

MC

MONTGOMERY COLLEGE



Drug-Free Schools and Communities Act 2023 Biennial Review (Academic Years 2021–2022 and 2022–2023)

TABLE OF CONTENTS

Overview	3
Introduction	4
Part One: Description of Programs	4
Availability of Naloxone	5
Drug/Alcohol Abuse Prevention Program for Students	5
Office of the Collegewide Dean of Student Engagement	5
Collegewide Athletics	5
Interconnection Between Sexual Assault and Substance Abuse Prevention Training	6
Collegewide Substance Abuse Prevention Education Events for Students	6
Student Mental Health Awareness and Personal Safety Events (SHaW Center ¹) 2021-2022 Academic Year	11
Student Mental Health Awareness and Personal Safety Events (SHaW Center) 2022-2023 Academic Year	17
Drug/Alcohol Abuse Prevention Program for Employees	24
Employee Education and Notification Procedures	24
Drug/Alcohol Education Presentations	24
Risk Reduction Programs/Events/Presentations—Calendar Year 2021	25
Risk Reduction Programs/Events/Presentations—Calendar Year 2022	25
Faculty/Staff Assistance Program	26
Employee Information	26
Part Two: Policy Statement, Notification Process, and Sanctions	26
Policy on Drug and Alcohol Abuse Prevention	26
Notification Procedure and Standards of Conduct for Employees	27
Code of Conduct for Students	29
State and Local Alcohol Sanctions	30
Federal, State, and Local Drug Sanctions	30
Table 1: Federal Drug Trafficking Penalties	31
Table 2: Federal Drug Trafficking Penalties—Marijuana	32
State of Maryland Penalties—Marijuana	33
Post July 1, 2023, Cannabis Remains Illegal on Campus	33
Common Offenses Prior to July 1, 2023	33
Sanctions	35
Student Sanctions (2021-2023)	35
Employee Sanctions (2021-2023)	35
MC Public Safety’s Partnership with Montgomery County	35
Drug/Alcohol Prevention and Awareness Programs for Students	36
Collegewide (All Campuses) (2021 and 2022)	

¹ The Student Health and Wellness (SHaW) Center was renamed in April 2024 and now is the Student Wellness Center.

TABLE OF CONTENTS (continued)

Part Three: Health Risks	37
Part Four: Program Effectiveness	38
Analysis of Strengths and Weaknesses	38
Significant Changes	38
Strengths	38
Weaknesses	38
Statement of Goals	39
Recommendations for Program Revisions	39
Recommendations for the Student Drug/Alcohol Abuse Prevention Program	39
Recommendations for the Employee Drug/Alcohol Abuse Prevention Program	39
Recommendations for Future Compliance Disclosures	40

Appendices

Disclosure Notifications

Appendix A: Disclosure Notifications to Employees

**Available
Online**

Appendix B: Disclosure Notifications to Students

Appendices are available on this website: [Biennial Review Appendices](#).

Official Acknowledgment

Overview

Montgomery College actively ensures compliance with the Drug-Free Schools and Communities Act (34 CFR Part 86). Additional information on the regulations for Drug and Alcohol Abuse Prevention can be found here: [Code of Federal Regulations - Title 34, Part 86](#).

The regulation requires the College to implement awareness and prevention programs regarding alcohol and drug use, abuse, and distribution by students and employees across the College and all three campuses located in Germantown, Rockville, and Takoma Park/Silver Spring, Maryland. In accordance with the regulations, this report outlines specific College efforts over the past two academic years: 2021-2022 and 2022-2023. As required, we have reviewed our alcohol and other drug programs to determine compliance, effectiveness, and consistency of sanction enforcement. Additionally, we have determined appropriate and necessary changes to ensure program effectiveness. The results of this review are contained in this biennial report. Additionally, copies of the required annual notifications pertaining to employees and students for all institutions of higher education are located in Appendices A and B.

Representatives of Administrative and Fiscal Services, Student Affairs, Academic Affairs, and the Office of Compliance, Risk, and Ethics have conducted this 2023 Biennial Review.

2023 Biennial Review Committee Members

- Ms. Maria Adams, Compliance and Ethics Specialist
- Ms. Toi Carter, Assistant General Counsel
- Dr. Monique Davis, Dean of Instruction, Health Sciences, and Director of Nursing
- Ms. Rowena D'Souza, Human Resources Compliance Coordinator, Human Resources and Strategic Talent Management (HRSTM)
- Ms. Chevelle Glymph, Director of Public Health and Environmental Safety
- Ms. Lisa Hackley, Director of Student Life, Rockville Campus
- Dr. Sue Haddad, Associate Dean of Student Affairs, Rockville Campus
- Ms. Janee McFadden, Collegewide Dean of Student Engagement and Takoma Park/Silver Spring Student Affairs
- Mr. Adam Reid, Director of Public Safety, Health, and Emergency Management

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Introduction

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. Today, the College is a multicampus institution that serves approximately 40,000 students annually, through a combination of credit and noncredit, continuing education programs.

The three campuses are complemented by Workforce Development and Continuing Education centers and other off-campus sites throughout Montgomery County. Montgomery College offers degrees and certificates in over 100 programs of study, which 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, including athletic programs, performing arts, student clubs, multicultural organizations, and 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, non-residential, 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. 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 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 utilizes educational strategies as its major approach to combatting drug use and alcohol abuse. 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. The College's policy does not endeavor to punish people who seek rehabilitation. All information provided by those who voluntarily avail themselves of drug or alcohol counseling or rehabilitation services will be kept confidential and will be used only in a manner consistent with MC policies and procedures.

In accordance with the Drug-Free Schools and Community Act, Montgomery College notifies both employees and students annually about the Drug and Alcohol Abuse Prevention Program and the related policy and sanctions. The adverse health effects of drug and alcohol abuse are shared, as well as a list of national and local resources available for treatment.

Availability of Naloxone

The passing of the Maryland Heroin and Opioid Education and Community Action Act of 2017 (also called the “Start Talking Maryland Act”) mandated requirements for policy development, prevention training, and reporting of overdose cases. In response to the policy requirement, Montgomery College added the necessary language regarding heroin/opioid overdose prevention, response, and reporting to our existing Policy 31005 and Procedure 31005CP–Drug and Alcohol Abuse Prevention. Also, in compliance with this law, all incoming full-time students must participate in heroin and opioid addiction and prevention awareness training, and all part-time students must be provided with resources concerning heroin/opioid abuse prevention and awareness. The law also requires designated employees to be trained in administering overdose-reversing medications (Naloxone—a version of Narcan).

The Office of Public Safety, Health, and Emergency Management has implemented a training requirement for all officers in Naloxone administration since early 2017. Public safety officers who are trained in Naloxone administration may administer the medication to someone who has overdosed. To date, there have been no incidents requiring the Office of Public Safety, Health, and Emergency Management to administer Naloxone. Montgomery College’s Office of Public Safety, Health, and Emergency Management stores Naloxone on each campus in readily-accessible areas for immediate response, if needed, and annually reports to the Maryland Higher Education Commission the number of times the overdose-reversing medication was administered, if any.

Drug/Alcohol Abuse Prevention Program for Students

Office of the Collegewide Dean of Student Engagement

During the COVID-19 pandemic, Montgomery College prioritized the health and safety of the College community by operating predominantly in remote learning and working status from March 14, 2020, through November 7, 2021. Most of the College’s programs and services returned to campus during a gradual, phased-in return, with all services returning fully on November 8, 2021. As a result, one of the four semesters reflected in this report (Fall 2021) was conducted primarily in a virtual/online service model. Due to the extraordinary circumstances, the programs and services traditionally offered to students, staff, and faculty on substance abuse, prevention and awareness were significantly impacted, and work of this nature has been phased-in gradually over the last two years.

Despite limitations imposed by the pandemic, Montgomery College continued to provide programs and activities to promote education, awareness, and prevention of substance abuse among students. The pandemic facilitated a change in the way these offerings typically are administered. Montgomery College leveraged its collective resources to maximize operational efficiencies during the pandemic, and as a result, many programs traditionally offered in a campus-based format continue to be offered collegewide in a virtual format to make broader participation possible.

