



# FRONT RANGE COMMUNITY COLLEGE

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

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*This report was prepared by the FRCC Biennial Committee, chaired by Carla Stein and David Lucci with the Directors of Student Success, Campus Security and Preparedness, and Student Life. Secondary review and oversight provided by Vice President of Enrollment Management and Student Success. 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 programs 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 2020-July 2022.

An electronic version of the FRCC Biennial Review is located on the college website [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.

### ***Table 1***

#### **Boulder County Campus**

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

#### **Brighton Center**

1850 Egbert Street Ste 100  
Brighton, CO 80601  
303-404-5099

#### **Larimer County Campus**

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

#### **Westminster Campus**

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

## **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 training 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.
- The Online Student Union (OSU) has a content section called College Health Resources. These resources include facts and information on marijuana use from the Colorado Department of Public Health & Environment and information on alcohol and vaping from the Center for Disease Control.
- The OSU also has the contact information for the campus mental health counselors, as well as how to access BetterMynd, an online therapy platform, which offers free sessions for FRCC students.

- 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.
- [Clery Act webpage](#) - 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:***

- Static information was provided on bulletin boards and tables regarding sobriety and safe alcohol use, especially during stressful times (ie- holidays, final exams, etc.)
- February 2020- Student Life hosted a consent workshop for bystander intervention. Drug and alcohol resources were provided.
- February 2020- Two films, *13<sup>th</sup>* 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.
- July 2020- Training provided for Student Affairs staff from OUT Boulder County on LGBTQ topics, including alcohol & drug use.
- Fall 2020, 2021 and 2022- Voter registration tables and constitution day
- Fall semester 2020- Training provided for staff on how to handle disturbing and concerning behaviors, this included situations involving drug & alcohol use and abuse by students.
- November 2020- Student Life hosted a Bystander Intervention training for students. This training defined what behavior constitutes domestic violence, sexual assault and stalking. This included information on how alcohol and drug use is involved.
- Throughout 2021- Student Life posted a series of information regarding LGBTQ, Hispanic Heritage, Pride Month, and Native American Heritage on Instagram and on the peer education bulletin board. This included drug & alcohol impacts.
- April 2021- Mental Health counselor and Student Life hosted an Instagram live conversation (recorded) about the overview of campus mental health resources. Focus was on mental health related to substance use, identity and/or trauma related to assault.

- Spring 2022- Student Life focused Instagram posts and bulletin board information on mental health including the impacts of alcohol and substance over-consumption.
- Fall 2021-Spring 2022- Student Life hosted a Student/Staff Meditation Club which held weekly drop-in meditation sessions which were helpful for grounding techniques for folks with mental health issues related to identity, substance abuse and/or trauma.

### ***Larimer Campus:***

- 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.
- The campus Bystander Intervention Committee met monthly to discuss ways to assist the college with programming for students on sexual assault prevention.
- 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.
- 2020, 2021, 2022- Student Life hosted tables for voter registration and for constitution day
- July 2021- The Professional Development Committee held a virtual session in their mental health series: The Link between Traumatic Experiences and Substance Use Disorders. The focus was to promote trauma informed support of students and to reduce stigma.
- April 2022- The Bystander Intervention Committee created a static display: Sexual Assault Survivor art installation. This defined what behavior constitutes domestic violence, dating violence, sexual assault and stalking, including abuse of drugs and alcohol.

### ***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.
- 2020, 2021, 2022- Student Life hosted tables for voter registration and for constitution day.
- 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.
- Spring 2020- Student Life hosted a virtual event called How to Help a Friend. This provided resources for drug and alcohol use.
- February 2021- Student Life hosted a virtual event about collegiate substance abuse in Colorado.

- April 2021- Student Life hosted a virtual event about Mental Health and Substance abuse.
- April 2022- Student Life created a static presentation which provided an overview of information contained in the FRCC Annual Security Report (ASR), this included information about drug and alcohol use as well as information about the Clothesline Project- information about domestic and dating violence.

### **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 need 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.
- FRCC 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:**

**Boulder County Campus**

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

*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:

<b>Boulder County Campus</b>	<b>Academic Year 2020-2021</b>	<b>Academic Year 2021-2022</b>
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	2	1
Fatalities	0	0

<b>Brighton Center</b>	<b>Academic Year 2020-2021</b>	<b>Academic Year 2021-2022</b>
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

<b>Fossil Ridge High School</b>	<b>Academic Year 2020-2021</b>	<b>Academic Year 2021-2022</b>
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

<b>Larimer Campus</b>	<b>Academic Year 2020-2021</b>	<b>Academic Year 2021-2022</b>
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	6	6
Fatalities	0	0

Loveland Center vacated as of 7/22/2020	Academic Year 2020-2021	Academic Year 2021-2022
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	Academic Year 2020-2021	Academic Year 2021-2022
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	Academic Year 2020-2021	Academic Year 2021-2022
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	3	2
Fatalities	0	0

FRCC Campus Security and Preparedness Not Reported in Maxient:	Academic Year 2020-2021	Academic Year 2021-2022
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 Behavioral Expectations and Responsibilities Resolution 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. On top of this COVID-19 has made it tricky to get a good sense of how behaviors and solutions could be reliably measured when compared to behaviors in a post-COVID world.

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 the information provided is helpful to the student population and is influencing behavior. After the 2018 biennial review, the college created a program tracking and compliance form where the campus community can enter and track programming efforts. While the form was used we see a need to continue to advertise it and encourage it to be utilized more consistently. Some of the drug and alcohol-related programming that have been provided through this program tracking and compliance form report include the following topics:

- Documentary Screenings
- Trainings
- Guest speakers
- Information sessions
- Drop-in meditation sessions
- Providing information and activities at Student Clubs and Organizations events

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. While this behavior is not unexpected for our students, it was even more of a challenge during COVID-19. Over the 2020-21 and 2021-22 academic years, the campus would be at times inaccessible to students and with the move to largely online instruction, any sort of in-person programming became nearly impossible. Disseminating information about drug and alcohol abuse and counseling resources appears to have the most impact on students through passive display, online communications, or through their instructors. 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, and 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.](#)

**Summary of Front Range Community College (FRCC) survey data**

***SPRING 2021***

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 2021. The survey was active for 5 weeks. In total 480 students responded to the survey.

As in all previous semesters, students again reported their use of all three substances included in the survey at much lower rates than they reported their perception of peers’ use of these substances. For example, 36.88% of respondents reported having not used alcohol at all in the past month, but only about 1.67% believed that this was also true of other FRCC students. For marijuana, about 62.13% of respondents reported that they have not

used in the past month but about 93.1% believed that their fellow students would have used at least once. Only 6 respondents reported having used opiates in the last month but about 47.27% of respondents believed that their peers would have used at least one time in the last month.

18.36% of respondents indicated that they would use or refer a friend to substance use counseling, 15.84% would utilize Student Life alternative weekend programming, 19.13% would consider support groups for substance use, and 17.91% would use support groups for people affected by others' substance use if they were available on campus. The two highest reported negative effects were that substance use "Cost more money than I liked" at 23.38% and "Led to increased tolerance" at 23.02%.

## **Data Analysis**

The data from the surveys showed consistent trends when administered from Spring 2018 through Spring 2020 in terms of alcohol and marijuana use amongst students. The Spring 2021 survey administered during this review period showed similar trends as well.

Survey data continued to show in Spring 2021 that student perceptions of the frequency of alcohol and drug use among their peers were higher than actual consumption. Marijuana use and perceptions were higher than alcohol use and perceptions.

The use of opiates and the perceived use of opiates amongst other students continued to show similar trends from previous surveys as well.

