



FRONT RANGE COMMUNITY COLLEGE

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

Published November 2020

This report was prepared by Monica Kopcow, Student Information and Title IV Compliance Officer in collaboration with the Directors of Student Success and 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)

Front Range Community College (FRCC) is committed to supporting the health and safety of its campus community. As part of our commitment, FRCC has implemented a college wide drug and alcohol prevention program that incorporates educational programming, formal notifications, cross-campus collaboration, counseling services and intervention. The Drug-Free Schools and Campuses Regulations (EDGAR C.F.R Part 86) require 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. Every two years, institutions of higher education must also conduct a review of its alcohol and drug program to determine effectiveness and consistency of sanction enforcement and identify and implement any necessary changes.

In order to meet compliance, this report is the result of a biennial review of FRCC's drug and alcohol abuse prevention programming and covers the time period **August 2018-July 2020**.

An electronic version of the FRCC Biennial Review is located on the college [HEOA consumer information webpage](#) under the health and safety tab. For a hardcopy, all email requests can be directed to the Vice President of Enrollment Services and Student Success. 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.

Front Range Community College Overview

It is our mission at Front Range Community College (FRCC) to enrich lives through learning. Our vision is that all students at FRCC will accomplish their educational and career goals. We will be recognized for our singular focus on student success, our exceptional teaching, our strong commitment to diverse learners and communities, and our effective business and community partnerships.

Campus Locations

FRCC is one of thirteen state system community colleges under the governance of the State Board for Community Colleges and Occupational Education (SBCCOE) FRCC is accredited by The Higher Learning Commission and has multiple campuses in Colorado. Table 1 lists all FRCC campus locations and centers covered in this report.

Boulder County Campus

2190 Miller Drive
Longmont, CO 80501
Phone: 303-678-3722

Westminster Campus

3645 West 112th Ave
Westminster, CO 80031
Phone: 303-404-5000

Loveland Center *vacated 7/22/2020*

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

Larimer Campus

4616 S. Shields Street
Fort Collins, CO 80526
Phone: 970-226-2500

Brighton Center

1850 Egbert Street STE 100
Brighton, CO 80601
Phone: 303-404-5099

Prospect Center *vacated 8/14/2020*

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

Compliance with the Drug-Free Schools and Communities Act

In accordance with the federal law, Front Range Community College (FRCC) *annually* provides all employees and students with drug and alcohol abuse programming and guidelines. These guidelines include:

- Written policy on alcohol and other drugs
- Standards of conduct that prohibit the unlawful possession, use or distribution of illicit drugs and alcohol on college property or as part of college sponsored activities
- Health risks associated with the use of illicit drugs and the abuse of alcohol
- A description of legal sanctions under local, state and federal law for the unlawful possession or distribution of illicit drugs and alcohol
- Counseling and resource programs
- In person and static programming

On a biennial basis, Front Range Community College does an internal review of its drug and alcohol abuse program. The objectives of the biennial review are to:

- Determine the effectiveness of drug and alcohol abuse prevention program(s) and implement changes to programming, if needed
- Provide related policies, procedures and programming information
- Determine the number of drug and alcohol-related violations and fatalities that 1) occur on the institution's campus or as part of any of the institution's activities and 2) are reported to campus officials
- Ensure disciplinary sanctions that are imposed by the college for drug and alcohol-related violations or fatalities are enforced consistently
- Prepare a biennial drug and alcohol report on the effectiveness of its alcohol and other drug (AOD) programs
- Maintain the biennial drug and alcohol report on file and on the college's public website

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

The campus community is notified that official communication will be through their college assigned email address. Drug Free campus program information and drug and alcohol policies are distributed to students and employees in the following ways:

Students:

- Mandatory new student orientation/welcome(s) each semester
- Annual emails to continuing students with links to information and resources
- FRCC college catalog (produced annually)
- Student Handbook and Planner. The handbook is available online and in person through each Student Life office
- FRCC consumer information ([HEOA](#)) webpage

Faculty and Staff:

- New employee orientation
- Annual emails containing drug and alcohol policies and resource information
- FRCC consumer information ([HEOA webpage](#))
- The FRCC employee intranet (Inside FRCC)
- The [Colorado Community College System \(CCCS\) website](#)
- D2L Greenlight trainings through human resources

Alcohol and Drug Comprehensive Programming

Front Range Community College (FRCC) 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. Many of the programs offered to students around alcohol and drugs are coordinated among the various campus Student Life Directors, The Director(s) of Student Success at the Larimer and Westminster campus, Deans of Student Affairs and Human Resources.

FRCC 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. We employ different strategies and programs to address abuse among our campus community. FRCC provides a broad array of activities that are alcohol and drug free and we support those who choose to remain alcohol and drug free. We believe efforts to prevent or ameliorate drug and alcohol abuse are more likely to be successful if they involve the entire campus community.

College-wide Passive General Awareness Information Programming:

- Each FRCC campus offers information to students, faculty, and staff on the effects of drug and alcohol use. Information can be obtained by contacting, the Student Life Director(s) or the Director(s) of Student Success at the Larimer or Westminster campuses. Programming includes access to education, training, and treatment resources in the community.
- The FRCC Student Handbook and Planner lists information on alcohol and drug related programs 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. An electronic version is also available on our website.
- The Advising, Career and Counseling Departments at each campus have information as well as a resource guide regarding drug and alcohol referral information.
- Alcohol and drug information as well as programming information is placed in various publications throughout the year. These include the Stall Street Journal, campus newsletters, and/or are available at each campus information desk. Drug and alcohol information and resources are available on the college website, intranet and in Human Resources. The college encourages faculty and staff to share information with students throughout the school year and to encourage event participation.
- Campus Security and Preparedness distributes alcohol and drug awareness pamphlets to faculty, staff and students upon request. Resource information is available to anyone who contacts Campus Security with a drug and alcohol referral or question.
- July 2019- A [Clery Act webpage](#) was created. The webpage has a FAQ section with drug and alcohol resource and referral information.
- The FRCC College Catalog has information regarding health risks associated with drug and alcohol use. The catalog also contains links to resources.

- FRCC maintains a licensed professional counselor on each campus. Services are provided for free to students and include stress management services and resource referrals. The Westminster Campus counselor is also a certified addictions counselor.
- Human Resources offers a Drug-Free Workplace training within Greenlight for full-time staff and instructors to access throughout the year.
- Spring 2020 the college transitioned to mostly remote work due to the COVID-19 pandemic. In person programming was limited. However, a weekly Wolf Call was emailed to students with an abundance of information. A COVID-19 webpage was also created. Many departments reached out to students via personal emails, WebEx meetings and phone calls to check on student(s) wellbeing and provide resource information, when needed.

Campus specific programming events

Boulder County Campus:

- October 2018- Student Life hosted *Stalked: One Women's Story of Terror, Survival and Redemption*.
- November 2018- Student Life hosted a panel discussion on Sexual Harassment and Title IX. Drug and alcohol abuse, sexual harassment and Title IX information was discussed.
- April 2019 -Student Life hosted a 5-hour wellness fair for the campus community. The fair had community organizations present and focus on physical, emotional and mental health. Drug and alcohol information and community resources were also available.
- April 2019- Student Life hosted *Take Back the Night*. The event was designed to shatter the silence and stop violence against women through education, information and resources. Different community agencies participated to provide various resources including AOD information. A keynote speaker shared information and her life story. An open mic was provided throughout the event for participants to share their individual stories.
- September 2019- The campus hosted a wellness fair. Drug and alcohol programming was provided.
- February 2020- Student Life hosted a consent workshop for bystander intervention. Drug and alcohol resources were provided.
- February 2020- Two films, *13th* and *Paris is Burning* were hosted during Black History Month. Each film touched on the history of drugs and alcohol in the US and how it has impacted the black and queer communities.

Larimer Campus:

- The campus continued to use their *CADE (Coalition of Colorado Campus Alcohol and Drug Educators)* grant from the Substance Abuse and Mental Health Services Administration (SAMHSA) to support programming. The grant ended spring 2019.
- Student Life provided referral information for safe rides home due to drinking. They also have information and counseling resources related to drug(s) and alcohol readily available for students who inquire.
- Static information was provided on campus wide bulletin boards, tables and periodically in the Stall Street Journal publication regarding sobriety and habits.
- October 2018- Student Success hosted a 3-hour alcohol awareness booth. Information was provided on the effects of alcohol and binge drinking and had a series of games students could participate in for candy.

- November 2018- The Vice President's Office hosted a 1-hour discussion for the campus community titled: *What Matters to Me: Stigma Surrounding Addiction*. The format for the discussion was similar to a TED Talk and had speakers sharing stories. The program's goal was to help the campus community better understand addiction.
- November 2018- Student Success hosted a 3-hour Mental Health Training event for Faculty and Staff. The training touched on how alcohol and drugs can affect mental health.
- February 2019- Student Success hosted a student centered 2-hour drug and alcohol awareness table. Candy along with alcohol abuse statistics were given to students.
- April 2019 - The VAWA Committee hosted a 1-hour event called: *Sex and the Law*. The committee hosted a national speaker who discussed the legal ramification of sex, drugs and alcohol while in college. A question and answer session followed the presentation.
- May 2019 - Student Success hosted a 1.5-hour *Student Mental Health Training* event for faculty and staff. There were presentations to help faculty and staff identify students who may be dealing with mental health issues. Drug and alcohol abuse was also discussed.
- 2019-2020 year - The campus formed a Bystander Intervention Committee. The committee met monthly to discuss ways to assist the college with programming for students on sexual assault prevention. In September 2019 they hosted a series of tabling events including the It's on Us pledge drive. Students were given information on bystander intervention in various scenarios including where drugs and alcohol may be present. Students were asked to take a pledge to commit to helping create a culture of consent, bystander intervention and survivor support.
- Fall 2019- The campus officially recognized a Health and Sobriety Club. The club is a community driven group that encourages conversations about the value of sobriety without restrictions, rituals, religion or other practices. Their aim was to maintain a creative, productive and open-minded approach to better understand sobriety and to support one another through unique journeys. The club met weekly throughout the fall and during the spring semester. They held various events and educational talks on sobriety and health. The club won the Student Organization Leadership & Service award for the 2019-2020 year.
- September 2019 - The Wellness Committee hosted a table in the student center for *Be Well* week. They distributed information about drug and alcohol abuse as well as domestic violence and sexual assault resources.
- November 2019- The campus hosted a lunchtime talk called *An Elephant in the Room* as part of their "What Matters to Me" lunchtime series. The goal of the talk was to strengthen connections among the people that learn, teach, and work together at FRCC. The talk addressed the stigmas surrounding drug addiction and the speaker shared their personal story.

Westminster Campus:

- The Westminster Campus was granted funds from the Coalition of Colorado Campus Alcohol and Drug Educators (CADE) grant. The grant was a multi-year grant from spring 2018-summer 2020. The campus used the grant to support various campus and identify opportunities for college wide collaboration. A college wide committee was formed to focus on drug and alcohol programming, surveying and professional development.
- August 2018- The campus hosted a *Pack a Bowl* substance abuse program for the campus community. The 4-hour event was used to educate on the effects of marijuana and how to use responsibly.
- September 2018- Student Life hosted a 2-hour student involvement fair. The event provided information on Colorado marijuana laws, the impacts of marijuana on health and how to use marijuana responsibly. During the event, they also hosted a presentation called, *Have a Little Pot* where they discussed the impacts of marijuana consumption.

