



Biennial Review of Alcohol and Drug Awareness and Prevention Programs - 2017-2019

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The Lamar Community College 2018 Drug-Free Schools and Communities Act Biennial Review has been reviewed and approved for release and posting to the LCC website.



10/15/19

Dr. Linda Lujan
President

Date

**Lamar Community College
Biennial Review of Alcohol and Drug Awareness and Prevention Programs - 2016-2018**

Introduction/Overview

The Drug-Free Schools and Communities Act of 1989 Amendments required institutions of higher education to design and implement alcohol and illicit drug programs on their campuses. As a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education has to 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" on campus property or as part of any campus activity.

This legislation directed Colleges to:

1. To develop a written policy on alcohol and other drugs
2. To develop a process that ensures policy distribution to all students, staff, and faculty
3. To enumerate federal, state, or local sanctions for unlawful possession or distribution of illicit drugs and alcohol
4. To describe health risks associated with alcohol abuse or illicit drug use
5. To describe College drug and alcohol programs available for students and employees
6. To specify disciplinary sanctions imposed on students and employees for policy violations
7. To conduct biennial reviews to assess the effectiveness of its alcohol and drug programs.

The law further requires an institution of higher education to review its program to:

1. To determine its effectiveness and implement changes if they are needed, and
2. To ensure that the sanctions developed are consistently enforced

The Drug and Alcohol Policy at LCC was established by the State Board for Community Colleges and Occupational Education ("Board"). Board Policy ([BP 3-24](#)) establishes the requirements of system schools for compliance with the Drug-Free Workplace Act of 1988. [BP 19-30](#) establishes compliance standards for the Drug Free Schools and Communities Amendments of 1989 (PL 101-226 in federal law) and the Higher Education Opportunities Act (HEOA) of 2008.

Board Policies are the framework for the Chancellor of Colorado Community College System (CCCS) to develop procedures used to implement Board policies. System Presidents (SP) Procedure 3-24 defines the responsibilities of CCCS and member college employees to satisfy the requirements of the Drug-Free Workplace Act of 1988. SP 19-30 establishes standards to satisfy the requirements of the Drug Free Schools and Communities Amendments of 1989. The procedure requires CCCS member institutions to develop specific programming to prevent the abuse of alcohol and the use of illegal drugs by students and employees.

BP 3-24 specifically states:

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

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.

BP 19-30 specifically states:

POLICY STATEMENT

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

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

In addition to BP 3-24 and BP 19-30 described above, CCCS also has in place system procedures for employees ([SP 3-24](#)) and ([SP 19-30](#)), which describes the procedure system colleges must follow to comply with BP 3-24. SP 3-24 includes an employee acknowledgement form stating that the employee is aware of our drug-free policy and procedure. SP 19-30 requires all CCCS schools to adopt and implement a program to prevent the abuse and use of illegal drugs by students and employees and includes a template for creating the biennial review. The procedure states that this review is to take place every even numbered year.

Biennial Review Process

Lamar Community College (LCC) is submitting this review to comply with the regulations of the Drug-Free Schools and Community Act. Information within this review was gathered from various work units throughout the college, including but not limited to:

- Residence Hall Staff
- Student Services Staff
- Human Resources
- Student Government Association
- Behavioral Intervention Team
- Athletics
- Academic Programs

The following people have participated in the review: Lisa Schlotterhausen, Vice President for Academic and Student Services; Pat Christensen, Director of Residence and Student Life; Terry Comer, Director of Safety; Scott Crampton, Athletic Director; Rosalind Smith, Retention Counselor; Kathy Henderson, Director of Nursing

and Allied Health; and Shelly Tombleson, Director of Human Resources. The individuals named above reviewed their policies on drug and alcohol use and programming for raising awareness of the impacts of drug and alcohol use. Incident reports and code of conduct cases related to drug and alcohol use were reviewed by the VP for Academic and Student Services for trends. Descriptive statistics were used to analyze this data.

This LCC report covers FY2017-FY2019. The report is available for review on the LCC website at <https://www.lamarcc.edu/student-life/campus-safety/>. An hardcopy is available in the Office of the VP of Student Services. To request a copy of the report, submit a written request to:

Lamar Community College
Office of the VP of Academic and
Student Services
2401 S. Main
Lamar, CO 81052

Reports are kept in accordance with the State of Colorado Records Retention Policy. Long-term retention of documents vary by the type but do not exceed seven years. Lamar Community College will keep the three most current reports on file.