The most significant change from the Spring 2021 survey was the decrease in the number of students who think they might use or refer a friend to use on-campus services. Trends from surveys conducted in Fall 2018 through Spring 2020 showed consistent results that indicate that they were significantly more likely to use or refer a friend to use on-campus services than they were in Spring 2021. For example, the average percentage of students who would use or might refer a friend to use substance abuse counseling services on campus from Fall 2018 through Spring 2020 was about 58.61%. In Spring 2021, only 18.36% of students indicated they would use or might refer a friend to use substance abuse counseling services on campus. This significant drop is similar across the board for other on-campus services listed in the survey as well. We hypothesize that this significant drop was due to the COVID pandemic and the restrictions that came with it. Due to being amid the pandemic, students were not on campus as they normally would be and transitioned to more online and remote coursework, likely getting the perception that on-campus services weren't available to them as online students.

## **Recommendations**

### **Survey recommendations:**

- Recommend that the Student Affairs Dean(s)/Drug and Alcohol Committee designate a consistent time of the Academic Year to open the Drug and Alcohol Survey each year.
- 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.
- Recommend Exploring participation in a national drug and alcohol survey.
- Utilize student communication platforms (Navigate/SignalVine) to encourage more participation in the Annual Drug and Alcohol Survey.

**Programming, training, and outreach recommendations:**

- Provide programs that focus specifically on mental health/alcohol and drug abuse correlations.
- 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.
- Look into utilizing current student learning platforms (Navigate, D2L, etc.) to include Educational Resources for Drug and Alcohol abuse.
- Renewed focus on the marketing of on-campus support and resources for Drug and Alcohol education, mitigation, and counseling.

**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 them with each campus.
- Administer and maintain the College-Wide Alcohol and Drug Survey data with analysis being the responsibility of the 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
Carla Stein	Dean of Student Affairs	Student Affairs
David Lucci	Director, Financial Aid	Enrollment Management and Student Success
Carl Peaster	Director, Campus Security and Preparedness	Campus Security and Preparedness
Kelly O'Rourke-Hwang	Clery Compliance Officer	Campus Security and Preparedness
Monica Kopcow	Director, Student Communications & Success Technology	Enrollment Management and Student Success
Brandon Fox	Director of Student Success	Student Affairs
Ken Lee	Director of Student Success	Student Affairs
Amanda Clancy	Director of Student Life	Student Affairs
Sara Freeman	Coordinator, Disability Support Services	Student Affairs

## Oversight and Secondary Review

Name	Title	Department
Matt Jamison	Interim Vice President Enrollment Management and Student Success, Dean Academic Services	Enrollment Management and Student Success, Academic Services

## Presidents Review and Approval



### President's Review and Approval

The Front Range Community College 2022 Drug-Free Schools and Communities Act Biennial Review has been reviewed and approved for release and posting on the college website.

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**Dr. Colleen Simpson, President**

**Front Range Community College**

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**Date:**



**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

REVISED: April 13, 2022

REFERENCE(S): Drug-Free Schools and Communities Amendments Act of 1989 (PL 101-226); Drug-Free Schools and Campuses Regulations 34 C.F.R. Part 86

APPROVED:

/S.R. Heath, Jr./

The Honorable S.R. Heath, Jr., Chair

#### **POLICY STATEMENT**

It is the policy of the Board to maintain compliance with the Drug-Free Schools and Communities Amendments Act of 1989, (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 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 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 Colleges within the Colorado Community College System (CCCS).

#### **SANCTIONS**

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

#### **PROCEDURE**

The Chancellor shall promulgate such procedures as may be needed to implement this policy.

**Addendum C:**

**COLORADO COMMUNITY COLLEGE SYSTEM PROCEDURE Drug Free Schools (SP 19-30a)**

EFFECTIVE: October 1, 1990

RETITLED: September 14, 2000

RETITLED: August 25, 2001

REVISED: March 27, 2015

REVISED: April 13, 2022

RENUMBERED: April 13, 2022

**REFERENCE(S):** Board Policy (BP) 19-30, Drug-Free Schools

***APPROVED:***

/ Joseph A. Garcia /

Joseph A. Garcia, Chancellor

***APPLICATION***

This procedure applies to the Community College System, including its Colleges (CCCS or System).

***BASIS***

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

***PROCEDURE***

Each College shall adopt and implement a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.

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 Appendix A, 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 employees 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 completed by the College and made available to the public upon request by October 1st of every even-numbered year.

### ***RECORDKEEPING***

Colleges shall keep records documenting compliance with the Act 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.

## **APPENDIX A**

### ***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 Act of 1989 (20 U.S.C. Section 1145g). 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 Amendments 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. A student or employee who violates this policy will be subject to both criminal sanctions and College sanctions as described below.

## **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. Following is a non-exhaustive list of drug and alcohol sanctions, which may be amended by subsequent legislation.

### **Federal Sanctions**

A federal drug conviction may result in the loss of federal benefits, including school loans, grants, scholarships, contracts, and licenses. Federal drug distribution convictions may result in denial of federal benefits for up to five years for a first conviction, ten years for a second conviction and permanent denial for subsequent convictions. Federal drug convictions for possession may result in denial of federal benefits for up to one year for a first conviction and up to five years for subsequent convictions. 21 U.S.C. Section 862.

Penalties for federal drug possession charges start with up to one year in prison and a fine of no less than \$1,000. Subsequent convictions face more severe prison sentences (up to three years) and fines (\$5,000). 21 U.S.C. Section 844.

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved. The minimum penalty for a conviction is one year in prison and a fine up to \$100,000, and maximum penalty is life in prison and a fine up to \$10,000,000. If the conviction involves death or serious bodily injury, or an individual has prior drug convictions, the penalties are more severe. 21 U.S.C. Section 841. A complete chart of federal drug trafficking sanctions, maintained by the U.S. Drug Enforcement Agency, is included at the end of this section and can be found here: <https://www.dea.gov/sites/default/files/2021-12/Trafficking%20Penalties.pdf>.

### **State of Colorado Sanctions**

State laws regulating the production, dispensation, possession, and use of alcohol and drugs are generally found in Titles 12 and 18 of the Colorado Revised Statutes.

At the state level, drug offenses are classified as petty offenses, misdemeanors or felonies. Petty offenses may carry a fine up to \$100 and community service. Misdemeanor offenses range from a \$50 fine, to 18 months in jail and/or a fine up to \$5,000. Felony drug offenses range from 6 months to 32 years imprisonment, and fines ranging from \$1,000 to \$1,000,000. C.R.S. Title 18, Article 1.3.

A person under the age of 21 who possesses alcohol or less than two ounces of marijuana, or who consumes alcohol or marijuana, may be subject to a fine up to \$100 and/or mandated substance abuse education for a first time offense. Subsequent offenses carry higher fines, up to \$250 and possible community service hours. C.R.S. 18-13-122.

Provision of alcohol to any person under the age of 21, a visibly intoxicated person, or a known alcoholic is a misdemeanor and may be punishable by a fine of up to \$5,000 and 18 months in jail. C.R.S. 44-3-901.

Operation of a motor vehicle while under the influence of alcohol and/or drugs can be subject to a \$1,000 fine, up to one year in jail, license revocation, and community service for a first time offense. Driving while ability impaired, a lesser offense, can be subject to 180 days in jail and up to \$500 in fines. Subsequent DUI or DWAI offenses are subject to higher fines and jail time. C.R.S. Title 42, Article 4.

### **Local Sanctions**

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

Overall, the exact penalty assessed depends upon the nature and severity of the individual offense, as well as prior convictions.

[INSERT: "Federal Trafficking Penalties" from pages 36 and 37: [https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20\\_0.pdf](https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20_0.pdf)]

## **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 student and employee 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**

There are numerous health risks associated with drug and alcohol abuse, which may include, but are not limited to:

Risk of dependence;

Short-term effects: mild dehydration, vomiting, blackouts/short-term memory loss, sleeplessness, anxiety, restlessness, and inflammation;

Long-term effects: malnutrition, brain damage, heart disease, pancreatitis, cirrhosis of the liver, mental illness, death, low birth weight babies, and babies with drug addictions; and/or risk of overdose.

