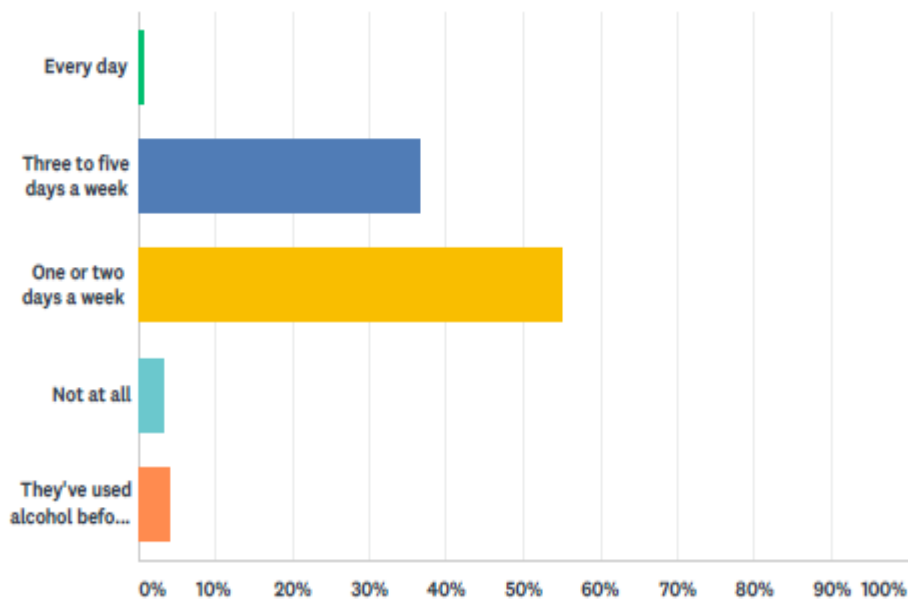
Answered: 119 Skipped: 1



ANSWER CHOICES	RESPONSES	
Every day	1.68%	2
Three to five days a week	8.40%	10
One or two days a week	30.25%	36
Not at all	40.34%	48
I've used alcohol before but not in the last month	19.33%	23
TOTAL		119

Q2 If you were to estimate how often most other students at FRCC used alcohol, what would you guess?

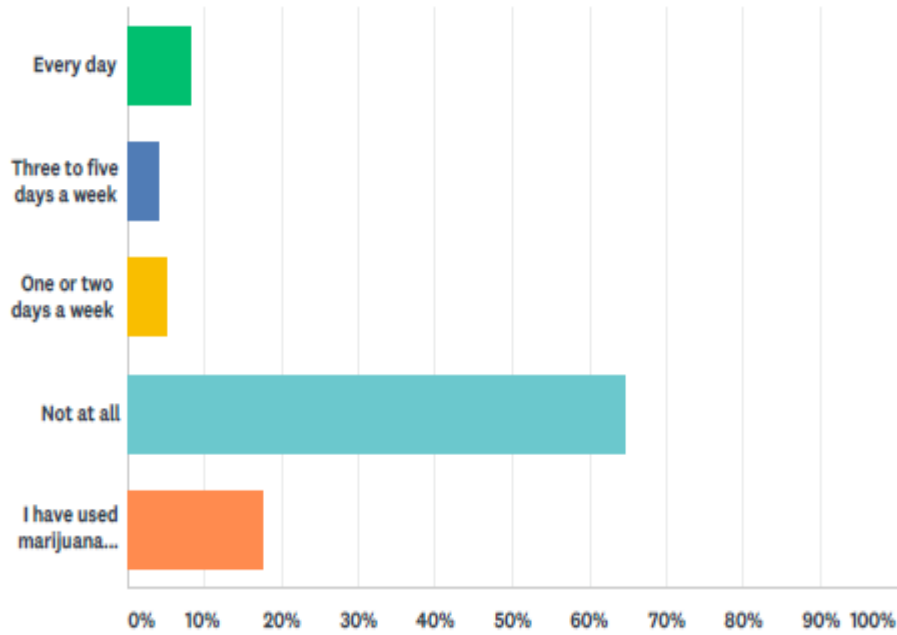
Answered: 120 Skipped: 0



ANSWER CHOICES	RESPONSES	
Every day	0.83%	1
Three to five days a week	36.67%	44
One or two days a week	55.00%	66
Not at all	3.33%	4
They've used alcohol before but not in the last month	4.17%	5
TOTAL		120