Annual Notification Process

As a CCCS college, Lamar Community College implements board policies and system president procedures through a campus policy and procedure process. Drugs and alcohol are prohibited in all facilities governed by CCCS. All student life events are alcohol and drug free whether held on or off campus. LCC is committed to providing events in a safe, family-friendly environment for students and guests. LCC follows an annual notification process for all required reporting related to the Drug Free Schools and Communities Amendments of 1989 (PL 101-226 in federal law) and the Higher Education Opportunities Act (HEOA) of 2008. LCC's notification is made to students, staff and faculty through the state issued email addresses; human resources offices; student services offices; institutional publications, including the college's student handbook, faculty /staff handbook, general college catalog, and LCC website. The following represents additional details related to the content and method of delivery for annual notifications related to the DrugFree Schools and Communities Act requirements:

Student / Employee Notification

LCC publishes a variety of documents annually to communicate with students and employees regarding drug and alcohol policies. These notifications include information related to policies, conduct expectations, sanctions and support resources. Notification to students is made on October 1, February 1 and June 1 through LCC student email accounts. Notification to employees is made on October 1, February 1 and June 1 through LCC employee email accounts. A written notice of policies, conduct expectations, sanctions and support resources is provided to employees in the new employee-hiring packet. Following is a list of notifications:

- Emails to current students and employees each term, including summer (Appendix A)
- [Student Handbook](#) (Appendix B)
- Program Handbooks; [Nursing](#) (Appendix C)
- [Residence Life Policies and Procedures](#) (Appendix D)
- [Faculty and Staff Handbook](#) (Appendix E)
- New Student Orientation
- New Employee Orientation
- Posting on College's website (Appendix F)
- Paper copy available upon request

Below you will find information that outlines details from annual publications identified above. This information is also available on the LCC website at www.lamarcc.edu. A hardcopy is available in the Office of the VP of Student Services. To request a copy of the report, submit a written request to:

Lamar Community College
Office of the VP of Academic and
Student Services
2401 S. Main
Lamar, CO 81052

Student Handbook

The LCC Student Handbook is the primary method of communicating drug and alcohol policy to students. This handbook contains the information regarding the Student Code of Conduct, including the policy related to drug and alcohol use/abuse. The LCC Student Handbook is reviewed at the end of each academic year by the Vice President of Academic and Student Services and department staff of each relevant area. Any necessary changes are made for the subsequent academic year. The handbook is published on the LCC website and hard copies may be requested during the New Student Orientation which occurs in April, July and the Friday before classes commence.

LCC Student Handbook Code of Conduct includes drug and alcohol use as one of the code of conduct violations: Lamar Community College strives to provide a safe, environment for students, staff, and faculty. It has set reasonable expectations for student conduct as well as students' rights and responsibilities. Conduct that violates student rights and freedoms and is subject to disciplinary action includes, but is not limited to:

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

- Note: Although possession and use of marijuana consistent with the requirements of the Colorado Constitution is no longer a crime in the State of Colorado for those over 21, the possession and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug Free Schools and Communities Act, the use and/or possession of marijuana continues to be prohibited while a student is on college owned or college controlled property, and/or any function authorized or supervised by Lamar Community College and/or in state owned or leased vehicles.

In addition to the LCC Student Handbook, Career and Technical Education programs, athletics and residence life programs create departmental handbooks and/or procedures regarding requirements and conduct. Students enrolled in Career and Technical Education (CTE) programs that have additional accrediting bodies must abide by the standards set forth by those programs. If drug screening is required and a student tests positive, disciplinary procedures will be taken according to the specific CTE program handbook or accrediting guidelines, and the LCC Student Handbook.

Program Handbooks

Allied Health:

Students that register for Allied Health courses at LCC are subject to drug testing. Allied Health courses include but are not limited to Emergency Medical Services, Nursing, and Nurse Aide. Some of the individual programs associated with Allied Health courses have their own program handbooks, but they all abide by a universal procedure for the drug testing of students. This procedure is communicated to students prior to admission into the programs and/or at the beginning of their incoming semester.

The LCC Nursing Program conforms to the common health profession requirement for drug testing. Both initial enrollment in the LCC Nursing Program and subsequent placement at clinical sites is contingent upon presentation of a negative drug test. LCC will not accept a previous employment drug test.

In addition to other established entry criteria, all students enrolling in the LCC Nursing Program must agree to participate in a random drug test at the student's expense. This will be conducted prior to clinical entry. Suspicion-based alcohol or drug testing will be performed if performance or behavior in the nursing program is suspected to be substance related.

Students may refuse to participate in initial or suspicion-based testing. However, those students refusing will not be admitted into the Nursing Program. Any student who refuses to test based on reasonable suspicion while he/she is in the program could face disciplinary action, up to and including dismissal from the Nursing Program and the College. The LCC Department of Nursing supports and enforces a zero (0) tolerance alcohol and drug policy.

