



Holy Family
UNIVERSITY

2016-2018

Holy Family University

Drug and Alcohol Prevention Program

Biennial Review

Drug Free Schools and Communities Act Biennial Review Program

This review covers the period from June 1, 2016 through June 1, 2018.

The Biennial Review is required by the Drug Free Schools and Communities Act to certify that institutions of higher education have implemented program relevant the abuse of alcohol or the use of illicit drugs on their campus. Holy Family University recognizes its responsibility to not only conduct and complete a review but al report findings and utilize the results to improve the work executed for our campus community.

The Biennial Review includes the following:

Contents

1. Holy Family University Drug and Prevention Program.....	3
2. Standards of Conduct.....	3
a. Student.....	3
b. Employee.....	7
3. Legal Ramifications.....	7
a. Drug Offenses.....	7
b. Alcohol Offenses.....	8
c. Restrictions on Alcohol Beverages.....	8
4. Health Risks.....	9
a. Drug Abuse.....	9
b. Prescription Drug Abuse.....	10
c. Nicotine Abuse.....	10
d. Alcohol Abuse.....	10
5. Drug and Alcohol Programs.....	11
a. Employee Programs.....	11
b. Student Programs.....	11
6. Disciplinary Sanctions.....	16
7. Notification of DAAPP.....	17
a. Employee Notification.....	17
b. Student Notification.....	17
8. Oversight of DAAPP and the Biennial Review.....	18
9. Consistency pf Enforcement Policy, Enforcement, and Sanctioning.....	18
10. Distribution Protocol.....	21
11. Previous Recommendations, Accomplishments, Results.....	21
12. Program Effectiveness Review.....	21
a. Summary of Strengths and Weaknesses.....	22
13. Committee Recommendations.....	22
14. Conclusion.....	24

Holy Family University Drug and Alcohol Prevention Program

The Drug-Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an Institution of Higher Education (IHE), such as Holy Family University (HFU), to certify that it has implemented programs to prevent the abuse of alcohol as well as the use and/ or distribution of illicit drugs by Holy Family University students and employees. This includes alcohol and illicit drugs on its premises as well as a part of any of its activities off campus. An IHE must annually, at a minimum, distribute the following in writing to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees;
- A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
- A clear statement that the institution will impose disciplinary sanctions on students and employees, as well as a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution for violations of the standards of conduct or law.

Standards of Conduct

Student

The University recognizes that given the significant alcohol-related problems in society, serious efforts must be made to educate students so that they can make responsible choices. The Student Handbook details information with respect to Holy Family University's Code of Conduct and specifies the Policy on Alcohol and Other Drugs as well as the guidelines for Alcohol Beverage Distribution and Consumption. <https://www.holyfamily.edu/current-students/student-resources/student-handbook>

Guided by care and concern for the individual person and the welfare of all students, the following paragraphs constitute the official Alcohol and Other Drug Policy as approved by University Council (August, 2015) and the President:

Alcohol and Other Drugs

This policy expresses Holy Family University's educational concern for our students to achieve the greatest level of personal and academic success by creating an environment for growth by and among its community and its commitment to the physical and emotional health and well-being of all those who work, study, or congregate at the University. It applies to all members of the University including students, faculty and staff, alumni, friends and guests on the University campus. The University reserves the right to take disciplinary

action against any member of the University community for off-campus behavior that violates this policy.

The possession, use, distribution, or sale of narcotics or drugs other than those medically prescribed, and stored in the original container, by students, faculty, staff, or visitors on university grounds or while on University business is prohibited. Off-campus possession, use, distribution, or sale of narcotics or drugs by students, faculty or staff is inconsistent with the university's policies and goals, and is therefore prohibited. Any and all types of drug paraphernalia, including, but not limited to, bongos, pipes, and any items modified or adapted so they can be used to consume drugs, are not permitted on university property. Students are expected to immediately report conduct or activity which poses a danger to the community or its members. This is most important in medical emergencies due to drug or alcohol use. Students should not hesitate to seek help because of fear of disciplinary action. An individual person who actively seeks help for an intoxicated or under the influence will not, in most circumstances, be charged under the University Judicial Process for seeking help, as determined within the discretion of the University. If applicable, an investigation into the event may be deemed necessary. While Holy Family reserves the right to follow its own judicial process, Holy Family University works in collaboration with the Philadelphia Police Department when any federal, state, or local laws are violated.

State Law of Pennsylvania on Alcoholic Beverages

In addition to violations of University policies, there are state and local laws including, but not limited to, Title 18 (Pennsylvania Crimes Code) and Title 75 (the Pennsylvania Vehicle Code) that impose significant criminal penalties if violated:

Title 18: Note, in particular, Sections 5505 (Public Drunkenness); 6307 (Misrepresentation of Age to Purchase Liquor or Malt Policies, Regulations, Statements and Guidelines Brewed Beverages (Beer)); 6308 (Purchase, Consumption, Possession or Transportation of Liquor or Malt or Brewed Beverage by a Minor); 6310.1 (Selling or Furnishing Liquor or Malt or Brewed Beverages to Minors); 6310.7 (Selling or Furnishing Non-Alcoholic Beverages to Persons Under 21); 6310.2 (Manufacture or Sale of False Identification Card); 6310.3 (Carrying a False ID); and, 3809 (Restriction on Alcoholic Beverages (Open Container)).

Title 75: Note, in particular, Sections 3718 (Minor Prohibited from Operating with Any Alcohol in System); 3802 (Driving Under the Influence of Alcohol or Controlled Substance); 3802(a) (General Impairment); 3802(b) (High Rate of Alcohol); 3802(c) (Highest Rate of Alcohol); 3802(d) (Controlled Substances); 3802 (e) (Minors); 3802(f) (Commercial or School Vehicles); 3735 (Homicide by Vehicle While Driving under the Influence); and, 3735.1 (Aggravated Assault by Vehicle while Driving under the Influence). **Pennsylvania**

Liquor Laws: www.lcb.state.pa.us/

It shall be unlawful for a person less than twenty-one (21) years of age to attempt to purchase, consume, possess, or knowingly and intentionally transport an alcohol or malt or brewed beverage within the commonwealth. The penalty for the second or third violations is a fine no greater than \$500.00. It is unlawful to misrepresent your age, or transfer a registration card for the purpose of falsifying age to secure malt or alcoholic beverages. The penalty for the second or third violations is a fine no greater than \$500.00. It is unlawful to sell, furnish, or give any minor under twenty-one (21) years of age any malt or alcoholic liquor. The penalty for the second or third violations is a fine no greater than \$500.00.

