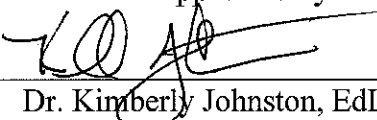


**Methodist College**  
**UnityPoint Health**

**Alcohol and Other Drug Programs**  
**Biennial Review**  
**January 2014 - December 2015**

Approved by:

Dr.   
Dr. Kimberly Johnston, EdD, CNE

1-29-16  
Date

## **Introduction**

There has been a growing recognition nationally that alcohol and drug abuse is a prevalent problem on college campuses. In compliance with the 1989 Drug Free Schools and Communities Act, this document delineates the efforts on Methodist College campus to address student alcohol and other drug use during the years of 2014 thru 2015. The Biennial Review meeting was conducted to review effectiveness of the Alcohol and Other Drug (AOD) program and the consistency of policy enforcement. The meeting was held with the Campus Wellness Committee, chaired by Debra Disney (a sub-committee of the Campus of Care initiative). More specifically, this document will detail the College policy regarding alcohol and drug use, disciplinary sanctions the College will impose for violations of this policy, statistics on violations of policies, and efforts to educate students and employees about alcohol and drug related issues.

It is the intent of the College to establish and clearly communicate a drug and alcohol policy based upon a philosophy of Zero Tolerance, with the end result that all students and employees be free of any chemical impairment. Questions concerning this policy and/or alcohol and other drug program interventions and policies may be directed to Linda Moore at (309) 671-2734.

The College is committed to ongoing review and improvement of its alcohol and drug prevention program. This document contains a description of these efforts and the outcomes achieved. The signed copy of the Biennial Review for 2015 is located in the office of the Director of Human Resources.

## **Mission Statement**

The mission of Methodist College is to provide quality educational programs that promote the holistic development of a diverse student population to become healthcare professionals. The college is also committed to civic engagement, community service and to meeting the healthcare needs of the diverse population it serves.

As an academic community, Methodist College is committed to providing an environment in which learning can flourish. The possession or use of illegal drugs, or the abuse of those which may otherwise be legally possessed, seriously affects the College environment, as well as the individual potential of our students and employees. The College enforces state laws and related College policies, including those prohibiting the following activities on campus:

- a. Providing alcoholic beverages to individuals under 21 or possession or consumption of alcoholic beverages by individuals under 21.
- b. Distribution, possession, or use of illegal drugs or controlled substances.
- c. Possession of firearms or other dangerous weapons.

The abuse of alcohol or other drugs by students, regardless of age and of location (on-campus or off-campus), is prohibited by the Student Code of Conduct. The College can, and will, impose disciplinary sanctions for violations. The College strongly encourages students to voluntarily obtain assistance for dependency or abuse problem before such behavior results in an arrest and/or disciplinary referral which might result in their separation from the College. The use of, or addiction to, alcohol, marijuana, or controlled substances is not considered an excuse for violation of the Student Code of Conduct and will not be a mitigating factor in the application of appropriate disciplinary sanctions for such violation.

### **Denial of Federal Aide (20USC 1091)**

Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs will have their federal financial aid eligibility suspended. This includes all federal grants, loans, federal work study program, and more. Students convicted of drug possession will be ineligible for one year from the date of the conviction of the first offense, two years for the second offense, and indefinitely for the third offense. Students convicted of selling drugs will be ineligible for two years from the date of the first conviction, and indefinitely for the second offense. Those who lose eligibility can regain eligibility by successfully completing an approved drug rehabilitation program.

### **Zero Tolerance - Drug Free Policy**

#### **Policy – Alcohol and Other Drugs**

Students are prohibited from being under the influence of illegal drugs; non-prescribed, controlled drugs; alcohol; or inhalants while in the classroom, the clinical setting, on campus, or while participating in College sanctioned or sponsored activities. For the purpose of this policy, "campus" includes any and all sites associated in any way, either directly or indirectly, with the College and Unity Point Health Methodist/Proctor.

Students taking any prescribed or over-the-counter medications which may alter their ability to function in a competent manner while in the classroom, the clinical setting or workplace must report their medication use to their respective instructor(s) or director/dean prior to entering the setting.

As a member of the College community, students and employees are subject to city ordinances and to state and federal laws. Arrest and prosecution for alleged violations of criminal laws or city ordinances, may result from the same incident for which College imposes disciplinary sanctions.