- November 2018- Student Life and the Science Club hosted a program called, *Neuroscience of Addiction*. The 1.5-hour event for students went over how drug abuse affects the brain. Programming was held during drug and alcohol awareness week.
- November 2018- Campus Security and Preparedness provided mini sessions of in person programming to students on drug and alcohol awareness, resources and health concerns.
- March 2019- Student Life hosted a 3-hour student involvement fair. There were alcohol and substance awareness activities involving impairment goggles and pedal carts.
- March 2019- Student Life and the Diversity Committee teamed up to host a 5-hour community event called *The Human Library*. Participants checked out human books to learn different stories. Some books included stories on what it is like to live with alcohol and drug addiction.
- March 2019- Student Life and the CADE Committee hosted an event called, *Safe Spring Break Awareness*. This 4-hour student event shared tips and information on how to have a safe and responsible spring break.
- May 2019 -Student Life teamed up with the Psychology Department to host *PSY Friday*. This 4-hour event for students had various presentations on drug and alcohol prevention including sobriety testing while wearing impairment goggles.
- May 2019- Student Life held a welcome back BBQ and CADE information table. This was a 2-hour event for the campus community. The CADE Committee shared information on drug and alcohol prevention and healthy habits.
- July 2019- Student life hosted a 1.5-hour program with the CADE Committee called, *Halfway Hotdogs*. Information on drug & alcohol awareness was provided and the CADE committee had drawings for gift cards and free food.
- September 2019- The campus hosted a student involvement fair where various wellness resources were provided to students including drug and alcohol awareness programming.
- October 2019- The campus hosted the National Collegiate Alcohol Awareness week. The week aimed to bring attention to issues posed by excessive drinking among college students. Information was provided via tabling and bulletin boards throughout the campus.
- February 2020- Student Life participated in the Club and Organizational Fair. The CADE committee provided impairment goggles and an obstacle course for students. Impairment goggles simulated the effects of impairment while driving.
- February 2020- The CADE committee partnered with the FRCC Diversity Committee and provided drug and alcohol programming information during the Inclusivity Festival.

Brighton, Loveland and Prospect Center(s):

No campus specific programs.

Resources for Students and Employees:

Misuse of drugs and alcohol often come with legal, personal, and academic consequences. Front Range Community College (FRCC) encourages students and employees to utilize treatment services and referral resources to address alcohol and drug use. If a student(s) or employee(s) have questions or are in need of counseling, treatment, or rehabilitation programs, FRCC refers students and employees to the following:

- FRCC [community resources webpage](#). Each campus lists community resources available in their area.
- The [Responsibility Grows Here](#) website. The website provides information regarding marijuana use in Colorado, the law in Colorado, marijuana health effects as well as drug prevention.
- [Tri-County Health Department](#) provides marijuana fact sheets. The site 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.

- [The Colorado Department of Public Health and Environment](#) website provides research, data and marijuana use trends and health effects.
- [Alcoholics Anonymous](#) has a 24-hour hotline. AA offers strength and hope for people suffering from alcoholism. Their primary purpose is to help people stay sober and achieve sobriety. The community can contact AA for free membership.
- Human Resources maintains a [community resource document](#) that contains a comprehensive list of alcohol, drug, domestic violence and legal advocacy services.

For FRCC employees only:

- Family Medical Leave: FRCC employees who may have 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: FRCC 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.

Support for Students of Concern

Front Range Community College (FRCC) staff care about students' whole well-being. We recognize that college is stressful and can be overwhelming. Students may face pressure to experiment with drugs and alcohol during high stress times. Each campus has a team of caring individuals who help connect students to support for various concerns. If someone is concerned about friends' or their own choices or behavior, the college wants to help. We encourage students to reach out and 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 are located on our [Personal Counseling & Stress Management webpage](#). Table 2 shows a list of local counseling service locations.

Table 2:

Community Counseling Services:

Boulder County Campus

Mental Health Partners 303-443-8500
24 Hour Emergency Psychiatric Service
Crisis Line & Crisis Addictions Service
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
Crisis Line & Crisis Addictions Service
303-447-1665
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 also employs [Licensed Professional Counselor\(s\)](#) on each campus who provide free counseling services for students. Drug and alcohol educational and referral information and resources are available in each office. Counselors work closely with Front Range Community College Advising staff and faculty to identify students who may need services. The Westminster Campus Licensed Professional Counselor is also a Certified Addictions Counselor. The Larimer campus Licensed Professional Counselor is also certified in EMDR trauma.

Alcohol and Drug Violation Analysis

Students are held accountable for policy violations under the college's Student Code of Conduct. To ensure fair and consistent treatment of students and staff accused of illegal use of drugs and alcohol, the college handles all drug and alcohol cases by reviewing all applicable college policies, procedures and guidelines, as well as local, state and federal regulations.

All student code of conduct violations and sanctions are reported through Front Range Community College (FRCC) Maxient software. The software is used college-wide 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 point they facilitate communication to and from the person of concern. Managers of the Maxient software triage referrals of reported information, investigate if necessary to gather all information and prioritize and respond with appropriate resources. This could include referrals for behavioral health concerns and/or drug and alcohol treatment. All Title IX concerns go directly to the Title IX Coordinator within the Human Resource Department.

FRCC tracks drug & alcohol-related violations of the Student Code of Conduct and fatalities reported to Deans of Student Affairs, Campus Safety & Preparedness, other campus officials (e.g. HR) and/or local law enforcement entities. The college has a very low occurrence of violations of conduct for alcohol and drug use and reported

incidents are low. Internal processes and protocol exist to evaluate sanction consistency and sanction decisions. Guidelines are followed with only rare exceptions to allow for professional discretion.

Table 3 shows the types of sanctions imposed by FRCC as a result of alcohol and drug related violations that occurred during this biennial review period AY 2018-19 and AY 2019-2020.

Note: There may be data differences between the ASR and the Biennial Drug and Alcohol statistics. This is due to the classifications of small amounts of marijuana in Colorado on the ASR per the Clery Act reporting requirements for states that have decriminalized this conduct vs FRCC code of conduct policy violations.

Table 3:

Boulder County Campus	AY 2018-2019	AY 2019-2020
Total disciplinary referrals for D&A	0	0
Sanctioned Alcohol Policy Violations	0	0
Sanctioned Drug Policy Violations	0	0
Medical transports to the hospital	0	0
Fatalities	0	0

Brighton Center	AY 2018-2019	AY 2019-2020
Total disciplinary referrals for D&A	0	0
Sanctioned Alcohol Policy Violations	0	0
Sanctioned Drug Policy Violations	0	0
Medical transports to the hospital	0	0
Fatalities	0	0

Fossil Ridge High School	AY 2018-2019	AY 2019-2020
Total disciplinary referrals for D&A	0	0
Sanctioned Alcohol Policy Violations	0	0
Sanctioned Drug Policy Violations	0	0
Medical transports to the hospital	0	0
Fatalities	0	0

Larimer Campus	AY 2018-2019	AY 2019-2020
Total disciplinary referrals for D&A	0	0
Sanctioned Alcohol Policy Violations	0	1
Sanctioned Drug Policy Violations	0	0
Medical transports to the hospital	0	0
Fatalities	0	0

Loveland Center vacated as of 7/22/2020	AY 2018-2019	AY 2019-2020
Total disciplinary referrals for D&A	0	0
Sanctioned Alcohol Policy Violations	0	0
Sanctioned Drug Policy Violations	0	0
Medical transports to the hospital	0	0
Fatalities	0	0

Prospect Center vacated as of 8/14/2020	AY 2018-2019	AY 2019-2020
Total disciplinary referrals for D&A	0	0
Sanctioned Alcohol Policy Violations	0	0
Sanctioned Drug Policy Violations	0	0
Medical transports to the hospital	0	0
Fatalities	0	0

Westminster Campus	AY 2018-2019	AY 2019-2020
Total disciplinary referrals for D&A	0	0
Sanctioned Alcohol Policy Violations	0	0
Sanctioned Drug Policy Violations	1	0
Medical transports to the hospital	0	0
Fatalities	0	0

FRCC Campus Security and Preparedness		
Not Reported in Maxient:	AY 2018-2019	AY 2019-2020
Total disciplinary referrals for D&A	0	0
Sanctioned Alcohol Policy Violations	0	0
Sanctioned Drug Policy Violations	0	0
Medical transports to the hospital	0	0
Fatalities	0	0

Alcohol and Drug Abuse Policy Information

State Board for Community Colleges and Occupational Education

The Colorado Community College System (CCCS) is governed by an 11-member board called the State Board for Community Colleges and Occupational Education (SBCCOE). The State Board for Community Colleges and Occupational Education (SBCCOE) establishes policy for Front Range Community College (FRCC) and other community colleges within its system. *Addendums A-D reference Drug and Alcohol policies covered in this report.*

Front Range Community College

All FRCC 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. Drug and alcohol violations are prohibited under the CCCS Student Code of Conduct. *Addendums E and F reference FRCC Drug and Alcohol guidelines.*

Students who violate the CCCS Student Code of Conduct (*Addendum G*) 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.

Effectiveness and Analysis

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

The college is continuing to review ways to effectively track how many students we are reaching regarding drug and alcohol programming. We want to ensure information provided is helpful to the student population and is influencing behavior. After the 2018 biennial review, the college created a programming and tracking compliance form where the campus community can enter and track programming efforts. The Directors of Student Success on the Larimer and Westminster Campuses collaborate with the Student Life Directors, Campus Security and Preparedness and the Student Affairs Dean(s) to coordinate alcohol and drug programming.

Over the last two years, it has been a challenge to get students to commit or follow through in attending any large-scale alcohol and drug programs if it falls outside the student's normal schedule. Disseminating information about drug and alcohol abuse and counseling resources appears to have the most impact on students by passive display. FRCC continued to implement drug and alcohol programming by practicing proactive approaches to building relations with students, law enforcement and staff. The college used multiple avenues for reporting incidents and for referrals to resources. This included direct reports to Campus Security and Preparedness, Faculty, Deans of Student Affairs, Licensed Professional Counselors, Campus Reporting Authorities as well as through the [Student of Concern webpage link](#).

FRCC Licensed Professional Counselors on each campus continued to see an increase in students participating in free counseling services. They provided drug and alcohol educational referral information and resources to students, when needed. Each campus has a CARE (Campus Response, Assessment and Evaluation) Team that provided early crisis identification and response to emerging student concerns which included drug and alcohol referrals. The CARE Team used 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 Wide Drug and Alcohol Assessment Committee based out of the Westminster Campus, met several times throughout the fall to gather feedback from a variety of departments. The committee discussed best strategies for assessing drug and alcohol use at FRCC. An 8-question survey was created and distributed in the fall of 2018, spring 2019, fall 2019, and spring 2020 to gather longitudinal data. The goal of the survey was to gather student data on attitudes and alcohol, marijuana, and opiates use. *Addendum H shows longitude survey data covered in this biennial report.*

Summary of Front Range Community College (FRCC) survey data

Fall 2018

The FRCC college wide survey of use and beliefs regarding others' use of alcohol, marijuana and opiates, was administered through SurveyMonkey to all enrolled students in fall 2018. The survey was active for 5 weeks. In total, 253 students responded to the survey.