The Department of Nursing may test students on a reasonable cause basis. If a student is having performance problems or if the faculty member or clinical staff directly observes behavior that may be alcohol or drug related, the student will be requested to submit immediately to drug or alcohol testing at the student's expense. If this must be performed at an alternative site, transportation must be arranged via taxi and the student is responsible for paying for transportation. Continuance in the nursing program is contingent on consent by the student for testing. Refusal to consent to testing will result in disciplinary action up to and including dismissal from the Nursing Program and the College. The program has the right to access and review the results of any testing. If the test is positive and/or the student is impaired, the student will be sent home via alternative transportation at the student's expense. Consumption of alcoholic beverages prior to or during laboratory or clinical experiences is grounds for dismissal.

Construction Trades Program:

The Construction Trades handbook includes the college's code of conduct policy and process. It is reviewed with students on the first day of class. Students need to sign the form at the back acknowledging that they read, understand and agree to adhere to the requirements stated in the handbook.

Cosmetology Program:

Faculty hand out the handbook the first day of class and goes over the content. They have to sign the form at the back that they agree to the terms. The handbook includes the College's Code of Conduct policy and the department's policy regarding drug tests. The department may request students submit to a drug test on a reasonable cause basis. If a student is having performance problems or if the faculty member or staff directly observes behavior that may be alcohol or drug related, the student will be requested to submit immediately to drug or alcohol testing at the student's expense. Refusal on the part of the student to comply with random drug screening is grounds for immediate suspension from the Program.

Equine Programs:

Faculty go over the handbook with students the first day of class. Handbook includes the college's code of conduct policy and procedures. The department may request students submit to a drug test on a reasonable cause basis. If a student is having performance problems or if the faculty member or staff directly observes behavior that may be alcohol or drug related, the student will be requested to submit immediately to drug or alcohol testing at the student's expense. Refusal on the part of the student to comply with random drug screening is grounds for immediate suspension from the Program. LCC Equine Programs have established policies that will be implemented in the case of a positive drug screen. Any suspected or observed violation of school policy regarding substance abuse will be reported to the Equine Program Department Head and Dean of Academic Services, immediately. If a student is in possession of, or under the influence of either substance while at the LCC Arena, he/she will be dismissed from the property. This will result in an unexcused absence if the student is performing an assigned duty.

Faculty go over the handbook with students the first day of class. Handbook includes the college's code of conduct policy and procedures. The department may request students submit to a drug test on a reasonable cause basis. If a student is having performance problems or if the faculty member or staff directly observes behavior that may be alcohol or drug related, the student will be requested to submit immediately to drug or alcohol testing at the student's expense. Refusal on the part of the student to comply with random drug screening is grounds for immediate suspension from the Program.

Athletic Department:

The LCC Athletic Department holds its annual orientation for all athletes during the first week of classes of the fall semester. Following are the steps the Athletic Department takes to inform student athletes:

1. All athletes on LOI's sign a code of conduct from LCC athletic department. This code/handbook addresses drug/alcohol usage and penalties, academic conduct, and other policies.
2. Every coach holds an introductory meeting in which all rules are discussed in full
3. All athletes sign the code/handbook

Residence Life:

At check-in, students living in college housing receive, on their check-in sheet, a brief review of policies applicable to the move-in process and an abridged copy of Residence Hall Policies and Procedures, in residents' rooms. The *Abridged Residence Hall Handbook* is a selection of prominent policies, including the alcohol/drug policies – containing reference to the Drug Free Schools and Communities Act. This publication directs students to the complete Student and Residence Hall Handbooks, found on the LCC webpage. Additionally all residents are required to attend both mandatory all-hall and individual floor meetings, where the policies found in the *Abridged Residence Hall Handbook* and the disciplinary process (alcohol and drugs specifically mentioned) are reviewed. These mandatory meetings are traditionally held on the Sunday evening after the completion of the first week of classes. Students are notified of these mandatory meetings verbally by their respective RAs; the LCC calendar of events; and through flyers posted throughout the residence hall several days in advance of the meetings.

- Alcohol Policy
 - Federal and State laws control alcohol and illegal drugs. LCC reports violations to local police departments and college administration. Lamar Community College and the Student Code of Conduct strictly prohibit engaging in the unauthorized or unlawful manufacture, distribution, dispensation, possession or use/abuse of alcohol or illicit drugs on property or use as part of College activities. In addition, it is a violation to possess, consume or distribute any alcoholic beverages in violation of college rules and regulations or appear on campus while under the influence or intoxicated. The LCC Student Handbook outlines the College's policy on drug and alcohol use and the Student Code of Conduct penalties associated with alcohol and drug use.
 - The LCC Student Handbook clearly states that use or possession of alcoholic beverages are prohibited on-campus, including the residence hall and surrounding grounds, or at any College-sponsored event. Any student or guest possessing or consuming alcohol or possessing empty alcohol containers in the residence hall or elsewhere on campus will be subject to residence hall disciplinary sanctions. LCC Student Handbook/Code of Conduct-related discipline could lead to eviction from the residence hall or suspension or expulsion from campus. This includes students and guests above 21 years of age.
- Drug Policy
 - Federal and state laws control alcohol and drugs. LCC reports violations to local police departments and college administration. Lamar Community College strictly prohibits the unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on College property or use as part of College activities. The LCC Student Handbook outlines the College's policy on Drug and Alcohol use and outlines the Student Code of Conduct penalties associated with alcohol and drug use.