## **PERTAINING TO STUDENTS:**

### **Testing**

Students may be requested to undergo an assessment/evaluation for drugs and/or alcohol if reasonable suspicion exists to indicate that the student is using or is under the influence of drugs and/or alcohol. The drug and/or alcohol screens will be performed using a urine sample collected with a "chain-of-custody" process through the Emergency Room physician. All testing will include a review by a qualified Medical Review Officer (MRO).

### **Refusal to Submit**

A student who refuses to submit to testing will be considered to be in violation of College Drug Free policy.

### **Positive Results**

If positive results are obtained, the student will be immediately suspended from Methodist College by the President of the College and will be granted due process, through the Student Code of Conduct.

## **PERTAINING TO EMPLOYEES:**

### **Drug Free Workplace Policy**

Employees are prohibited from being under the influence of illegal drugs, non-prescribed controlled drugs, alcohol or inhalants while in the classroom, the clinical setting, on campus, or while participating in Methodist College sanctioned or sponsored activities. For the purpose of this policy, "campus" includes all sites associated in any way, either directly or indirectly, with Methodist College and Unity Point Health Methodist/Proctor.

### **Definition and Expectations**

The Drug Free Workplace policy defines employee responsibilities for reporting for work and performing job duties safely and appropriately without any adverse effects due to the use of drugs, including alcohol. Drug violations off campus also render an employee unfit.

### **The College Prohibits the Following:**

- Using, possessing, selling, manufacturing, dispensing or distributing, illegal drugs or unlawfully using, possessing, selling, manufacturing, dispensing or distributing controlled substances including but not limited to amphetamines, cocaine, cocaine metabolites, barbiturates, marijuana, opiates, narcotics and phencyclidine during working hours or on premises.
- Drinking, possessing, selling, or distributing alcoholic beverages during working hours or on premises.
- Reporting to work or working with any detectable level of an illegal or controlled substance or alcohol. Extrapolation techniques shall be used as appropriate to

- determine alcohol levels throughout the course of the workday.
- Theft of any drug or narcotic from Unity Point Health Methodist/Proctor.
  - Alteration and/or dilution of a specimen during the assessment process.
  - Abuse of a legal non-prescription drug or a prescription drug.

### **Refusal to Submit**

Refusal to cooperate with the College's policy prohibiting the use of drugs and alcohol will result in corrective action up to and including termination of employment.

### **Testing**

Directors/Deans through observation and/or a report of an employee who is performing in an unsafe manner and/or whose behaviors are suspect will follow protocol outlined in policy E-42, which includes a drug/alcohol screen, assessment and/or rehabilitation.

To assure a drug free workplace, the College reserves the right to require employees to submit to drug/alcohol testing at any time. During normal business hours, IWIRC will conduct a drug/alcohol screen and Fit for Duty evaluation. After hours is through Emergency Department. The employee will remain off work on Administrative Leave until the Fit for Duty evaluation can be scheduled through IWIRC. In such cases, Director of Human Resources must be contacted immediately. A positive test will result in corrective action up to and including termination of employment.

**Appendix A** lists the health risks and legal sanctions associated with alcohol and other drugs. This information is distributed to all faculty, staff and students annually.

### **Statistics on Student Violations of the Drug Free Policy**

From January 2014 to December 2015, there were three alcohol violations and zero drug violations addressed through the judicial processes in the Office of Enrollment Management/Student Services.

No fatalities occurred on campus related to the above mentioned violations.

Within this same time frame, zero students were selected for testing based on reasonable suspicion or post-incident/unusual occurrence.

### **Statistics on Violations of Drug Free Workplace Policy**

No policy violations occurred, and no testing was performed on employees

### **Education**

The overall purpose of the policies and offerings of the College related to drug and alcohol prevention and education are to create an environment which promotes the health and wellness of students and employees and to provide safe and effective care to "customers"

by students and employees who are drug and alcohol free.

The educational offerings at the College included an Oktoberfest event in October of 2014 and October of 2015. At these events, students participated in activities using drunk goggles that simulate the level of brain impairment when intoxicated. Another activity allowed students to gauge a serving size of alcohol, and handouts were distributed with information about safe drinking and contact numbers for services.

Three staff members (Human Resources Director, Student Life Coordinator, and Counselor) attended a 2-day training in Chicago on BASICS (Brief Alcohol Screening and Intervention for College Students). BASICS is an evidence-based intervention which is a model for how to intervene with students who break the alcohol/drug code of conduct. The sanctions that are mandated after alcohol/drug incidents now include having the student work through the BASICS program with the counselor.