Alcohol Policy

The University prohibits students to consume or possess alcohol under any circumstances. The possession, use, distribution of alcohol, or possession of paraphernalia by members of the University community may result in disciplinary action. Intoxication, disorderliness, or offensive behavior that may be related to alcohol will also result in disciplinary action. The policy also extends to University-related events conducted off campus. The University, under strict approval of the President, may conduct specialized events where alcohol is served; these events must be properly registered and steps must be taken to prevent under-age consumption. It is unlawful to sell, furnish or provide alcohol to a person under the age of 21. The possession of alcohol by anyone under 21 years of age in a public place is illegal. It is also a violation of the Holy Family University policy for anyone to consume or possess alcohol in any public or private area of campus without prior University approval.

Members of the University community are expected to be aware of and obey state and municipal laws or ordinances regulating the use, possession or sale of alcoholic beverages and federal and state laws regarding controlled substances. Those who are cited for violations of laws or ordinances by state, federal, or municipal authorities may also face University disciplinary proceedings and may be required to pursue counseling, an educational program, or treatment. Resident students should reference the Residence Life Policies outlined in this Student Handbook for specific information regarding expectations of resident students with regard to the alcohol policy.

Examples of alcohol violations include, but are not limited to:

- Possession and/or consumption of alcohol;
- Knowingly furnishing, transporting, and/or allowing minors to consume alcohol;
- Use of alcohol resulting in involuntary, erratic and/or abusive behavior;
- Possession of a keg, beer ball or other common source alcohol containers;
- Involvement in the high-risk use of alcohol;
- Persons observed in a residence on campus or off-campus when an open container of alcohol is present; and
- Open container of alcohol in a public area.

State Law of Pennsylvania on Drugs

State law prohibits the unauthorized manufacture, sale, delivery and possession of controlled substances. Persons may be subject to 30 days imprisonment and a \$500 fine for simple possession of a small amount of marijuana (misdemeanor), a maximum of 15 years imprisonment and a \$25,000 fine for manufacture, delivery or possession of a Schedule I or II controlled narcotic drug such as cocaine, PCP, and LSD (felony). Sentences can be doubled for second and subsequent convictions. Sentences can also be doubled for distribution of controlled substances to persons under the age of 18. Penalties range from mandatory minimum sentence of one year and a \$5,000 fine for the first conviction or to a mandatory minimum sentence of seven years and a \$50,000 fine for subsequent convictions for the manufacture, delivery or possession of 100 grams or more of a Schedule I or II controlled narcotic drug.

Holy Family University students are subject to prosecution under the Pennsylvania Controlled Substance; Drug, Device and Cosmetic Act for drug abuse and unlawful drug use and unlawful drug sales. The following state and federal laws concerning specific illicit drugs are drawn from the Controlled Substance, Drug, Device and Cosmetic Act, 35 p.s. section 107 708-113 et, seq. of the Commonwealth of Pennsylvania and from the Federal Drug Abuse Prevention and Control Act, 2 U.S.C.A. 801, et, seq., (specifically, the penalties

for manufacturing, distributing, dispensing or possessing a controlled substance are found in section 84l of the Act).

Other Drugs Policy

The use, possession, or distribution of illegal narcotics or other controlled substances except as expressly permitted by federal, state and/or local law is prohibited. The misuse of prescription drugs is also prohibited. Drug paraphernalia such as bongos, hookahs, roach clips, pipes, and other drug paraphernalia, which may indicate illegal drug use, are prohibited on campus and possession may result in disciplinary action. Students present in an incident involving drugs who have taken no action to remove themselves from, seek help for, or prevent the behavior could be subject to the same repercussions as those actively involved. Examples of drug violations include, but are not limited to:

- Illegal or improper use, possession, cultivation, distribution, manufacture, or sale of any drug(s), including prescribed medications;
- Illegal or improper use of solvents, aerosols, or propellants; and
- Administration or employment of drugs or intoxicants causing another person to become impaired without his or her knowledge.

Alcohol and Other Drug Abuse Prevention

Research on the abuse of alcohol and the use of other drugs by college students indicates that these behaviors pose a serious threat to the educational environment, which includes not only the campus but the surrounding community as well. Therefore, the efforts of the University are primarily directed toward educating students about the effects of alcohol and other drug use and helping them learn to make healthy choices.

Health risks associated with the use of illicit drugs and alcohol abuse may include but not limited to heart problems, malnutrition, convulsions, cancer, hepatitis, liver damage, coma and death. Related and equally serious risks include: impaired judgment, sexual assault, unplanned pregnancy, inability to manage academic stress, and academic failure. Recognizing that students may need to seek support for addressing difficulties that can arise from alcohol and/or other drug use, Holy Family University encourages them to visit the Counseling Center, University Health Services, or Campus Ministry. Confidentiality will be strictly enforced as required by the code of ethics of the individual professional.

All students are encouraged to seek early help if they feel they have a problem with alcohol and/or other drugs, and to learn how to assist others with substance abuse problems.

It is less likely that serious consequences will result from an alcohol or other drug problem with early assistance. Through the Counseling Services, students have free access to licensed counselors on campus for initial screening/consultation in regards to a concern around substance use, with possible referral to an outside agency. A Resource Room has been established and maintained by the Counseling Services which provide literature and a directory of available local organizations and agencies.

Other resources which are available within the community for assistance include:

- Alcoholics Anonymous – www.aa.org
- College and Universities Alcoholics Anonymous - www.jeremyfrankphd.com/college-and-university-alcoholics-anonymous-meetings
- Southeastern Pennsylvania Intergroup Association of Alcoholics Anonymous - www.sepennaa.org
- Al-Anon – www.pa-al-anon.org
- Narcotics Anonymous – www.naworks.org
- ULifeline - www.ulifeline.org
- Friends Hospital CRC – 1- (800) 889-0548 or (215) 831-2600

- Bucks County Mental Health Delegate - 1-800-499-7455

Referrals to a community agency are provided if a student's behavioral history, objective assessment, and individual and/or family interviews indicate more appropriate services are needed than can be provided by the Counseling Center. Counseling is available to students who have successfully completed a rehabilitation program and wish to return. Students may remain on campus if they are capable of maintaining a satisfactory level of performance while participating in a substance rehabilitation program that provides confidential communication to the counseling or health services. Students taking prescription drugs that may affect their class performance or behavior on campus should report this fact to the Counseling Center and Health Services.

Employee Policies

Drug and Alcohol Policy

Holy Family University employees have a responsibility to keep the university free from substance abuse and its effects.

The possession, use or distribution of alcohol, illegal substances, or paraphernalia associated with such, by employees is forbidden on university property or as part of any activities. Failure to comply with the University Drug and Alcohol Policy, intoxication, disorderliness or offensive behavior will result in disciplinary action, up to and including termination of employment. See section 3.5.4.1 Employee Assistance Programs for information on employee assistance offered by the university. (See also Volume II, Section 2.6.2, for campus-wide drug and alcohol policy.)

Substance Abuse and Alcohol and Drug Control Policy

Members of Holy Family University campus community have a responsibility to keep the university free from substance abuse and its effects. The possession, use or distribution of alcohol, illegal substances, or paraphernalia associated with such, by members of the campus community is forbidden on university property or as part of any activities.

Failure to comply with the University's Substance Abuse and Alcohol and Drug Control Policy, intoxication, or disorderliness or offensive behavior will result in disciplinary action, up to and including loss of employment.

Legal Ramifications

The legal ramifications of misuse of alcohol and/or controlled substances (i.e., drugs) are serious, and the outcomes may vary depending on the circumstances involved. The penalties are determined by examining each individual case. A person can be arrested and cited for violations ranging from summary through felony offenses. Holy Family University students and employees can be referred for prosecution for a violation of the law. While Holy Family reserves the right to follow its own judicial process, Holy Family University works in collaboration with the Philadelphia Police Department and Bucks County Police Department when any federal, state, or local laws are violated.

The following is a list of the most common alcohol and other drug violations and their penalties, committed under federal and state law. For a more complete description of offenses, the appropriate federal and criminal and vehicle codes should be consulted.

Drug Offenses

- Narcotic drugs - manufacture, delivery, or possession by an unauthorized person Felony, up to 15 years of imprisonment and a fine of up to \$250,000.
- Methamphetamine, cocoa leaves, marijuana (in excess of 1000 pounds) Felony, imprisonment up to 10 years and a fine of up to \$100,000.
- Opiates, hallucinogenic substances, marijuana Felony, up to 5 years imprisonment and a fine of up to \$15,000.
- Barbiturates Felony, up to 3 years' imprisonment and a fine of up to \$10,000.
- Codeine, morphine, atropine Misdemeanor, up to 1-year imprisonment and a fine of up to \$5,000.
- Possession of a small amount of marijuana for personal use (30 grams of marijuana or 8 grams of hashish) Misdemeanor, up to 30 days' imprisonment and a fine of up to \$500.
- Use or delivery of drug paraphernalia Misdemeanor, up to 1-year imprisonment and a fine of up to \$2,500.
- Possession or distribution of lookalike drugs having a depressing or stimulating effect Felony, up to 5 years' imprisonment and a fine of up to \$10,000.
- Manufacture, sale or delivery, holding, offering for sale, or possession of any controlled substance that is altered or misbranded Misdemeanor, up to 1-year imprisonment and a fine of up to \$5,000.
- Trafficking drugs to minors At least 1-year confinement, 2 years' imprisonment if within 1000 feet of a school, college or university.
- Possession of controlled or counterfeit substance Misdemeanor, up to 1 year in jail, fine of up to \$5,000.

Alcohol Offenses

- Misrepresentation of age to secure liquor, malt, or brewed beverages First offense - Summary violation, up to \$300 fine and 30 days in jail; Second offense - Misdemeanor, up to \$4,500 fine and jail. Operator's license will be suspended.*
- Purchase, consumption, possession or transportation of liquor or malt or brewed beverages First offense - up to \$300 fine and 30 days in jail and suspension of driver's license for 90 days for minors; Second offense - up to \$500 fine and jail. Operator's license will be suspended* *Parents of minors will be notified of the violation.
- Representation that minor is of age Misdemeanor, fine of not less than \$300.
- Inducement of minors to buy liquor, malt or brewed beverages Misdemeanor, fine of not less than \$300.
- Selling or furnishing liquor, malt or brewed beverages to minors Misdemeanor, fine of not less than \$1000 for the first violation and \$2,500 for each subsequent violation.
- Carrying a false identification card Summary offense first violation, fine up to \$300 and up to 30 days in jail; Misdemeanor for subsequent violations, fine up to \$500 and jail. Operator's license will be suspended.*

Restrictions on Alcohol Beverages

- The driver of any vehicle may not consume any alcoholic beverage or illegal drug
Summary offense, fine of up to \$300 and up to 30 days in jail.
- Driving under the influence of alcohol or controlled substance Misdemeanor, fine of not less than \$300, jail for not less than 48 hours; not less than 30 days in jail for second violation; not less than 90 days in jail for third violation; not less than 1 year for fourth violation.
- Homicide by vehicle while driving under influence Felony, not less than 3 years of imprisonment, fine, revocation of operating privileges.
- Sale by, or purchase from, an unlicensed source of liquor or malt or brewed beverage
First offense: misdemeanor, fine from \$100 to \$500. Second offense: fine of \$300 to \$500 and imprisonment of 3 months to 1 year.
- Possession or transportation of liquor or alcohol within the state unless obtained from state liquor store or in accordance with the Liquor Control Board regulations

Primary offense: fine of \$25 per package; Second violation: misdemeanor with possible forfeiture of vehicle used to transport.

*Operator's license suspensions: First offense - 90 days Second offense - 1 year Third offense - 2 years Subsequent offenses - 2 years

* Carrying a false identification card Summary offense first violation, fine up to \$300 and up to 30 days in jail; Misdemeanor for subsequent violations, fine up to \$500 and jail. Operator's license will be suspended.*

Health Risks

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

Drug Abuse

The following is a list of the most frequently used drugs and the risks associated with their use. Information regarding health risks associated with drug abuse was obtained from the National Institute of Drug Abuse (NIDA) website at: <http://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs> (website last visited on 07/08/2018)

1. Cannabinoids (marijuana and hashish) - Known risks are "cough, frequent respiratory infections, possible mental health decline, and addiction".
2. Opioids (heroin and opium) -Known risks are "constipation, endocarditis, hepatitis, HIV, addiction, and fatal overdose".
3. Stimulants (cocaine, amphetamine and methamphetamine) known risks are "weight loss, insomnia, cardiac or cardiovascular complications, stroke, seizures, and addiction": Specific risks associated with cocaine use include "nasal damage from snorting". Specific risks associated with methamphetamine use include "severe dental problems".
4. Depressants (barbiturates, benzodiazepines and sleep medications)- Known risks are lowered blood pressure, slowed breathing, tolerance, withdrawal, addiction; increased risk of respiratory distress and death when combined with alcohol.

5. Club Drugs (MDMA-methylene-dioxy-methamphetamine [also known as: Ecstasy, Adam, clarity, Eve, lover's speed, peace, uppers]; Flunitrazepam [also known as: Rohypnol: forget-me pill, Mexican Valium, R2, roach, Roche, roofies, roofinol, rope, rophies]; GHB [also known as: Gamma- hydroxybutyrate: G, Georgia home boy, grievous bodily harm, liquid ecstasy, soap, scoop, goop, liquid X]) Known risks are "sleep disturbances, depression, impaired memory, hyperthermia, addiction". Risks specific to GHB are "unconsciousness, seizures, and coma".

6. Dissociative Drugs (Ketamine [also known as: Ketalar SV: cat Valium, K, Special K, vitamin K]; PCP and analogs [also known as: Phencyclidine: angel dust, boat, hog, love boat, peace pill]; Salvia divinorum [also known as: Salvia, Shepherdess's Herb, Maria Pastora, magic mint, Sally-D]; Dextrometh- orphan (DXM) [also known as: cough and cold medications: Robotripping, Robo, Triple C]). Known risks are "anxiety, tremors, numbness, memory loss, and nausea".

7. Hallucinogens (LSD [also known as: Lysergic acid diethylamide: acid, blotter, cubes, microdot yellow sunshine, blue heaven]; Mescaline [also known as: buttons, cactus, mesc, peyote]; Psilocybin [also known as: Magic mushrooms, purple passion, shrooms, little smoke]. Known risks are "flashbacks and Hallucinogen Persisting Perception Disorder".

8. Other Compounds (Anabolic steroids [also known as: Anadrol, Oxandrin, Durabolin, Depo-Testosterone, Equipoise: roids, juice, gym candy, pumpers]; Inhalants [also known as: Solvents (paint thinners, gasoline, glues); gases (butane, propane, aerosol propellants, nitrous oxide); nitrites (isoamyl, isobutyl, cyclohexyl): laughing gas, poppers, snappers, whippets]) Known risks for anabolic steroids are "hypertension, blood clotting and cholesterol changes, liver cysts, hostility and aggression, acne (in adolescents), premature stoppage of growth, (in males) prostate cancer, reduced sperm production, shrunken testicles, breast enlargement, (in females) menstrual irregularities, and development of beard and other masculine characteristics". For inhalants, the known risks are "cramps, muscle weakness, depression, and memory impairment, damage to cardiovascular and nervous systems, unconsciousness, and sudden death".

Prescription Drug Abuse

Commonly abused classes of prescription drugs include: opioids (for pain), central nervous system (CNS) depressants (for anxiety and sleep disorders), and stimulants (for ADHD and narcolepsy). The use of prescription medications by anyone other than the prescribed individual is illegal and dangerous. Known health risks for inappropriate or illegal use include those listed above for these drug categories.

Nicotine Abuse

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

Alcohol Abuse

Known health risks include: increased risk of injuries, violence, fetal damage (in pregnant women), depression, neurologic deficits, hypertension, liver and heart disease, addiction, and fatal overdose. Alcohol affects every organ in the drinker's body and can damage a developing fetus. Intoxication can impair brain function and motor skills; heavy use can increase risk of

certain cancers, stroke, and liver disease. Alcoholism or alcohol dependence is a diagnosable disease characterized by a strong craving for alcohol, and/or continued use despite harm or personal injury. Alcohol abuse, which can lead to alcoholism, is a pattern of drinking that result in harm to one's health, interpersonal relationships, or ability to work.

Drug and Alcohol Programs

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

Employee Drug and Alcohol Programs

Employee Assistance Programs- Holy Family University recognizes that many factors can have a negative effect on an employee's job performance and therefore, provides assistance to employees and their families in resolving personal problems. Alternate resources are often preferable to handling issues alone or with only supervisory assistance. This allows for increased confidentiality and greater variety of available assistance.

Employees can call "First Call for Help" United Way's free confidential referral services for 3,000 local health and human services agencies. Representatives are available for phone consultations Monday-Friday, 8:30AM- 5:00PM, and a message service is available evenings, holidays, and weekends (in PA call 215- 568-3750, and in NJ call 856663-2255).

Lincoln Financial also offers free full-time faculty and staff personalized counseling, travel assistance, estate guidance and disability counseling (including phone consultations, face-to-face consultations, and online resources). Their phone number is 1-855-891-3684, and they can be reached online at www.Lincoln4benefits.com (Web ID + LifeKeys). Brochures for these services are available in Human Resources and in the Counseling Center.

In addition, employees can contact our Campus Minister at x3261 or the Assistant Vice President for Human Resources at x3479 for confidential guidance.

Finally, employees can take advantage of the confidential mental health benefits available through their health insurance coverage. Independence Blue Cross subscribers can call 1-800-ASK-BLUE for more information.

Student Drug and Alcohol Programs

1. An email is sent to all students enrolled in credit courses each semester from Marianne Price, M.S., Title IX Coordinator/ADA/504 and Cleary Compliance Coordinator covering a variety of topics around safety, rights and responsibilities. Through the Counseling Services, students have free access to licensed counselors on campus for initial screening/consultation in regards to a concern around substance use, along with short term counseling and/or a possible referral to an outside agency for additional services.

Counseling Services (CS) have focused to help add to the University programming efforts. CS provided information/activities last two years to bring awareness regarding safety and alcohol use in the Spring Semester during the Wellness Fair. Participants received information about BAC, driving, and healthy decision-making during mock DUI simulation using our golf carts and intoxication goggles. CS staff provided education for RA programs on alcohol and drugs in the fall semesters of the last two academic years.

2. Class Standing Focused Programs

First-Year Students: First-Year Students are high at risk for alcohol and drug use and abuse due to the transitional issues they face. These students also enter the university community without much knowledge of the policies and procedures that will impact their lives. In order to combat this, Holy Family University has developed a program to reach the students where they are.

FEXP- First-Year Experience Course is designed to help students with their transition to the university and to focus on many topics they may face throughout their college career.

Each FEXP received education from the Counseling Center on either Alcohol and Drugs 101 or Alcohol and Healthy Decision Making (2016), or from the Title IX Office on Sexual Assault, including a discussion of the dangers of alcohol and other drugs, (2017). The updated materials include increased information on consent for sexual activity and alcohol use; and bystander intervention specific to alcohol use and sexual assault; and alcohol in relationship to sexual assault awareness. We randomly selected some FEXP sections to distribute event evaluation forms. The majority of responses indicated that we met our learning objectives.

Sophomore Mentoring Program- To help increase sophomore retention in Fall 2015, a sophomore mentoring program was created to assist sophomore students through their lives for the second year.

Campus-Wide Programming: Every student on campus will come in contact with alcohol at some point and will have to make decisions whether to drink or not. To help our students make appropriate decisions, it is the university's responsibility to educate students about the impact of alcohol and other drugs, as well as how to make responsible choices. Holy Family University uses a variety of platforms to reach all students where they live, work, and socialize. All resources available for designated student populations are available to the entire campus.

Awareness Weeks and Days.

- a) Wellness Week-February
- b) Alcohol Awareness Week'
- c) Sexual Assault Awareness Day
- d) Safe Spring Break and Alcohol Awareness Week-March/ October

Online Tools and Resources:

- a) Online self-screening tool through ULifeline.org
- b) Website referral sources
- c) Online education modules though Safe Colleges

High-Risk Students

Athletes- Every August, prior to the beginning of the academic year, student-athletes are required to read through the Department of Athletics' policies that offer information on random/suspicious drug testing. These policies can be found at the following webpage: <http://athletics.holyfamily.edu/sports/2012/8/3/HFU%20Policies.aspx?id=93>

1. Once reading the policies, student athletes are instructed to click on the link to the Department of Athletics' Policies to read through all associated Athletics department policies. The topic areas covered are as follows:

- a) Department of Athletics Random/ Suspicious Drug Testing Policy
- b) Department of Athletics Reinstatement Policy
- c) Department of Athletics Missed Class Policy
- d) Department of Athletics Mandatory Athletics Department Meetings Policy
- e) Department of Athletics Mandatory Study Hall Policy for All Freshmen and At-Risk Student Athletes
- f) Department of Athletics Online Social Networking Websites Policy

Once these topics have been read through in their entirety, the student athletes can only then print out the signature page (attached) to sign off that they have read through and reviewed the associated policy topics.

2. Other alcohol and drug-related initiatives occur during both the academic and calendar year. Drug testing is done randomly in-house (or based upon suspicion) throughout the academic year. Drug testing is also conducted through the NCAA via Drug-Free Sport on a random basis throughout the calendar year.

3. During the calendar year, our Student-Athlete Advisory Committee (SAAC), in September and March discusses drug-related policies and legislation at conference meetings. Such drug policy discussions occur institutionally at each SAAC meeting which is held bi-weekly. SAAC addresses drug policies and related legislation as vital. They have a direct impact on the creation or amending of NCAA drug policy legislation.

4. At the Department of Athletics' opening meeting in September of each academic year, information is relayed regarding drug-testing policies. Furthermore, each head coach, at the beginning of the academic year, implements specific team policies that set policies for consequences associated with drug use and drug testing. The team policies are in line with the Department of Athletics' policy regarding drug use and testing.

5. As a community engagement initiative, the Department of Athletics conducts a Build-A-Library program. In November and April of the academic year, at the presentation of the collected books to the respective school, student athletes speak to the young students about avoiding the perils associated with drug use and having the courage to not engage in drug use. Messages delivered by student athletes touch upon avoiding drugs, studying hard, and pushing toward continuing their education to attend college.

Sanctioned Students

- One-on-one Alcohol and other Drug Assessment through the Counseling Center- assigned to students who have multiple offenses.
- Students involved in multiple alcohol incidents- parental notification and/ or parental conference for students whose housing or university status may be in jeopardy.

Residential Students

- RA Training- Residence Life conducts an extensive training each fall and winter with all Resident Advisors to discuss personal responsibility, as well as how to talk with their residents about alcohol and other drug issues. Working with the Counseling Center and the Health Services, workshops are focused on how to spot the signs of abuse, overdose and addiction. RAs are trained with the skills needed to mentor their residents. Throughout the year, RAs are given access to the Counseling Center for questions, information, and other resources.
- Bulletin Boards- Resident Advisors are required to provide educational bulletin boards on topics related to alcohol, drugs, and wellness education.
- Resident Advisor Programs-To help support alcohol-free alternative events, each Resident Advisor is required to provide the following program initiatives redeveloped in August 2015 and sustained through 2018 to develop stronger programs and better marketing of programming efforts and focus on community development.
 1. Develop 6 programs per semester-
 - a. a) Social Program- Program to help enhance the community and socialization of students
 2. b) Pride- Supporting university initiatives and existing programs
 3. 2 Educational- Educational programs dealing with students' concerns and issues including Alcohol, Decision-Making, Healthy Relationships, Sexual Assault and Awareness, and Campus Safety. Many discuss how students are bound by their responsibilities as a student to make healthy decisions. Students are mandated to supply an expert from the local or University community.
 4. d) Developmental- Resident Advisors select a topic to help the specific floor based on trends and concerns of the floor. Some in the past have incorporated better study habits, floor cleanliness, concerns of vandalism, and/or issues of noise or guests directly relating to after hour activities, and drinking. Many programs focus on community concern and how one's behavior can affect the larger community. e) Plus Program- is a program in any area to offer to students specifically created for nights and weekends to help deter student off-campus drinking and create more of a vibrant campus life. Alternative Programming

Late Nights and Weekends

Campus Activity Board (CAB): Developed in August 2015 to focus an open student committee to help develop and encourage a more vibrant campus life. CAB sole purpose is to provide and sponsor or cosponsor late night and weekend activities to engage students and

offer alcohol alternative programming every weekend of the school year. This has continued through the 2017-19 academic year.

Student Government Association (SGA) in July redeveloped its focus on becoming a stronger governing board and oversees all clubs and organizations. SGA's focus has become focused on developing and strengthening clubs and organizations to help promote more involvement and engagement of students. Their programming efforts solely focus on University traditions such as Tiger-paw-looza, Christmas Rose, Welcome Week, HFBoo Weekend, which are large programs focused around times typically faced with high amount of incidents (i.e. Halloween, Weekends prior to Christmas break, and last weekend of the spring semester).

Campus Center is open every night until midnight. Students have access to basketball courts (when not in use by athletics), pool tables, ping pong, as well as a TV lounge for students.

Campus Clubs and Organizations-There are over 30 clubs and organizations which plan events throughout the week for students to get involved.

Alternative Spring Break- Students are selected for an opportunity to work with Habitat for Humanity and utilize their spring break as a way to dedicate their time to service for others. The group meets regularly working on leadership workshops, fundraising opportunities, service awareness opportunities as well as local project "build days" throughout the year leading up to the trip.

Habitat for Humanity Local Chapter- developed in January of 2014 which focuses on 1 Build Day per month with the Philadelphia, and Lower Bucks Counties. The Build Days are a way to help rebuild local communities as well as teach students about our struggling neighborhoods. Reflections and discussions include socioeconomic factors, including alcoholism and drug abuse.

Title IX Office – this office was established during the 2017-18 AY and has conducted trainings, established policies and protocols for reporting and investigating cases, as well as campus wide and targeted programming. As alcohol and other drugs are often apart of all types of sexual assaults, education around alcohol and other drugs in a part of both the trainings and programming effort.

Environmental Approaches

Off-Campus 8th Police District Advisory Council- the Vice President for Student Life sit on a standing monthly council board to discuss the safety concerns of the police district. This is a council to address and hear the concerns of the district and its constituents in the area, as well as for the 8th Police District to report on local crimes in the area. The relationship has been developed to help communicate community issues and approach off-campus students' behavior.

Support Services

All students are encouraged to seek early assistance if they feel they have a problem with alcohol and/or other drugs, and to learn how to assist others with substance abuse problems. It is less likely, with early assistance, that serious consequences will result from an alcohol or other drug problem. Through the Counseling Center students have free access to licensed

counselors on campus for initial screening/consultation in regards to a concern around substance use, with possible referral to an outside agency. A Resource Room has been established and maintained by the Counseling Center which provides literature and a directory of available local organizations and agencies.

Other resources are available within the community:

Alcoholics Anonymous – <http://www.aa.org>;

College and Universities Alcoholics Anonymous - <http://www.jeremyfrankphd.com/college-anduniversity-alcoholics-anonymous-meetings>;

Southeastern Pennsylvania Intergroup Association of Alcoholics Anonymous - <http://www.sepennaa.org>;

Al-Anon – <http://www.pa-al-anon.org>;

Narcotics Anonymous – <http://naworks.org>;

Disciplinary Sanctions

A. Employee Sanctions

Failure to comply with the University Drug and Alcohol Policy, intoxication, disorderliness or offensive behavior will result in disciplinary action, up to and including termination of employment.

A. Student Sanctions

A student who is alleged to have engaged in an alcohol or drug violation receives communication of the alleged violation and is scheduled for a meeting with an Administrative Hearing Officer or Judicial Hearing Board, as outlined in the Student Handbook.

If a student is found in a hearing to violate a policy, a sanction will be imposed on the responsible person or party. In addition to the violation itself, the following shall be considered in determining sanctions: motivation, honesty, maturity, cooperation, present attitude, past record (both positive and negative), the severity of damage, injury, harm, disruption or the potential for such; willingness to make amends; and compliance with previous sanctions. A student found responsible for violating the Code of Conduct or a university policy may expect to receive one or more of the following sanction(s). The university considers the judicial process to be one with educational intent. Although the following sanctions are more common approaches to resolve violations, the university encourages opportunities for hearing officers or the Judicial Hearing Board to find sanctions that may be tailored to a student's situation or needs.

- Potential Sanctions for a student violating the Alcohol and other Drug Policy
 - i. Warning- written notice given that is kept on file.
 - ii. Program Attendance or Facilitation-expectation to attend or facilitate an educational program(s).
 - iii. Writing Assignment-requirement to complete a relevant research and/or reflection paper.

- iv. Discretionary Sanctions- requirement to complete and or participate in work assignments, community service, university services or programs, or other related discretionary assignments.
 - v. Loss of Privileges- denial of specific privileges for a defined period of time (e.g., guest, computer, housing selection, visitation, dining services, university representation, co-curricular activities, athletic participation, work study position, leadership role).
 - vi. Counseling Assessment/Meetings- assignment to complete a number of counseling sessions including but not limited to anger management, alcohol and drug assessments, and alcohol education classes.
 - vii. Fines- requirement to pay a specified monetary fee to the university.
 - viii. Restitution-requirement to make payment to the university, other persons, groups, or organizations for damages.
 - ix. Administrative relocation in housing- requirement to be placed in an assigned or relocated space in university Housing.
 - x. Disciplinary Probation- a period of fixed duration, during which the status of a student at the university may be evaluated. This includes the possibility of more severe sanctions if the student is found responsible for violating university policy during the probationary period.
 - xi. Removal from university residence- separation from the residence halls for a defined period of time. The student may be prohibited from participating in the university dining program. The student will be barred from entering all residences within the university residential community during the time of removal from campus housing.
 - xii. Suspension- separation from the university for a specified period of time. The student shall not participate in any university-sponsored activity and may be banned from the university premises. The university will not accept any credits earned from another institution during this period towards a university degree. In case of residence hall groups, this sanction may include the disbanding of a living unit. In the case of a student organization, this may include the removal of recognition.
 - xiii. Expulsion- permanent separation from the university and university facilities.
- Suggested Sanctions for alcohol violations (copied from the Hearing Officer Manual)
 - i. 1st incident- Administrative hearing, written warning, and fine.
 - ii. 2nd Incident- Administrative hearing, increase of fines, educational program/ reflection paper, or Counseling Assessment.
 - iii. 3rd Incident- Administrative hearing, increase of fines, Counseling Assessment, educational program/ reflection paper, parental involvement, or probationary status.
 - iv. 4th Incident or more- Administrative hearing/ Judicial Hearing Board, increase of fines, removal from housing, suspension, or expulsion.
 - Suggested sanctions for low-level drug violations (copied from the Hearing Office Manual)
 - i. Drug 1: education, disciplinary probation
 - ii. Drug 2: suspension (considered for higher-level drug violations)

Notification of the DAAPP

Employee Notification

Notification of the information contained in the DAAPP will be distributed to all employees each semester via email and Canvas. The DAAPP and the Biennial Review will also be available online and included in information provided for all new employee orientations.

Student Notification

Notification of the information contained in the DAAPP will be distributed to all currently enrolled students each semester via email and Canvas. Queries are run to ensure all late starting students are notified. The DAAPP and the Biennial Review will also be available online.

Oversight Responsibility of the DAAPP and the Biennial Review

The Vice President for Student Life, Dean of Students, and Associate Vice President of Human Resources will serve as the main contacts who will have oversight responsibility of the DAAPP including but not limiting to: updates, coordination of information required in the DAAPP, and coordination of the annual notification to employees and students. A Biennial Review Team, led by the Director of Counseling Services, has been established to assist with these responsibilities and conduct the biennial review to ensure the university's efforts are in compliance, as well as effective for the entire university community. The team is responsible to the President of the University and will annually provide a report to the President and Senior Administration.

Consistency of Enforcement Policy, Enforcement and Sanctioning

The university is interested in the well-being of all members of its community and therefore offers education, support and assistance rather than rely on punitive measures. Chronic alcohol and drug use is recognized as a symptom of other difficulties that the individual may be experiencing. The university makes available to all its members a counseling office to help find support for when a community member may need it. The university encourages members to utilize these services.

To ensure the academic integrity and function of the university, it will find it necessary to initiate disciplinary action in certain situations. The judicial process provides due process to the individual or individuals involved to help students learn from their behavior. However, in certain incidents, the university cooperates with local law enforcement when civil law is violated. The university may separate an individual in certain cases from the residence system. If such separation is deemed necessary, an attempt should be made by the university to provide the individual with appropriate guidance. If the university's counseling service is unable to handle a case, the individual will be referred to another competent agency. Separation from the university community may be the result of disciplinary action, but only as a last resort.

The Student Handbook details information with respect to the code of conduct, the judicial process, and specifies the policy on Alcohol and Other Drugs.

The current Holy Family University Alcohol and other Drug Policy, in compliance with the Drug-Free Schools and Communities Regulations, includes the following:

- Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs by students and employees on university property, or as part of any university-sponsored activity
- A description of the legal sanctions for unlawful use, possession or sale of illicit drugs and alcohol available under local, state, and federal law
- A clear statement of the disciplinary sanctions that will be imposed on students/employees for violation of the policy and a description of those sanctions
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol
- A description of applicable counseling, treatment, referral, and Employee Assistance programs

Policy The most recently revised Alcohol and Other Drug Policy was implemented in June 2014. In August 2015 the University's Student Handbook was reviewed and approved by legal counsel to ensure new federal standards were met. This approved policy was approved by the university through Senior Administration in September 2015. The University is dedicated to continual outreach efforts to improve and update the University's policy to stay consistent and compliant with all federal, state, and local laws as well as meeting the needs and focusing on student success.

Enforcement Area Coordinators and Residence Hall Managers, who are full-time degreed professionals and/or part-time graduate students, live and work in the residence halls and function as judicial hearing officers. One Professional and one Senior Staff member (Executive Director of Campus Life, Assistant Vice President for Student Life and or the Vice President for Student Life) and the Counseling Center Director are always on call. Resident Assistants are trained paraprofessionals that live with students on each floor and serve as advisors, guides and policy enforcers.

Public Safety checks in all students and visitors to the residence halls. Their primary concern is the safety of the students and the enforcement of university policies. Public Safety patrols and monitors the area around campus. The office of Public Safety monitors security cameras and lighting throughout campus, as well as the "Emergency Blue Light Call Boxes" that connect directly to the 24 hour Operations Center at the Public Safety Command Center.

Emergency Response and Protocol Review Team - In October 2017, the Student Life offices met with participating offices who are involved in handling emergencies and student incidents to review how the University responds to emergencies and to review protocol on handling student incidents. The meeting focused on all departments involved in handling emergencies including but not limited to mental health, sexual assault, minor and severe alcohol incidents, drug and drug confiscation, fire evacuations, and others. The meeting's purpose was to coordinate all efforts and clarify each department's role, clarify expectations, and better coordinate reporting when handling incidents as well as enforcing policies.

Monday Incident Review Meeting - In September 2015 the Monday Incident Review Meeting was created to review each incident on a week-to-week basis to ensure the university is responding to student incidents, enforcing policy, and to ensure the proper follow-up is

Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor-law Violations	0	0	3	0	0	0	0	3	0	0	0	0	0	0	0	0	3
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	50	22	33	0	0	0	50	22	33	0	0	0	0	0	50	22	33
Drug Related Violation	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	2
Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Unfounded Crimes

There were no crimes or reported incidents that were unfounded by investigation in 2015, 2016 and 2017.

None of the crimes listed manifested evidence of prejudice based on race, national origin, ethnicity, gender, gender identity, religion, sexual orientation or disability as prescribed by the Hate Crime Statistics Act (28 USC 54)

Note: Numbers reflect totals for all three campuses (Northeast Philadelphia, Ben Salem, and Newtown)

Distribution Protocol Employee Notification Policy Notification of the information contained in the DAAPP will be distributed to all employees each semester via email. The DAAPP and the Biennial Review will also be available online and included in information provided for all new employees during new employee orientations.

Student Notification Policy Notification of the information contained in the DAAPP will be distributed to all currently enrolled students each semester via email and Canvas. The DAAPP and the Biennial Review will also be available online.