More specific information about the health effects of alcohol and commonly used drugs can be found on the [National Institutes on Alcohol Abuse](#) and [Drug Abuse](#) websites.

#### AVAILABLE COUNSELING, TREATMENT, REHABILITATION OR RE-ENTRY PROGRAMS

Information on available counseling, treatment, rehabilitation or re-entry programs is available at [CAMPUS OFFICE NAME and consider listing programs below] 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.

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

#### ***Federal Law and how it affects FRCC students and employees***

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

Additionally, as a college that receives federal funding, FRCC must abide by the federal Drug Free Schools and Communities Act Amendments of 1989 and prohibit the use of marijuana. FRCC must also abide by the federal Drug Free Workplace Act which prohibits the unlawful manufacture, distribution, possession and use of illicit drugs and alcohol in the workplace. This includes medical marijuana. Campus Security and Preparedness 1/26/14

#### ***FRCC Student Code of Conduct***

“It is illegal to use, be under the influence, manufacture, possess, cultivate, distribute, purchase, or sell alcohol and/or drugs (illegal and/or dangerous or controlled substance, including marijuana) and/or alcohol/drug paraphernalia while on college owned or college controlled property, and/or at any function authorized or supervised by the college and/or in state owned or leased vehicles. For the complete FRCC Student Code Conduct

as it relates to the use and possession of marijuana, please visit the FRCC Student Code of Conduct page.

**Addendum G:**

**[Colorado Community College System SP 4-30a – Student Behavioral Expectations and Responsibilities Resolution 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

REVISED: February 10, 2021

RETITLED: February 10, 2021

RENUMBERED: February 10, 2021

REFERENCE(S): Board Policy (BP) 4-30, Student Behavioral Expectations and Responsibilities

APPROVED:

/ Joe Garcia /  
Joseph A. Garcia  
Chancellor

This procedure applies to students within the Colorado Community College System, including its Colleges (CCCS or System). This procedure applies to violations of the Code of Student Behavioral Expectations and Responsibilities (Code) (Appendix A).

If a student is alleged to have violated the Code, this procedure outlines the steps that can be taken in resolving the matter. Students reported to have violated the Code will be given the opportunity to participate in the behavioral expectations and responsibilities process. The procedure aims to engage students in a restorative, fair, educational, and developmental process, and to prevent future occurrences of student misconduct.

### ***DEFINITIONS***

For definitions applicable to this procedure, refer to Appendix B.

This procedure applies to behaviors from students that take place on a CCCS campus, at CCCS sponsored events, and may also apply to off-campus and to online behavior when the Senior Student Affairs Officer (SSAO) or designee determines that the off-campus or online behavior affects a substantial CCCS interest. A substantial CCCS or College interest includes, but is not limited to the following, when the circumstances are such that there is a disruption to CCCS or College operations, a significant negative impact to the campus community, or a detriment to the educational interests of the System or College:

Any action that constitutes a 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; and/or

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.

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.



The Colorado Community College System is committed to a procedure of equity and justice. We accept the responsibility to create an environment free from discrimination.

## ***PROCEDURE***

### ***Initiating a Conduct Process***

Any member of the System community may allege a violation by any student of the Code by reporting the matter to the appropriate SSAO. The SSAO manages reports of Code violations made under this procedure and may delegate this responsibility. Students, faculty, instructors, staff, authorized volunteers, and guests are encouraged to report behavior that potentially violates the Code or that may be criminal in nature. Formal reports can be made by completing a College incident report. If the conduct is believed to be criminal in nature, the SSAO should immediately report the alleged violation to campus law enforcement or security or external law enforcement.

There is no time limit on reporting violations of the Code; however, the longer someone waits to report, the harder it becomes for College officials to obtain information and witness statements and to make determinations regarding alleged violations. Anonymous complaints are permitted, though doing so may limit the College's ability to investigate and respond to a complaint effectively.

Complaints, concerns, or reports without reasonable cause will not be pursued. Upon receipt of the report, the SSAO or designee shall review the matter to determine if it alleges sufficient information to support reasonable cause that a violation has occurred. If so, the SSAO shall promptly notify the Complainant (if any) and the Respondent in writing of the allegations and any interim action that is being imposed. Should a student withdraw from the institution prior to the conclusion of the conduct process, the College will proceed with or without the student's involvement.

The SSAO will identify a conduct resolution pathway as outlined below based on the nature of the allegations and input from the involved parties. Decisions made by the SSAO shall be final unless subject to appeal. Any outcomes and restrictions imposed take effect immediately unless the SSAO agrees to delay or stay the outcome.

Proceedings initiated under this procedure are separate from civil or criminal proceedings that may relate to the same incident. Investigations or conduct proceedings by the College are not postponed while criminal or civil proceedings are pending unless otherwise determined by the SSAO.

### ***Interim Actions***

The SSAO, in consultation with appropriate administrative personnel, may implement interim actions intended to protect the safety and well-being of the CCCS community; preserve CCCS property; address the effects of the reported behavior; and prevent further violations while the matter is under review or investigation. Interim actions may include, but are not limited to:

1. Interim No Trespass: The SSAO may issue a "Cease Communications," "No Contact," and/or "No Trespass," directive, also referred to as a *persona non grata*.
2. Interim Suspension: This interim suspension includes attending classes and events pending a final outcome. This interim suspension begins immediately upon notice from the SSAO. In cases where a student is banned from campus on an interim basis, they will be subject to immediate arrest for trespass if they are on campus, until the exclusion has been lifted. A meeting with an SSAO is then scheduled as soon as possible to determine the appropriate conduct resolution pathway.
3. Any other outcome listed in this procedure below may also be imposed on an interim basis.

In all cases in which an interim action is imposed, the individual will be given the opportunity to meet with the SSAO prior to such action being imposed, or as soon thereafter as reasonably possible, to show cause why the interim action should not be implemented. The SSAO shall have sole discretion to implement or stay an interim action, and to determine its conditions and duration. Violation of an interim action may be grounds for imposition of an outcome, up to and including expulsion.

### ***Conduct Resolution Pathways***

The SSAO, in consultation with the involved parties, may determine informally resolving student conduct matters through an alternative conflict resolution process is appropriate to resolve the reported concerns. The primary focus during alternative conflict resolution remains the welfare of the parties and the safety of the CCCS community, but it does not involve a formal investigation.

Alternative conflict resolution, includes, but is not limited to, dialogue, conflict coaching, mediation, restorative justice, or shuttle diplomacy. Alternative conflict resolution works best when students take responsibility for their actions, have a desire to restore the impact created in the incident, and actively participate in deciding and agreeing upon an outcome. If a resolution is reached, the matter will be closed without opportunity for an appeal.

At any time during the alternative conflict resolution process, the SSAO may elect to initiate formal investigation as deemed appropriate to resolve the matter. The parties can elect to cease the alternative conflict resolution process at any time before it concludes and proceed with a formal investigation.

Where formal investigation is designated, the SSAO shall investigate the allegations, provide the Respondent an opportunity to be heard, and render a decision as outlined below:

1. Investigation: The SSAO shall provide the Respondent an opportunity to respond to the allegations either by meeting with the SSAO to discuss the allegations or by submitting a written response, or both. The Respondent will 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. An advisor may only consult and advise their advisee, but not speak for the advisee at any meeting or hearing. The SSAO may remove or dismiss an advisor who becomes disruptive or who does not abide by the restrictions on their participation.
  - a. The SSAO may also conduct any other investigation, such as meeting with the Complainant (if any), meeting with other relevant witnesses, and evaluating relevant documents, information, and evidence.
2. Decision: Once the investigation is complete, the SSAO shall render a decision as to whether a violation of the Code has occurred. The determination shall be based on the preponderance of evidence standard: whether it is more likely than not that the student violated the Code. The decision shall address whether alleged conduct occurred; whether and how the conduct violated the Code; and impose an outcome, if appropriate.
3. Notification of the decision in writing will be provided by the SSAO to the Respondent and any other involved parties, as appropriate. The decision will include information regarding the applicable appeals process. The decision is part of the student's educational record.