Students reported their own use for all three substances at much lower rates than they reported their perception of peers' use of these substances. For example, almost 48% of respondents reported having not used alcohol at all in the past month, but only about 7% believed that this was also true of other FRCC students. For marijuana, about 75% of respondents reported that they have not used in the past month but 89% believed that their fellow students would have used at least once. Only 5 respondents reported having used opiates in the last month but about 45% of respondents believed that their peers would have used at least one time in the last month.

Over half of respondents indicated that they would use or refer a friend to substance use counseling (58.44%), Student Life alternative weekend programming (40.74%), support groups for substance use (48.5%) or support groups for people affected by others' substance use (65.43%) if they were available on campus. 53.9% 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" (15.02%) and "cost me more money than I would like" at 15.02%.

Spring 2019

The (FRCC) college wide survey of use and beliefs regarding others' use of alcohol, marijuana and opiates, was administered through SurveyMonkey to all enrolled students in spring 2019. The survey was active for 5 weeks. In total 248 students responded to the survey.

Almost 53.23% of respondents reported having not used alcohol at all in the past month, but only about 5.7% believed that this was also true of other FRCC students. For marijuana, about 79% of respondents reported that they have not used in the past month but about 96% believed that their fellow students would have used at least once. Three respondents reported having used opiates in the last month but about 40% of respondents believed that their peers would have used at least one time in the last month.

The majority of respondents indicated that they would use or refer a friend to substance use counseling (57.02%), Student Life alternative weekend programming (53.19%), support groups for substance use (57.45%), or support groups for people affected by others' substance use (46.38%) if they were available on campus. 78.5% 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 14.57% and "Caused me to disregard some of my responsibilities at work, school and/or in my social life" at 12.55%

Fall 2019

The (FRCC) college wide survey of use and beliefs regarding others' use of alcohol, marijuana and opiates, was administered through SurveyMonkey to all enrolled students in fall 2019. The survey was active for 5 weeks. In total 301 students responded to the survey.

Almost 55.15% of respondents reported having not used alcohol at all in the past month, but only about 7.3% believed that this was also true of other FRCC students. For marijuana, about 77% of respondents reported that they have not used in the past month but about 96% believed that their fellow students would have used at least once. Only 2 respondents reported having used opiates in the last month but about 40% 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 (58.51%), Student Life alternative weekend programming (43.62%), support groups for substance use (58.16%), or support groups for people affected by others' substance use (54.61%) if they were available on campus. 72.15% 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 18.12% and "Caused me to disregard some of my responsibilities at work, school and/or in my social life" at 17.45%

Spring 2020

The (FRCC) college wide survey of use and beliefs regarding others' use of alcohol, marijuana and opiates, was administered through SurveyMonkey to all enrolled students in spring 2020. The survey was active for 5 weeks. In total 266 students responded to the survey.

As in all previous semesters, students again reported their use for all three substances included in the survey at much lower rates than they reported their perception of peers' use of these substances. For example, almost 56.76% of respondents reported having not used alcohol at all in the past month, but only about 3.8% believed that this was also true of other FRCC students. For marijuana, about 74.8% of respondents reported that they have not used in the past month but about 92% believed that their fellow students would have used at least once. Only 7 respondents reported having used opiates in the last month but about 43% of respondents believed that their peers would have used at least one time in the last month.

Over half of respondents indicated that they would use or refer a friend to substance use counseling (60.48%), Student Life alternative weekend programming (53.23%), support groups for substance use (62.10%), or support groups for people affected by others' substance use (56.05%) if they were available on campus. About 75% 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 "Cost more money than I liked" at 17.49% and tied at about 13% was "Caused me to disregard some of my responsibilities at work, school and/or in my social life" and "Led to increased tolerance".

Data Analysis

While the data showed consistent trends each semester the survey was administered, it did show a small decline in alcohol use with a slight increase in marijuana use among students. In 2013, Colorado passed Amendment 64 that permits persons 21 years of age or older to possess limited amounts of marijuana. Since then there has been an increase in marijuana retail operations throughout the state. Amendment 64's passage and the benefit and risk factors of marijuana use was not reviewed or mentioned in survey questions or responses.

Survey data consistently showed student perceptions of the frequency of alcohol and drug use among their peers to be higher than actual consumption. Marijuana use and perceptions was higher than alcohol use and perceptions.

The spring 2020 survey was administered in February 2020 before the college moved to mostly remote work in March 2020 due to the COVID-19 pandemic. The data for this semester did not show significant fluctuations in responses from previous semesters. After March of 2020, traditional and passive on-campus programming became more challenging with less students physically on campus. Therefore, response rates may have been different if administered later in the semester.

A significant number of our students indicated that they were open to accessing substance abuse counseling. Support groups for substance use and individual substance use counseling were the programming resources students indicated most interest in.

Recommendations

Survey recommendations:

- Recommend the Student Affairs Dean(s)/Drug and Alcohol Committee add/revise the current college wide survey to ask/include questions related to:
 - Mental health services and their impact on drug and alcohol use.
 - Drug and alcohol frequency of use and its correlation on class participation and grades.
 - Race/ethnicity and gender differences in drug and alcohol use.
 - Alcohol and marijuana use and perceptions, focusing more on marijuana programming.
- During our partnership with the Substance Abuse and Mental Health Services Administration (SAMHSA) through our receipt of the CADE grant, there was an interest in collaborating to administer a national survey. We recommend exploring participation in a national drug and alcohol survey.

Programming, training and outreach recommendations:

- Provide programs that focus specifically on mental health/alcohol and drug abuse correlations.
- Include Front Range Community College satellite campus in more activities related to drug and alcohol programming.
- Continue to build upon the college wide resources webpage and include resource information on how to potentially seal a criminal justice record from public view related to misdemeanor drug and alcohol charges.
- Collaborate with the Student Communications team to utilize college wide social media platforms to provide resources and information pertaining to drugs and alcohol to the campus community.

Oversight recommendations:

- Publish contact information for the college wide drug and alcohol committee each year to ensure a diverse representation from each campus.
- Publish yearly drug and alcohol committee goals and widely share with each campus.
- The Student Affairs Dean on each campus oversee drug and alcohol programming information is reported via the College Wide Program Compliance Tracking Form as part of a campus wide event approval process.
- Administer and maintain the College Wide Alcohol and Drug Survey data with analysis being the responsibility of Student Affairs Dean(s)/Director(s) of Student Success and the Drug and Alcohol Committee.

Individuals and Departments Participating and Contributing to the Biennial Review Process

Name	Title	Department
Gordon Goldsmith	Director; Clery Act Compliance Officer	Campus Security and Preparedness
Kelly O'Rourke-Hwang	Clery Compliance Coordinator	Campus Security and Preparedness
Monica Kopcow	Student Information and Title IV Compliance Officer	Enrollment Management and Student Success
Robert Gregory	Director of Employee Relations	Human Resources
Student Life Programming Staff	College Wide	Student Life
Brandon Fox	Director of Student Success	Student Affairs
Danielle Boileau	Former Coordinator of Student Success – Westminster Campus	Student Affairs

Oversight and Secondary Review: Student Affairs Council

Name	Title	Department
Dr. Tamara White	Vice President	Enrollment Services and Student Success
Erica Ingles	Dean of Student Affairs	Westminster Campus Student Services
Carla Stein	Dean of Student Affairs	Boulder County Campus Student Services
Kyla Antony	Dean of Student Affairs	Larimer Campus Student Services
Chico Garcia	Director Online Student Success	Online Learning
Carolee Goldsmith	Financial Aid Director	Financial Aid
Sonia Gonzales	Registrar	Office of the Registrar & Publications

Presidents Review and Approval



President's Review and Approval

The Front Range Community College 2020 Drug-Free Schools and Communities Act Biennial Review has been reviewed and approved for release and posting on the college website.

Andrew Dorsey, President

Date:

Front Range Community College

Addendum A:

[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
REVISED: February 13, 2019

REFERENCES:

Drug-Free Workplace Act of 1988, 102, Stat. 4304
Drug-Free Schools and Communities Act Amendments of 1989 (20 USC 1011i)
Controlled Substances Act of 1970 (21 USC, Sec. 801 et. seq.) and Implementing Regulations
Colorado Revised Statutes Section 42-4-1301 and Sections 18-18-203 through 207
System President’s Procedure SP 3-24, Drug-Free Workplace
Board Policy 19-30 Drug Free Schools
State Personnel Board Rules and Personnel Director’s Administrative Procedures

APPROVED: Dr. Byron McClenney /
Dr. Byron McClenney, Chair

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 in the Colorado Community College System (CCCS or System).

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 Charges/Convictions

Any employee who is charged with or convicted of a criminal drug violation or violation involving alcohol occurring in the workplace or while performing job duties must notify their Human Resources office as outlined in SP 3-24, Drug-Free Workplace, which may trigger additional notification requirements upon the System

Drug-Free Awareness Program

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

Procedures:

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

Addendum B:

[STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION Drug Free Schools \(BP 19-30\)](#)

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.

Addendum C:

COLORADO COMMUNITY COLLEGE SYSTEM 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. A single federal drug offense can carry a fine of up to \$4,000,000.00 and/or life in prison. At the state level, the most serious single drug offense carries a fine of up to \$1,000,000.00 and up to 32 years imprisonment and the least serious single drug offense carries a fine of up to \$5,000.00 and/or up to 18 months imprisonment.

State laws regulating the production, dispensation, possession, and use of alcohol are in Titles 12 and 18 of the Colorado Revised Statutes. A person under the age of 21 who possesses or consumes alcohol may be subject to a fine of \$100.00 and/or mandated substance abuse education for a first time offense. Provision of alcohol to any person under the age of 21, a visibly intoxicated person, or a known alcoholic may be punishable by a fine of up to \$1,000.00 and a one-year jail sentence. Contributing to the delinquency of a minor can result in a \$500,000.00 fine and an eight-year imprisonment.

Under Title 42 of the Colorado Revised Statutes, operation of a motor vehicle while under the influence of alcohol and/or drugs can be subject to a \$1,000.00 fine, up to one year in jail, license revocation, and community service for a first time offense.

Finally, depending on where the College is located, local ordinances may also impose a variety of offenses for drug and alcohol violations. More information can be found at: <https://library.municode.com/co>

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.

Addendum D

COLORADO COMMUNITY COLLEGE SYSTEM PROCEDURE DRUG-FREE WORKPLACE SP 3-24

EFFECTIVE: April 20, 1989

REVISED: July 1, 1997

RETITLED: September 14, 2000

RETITLED: August 25, 2001

REVISED: January 10, 2019

REVISED: June 17, 2019

REFERENCES:

Drug-Free Workplace Acts of 1988 and 1998 (41 USC, Sec. 81)

Drug-Free Schools and Communities Act Amendments of 1989 (20 USC 1011i)

Controlled Substances Act of 1970 (21 USC, Sec. 801 *et. seq.*) and Implementing Regulations

Colorado Revised Statutes Section 42-4-1301 and Sections 18-18-203 through 207

Board Policy 3-24, Drug-Free Workplace

Board Policy 19-30 Drug Free Schools

State Personnel Board Rules and Personnel Director's Administrative Procedures

APPROVED:

/Joseph A. Garcia /

Joseph A. Garcia, Chancellor

Application

This procedure applies to all employees, as defined in BP 3-10, and volunteers in the Colorado Community College System (CCCS or System).