- Use, possession, manufacturing, or distribution of illegal drugs including but not limited to marijuana, narcotics, methamphetamines, cocaine, opiates, LSD, mushrooms, heroin, designer drugs such as Ecstasy and GHB, or other controlled substances is prohibited. Use or possession of prescription drugs or over the counter products other than for the person prescribed, inappropriate use of, or for use other than the prescribed purpose is prohibited. Possession or use of drug paraphernalia including but not limited to equipment, products, and materials used to cultivate, manufacture, distribute, or use illegal drugs is also prohibited.
- Medical Marijuana Policy
 - The possession and use of marijuana is illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug-Free Schools and Communities Act, the use and/or possession of marijuana continue to be prohibited while enrolled as an LCC student. In addition, students must adhere to the regulations specified in program handbooks and may be subject to disciplinary action for failure to comply. Possession of a State of Colorado medical marijuana card does not entitle a student to possess or use marijuana on the college campus, buildings, or grounds. Although possession and use of marijuana for certain medical conditions consistent with the requirements of the Colorado Constitution is no longer a crime in the State of Colorado, the possession and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug Free Schools and Communities Act, the use and/or possession of marijuana continues to be prohibited while a student is on college owned or college controlled property, and/or any function authorized or supervised by the college and/or in state owned or leased vehicles.

New Student Orientation:

New Student Orientation occurs in April, July and the Friday before the start of the Fall Semester. During orientation, students are provided information regarding the various services on campus and the personnel associated with service delivery. Students are directed to the LCC website to locate the Student Handbook and the General College Catalog that corresponds to their academic programs. Hard copies of the handbook and catalog are also available to students upon request.

Employee Notification

State Board policy (BP 3-24 and SP 3-24) requires the College to comply with the Drug Free Schools and Communities Amendments of 1989 (PL101-226 Federal law). Employee failure to follow appropriate guidelines could result in disciplinary action.

All new LCC employees receive an employment packet that contains all relevant information regarding benefits, employee responsibilities, and school policies and procedures. Included in the packet is the Colorado Community College System President's Procedure, SP 3-24, Drug-Free Workplace. Each new employee is required to read the procedure and sign the Employee Acknowledgement Form signifying receipt and understanding of the policy.

Additionally, LCC employees have access to the [LCC Faculty/Staff Handbook](#) at www.lamarcc.edu. Section 2 of the Handbook provides detail on alcohol and drug policies and procedures. The information in the handbook addresses all members of the campus community, including faculty, staff and students. Notification to employees is made on October 1, February 1 and June 1 through LCC employee email accounts.

AOD Policy Enforcement & Compliance

Lamar Community College student rights and responsibilities cover issues including academic and non-academic procedures. Prohibited activities, ethics and related items including infractions to the Student Code of Conduct are included in this process.

It is the intent of the code to ensure students at LCC neither lose their rights nor escape the responsibility of citizenship in the college community. While the activities covered by the laws of the larger community and those covered by LCC's rules may overlap, it is important to note that the larger community's laws and LCC's rules operate independently and that they do not substitute for each other. LCC may pursue enforcement of its own rules, whether or not legal proceedings are underway or in prospect, and may use information from third party sources such as law enforcement agencies and the courts to determine whether LCC conduct has been violated. An LCC student is not exempt from local, state or federal laws and LCC students have the additional obligation of abiding by all of LCC's regulations. It is the personal responsibility of every member of the campus community not only to protect his/her own rights, but to respect the rights of others and conduct themselves in a manner conducive to learning in an educational environment.

The following overview provides information related to LCC's procedures and process related to policy and conduct enforcement. If an individual is found in violation of the Student Code of Conduct, LCC's primary interest will be to help that individual avoid further inappropriate behavior and become a responsible member of the college community. However, if an individual fails to correct inappropriate behavior or if the code of conduct violation is serious, LCC will consider taking disciplinary action that may, in some cases lead to suspension or expulsion from the College. There are some behaviors that will not be tolerated because they threaten the safety and violate the basic purpose of the college community or the personal rights and freedoms essential to other members of the community.

Standard of Conduct: Federal and state laws control alcohol and illegal drugs. LCC reports violations to local police departments and college administration. Lamar Community College strictly prohibits the unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on College property or use as a part of College activities. The sale of alcoholic beverages is prohibited on campus.