### ***Outcomes***

1. The following outcomes can be implemented by the SSAO as a result of finding a violation in the formal investigation process, or as part of an agreed upon alternative conflict resolution. These outcomes are intended to

develop an educational and restorative experience for individuals engaging with the conduct process. These outcomes may also be put in place to ensure safety of the individual and/or the CCCS community. Outcomes will be effective immediately upon notice to the student, except that the SSAO may delay or stay the effective date, in their discretion, upon request from the student (e.g., it may be appropriate to stay an outcome pending the resolution of an appeal).

2. **Loss of Privileges:** The student will be denied specified privileges for a designated period of time, from one to three semesters or one academic year.
3. **Building/Access Restriction:** The student will be denied access to specific campus locations, from one to three semesters or one academic year.
4. **Restriction on Visitation Privileges:** Restrictions that may be imposed on a residence hall student or non-residence hall student. The parameters of the restriction will be specified.
5. **Eligibility Restriction:** The student is deemed “not in good standing” with the College for a specified period of time, from one to three semesters or one academic year. Specific limitations or exceptions may be granted by the SSAO, and terms of this outcome may include, but are not limited to, the following:
6. **Ineligibility to hold any office in any student organization recognized by the College or maintain an elected or appointed office at the College.**
7. **Ineligibility to represent the College in any way, including, but not limited to participating in the study abroad program, attending meetings, or representing the College at an official CCCS function, event, or intercollegiate competition as a player, manager, or student coach, etc.**
8. **No Contact Orders:** If a “no contact” order is issued, it is the responsibility of the student not to have any contact with the individual(s) named in the order, directly or through third parties, or electronically/online until the order is officially removed by the SSAO.
9. **College Housing Reassignment:** Reassignment to another College housing facility.
10. **Restitution:** Compensation for damage caused to the College or any individual’s property. This could also include situations such as failure to return a reserved space to proper condition, including labor costs and expenses. This is not a fine but, rather, a repayment for labor costs and/or the value of property destroyed, damaged, consumed, or stolen.
11. **Referral for Treatment/Assessment:** These include, but are not limited to, alcohol or drug education programs, anger management, or other relevant assessment and treatment programs. Some outcomes may include a cost or fee.
12. **College/Community Service Requirements:** Completion of a specific supervised College/Community service.
13. **Confiscation of Prohibited Property:** Items whose presence is in violation of College policy (pipes, bongos, weapons, etc.) will be confiscated. Prohibited items may be handled, disposed of, or returned to the owner at the discretion of the SSAO.
14. **Educational Program/Project:** Requirement to complete an educational or reflection project designed to support students in their understanding of the overall impact of their behavior, or a requirement to attend, present, and/or participate in a program related to the violation. It may also be a requirement to sponsor or assist with a program for others on campus to aid them in learning about the violation for which the student was found responsible. Audience may be restricted.
15. **Warning:** An official notice that misconduct has occurred and/or that future specific behavior could result in more severe restrictions, conditions, and outcomes.
16. **Probation:** A period of time in which the privilege of continuing as a student is conditioned upon meeting certain requirements. Any violation or failure to comply with restrictions while on probationary status could be escalated for further outcomes, including removal from CCCS. Additionally, students on probationary status typically will be required to meet with SSAO or other College personnel for follow up meetings. Probationary status may range from one semester up to duration of time at CCCS.
17. **Suspension:** Separation from a College for a specified minimum period of time, after which the student is eligible to petition the SSAO for permission to return. Eligibility for return may be contingent upon satisfaction of specific conditions. The student is required to vacate the campus immediately upon receipt of notification of a suspension.

During the suspension period, the student is restricted from College property, functions, events, and activities without prior written approval from the SSAO. Additionally, students may be suspended from one class period per incident by the responsible faculty member or instructor without triggering this procedure. Any longer suspension must be referred to the SSAO.

18. Expulsion: Permanent separation from CCCS. The student is banned from CCCS College properties and the student's presence at any CCCS-sponsored activity or event is prohibited. This action may be enforced with a trespass action as necessary.
19. No Trespass: The College may issue a "No Trespass" directive, also referred to as a persona non grata.
20. Other: Additional or alternate restrictions, conditions, or outcomes that promote reflection and holistic student development (e.g., creative expression, community restoration project) may be created and designed as deemed appropriate to the violation.

### ***Appeal of Formal Investigation Decision***

A student found responsible for violating the Code through the formal investigation process has a right to appeal if suspension or expulsion are imposed.

If an outcome other than suspension or expulsion is imposed as a result of a formal investigation, a student may request in writing a discretionary appeal to the designated Appellate officer. A request for a discretionary appeal must be in writing and submitted to the Appellate officer within five (5) business days of the notice of decision. The Appellate Officer must notify the student in writing of whether the appeal will be permitted and if permitted, the below appeal deadlines apply from the date of that decision.

All appeals must be made in accordance with procedures outlined in this section.

#### **1. Important Information about Appeals:**

- The appeal is the final step in the conduct process.
- An appeal does not provide a second meeting or review of the case. The appeal process will be based on the existing record and the appeal criteria.
- Situations may occur that shift the timeframe of the appeal process. Considerations will be given for extenuating circumstances, including but not limited to, College holidays, family crisis, trauma, and medical/non-medical emergencies. Any extensions are made at the discretion of the SSAO.
- Students are encouraged to consult with the SSAO and external resources about the appeal process prior to submitting the request for an appeal.

#### **2. Appeals Criteria:**

A student may only appeal upon one or more of the following grounds:

- A material procedural error occurred that significantly impacted the outcome of the factual findings, outcomes, or both (e.g., substantiated bias, conflict of interest, or material deviation from established procedures).
- There is new information, unavailable during the formal investigation that could substantially impact the decision or the outcome. The new information must be included with the student's request for appeal and the student must show that the new information was not known to them at the time of investigation. Failure to participate in the initial investigation does not constitute new information for the appeal process.

#### **3. Initial Review of Appeal:**

Regardless if a case is appealed, all outcomes imposed in the case will go into effect immediately unless they are

officially stayed pending the appeal decision.

Appeals must be filed in writing within ten (10) business days of the notice of the initial conduct decision or decision allowing discretionary appeal. A student may file a written appeal by completing and submitting the College's appeal form, if applicable, and sending it to the Appellate Officer. It is the student's obligation to provide any and all materials for consideration at the time of appeal submission. Subsequent information and/or revisions to the appeal after initial submission will not be accepted. Upon receipt of an appeal, the Appellate Officer shall conduct an initial review to determine if the appeal meets the limited appeals criteria and is timely. The student will receive notification about the decision of the initial review of appeal within five (5) business days of receipt of the student's appeal. If the appeal is found to meet these criteria, the Appellate Officer shall give written notice to other involved parties, if applicable, to allow the other parties an opportunity to provide a response to the appeal.

#### 4. Appeal Determination:

If it is determined an appeal meets the appeal criteria, the Appellate Officer will review the appeal. In reviewing the appeal, the Appellate Officer may only consider the information contained in the record of the case, but may seek clarification of the decision rendered by the SSAO.