Basis

CCCS is committed to protecting the safety, health and well-being of its employees, students, authorized volunteers, guests, and visitors through implementation of this procedure outlining the requirements for drug-free awareness programs at each College and the System Office.

Employees impaired by alcohol, controlled substances, or other drugs including prescription and non-prescription medications during work hours may pose safety and health risks. It is the System's intent to comply with each of the provisions of the Drug-Free Workplace Acts of 1988 and 1998 which prohibit the unlawful manufacture, distribution, dispensation, possession and/or use of a controlled substance where CCCS employees work, including while operating any state or CCCS owned vehicles or while conducting business for or representing CCCS. Additionally, it is the intent of CCCS to comply with the Drug-Free Schools and Communities Act Amendments as outlined in Board Policy (BP) and System President's Procedure (SP) 19-30, Drug Free Schools.

All employees are encouraged to report dangerous behavior or evidence of impairment in the workplace to their supervisor or Human Resources Department.

Definitions

Controlled Substance: A drug, substance, or immediate precursor included in schedules I through V, as further defined in federal and state law, including cocaine, marijuana, marijuana concentrate, cathinones, any synthetic cannabinoid, and salvia divinorum (21 USC, Sec. 812 and related federal regulations, as well as Colorado Revised Statute § 18-18-102(5), §§ 18-18-203—207).

Prescription and Prescribed Medication: A written or oral order for a pharmaceutical drug for use by a particular person given by a practitioner in the course of professional practice, including controlled substances prescribed in accordance with the regulations promulgated by the Director of the United States Drug Enforcement Administration, pursuant to the federal drug abuse control laws.

Federal Sanctions

A federal agency may apply the following sanctions when an institution or organization receiving federal grants or contracting with a federal agency fails to comply with the provisions of the Drug-Free Workplace Act:

1. Suspend payments under the contract or grant;
2. Suspend or terminate the contract or grant;
3. Debar or prohibit the institution or organization from receiving federal grants or contracting with the federal government for a period of up to five years.

Compliance

Compliance with the Drug-Free Workplace Act requires an institution that receives federal grants; or that allocates federal funds to individuals; or that contracts with a federal agency; to provide a drug-free workplace and to obtain certification from individuals receiving funds that they will comply with applicable policies and laws related to drugs.

Students who receive grants from federal funds are required to complete the certification form provided by the federal agency, which is the funding source.

Institutions that receive funds allocated for the Perkins Loan, College Work-Study, and Supplemental Educational Opportunity Grant programs, must complete the annual Certification Regarding Drug-Free Workplace Requirements provided by the United States Department of Education.

Procedure

All employees are required to refrain from reporting to work or being subject to duty while their ability to perform job duties is impaired due to on or off-duty use of alcohol or drugs. This procedure applies during all work hours, whenever conducting business or representing CCCS and while on-call. If an employee tests positive for alcohol or other drugs during work hours, he or she may be in violation of this procedure and may be subject to disciplinary action, up to and including termination.

Employees taking prescribed or over-the-counter medications will be responsible for consulting the prescribing physician and/or pharmacist to ascertain whether the medication may affect their ability to safely and efficiently perform their job duties. Any employee whose prescription or over-the-counter drugs may affect job performance must contact the College's or System's Human Resources office. In order to avoid unsafe workplace practices, if the use of a medication could compromise the safety of the employee, fellow employees or the

public, it is the employee's responsibility to notify her/his supervisor and the supervisor must notify Human Resources, or the employee may notify their Human Resources office directly.

Prohibited Behavior

It is a violation of this procedure for an employee to unlawfully possess, manufacture, use, sell or transfer, or be impaired by alcohol, marijuana, controlled substances, over-the-counter drugs, or other intoxicants during working hours, whenever conducting business or representing the System, and while on-call. The illegal or unauthorized use of prescription drugs is also prohibited. If an employee tests positive for alcohol or other drugs during work hours, the employee may be in violation of this policy.

Notification Requirements

Any employee who is charged with or convicted of a criminal drug violation occurring in the workplace or while performing job duties must notify her/his Human Resources office in writing as soon as possible, but no later than within five (5) calendar days of the charge or conviction. Employees must notify their Human Resources office within the same timeframe of any charges or convictions involving alcohol occurring in the workplace or while performing job duties, as well.

Consistent with the Drug-Free Workplace Act, upon notification from the employee pursuant to this procedure, or actual notification from any other source that an employee has been convicted of violating any criminal drug statute in the workplace, the Chancellor or College President or respective designee(s) shall take the following steps:

1. Within ten days of receipt of notice of the conviction, send notification of such to appropriate federal agency(ies); and
2. Within 30 days of receipt of notice of any relevant conviction, take appropriate personnel action up to and including termination, or require the employee to satisfactorily participate in a drug abuse assistance or rehabilitation program approved by an appropriate federal, state, local, or other agency.

If the College or System receives notice that a classified employee has been convicted of violating a criminal drug statute in the workplace, a copy of the College's or System's notification of such to appropriate federal agencies must be forwarded to the State Personnel Director.

The System or each College receiving federal grants or contracts should refer to its contractual requirements and grant obligations after being notified by an employee convicted of a criminal drug crime occurring in the workplace, as many of these agreements include mandatory reporting requirements by the College or System to a federal component.

Applicable Alcohol and Drug Testing

To ensure the accuracy and fairness of our testing program, the System's alcohol and drug testing vendors will comply with the model collection and drug testing standards issued by the United States Department of Health and Human Services through state price agreements in place for substance abuse testing.

All employees may be required to participate in reasonable suspicion testing when it is determined by the College or System that reasonable suspicion exists to suggest that the employee is under the influence of alcohol or drugs while on the job. Employees may be subject to post-accident testing when they cause or contribute to accidents that seriously damage a state vehicle, machinery, equipment, or property and/or result in an injury to the employee or another employee requiring offsite medical attention.

In addition to reasonable suspicion testing, some employees, depending on the nature and place of their duties or employment, and subject to applicable law including, but not limited to, Federal Motor Carrier Safety Administration regulations, may be subject to the following tests:

- Pre-employment
- Post- accident
- Random
- Return-to-duty
- Follow-up
- Other testing required by third-party affiliates, such as clinical sites

Testing for the presence of alcohol may be conducted by analysis of breath and/or urine. Testing for the presence of the metabolites of drugs may be conducted by the analysis of urine.

An employee who refuses to cooperate in the testing process, or who adulterates, dilutes, tampers with, or otherwise interferes with accurate testing may be subject to the same consequences as a positive test.

Any employee who tests positive will be given the opportunity to provide an explanation for the positive result.

Consequences and Personnel Actions

One of the goals of this procedure is to encourage employees to voluntarily seek help with alcohol and/or drug problems. An employee who violates this procedure may be subject to referral for treatment. In addition, violations of this procedure may result in personnel action, up to and including termination of employment depending on the circumstances involved.

In the case of applicants, if an individual violates this procedure, the offer of employment can be withdrawn.

Violators of the procedure may also be referred to the appropriate authorities for prosecution depending on the circumstances of the violation.

Return to Duty Agreements

If a College or the System determines that it is appropriate for positions requiring a commercial driver's license, a Return-to-Duty (RTD) agreement may be implemented when an employee violates this procedure but remains employed or is otherwise retained by the entity. RTD work agreements are implemented to ensure the employee abides by the provisions set forth in the RTD agreement, while performing their job duties. An employee who violates an RTD work agreement may be subject to corrective and/or disciplinary action, up to and including termination.

Colorado State Employee Assistance Program

The Colorado State Employee Assistance Program (C-SEAP) is available to provide consultation regarding substance abuse issues. When an employee tests positive for alcohol, controlled substances, or other drugs including prescription and over-the-counter drugs or otherwise violates this procedure, and the appointing authority determines that the employee will be retained, the College or System is encouraged to utilize the resources available through C-SEAP.

It is the role and function of C-SEAP to:

- Provide initial assessment, determine and monitor the services necessary and appropriate, and make referrals to community resources; and
- Provide return-to-duty consultation and assistance, including monitoring the employee’s compliance and/or progress.

Any employee referred to C-SEAP under this procedure for mandatory treatment will be required to sign a release of information allowing C-SEAP to report progress to the employee’s appointing authority.

An employee may seek assistance from C-SEAP at any time. The C-SEAP staff is also available for consultation with the Colleges or System regarding drug-free workplace education and training.

Confidentiality

CCCS respects the privacy of all employees. Therefore, reasonable precautions will be taken to ensure the privacy and confidentiality of an employee throughout the testing process and to administer procedures fairly and consistently. Access to this information is limited to those who have a legitimate “need to know” in compliance with relevant laws and policies. All drug testing information will be maintained in separate confidential records.

Distribution of Policy Statement and Verification

Each College and the System will require that each employee covered by this procedure receive a copy of the Drug-Free Workplace Policy Statement, which is based on BP 3-24, and that each employee signs an Employee Acknowledgment Form verifying receipt and acknowledging compliance as a condition of employment.

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.

Appendix

Employee Acknowledgement Form Drug-Free Workplace Policy Statement

**EMPLOYEE ACKNOWLEDGMENT FORM
DRUG-FREE WORKPLACE POLICY STATEMENT**

Name of College/System

I, THE UNDERSIGNED EMPLOYEE have received a copy of the Drug-Free Workplace Policy Statement; and

1. I agree to abide by the terms of the policy statement; and
2. I agree to notify my supervisor if I am charged with or convicted of violating a criminal drug statute in the workplace no later than five (5) days after the date of such conviction.

Employee Name (Printed)

Employee Signature

Date

Addendum E:

Front Range Community College 2.14: Drug & Alcohol Abuse Prevention Program

Category: Enable Talent

Title: Drug & Alcohol Abuse Prevention Program

Issued: October 27, 2014, September 25, 2018

Legal or Other Authority: BP 3-24; SP 3-24; BP 19-30, SP 19-30 Sponsored by: Human Resources

FRCC 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. 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 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 property and/or at any function authorized or supervised by the college and/or in state owned or leased vehicles.

Only under certain circumstances is the consumption of alcohol permitted, such as licensed special events where permits for the day have been obtained by the College prior to an event. As a condition of employment, each employee shall: 1) Abide by the terms of this policy statement, and 2) Notify the College/System of any drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.

Legal Sanctions for Violation of the Standards of Conduct

Any 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.

Dangers of Substance Abuse in the Workplace and Health Risks Associated With Use of Illicit Drugs and Alcohol Abuse

Alcohol and drug use in the workplace poses significant safety and health risks not only to the employee, but to others as well. Substance abuse in the workplace can result in lost productivity, an increase in health insurance claims, injuries and fatalities. Health risks associated with drug and alcohol abuse include, but are not limited to: malnutrition, brain damage, heart disease, 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.

Addendum F:

[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.