Collegewide Athletics

Alcohol and Substance Abuse Prevention and Education discussions were required for all student athletes from 2021-2023. Drug abuse prevention training was presented by a member of the Health Enhancement, Exercise Science, and Physical Education Department to 125 student athletes in 2021-2022 and 137 student athletes in 2022-2023. The purpose of the presentation was to educate student-athletes, to discourage the use of illegal drugs—in

particular fentanyl—and to focus on information about the abuse of legal drugs and dietary supplements. The student-athletes were provided with information on how to contact the Athletic Department staff/coaches or other campus resources if they feel they needed assistance with any substance abuse issue.

Interconnection Between Sexual Assault and Substance Abuse Prevention Training

Much of the training delivered to students involved sexual assault prevention, combined with substance abuse prevention. These trainings incorporated the legal definition of consent and educated participants on the legal aspects of consent for incapacitated individuals. The sexual assault prevention trainings incorporated strategies to stay safe (i.e., understanding date rape drugs, how alcohol impairs judgment, and other elements). The reader should note that sexual assault trainings are interconnected with substance abuse prevention, and as such, also will be documented in this report.

The following includes a listing of programs and activities that were designed specifically for students during the timeframe of this Biennial Review.

Collegewide Substance Abuse Prevention Education Events for Students 2021–2023

Student Life Event Collegewide			
Date	Event	Goal/Objective	Attendees
9/28/2021	Sexual Assault and Violence Prevention	A training for students to fight back and learn self-defense.	48
10/13/2021	Zero Shades of Grey	Bystander intervention and sexual assault prevention training.	12
10/13/2021	Clean Slate Initiative, Sheena Meade	A week-long social media campaign to bring awareness to alcohol abuse among college students.	N/A
10/17/2021 –10/23/21	National Collegiate Alcohol Awareness Week	A week-long social media campaign to bring awareness to alcohol abuse among college students.	N/A
10/21/2021	Maximize Your Buzz	Game to provide students with basic alcohol education to reduce high-risk drinking and overindulging.	20
1/25/2022	Raptor 101: Get Engaged and Get Involved (GT)	During information sessions, students received an overview of College and state policies on drug abuse, Title IX.	7

Student Life Event Collegewide			
Date	Event	Goal/Objective	Attendees
2/3/2022	Raptor 101: Get Engaged and Get Involved (RV)	During information sessions, students received an overview of College and state policies on drug abuse, Title IX.	12
2/4/2022	Raptor 101: Get Engaged and Get Involved (TP/SS)	During information sessions, students received an overview of College and state policies on drug abuse, Title IX.	4
2/8/2022	Volunteer Fair	Various organizations discussed their work and recruited student volunteers in the fields of race, sexual abuse, drug abuse, safety, and more.	105
2/9/2022	Club Rush and Resource Fair	Tables to provide information about Substance Abuse and Mental Health.	107
2/10/2022	Volunteer Fair (TP/SS)	Various organizations discussed their work and recruited student volunteers in the fields of race, sexual abuse, drug abuse, safety, and more.	100
4/5/2022	Students Fight Back Self-Defense Program	During Sexual Assault Awareness Month, Student Life and the MC SHaW Center offered a virtual self-defense course for MC students.	57
4/12/2022	Maximize Your Buzz	Game to provide students with basic alcohol education to reduce high-risk drinking and overindulging.	7
4/13/2022	Jeopardy: Substance Use Awareness	To educate MC students on high-risk behaviors associated with substance use.	5
4/20/2022	Keeping It Safe: Healthy Relationships (FYE Ambassador Student-Led Event)	During Sexual Assault Awareness Month, Student Life and the MC SHaW Center offered a virtual self-defense course for MC students.	14
4/25/2022	Mental Health Fair	To educate students about mental health and to provide stress tips.	300
4/26/2022	My Doctor was My Drug Dealer	To educate MC students about the opioid epidemic in higher education, provide resources to help break the stigma of addiction, and offer healing to those who battle opioid addiction.	12

Student Life Event Collegewide			
Date	Event	Goal/Objective	Attendees
6/8/2022	Raptor 101: Get Engaged and Get Involved (TP/SS)	During information sessions, students received an overview of College and state policies on drug abuse, Title IX.	5
6/8/2022	Raptor 101: Get engaged and Get Involved (RV)	During information sessions, students received an overview of College and state policies on drug abuse, Title IX.	11
6/14/2022	Raptor 101: Get Engaged and Get Involved (GT)	During information sessions, students received an overview of College and state policies on drug abuse, Title IX.	9
7/7/2022	Raptor 101: Get Engaged and Get Involved (TP/SS)	During information sessions, students received an overview of College and state policies on drug abuse, Title IX.	35
7/7/2022	Raptor 101: Get Engaged and Get Involved (RV)	During information sessions, students received an overview of College and state Policies on drug abuse, Title IX.	76
7/7/2022	Raptor 101 Get Engaged and Get Involved (GT)	During information sessions, students received an overview of College and state policies on drug abuse, Title IX.	43
8/17/2022	Raptor Day: Get Engaged and Get Involved (TP/SS)	During information sessions, students received an overview of College and state policies on drug abuse, Title IX	80
8/17/2022	Raptor Day: Get Engaged and Get Involved (RV)	During information sessions, students received an overview of College and state policies on drug abuse, Title IX.	201
8/18/2022	Raptor Day: Get Engaged and Get Involved (GT)	During information sessions, students received an overview of College and state policies on drug abuse, Title IX.	105
9/7/2022	Student Life Class Presentation: Get Engaged and Get Involved (GT)	During information sessions, students received an overview of College and state policies on drug abuse, Title IX.	24

Student Life Event Collegewide			
Date	Event	Goal/Objective	Attendees
9/7/2022	Suicide Prevention Tabling Event	To inform students about National Suicide Prevention Month and to provide them with mental health resources.	115
9/13/2022	Volunteer Fair (GT)	Various organizations discussed their work and recruited student volunteers in the fields of race, sexual abuse, drug abuse, safety, and more.	128 students/18 organizations
9/14/2022	Volunteer Fair (TP/SS)	Various organizations discussed their work and recruited student volunteers in the fields of race, sexual abuse, drug abuse, safety, and more.	60
10/10/2022	Black Mental Health Matters	To provide students of color an artistic experience centering tenderness, black mental health, and healing.	20
10/11/2022	Student Life Presentation: Get Engaged and Get Involved (RV)	During information sessions, students received an overview of College and state policies on drug abuse, Title IX.	10
10/11/2022	Sidewalk Talk Listener Training	To provide listener training to students and employees who will volunteer with the Sidewalk Talk Program.	18
10/19/2022	Maximize Your Buzz (RV)	Game to provide students with basic alcohol education to reduce high-risk drinking and overindulging.	16
10/19/2022	Just One Drink	To provide students with alcohol awareness information for National Collegiate Alcohol Awareness Week.	17
10/25/2022	Sidewalk Talk	To provide students the opportunity to listen and connect to others on campus.	28
11/2/2022	Substance Abuse information and Resources	Collaborated with Everymind, a community partner, to provide MC students with substance abuse information.	54
1/23/2023– 1/24/23	Sexual Assault Prevention Tabling	To provide MC students with sexual assault prevention information and resources.	100

Student Life Event Collegewide			
Date	Event	Goal/Objective	Attendees
1/25/2023	Raptor 101: Get Engaged and Get Involved (GT)	During information sessions, students received an overview of College and state policies on drug abuse, Title IX.	5
1/26/2023	Raptor 101: Get Engaged and Get Involved (RV)	During information sessions, students received an overview of College and state policies on drug abuse, Title IX.	12
1/25/2023	Raptor 101: Get Engaged and Get Involved (TP/SS)	During information sessions, students received an overview of College and state policies on drug abuse, Title IX.	10
2/6/2023	Volunteer Fair (TP/SS)	Various organizations discussed their work and recruited student volunteers in the fields of race, sexual abuse, drug abuse, safety, and more.	100
2/7/2023	Volunteer Fair (GT)	Various organizations discussed their work and recruited student volunteers in the fields of race, sexual abuse, drug abuse, safety, and more.	106
2/15/2023	Volunteer Fair (RV)	Various organizations discussed their work and recruited student volunteers in the fields of race, sexual abuse, drug abuse, safety, and more.	90
2/15/2023	Sidewalk Talk (GT)	To provide students the opportunity to listen and connect to others on campus.	81
4/6/2023	Zero Shades of Grey	To provide MC students with sexual assault prevention information and resources.	20
4/26/2023	Mental Health Fair (TP/SS)	To provide the MC community and community members with an opportunity to learn about Narcan and how to use it.	200
4/19/2023	Sidewalk Talk	To provide students the opportunity to listen and connect to others on campus.	47

Student Life Event Collegewide			
Date	Event	Goal/Objective	Attendees
5/12/2023	Alcohol and Substance Abuse Awareness Bingo	To provide a fun way for students to learn about alcohol and substance abuse.	41
5/27/2023	Narcan Training	To provide the MC community and community members with an opportunity to learn about Narcan and how to use it.	233
5/5/2023	Narcan Training	To provide the MC community and community members with an opportunity to learn about Narcan and how to use it.	22

**Student Mental Health Awareness and Personal Safety Events
(SHaW Center) 2021–2022 Academic Year**

Date	Event	Goals	Attended
9/1/2021	Title IX: Know Your Rights	To inform students about their rights and inform them on how MC supports them.	12
9/14/2021	Question, Persuade, and Refer Training	To teach participants how to recognize the warning signs of a suicide crisis and how to question, persuade, and refer someone to help.	4
9/29/2021	Question, Persuade, and Refer Training	To teach participants how to recognize the warning signs of a suicide crisis and how to question, persuade, and refer someone to help.	1

Date	Event	Goals	Attended
9/29/2021	<i>Angst</i> , Film and Mental Health Panel	To remove the stigma and open up the conversation around anxiety, helping people understand and manage their symptoms and know when to reach out for help. Most importantly, to help students realize they are not alone, and that anxiety is treatable.	176
10/5/2021	Title IX: Know Your Rights	To inform students about their rights and inform of how MC supports them.	8
10/5/2021	Stress Relief Activity: Muscle Tension and Relaxation	To learn relaxation techniques.	2
10/7/2021	Domestic Violence Awareness Month (DVAM) Workshop: Behind the Post	To explore all 10 signs of an unhealthy relationship, start the conversation with others.	11
10/11/2021	Bystander Intervention Workshop	Students will know how to safely intervene in situations that could immediately lead to violence and how to interrupt a culture that is permissive of gender violence. Students will acquire intervention tools to use in situations that seem risky to become effective and active bystanders.	1
10/12/2021	Mental Health 101	To help everyone understand that mental health is health. Mental Health 101 workshops, led by Peer2Peer Program Peer Advocates, dispel common myths about mental health, teach what a mental health disorder is, and give participants the basic tools to help themselves or loved ones who may be struggling.	4
10/13/2021	Zero Shades of Gray	Sexual assault seminar teaches the skills necessary to raise awareness, help prevent assault, and become a resource for those in need.	8

Date	Event	Goals	Attended
10/16/2021	Mental Health First Aid **For BH Program students only	This training teaches participants how to identify when someone might be dealing with a mental health problem and how to intervene in a mental health crisis. Upon successful completion of the course, all participants will receive a three-year Mental Health First Aid certification.	16
10/18/2021	Bystander Intervention Workshop	Students will know how to safely intervene in situations that could immediately lead to violence and how to interrupt a culture that is permissive of gender violence. Students will acquire intervention tools to use in situations that seem risky to become effective and active bystanders.	4
10/19/2021	Question, Persuade, and Refer Training	To teach participants how to recognize the warning signs of a suicide crisis and how to question, persuade, and refer someone to help.	2
10/19/2021	Stress Relief Activity: Muscle Tension and Relaxation	To learn relaxation techniques.	1
10/21/2021	Life Skills Support Group	In this support group, students are encouraged to come and share the strategies they've learned to help them be successful, both academically and personally. Each group will be focused on a different skill. This week's skill is School/Work/Life Balance.	1
10/21/2021	Student Mind Body Medicine Skills Group: Mind Body Medicine Overview	This workshop provides an overview of the Mind Body Medicine program and how participants can learn skills to implement in their own lives.	5
10/21/2021	DVAM Workshop: How to Help a Friend and Safety Planning 101	In this workshop, participants will learn to create a personalized plan to reference whenever they need it.	1
10/22/2021	Mindful Relaxation	Students will learn how to use this technique to relieve stress and experience relaxation.	1

Date	Event	Goals	Attended
10/25/2021	Bystander Intervention Workshop	Students will know how to safely intervene in situations that could immediately lead to violence and how to interrupt a culture that is permissive of gender violence. Students acquire intervention tools to use in situations that seem risky to become effective and active bystanders.	2
10/27/2021	Mindful Stress Relief	Part of the Humanities Days program, Mindful Stress Relief explores how we can all use the basic principles of mindfulness to help identify when feeling stressed, and how to help reduce and sit with stress.	45
10/29/2021	Mindful Relaxation	Students will learn how to use this technique to relieve stress and experience relaxation.	2
11/9/2021	Bystander Intervention Workshop	Students will know how to safely intervene in situations that could immediately lead to violence, and how to interrupt a culture that is permissive of gender violence. Students will acquire intervention tools to use in situations that seem risky to become effective and active bystanders.	8
1/14/2022	Mental Health First Aid for Faculty and Staff	This training teaches participants how to identify when someone might be dealing with a mental health problem and how to intervene in a mental health crisis. Upon successful completion of the course, all participants will receive a three-year Mental Health First Aid certification.	8
1/18/2022	Question, Persuade, and Refer Training for Faculty and Staff	To teach participants how to recognize the warning signs of a suicide crisis and how to question, persuade, and refer someone to help.	5
1/20/2022	Question, Persuade, and Refer Training for Faculty and Staff	To teach participants how to recognize the warning signs of a suicide crisis and how to question, persuade, and refer someone to help.	3
Date	Event	Goals	Attended

2/8/2022	Student Mind Body Medicine Skills Group: Mind Body Medicine Overview	In this workshop, we will provide an overview of the Mind Body Medicine program and how participants can learn skills to implement in their own lives	5
2/9/2022	Stress Less Skills Workshop	This workshop will review the impacts of stress on physical and mental well-being and different strategies to keep those stress levels in check as the College returns to in-person learning.	1
2/10/2022	Question, Persuade, and Refer Training	To teach participants how to recognize the warning signs of a suicide crisis and how to question, persuade, and refer someone to help.	8
2/22/2022	Dating Violence Prevention: Film Discussion	The film is designed to help viewers identify that anyone can be an abuser or experience abuse, identify unhealthy or problematic relationship behaviors, identify examples of bystander intervention and accessing resources, and learn how to engage in healthy/positive communication and relationship behaviors.	6
2/22/2022	Mental Health First Aid for Faculty and Staff	This training teaches participants how to identify when someone might be dealing with a mental health problem and how to intervene in a mental health crisis. Upon successful completion of the course, all participants will receive a three-year Mental Health First Aid certification.	14
3/7/2022	Title IX: Know Your Rights	To inform students about their rights and inform them on how MC supports them.	5
3/7/2022	Bystander Intervention Workshop	Students will know how to safely intervene in situations that could immediately lead to violence and how to interrupt a culture that is permissive of gender violence. Students will acquire intervention tools to use in situations that seem risky to become effective and active bystanders.	2

Date	Event	Goals	Attended
3/21/2022	Bystander Intervention Workshop	Students will know how to safely intervene in situations that could	1

		immediately lead to violence and how to interrupt a culture that is permissive of gender violence. Students will acquire intervention tools to use in situations that seem risky to become effective and active bystanders.	
3/22/2022	Safety Planning Workshop	A safety plan is a personalized, practical plan to improve your safety while experiencing abuse, preparing to leave an abusive situation, or after you leave. In this workshop, participants will learn to create a personalized plan to reference whenever they need it.	1
3/28/2022	Bystander Intervention Workshop	Students will know how to safely intervene in situations that could immediately lead to violence, and how to interrupt a culture that is permissive of gender violence. Students will acquire intervention tools to use in situations that seem risky in order to become effective and active bystanders.	2
4/4/2022	Title IX: Know Your Rights	To inform students about their rights and inform them on how MC supports them.	16
4/4/2022	Bystander Intervention Workshop	Students will know how to safely intervene in situations that could immediately lead to violence and how to interrupt a culture that is permissive of gender violence. Students will acquire intervention tools to use in situations that seem risky in order to become effective and active bystanders.	3
4/5/2022	Students Fight Back	Students Fight Back is a gender-neutral program. It is a virtual violence prevention and self-defense workshop. Participants learn: using your intuition, safety tips (awareness, eye contact, verbal boundaries), how to be an active bystander and a good ally, the definition of consent, how to support a survivor, how to set boundaries that work, verbal de-escalation skills, the basics of self-defense in our Badass Ballet (or Terminator Tango), plus a review of improvised weapons, ground fighting,	57

		and how to sign up for a full-contact adrenaline-based self-defense course.	
4/25/2022	Bystander Intervention Workshop	Students will know how to safely intervene in situations that could immediately lead to violence and how to interrupt a culture that is permissive of gender violence. Students will acquire intervention tools to use in situations that seem risky to become effective and active bystanders.	1
4/26/2022	Consent Workshop	This consent workshop is an interactive safe space to foster discussions about boundaries of consent, recognizing sexual violence, and how to respond to sexual violence.	13
4/27/2022	Sex Work: What Is It and When Does it Become Trafficking?	This workshop dispels the preconceived ideas of sex work and sex workers. Participants will learn about the dangers of sex trafficking.	17

**Student Mental Health Awareness and Personal Safety Events
(SHaW Center) 2022–2023 Academic Year**

Date	Event	Goals	Attended
9/7/2022	Suicide Prevention Month Table	Tabling in conjunction with Student Life to educate students about the warning signs of suicide and how to help someone who may be struggling.	115
9/8/2022	Question, Persuade, Refer	This training teaches participants how to recognize the warning signs of a suicide crisis and how to question, persuade, and refer someone to help. Shining a light on suicide can save lives.	2

Date	Event	Goals	Attended
9/12/2022	Mind Body Medicine Skills Workshop: Overview	In this workshop, we will provide an overview of the Mind Body Medicine program and how participants can learn skills to implement in their own lives.	5
9/14/2022	NCSAM Campus Safety Fair (RV)	An event to recognize National Campus Safety Awareness Month in which campus and community groups/organizations are tabling to provide a range of resources regarding personal safety. This event also raises awareness of personal safety and the need to learn more to create safer communities. It starts with us individually. This is an in-person event on each campus.	N/A
9/14/22	Question, Persuade, and Refer	This training teaches participants how to recognize the warning signs of a suicide crisis and how to question, persuade, and refer someone to help. Shining a light on suicide can save lives.	2
9/14/22	NCSAM Campus Safety Fair (TP/SS)	An event to recognize National Campus Safety Awareness Month in which campus and community groups/organizations are tabling to provide a range of resources regarding personal safety. This event also raises awareness of personal safety and the need to learn more to create safer communities. It starts with us individually. This is an in-person event on each campus.	90
9/15/22	Community Resource Fair (GT)	Learn about what services and providers exist in our community that can benefit students and their families. Learn about food, mental health, domestic violence, and other resources available to those at MC.	110
9/20/22	NCSAM Campus Safety Fair (GT)	An event to recognize National Campus Safety Awareness Month in which campus and community groups/organizations are tabling to provide a range of resources regarding personal safety. This event also raises awareness of personal safety and the need to learn more to create safer communities. It starts	100

		with us individually. This is an in-person event on each campus.	
9/20/22	Bystander Intervention Workshop	Students will know how to safely intervene in situations that could immediately lead to violence and how to interrupt a culture that is permissive of gender violence. Students will acquire intervention tools to use in situations that seem risky in order to become effective and active bystanders.	12
9/21/22	Mental Health First Aid (Employees Only)	This training teaches participants how to identify when someone might be dealing with a mental health problem and how to intervene in a mental health crisis situation. Upon successful completion of the course, all participants will receive a 3-year Mental Health First Aid certification.	8
9/22/2022	Community Resource Fair (TP/SS)	Learn about what services and providers exist in our community that can benefit students and their families. Learn about food, mental health, domestic violence, and other resources available to those at MC.	100
9/28/2022	Community Resource Fair (RV)	Learn about what services and providers exist in our community that can benefit students and their families. Learn about food, mental health, domestic violence, and other resources available to those at MC.	200
9/28/2022	Mind Body Medicine Skills Workshop: Breathing and Movement	Mind-body skills (such as meditation, biofeedback, guided imagery, and self-expression in drawings, words, and pictures) are scientifically validated to reduce stress and restore physical and psychological health. In this workshop, we will delve into breathing strategies and how to use our body's natural rhythm to relieve stress.	3

Date	Event	Goals	Attended
10/4/2022	Bystander Intervention Workshop	Students will know how to safely intervene in situations that could immediately lead to violence and how to interrupt a culture that is permissive of gender violence. Students will acquire intervention tools to use in situations that seem risky in order to become effective and active bystanders.	1
10/5/2022	General Student Support Group	Any MC student, regardless of language spoken or background is welcome to attend with peer advocates to discuss different topics each week. Interested in learning how to relieve stress or how to get involved on campus after two years of virtual learning? Want to talk about the frustrations of transitioning back to in-person learning? This is the space to do it!	1
10/7/2022	Mental Health First Aid for Students	This training teaches participants how to identify when someone might be dealing with a mental health problem and how to intervene in a mental health crisis situation. Upon successful completion of the course, all participants will receive a three-year Mental Health First Aid certification.	7
10/10/2022	Black + Mental Health + Matters	This World Mental Health Day, join the SHaW Center, Student Life, and Boys to Men as we celebrate the mental health of Black individuals using the artistic expressions of poetry, film, and other mediums. Black + Mental Health + Matters is a workshop that is designed to be a place of refuge for Black students. Knowing that Black people in America face unique and specific barriers to mental health, this workshop provides a place for Black students to be seen and heard, both collectively and individually. The workshop also connects students with tools to help them thrive and culturally specific mental health resources and empowers them to seek support and heal as individuals	18

		and communities. While this event centers on Black students, all campus community members are invited to attend, listen, and learn.	
10/17/2022	Safety Planning Workshop	A safety plan is a personalized, practical plan to improve your safety while experiencing abuse, preparing to leave an abusive situation, or after you leave. In this workshop, participants will learn to create a personalized plan to reference whenever they need it.	2
10/18/2022	Bystander Intervention Workshop	Students will know how to safely intervene in situations that could immediately lead to violence and how to interrupt a culture that is permissive of gender violence. Students will acquire intervention tools to use in situations that seem risky in order to become effective and active bystanders.	2
10/19/2022	General Student Support Group	These groups are open to all! Any MC student, regardless of language spoken or background is welcome to attend with Peer Advocates Carlos and Anne to discuss different topics each week. Interested in learning how to relieve stress or how to get involved on campus after 2 years of virtual learning? Want to talk about the frustrations of transitioning back to in-person learning? This is the space to do it!	1
10/24/2022	<i>Relationship Violence Workshop: Then Everything Changed</i>	This is a film viewing and discussion. The film features stories of people impacted by dating violence: survivors willing to share their experiences, individuals directly working with victims/survivors, and family members who lost a loved one. In 2005, Bill and Michele Mitchell, whose story is highlighted in the film, experienced an unthinkable loss when their daughter Kristin was killed by her abusive ex-boyfriend. Like so many of the brave voices in the film, Kristin's relationship seemed normal in the beginning, then everything changed. This film, designed to not only help students understand the spectrum of behaviors that fall under dating	2

		violence, but also teach them how to access resources, be active bystanders in their communities, and demonstrate healthy and positive behaviors in their own relationships.	
11/1/2022	Bystander Intervention Workshop	Students will know how to safely intervene in situations that could immediately lead to violence and how to interrupt a culture that is permissive of gender violence. Students will acquire intervention tools to use in situations that seem risky in order to become effective and active bystanders.	7
11/15/2022	Bystander Intervention Workshop	Students will know how to safely intervene in situations that could immediately lead to violence and how to interrupt a culture that is permissive of gender violence. Students will acquire intervention tools to use in situations that seem risky in order to become effective and active bystanders.	1
11/29/2022	Mind-Body Medicine Skills Workshop: Breathing and Movement	Mind-body skills (such as meditation, biofeedback, guided imagery, and self-expression in drawings, words, and pictures) are scientifically validated to reduce stress and restore physical and psychological health. In this workshop, we will delve into breathing strategies and how to use our body's natural rhythm to relieve stress.	6
2/21/2023	Stalking Awareness Workshop	Stalking needs to be understood and discussed more frequently. Everyone plays a role in knowing, naming, and stopping stalking. This workshop provides a basic overview of stalking, focuses on defining stalking, recognizing the contextual nature of the crime, and provides strategies for participants to get involved in building awareness and supporting victims and survivors.	22

Date	Event	Goals	Attended
2/22/2023	<i>The Rape of Recy Taylor</i>	<i>The Rape of Recy Taylor</i> is part of a nationwide Social Impact Campaign. The campaign began the #ForRecy, a grassroots movement that utilizes the stories within the film to educate and activate audiences on the issue of sexual violence against women and the historical trauma faced by Black women both during the era of the Jim Crow South and today. The goals are to elevate the voices of Black women and empower all survivors to share their stories; to enable conversation about sexual violence against women and the disproportionate discrimination experienced by Black women; to educate audiences and allies, empowering them to become vocal about the structural racism that affects survivors of color.	4
3/6/2023	Bystander Intervention Workshop	Students will know how to safely intervene in situations that could immediately lead to violence and how to interrupt a culture that is permissive of gender violence. Students will acquire intervention tools to use in situations that seem risky in order to become effective and active bystanders.	6
4/6/2023	Zero Shades of Gray	Zero Shades of Gray sets the tone that sexual assault is black and white. Get educated and empowered to open up the conversation and act on it. Learn to prevent assault on both sides—for victims and possible assailants. Learn the tools to manage the impact of sexual assault. Clearly recognize hazardous situations before they begin. Understand how to effectively care for someone who has been impacted by assault and know where to go on campus for help. Gain awareness and define personal boundaries Get educated and empowered to open up the conversation and act on it. Learn the tools to manage the impact of sexual assault.	13

Drug/Alcohol Abuse Prevention Program for Employees

Employee Education and Notification Procedures

In accordance with Section IV of College Policy and Procedure 31005, Drug and Alcohol Abuse Prevention, drug and alcohol education programs for employees are provided primarily through the Office of Human Resources and Strategic Talent Management (HRSTM). 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 annually. The entirety of the College's Policy and Procedure 31005 can be accessed at: <https://www.montgomerycollege.edu/documents/policies-and-procedures/31005-drug-and-alcohol-prevention.pdf>.

Drug/Alcohol Education Presentations

The presentations listed below delivered information on alcohol and drug use to employees via lecture and interactive activities. The objectives of the employee alcohol and drug abuse prevention program are to:

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

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

This information also may be provided to employees during one-on-one meetings. We provide employees with resources at the College to manage their medical conditions and stress-related situations. During the past two years, employees have asked for resources related to drug and alcohol abuse prevention on a weekly basis.

Date	Group/ Requestor	Presenter/ Role	Location	Attendance	Topics Covered
1/10/22	New Faculty Orientation	HRSTM	MK	16	Drug and Alcohol Abuse Prevention Program
3/29 and 4/5/22	Supervisor Orientation	HRSTM, plus others	MK	17	Drug and Alcohol Abuse Prevention Program
8/14/22	New Faculty Orientation	HRSTM	MK	18	Drug and Alcohol Abuse Prevention Program
10/18 and 10/25/22	Supervisor Orientation	HRSTM, plus others	MK	15	Drug and Alcohol Abuse Prevention Program
Biweekly on Mondays	New Staff Orientation Jan.–Dec. 2023	HRSTM, plus others	CT	130	Drug and Alcohol Abuse Prevention Program

Date	Group/ Requestor	Presenter/ Role	Location	Attendance	Topics Covered
N/A	New Faculty Orientation	HRSTM	MK	There were no new faculty in Spring 2021.	Drug and Alcohol Abuse Prevention Program
3/21, 3/25, 3/32, & 4/1	Supervisor Orientation	HRSTM, plus others	Virtual	11	Drug and Alcohol Abuse Prevention Program
8/16	New Faculty Orientation	HRSTM	MK	19	Drug and Alcohol Abuse Prevention Program
10/13, 10/14, 10/19, and 10/21	Supervisor Orientation	HRSTM, plus others	Virtual	14	Drug and Alcohol Abuse Prevention Program
Bi-weekly on Monday	New Staff Orientation Jan.–Dec. 2021	HRSTM, plus others	CT	98 Approximate number	Drug and Alcohol Abuse Prevention Program

Risk Reduction Programs / Events / Presentations Calendar Year 2022

Date	Group/ Requestor	Presenter/ Role	Location	Attendance	Topics Covered
3/23, 3/24, 3/30 & 3/31	Supervisor Orientation	HRSTM, plus others	Virtual	13	Drug and Alcohol Abuse Prevention Program
6/15 & 6/23	Supervisor Orientation	HRSTM, plus others	MK	10	Drug and Alcohol Abuse Prevention Program
8/16	New Faculty Orientation	HRSTM	MK	15	Drug and Alcohol Abuse Prevention Program
10/12 & 10/18	Supervisor Orientation	HRSTM, plus others	MK	14	Drug and Alcohol Abuse Prevention Program
Bi-weekly on Monday	New Staff Orientation Jan.–Dec. 2022	HRSTM, plus others	CT	103	Drug and Alcohol Abuse Prevention Program

Employees also were invited to participate in an e-learning class entitled “Shatterproof.” Participants learned about the signs of overdose, administering Naloxone, and promoting a supportive environment for recovery. It was required training for all employees, including student workers. The training equipped College personnel with the knowledge and resources to respond effectively to incidents of drug overdose and substance abuse.

Faculty/Staff Assistance Program (MC Cares)

Employees who need assistance with drug or alcohol abuse are referred to Section III of College Policy and Procedure 35002, Faculty/Staff Assistance Program (FSAP). The FSAP is a voluntary, confidential assistance program available 24 hours a day, seven days a week, 365 days a year at no cost to employees. The FSAP provides telephonic and face-to-face sessions. Licensed, master's-level specialists answer the telephonic 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. Additional information on the FSAP can be accessed at <https://info.montgomerycollege.edu/offices/human-resources/faculty-staff-assistance-program.html>.

Employee Information

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.

New employees also can receive more detailed information concerning Montgomery College programs for students and employees to prevent drug/alcohol abuse, by referencing the Drug-Free Schools and Community Act 2023 Biennial Review at montgomerycollege.edu/heoa/.

Part Two: Policy Statement, Notification Process, and Sanctions

Policy on Drug and Alcohol Abuse Prevention

On May 15, 1989, the College's Board of Trustees underscored its commitment to drug and alcohol abuse prevention by adopting Policy and Procedure 31005, which states in its entirety:

- 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 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 employees and students 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 President is authorized to establish procedures to implement this policy.

Notification Procedure and Standards of Conduct for Employees

Section I of College Procedure 31005CP, Drug and Alcohol Abuse Prevention, which can be accessed at www.montgomerycollege.edu/documents/policies-and-procedures/31005-drug-and-alcohol-prevention.pdf, states:

- I. The College's Drug and Alcohol Abuse Prevention (substance abuse) program shall consist of the following:
 - 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 employees for violations of the policy, up to and including discharge;
 4. Of the availability of counseling services available through the Faculty/Staff Assistance Program;
 5. Of the educational opportunities, online resources, and training programs available for all employees concerning the adverse effects of alcohol and drug abuse, addiction and prevention awareness, and the identification of behaviors and conduct that may be indicative of alcohol and drug abuse; and
 6. Of the treatment options available locally.

Section II of College Procedure 31005CP, Drug and Alcohol Abuse Prevention, which can be accessed at www.montgomerycollege.edu/documents/policies-and-procedures/31005-drug-and-alcohol-prevention.pdf, states:

- II. 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 and Strategic Talent Management.
 - B. Employees may be required to undergo a medical examination pursuant to College Policy 31105-Medical Examinations when the employee's observable behavior creates a reasonable belief that the employee cannot perform the essential job functions or that the employee poses a threat to the health or safety of the employee or others, or to College property, as a result of the effects of drugs or alcohol.
 - C. 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.

D. 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 and Strategic Talent Management 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 discharge.
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 discharge; 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.

E. 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 an offense punishable by discharge 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, discharge, 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

Students are expected to abide by College Policy and Procedure 42001, Student Code of Conduct, which can be accessed at montgomerycollege.edu/policies-and-procedures.

In addition, Section III of College Policy and Procedure 31005, Drug and Alcohol Abuse Prevention, which can be accessed at montgomerycollege.edu/_documents/policies-and-procedures/31005-drug-and-alcohol-prevention states:

III. 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 Affairs 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 Affairs 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.

State and Local Alcohol Sanctions

Students and employees are subject to state and local laws for obtaining and drinking alcohol. It is illegal in the state of Maryland for any person under 21 to drink alcohol.² It also is illegal for a person under 21 to falsify or misrepresent his or her age to obtain alcohol or to possess alcoholic beverages with the intent to consume them.³ Further, it is illegal in most situations to furnish alcohol to a person under 21.⁴ The penalty is a fine of up to \$2,500 for a first offense and up to \$5,000 for repeat offenses. Local alcohol laws for the jurisdictions where Montgomery College is located are directed primarily toward distribution, allowances, and licensing etc. State laws are enforced in the local jurisdictions.

Federal, State, and Local Drug Sanctions

Students and employees are subject to federal, state, and local laws for the possession, use, and distribution of illegal drugs. Federal law states that it is unlawful to possess controlled substances including cannabis, cocaine, LSD, PCP, heroin, designer drugs, etc. Possession and use of medical cannabis is a violation of the federal Controlled Substances Act, and compliance with Maryland state medical cannabis laws is not a legal defense to a violation of federal law. The U.S. Department of Justice (DOJ) has the authority to enforce federal cannabis laws, even in states with authorized medical cannabis programs. If the substance is cocaine, or contains a cocaine base, the penalty for simple possession is a fine and/or imprisonment from five to 20 years. Federal Law 21 USCA Sections 841 and 844 to 845a (1990).

For other illegal drugs, the penalty for simple possession is a fine of at least \$1,000 and/or imprisonment up to three years. The penalties increase if the possession includes intent to manufacture, distribute, or dispense a controlled substance, especially if done near a public or private elementary, vocational, or secondary school or a public or private college or university. Additionally, any person who violates this law shall be liable for an amount up to \$10,000 in civil penalties. Federal drug trafficking penalties are captured in (Tables 1 and 2), below.

² Md. Code Criminal Art. Section 10-114.

³ Id. at Section 10-113.

⁴ Id. at Section 10-117.

Table 1: Federal Drug Trafficking Penalties

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500–4999 grams mixture	<p>First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p>Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	5 kgs or more mixture	<p>First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p>Second Offense: Not less than 15 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p>2 or More Prior Offenses: Not less than 25 yrs. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p>
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or mixture 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture		100 gm or more pure or 1 kg or more mixture	
PENALTIES				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	<p>First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual.</p> <p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.</p>		
Flunitrazepam (Schedule IV)	1 gram			
Other Schedule III drugs	Any amount	<p>First Offense: Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p>Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.</p>		
All other Schedule IV drugs	Any amount	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual</p>		
Flunitrazepam (Schedule IV)	Other than 1 gram or more			
All Schedule V drugs	Any amount	<p>First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>		

Source: www.dea.gov/sites/default/files/2022-12/2022_DOA_eBook_File_Final.pdf

Table 2: Federal Drug Trafficking Penalties–Marijuana

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 15 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not less than 20 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not less than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kg marijuana (except 50 or more marijuana plants regardless of weight); 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual
Hashish (Schedule I)	10 kg or less	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual
Hashish Oil (Schedule I)	1 kg or less	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense has become final is not less than 25 years imprisonment and a fine up to \$20 million if an individual and \$75 million if other than an individual.

Source: www.dea.gov/sites/default/files/2022-12/2022_DOA_eBook_File_Final.pdf

State of Maryland Penalties – Marijuana

Post-July 1, 2023, Cannabis Remains Illegal on Campus

Although Maryland voters approved a ballot referendum in the 2022 General Election to allow recreational use of cannabis by adults age 21 and over starting July 1, 2023, the use and possession of cannabis remains illegal under the Federal Controlled Substances Act of 1970. Therefore, cannabis is not permitted on College property or at College-sponsored activities under any circumstances.

Nevertheless, the change in Maryland law regarding recreational cannabis use cannot be ignored by the Biennial Review Committee because it is possible that recreational cannabis use will impact the College's students and employees. For this reason, the committee is working with stakeholders to ensure programming concerning cannabis use is developed for students and employees if it is deemed necessary to meet the College's mandate of drug and alcohol abuse prevention.

Common Offenses Prior to July 1, 2023

This document reports on drug and alcohol abuse prevention activities conducted by the College during Academic Years 2021-2022 and 2022-2023. With certain exceptions for medical cannabis, the use of marijuana was illegal in the State of Maryland during the time period discussed in this document. Nevertheless, compliance with Maryland state medical cannabis laws is not a legal defense to a violation of federal law, which prohibits the use of marijuana on our campuses.

The following information discusses the penalties that were in effect during the time period this document covers, which is August 2021 through June 2023.

Marijuana is listed as a Schedule I controlled hallucinogenic substance. Simple possession (possession without the intent to distribute) of less than 10 grams in Maryland is a civil offense (fine not exceeding \$100 for first-time offenders, \$250 for second time offenders, and \$500 for third or subsequent offenders). Possession of between 10 grams and less than 50 pounds of marijuana is a misdemeanor with a punishment of up to one-year imprisonment and a fine not exceeding \$1,000.

Possession of 50 pounds or more of marijuana carries a punishment of a minimum of five years imprisonment and a fine not exceeding \$100,000. Offenses involving the use of marijuana in public carry a civil fine of up to \$500. Possession with intent to distribute less than 50 pounds of marijuana in Maryland is a felony with a punishment of up to five years imprisonment and a fine not exceeding \$15,000. If a person is found to be in possession of 50 pounds or more of marijuana (acts in proceeding 90 days can be aggregated), then the punishment for this felony is imprisonment of not less than five years, and a fine not exceeding \$100,000.

Possessing marijuana with the intent to distribute in a school, vehicle, or in, on, or within 1,000 feet of real property owned by or leased to an elementary school or secondary school is a felony and is punishable by, for a first violation, imprisonment not exceeding 20 years, and a fine not exceeding \$20,000, and for each subsequent violation, imprisonment not less than five years, and not exceeding 40 years, and a

fine not exceeding \$40,000. These penalties are in addition to any other conviction. If an offender has been previously convicted of possession with intent to distribute, then there is a mandatory minimum sentence of two years.

If an individual is found to be a “drug kingpin” (an organizer, supervisor, financier, or manager, who acts as a co-conspirator in a conspiracy to manufacture, distribute, dispense, transport in, or bring into the state a controlled dangerous substance), and dealt with 50 pounds or more of marijuana, then they are guilty of a felony, and subject to imprisonment for not less than 20 years and not exceeding 40 years without the possibility of parole, and a fine not exceeding \$1,000,000. If an adult uses or solicits a minor in a conspiracy to distribute, deliver, or manufacture marijuana, then the adult is guilty of a felony and is subject to imprisonment not exceeding 20 years or a fine not exceeding \$20,000.

Under Maryland law, paraphernalia includes all equipment and materials used in the use, manufacture, or distribution of marijuana. This includes all agricultural materials used in the growing process, including electronic equipment and typical gardening supplies, such as lights, fertilizer, and topsoil. §5-101 also includes under its definition items such as scales, plastic bags, and others used in the distribution process. Hash bubble sacks are paraphernalia. These items are joined by the typical forms of paraphernalia involved in the ingestion of marijuana, including pipes, bongs, and roach clips. Rolling papers and blunt wraps are not included under the statutory definition.

Possession of marijuana-related paraphernalia is a civil violation. If a person is convicted of selling drug paraphernalia, then they are guilty of a misdemeanor and can be sentenced, for a first violation, a fine not exceeding \$500, and for each subsequent violation, imprisonment not exceeding two years and a fine not exceeding \$2,000. If a person is caught with possession of controlled paraphernalia and marijuana, then they are guilty of a misdemeanor and subject to imprisonment not exceeding one year and a fine not exceeding \$1,000.

Maryland has a mandatory minimum sentence for:

- repeat offenders who have been convicted of possession to distribute on two or more occasions (2 years),
- repeat offenders who have previously been convicted of possession with intent to distribute within 1,000 feet of a school on two or more occasions (5 years),
- any offender convicted of possessing 50 pounds or more of marijuana, including any acts of possession within the last 90 days (5 years),
- any offender convicted of being a “drug kingpin” who dealt in more than 50 pounds of marijuana (20 years),
- any offender who is in possession of a firearm at the time they are arrested for trafficking marijuana into MD (10 years).

There are no local laws in the jurisdictions where Montgomery College is located dealing with distribution, manufacturing, and possession of controlled substances. These jurisdictions recognize Maryland law.

Sanctions

Student Sanctions (2021-2023)

There were no student cases involving drug or alcohol incidents reported in the 2021–2022 and 2022–2023 academic years at either of the College’s campuses.

Employee Sanctions (2021-2023)

There were two employee disciplinary sanctions during this time frame. The nature of the cases rendered them non-Clery reportable; therefore, the statistics for the two employee cases were not included in the Annual Security Report.

MC Public Safety’s Partnership with Montgomery County

Partnering with Montgomery County serves current and future MC students, as well as the community. In 2023, the Office of Public Safety, Health, and Emergency Management proactively worked with County leaders to combat the Heroin and Opioid epidemic in Montgomery County. Prevention and overdose response initiatives have been a focus across all campuses. Partnerships with external nonprofit organizations and Montgomery County Department of Health and Human Services have brought great depths of outreach to the College in the form of on-site trainings, documentaries, and panel discussions. Notably, in March of 2023, Montgomery College was certified by the State of Maryland as an Overdose Response Program, and on April 27, 2023, Montgomery College hosted a community forum at the Germantown Campus that provided a mass training for over 300 people to learn how to prevent and respond to an opioid overdose. This event was open to members of the College and all county residents.

The Office of Public Safety, Health, and Emergency Management also hosted two prescription drug takeback days at all campuses on April 26, 2023 and October 27, 2023. This effort is an initiative of the Drug Enforcement Administration’s (DEA) Nationwide Prescription Drug Take-Back Day. This campaign allows the public to prevent pill abuse and theft by ridding their homes of potentially dangerous expired, unused, and unwanted prescription drugs.

Unused or expired prescription medications are a public safety issue, leading to accidental poisoning, overdose, and abuse. Pharmaceutical drugs can be just as dangerous as street drugs when taken without a prescription or a doctor’s supervision. Unused drugs that are flushed down the toilet contaminate the water supply. Proper disposal of unused drugs saves lives and protects the environment. Take-back programs are the best way to dispose of old prescription drugs.

Montgomery College’s public health director represented the College at the Montgomery County Opioid Initiative Taskforce monthly meetings. This workgroup brings community and government organizations together to partner in outreach and prevention efforts across the county.

Following are Public Safety’s Drug and Alcohol Prevention programs during calendar years 2021 and 2022, which were published in MC’s October 2023 Annual Security Report (ASR).

2021 Drug/Alcohol Prevention and Awareness Programs for Students Collegewide (All Campuses)

Date	Group	Attendance	Location	Topics Covered
April 8	SHaW Center	6	Collegewide Zoom	Alcohol Safety
April 14	SHaW Center	7	Collegewide Zoom	Substance Abuse and Recovery
October 20	SHaW Center	20	Collegewide Zoom	Alcohol Safety
October 22	SHaW Center	16	Collegewide Zoom	Alcohol Safety

2022 Drug and Alcohol Prevention and Awareness Programs for Students Collegewide (All Campuses)

Date	Group	Location	Topics Covered
April 13	Student Life	Germantown	Substance Abuse
April 25	Student Life	TP/SS	Substance Abuse and Recovery
October 19	Student Life	Germantown	Alcohol Safety
November 2	Student Life	TP/SS	Substance Abuse and Recovery



DRUG TAKE BACK DAY

STICK AROUND FOR FUN ACTIVITIES AND MORE

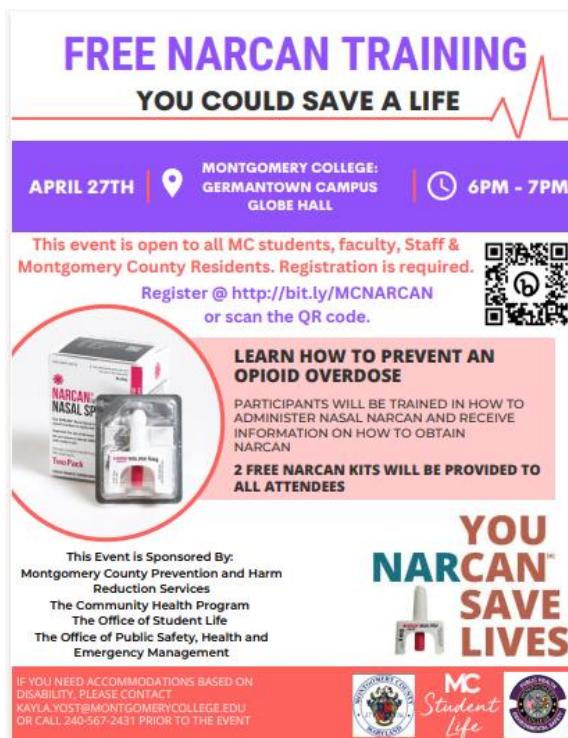
COMING TO A MC CAMPUS NEAR YOU APRIL 26TH

DROP OFF YOUR PRESCRIPTION BOTTLES ON CAMPUS

Brought to you by Public Health and Safety

Let's work together to bring awareness

The poster features several prescription bottles with 'Rx' labels at the bottom and two circular logos at the top corners.



FREE NARCAN TRAINING
YOU COULD SAVE A LIFE

APRIL 27TH | MONTGOMERY COLLEGE: GERMANTOWN CAMPUS GLOBE HALL | 6PM - 7PM

This event is open to all MC students, faculty, Staff & Montgomery County Residents. Registration is required.

Register @ <http://bit.ly/MCNARCAN> or scan the QR code.

LEARN HOW TO PREVENT AN OPIOID OVERDOSE

PARTICIPANTS WILL BE TRAINED IN HOW TO ADMINISTER NASAL NARCAN AND RECEIVE INFORMATION ON HOW TO OBTAIN NARCAN

2 FREE NARCAN KITS WILL BE PROVIDED TO ALL ATTENDEES

This Event is Sponsored By:
Montgomery County Prevention and Harm Reduction Services
The Community Health Program
The Office of Student Life
The Office of Public Safety, Health and Emergency Management

YOU NARCAN SAVE LIVES

IF YOU NEED ACCOMMODATIONS BASED ON DISABILITY, PLEASE CONTACT KAYLA.YOST@MONTGOMERYCOLLEGE.EDU OR CALL 240-567-2431 PRIOR TO THE EVENT

The poster includes a QR code, an image of a Narcan kit, and logos for Montgomery College and the Community Health Program.

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	<ul style="list-style-type: none"> Lowered Inhibitions Impaired Judgement, Vision Loss of Motor Skills, Coordination Slurred Speech 	<ul style="list-style-type: none"> Hypertension Liver Damage Cardiovascular Disease Toxic Psychosis Neurologic Damage Addiction with Severe Withdrawal 	<ul style="list-style-type: none"> Coma Possible Death
NARCOTICS	¹ Opium Morphine Codeine ¹ Heroin Meperidine Other	² Paregonic, Dover S Power ³ 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	<ul style="list-style-type: none"> Euphoria, Drowsiness Respiratory Depression Constricted Pupils Nausea, Vomit Analgesia (Pain Relief) 	<ul style="list-style-type: none"> Loss of Appetite Constipation Risk of AIDS & Hepatitis from I.V. Drug Use 	<ul style="list-style-type: none"> Shallow Perspiration Clammy Skin Convulsions, Coma Possible Death May be Toxic if Mixed with Alcohol
DEPRESSANTS	Chloral Hydrate Barbiturates	² Noctec, Somnos ² Nembutal, Phenobarbital, Seconal, Tuinol	Moderate High	Moderate High	<ul style="list-style-type: none"> Slurred Speech Disorientation Drunken Behavior Without the Odor of Alcohol Euphoria Lowered Inhibitions Loss of Motor Skills Blackouts Relaxation, Depression Hallucinations 	<ul style="list-style-type: none"> Addiction with Withdrawal Toxic Psychosis Weak, Rapid Pulse Hallucinations Nausea Seizures Insomnia Anxiety Tremors Dizziness Loss of Peripheral Vision 	<ul style="list-style-type: none"> Shallow Respiration Cold, Clammy Skin Blackout Coma Possible Death May be Toxic if mixed with Alcohol
	Gamma Hydroxybutric Acid	Date Rape Drug, Liquid Ecstasy, Cherrymeth,	Moderate-High	High			
	Gamma Butyrolactone Glutethimide Ketamine Methaqualone Tranquilizers	GBL ² Doriden Special K, K ² Optimil, Parest, Quaalude, Sopor ² Equanil, Valium, Tranxene Serax, Xanax, Rohyphal, Dalmene, Dormate, Placidyl, Valmid	Unknown High Unknown High Moderate	Unknown High Unknown High High			High
STIMULANTS	¹ Cocaine ¹ Amphetamine	Cocaine Hydrochloride ² Benzedrine, Biphemamine, Desoxyn, Dexedrine	Possible Possible	High High	<ul style="list-style-type: none"> Feeling of Well-Being Excitation, Euphoria Increased Alertness Increased Blood Pressure, Pulse Insomnia, Appetite Loss 	<ul style="list-style-type: none"> Delusions, Hallucinations (Toxic Psychosis) Possible Organ/Tissue Damage 	<ul style="list-style-type: none"> Agitation Temperature Increase Hallucinations Convulsions Heart Attack, Stroke High Blood Pressure Loss of Consciousness Seizures
	Phenmetrazine Methylphenidate Other	² Preludin ² Ritalin	Possible Possible	High High			
	Methylenedioxy-methamphetamine	² Cylert, Didrex, Pre-Sate, Sanorex, Voranil Ecstasy, MDMA	Low	High			
HALLUCINOGENICS	¹ LSD ¹ Mescaline ¹ Psilocybin ¹ MDA ¹ PCP	Acid, Lysergic Acid Peyote, Peyote Buttons, Mescalitor Magic Mushrooms, Shrooms Angel Dust, Crystal, Cerylan (Veterinary)	Low Low Low Unknown Unknown	Unknown Unknown Unknown Unknown Unknown	<ul style="list-style-type: none"> Dilated Pupils Increased Blood Pressure, Pulse Delusions/Hallucinations Distorted Perception of Time, Space, and Reality 	<ul style="list-style-type: none"> Hallucinogens, Especially LSD, may Intensify Existing Psychosis Possible Violent Behavior 	<ul style="list-style-type: none"> Intense Bad Trips Psychosis Possible Sudden Death
	Airplane Glue Lighter Fluid Aerosols Spray Paints Paint Thinner Gasoline Poppers	Active Ingredient: Toluene Active Ingredient: Naphalene Active Ingred.: Chloropluorocarbon 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	<ul style="list-style-type: none"> Slurred Speech Drunken Behavior Impaired Judgement Poor Coordination 	<ul style="list-style-type: none"> Hallucinations Possible Damage to Bone Marrow, Lungs, Kidneys, Liver, Heart, Brain, Eyes 	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Tachycardia, Reddened Eyes Euphoria, Profound Humor Altered Time/Space Perception Short-Term Memory Loss Increased Appetite 	<ul style="list-style-type: none"> Cardiovascular Damage as with Smoking Tobacco
TOBACCO	Nicotine	Cigarettes Cigars	Moderate Moderate	High High	<ul style="list-style-type: none"> Relaxation Stimulation 	<ul style="list-style-type: none"> Cardiovascular Disease Respiratory Illness 	<ul style="list-style-type: none"> 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

The above table also is available here: <https://www.pct.edu/files/imported/campuslife/studentpolicy/docs/drugchart.pdf>.

Part Four: Program Effectiveness

Analysis of Strengths and Weaknesses

After a review of the employee and student drug/alcohol abuse prevention programs, the following significant changes, strengths, and weaknesses have been identified.

Significant Changes

- The College has moved to a one-college model for many of its most impactful programs. This one-college approach ensures each campus receives similar programming, and the approach grew when the pandemic necessitated remote work for approximately 18 months. The one-college model has allowed substance abuse prevention and awareness programming to reach a wider audience and allowed more consistent content to be available across all three campuses.
- Previous biennial reports recommended that substance abuse prevention information be provided in a format that would counteract the stigma associated with attending a substance abuse prevention event. This was achieved by layering topics that were interrelated into one broader workshop, with less specific focus on substance abuse. The new format implemented for faculty, staff, and students was in the form of a “support circle.” It included topics such as managing stress, coping with change, managing life events, etc. At these meetings, information and resources pertaining to substance abuse prevention were disseminated in a simplified format. Student-focused activities contained games, and prizes and were often a part of larger events. These modes of delivery proved extremely effective and reached larger audiences.

Strengths

- Montgomery College is in full compliance with the Maryland Heroin and Opioid Education and Community Action Act of 2017, which serves to increase substance abuse awareness for both employees and students.
- Despite the limitations imposed by the coronavirus pandemic, Montgomery College continued to provide substance abuse prevention and awareness programming by implementing innovative, new, virtual programming.
- Substance abuse awareness information continues to be available on the College’s web page and can be accessed at [Student Health and Wellness Center for Success | Montgomery College, Maryland](#). In general, more programs and activities were provided and more individuals are participating in substance abuse awareness activities than occurred prior to the 2021 review of the program.

Weaknesses

- The College does not have an office or staff person whose primary responsibility is providing substance abuse education and awareness.
- The College could benefit from a statistical assessment of substance abuse programs and activities to better analyze effectiveness.

Statement of Goals

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

- educating students, employees, and community members regarding substance abuse prevention, detection, and treatment services;
- continuing improvements to strengthen collegewide substance abuse programs;
- ensuring consistent sanctions for all students and employees in connection with violations to drug/alcohol policies; and
- maintaining a drug-free environment throughout the College.

Recommendations for Program Revisions

Recommendations for the Student Drug/Alcohol Abuse Prevention Program

- Student Affairs will work to improve the granularity of data gathered regarding student attendance at substance abuse programs and activities on all campuses. This will enhance the ability of Student Affairs to measure the utility and effectiveness of substance abuse programs and activities for students on each campus.
- Student Affairs will partner with Public Safety to use impairment goggles and impairment simulators at student events throughout the year. Impairment goggles and simulator activities offer memorable lessons on topics such as impaired driving and other substance abuse issues. Activities will be designed in which students perform simple tasks – like walking in a straight line – without the goggles and then with the goggles. The goggles will simulate the effects of impairment at various blood alcohol content levels, including slowed reaction time, reduced alertness, confusion, visual distortion, alteration of depth and distance perception, poor judgment and decision making, and lack of muscular coordination.
- Although the College offers resources to students, the information is not prominently displayed or easily accessible on MC's website. Student Affairs will work with internal partners to update and improve the website to offer more directly-accessible drug and alcohol abuse information to students.

Recommendations for the Employee Drug/Alcohol Abuse Prevention Program

- The College will include the Wellness Program Specialist in the Biennial Review Committee to suggest programs and partnerships that will assist employees.
- The College has endeavored to coordinate a smoking cessation program for several years. Although smoking cessation programs are offered through healthcare benefits many employees have through the College, some employees have opted to participate in benefits plans through the healthcare marketplace or through their spouse's or domestic partner's workplace. Therefore, we will renew our efforts to develop a comprehensive smoking cessation program and will enlist the assistance of the Wellness Program Specialist.
- The MC Wellness webpage has developed over the years to be a robust resource for employees. Included on the webpage is a link to drug and alcohol abuse treatment resources and clinical services. The goal going forward is to develop a more robust section specific to drug and alcohol abuse prevention.

Recommendations for Future Compliance Disclosures

The Office of Compliance, Risk, and Ethics (OCRE) coordinates the disclosure of information to students and employees regarding the College's drug and alcohol abuse prevention programs as part of its series of annual disclosure notices. The content of employee communications is developed in conjunction with the Office of Human Resources and Strategic Talent Management (HRSTM). The content of student communications is developed by Student Affairs.

OCRE worked with Student Affairs and HRSTM to return to the College's practice of distributing the student and employee drug and alcohol abuse prevention program notices on a semester basis in the 2021–2022 academic year. Copies are provided in Appendices A and B to this document. During fiscal year 2025, OCRE will collaborate with the Office of Student Affairs and HRSTM to consider additional strategies to reach new students and new employees with MC's drug and alcohol abuse prevention program annual notices.



**MONTGOMERY
COLLEGE**

**Drug-Free Schools and Communities Act
2023 Biennial Review
(Academic Years 2021–2022 and 2022–2023)**

Appendices

Access Online:

www.montgomerycollege.edu/about-mc/heoa/index.html#HealthAndSafety

**Appendix A
Disclosure Notifications to Employees**


**Appendix B
Disclosure Notifications to Students**

Disclosures were distributed to employees and students in accordance with the Drug-Free Schools and Communities Act in order to annually notify employees and students about the College's Drug and Alcohol Abuse Prevention Program. The websites provided in each disclosure were viable at the time of distribution.

OFFICIAL ACKNOWLEDGMENT

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In compliance with the Drug-Free Schools and Communities Act (DFSCA) as articulated in the Education Department General Administrative Regulations (EDGAR) Part 86, the undersigned official of Montgomery College acknowledges that he has reviewed and approved Montgomery College's 2023 Biennial Review.



Dr. Jermaine F. Williams, President
Montgomery College

04.29.2024

Date