Additionally, all faculty and staff must complete annual training on the topic of safety and security. Drug and alcohol awareness and the related health and legal risks are a component of this training. The Annual Security Report is distributed electronically annually to all faculty, staff and students and can be found on the College website at [www.methodistcol.edu](http://www.methodistcol.edu).

### **Counseling**

The College offers both on-site and off-campus counseling services. A counselor is on campus to assist students with personal and academic concerns. Office hours are 9:30 a.m. to 6:00 p.m. Monday and Tuesday; and 8:30 a.m. to 5:00 p.m. Wednesday through Friday. The phone number is (309) 671-5177. Employees of the College have access to Employee Assistance Program (EAP) at no initial charge. The EAP provides counseling and related services designed to help employees, spouses, and dependent children under the age of 26 with a wide range of personal concerns 24 hours a day, 7 days a week at (800) 433-7916.

### **Community agencies that provide services include:**

- Illinois Institute for Addiction and Recovery, at Proctor Hospital  
(309) 691-1055 or (800) 522-3784  
<http://www.addictionrecov.org>
- White Oaks Center  
3400 W. New Leaf Lane  
(309) 692-6900
- Tazwood Mental Health Center for Wellness  
(309) 347-5522  
[www.tazwoodcenterforwellness.org](http://www.tazwoodcenterforwellness.org)
- Human Service Center Peoria  
(309) 671-8084  
[www.hscpeoria.org](http://www.hscpeoria.org)
- Narcotics Anonymous; Helpline 1-800-539-0475
- Alcoholics Anonymous in Peoria - [www.aapeoria.org](http://www.aapeoria.org)

### **Safety and Security**

The Office of Enrollment Management/Student Services is responsible for the enforcement of the College's alcohol and drug policy as it relates to violations of the law (e.g. underage drinking). The following statistics relate to the incidence of alcohol and drug crime on the College Campus for the period of January 2014 through December 2015.

Liquor Law Violations (arrests)	-	0
Drug Law Violations (arrests)	-	0

### **Administrative Services**

The Director of Human Resources is responsible for addressing alcohol and drug abuse issues with College employees. The Drug Free Workplace policy is published in the Faculty and Employee Handbook and is maintained on the college intranet. It is also included in new employee orientation. Employees who have an alcohol or substance abuse problem are eligible for assessment and assistance toward recovery within certain parameters.

### **Conclusions and Recommendations**

While the College meets the requirements and standards established by the Drug Free Schools and Communities Act, there are areas for improvement. An overview of the College's Drug Free policy is provided annually at the employees' performance reviews. The College has in place clear goals and objectives to support the ongoing effort of drug and alcohol awareness. General recommendations for improvement to the College Alcohol and Other Drug Program (AODP) include: a) enhanced campus communication regarding the AODP and b) continued evaluation of the current program and its effectiveness.

#### **2016/2017 goals will include:**

- To promote a climate in which abstaining from alcohol and drug use is acceptable.
- To provide education in regard to the use of alcohol emphasizing ways to reduce risks of negative consequences to self and others.
- To maintain prevention, education, intervention, and treatment policies and practices.
- To promote a stronger presence on the website pertaining to alcohol and drug prevention.
- To maintain the Campus of Care pages on the college website which pertain to alcohol and drug prevention, intervention, and treatment.

#### **2016/2017 Objectives will include:**

- Locate a webinar, if available, on AOD issues.
- Email students about counseling services provided by the counselor.
- The Campus Wellness committee will meet at least once per semester.
- During National Alcohol Awareness Week each October, provide handouts and activities during the OkSoberFest event to promote prevention and treatment awareness.
- For employees, promote Employee Assistance Program (EAP) via email and intranet.

- For students, via email, provide contact information for local alcohol services and contact information for the counselor on campus.
- Complete an assessment of our policies and handbook information.
- Administer the Core Survey in April 2016 to assess student alcohol use.