Addendum G:

Colorado Community College System SP 4-30 – Student Disciplinary Procedure

EFFECTIVE: July 1, 1998

RETITLED: September 14, 2000

RETITLED: August 25, 2001

REVISED: January 10, 2011

REVISED: May 9, 2012

REVISED: July 31, 2013

REVISED: June 1, 2014

REVISED: October 1, 2014

REVISED: June 30, 2015

REFERENCES: Board Policy (BP) 4-30; System President's Procedure (SP) 4-31a

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

Application

The procedure applies to students within the Colorado Community College System (CCCS).

Basis

Students are expected to adhere to the Student Code of Conduct and policies and procedures of the College. If a student is charged with violating her/his College's Code, these are the procedures to be used in resolving the charge.

Definitions

Chief Student Services Officer (CSSO):

The individual designated by the College President to administer student affairs and be responsible for administering the College's Student Code of Conduct and this procedure. The CSSO may delegate student discipline to another individual (designee).

Code of Conduct:

A document developed and published by each College which defines prescribed conduct of students.

Complainant(s):

A person(s) who is subject to the alleged misconduct or related retaliation. For purposes of this procedure, a complainant can be a CCCS employee(s), student(s), authorized volunteer(s), guest(s), or visitor(s).

Day:

Refers to working day unless otherwise noted below.

Jurisdiction:

Applies to behaviors that take place on the campus, at System or College sponsored events; and may also apply off-campus and to online activity when the Chief Student Services Officer (CSSO), or designee, determines that the off-campus conduct affects a substantial System or College interest. A substantial College interest is defined to include the following:

- Any action that constitutes criminal offense as defined by federal or Colorado law. This includes, but is not limited to, single or repeat violations of any local, state or federal law committed in the municipality where the System or the College is located;
- Any situation where it appears that the accused individual may present a danger or threat to the health or safety of self or others;
- Any situation that significantly impinges upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder; and/or
- Any situation that is detrimental to the educational interests of the System or the College.
- Any online postings or other electronic communication by students, including cyber-bullying, cyber-stalking, cyber-harassment, etc. occurring completely outside of the System or the College's control (e.g., not on System or College networks, websites or between System or College email accounts) will only be subject to this procedure when those online behaviors can be shown to cause a substantial on-campus disruption. Otherwise, such communications are considered speech protected by the First Amendment to the Constitution.

Notice: Notices which are required to be given by this procedure shall be considered served upon the student when given by personal delivery, mailing by certified mail, or emailing the student to their official College email address requesting a delivery receipt notification. If notice is mailed, student shall be given three (3) additional days to respond.

Respondent:

A student whose alleged conduct is the subject of a complaint or incident.

Retaliatory Acts:

Include but not limited to intimidation, verbal or physical threats, harassment, coercion, or other adverse action(s) against a person who reports an incident of misconduct.

Sanctions:

One or more of the following may be imposed when there is a finding that a student has violated the College's Code of Conduct:

Warning:

A Notice served upon the student advising her/him that he/she is violating or has violated College regulations.

Probation:

After a finding of violation of the Code of Conduct, restriction of student's privileges for a designated period of time including the probability of more severe disciplinary sanctions if the student is found to be violating any College regulations during the probationary period.

Other Disciplinary Sanction:

Fines, restitution, denial of privileges (including extra-curricular activities or holding office in student organizations), assignment to perform services for the benefit of the College or community; educational sanctions such as mediation, letter of reflection, attendance at a workshop, seminar, or training writing a letter of apology seeking academic advising; re-assignment or eviction from campus housing, substance abuse screening, re-assignment to another class section, including a potential online section, or other sanction that doesn't result in the student being denied the right of attending classes, or any combination of these.

College Suspension or Expulsion:

An involuntary separation of the student from the College for misconduct not based on academic performance for a specified period of time.

Suspension:

Suspension is a separation that shall not exceed three academic terms (including summer term) per suspension for any singular offense or situation. While a student is suspended, he or she is not eligible for admission or re-admission at any of the community Colleges within the System.

Additionally, if a student is suspended at any of the other Auraria Campus Institutions (i.e., Metropolitan State University of Denver [MSUD] or the University of Colorado Denver [UCD]), he or she will not be eligible for admission or re-admission at the Community College of Denver (CCD).

Consequently, if a student is suspended at MSUD or UCD and attempts to enroll at one of the other twelve community Colleges within the System, he or she may be denied pursuant to the process under Board Policy 4-10, Admission, Continued Enrollment and Re-enrollment of Students.

Once the suspension is lifted at any of the community Colleges within the System, MSUD or UCD, the student may be eligible for admission or re-admission.

Examples of suspension include, but are not limited to the following: the College, a department or program, a class, use of a College facility or an activity.

Students may be suspended from one class period by the responsible faculty member or adjunct instructor. Longer suspensions can only be implemented by the CSSO or designee in accordance with this procedure.

Expulsion:

Expulsion is an indefinite separation from the College. The expelled student is not eligible for admission or re-admission at any of the community Colleges within the System.

Additionally, if a student is expelled at MSUD or UCD, he or she will not be eligible for admission or re-admission at CCD.

Consequently, if a student is expelled at MSUD or UCD and attempts to enroll at one of the other twelve community Colleges within the System, he or she may be denied pursuant to the process under Board Policy 4-10, Admission, Continued Enrollment and Re-enrollment of Students.

In exceptional cases where a student wants to be considered for admission or re-admission after an expulsion has been implemented, the student bears the burden to prove that the behavior resulting in the expulsion has been resolved. It is the College's discretion to admit or deny the student.

Interim Action:

An immediate action taken by the CSSO or designee, to ensure the safety and well-being of members of the System or College community; preservation of System or College property; or if the student poses a definite threat of disruption or interference to others or the normal operations of the System or College. In the event of an interim action, the hearing before the CSSO or designee shall occur as soon as possible following the interim action. If the College issues a permanent sanction, the student shall be afforded appeal rights as discussed below. If the College does not implement a permanent sanction, the interim action will be removed from the student's record.

Cease Communications/No Contact/No Trespass: The College may issue a "Cease Communications", "No Contact", and/or "No Trespass" directive, also referred to as a persona non grata.

Student:

All persons currently taking courses at or sponsored by the College(s), pursuing either credit or non-credit courses (or both), including those concurrently attending secondary or post-secondary institutions and College. Persons who are not officially enrolled for a specific term, but who have a continuing relationship with the College are considered students.

Continuing Relationship:

A student registered for an upcoming term or has indicated intent via a transaction such as a financial aid application to register for an upcoming term. A continuing relationship also includes students who are first time enrollees who engage in misconduct prior to the time of enrollment. For students in a continuing relationship status, jurisdiction and the reasonable person standard must be considered in pursuing disciplinary charges. The Student Conduct Code shall apply to a student's conduct even if the student withdraws from school while a disciplinary matter is pending.

Title IX Coordinator(s) and Title VI and VII Coordinator(s) (EO Coordinator):

Designated by the College President to oversee all civil rights complaints.

Training: All College officials involved with the investigation and discipline process will be trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking.

Procedures

The CSSO or designee shall receive all allegations of student misconduct, investigate the complaints, which includes meeting with the student to give him/her the opportunity to respond to the allegations of misconduct. If the allegations of misconduct are discrimination and/or harassment based on federal or state civil rights laws, the College will investigate those incidents through the Civil Rights Grievance and Investigation Process, System President's Procedures (SP) 3-50b and (SP) 4-31a via the following link: <https://www.cccs.edu/about-cccs/state-board/policies-procedures/>.

Once the investigation is complete, either through this process or the Civil Rights Grievance and Investigation Process, the CSSO or designee shall render a sanction decision.

1. The CSSO or designee may decide that the charges can be disposed of administratively by mutual consent of the parties involved on a basis acceptable to them. If an administrative resolution is not achieved, the CSSO or designee shall issue a decision which determines whether the alleged conduct occurred; whether the conduct violated the Code of Conduct or College procedures; and impose a sanction(s) if appropriate.

In cases of domestic violence, dating violence, sexual assault and stalking, the complainant and the respondent will be notified simultaneously in writing of the outcome of any disciplinary proceeding, as well as any changes to those results or disciplinary actions prior to the time that such results become final and shall be given the rationale for the discipline decision.

The student shall receive written notice of the decision and be advised of her/his right to appeal the decision, subject to the grounds below, by filing a written appeal with the CSSO or designee within seven (7) days of service of the decision.

Appeal

In the event of an appeal, the CSSO or designee shall give written notice to the other party (e.g., if the accused student appeals, the appeal is shared with the complainant who may also wish to file a response), and then the CSSO or designee will draft a response memorandum (also shared with all parties). All appeals and responses are then forwarded to the Appeals Officer or committee for initial review to determine if the appeal meets the limited grounds and is timely. The original finding(s) and sanction(s) will stand if the appeal is not timely or substantively eligible, and the decision is final.

If the appeal has standing, the documentation is reviewed. Because the original finding(s) and sanction(s) are presumed to have been decided reasonably and appropriately, the party appealing the decision must specifically cite the error(s) in the original determination on which the appeal is based. The only grounds for appeal are as follows:

1. A material procedural or substantive error occurred that significantly impacted the outcome of the hearing (e.g. substantiated bias, material deviation from established procedures); which must be explained in the written appeal; or
2. To consider new evidence, unavailable during the investigation or hearing that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included in the written appeal, as well as the reasons the new evidence was not available during the original proceeding. Failure to participate in the initial process does not constitute as new information for the appeal process

If the Appeals Officer or committee determines that a material procedural or substantive error occurred, it may return the complaint to the CSSO or designee with instructions to reconvene, in order to cure the error. In rare cases of bias, where the procedural or substantive error cannot be cured by the CSSO or designee, the Appeals Officer or committee may order that a new hearing be held by a different individual acting in the place of the designated CSSO or designee. The results of a reconvened hearing cannot be appealed. The results of a new hearing can be appealed once on (either or both of) the two applicable grounds for appeals.

If the Appeals Officer or committee determines that new evidence should be considered, it will return the complaint to the CSSO or designee to reconsider in light of the new evidence, only. If the subject matter pertains to civil rights violations pursuant to SP 4-31a, the Appeals Officer or committee will return the complaint to the Title IX/EO Coordinator to reconsider in light of the new evidence, only. The reconsideration of the CSSO, designee, or Title IX/EO Coordinator is not appealable.

The procedures governing the hearing of appeals include the following:

- All parties should be timely informed of the status of requests for appeal, the status of the appeal consideration, and the results of the appeal decision.
- If the Appeals Officer or committee determines there is new evidence or error in the original proceeding, every opportunity to return the appeal to the CSSO or designee for reconsideration (remand) should be pursued.
- Appeals are not intended to be a full rehearing of the complaint (de novo). In most cases, appeals are confined to a review of the written documentation or record of the original hearing, and pertinent documentation regarding the grounds for appeal.
- An appeal is not an opportunity for an Appeals Officer or committee to substitute their judgment for that of the CSSO or designee, merely because they disagree with her/his finding and/or sanctions.
- Appeals decisions are to be deferential to the original decision, making changes to the findings only where there is clear error and a compelling justification to do so.
- Sanctions imposed are implemented immediately, unless the CSSO or designee stays their implementation in extraordinary circumstances, pending the outcome of the appeal.
- The Appeals Officer or committee will render a written decision on the appeal to all parties within seven (7) days of receiving the appeal request. The committee's decision to deny appeal requests is final.