Upon review of an appeal, the Appellate Officer shall have the authority to:

- Deny the appeal and affirm the initial decision and outcomes.
- Find that a material procedural error occurred (g., substantiated bias, material deviation from established procedures) that impacted the outcome and refer the case back to the SSAO or an alternate designee with instructions to reconvene the investigation, and/or the Appellate Officer may otherwise correct the procedural error.
- Find that the student has presented new information that is material to the decision or outcome of the case. Upon this finding, the Appellate Officer shall conduct or request appropriate additional steps (such as requesting additional investigation by the SSAO) and/or modify the decision and outcome accordingly.

The Appellate Officer will notify the student in writing of the decision, typically within ten (10) business days of completing the review.

During this appeal process, if the Appellate Officer requires additional time, they shall promptly notify the parties.

#### ***Student Records***

Student conduct records will be maintained in accordance with the Family Educational Rights and Privacy Act (FERPA) and SP 4-80a, Student Educational Records and Directory Information. Generally, student conduct records are sealed seven (7) years after a final decision is delivered in the resolution process, except as required by law. Student conduct records may be sealed earlier by the SSAO upon written request from the student. Conduct records that result in a separation from the College (suspension or expulsion) and those that fall under Civil Rights, to include a Title IX investigation, will be maintained for seven (7) years.

***Financial***

Students who are suspended or expelled as a result of the conduct process will not receive a refund of any tuition, fees, or other charges, and will be responsible for any outstanding balances owed to the College. Students who are terminated from housing will be responsible for fulfilling their housing and dining contract fees, if applicable.

It is a violation of this procedure to engage in retaliation, such as taking adverse employment or educational action, against any person who reports an incident of a Code violation or because of the person's participation, or perceived participation, in any aspect of this procedure. Retaliation includes acts to intimidate, threaten, coerce, or discriminate against any individual for the purposes of interfering with any right or privilege provided by 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.

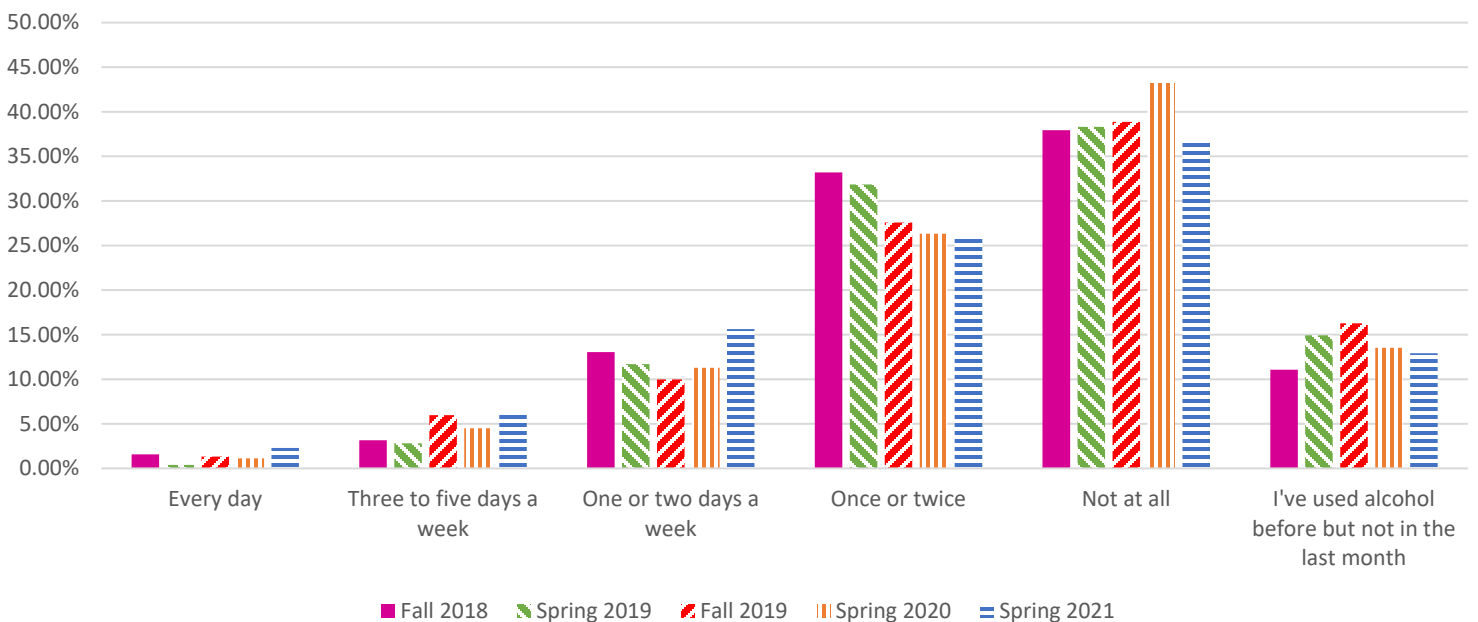
## Addendum H: Yearly Survey Responses and Comparisons

### In the past month, I have used alcohol...

	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	1.58%	3.16%	13.04%	33.20%	37.94%	11.06%
Spring 2019	0.40%	2.82%	11.69%	31.85%	38.31%	14.92%
Fall 2019	1.33%	5.98%	9.97%	27.57%	38.87%	16.28%
Spring 2020	1.13%	4.51%	11.28%	26.32%	43.23%	13.53%
Spring 2021	2.29%	6.25%	15.63%	26.04%	36.88%	12.92%

	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
Summer 2018	2	10	36		49	24
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
Spring 2021	11	30	75	125	177	62

### In the past month, I have used alcohol...

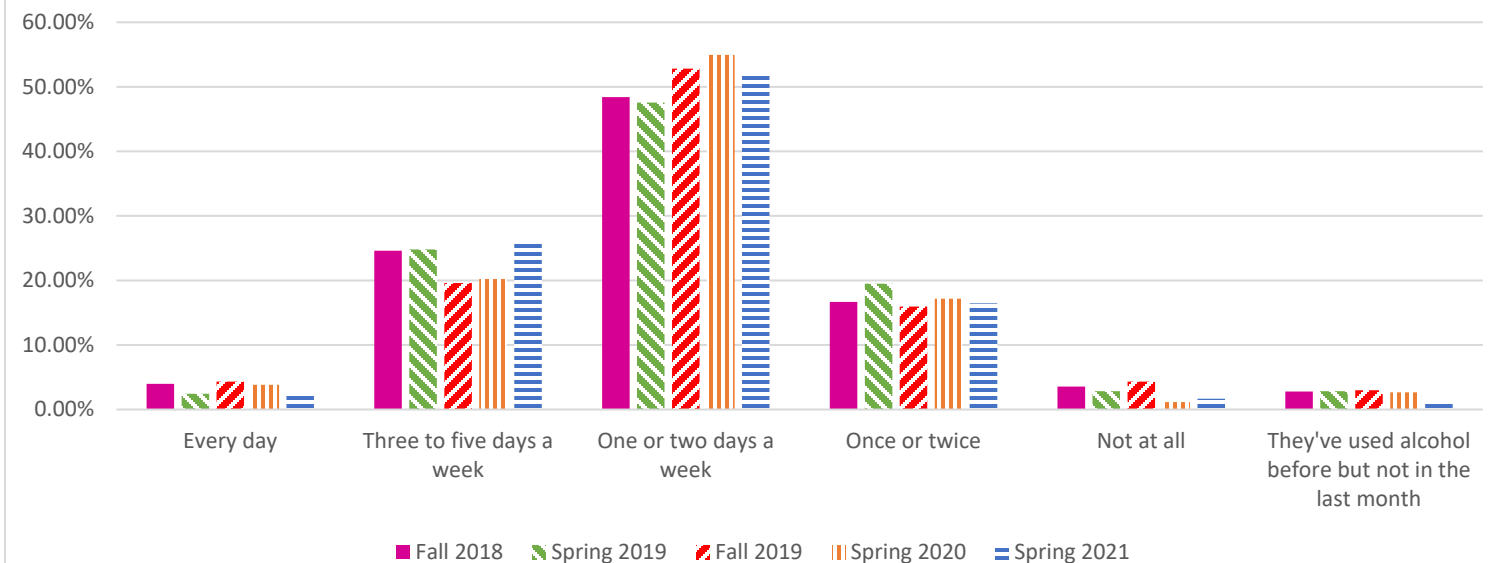


## If you were to estimate how often most other students at FRCC used alcohol, what would you guess?

	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	3.97%	24.60%	48.41%	16.67%	3.57%	2.78%
Spring 2019	2.44%	24.80%	47.56%	19.51%	2.85%	2.85%
Fall 2019	4.32%	19.60%	52.82%	15.95%	4.32%	2.99%
Spring 2020	3.82%	20.23%	54.96%	17.18%	1.15%	2.67%
Spring 2021	2.5%	26.25%	51.67%	16.46%	1.67%	1.46%

