



**Central Piedmont Community College
Biennial Review of the Drug Free Schools
and Communities Act of 1989
FY 2014/2015 – FY 2015/2016**

Cabinet Approved: 11/07/16

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I. Introduction

The Drug Free Schools and Communities Act of 1989 requires educational institutions to conduct a biennial review of their program to determine its effectiveness, and to ensure that the disciplinary sanctions described are consistently enforced.

The Part 86 regulations of The Drug-Free Schools and Campuses Act require that, as a condition of receiving funds or any other form of financial assistance under any federal program, Central Piedmont Community College 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.”

CPCC provides programs and services, which are intended to educate and prevent illegal substance use, and to strictly enforce alcohol and controlled substances policies and laws. These programs are reviewed and revised on an ongoing basis. This biennial review is intended to meet the requirements of the Drug Free Schools and Communities Act for the fiscal years of 2014/2015 – 2015/2016.

To ensure compliance with these regulations, the College has a Drug-Free College Committee. This committee is responsible for implementation and biennial review of the College’s Drug-Free Schools and Campuses Program. Committee membership includes:

- Mark Helms, Dean Student Life and Service-Learning (Committee Chair)
- Kelly Natoli, Executive Director Employee Relations, Recruitment and Retention
- Amanda Capobianchi, Associate Dean Student Life
- Linda Jones, Director Family Resources Center
- Tony Jones, Director Counseling Services
- Linda Tidwell, Student Counselor
- Frankie Tack, Program Chair and Instructor Substance Abuse
- Kavitha Thomas, Marketing Specialist

II. Standards of Conduct Concerning Illicit Drugs, Alcohol and Tobacco

The purpose of the College's Drug-Free College policies is to maintain a safe and productive teaching and learning environment for both students and staff. The unlawful manufacture, distribution, dispensation, possession, use, or being under the influence of drugs presents a hazard to students, employees, and property and is not permitted on College premises. This pertains to alcoholic beverages, all illegal drugs as defined in [NC Controlled Substance Examination Regulation Act](#), and misused legal drugs (both prescription and over-the-counter).

The College maintains the following related policies:

- The student policy (CPCC PPM 7.01 Drug-Free College) may be found at <http://www.cpcc.edu/administration/policies-and-procedures/7-01-drug-free-college>.
- The employee policy (CPCC PPM 4.01 Drug-Free College Policy) may be found at <http://www.cpcc.edu/administration/policies-and-procedures/4.01-drug-free-college>.
- CPCC is a [Tobacco-Free College](#) and is committed to providing its employees, students, and visitors a safe and healthy environment. The College recognizes that the use of tobacco products on College premises is detrimental to the health and safety of all. To that end, the use of tobacco products will not be permitted at any time on College premises without explicit permission from the President, or designee in accordance with [CPCC PPM 6.01 Tobacco-Free College Policy](#).

Student Standards of Conduct

All students are expected to attend classes, labs, and College activities unhindered by drugs or alcohol (see [Policy 7.01 Drug-Free College](#)). Students found to be in violation of this policy will be subject to disciplinary procedures as outlined in [Policy 7.00 Conduct of Students](#). Students are expected to abide by the [Student Code of Conduct](#).

Employee Standards of Conduct

All employees are expected to perform their job duties unhindered by drugs or alcohol (see [Policy 4.01 Drug-Free College](#)). Employees found to be in violation of this policy will be subject to disciplinary action as outlined in [Policy 4.07 Administrators](#), [Policy 4.08 Faculty/Counselors/Librarians](#), [Policy 4.31 Professionals](#), and [Policy 4.38 Classified](#).

III. Applicable Legal Sanctions under Local, State and Federal Law

Under federal and North Carolina state laws, illegal drug and alcohol use, possession and distribution activities carry criminal penalties.