Additional Process Provisions

- The student may have the opportunity to be advised by a personal advisor of their choice, at their expense, at any stage of the process and to be accompanied by that advisor at any meeting or hearing. An advisor may only consult and advise her/his advisee, but not speak for the advisee at any meeting or hearing. These procedures are entirely administrative in nature and are not considered legal proceedings. The CSSO may remove or dismiss an advisor who becomes disruptive or who does not abide by the restrictions on their participation.
- The student is responsible for presenting her/his own case and, therefore, advisors are not permitted to speak or to participate directly in any hearing, except when the student is under the age of eighteen (18) or incapacitated.
- Student shall have the right to identify documents, witnesses and other material he/she would like the CSSO or designee to review before making a final decision.
- Any hearing held shall be conducted in private unless all parties agree otherwise.
- A record of the hearing should be maintained by the CSSO or designee.

- Audio and/or Video Recording – the College, at its discretion, may audio or video record any meeting throughout the process. Should a recording exist, the student may request a copy at the end of the process. No other audio or video recording will be allowed.
- If student has a disability and would like to request an accommodation to assist her/him through the discipline process, he/she may do so by informing the CSSO or designee. The CSSO or designee will then work with disability support services to accommodate the request.
- Proceedings under this procedure may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus.
- Standard of proof – the College will use the preponderance of evidence standard in the disciplinary proceedings, meaning, the College will determine whether it is more likely than not that a conduct code was violated.
- All sanctions imposed by the original decision maker will be in effect during the appeal. A request may be made to the CSSO or designee for special consideration in exigent circumstances, but the presumptive stance of the College is that the sanctions will stand. Graduation, study abroad, internships/externships, clinical placements, extra-curricular activities, etc. do not (in and of themselves) constitute exigent circumstances, and students may not be able to participate in those activities during their appeal. In cases where the appeal results in reinstatement to the College or of privileges, all reasonable attempts will be made to restore the student to their prior status, recognizing that some opportunities lost may be irretrievable in the short term.
- The procedural rights afforded to students above may be waived by the student.
- All timelines may be extended as agreed upon by both parties.

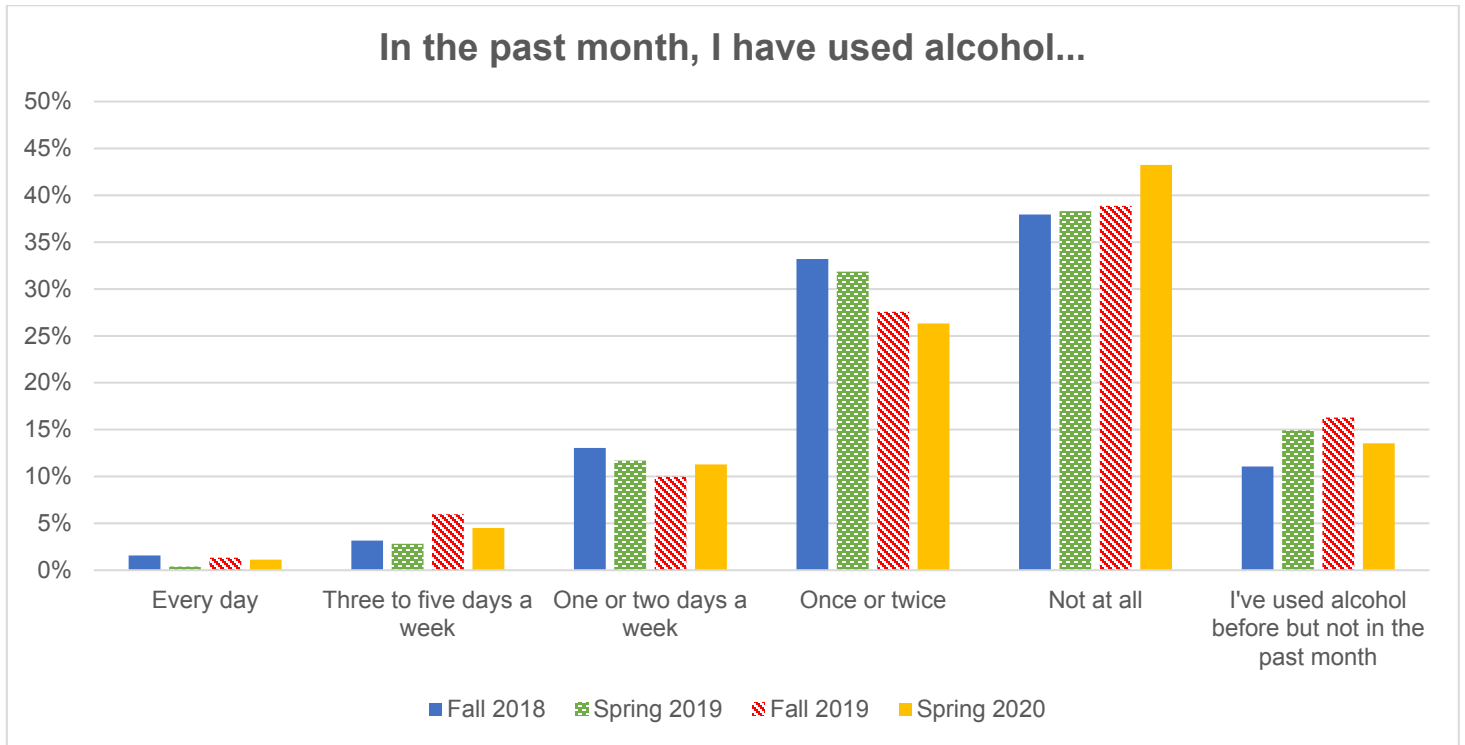
Retaliatory Acts

It is a violation of this procedure to engage in retaliatory acts against any employee or student who reports an incident(s) of Code of Conduct violations or any employee or student who testifies, assists or participates in the discipline proceeding, investigation or hearing relating to such allegation(s) of Code of Conduct violations.

Revising this Procedure

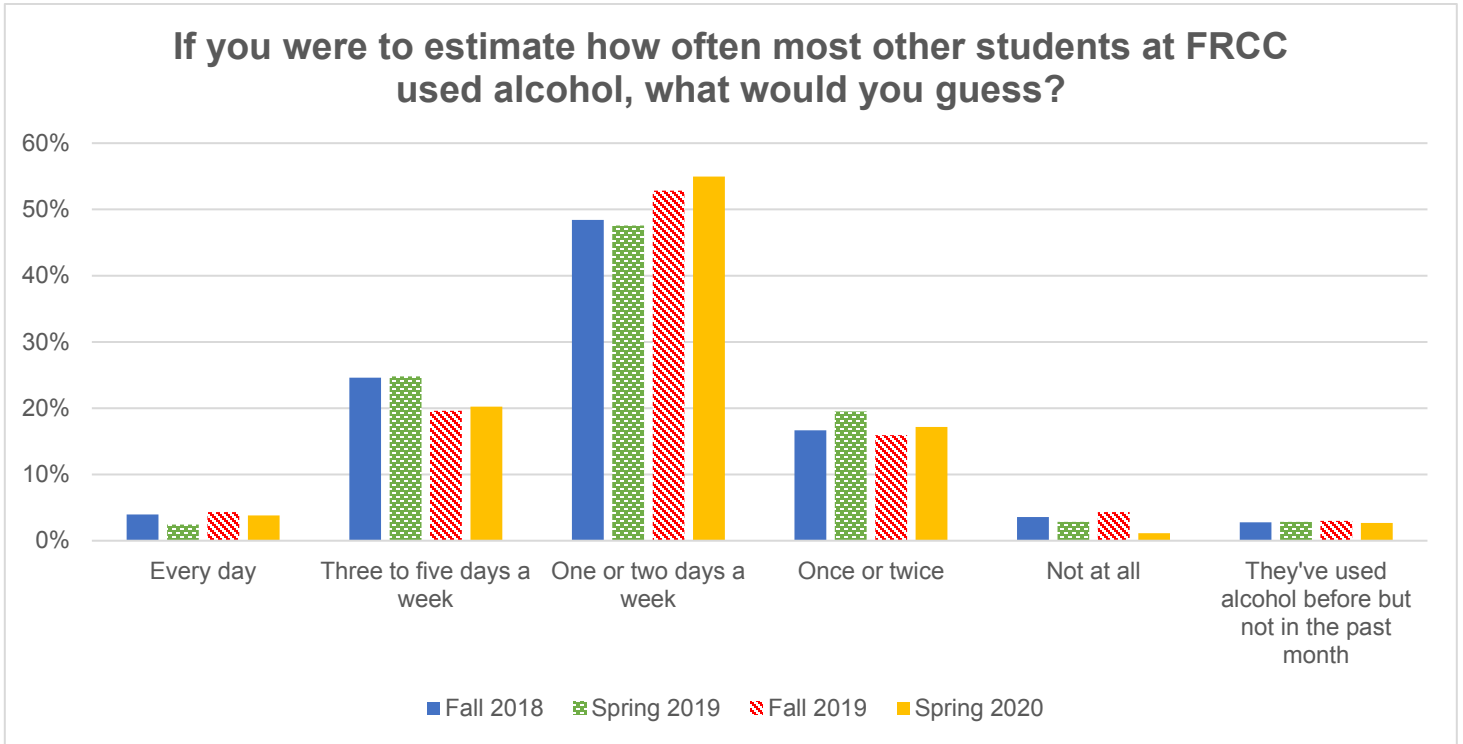
CCCS reserves the right to change any provision or requirement of this procedure at any time and the change shall become effective immediately.