	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
Summer 2018	1	45	66		5	5
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
Spring 2021	12	126	248	79	8	7

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



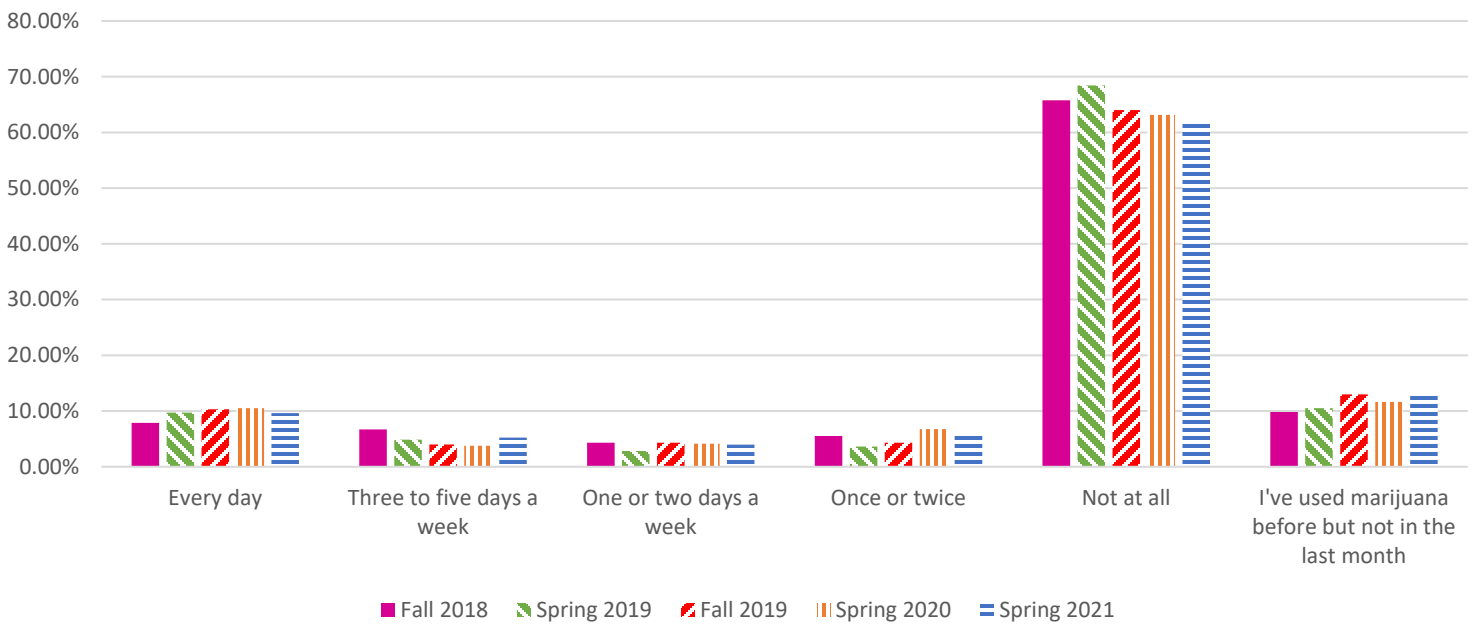


## In the past month, I have used marijuana...

	Every day	Three to five days a week	One or two days a week	Once or twice	Not at all	I've used marijuana before but not in the last month
Fall 2018	7.87%	6.69%	4.33%	5.51%	65.75%	9.84%
Spring 2019	9.72%	4.86%	2.83%	3.64%	68.42%	10.53%
Fall 2019	10.33%	4.00%	4.33%	4.33%	64.00%	13.00%
Spring 2020	10.53%	3.76%	4.14%	6.77%	63.16%	11.65%
Spring 2021	9.62%	5.23%	3.97%	6.07%	62.13%	12.97%

	Every day	Three to five days a week	One or two days a week	Once or twice	Not at all	I've used marijuana before but not in the last month
Summer 2018	10	5	6		79	21
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
Spring 2021	46	25	19	29	297	62

## In the past month, I have used marijuana...

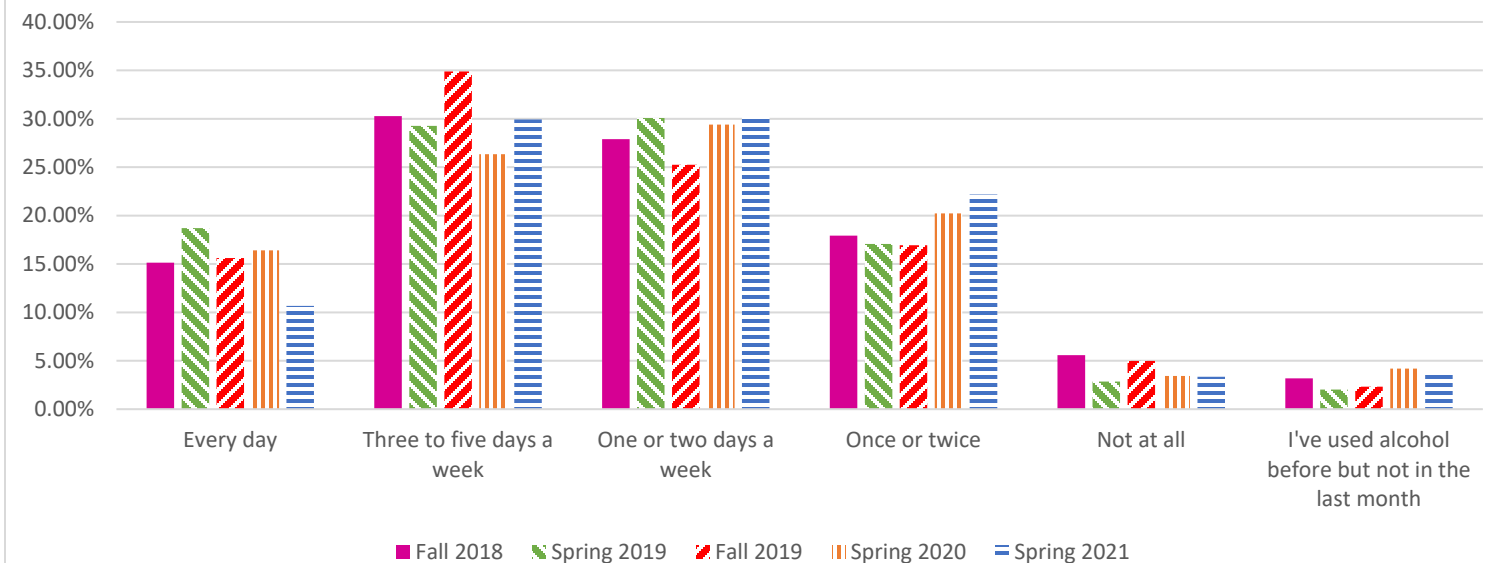


## If you were to estimate how often most other students at FRCC used marijuana, what would you guess?

	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	15.14%	30.28%	27.89%	17.93%	5.58%	3.19%
Spring 2019	18.70%	29.27%	30.08%	17.07%	2.85%	2.03%
Fall 2019	15.61%	34.88%	25.25%	16.94%	4.98%	2.33%
Spring 2020	16.41%	26.34%	29.39%	20.23%	3.44%	4.20%
Spring 2021	10.67%	29.92%	30.33%	22.18%	3.35%	3.56%