Legal Sanctions for Violation of the Standards of Conduct: Any student or employee who is convicted of the unlawful manufacture, distribution, dispensation, possession, use/abuse of illicit drugs or alcohol is subject to criminal penalties under local, state and federal law. Local, state and federal laws make illegal use of drugs and alcohol serious crimes. Convictions can lead to imprisonment, fines and assigned community service. Where appropriate, drug and alcohol violations are referred to law enforcement officials for prosecution.

Federal Drug Laws

The possession, use, or distribution of illegal drugs is prohibited by federal law. There are strict penalties for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of federal penalties for first convictions. Additional information on federal penalties can be found here https://www.dea.gov/sites/default/files/drug_of_abuse.pdf . All penalties are doubled for any subsequent drug conviction.

Denial of Federal Benefits

21 U.S.C. 862

A federal drug conviction may result in the loss of federal benefits, including school loans, grants, scholarships, contracts, and licenses. Federal drug trafficking convictions may result in denial of federal benefits for up to five years for a first conviction. 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.

Forfeiture of Personal Property and Real Estate**21 U.S.C. 853**

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation, including houses, cars, and other personal belongings. A warrant of seizure is issued and property is seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties**21 U.S.C. 841**

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The list below is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions are twice as severe.

If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces a mandatory life sentence and fines ranging up to \$8 million.

Persons convicted on federal charges of drug trafficking within 1,000 feet of a university (21 U.S.C. 845a) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year.

Federal Drug Possession Penalties

Persons convicted on federal charges of possessing any controlled substance face penalties of up to one year in prison and a mandatory fine of no less than \$1,000 up to a maximum of \$100,000. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000.

Substance	Amount	Penalty—First Conviction
Heroin	1 kg. or more	Prison: not less than 10 years, not more than life. Fine: up to \$4 million.
Cocaine	5 kg. or more	
Crack Cocaine	50 gm. or more	
Methamphetamine	100 gm. or more	
PCP	100 gm. or more	
LSD	10 gm. or more	
Marijuana	1,000 kg. or more	
N-Phenyl-N-propanamide	400 gm. or more	
Heroin	100–999 gm.	Prison: not less than 5 years, not more than 40 years. Fine: up to \$2 million.
Cocaine	500–4,999 gm.	
Crack Cocaine	5–49 gm.	
Methamphetamine	10–99 gm.	
PCP	10–99 gm.	
LSD	1–10 gm.	
Marijuana	100–1,000 kg.	
N-Phenyl-N-propanamide	40–399 gm.	
Amphetamines	any amount	Prison: up to 3 years. Fine: up to \$250,000.
Barbiturates	any amount	

Marijuana	50–100 kg.	Prison: up to 20 years. Fine: up to \$1 million.
Hashish	10–100 kg.	
Hash Oil	1–100 kg.	
Flunitrazepan (Rohypnol, “roofies,” or “roaches”)	1 gm.	
Marijuana	less than 50 kg.	Prison: up to 5 years. Fine: up to \$250,000.
Hashish	less than 10 kg.	
Hash Oil	less than 1 kg.	
Flunitrazepan (Rohypnol, “roofies,” or “roaches”)	less than 30 mg.	

State Drug Laws

Below is a partial list of state laws, regulations, and penalties regarding sale and use of alcohol, tobacco, and other drugs. Due to the volume of statutes, we are unable to list them all. For a complete listing, please visit <https://law.justia.com/codes/colorado/2017/title-18/article-18> and <https://law.justia.com/codes/colorado/2016/title-42/regulation-of-vehicles-and-traffic/article-4/part-13/>

Possession, Consumption & Furnishing

Colorado Revised Statute, Title 18: Criminal Code

- Illegal possession or consumption of ethyl alcohol by an underage person: C.R.S 18-13-122
- Furnishing cigarettes or tobacco products to minors: C.R.S 18-13-121
- Unlawful administration of gamma hydroxybutyrate (GHB) or ketamine: C.R.S 18-13-123
- Uniformed controlled substances act of 1992, offenses and penalties: C.R.S 18-18-4
- Sentencing in criminal cases: C.R.S 18-1.3

Driving Under the Influence (DUI & DWAI)

Colorado Revised Statute, Title 42: Vehicles & Traffic

- Alcohol and other drug offenses: CRS 42-4-1301

Municipal Drug Laws

Drug and alcohol violations are also embodied in the municipal codes governing the City of Lamar and the campus. These regulations can be found at:

https://library.municode.com/co/lamar/codes/municipal_code?nodeId=PTIICOOR_CH14OF_ARTIIALCOSU_S14-47DE

Chief Student Services Officer (CSSO): the individual designated by the college president to administer student affairs and be responsible for administering the College’s Student Conduct Code and this procedure. The CSSO may delegate student discipline to another individual (designee).