Addendum H: Yearly Survey Responses and Comparisons



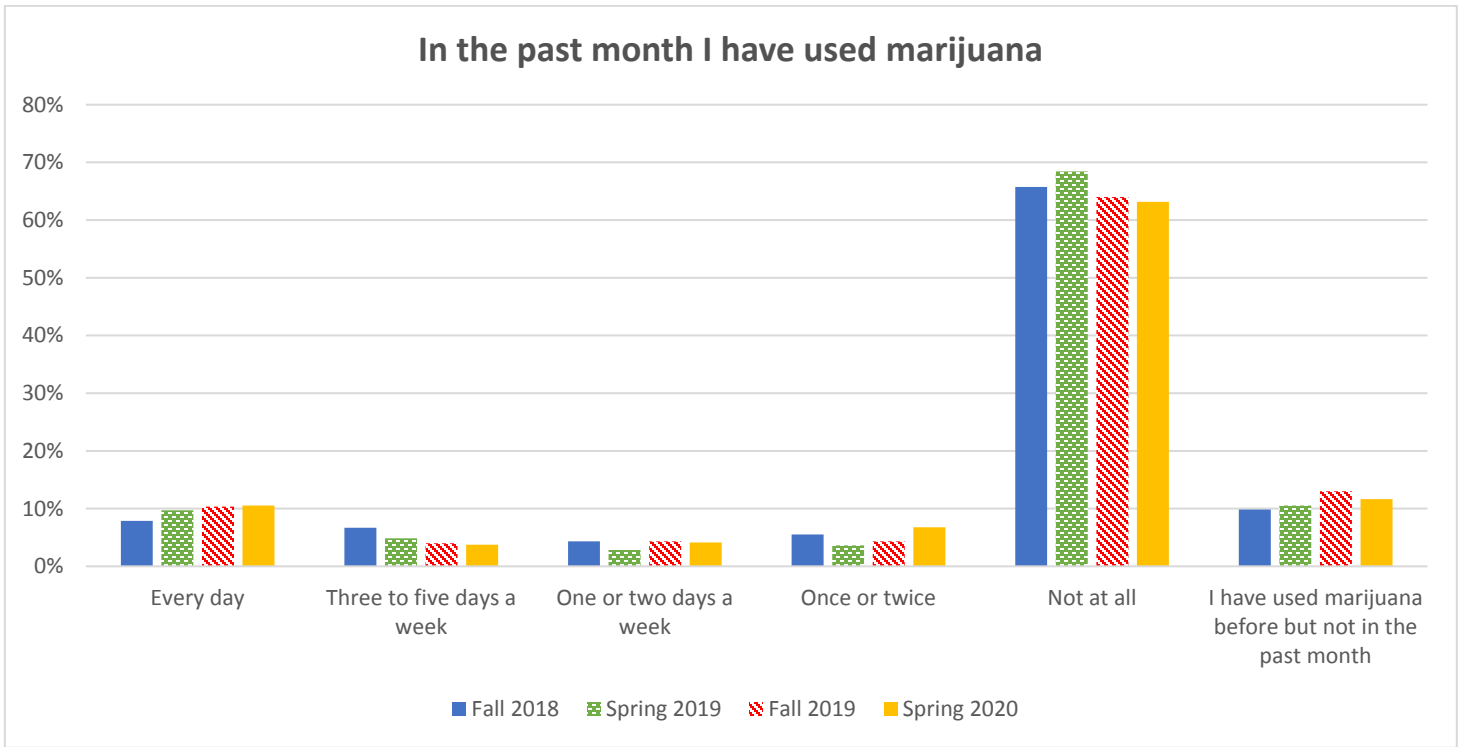
	Every day	Three to five days a week	One or two days a week	Once or twice	Not at all	I've used alcohol before but not in the last month
Fall 2018	4	8	33	84	96	28
Spring 2019	1	7	29	79	95	37
Fall 2019	4	18	30	83	117	49
Spring 2020	3	12	30	70	115	36

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



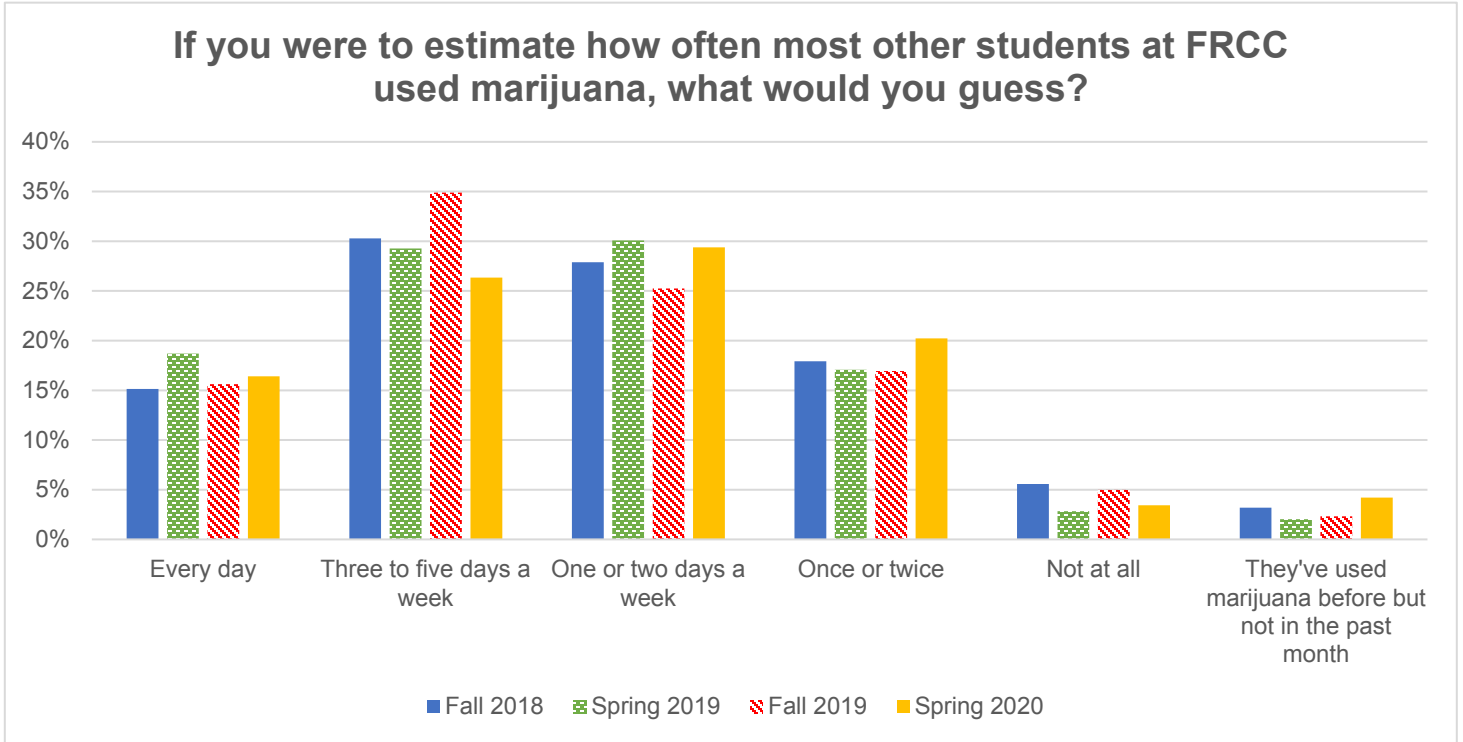
	Every day	Three to five days a week	One or two days a week	Once or twice	Not at all	They've used alcohol before but not in the last month
Fall 2018	10	62	122	42	9	7
Spring 2019	6	61	117	48	7	7
Fall 2019	13	59	159	48	13	9
Spring 2020	10	53	144	45	3	7

In the past month I have used marijuana



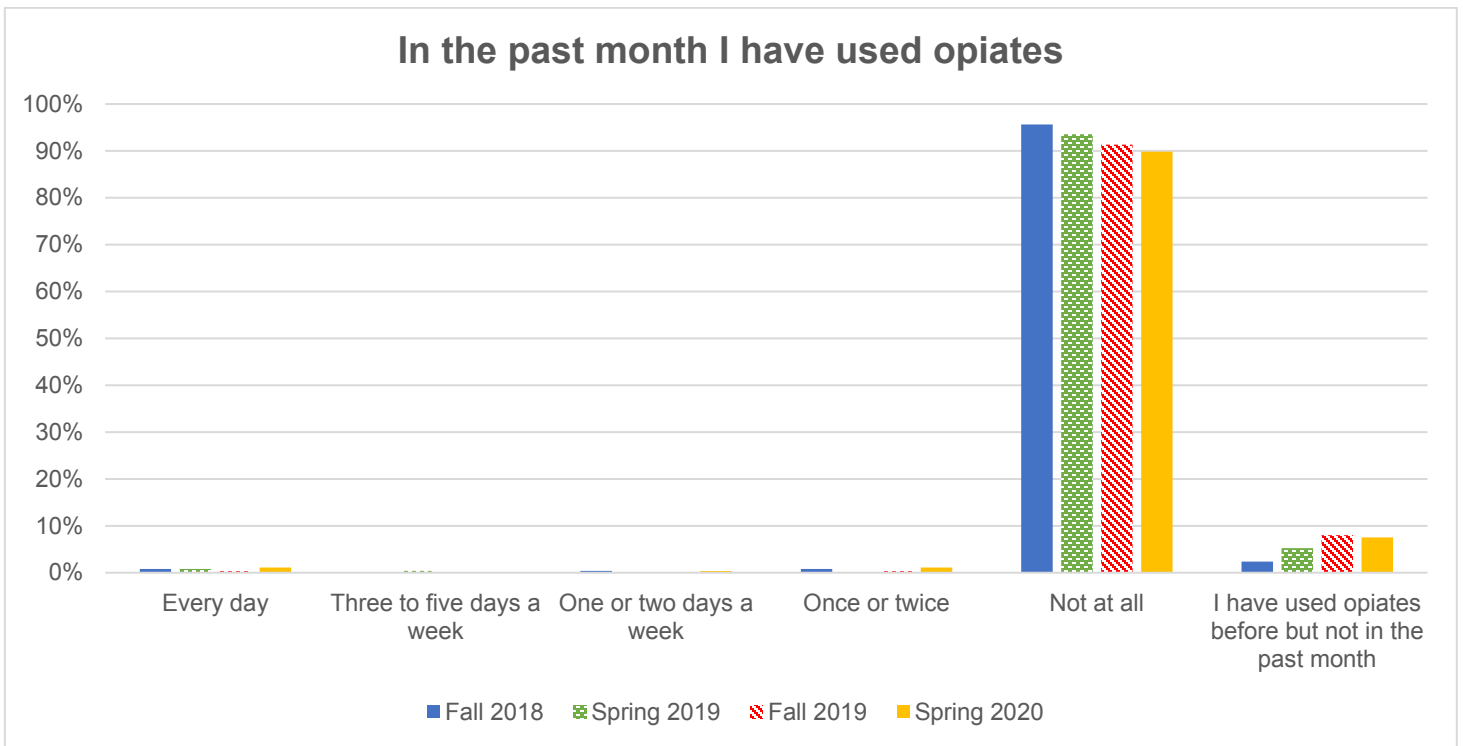
	Every day	Three to five days a week	One or two days a week	Once or twice	Not at all	I have used marijuana before but not in the last month
Fall 2018	20	17	11	14	167	25
Spring 2019	24	12	7	9	169	26
Fall 2019	31	12	13	13	192	39
Spring 2020	28	10	11	18	168	31