	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
Summer 2018	13	40	51		8	10
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
Spring 2021	51	143	145	106	16	17

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

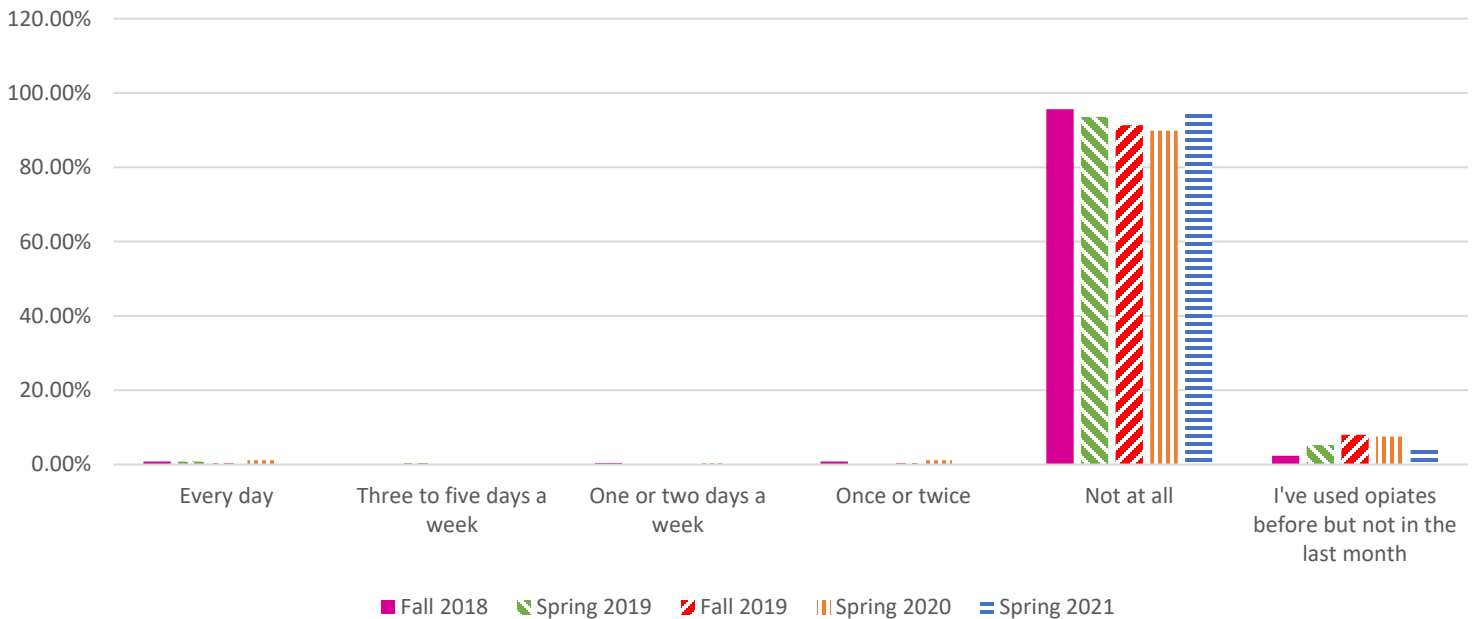


## In the past month I have used opiates

	Every day	Three to five days a week	One or two days a week	Once or twice	Not at all	I've used opiates before but not in the last month
Fall 2018	0.79%	0.00%	0.40%	0.79%	95.65%	2.37%
Spring 2019	0.81%	0.40%	0.00%	0.00%	93.55%	5.24%
Fall 2019	0.33%	0.00%	0.00%	0.33%	91.33%	8.00%
Spring 2020	1.13%	0.00%	0.38%	1.13%	89.85%	7.52%
Spring 2021	0.42%	0.21%	0.21%	0.42%	94.34%	4.40%

	Every day	Three to five days a week	One or two days a week	Once or twice	Not at all	I've used opiates before but not in the last month
Summer 2018	1	1	1		116	2
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
Spring 2021	2	1	1	2	450	21

## In the past month I have used opiates

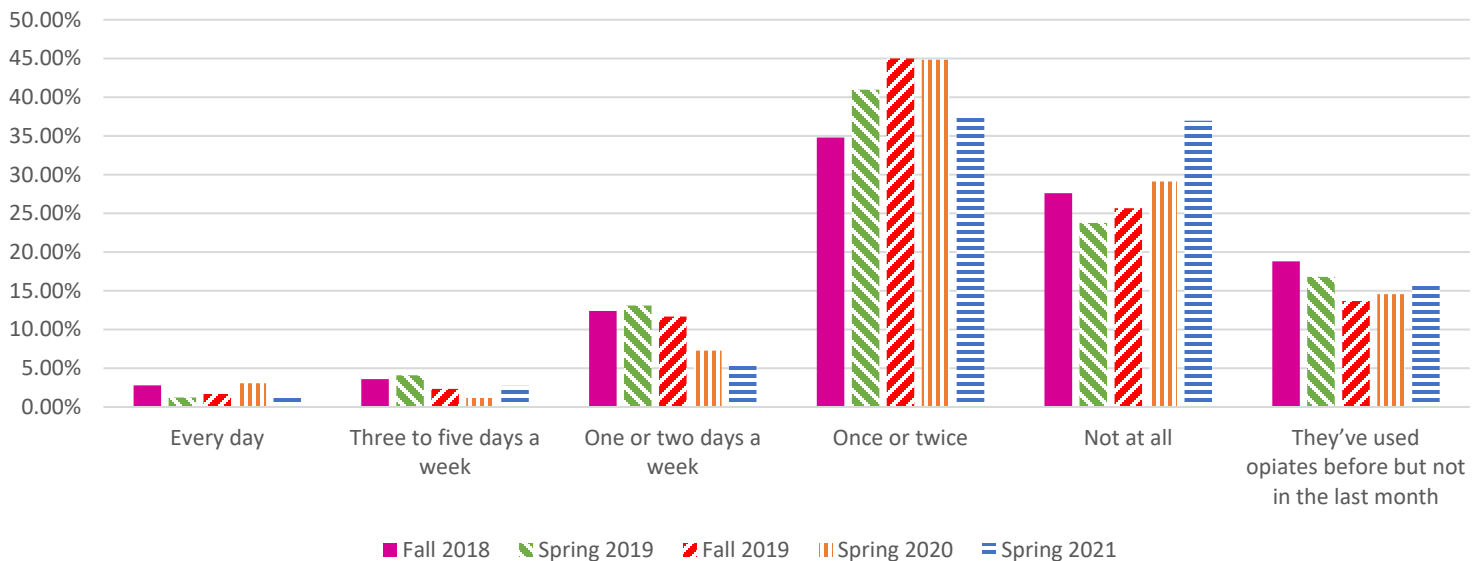


## If you were to estimate how often most other students at FRCC used opiates, what would you guess?

	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	2.80%	3.60%	12.40%	34.80%	27.60%	18.80%
Spring 2019	1.23%	4.10%	13.11%	40.98%	23.77%	16.80%
Fall 2019	1.67%	2.33%	11.67%	45.00%	25.67%	13.67%
Spring 2020	3.07%	1.15%	7.28%	44.83%	29.12%	14.56%
Spring 2021	1.47%	2.73%	5.46%	37.61%	36.97%	15.76%

	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
Summer 2018	5	6	29		46	35
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
Spring 2021	7	13	26	179	176	75