The CSSO or designee shall receive all allegations of student misconduct, investigate the complaints, which includes meeting with the student to give him/her the opportunity to respond to the allegations of misconduct. If the allegations of misconduct are discrimination and/or harassment based on federal or state civil rights laws, the College will investigate those incidents through the Civil Rights Grievance and Investigation Process, System President’s Procedure (SP) 4-31a. Once the investigation is complete, either through this process or the Civil Rights Grievance and Investigation process, the CSSO or designee shall render a sanction decision. The CSSO or designee may decide that the charges can be disposed of administratively by mutual consent of the parties involved on a basis acceptable to them. If an administrative resolution is not achieved, the CSSO or designee shall issue a decision which determines whether the alleged conduct occurred; whether the conduct violated the Code of Conduct or College procedures; and impose a sanction(s) if appropriate. The student shall receive written notice of the decision and be advised of his/her right to appeal the Decision by filing a written appeal with the CSSO or designee within seven (7) days of service of the Decision.

Sanctions

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

1. Warning: A Notice served upon the student advising him/her that he/she is violating or has violated College regulations.
2. Probation: After a finding of violation of the Code of Conduct, restriction of student's privileges for a designated period of time including the probability of more severe disciplinary sanctions if the student is found to be violating any College regulations during the probationary period.
3. Other disciplinary sanction: Fines, restitution, denial of privileges, assignment to perform services for the benefit of the college or community; or other sanction that doesn't result in the student being denied the right of attending classes.
4. College suspension or expulsion: An involuntary separation of the student from the College for misconduct not based on academic performance for a specified period of time.
 - a. Suspension is a separation that shall not exceed three academic terms per suspension for any singular offense or situation. While a student is suspended, he or she is not eligible for admission or re-admission at any of the community colleges within CCCS. Once the suspension is lifted at any of the community colleges within CCCS, the student may be eligible for admission or re-admission.

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

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

- b. Expulsion is an indefinite separation from the college. The student is not eligible for admission or re-admission at any of the community colleges within CCCS.

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

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

Lamar Community College's approach to student learning and student conduct is to provide a safe and healthy learning environment that facilitates the mission of the College. When a student's conduct adversely affects the College's pursuit of its educational objectives, actions will be taken to remedy the situation. LCC's approach will be both to resolve the problem and to help students learn from their mistakes. In accordance with this general philosophy, efforts will always be made to resolve discipline issues informally, if possible. The following are methods of referral for faculty and staff of LCC:

- Early Alert System
- Incident Report
- Email
- Verbal

Each of these referral options allows for students to pursue an informal resolution to the allegations of misconduct. Each individual case is reviewed, a decision is made as to the nature and severity of the alert, the appropriate internal referral is made, and contact with the student is initiated. Informal resolution can be accomplished if all stakeholders in the situation agree to the final outcome.

Employee Processes:

Employees may voluntarily disclose a substance abuse problem to the human resource department. If they are seeking assistance with their problems, they can be referred to any of the available service providers. When there are legitimate circumstances regarding an employee's substance abuse problem, FMLA may come into effect.

Employees that are suspected of being under the influence on the job may be subject to disciplinary action up to and including dismissal. Documentation of impairment of the job requires the completion of an Observed Behavior Reasonable Suspicion Report.

Penalties which may be imposed by LCC: Staff and faculty at LCC are required to submit an Alcohol/Drug – Reasonable Suspicion Report if they suspect a student is under the influence of alcohol or drugs while in class (Appendix). Students and/or employees who violate the above standard of conduct will be subject to disciplinary action under employee and student disciplinary policies. The sanctions may include, but are not limited to, a requirement to complete an appropriate rehabilitation or re-entry program; a requirement to perform hours of community service; probation, suspension or expulsion from College or termination of employment and/or referral to authorities for prosecution.

Health Risks Associated with Use of Illicit Drugs and Alcohol Abuse

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

- Alcohol is a drug that acts on the brain. It is potentially addicting, both physically and mentally.
- Alcohol abuse harms or endangers the drinker or other people.
- Alcohol abuse can result in violence, poor judgment and loss of coordination.
- Alcoholism is a disease characterized by a physical and mental dependence on alcohol. About 1 in 10 drinkers becomes an alcoholic.
- Alcohol consumed in heavy amounts over a period of years can result in damage to your health. It can cause malnutrition, brain damage, and cancer to the mouth, stomach and esophagus, heart disease, liver damage, ulcers and gastritis as well as damage to other body organs.
- Prolonged excessive drinking can shorten life spans by 10 to 12 years.
- Drug abuse is a major problem that results when drugs are used improperly.
- Drug abuse is using natural or synthetic chemical substances for non-medical reasons to affect the body, mind and behavior.
- Abusing drugs can be dangerous especially when they are taken for a long time, in the wrong combinations or in excess.
- If you take drugs, you risk overdose and dependence, both physical and psychological.
- Long-term drug abuse can lead to mental illness, malnutrition and organ damage.
- The risk of AIDS, hepatitis and other diseases increases if drugs are injected.
- When drugs make you lose control, you may do things beyond your ability and take foolish risks.