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



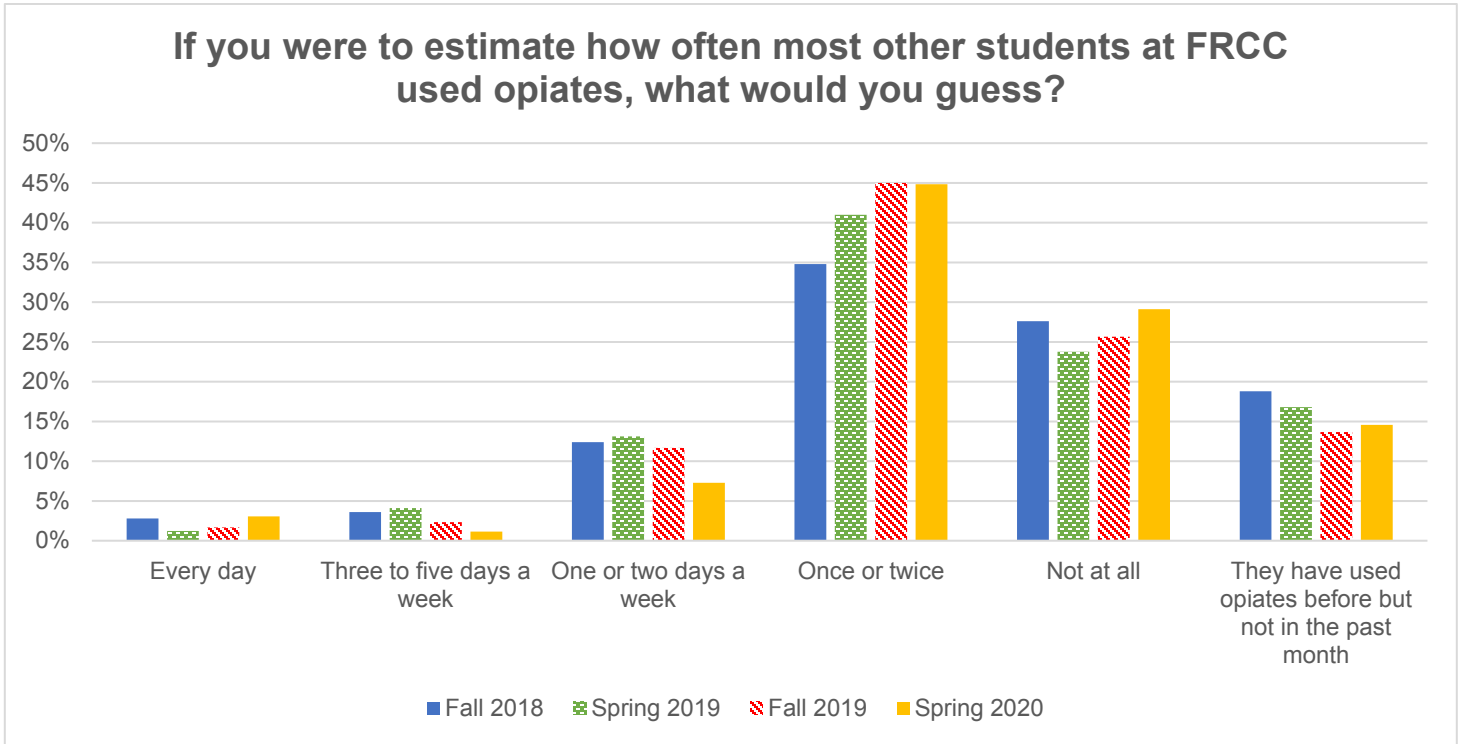
	Every day	Three to five days a week	One or two days a week	Once or twice	Not at all	They've used marijuana before but not in the last month
Fall 2018	38	76	70	45	14	8
Spring 2019	46	72	74	42	7	5
Fall 2019	47	105	76	51	15	7
Spring 2020	43	69	77	53	9	11

In the past month I have used opiates



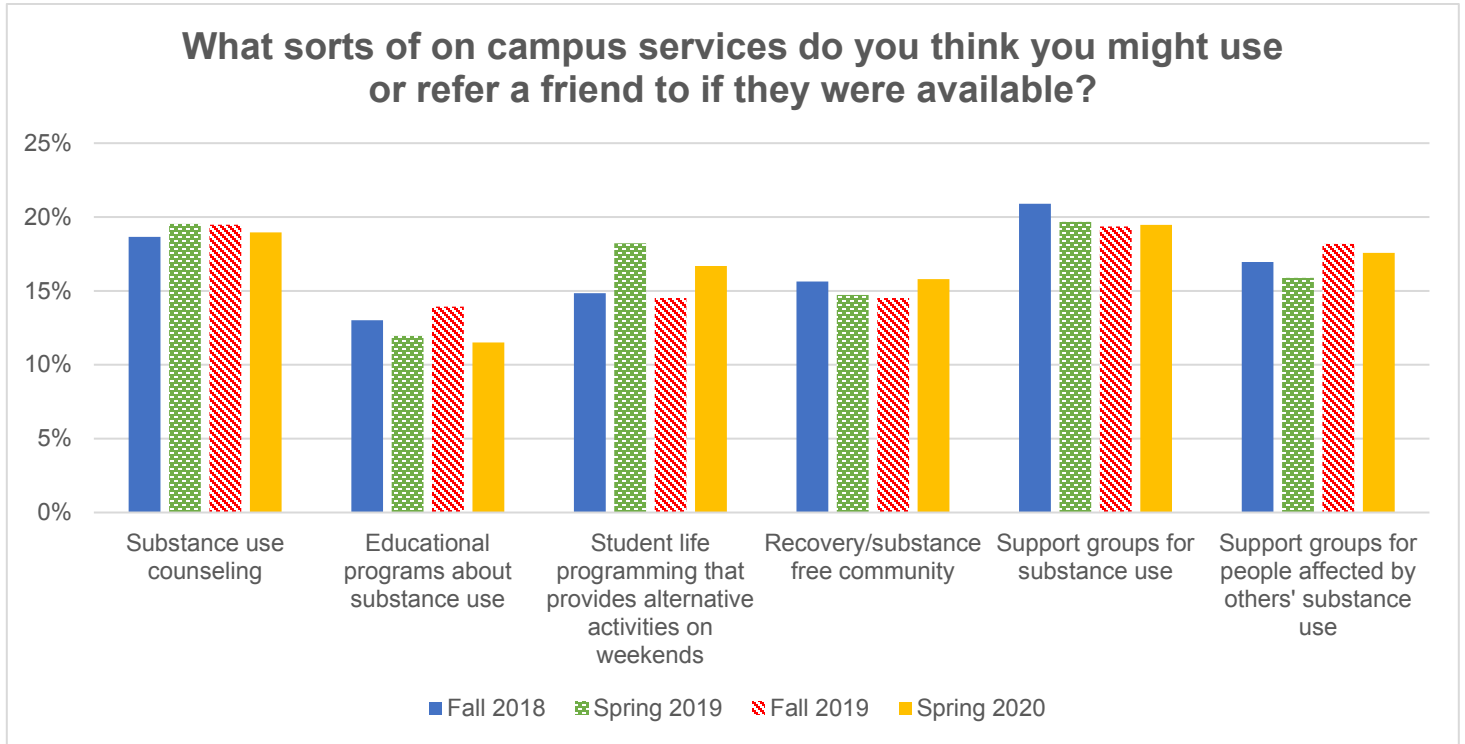
	Every day	Three to five days a week	One or two days a week	Once or twice	Not at all	I have used opiates before but not in the last month
Fall 2018	2	0	1	2	242	6
Spring 2019	2	1	0	0	232	13
Fall 2019	1	0	0	1	274	24
Spring 2020	3	0	1	3	239	20

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



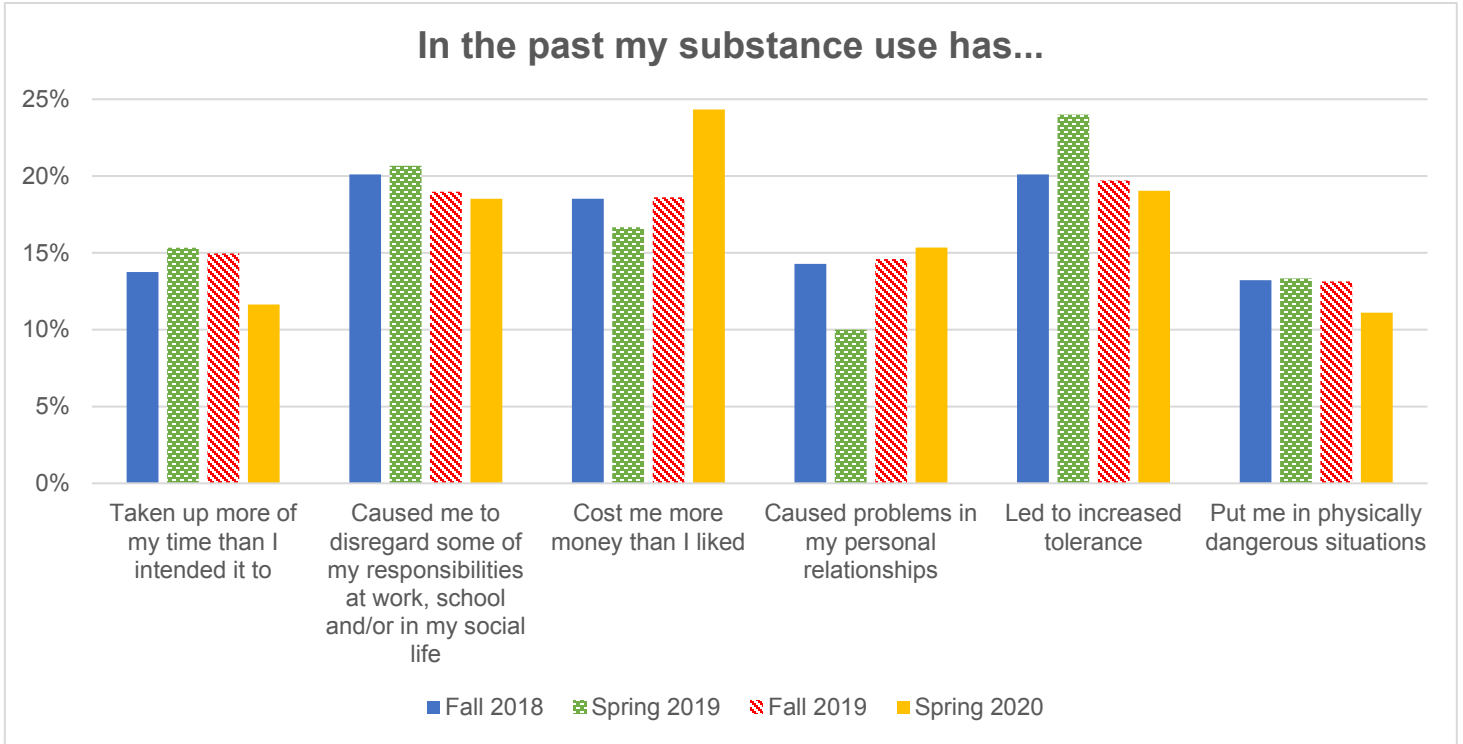
	Every day	Three to five days a week	One or two days a week	Once or twice	Not at all	They've used opiates before but not in the last month
Fall 2018	7	9	31	87	69	47
Spring 2019	3	10	32	100	58	41
Fall 2019	5	7	35	135	77	41
Spring 2020	8	3	19	117	76	38

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



	Substance use counseling	Educational programs about substance use	Student Life programming that provides alternative activities on weekends	Recovery/substance free community	Support groups for substance use	Support groups for people affected by others' substance use
Fall 2018	142	99	113	119	159	129
Spring 2019	134	82	125	101	135	109
Fall 2019	165	118	123	123	164	154
Spring 2020	150	91	132	125	154	139

In the past my substance use has...



	Taken up more of my time than I intended it to	Caused me to disregard some of my responsibilities at work, school and/or in my social life	Cost me more money than I liked	Caused problems in my personal relationships	Led to increased tolerance	Put me in physically dangerous situations
Fall 2018	26	38	35	27	38	25
Spring 2019	23	31	25	15	36	20
Fall 2019	41	52	51	40	54	36
Spring 2020	22	35	46	29	36	21