Q3 In the past month I have used marijuana

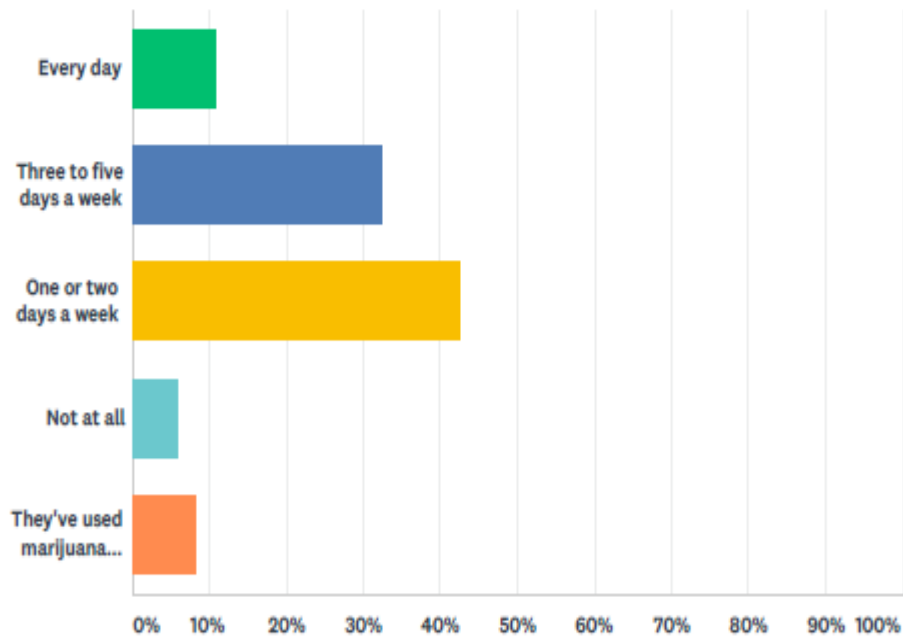
Answered: 119 Skipped: 1



ANSWER CHOICES	RESPONSES	
Every day	8.40%	10
Three to five days a week	4.20%	5
One or two days a week	5.04%	6
Not at all	64.71%	77
I have used marijuana before but not in the last month	17.65%	21
TOTAL		119

Q4 If you were to estimate how often most other students at FRCC used marijuana, what would you guess?

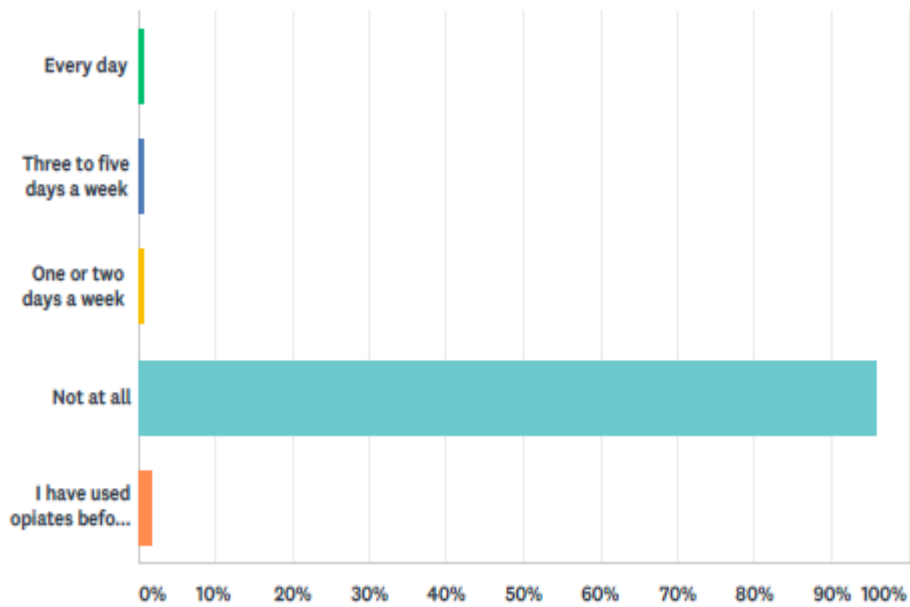
Answered: 120 Skipped: 0



ANSWER CHOICES	RESPONSES	
Every day	10.83%	13
Three to five days a week	32.50%	39
One or two days a week	42.50%	51
Not at all	5.83%	7
They've used marijuana before but not in the last month	8.33%	10
TOTAL		120