North Carolina Drug and Alcohol Laws

The [North Carolina General Statutes Chapter 18: Regulation of Alcoholic Beverages Article 3](#) provides comprehensive [rules](#) and [penalties](#) for the sale, possession and consumption of alcoholic beverages. The State of North Carolina also administers the [NC Controlled Substances Act](#). This act lists controlled substances and describes violations and penalties associated with controlled substances. There are also specific statutes and penalties involved with [driving while impaired](#).

Federal Drug Laws

Federal illicit drug laws prohibit the use, possession, distribution, manufacture or dispensing of controlled substances. Distribution of even a small amount of marijuana can mean up to 6 years in prison (up to life where the substance results in death or bodily injury). Possession convictions can mean up to 2 years in prison on first offense and up to \$100,000.00 in fines.

Other penalties under federal law include forfeiture of property, denial of federal benefits (student loans, grants and public housing) and revocation of certain federal licenses. For additional details about Federal illicit drug laws:

- U.S. Drug Enforcement Agency: <http://www.justice.gov/dea/>
- Controlled Substances Act: [US Department of Justice](#)

Federal financial aid laws establish penalties for illicit drug law violations. Students can lose the ability to receive educational financial aid as a result of one or more drug-related convictions. Convictions can also make people ineligible for future governmental aid, including federally- subsidized home loans. For additional details about Federal financial aid laws:

- Department of Education Site: [Federal Financial Aid Guidelines](#)

IV. **Health Risks Associated with the Use of Illicit Drugs and the Use of Alcohol**

The consumption of drugs and alcohol can have significant negative effects on health. Repeated use of alcohol and drugs can lead to addiction, and cause serious damage to the nervous and circulatory systems, mental disorders, and other health problems.

[The National Institute of Drug Abuse \(NIDA\)](#) lists the most commonly used drugs and their associated health risks. On their site you can learn the facts about the most commonly used drugs. Each drug page includes a brief overview, street and clinical names, the effects of the drug on the brain and body, statistics and trends, and relevant publications and articles written by NIDA researchers and scientists.

The following is a partial list from NIDA of the most commonly used drugs and some of the consequences of their use. Only some of the known health risks are covered, and not all legal or illegal drugs are included.

- [Alcohol](#)
- [Bath Salts \(Synthetic Cathinones\)](#)
- [Club Drugs](#)
- [Cocaine](#)
- [Hallucinogens](#)
- [Heroin](#)
- [Inhalants](#)
- [K2/Spice \(Synthetic Cannabinoids \)](#)
- [Marijuana](#)
- [MDMA \(Molly/Ecstasy\)](#)
- [Methamphetamine](#)
- [Prescription Drugs, Pain Medications and Cold Medicine](#)
- [Steroids \(Anabolic\)](#)
- [Tobacco/Nicotine](#)
- [Opioids](#)

NIDA also keeps up with [emerging trends and alerts](#) and patterns of drug use.
medicine

V. Counseling, Treatment, and Rehabilitation Resources

Students

The following resources are available to students at CPCC:

- The [Personal Counseling Assistance Program \(PCAP\)](#) is a free and confidential service provided to CPCC students who are facing challenging times. The student and the Counselor work together to discover solutions for problems and create strategies for successfully meeting goals. CPCC provides individual counseling to students with concerns about their use of substances.
- CPCC also has a [Collegiate Recovery Community \(CRC\)](#) designed to help recovering students maintain their recovery and be successful in school.
- The Substance Abuse and Mental Health Services Association (SAMHSA) provides an audio recording titled [Youth and College Drinking: Breaking the Patterns](#). This recording examines youth and college student use of alcohol, illegal drugs, and prescription drugs and the effects of substance use on student life and achievements. This video discusses contributing factors and the prevention role that parents and schools can play. SAMHSA also produces an audio recording titled [Recovery at Any Age: Young People can and do Recover](#). This audio recording examines substance use and youth. It explores factors that can lead to alcohol or drug addiction, how illicit drugs and alcohol can affect their development, and the role of modern technology, such as social media, in treatment and recovery services.

