MONTGOMERY COLLEGE

Drug-Free Schools and Community Act

2015 Biennial Review

December, 2015

For the benefit of our students and employees, and in compliance with Federal regulations, Montgomery College will conduct a biennial review of our Drug and Alcohol Abuse Prevention programs. This review is undertaken to determine the:

- effectiveness of our programs,
- consistency of our sanction enforcement; and,
- need to implement changes in our programs.

2015 Biennial Review Committee Members

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Introduction

Montgomery College has been changing lives in Montgomery County for more than 60 years. Founded in 1946, Montgomery College began as an evening college at Bethesda-Chevy Chase High School, serving an initial student body of just 186 students. By 1950, the College acquired the buildings and land previously occupied by the Bliss Electrical School. This Takoma Park location became the College's first campus. The Rockville Campus opened in 1965 and the Germantown Campus opened in 1978.

Today, the College is a multi-campus institution that serves nearly 60,000 students annually through a combination of credit and noncredit continuing education programs.

Chartered by the state of Maryland and governed by a 10-member Board of Trustees, Montgomery College is widely recognized for the quality and scope of its academic programs in liberal arts, humanities, sciences, business, and technologies.

Campuses are located in Germantown, Rockville, and Takoma Park/Silver Spring, complemented by Workforce Development & Continuing Education centers and other off-campus sites throughout Montgomery County. More than 100 degree and certificate programs prepare students to earn an associate's degree, transfer to a four-year college or university, enter the job market, upgrade career skills, complete an apprenticeship, or enhance life through enrichment experiences.

Montgomery College faculty and staff are highly accomplished and innovative in providing individualized instruction and a supportive learning environment. Affordable tuition and various extracurricular activities—athletic programs, performing arts, student clubs and multicultural organizations, student government—create a complete college experience for the county's culturally diverse student population. Courses and student services are provided year-round for day, evening, and weekend students.

The College is an open-access, public education institution dedicated to academic excellence and committed to student success. The College offers a wide range of postsecondary academic programs, career training, and lifelong learning opportunities at moderate cost to residents, businesses, and other organizations within Montgomery County. The College provides an enriching and comprehensive learning experience for students, faculty, staff, and community members who enhance the College with a diversity of ethnicities, cultures, ages, and experiences. This diversity offers opportunities for students to appreciate individual differences and to communicate ideas. As an educational resource center, the College acknowledges its responsibility and participates actively with public and private agencies to search for solutions to community problems.

Part One: Description of Programs

All students and employees share the responsibility for protecting the Montgomery College environment, and all are expected to exemplify high standards of professional and personal conduct. The illegal or abusive use of drugs or alcohol by students or employees adversely affects the educational environment. Montgomery College is committed to maintaining a learning environment that is free of illegal drug use and alcohol abuse.

In keeping with its primary purpose, Montgomery College will utilize educational strategies as its major approach to this problem. Everyone should be aware, however, that any student or employee who uses illegal drugs or abuses any drug, including alcohol, may be subject to prosecution and punishment by the civil authorities and to disciplinary proceedings by the College. Individuals who are using drugs should stop. This policy does NOT punish people who seek rehabilitation. All information provided by people who voluntarily avail themselves of drug or alcohol counseling or rehabilitation services will be confidential. It will NOT be used against the individual.

Drug/Alcohol Abuse Prevention Program for Students

Office of the Collegewide Dean for Student Engagement

Montgomery College continued to provide a broad range of programs and activities to promote the education, awareness and prevention of substance abuse among students during the FY 14 and FY 15 academic years. During this time period, Dr. Clemmie Solomon served as the College's administrator in charge of facilitating the promotion of these activities. He also continues to serve as the College's representative to the Countywide Alliance to Prevent Youth Substance Abuse, an initiative of the Montgomery County Collaboration Council. The name of this has group changed and is also identified as Many Voices for Smart Choices.

The following includes a review of several programs and activities that were specifically designed for students. It should be noted that other programs were also administered during the report period but were not captured for reporting purposes. The College intends to improve its ability to increase capturing these activities going forward.

Substance Abuse Prevention Education Events for Students

Takoma Park/Silver Spring Campus

In July 2013, Dr. Edward Muchene, TP/SS Counseling Faculty and Campus Behavior Intervention Team (BIT), spent three weeks in Kigali, Rwanda working as a volunteer with members of an Anti-Drugs Organization. Dr. Muchene has been instrumental as a faculty member with expertise in Substance Abuse Education and Prevention. With training in substance abuse intervention and prevention, he helped train the leaders of Anti- Drug Organization

Rwanda (A.D.O.R) in matters related to setting up substance abuse prevention resource centers in local communities around Kigali, the capital city of Rwanda. He also provided research support to aide A.D.O.R to secure international grants in setting up 12 step programs to support addicts who were ready to start their journey to sobriety.

On November 21, 2013 a Drug Awareness Forum on Heroin was held at the Takoma Park/Silver Spring campus. The Forum was entitled, "Heroin: An Old Drug-New Epidemic". According to the Maryland Health Department Secretary Dr. Joshua M. Sharfstein, "The rise in overdoses from heroin is a new and concerning trend," resulting in an increase in heroin-related deaths. The Maryland Department of Health and Mental Hygiene statistics reveal that there were 205 heroin-related overdose deaths in the first seven months of 2012—an increase of 41 percent from the previous year. In addition, Maryland State Police drug lab investigators report that heroin is now the second most common drug found in their evidence files, followed by marijuana which is the most common.

The presenters were Sgt. Keith Matthis, Montgomery County Police Department, Mr. Ben Stevenson, Montgomery County Health and Human Services, and Ms. Lea Edgecomb – Heroin overdose survivor.

A total of 45 people which included students, faculty and staff attended the forum. 38 people responded to our evaluation survey that included the following responses:

Workshop Evaluation Results					
	Excellent	Good	Average	Fair	Poor
How would you rate the usefulness of the content?	32	4	2	0	0
How would you rate the presenter's knowledge in the subject?	30	3	5	0	0
Overall rating of the session	35	1	2	0	0
	Professor	Counselor	Friend	Other	
How did you learn about today's session?	11	8	19	0	

Students provided comments as part of the workshop with the following results: 22 commented that Lea's story touched them greatly and 9 commented that more forums like this are helpful and needed.

Several other activities were coordinated or promoted by the **Takoma Park/Silver Spring Office of Student Life** during the report period. Some of these activities include the following:

- Service Learning Coordinator attended the Time2Talk Drug Awareness Forum on October 7, 2014

- Drunk Driving Simulator – October 8, 2014 – 85 students participated (see appendix 1 for evaluation)

- Addressing Sexual & Domestic Violence in Policy & the Community - October 23, 2014. 80 people attended

- Mental Health Fair, November 14, 2014 in ST Atrium – Over 300 people attended

- Every third Thursday of the month – HIV testing (approximately 15-20 students attend each event)

- **The Volunteer Fairs** held each semester by Service Learning Takoma Park/Silver Spring campus -- and note, other campuses Volunteer Fairs would have similar.
    - Listing organizations below - that attended a volunteer fair and work in related field OR provide a service related to substance abuse:
        - Lutheran Social Services
        - Asian/Pacific Islander Domestic Violence Resource project
        - Help Africa Inc.
        - On Our Own of Montgomery County
        - Victim Assistance and Sexual Assault Program
        - Mothers Against Drunk Driving (MADD)
        - Montgomery County Coalition for the Homeless

Rockville Campus

Several activities have been coordinated or promoted by the Rockville Office of Student Life during the report period. Some of these activities include the following:

1. Chart with program information:

Name of Program	**Date**	**# of Attendees**	**Category**
Drunk Driving/Texting Simulator	10/17/2014	50	Substance Abuse
Mental Health Alive Fair	11/13/2014	800	Suicide Prevention
Drunk Driving/Texting Simulator	10/2/2014	60	Substance Abuse

1. Alternative Breaks were started in the early 1980's as a substance free service centered alternative to the traditional college breaks that glorified alcohol and other drug abuse.

    - Alternative Breaks (alcohol and other drug free service-learning trips)
        - January 9-12, 2014
        - June 24-27, 2014

        Total # of Students attended: 32

2. The Montgomery College cable TV channel (MCTV) ran a report and below the chart you will find what they aired: these are number of time and total hours the requested programs were aired from July 1, 2013 to December 31, 2014.

Program	Description of Program	Number of Plays	Number of Hours
Community Anti-Drug Coalitions of America, CADCA	Series of programs of varying lengths about drug/alcohol addiction/ recovery and domestic violence	31	30.87
Road to Recovery	Series on recovery from addiction to drugs and alcohol. Focus on abuse prevention and early intervention	36	36
MD Health Today	Stress, Anxiety & Depression	2	.97
MD Health Today	Adolescent Health Concerns	2	.97
Portrait of Abuse	Domestic Violence	1	.75
Date Rape Backlash	Program #5490 - Media and the Denial of Rape	1	.97
Making a Killing: The Untold Story of Psychotropic Drugs		9	14.13
MSL Educational Forum: Domestic Violence	Program #131	2	2
MSL Educational Forum: Violence Against Women	Program #16	1	.98
Promos: Safe Sex PSA	Program# MCSJ0062	56	.47

3. The current issue of Student Health 101 – the newsletter that First Year Experience publishes to the community – currently has an article on Substance Abuse http://readsh101.com/montgomerycollege.html

Germantown Campus

Several activities have been coordinated by the Germantown Office of Student Life during the report period. Some of these activities include the following:

- Drunk Driving Simulator and Handouts for Alcohol & Drug Prevention - October 24, 2013 – 75+ students attended
- Suicide Prevention Info Table – November 11, 2013 - 25+ students attended
- Breathing and Meditation Demo-December 3, 2013 - 25 students attended
- Health and Wellness Fair (some agencies/organizations participating included Montgomery Area Narcotics Anonymous, Montgomery County Cancer & Tobacco

Program, Mental Health and wellness, Montgomery County Crisis Center, Montgomery Outreach, and National Alliance for the Mentally Ill).- March 13, 214 - 75+ students attended

- Safe Summer Send Off with Drunk Driver Simulator and Handouts for Alcohol & Drug Prevention – May 1, 2014 – 200+ students attended
- Stress Buster- Puppies – May 12, 2014 – 50+ students attended
- Drunk Driving Simulator and Handouts for Alcohol & Drug Prevention – October 21, 2014 – 75+ students attended
- Alive – Suicide Prevention Fair – November 11, 2014
- 2nd Thursday of each month HIV Testing – September 2014- Present

Collegewide Athletics

Substance Abuse Prevention and Education discussions were included in the Department of Athletic Student Athlete Mandatory Orientation Workshops during 2014-2015. The Sport Medicine Staff provided valuable information to the student-athletes. The purpose of the presentation was to discourage the use of illegal drugs, and the abuse of legal drugs and dietary supplements by the student athletes. Additionally, the staff discussed the abuse of alcohol and power/energy drinks. The student athletes were provided with information to contact Athletic Department Staff/Coaches, or campus resources if they feel they need assistance with any substance abuse issue.

Student Athlete Mandatory Orientation - Dates and Attendance

Date	**Campus**	**Attendance**
8/27/14	Rockville	54
9/2/14	Takoma Park/Silver Spring	30
9/3/14	Germantown	34
10/3/14	Rockville	31

Collegewide - Student Health 101

Montgomery College uses Student Health 101 as a means to improve the health and wellness of Montgomery College students. With all the decisions facing students today, having another retention tool that provides accurate student success information can make a major impact in a student's life - and can impact the overall success of students.

Usage statistics through April 30th

TOTAL VISITS: 13,919 **TOTAL UNIQUE VISITORS: 10,177**

Distribution Target: 27,453 **Primary Distribution: School Sends Emails**

Month(s)	Edition published	Monthly visits	Unique visitors	Monthly penetration	Year-to-date visits	Year-to-date unique visitors	Year-to-date penetration
July-Aug'14	Nontraditional	228	176	0.64%	228	176	0.64%
Sept. '14	Nontraditional	1,132	967	3.52%	1,383	1,151	4.19%
	Compared to last year, monthly engagement has increased by 17%				Compared to last year, year to date engagement has increased by 36%		
Oct. '14	Nontraditional	1,412	1,182	4.31%	2,849	2,313	8.43%
	Compared to last year, monthly engagement has increased by 335%				Compared to last year, year to date engagement has increased by 118%		
Nov. '14	Nontraditional	1,015	863	3.1%	4,037	3,130	11.4%
	Compared to last year, monthly engagement has decreased by 11%				Compared to last year, year to date engagement has increased by 45%		
Dec. '14	Nontraditional	1,415	1,194	4.3%	5,350	4,086	14.9%
	Compared to last year, monthly engagement has increased by 171%				Compared to last year, year to date engagement has increased by 61%		
Jan. '15	Nontraditional	675	441	1.6%	6,083	4,382	16.0%
	Compared to last year, monthly engagement has increased by 43%				Compared to last year, year to date engagement has increased by 58%		
Feb. '15	Nontraditional	1,222	1,011	3.7%	7,119	5,149	18.8%
	Compared to last year, monthly engagement has increased by 158%				Compared to last year, year to date engagement has increased by 67%		
Mar. '15	Nontraditional	4,805	4,246	15.5%	11,559	8,772	32.0%
	Compared to last year, monthly engagement has increased by 407%				Compared to last year, year to date engagement has increased by 124%		
Apr. '15	Nontraditional	2,885	2,229	8.1%	13,919	10,177	37.1%
	Compared to last year, monthly engagement has increased by 290%				Compared to last year, year to date engagement has increased by 129%		

86% of students polled responded that they learned something that they would apply to their daily life.

58% of students polled responded that they had seen or read something in Student Health 101 that caused them to want to get involved on campus, ask for help, take advantage of campus resources, or otherwise improve their health. (n=1874)

Drug/Alcohol Abuse Prevention Program for Employees

Employee Education and Notification Procedures

Drug and Alcohol education programs for employees are primarily provided through the Office of Human Resources and Strategic Talent Management. The mission is to promote responsible decision making regarding alcohol and drug use to students and employees through educational programs and other resources. Educational information is disseminated through workshops and training seminars, new employee orientation, Staff Enrichment Day, the intranet and flyers placed on bulletin boards on all campuses.

Current employees are notified via email of the "Drug and Alcohol Abuse Prevention Policy" twice per year at the beginning of the Fall and Spring semesters.

Alcohol and Drug Education Presentations

These presentations deliver information on alcohol and drug use to employees via a lecture and other interactive activities. The objectives of the program are to:

- discuss the harmful effects of substance abuse,
- to explain the college's substance abuse policy; and,
- to provide the consequences for violating the policy and to describe how employees can get help for substance abuse problems.

Presentations are delivered to college employees at training seminars, department meetings and workshops.

Faculty Staff Assistance Program

Employees that need assistance are referred to The Faculty Staff Assistance Program (FSAP). The FSAP is a voluntary, confidential assistance program available 24 hours a day, 7 days a week, and 365 days a year at no cost to employees. The FSAP provides telephonic and face to face sessions. It has licensed masters-level EAP specialists answering calls. It has a diverse and credentialed national and international affiliate network to provide face-to face sessions. The FSAP provides short-term, solution-focused interventions and consultations.

Tip Sheets

Tip Sheets on topics related to substance abuse prevention are placed on bulletin boards on all three campuses and at eight satellite locations throughout Montgomery College. These tip-sheets are also featured on Inside MC Online which is an online bulletin board that is accessible to all employees and students. The tip sheets are run twice a month for the entire year. There have been over 822 "reads" on the topics are listed below:

- Alcoholism in the Workplace: A Managers Role
- Alcohol and the Family
- What do you know about Alcohol & Drugs?
- Addiction

New Employee Orientation

New employees are provided with a hard copy of the College's "Drug and Alcohol Abuse Prevention Policy and Procedure". New employees are advised that short-term counseling is available to employees and eligible dependents at no cost via the Faculty Staff Assistance Program. A list of resources in the community related to substance abuse prevention and treatment is also provided to all new employees.

Staff Enrichment Day

Staff Enrichment Day is a day set aside to celebrate staff and to provide them with a wide variety of programs that will enrich their lives. Employees can attend workshops on various subjects of interest to them. Every year two workshops on "Drug and Alcohol Abuse Prevention" are offered to employees.

Workshop Objectives:

- Have a clear understanding of the Drug and Alcohol Abuse Prevention Policy and Procedure at Montgomery College
- Understand the supervisor's responsibilities in maintaining a drug-free workplace
- Understand the effects of drugs and alcohol
- Know that help is available
- Identify resources for assistance with substance abuse problems

Prevention of Workplace Violence Workshops

It is mandatory for all managers and supervisors to attend "Prevention of Workplace Violence" training. Information on the "Drug and Alcohol Abuse Prevention Policy and Procedure" along with tools to recognize the signs of substance abuse and the resources available at Montgomery College to manage these situations is discussed at length with attendees. Real life scenarios and case studies are presented as well and discussion is encouraged. Employees leave feeling empowered to manage these situations, knowledge of the policy and how to get assistance as needed.

Employee Handbook

The Employee Handbook is provided to all new employees during orientation. The Employee Handbook is also available to all employees on the Human Resources Development and Engagement website.

The Drug and Alcohol Abuse Prevention Policy is published in the Employee Handbook along with community resources to address issues related to drug and alcohol abuse.

New employees receive a summary of the College's drug-free workplace policy and sign a statement that confirms they received it when they complete their packet of "new hire" paperwork.

Part Two: Policy Statement, Notification Process and Sanctions

Policy on Drug and Alcohol Abuse Prevention

On May 15, 1989, the College Board of Trustees underscored its commitment to drug and alcohol abuse prevention by adopting the following policy:

"I. The Board of Trustees is committed to the education of students, employees, and community members regarding substance abuse prevention, detection, and treatment services; to the continuation of a collegewide substance abuse prevention program and other ongoing efforts which will foster such education; and to the maintenance of a drug-free environment throughout the College.

II. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited at Montgomery College.

III. College students and employees are subject to appropriate disciplinary action for violation of this policy, in accordance with College policies and procedures regarding employee discipline and discharge and in accordance with the student code of conduct.

IV. The College president is authorized to establish procedures to implement this policy."

Notification Procedure and Standards of Conduct for Employees

Current College Policy and Procedures state:

A. Notification to all employees at the time of hire and annually thereafter through handbooks and other informational means:

1. Of the College's policy on drug and alcohol abuse prevention;

2. That the possession, use, or distribution of unlawful drugs and alcohol on its property or as part of any of its activities is prohibited;

3. That the College will impose disciplinary sanctions on students and employees for violations of the policy, up to and including expulsion or termination of employment;

4. Of the availability of counseling services available through the Faculty/Staff Assistance Program for those who voluntarily seek assistance;

5. Of the educational opportunities and training programs available for all students and employees concerning the adverse effects of alcohol and drug abuse and the identification of behaviors and conduct that may be indicative of alcohol and drug abuse; and

6. Of the treatment options available locally.

Standards of Conduct for Employees

A. Employees should report for work fit for duty and free of any adverse effects of illegal drugs or alcohol. This does not prohibit employees from the lawful use and possession of prescribed medications. Employees must, however, consult with their physicians about the medication's effect on their fitness for duty and the ability to work safely and promptly disclose restrictions to their supervisor. Employees should not, however, disclose underlying medical conditions to supervisors, but should do so to the HIPPA Privacy Official in the Office of Human Resources, Development and Engagement.

B. The unlawful manufacture, sale, distribution, dispensing, possession or use of controlled substances, and the unlawful use or abuse (e.g., being intoxicated) of alcohol by anyone on College property (including any facilities leased or used by the College) or in College vehicles is prohibited. The use of alcohol by anyone under 21 years of age or the abuse of alcohol by anyone at any College sponsored or supervised activity off campus is also prohibited.

C. Notification of Criminal Conviction

1. As required by the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments, the Maryland Higher Education Commission's Policies Concerning Drug and Alcohol Abuse Control, and as a condition of employment, employees must abide by the terms of this procedure and notify the Office of Human Resources, Development and Engagement in writing, of any criminal drug statute conviction for a violation occurring on or off Montgomery College property, no later than five calendar days after such conviction. Lack of compliance with these requirements may subject the employee to immediate disciplinary action, up to and including dismissal.

2. Upon receipt of notification of a conviction, the College will take the following actions as required by law:

a. Notify the appropriate federal agencies of such convictions; and

b. Take appropriate personnel action against the employee, up to and including termination; and/or

c. Require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health, law enforcement, or other appropriate agency.

D. Consequences of Alcohol and Drug Abuse

1. The unlawful manufacture, distribution, use, sale, or possession (e.g., on the person or in a desk, or vehicle) of illegal drugs or of opened alcohol while on the job or on College leased or owned property is a dismissible offense and may result in criminal prosecution. Any illegal drugs found will be turned over to the appropriate law enforcement agency.

2. The illegal use or abuse of alcohol on campus or as a part of any College activity whether on College leased or owned property is prohibited in accordance with all applicable Federal, State and local laws and the Drug and Alcohol Abuse Prevention Policy. In addition to possible prosecution under the aforementioned laws, employees who violate the prohibitions of this policy are subject to College imposed disciplinary sanctions consistent with applicable procedures and regulations. Sanctions may include, but need not be limited to; suspension, termination of employment, or referral to appropriate authorities for prosecution. Any disciplinary sanction imposed may also include the completion of an appropriate rehabilitation program as a condition of reinstatement or continued employment.

Code of Conduct for Students

Current College Policy and Procedures state:

Standards of Conduct for Students

A. Students are expected to abide by 42001 Student Code of Conduct. The unlawful manufacture, sale, distribution, dispensing, possession or use of controlled substances, and the unlawful use or abuse (e.g., being intoxicated) of alcohol by students on College property (including any facilities leased or used by the College) or in College vehicles is prohibited. The use of alcohol by anyone under 21 years of age or the abuse of alcohol by students at any College sponsored or supervised activity off campus is also prohibited.

B. Consequences of Alcohol and Drug Abuse

1. The unlawful manufacture, distribution, use, sale, or possession (e.g., on the person or in a desk, or vehicle) of illegal drugs or of opened alcohol while on College leased or owned property

may result in criminal prosecution. Any illegal drugs found will be turned over to the appropriate law enforcement agency.

2. The illegal use or abuse of alcohol on campus or as a part of any College activity whether on College leased or owned property is prohibited in accordance with all applicable Federal, State and local laws and the Drug and Alcohol Abuse Prevention Policy. In addition to possible prosecution under the aforementioned laws, students who violate the prohibitions of this policy are subject to College imposed disciplinary sanctions consistent with applicable procedures and regulations. Sanctions may include, but need not be limited to, dismissal, suspension, disciplinary probation, community service, or referral to appropriate authorities for prosecution. Any disciplinary sanction imposed may also include the completion of an appropriate rehabilitation program as a condition of reinstatement or continued enrollment.

3. The Dean of Student Services or designated instructional Dean of Workforce Development and Continuing Education should be informed in writing about any situation that should be addressed through the formal disciplinary process. The faculty or staff member will provide the Dean of Student Development with a written summary of the facts or conduct on which the referral is based within 48 hours of the incident for appropriate and effective disciplinary process, which must include the date, time, place, and a description of the incident.

Sanctions

Student Sanctions

The following chart shows the student cases involving drug/alcohol incidents reported in 2013-2014. Although the cases below do involve drugs/alcohol, some of the cases were not included in our Annual Security Report as they did not meet those requirements. All of the following incidents occurred on the Rockville campus.

Drug Violations		Adult	Juvenile	Outcome
Rockville	2013	2	0	Student issued citation for possession completed outpatient treatment
				Student was issued a citation off-campus by Police after an on campus report. This student has a hold on his account, but has not returned to MC
	2014	1	0	Student was arrested for possession on campus, he has a hold on his account but has not returned since the arrest.
	2015	1	0	Student was suspended and addictions treatment is a stipulation for return. This case included more than a drug violation

Employee Sanctions

No disciplinary actions were reported in 2013-2014.

Part Three: Health Risks

DESCRIPTION OF HEALTH RISKS ASSOCIATED WITH THE USE OF ILLICIT DRUGS AND ABUSE OF ALCOHOL

Controlled Substances - *Uses & Effects*

Classification	Drug Name	Common or Brand	Dependence	Potential	Acute Effects	Health Risks and Effects of Long-term Use*	Overdose Effects
			Physical	Psycho-logical			
ALCOHOL	Ethanol	Beer Wine Distilled Liquor	High High High	High High High	• Lowered Inhibitions • Impaired Judgement, Vision • Loss of Motor Skills, Coordination • Slurred Speech	• Hypertension • Liver Damage • Cardiovascular Disease • Toxic Psychosis • Neurologic Damage • Addiction with Severe Withdrawal	• Coma • Possible Death
NARCOTICS	[1]Opium Morphine Codeine [1]Heroin Meperidine Other	[2]Paregoric, Dover S Power [2]Morphine [2]Tylenol W/Codeine, Robitussin Heroin [2]Demerol, Pethadol [2]Dilaudid, Lentine, Percodan	High High High High High High	High High High High High High	• Euphoria, Drowsiness • Respiratory Depression • Constricted Pupils • Nausea, Vomit • Analgesia (Pain Relief)	• Loss of Appetite • Constipation • Risk of AIDS & Hepatitis from I.V. Drug Use	• Shallow Perspiration • Clammy Skin • Convulsions, Coma • Possible Death • May be Toxic if Mixed with Alcohol
DEPRESSANTS	Chloral Hydrate Barbiturates Gamma Hydroxybutric Acid Gamma Butyrolactone Glutethimide Ketamine Methaqualone Tranquilizers	[2]Noctec, Somnos [2]Nembutal, Phonobarbitol, Seconal, Tuinol Date Rape Drug, Liquid Ecstacy, Cherrymeth, GBL [2]Doriden Special K, K [2]Optimil, Parest, Quaalude, Sopor [2]Equanil, Valium, Tranxene Serax, Xanax, Rohyphal, Dalmane, Dormate, Placidyl, Valmid	Moderate High Moderate-High Unknown High Unknown High Moderate	Moderate High High Unknown High Unknown High High	• Slurred Speech • Disorientation • Drunken Behavior Without the Odor of Alcohol • Euphoria • Lowered Inhibitions • Loss of Motor Skills • Blackouts • Relaxation, Depression • Hallucinations	• Addiction with Withdrawal • Toxic Psychosis • Weak, Rapid Pulse • Hallucinations • Nausea • Seizures • Insomnia • Anxiety • Tremors • Dizziness • Loss of Peripheral Vision High	• Shallow Respiration • Cold, Clammy Skin • Blackout • Coma • Possible Death • May be Toxic if mixed with Alcohol High
STIMULANTS	[1]Cocaine [1]Amphetamine Phenmetrazine Methylphenidate Other Methylenedioxy-methamphetamine	Cocaine Hydrochloride [2]Benzedrine, Biphetamine, Desoxyn, Dexedrine [2]Preludin [2]Ritalin [2]Cylert, Didrex, Pre-Sate, Sanorex, Voranil Ecstacy, MDMA	Possible Possible Possible Possible Possible Low	High High High High High High	• Feeling of Well-Being • Excitation, Euphoria • Increased Alertness • Increased Blood Pressure, Pulse • Insomnia, Appetite Loss	• Delusions, Hallucinations (Toxic Psychosis) • Possible Organ/Tissue Damage	• Agitation • Temperature Increase • Hallucinations • Convulsions • Heart Attack, Stroke • High Blood Pressure • Loss of Consciousness • Seizures
HALLUNCINO-GENICS	[1]LSD [1]Mescaline [1]Psilocybin [1]MDA [1]PCP	Acid, Lysergic Acid Peyote, Peyote Buttons, Mescalitor Magic Mushrooms, Shrooms Angel Dust, Crystal, Cernylan (Veterinary)	Low Low Low Unknown Unknown	Unknown Unknown Unknown Unknown Unknown	• Dilated Pupils • Increased Blood Pressure, Pulse • Delusions/Hallucinations • Distorted Perception of Time, Space, and Reality	• Hallucinogens, Especially LSD, may Intensify Existing Psychosis • Possible Violent Behavior	• Intense Bad Trips • Psychosis • Possible Sudden Death
INHALANTS	Airplane Glue Lighter Fluid Aerosols Spray Paints Paint Thinner Gasoline Poppers	Active Ingredient: Toluene Active Ingredient: Naphalene Active Ingred.: Chloroplourocarbon Active Ingred.: Petroleum Distillate Active Ingred.: Petroleum Distillate Active Ingred.: Petroleum Distillate Active Ingred.: Amyl/butyl Nitrite	Unknown Unknown Unknown Unknown Unknown Unknown Unknown	Unknown Unknown Unknown Unknown Unknown Unknown Unknown	• Slurred Speech • Drunken Behavior • Impaired Judgement • Poor Coordination	• Hallucinations • Possible Damage to Bone Marrow, Lungs, Kidneys, Liver, Heart, Brain, Eyes	• Unconsciousness • Coma • Possible Toxic Reaction • Possible Sudden Death
CANNABIS	[1]Marijuana [1]Hashish [1]Hash Oil	Grass, Pot, Weed, Dope Hash	Low Low Low	Moderate Moderate Moderate	• Tachycardia, Reddened Eyes • Euphoria, Profound Humor • Altered Time/Space Perception • Short-Term Memory Loss • Increased Appetite	• Cardiovascular Damage as with Smoking Tobacco	• Insomnia, Hyperactivity • Panic Attacks, Paranoia • Possible Toxic Reaction if Treated w/other Chemicals
TOBACCO	Nicotine	Cigarettes Cigars	Moderate Moderate	High High	• Relaxation • Stimulation	• Cardiovascular Disease • Respiratory Illness	• Possible Death at very High Dosage Levels

* Alcohol and other drug use during pregnancy increases risk of physical harm to fetus

[2] Psychoactive drug effects refer to use at a greater than prescribed therapeutic dosage level

[1] Additional risk of harm from toxic impurities in street drugs

Part Four: Program Effectiveness

Analysis of Strengths and Weaknesses

As a result of thorough analysis of both employee and student drug/alcohol abuse prevention programs, the following strengths and weaknesses have been identified:

Strengths

- New procedure approved to accompany drug/alcohol abuse prevention policy. The procedure has been revised recently to include the banning of e-cigarette usage in alignment with the county's regulation. College community is informed of the reviewed procedure.
- Increased efforts to include drug/alcohol abuse prevention information as part of collegewide events for both students and employees.

Weaknesses

- Review, and revise if necessary, outcomes for the program and various events.
- Establish specific assessments and targets to measure effectiveness of various programs.
- Establish method for tracking data for reporting purposes.
- In our student program, strengthen the education of the drug/alcohol abuse prevention practices at the annual Health Fair event.
- In our employee program, incorporate the online drug/alcohol abuse prevention training module in annual employee training requirements.

Program Highlights since 2013 Biennial Review

Student Drug/Alcohol Abuse Prevention Program

2013 Recommendation: To ensure drug and alcohol workshops are held on each campus each semester (FY14 and FY15)

Action: This recommendation was completed as referenced in Part One of this report.

2013 Recommendation: To conduct student focus groups on each campus concerning the use and abuse of drugs and alcohol at MC (FY14)

Action: Focus groups were not held on each campus during FY 2014. However, a Focus Group was held on the TP/SS Campus in FY 2015. Students from all campuses were invited.

2013 Recommendation: To conduct a collegewide drug and alcohol conference at MC (FY15).

> Action: FY 15 collegewide drug and alcohol conference did not occur in FY 15 but is recommended for FY16. Currently there is coordination with all three campuses to provide significant participation of students at a national rally and conference weekend on addictions to be held on the Washington Mall the weekend of October 4, 2015.

Employee Drug/Alcohol Abuse Prevention Program

2013 Recommendation: Survey employees to evaluate awareness of the Drug and Alcohol Abuse Prevention Policy and Procedure and to determine the effectiveness of the drug and alcohol abuse prevention program.

> Action:A survey has not been implemented, however; a survey is conducted after every workshop to determine the effectiveness of the information provided in the workshop.

2013 Recommendation: Develop a specific plan for implementing a tobacco cessation program for employees.

> Action: Two employees completed facilitator training for the American Cancer Society's Fresh Start tobacco cessation program. We offered two smoking cessation programs to employees. We had four employees that reported they successfully quit smoking. We also supported the "Great American Smoke-Out" and had good employee participation. We had a table at the Health and Wellness Fair to disseminate information on the "Drug and Alcohol Abuse prevention Program".

2013 Recommendation: Create a website with information on the health risks associated with the use of illicit drugs and abuse of alcohol and tobacco. The website will have links to related resources for substance abuse prevention and education programs and treatment options.

> Action: This information will be included in MyMC portal as it is redesigned. The new MyMC portal is to be released in Spring, 2016.

2013 Recommendation: Develop partnerships with community mental health, alcohol, drug and tobacco abatement organizations to provide services to employees.

> Action: The Faculty/Staff Assistance Program serves as a link to community resources for mental health, alcohol and tobacco abatement.

2013 Recommendation: Develop a training module for employees on Drug and Alcohol Abuse Awareness and Prevention.

Action: The Montgomery College Center for Professional and Organizational Development has a new training portal which includes online training programs on drug and alcohol abuse prevention. Also as part of the mandatory training for managers and supervisors on Violence in the Workplace, there is mention of the impact on drug/alcohol abuse.

2013 Recommendation: Partner with the Wellness Program and Student Life to offer educational opportunities to students and employees during the month of April, which is alcohol awareness month.

Action: HRSTM partnered with Student Life during the "Great American Smoke-Out". Incentives were provided to anyone that made a commitment to quit smoking and threw a packet of cigarettes into a bin. This was a symbolic gesture and a powerful visual of their intent to quit smoking.

Statement of Goals

The goals of Montgomery College's drug/alcohol abuse prevention programs include the commitment to:

1. The education of students, employees, and community members regarding substance abuse prevention, detection and treatment services;
2. Continuing improvements to strengthen collegewide substance abuse programs;
3. Insuring consistent sanctions for all students and employees in connection with violations to drug/alcohol policies; and,
4. Maintaining a drug-free environment throughout the College.

Recommendations for Program Revisions

Recommendations for Student Drug/Alcohol Abuse Prevention Program (FY16-17)

- Expand collaborative partnerships with local and regional groups on substance abuse education and prevention initiatives.

- To conduct a collegewide drug and alcohol conference at MC (FY16).

Recommendations for Employee Drug/Alcohol Abuse Prevention Program

- HRSTM will offer a smoking cessation program specifically geared to students each year. Student Life will market the program and possibly provide incentives to students to encourage them to participate in the program.

- Information pertaining to the risk factors associated with smoking and drinking will be publicized on electronic bulletin boards collegewide.

- Information pertaining to coping with an alcohol addiction and the resources available to seek help to quit will be available at "compliance fairs" on all campuses.

- Lunch and Learn sessions will be provided twice a year to educate employees on issues related to Drug and Alcohol Abuse Prevention.

APPENDIX

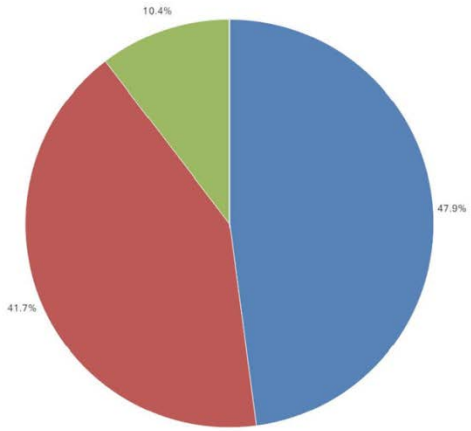
Appendix 1

Participant Evaluation of Drunk/Distracted Driving Workshop

Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q1 - How often do you text and drive?

A - Never
B - Sometimes
C - Frequently



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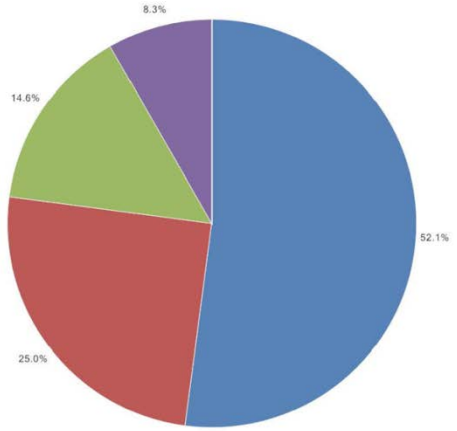
Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q2 - I have driven after having _____.

A - zero drinks
B - one to three drinks
C - four to six drinks
D - over six drinks



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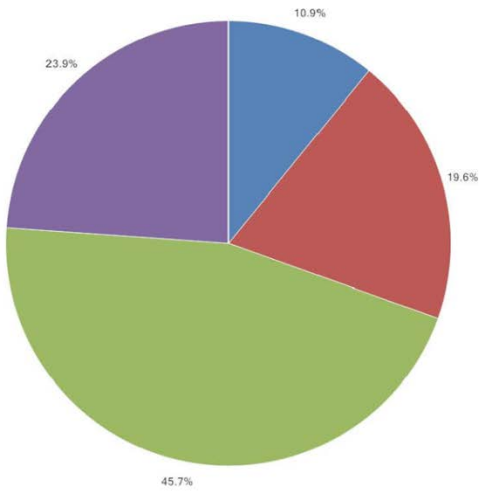
Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q3 - What is your level of knowledge regarding the dangers of driving while intoxicated?

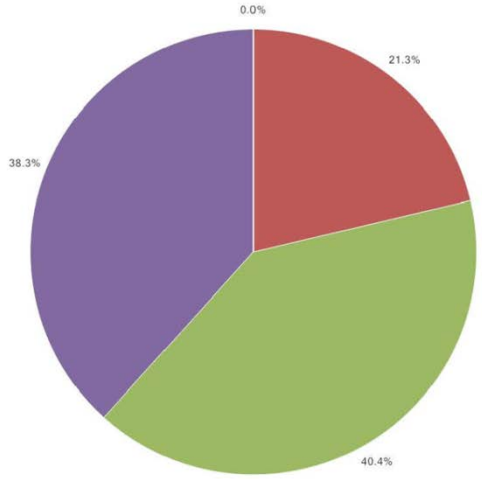
A - Non-existent
B - Minimal
C - Average
D - Above-Average



Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q4 - What is your level of knowledge regarding the dangers of texting while driving?

A - Non-existent
B - Minimal
C - Average
D - Above-Average



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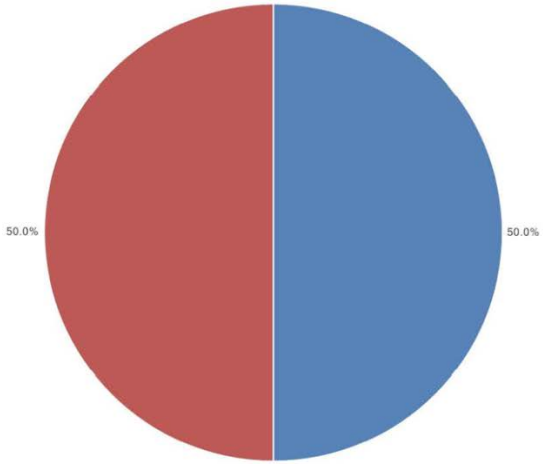
Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q5 - Have you, or anyone you know, ever been involved in an alcohol-related accident?

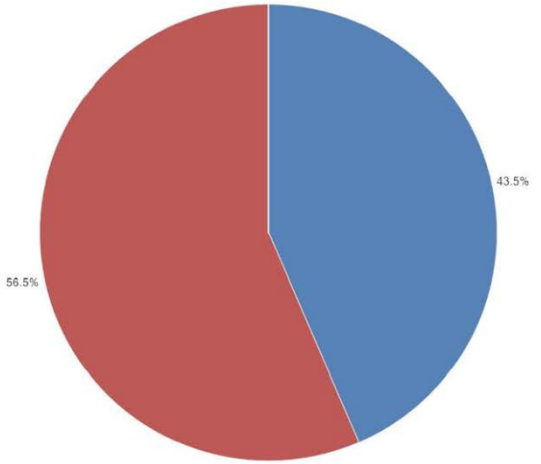
A - Yes
B - No



Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q6 - Have you, or anyone you know, ever been involved in a distracted driving-related accident?

A - Yes
B - No



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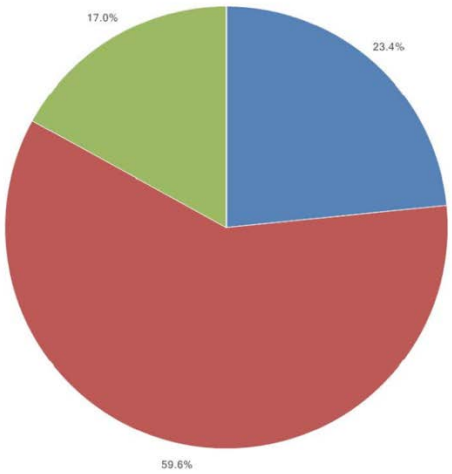
Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q7 - I think that texting and distracted driving is _____ drunk driving.

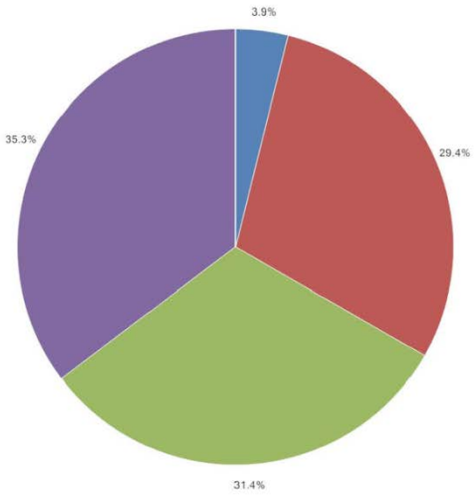
A - more dangerous than
B - about the same as
C - less dangerous than



Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q1 - What was the end result of your simulation?

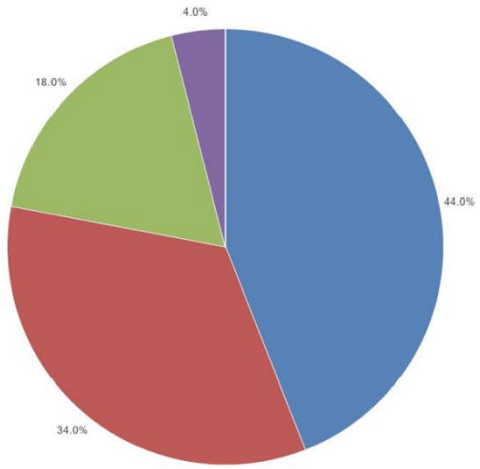
A - I completed the course well
B - I only had a few mistakes
C - I drove terribly
D - The car appears to be wrecked



Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q2 - After experiencing the Arrive Alive™ Tour I will _____.

A - never drive while distracted
B - think twice before driving distracted
C - have no change in my behavior
D - be more likely to drive distracted



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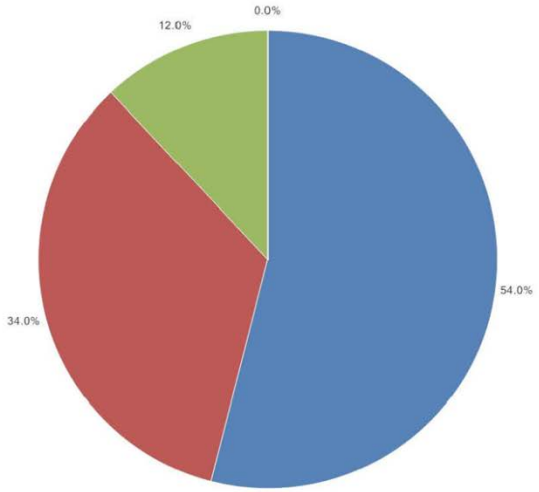
Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q3 - After experiencing the Arrive Alive™ Tour I will _____.

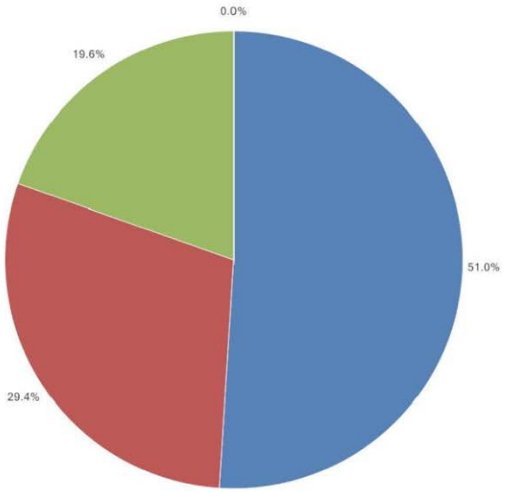
A - never drive while intoxicated
B - think twice about drinking and driving
C - have no change in my behavior
D - be more likely to drink and drive



Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q4 - After experiencing the Arrive Alive™ Tour I will _____.

A - not let others drink and drive
B - inform others of the consequences of driving while intoxicated
C - not change my behavior in regards to others drinking and driving
D - encourage others to drink and drive



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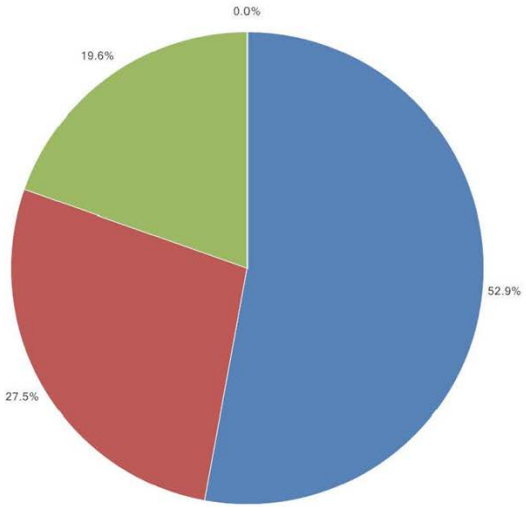
Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q5 - After experiencing the Arrive Alive™ Tour I will _____.

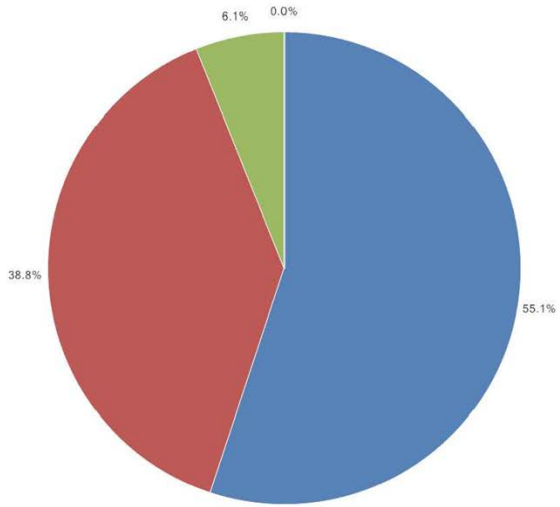
A - not let others drive distracted
B - inform others of the dangers of distracted driving
C - not change my behavior in regards to others driving distracted
D - encourage others to drive distracted



Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q6 - I am now _____ to ride in a vehicle with a driver who has been drinking.

A - less likely
B - slightly less likely
C - slightly more likely
D - more likely



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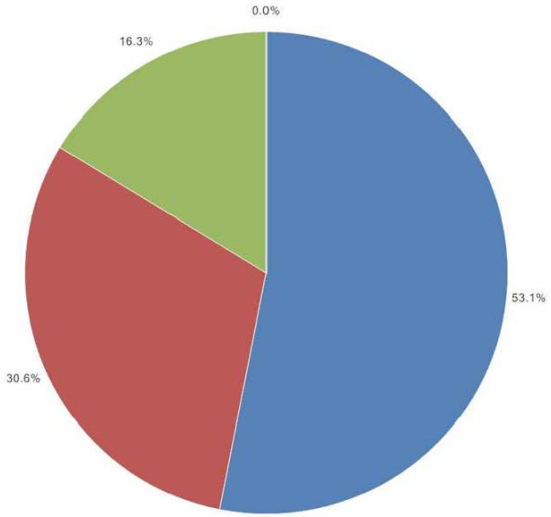
Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q7 - I am now _____ to ride in a vehicle with a driver who is distracted.

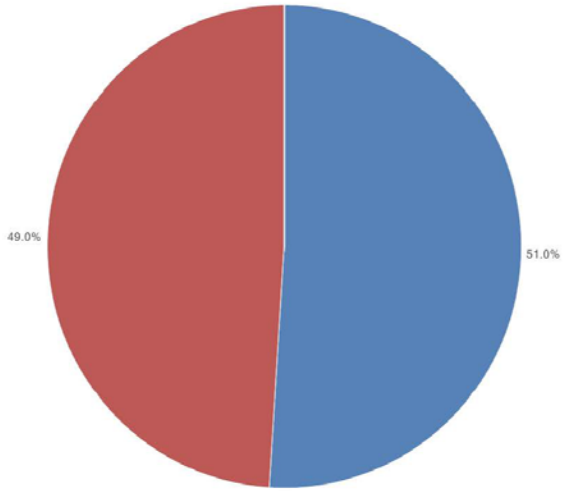
A - less likely
B - slightly less likely
C - slightly more likely
D - more likely



Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q8 - I would like to learn more information about the dangers and laws concerning drunk driving.

A - Yes
B - No



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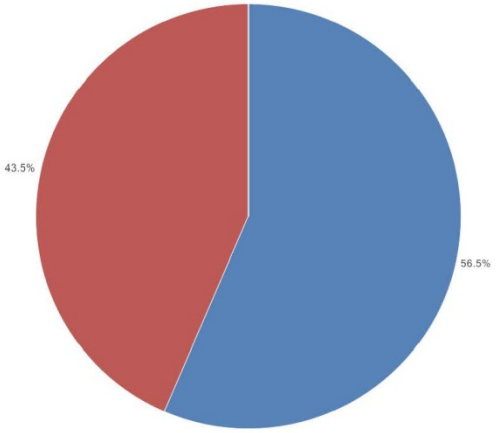
Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q9 - I would like to learn more information about the dangers and laws concerning distracted driving and texting while driving.

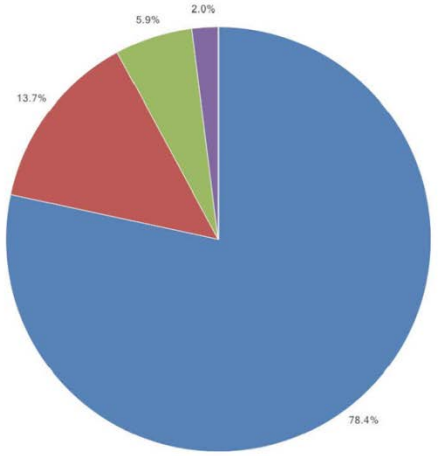
A - Yes
B - No



Event Location Montgomery - Takoma Park
Event Date 10/08/2014

Q10 - I think the Arrive Alive Tour was _____.

A - a fun and effective program
B - effective, but boring
C - fun, but not effective
D - boring and not effective



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