Q5 In the past month I have used opiates

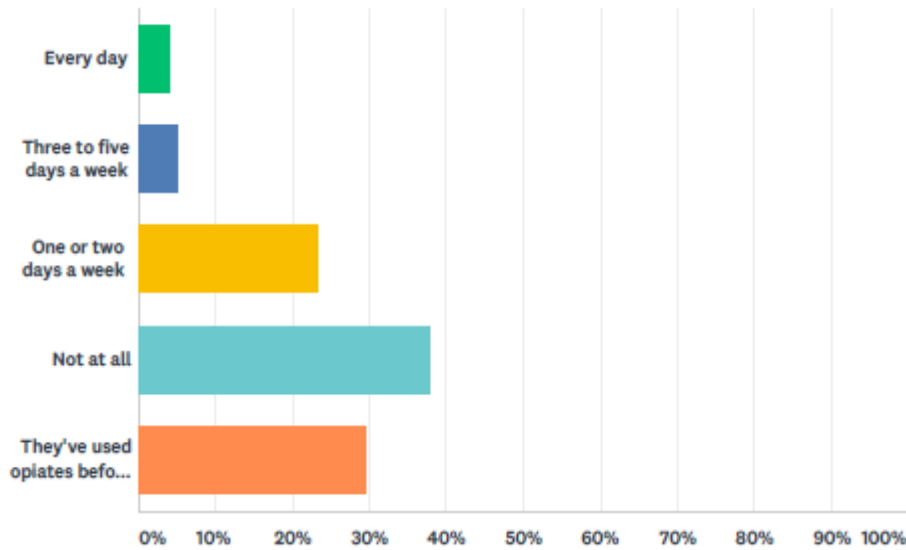
Answered: 119 Skipped: 1



ANSWER CHOICES	RESPONSES	
Every day	0.84%	1
Three to five days a week	0.84%	1
One or two days a week	0.84%	1
Not at all	95.80%	114
I have used opiates before but not in the last month	1.68%	2
TOTAL		119

Q6 If you were to estimate how often most other students at FRCC used opiates, what would you guess?

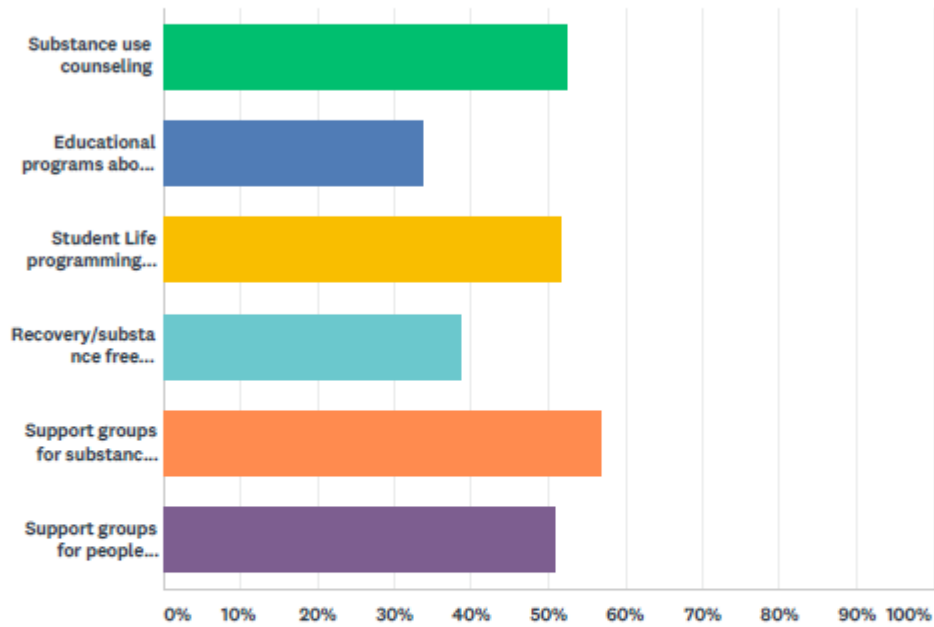
Answered: 119 Skipped: 1



ANSWER CHOICES	RESPONSES	
Every day	4.20%	5
Three to five days a week	5.04%	6
One or two days a week	23.53%	28
Not at all	37.82%	45
They've used opiates before but not in the last month	29.41%	35
TOTAL		119

Q7 What sorts of on campus services do you think you might use or refer a friend to if they were available?