Employees

The following resources are available to employees at CPCC:

- The Employee Assistance Program (EAP) provides professional counseling and referral to CPCC employees and their family members. For issues related to drug & alcohol use, short-term counseling is available through this program. If necessary, referrals can be made to private counselors or community agencies. Treatment may also be available to employees and their family members through their health coverage. All services of the Employee Assistance Program are confidential. Employees may contact the EAP any time, day or night, to talk to an experienced counselor at 800-633-3353. Employees can also access other tools on the [McLaughlin Young Associates](#) website.

Veterans

The following resources are available to Veterans:

- The Substance Abuse and Mental Health Services Association (SAMHSA) provides an audio recording titled [Recovery and the Military: Treating Veterans and Their Families](#). This recording explores alcohol and drug addiction among veterans, post-traumatic stress disorder and other contributing stressors, and the effect of addiction on families. It discusses addiction treatment issues and the service options available to veterans and their families.

- The [CPCC Center for Military Families and Veterans](#) provides counseling services for veterans and their family members related to the effect of harmful alcohol and drug use.

Families

The following resources are available to families:

- The Substance Abuse and Mental Health Services Association (SAMHSA) provides an audio recording titled [Addiction and the Family: Healing and Recovery](#). This recording from the Substance Abuse and Mental Health Services Administration examines the effect on children in homes with parents or guardians who have addiction problems.
- Science Daily publishes an article titled [Parental Alcoholism Carries Risk for Offspring to Develop the Same, Population-Based Study Confirms](#). This article gives information about the genetic predisposition to alcoholism
- [Al-Anon](#) assists individuals who are in an unhealthy relationship with a person who is experiencing difficulty with alcohol or drugs, and teaches about the patterns and characteristics of codependence. If you identify with any of the characteristics common to codependency, contact a counselor or attend an Al-Anon meeting.

Local Area Support Groups

The following is a partial list of local area support groups:

- [Metrolina Intergroup Association](#)
Information on local Alcoholics Anonymous meetings
- [Alcoholics Anonymous](#)
Information for NC/SC Alcoholics Anonymous
- [Narcotics Anonymous - Carolina Region](#)
Information for Narcotics Anonymous, a 12-Step Recovery program for individuals who want to stop using drugs
- [Al-Anon](#)
Al-Anon provides support to individuals who have been affected by someone else's drug or alcohol use. Find local meetings.
- [Support Works](#)
One-stop forum for information on finding or forming support groups

VI. Alcohol and Drug Prevention Programming Efforts

Annual Notification

CPCC annually notifies each employee and student, in writing, of standards of conduct; a description of appropriate sanctions for violation of federal, state and local law and campus policies; a description of health risks associated with alcohol and drug use; and a description of available treatment options.

- **Student Notification:** The College maintains the [Drug-Free College website](#). Students have unlimited access to the site. Students are also reminded of the initiative and directed to the website during new student orientation, ACA 122, annual notification through *CPCC Today*, on the CPCC homepage every semester, and on digital screens across the College.
- **Employee Notification:** The College maintains the [Drug-Free College website](#). Employees are provided with written information through their new-hire packet, at Employee Fitness Day, and annual notification through *The Communicator*.

Drug-Free College Website

CPCC maintains a [Drug-Free College Website](#) dedicated to alcohol and drug prevention.

Drug-Free College Marketing Campaign

From 2014, the Drug-Free College Committee has partnered with Community Relations & Marketing Services to put in place the following campaign elements:

- Annual notification of the Drug-Free College website for students (CPCC Today) and employees (The Communicator)
- Drug-Free College messaging on digital screens across the College
- Drug-Free College webspot on cpcc.edu every semester
- Social media messaging across several platforms every month
- Creation of palm cards for distribution at events

Special Events

Numerous opportunities exist where our students and employees can be notified of the drug-free program. To this end, the Drug-Free College Committee utilizes a Google database to record all programs and events where information on the CPCC Drug-Free College Program is distributed to students or employees. See Appendix A for a list of events that occurred in 2014/2015 and 2015/2016.

VII. Program Effectiveness

Drug-Free College Student and Employee Survey

In September 2016 the College distributed a survey to both students and staff, designed to assess their level of awareness of the Drug-Free College Policy. 432 students responded and 358 employees responded. The results are listed below, and compared to the same survey distributed for the 2014 Biennial Review:

Employee Survey Question	2016 Yes	2016 No	2014 Yes	2014 No	Percentage Change
Did you know that the College has a Drug-Free College Policy?	94%	6%	91%	9%	+3%
Did you know that there is a Drug-Free College page on the CPCC Website that includes policy information and helpful campus and community resources?	62%	38%	65%	35%	-3%
Did you know that there are resources offered through the Employee Assistance Program to assist employees who are having problems with drug abuse?	83%	17%	80%	20%	+3%
Did you know that possession, sale, and delivery of marijuana and associated paraphernalia is illegal in NC?	100%	0%	100%	0%	No change
Did you know that there are significant health risks associated with drug abuse?	100%	0%	100%	0%	No Change
Student Survey Question					
Did you know that the College has a Drug-Free College Policy?	85%	15%	74%	26%	+11%
Did you know that there is a Drug-Free College page on the CPCC Website that includes policy information and helpful campus and community resources?	54%	46%	44%	56%	+10%
Did you know that there are campus resources to assist students who are having problems with drug abuse?	42%	58%	44%	56%	-2%
Did you know that possession, sale, and delivery of marijuana and associated paraphernalia is illegal in NC?	97%	3%	96%	4%	+1%
Did you know that there are significant health risks associated with drug abuse?	96%	4%	97%	3%	-1%

Enforcement Consistency

The Office of Student Conduct and Civility is responsible for overseeing the College's response to violations of the Conduct of Students policy. The Office of Human Resources is responsible for overseeing the College's response to violations of employee disciplinary policies. College security staff

and other departments across the College partner with Student Conduct and Civility and Human Resources to insure that violations are reported and followed up on in a timely manner. Although isolated smoking may not rise to the level of a sanction or disciplinary action, we have been successful in creating a culture of compliance around our Tobacco-Free Policy.

FY 2014/2015 – FY 2015/2016 Employee Violations

There were no employee alcohol or drug-related offenses in FY 2014/2015 or FY 2015/2016.

FY 2014/2015 – FY 2015/2016 Student Violations

The following table provides information on alcohol/drug-related offenses by students and the associated sanctions imposed:

2014/2015 Student Violations/Sanctions

Suspension	7
Restrictive Probation	5
General Probation	2
Student Conduct Alert	3
No Show for Admin Meeting/DISP	1
Total Violations	18

2015/2016 Student Violations/Sanctions

Suspension	1
Restrictive Probation	5
General Probation	0
Student Conduct Alert	1
No Show for Admin Meeting/DISP	1
Total Violations	8

VIII. Program Strengths and Recommended Action Items

Policy documents were reviewed by the Drug-Free College Committee, and the following notes were taken:

Program Strengths

- The College has developed and maintains a drug prevention policy.
- The College distributes annually to each student and employee a copy of the Drug-Free College policy.
- The College provides services and activities to promote a strong drug-free campus environment.
- The College conducts a biennial review of the Drug-Free College Program to determine effectiveness, implements necessary changes, and ensures that disciplinary actions are enforced.
- The College tracks the number of drug and alcohol-related offenses and referrals for counseling and treatment.
- The results of the recent survey show that employees and students clearly know that the possession, sale, and delivery of marijuana and associated paraphernalia is illegal in North Carolina.
- The results of the recent survey show that employees and students are clearly aware that there are significant health risks associated with drug and alcohol use.

Recommended Action Items

- Include leadership in the marketing and promotion of the Drug-Free Program.
- Increase marketing and awareness of the College's Drug-Free Website.
- Increase marketing and awareness of College resources for students and employees to assist themselves and their families who are having problems with drug abuse.
- Add a representatives from College Security, Disability Services and the Center for Military Families and Veterans to the Drug-Free College Committee.
- Include the Drug-Free Program Committee in the College's Health and Wellness events.
- Measure awareness at each campus-level.

Appendix A:

Date	Location	Sponsor	Event
08/27/14	Central	Student Life	Welcome Back Event: Substance Abuse Awareness Display/Info Table
09/03/14	Central	Student Life	Annual Student Notification
10/01/14	Central	Human Services	Collegiate Recovery Community
10/01/14	Central	Student Life	Movie and Panel: Anonymous People
11/13/14	Merancas	CJ Program	The Heroin Summit 2016:Substance Abuse Awareness
01/01/15	Central	Human Resources	Distribution of Annual Notification to Employees
01/26/15	Harper	Student Life	Substance Abuse Awareness Display/Info Table
02/24/15	Harris	Counseling Services	Lunch & Learn for Substance Abuse Awareness
02/24/15	Harris	Student Life & Counseling Services	Lunch & Learn for Substance Abuse Awareness
02/25/15	Harris	Counseling Services	Substance Abuse Awareness Display/Info Table
02/25/15	Harris	Student Life & Counseling Services	Substance Abuse Awareness Display/Info Table
03/02/15	Harper	Counseling Services	Substance Abuse Awareness Display/Info Table
03/02/15	Harper	Student Life & Counseling Services	Substance Abuse Awareness Display/Info Table
03/03/15	Harper	Counseling Services	Lunch & Learn for Substance Abuse Awareness
03/03/15	Harper	Student Life & Counseling Services	Lunch & Learn for Substance Abuse Awareness
03/16/15	Cato	Counseling Services	Lunch & Learn for Substance Abuse Awareness
03/16/15	Cato	Counseling Services	Lunch & Learn for Substance Abuse Awareness
03/18/15	Central	Counseling Services	Lunch & Learn for Substance Abuse Awareness
03/18/15	Central	Counseling Services	Lunch & Learn for Substance Abuse Awareness
03/18/15	Central	Student Life	Lunch & Learn for Substance Abuse Awareness
04/02/15	Merancas	Student Life	Lunch & Learn for Substance Abuse Awareness
04/02/15	Merancas	Counseling Services	Substance Abuse Awareness & Counseling Services
04/02/15	Merancas	Counseling Services	Substance Abuse Awareness & Counseling Services
04/02/15	Merancas	Counseling Services	Substance Abuse Awareness Display/Info Table
04/02/15	Merancas	Counseling Services	Substance Abuse Awareness Display/Info Table
04/16/15	Central	Counseling Services	Substance Abuse & Awareness Presentation for HEA 110
04/16/15	Merancas	Merancas	Substance Abuse & Awareness Presentation for HEA 110
04/21/15	Levine	Student Life	Mocktails: Substance Abuse Awareness
04/22/15	Cato	Student Life	Mocktails: Substance Abuse Awareness
04/22/15	Levine	Counseling Services	Substance Abuse Awareness Display/Info Table
08/24/15	Cato	Student Life	Substance Abuse Awareness Display/Info Table
09/05/15	Central	Student Life	Annual Student Notification
01/01/16	Online	Marketing Services	Drug-Free College - Communicator
01/01/16	Online	Marketing Services	Drug-Free College Fourwinds
01/01/16	Online	Marketing Services	Drug-Free College Social Media
01/21/16	Central	Human Resources	Distribution of Annual Notification to Employees via the Communicator
02/01/16	Online	Marketing Services	Drug-Free College / Webspots
03/02/16	Harris	Student Life	Alcohol Awareness Program (Iredell Sheriff's Office)
03/03/16	Merancas	Student Life	Alcohol Simulation: Substance Abuse Awareness
04/13/16	Central	Student Life	International Spring Fest: Substance Abuse Awareness Display/Info Table