Accidents and injuries can result to you and to others.

- Abusing drugs can also cause legal, economic and personal problems.
- People who abuse drugs often need help.
- Breaking a drug habit without outside help can be dangerous because of withdrawal symptoms and difficult because of the psychological need.

Drug and Alcohol Abuse Awareness Program

Available Counseling, Treatment, Rehabilitation or Re-entry Programs:

LopesCares:

LCC strives to deliver programming for employees and students that provide safe alcohol and drug free alternatives for socializing and campus engagement. Our Drug and Alcohol Awareness Program is housed under our [LopesCares](#) program. LopesCares is a 24 hr/365 day/year program where students, employees, and community members can reach out and seek out resources for themselves or report behaviors of concern to our counselor for intervention. LopesCares program provides support for individuals in crisis, having mental health concerns, and provides information and resources for drug and alcohol awareness. LopesCares is monitored by our retention counselor and HR director and is integrated into the BIT and Emergency Management teams through their membership on those teams. These staff members, along with the rest of the BIT team, provide resources and support for our campus community. At the beginning of school, we provide all students information on LopesCare including contact information. All new employees are provided with information about LopesCares at new employee orientation. The following represents additional details related to our Drug and Alcohol Abuse Prevention Program:

LCC is a member of CADE; a group of Colorado Campus Drug and Alcohol Educators that shares resources and best practices. As members of CADE (a NASPA program), we receive training opportunities and resources which allow us to more effectively serve our students. <https://www.naspa.org/focus-areas/aod-abuse-and-violence-prevention/CADE>. The college is also a member of the JED Campus Initiative, a comprehensive and holistic program designed to increase well-being and reduce substance misuse and suicide risk among our students. As participants in this program, we assess our campus climate around mental health, substance use and misuse and suicide risk and develop action plans to improve access to resources.

The LCC counselor and Director of Student Life and Residence Life host events and activities all year long to promote drug and alcohol awareness and provide resources for all students. These individuals have regular duties to promote awareness on campus, organize events and provide resources. The Retention Counselor provides referrals to mental health professionals for those students in need of more professionally qualified assistance. She is available for students to meet with and discuss concerns related to mental health, drug and alcohol use concerns. LCC also has a Behavior Intervention Team that works with students at risk to provide options for behavior modification to facilitate college success. The team consists of cross-section of college employees, including our counselor, campus safety, residence life director and faculty. Students are shown video on dangers of drinking and discuss the signs and symptoms of drug/alcohol poisoning/overdose during every new student orientation every semester. Residence Hall Director requires that resident assistants provide information sessions to their residents.

Annual Opportunities:

2019:

City police came to campus and hosted a driving course to show students the effects of alcohol and drug use on driving.

Residence Life and Student Life staff handed out information on alcohol and drug use at campus events.

2018:

Mental Health First Aid training addresses Substance Abuse in a section of the training. A session was offered this past year as a Professional Development Training.

Drugs 101 workshops for faculty and staff to educate employees on substance abuse issues; identification of warning signs and how to direct students to resources.

Alcoholics Anonymous Meetings were held on campus and were open to students, employees and community members.

The College's Behavioral Intervention Team (BIT) team provided Student Government Association (SGA) with a Red Ribbon Week toolkit which they used in awareness activities with students.

2017:

Drugs 101 workshops for faculty and staff to educate employees on substance abuse issues; identification of warning signs and how to direct students to resources.

External resources provided by Counselor and HR director to students and employees:

The Southeast Colorado Substance Abuse Task Force provides a great deal of information on the current trends of use in the SE Colorado area – From Health Providers, Substance Abuse Treatment Providers, Law Enforcement, School Personnel.

Employee Resources:

Section 3.24 of the LCC Employee Handbook contains information on the LCC Drug Abuse Prevention Program. This program is accessible to all employees. Employees are able to access these services by contacting the service provider directly to ensure confidentiality.

Employees also have access to online resources to help students or employees with alcohol or drug issues.

One such resource is: <https://www.detoxlocal.com/resources/college-addiction/>

Colorado State Employees Assistance Program, (C-SEAP), is a program designed to provide services to employees and their families with free, confidential, short-term counseling and assistance in times of need. C-SEAP can help with problems relating to an employee's job, stress, drug or alcohol abuse, finances, relationship or family issues, grief and legal questions. For more information regarding the C-SEAP Program refer to www.colorado.gov/cs/Satellite/DPA-EO/DEO/1214905946179.