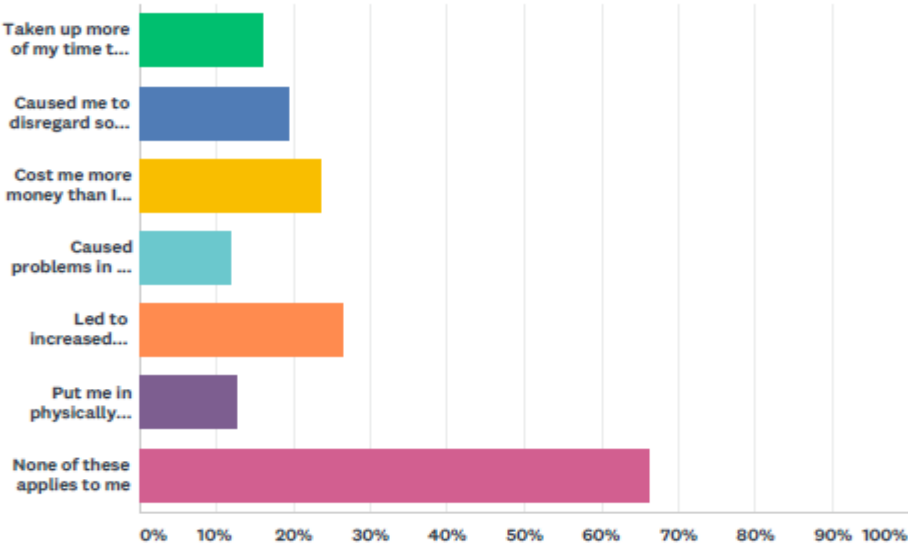
Answered: 116 Skipped: 4



ANSWER CHOICES	RESPONSES	
Substance use counselling	52.59%	61
Educational programs about substance use	33.62%	39
Student Life programming that provides alternative activities on weekends	51.72%	60
Recovery/substance free community	38.79%	45
Support groups for substance use	56.90%	66
Support groups for people affected by others' substance use	50.86%	59
Total Respondents: 116		

Q8 In the past my substance use has...

Answered: 118 Skipped: 2



ANSWER CHOICES	RESPONSES	
Taken up more of my time than I intended it to	16.10%	19
Caused me to disregard some of my responsibilities at work, school and/or in my social life	19.49%	23
Cost me more money than I liked	23.73%	28
Caused problems in my personal relationships	11.86%	14
Led to increased tolerance	26.27%	31
Put me in physically dangerous situations	12.71%	15
None of these applies to me	66.10%	78
Total Respondents: 118		

Conclusion:

While FRCC has completed some drug/alcohol programming and has started to gather data and assess outcomes college wide, the opportunity remains to develop evaluation tools to effectively determine how impactful college programming is and identify areas for additional review and improvement.

AOD Program and Policy Recommendations

The Front Range Community College Clery Committee as well as the Student Affairs Deans have several recommendations outlined below:

- Continue to provide programs that focus specifically on alcohol and drug abuse addressing culture change.
- Provide programs that specifically address marijuana and prescription drug use. Include Front Range Community College Centers in more activities related to drug and alcohol resources, distributions and campus wide campaigns.
- Provide specific drug and alcohol trainings in Green Light or D2L for students/staff that are accessible throughout the year.
- Create a stand-alone webpage dedicated to drug and alcohol resources and information that contains community resources, the annual drug and alcohol reports and the biennial reports in one section and continue to update and monitor the webpage with the latest information for students/staff.
- Maintain a yearly list of the names of programs, pamphlets and displays regarding drug and alcohol programming administered by all college staff.
- Utilize college wide social media to provide resources and information pertaining to drugs and alcohol and continue to seek alternative outlets for distributing programming information to students based on their needs.
- Utilize more campus wide surveys to students and staff to consistently assess the college's drug and alcohol programs from year to year and identify a specific location/office responsible for analysis and record keeping of this data.
- Expand access to the current monthly program tracking sheets, maintained by the Clery Compliance Officer, to all areas of the colleges that are doing any drug or alcohol programming. These monthly program tracking sheets currently list VAWA related programming but could be expanded to include drug and alcohol related programming, a detailed description of each event, the office responsible and any outcomes or recommendations after the event takes place. Having updated monthly tracking sheets would be useful in the event of staff turnover and would ensure programming and assessment continue regardless of position vacancies.

Individuals and Departments Participating and Contributing In the Biennial Review Process

Name	Title	Department
Amanda Clancy	Director of Student Life- Boulder County Campus	Student Life
Gordon Goldsmith	Director; Clery Act Compliance Officer	Campus Security and Preparedness
William Donahue	Assistant Director	Campus Security and Preparedness
Monica Kopcow	Student Information and Title IV Compliance Officer	Enrollment Services and Student Support
Robert Gregory	Director of Employee Relations	Human Resources
Mary Branton-Housley	Director of Student Life –Larimer Campus	Student Life
Mindy Kinnaman	Director of Student Life- Westminster Campus	Student Life
Danielle Boileau	Coordinator of Student Success – Westminster Campus	Student Affairs Office

Oversight and Secondary Review: Student Affairs Council

Name	Title	Department
Aaron Prestwich	Dean of Student Affairs	Westminster Campus Student Services
Carla Stein	Dean of Student Affairs	Boulder County Campus Student Services
Carolee Goldsmith	Financial Aid Director	Financial Aid
Chico Garcia	Director Online Student Success	Online Learning
Kyla Antony	Dean of Student Affairs	Larimer Campus Student Services
Kris Binard, Ph.D.	Associate VP of Enrollment Services and Student Support	Enrollment Services and Student Support
Sonia Gonzales	Registrar	Office of the Registrar & Publications



President's Review and Approval

The Front Range Community College 2018 Drug-Free Schools and Communities Act Biennial Review has been reviewed and approved for release and posting on the college website.

Andrew Dorsey

Front Range Community College President

9/27/18

Date: