



**Drug-Free Schools and Campuses Regulations (EDGAR Part 86)  
Biennial Review Report: Academic Years 2014-15 and 2015-16**

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### **INTRODUCTION AND COMPLIANCE STATEMENT**

Baton Rouge Community College (BRCC) is committed to maintaining a drug free learning and workplace. The illegal use of drugs or alcohol for consumption within the BRCC campuses, offices or college activities interferes with the accomplishment of this mission and is prohibited. Various federal and state laws and regulations apply to students and employees of BRCC including: Federal Drug Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226), and Revised Statutes of the State of Louisiana. It is understood that alcohol may be used in laboratory situations and should not be misused for other purposes.

The Drug Free Schools and Communities Act (DFSCA) requires that Baton Rouge Community College (BRCC) certify that it has adopted and implemented a program to prevent the possession, use or distribution of illicit drugs and alcohol by students and employees. Baton Rouge Community College has established a Drug and Alcohol Abuse Prevention Program (DAAPP) to prevent the possession or distribution of illicit drugs and alcohol by students and employees. Annually, employee and students are informed of DAAPP program and policy by means of the website, the College Catalog, and electronic mail. Materials contain the following:

- Information on preventing drug and alcohol abuse;
- Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of drugs and alcohol by students and employees on the school's property, or as part of the school's activities;
- A description of the sanctions under local, state, and federal law for unlawful possession, use, or distribution of illicit drugs and alcohol;
- A description of any drug and alcohol counseling, treatment, or rehabilitation programs available to students and employees;
- A description of the health risks associated with the use of illicit drugs and alcohol;
- A clear statement that the school will impose sanctions on students and employees for violations of the standards of conduct (consistent with local, state, and federal law) and the description of these sanctions, up to and including expulsion, termination or employment, and referral for prosecution.

#### **Biennial Review**

A biennial review must also be conducted to determine the effectiveness of its drug and alcohol programs. Changes should be implemented to programs if they are needed and the institution must ensure that any disciplinary sanctions are consistently enforced.

BRCC acknowledges its obligation to conduct a biennial review of compliance with the Drug Free Schools and Campuses Regulations and has formulated a committee to conduct the administrative review to assess the effectiveness of its DAAPP.

## **Committee Membership**

The Biennial Review Committee is composed of the following members:

- Vice President for Student Affairs
- Vice President for Academic Affairs
- Vice Chancellor for Finance
- Chief of Police
- Associate Dean of Students
- Director of Counseling and Disability Services
- Director of Student Programs and Resources
- Human Resources Compliance Coordinator
- Athletic Director

## **Materials Reviewed**

The following materials and programs were examined during the biennial review:

- College Catalog
- Drug-Free Workplace Policy
- Website
- Annual Campus Crime/Security Report
- BRCC Faculty Handbook

In addition, the following resource was used as a guidance tool:

- Complying with the Drug-Free Schools and Campuses Regulations [EDGAR Part 86], A Guide for University and College Administrators prepared by the Higher Education Center

## **POLICY**

### **Distribution of Policy**

The federally mandated policy on alcohol and other drugs is posted on the College's Student Right-to-Know/Consumer Information page, which contains links to the Campus Safety Report, the Student Code of Conduct, and other policies.

In the process of conducting the Biennial Review, it was determined that the College had not provided annual notification to all employees and students as required by the statute.

An Annual Notification has been developed to include a brief description of all required employee and student consumer information and a hyperlink to each section contained in the College website. This notification will be distributed after census date of each fall and spring.

### **Drug Free Campus Policy Summary**

Baton Rouge Community College has established policy governing the possession, sale and consumption of alcohol on its campuses. Through these policies, the College expresses its expectations of campus constituents and the consequences for violations. A summary of conduct expectations and sanctions is provided below:

*Student Conduct:*

In accordance with the BRCC Student Code of Conduct and Drug and Alcohol Free Learning Environment (BRCC Policy No. 5.599), the manufacture, distribution, sale, possession, or use of alcoholic beverages, marijuana, controlled substances, or dangerous drugs, as well as being under the influence of narcotics or drugs (except as required for verifiable medical reasons permitted by law and use poses no danger to the college community while on College property or near campus or at College sponsored, approved, or supervised activities is prohibited.

Student athletes are obligated to follow the Remedial Guidelines for Drug and Alcohol Offenses. Sanctions include elimination from participation as well as all other sanctions imposed under the Student Code of Conduct.

*Student Sanctions:*

The violation of this student policy can result in disciplinary action, including and up to expulsion from the College. Sanctions for students in violation of the Student Code of Conduct are defined and provided in the College Catalog, which is available on the website.

*Employee Conduct:*

In accordance with the Drug-Free Workplace Policy (BRCC Policy No. 214), the unlawful use, abuse, manufacture, distribution, dispensation, possession or being under the influence of a controlled or illegal substance while at work, on call, on duty, or engaged in BRCC business is prohibited as is the possession and/or consumption of alcohol in the workplace. Workplace shall include any location on BRCC property in addition to any location from which an individual conducts BRCC business while such business is being conducted. Alcohol misuse is prohibited extending to 1) use of alcohol on the job; 2) use of alcohol during the four hours before performance of safety-sensitive and security-sensitive functions; and 3) having a prohibited alcohol concentration level in the individual's blood system while on the job. The use of drugs/medications prescribed by a licensed physician is permitted provided that it will not affect the employee's work performance.

*Employee Sanctions:*

Without reference to any sanctions which may be assessed through criminal justice processes, violators of BRCC Policy No. 214, including refusal to submit to drug testing when properly ordered to do so, may result in disciplinary action up to and including termination of employment.

*Federal Grant Provisions:*

Convictions of employees working under federal grants, for violating drug laws in the workplace, on College sponsored activity, shall be reported to the appropriate federal agency within ten (10) days of any such criminal statute conviction to each Federal Agency from which grants or contacts are received.

Students employed under the College Work Study Program shall be considered to be employees of the College, if the work is performed for the College. For work performed for a federal, state or local public agency, a private nonprofit agency or a private for-profit company, students shall be considered to be employees of the College unless the agreement between the College and the organization specifies that the organization is considered to be the employer.

*State of Louisiana Sanctions:*

It is unlawful in Louisiana to produce, manufacture, distribute, dispense, or possess illegal drugs. The most common illegal drugs on college campuses are marijuana, opium derivatives, hallucinogens, depressants, cocaine, cocaine derivatives, and amphetamines. The Criminal Code of Louisiana carries specific penalties for the possession and use of illegal drugs. It is also unlawful in Louisiana for anyone under 21 years of age to purchase/possess alcoholic beverages for any reason or anywhere open to the public.

It is unlawful in Louisiana to produce, manufacture, distribute, dispense, or possess illegal drugs. The most common illegal drugs on college campuses are marijuana, opium derivatives, hallucinogens, depressants, cocaine, cocaine derivatives, methamphetamines, and amphetamines. The Criminal Code of Louisiana carries specific penalties for the possession and use of illegal drugs. Louisiana Revised Statute 40:891.3, Violation of Uniform Controlled Dangerous Substances Law; Drug Free Zone, states that any person who violates a provision of the Uniform Controlled Dangerous Substances Law (Louisiana Revised Statute 40:966-970) while on any property used for school purposes by any school, within two thousand feet of any such property, or while on a school bus, shall, upon conviction, be punished by the imposition of the maximum fine and be imprisoned for not more than one and one-half times the longest term of imprisonment authorized by the applicable provisions of R.S. 40:966 through 970 of the Uniform Controlled Dangerous Substances Law.

**Louisiana State Law Penalties:**

- Possession of Amphetamine or Methamphetamine: The offender shall be imprisoned with or without hard labor for not more than five years and, in addition, may be sentenced to pay a fine of not more than five thousand dollars.
- Possession of Phencyclidine: The offender shall be sentenced to imprisonment with or without hard labor for not less than five nor more than twenty years and may be sentenced to pay a fine of not more than five thousand dollars, or both.
- Possession of Marijuana or Synthetic Cannabinoids: The offender shall be fined not more than five hundred dollars, imprisoned in the parish jail for not more than six months, or both. On a second conviction the offender shall be fined not less than two hundred fifty dollars, nor more than two thousand dollars, imprisoned with or without hard labor for not more than five years, or both.
- Possession of Cocaine or of a mixture or substance containing a detectable amount of cocaine or of its analogues: The offender shall be sentenced to serve a term of imprisonment with hard labor of not less than five years, nor more than thirty years, and to pay a fine of not less than fifty thousand dollars, nor more than one hundred fifty thousand dollars.
- Possession of a classified controlled dangerous substance, unless such substance was obtained directly or pursuant to a valid prescription or order from a practitioner: The offender shall be imprisoned with or without hard labor for not more than five years and, in addition, may be required to pay a fine of not more than five thousand dollars.

Additional guidelines, including federal legal sanctions for violations of drug and alcohol laws can be found at: <http://www.dea.gov/druginfo/ftp3.shtml> and on the BRCC website. This information is also available in the Office of Student Programs and Resources and the Office of Human Resources.

**Controlled Dangerous Substances, Schedule I – IV (R.S. 40:981.3)**

It is unlawful to possess, sell, distribute, or manufacture those drugs listed in the relevant Louisiana statute(s). These drugs include, but are not limited to, marijuana, cocaine, “crack” cocaine, methamphetamines, heroine, “rush” LSD, “roofies,” and prescription drugs without a valid prescription from a licensed physician. Individuals found guilty of a drug violation are subject to a fine of not less than \$500, imprisonment at hard labor for up to 30 years, or, if found selling illegal drugs on campus, imprisonment at hard labor for up to 45 years.

**Programs, Services, and Other Initiatives**

Campus departments play an important role in educating students about alcohol and other drugs through awareness programs, displays of literature, health fairs, and other campus events. Below is a summary of events hosted during the review period:

<b>Selected 2014-15 Student Programs</b>		
<b>Activity/Event Name</b>	<b>Dates of Programs</b>	<b># of Participants</b>
<i>Zumba on the Lawn</i> This event supported the idea that an active & healthy lifestyle would deter the use of drugs & alcohol.	October 13, 2014 October 27, 2014	32
<i>BRCC Health Fair</i> This event involved community partners from around the city of BR who shared information/resources with students on a wide range of health issues including drug & alcohol prevention, counseling services, and HIV testing.	November 8, 2014 November 17, 2014	176
<i>BRCC Health Fair</i> This event involved community partners from around the city of BR who shared information/resources with students on a wide range of health issues including drug & alcohol prevention, counseling services, and HIV testing.	April 7, 2015	83
<i>BRCC Spring Fling</i> This event involved food & fun, but some education as well with the LA Highway Patrol providing the drunk driving simulator to increase student awareness of the dangers.	April 16, 2015 April 21, 2015	

<b>Selected 2015-16 Student Programs</b>		
<i>BRCC Safety Day</i> This event involved campus police along with LA State Police and other community resources like MADD & local counseling services educating on the effects of drugs & alcohol.	September 21, 2015	126
<i>BRCC Fall Fest</i> This event involved campus police along with LA State Police and other community resources like MADD & local counseling services educating on the effects of drugs & alcohol, as well as food & fun.	October 13, 2015	208
<i>BRCC Spring Fling</i> This event involved food & fun, but some education as well with the LA Highway Patrol providing the drunk driving simulator to increase student awareness of the dangers.	April 16, 2015 April 22, 2015	473

**College Success Skills**

BRCC offers the College Success Skills (CSSK) each semester. This 3-hour, lecture course provides an opportunity for students to acquire, reinforce, and utilize strategies that promote success in college and in the workplace. CSSK also covers a range of wellness focused topics, with two sections specifically devoted to alcohol and drug-related themes: 1) Using Alcohol Responsibly and 2) Tobacco - the Other Legal Drug. During the review period, 97 sections of the course were offered with 2,016 students enrolled.

**Participation in LaHEC State Consortium**

BRCC is a member institution of the Louisiana Higher Education Coalition to Reduce Alcohol, Tobacco, and Other Drugs (LaHEC). This organization is established to foster safe and healthy campus communities by reducing problems associated with alcohol, tobacco, and other drug use by college students through collaboration among institutions of higher education with key state and community stakeholders.

**Counseling and Disability Services**

BRCC’s Office of Counseling and Disability Services (CADS) can provide immediate, short-term personal counseling for students, upon request. For long-term or in-depth care, the CADS Office can assist students in locating a local area counseling specialist. The CADS Office is now tracking referrals for drug and alcohol related treatment.

Commencing in September of 2016, the College has partnered with two external agencies to host weekly Alcoholic Anonymous meetings.

## Employee Assistance Program

In 2015, BRCC added the Employee Assistance Program as a benefit to employees. The program offers the following services related to our alcohol and drug awareness program: assessment and referral, short-term counseling, substance abuse professional services, wellness center, health risk assessments, wellness coaching, and nurse-line.

As an additional service, employees may also attend weekly Alcoholic Anonymous meetings on-site.

## Social

Baton Rouge Community College is an alcohol free campus. The campus is also tobacco free. All student events are alcohol free as mandated by Louisiana Revised Statute Title 40-Public Health and Safety 40:1300.252 that prohibits smoking on state property and 40:1300.262 that enforces the implementation of the statute.