Previous Recommendations, Accomplishments, and Results

- Establish and expand educational partnerships that integrate academic learning, student development, and leadership development. (still in process)
- Adopt an alcohol education programming model and guideline (such as College AIM) to establish a more alcohol and other drug education program. (still in process)
- Develop and promote initiatives, programs and experiences that establish a more vibrant campus life and ignites student engagement. (CAB events, sophomore mentoring, leadership retreat has contributed to the accomplishment of this goal)
- Improve on current reporting structure that incorporates best practices and manages resources that best support University enforcement of policy, reported and tracking of incidents, judicial progress, and assist in federal mandated reporting. (Partially complete, more can be done)
- Develop a committee to explore grants and assists with grant proposals. (NCAA CHOICES Grant was explored and the committee determined this was not the best time for this grant. The University has received an "It's On Us" grant which has helped expand programming).
- Involve Human Resources in helping administer training. (Partially complete, more can be done)
- Create a baseline understanding of students' alcohol and other drug use and awareness through a University Climate Survey. (still in process)

Note: *Due to budget limitations during the 2016-17 and 2017-18 AYs there has been little, if any, growth in staff dedicated to AOD Prevention, treatment, and recovery initiatives. In addition, due to staff turnover in this last biennial review cycle, the basic AOD programs have been moderately sustained but little to no additional programming was implemented in this biennial review cycle. It is recommended that a more institutionalized way of managing all aspects of the biennial review be implemented.*

Program Strengths and Weaknesses.

The university through the review process recognized some core **strengths** in the established Drug and Alcohol Plan.

- University Mission and core values play a large part in in the university's care for its students and drive the help and support in educating and enforcing AOD policies.
- Alcohol is banned for all students which limits the availability of alcohol and or alcohol related events from occurring on campus.
- There is a solid collaboration with offices in Student Life (i.e., Student Engagement, Residence Life, Counseling Services, Title IX Office, FEXP, Public Safety, and Athletics) to help support and focus resources to students.
- The Sophomore Mentoring program proposed in the last Biennial Review has been implemented over this biennial review cycle.
- Increased staff awareness through the involvement of Human Resources.

Program weaknesses include:

- A continued struggle of institutionalization around alcohol and drug prevention issues. Although the main offices responsible for programmatic efforts have developed better communication and cohesion through the DAAPP Committee, a developed Alcohol and Drug programming model based on university outcomes can help support individual offices' initiatives while assessing the overall University program.
- Institutional resources and funds are limited. The ability to meet some recommendations has crippled efforts. Grants, reorganization, collaboration, and creative staffing are the only way to improve the University's current program, and exploring, applying for, and securing AOD specific grants has been a challenges over the last review cycle.
- Continued challenge to creating ways to increase faculty and staff involvement through Human Resources.
- Comparatively, alcohol and drug usage is low on campus. Due to a large population of commuter students, along with lack of student engagement, a focused climate survey about student usage needs to be developed to gain an insight on a problem that may not be visible on campus.
- University lacks the tools to have other alternatives for educational pieces (i.e., Alcohol 101 or some other online course for the student body as well as those sanctioned).
- Staffing changes and reorganizations have stunted some efforts the past two years.
- The University has cumbersome paper processes to report and track student incidents which makes it time consuming to handle multiple incidents and or students. A judicial tracking system could help with tracking but also provide better accurate information when assessing the Alcohol program in regards to number of incidents along with tracking completion of sanctions in a timely manner.

Recommendations for Improvement

- Establish clear program goals, objectives, strategies, and assessment/outcome measures. (All of the below are possible action steps that may inform and/or align with the goals set for the next biennial cycle.)
- Establish and expand educational partnerships that integrate academic learning, student development, and leadership development (Carry-over)
- Student Life will work to increase partnerships with Academic Life to expand to offer educationally focused programs and speaker series. (Carry-over)
- Increase participation in Student life collaborative initiatives to help student development in areas affecting college age students such as suicide and depression, alcohol and drug awareness, sexual assault and diversity/ identity to help raise awareness and support all students. (Carry-over)
- Explore alcohol education programming models and guidelines (such as College AIM or through the use of the CAS Standards) to establish a more formalized alcohol and drug education program. (Carry-over)
- Evaluate available grants to engage to support AOD programming as this is likely the only way funds for programming will grow over the next 2 years. (Carry-over)
- Implement a better way of tracking programs that contribute to an overall AOD education and prevention program. (Carry-over)

- Develop and promote initiatives, programs and experiences that establish a more vibrant campus life and ignites student engagement (Carry-over)
- Improve on current reporting structure that incorporates best practices and manages resources that best supports University enforcement of policy, reporting and tracking of incidents, judicial progress, and assists in federally mandated reporting. (Carry-over)
- Involve Human Resources in helping to administer additional training. (Carry-over)
- Create a baseline understanding of students' alcohol and drug usage and awareness through University Climate Survey and use this information to drive programming efforts. (Carry-over)
- Continue collecting data and developing an assessment plan to determine the effectiveness of the university's alcohol programming through measurable goals and factual numbers. Continue the Institutional Research Office partnership with the Biennial Review Committee to help compile the data needed and available, as well as create a plan and assessment tools to measure success. (Carry-over)
- Incorporate community health promotion model of educating students about drinking norms, risks, and protective factors. (New)
- Explore a variety of peer education models to engage students in leading educational programs. (New)
- Due the change in communication styles over the last decade, explore and assess risks due to this change in socialization and develop programming efforts to enhance social skills and social connections in the student population. (New)
- Develop a more effective assessment plan for the drug and alcohol prevention program to help measure specific planned outcomes based on best practices and guidelines. (New)

Conclusion

Holy Family University, in compliance with the Drug-Free Schools and Campuses Regulations, certifies 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 both on the university premises and as part of any activities.

Disciplinary Sanctions as a result of violations to the Holy Family Alcohol and Other Drugs Policy have been consistently enforced. Holy Family University has implemented a substance abuse prevention and intervention program, including a range of support services and educational opportunities for students and employees. The university recognizes that this is a growing problem and issue. It has committed to improve and enhance its outreach to the Holy Family community around AOD issues in order to increase awareness of substance abuse issues and reduce the harm related to the negative effects on its students, employees, and the community.

Biennial Review author: John Watson, Director of Counseling Services