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

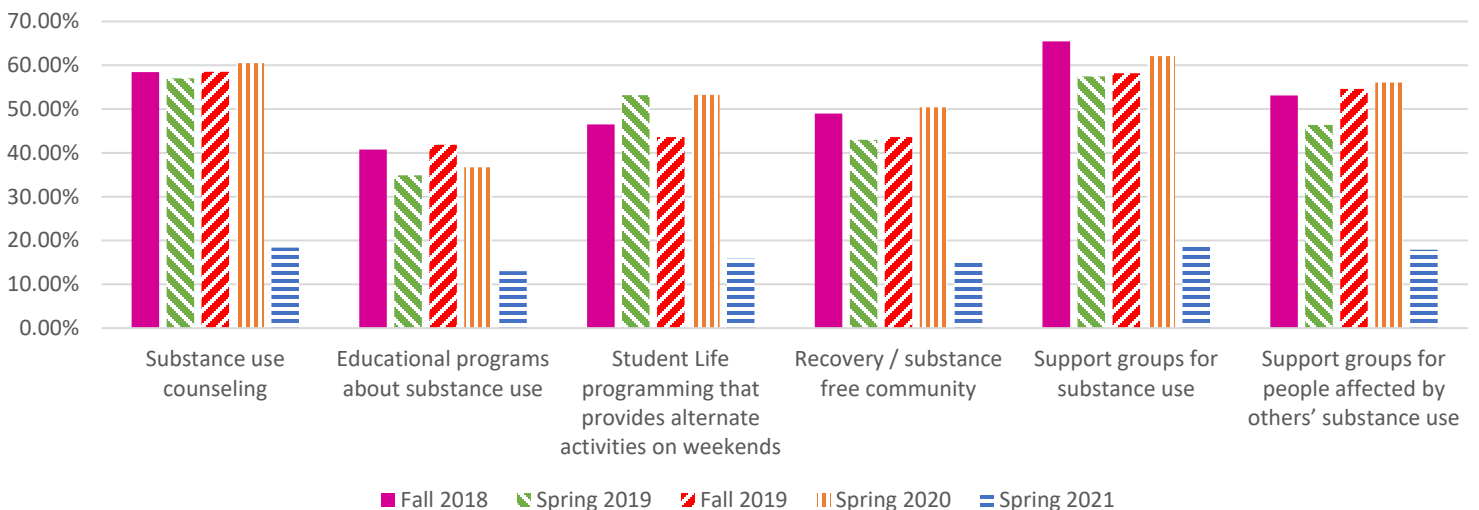


## What sorts of on campus services do you think you might use or refer a friend to if they were available?

	Substance use counseling	Educational programs about substance use	Student Life programming that provides alternate activities on weekends	Recovery / substance free community	Support groups for substance use	Support groups for people affected by others' substance use
Fall 2018	58.44%	40.74%	46.50%	48.97%	65.43%	53.09%
Spring 2019	57.02%	34.89%	53.19%	42.98%	57.45%	46.38%
Fall 2019	58.51%	41.84%	43.62%	43.62%	58.16%	54.61%
Spring 2020	60.48%	36.69%	53.23%	50.40%	62.10%	56.05%
Spring 2021	18.36%	12.99%	15.84%	15.77%	19.13%	17.91%

	Substance use counseling	Educational programs about substance use	Student Life programming that provides alternate activities on weekends	Recovery / substance free community	Support groups for substance use	Support groups for people affected by others' substance use
Summer 2018	62	41	61	46	67	60
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
Spring 2021	284	201	245	144	296	277

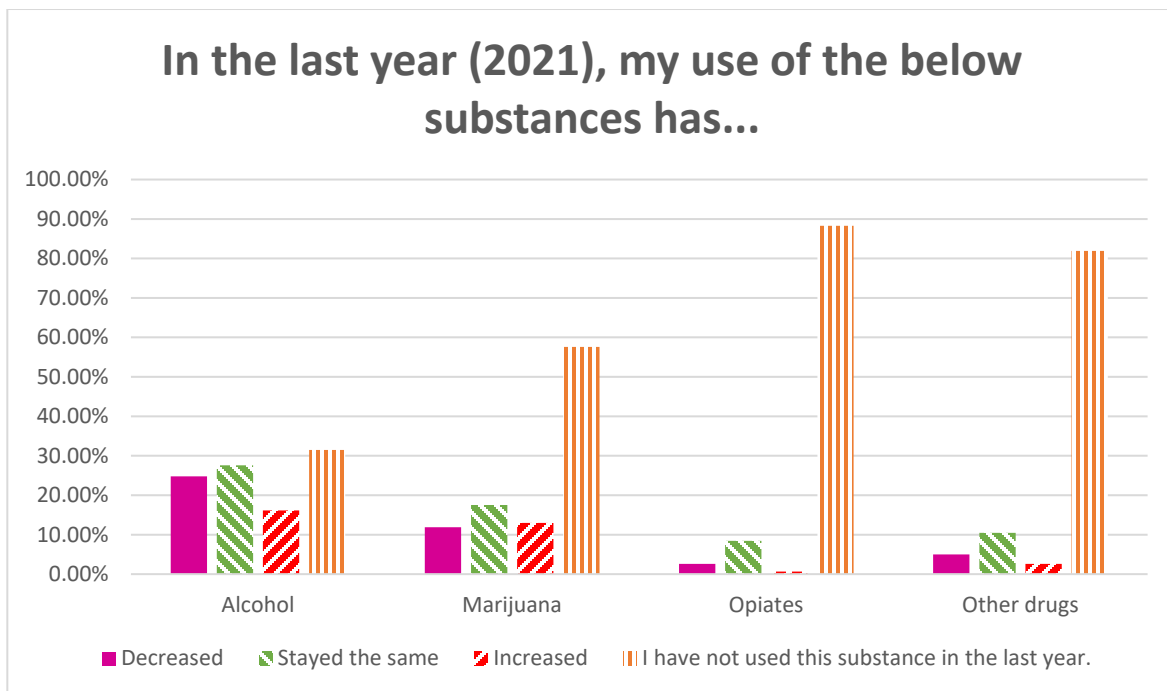
## What sorts of on campus services do you think you might use or refer a friend to if they were available?



## In the last year (2021), my use of the below substances has...

	Decreased	Stayed the same	Increased	I have not used this substance in the last year.
Alcohol	24.78%	27.59%	16.16%	31.47%
Marijuana	11.90%	17.53%	12.99%	57.58%
Opiates	2.60%	8.46%	0.65%	88.29%
Other drugs	5.01%	10.46%	2.61%	81.92%

	Decreased	Stayed the same	Increased	I have not used this substance in the last year.
Alcohol	115	128	75	146
Marijuana	55	81	60	266
Opiates	12	39	3	407
Other drugs	23	48	12	376



## 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 interpersonal relationships	Led to increased tolerance	Put me in physically dangerous situations	None of these applies to me
Fall 2018	10.28%	15.02%	13.83%	10.67%	15.02%	9.88%	74.31%
Spring 2019	9.31%	12.55%	10.12%	6.07%	14.57%	8.10%	78.54%
Fall 2019	13.76%	17.45%	17.11%	13.42%	18.12%	12.08%	72.15%
Spring 2020	8.37%	13.31%	17.49%	11.03%	13.69%	7.98%	75.29%
Spring 2021	14.39%	17.99%	23.38%	12.41%	23.02%	8.81%	85.61%

	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 interpersonal relationships	Led to increased tolerance	Put me in physically dangerous situations	None of these applies to me
Summer 2018	19	23	28	14	31	15	80
Fall 2018	26	38	35	27	38	25	188
Spring 2019	23	31	25	15	36	20	194
Fall 2019	41	52	51	40	54	36	215
Spring 2020	22	35	46	29	36	21	198
Spring 2021	284	201	245	244	296	277	216

## In the past my substance use has...