## Review of Campus Violations and Sanctions

*Clery Act – Reported College Sanctions*

### Research Methods and Data Analysis Tools

To assess the effectiveness of the College's Drug and Alcohol Abuse Prevention Program, the following data was collected and analyzed:

- Data regarding any Baton Rouge Community College student or employee violations of the DAAPP will be gathered and analyzed from the Annual Security Report, the Dean of Students and the Director of Human Resources.
- Daily Crime Logs and Security Incident Reports will be utilized to identify crimes that are drug and/or alcohol violations.

Students involved in alcohol and other drug related policy violations are subject to the student code of conduct and sanctioning. A variety of sanctions are imposed based on the severity of the violation, ranging from verbal warning to expulsion. Alcohol and drug violations with sanctions for the 2013-14 and 2014-15 academic years are listed below:

### Review of Campus Crime Statistics (Clery Act – Reported College Sanctions)

ARREST OFFENSE TYPE	2012	2013	2014
Drug Law Violations	2	4	1
Liquor Law Violations	1	0	0
REFERRAL OFFENSE TYPE			
Drug Law Violations	0	0	0
Liquor Law Violations	0	0	0

### BRCC ACADIAN CAMPUS- CRIMES REPORTED

ARREST OFFENSE TYPE	2012	2013	2014
Drug Law Violations	0	0	0

<b>ARREST OFFENSE TYPE</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Liquor Law Violations	0	0	0
<b>REFERRAL OFFENSE TYPE</b>			
Drug Law Violations	0	0	0
Liquor Law Violations	0	0	0

### **BRCC NON-CONTIGUOUS PROPERTIES – CRIMES REPORTED**

*Baton Rouge Metropolitan Airport; Jackson; New Roads; Port Allen; Westside; Hooper Road*

<b>ARREST OFFENSE TYPE</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Drug Law Violations	0	0	0
Liquor Law Violations	0	0	0
<b>REFERRAL OFFENSE TYPE</b>			
Drug Law Violations	0	0	0
Liquor Law Violations	0	0	0

### **Student Athlete Drug Testing**

Baton Rouge Community College advocates the development of healthy and responsible lifestyles for student-athletes during their years of eligibility as a long-term enrichment and enhancement of their lives. To participate in team activity, student-athletes accepts responsibility for adhering to guidelines set forth in the Drug and Alcohol Free Learning Environment Policy (BRCC Policy No. 5.599).

Below are test results for the years covered in this review:

### **BRCC ATHLETIC DRUG TESTING RESULTS**

	<b>Institutional Tests</b>	<b>Positive Results</b>
2014-15	52	3
2015-16	77	6

### **RECOMMENDATIONS**

After review of the College’s alcohol and other drug policies and programs, the primary recommendations to enhance strengths and remedy weaknesses include the following:

- Impanel a Drug and Alcohol Abuse Prevention Program Committee that is housed in the Division of Student Affairs. This committee, should be composed of a cross-section of faculty, staff, and students, should meet quarterly to continue review and revise policies and procedures, as needed, to bring the DAAPP into full compliance.
- Continue review of the College’s website to ensure that contents are updated to provide students and employees with additional information on available resources for drug and alcohol treatment, and the health risks associated with drug and alcohol abuse.

- Improve data collection and assessment by utilizing the CORE Institute Alcohol and Drug Survey to gather data, for scoring, and tabulation.
- Implement once per year employee Annual Notification of alcohol and other drug (AOD) policies to all employees by Human Resources Office
- Continue to provide a variety of student activities that offer students safe and alcohol free alternatives and student activities focusing on drug and alcohol issues
- Incorporate AOD policies and resource information into employee orientation program
- Review all publications to ensure that AOD policies are included in all handbooks
- Revise vendor contracts to require that vendors monitor drug and alcohol use/abuse by employees
- Address overall issue of policy alignment between various areas of campus
- Ensure annual notification to students and employees during the fall and spring semesters
- Continue to develop and strengthen partnerships to address alcohol and other drug use

## **SUMMARY**

Baton Rouge Community College 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" on campus property or as part of any campus activity. Additionally, the College has:

- written policies for employees and students on alcohol and other drugs possession and use;
- implemented a process that ensures policy distribution to all students, staff and faculty; outlined health risks associated with alcohol abuse and illicit drug use; described federal, state and local sanctions for unlawful possession or distribution of illicit drugs and alcohol;
- designed and implemented drug and alcohol programs on campus;
- specified disciplinary sanctions imposed on students and employees for policy violations; and conducted a biennial review of the effectiveness of its drug and alcohol programs.