The Family Medical Leave Act, (FMLA), provides employees with job protection for a guaranteed period if absence due to the birth or first year care of a child; the adoption or foster placement of a child in the employee's home or the serious health condition of the employee, his/her spouse, child or parent. Faculty members are entitled to 160 hours of leave during a 12 month period. Exempt employees are entitled to 12 weeks (480 hours) of leave during a 12 month period. Classified employees are entitled to 13 weeks (520 hours) of leave during a 12 month period. Employee must have been employed by the college for at least one year and must have worked at least 1,250 hours during the previous 12 months.

If an employee is absent for three or more consecutive days due to serious illness, FMLA must be designated as such by the Human Resources Office. Employees are required to turn in the State of Colorado Leave Request and Authorization form upon their return to work or in advance when possible. For more information on FMLA see System President's procedure 3-60a.

Information on available counseling, treatment, and rehabilitation or re-entry programs are available in the Student Services Office or Learning Resource Center. In addition, the following additional resources are available in the community:

Community Resources:

- LopesCares 719-691-1601 or LopesCares@lamarcc.edu

- Crossroads Turning Point 719-336-2600
- Southeast Health Group/Partnership for Progress 719-336-0478
- High Plains Community Mental Health 719-336-6976
- Alcoholics Anonymous 719-336-3500 (local contact-Chuck Babcock)
- Domestic Safety Resource Center 719-336-4357 24 hour Crisis Line 1-800-639-4895
- National Suicide Hotline 1-800-SUICIDE or 1-800-273-TALK
- Colorado Crisis Services 1-844-493-TALK (8255)
- RESADA 30 Day Drug Treatment (located in Las Animas) 719-456-2600

AOD Prevalence Rate, Incidence Rate & Trend Data

LCC Student Incident Reports (including housing)

Year	Alcohol Offenses	Drug Offenses	Total Offenses	Sanctions Imposed
2016	6	13	19	2 points each student
2017	7	3	10	2 points each student
2018	15	2	17	2 points each student
2019*	21	15	36	2 points each student; 1 expulsion from dorms
*cases to start of fall 2019 term				

Biennial Review Results:

Incidents of alcohol and/or drug offenses have varied from 2016-2019. Typically, the college has under 20 offenses per year. Many of these offenses involve parties of several individuals and each individual was sanctioned according to residence life handbook and were assessed points. Some of these parties involve both alcohol and drugs. The majority of incidents involve residence life students. All of the drug offenses involve marijuana and the majority of the alcohol offenses involve beer. Students are assessed 2 points for alcohol and drug offenses. All students received a written warning and had a discussion with Campus Safety and Security and Director of Residence Life about the violation and the consequences of subsequent violations. Students who accrued the maximum allowed points were removed from the residence halls. During this time, only one student was removed from the residence halls, due to reaching maximum points. There were no fatalities reported during this time period. The increase in offenses for 2019 were due to one large party being discovered in the dorms involving 12 students. The college embarked in an intentional campaign to raise drug and alcohol awareness among students and employees through the various programming mentioned above. There were no incidents involving employees.

Even though the college embarked on an awareness campaign, it was not centralized and as a result, likely not effective. Our decision to participate in the JED Campus Initiative was based on our assessment that our current programming was not reaching enough students and that we needed to enhance services and resources. For example, the college used an online education module to increase students' awareness of drug and alcohol abuse but few students completed the training. This particular outreach effort was not effective and we are transitioning to more on campus programming and developing our own online teaching resource which we can embed in our current LMS instead of having students go to a separate platform. We expect having a single site for all educational materials will increase student use of those resources. In addition, JED Campus Initiative will provide resources to assess the current campus culture and infrastructure around drug and alcohol and help us develop an action plan to improve the culture and enhance the infrastructure and support we can provide to students and employees.

Our review also highlighted a need to collect better attendance records at our events. To improve data collection, LCC will be using an electronic tracking system where all students swipe in with their ID cards or login with their ID number. This tracking system will allow us to collect better attendance records and determine the penetration rate of our programming.

Recommendations

To address areas identified for improvement, the following strategies will be implemented in the current academic year:

1. Limited or lacking evaluative data collected on prevention programs.

- a. Use existing technology, EAB Navigate, to track participation in events and programs.
 - b. Data collected will be used to capture attendance and evaluate the effectiveness of programming
2. Prevention program offerings and participation levels.
 - a. Improve promotion of prevention programming using social media
 - b. Implement JED Campus Initiative to enhance existing programming. This program includes campus assessment of resources and student survey. Results will be analyzed and a comprehensive action plan will be developed
3. Communication methods
 - a. Use newsletters in campus restrooms to communicate daily events
 - b. More effectively using social media: Facebook and Twitter to communicate with students and employees. Marketing vendor will be used more often to communicate with students and employees about drug and alcohol awareness events and resources