**APPENDIX A**

**Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance**

**Federal Trafficking Penalties (As of January 1, 1996)**

Controlled Substances Act Schedule	1 <sup>st</sup> Offense	2 <sup>nd</sup> Offense	Quantity	Drug	Quantity	1 <sup>st</sup> Offense	2 <sup>nd</sup> Offense
<b>I and II</b>	<p>* Not less than 5 years. Not more than 40 years.</p> <p>* If death or serious injury, not less than 20 years or more than life.</p> <p>* Fine of not more than 2\$ million individual, \$5 million other than individual</p>	<p>* Not less than 10 years. Not more than life.</p> <p>* If death or serious injury, not less than life.</p> <p>* Fine of not more than \$4 million individual \$10 million other than individual.</p>	10-99 gm pure or 100-999 gm mixture	Metham-phetamine	100 gm+ pure of 1 kg or more mix	<p>*Not less than 10 years. Not more than life.</p> <p>*If death or serious injury, not less than 20 years or more than life.</p> <p>*Fine of not more than \$4 million individual, \$10 million other than individual.</p>	<p>*Not less than 20 years not more than life.</p> <p>*If death or serious injury, not less than life.</p> <p>*Fine of not more than \$8 million individual, \$20 million other than individual.</p>
			100 – 999 gm mixture	Heroin	1 kg or more mix		
			500-4,999 gm	Cocaine	5 kg or more mix		
			5-49 gm mix	Cocaine Base	50 gm or more mix		
			10-99 gm pure or 100-999 gm mix	PCP	100 gm+ pure or 1 kg or more mix		
			1-9 gm mix	LSD	10 gm or more mix		
			40-399 gm mix	Fentanyl	400 gm or more mix		
10-99 gm mixture	Fentanyl Analogue	100 gm or more mix					

**\*The Controlled Substances Act (1970) places all substances regulated under federal law into one of five schedules based on the substance’s medical use, potential for abuse, and safety or dependence liability.**

**Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance.**

**Federal Trafficking Penalties (As of January 1, 1996)**

<b>Controlled Substances Act Schedule</b>	<b>Drug</b>	<b>Quantity</b>	<b>1<sup>st</sup> Offense</b>	<b>2<sup>nd</sup> Offense</b>
I and II	Others (law does not include marijuana, hashish, or hash oil)	Any	*Not more than 20 years *If death or serious injury, no less than 20 years, not more than life *Fine \$1 million individual, \$5 million not individual	*Not more than 30 years *If death or serious injury, life *Fine \$2 million individual, \$10 million not individual
III	All (included in Schedule III are anabolic steroids, codeine, and hydrocodone with aspirin or Tylenol® and some barbiturates)	Any	*Not more than 5 years *Fine not more than \$250,000 individual, \$1 million not individual	*Not more than 10 years *Fine not more than \$500,000 individual, \$2 million not individual
IV	All (included in Schedule IV are Darvon, Talwin®, Equanil®, Valium®, and Xanax®)	Any	*Not more than 3 years *Fine not more than \$250,000 individual, \$1 million not individual	*Not more than 6 years *Fine not more than \$500,000 individual, \$2 million not individual
V	All (over-the-counter cough medicines with codeine are classified in schedule V)	Any	*Not more than 3 years *Fine not more than \$100,00 individual, \$250,000 not individual	*Not more than 2 years *Fine not more than \$200,000 individual, \$500,000 not individual

**APPENDIX A (cont.)**

**Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance**

Federal Trafficking Penalties – Marijuana (includes hashish and hash oil) (as of January 1, 1996)

Description	Quantity	1 <sup>st</sup> Offense	2 <sup>nd</sup> Offense
Marijuana	1,000 kg or mixture or 1,000 or more plants	*Not less than 10 years, not more than life *If death or serious injury, not less than 20 years, not more than life *Fine not more than \$4 million individual, \$10 million other than individual	*Not less than 20 years, not more than life *If death or serious injury, not more than life *Fine not more than \$8 million individual, \$20 million other than individual
Marijuana	100 kg or 999 kg mixture; or 100-999 plants	*Not less than 5 years, not more than 40 years *If death or serious injury, not less than 20 years, not more than life *Fine not more than \$2 million individual, \$5 million other than individual	*Not less than 10 years, not more than life *If death or serious injury, not more than life *Fine not more than \$4 million individual, \$10 million other than individual
Marijuana	50 to 99 kg mixture ----- 50 to 99 plants	*Not more than 20 years *If death or serious injury, not less than 20 years, not more than life *Fine \$1 million individual, \$5 million other than individual	*Not more than 30 years *If death or serious injury, not more than life *Fine \$2 million individual, \$10 million other than individual
Marijuana	Less than 50 kg mixture		

Hashish	10 kg or more	*Not more than 5 years *Fine not more than 250,000, \$1 million other than individual	*Not more than 10 years *Fine \$500,000 individual, \$2 million other than individual
Hashish oil	1 kg or more		

## **Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance**

### **21 U.S.C. 844 (a)**

1<sup>st</sup> conviction: Up to 12 year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.

After 1 prior drug conviction: At least 15 days in prison, not exceed 2 years and fined at least \$2,500 but not more than \$250,000, or both.

After 2 or more prior drug conviction: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both.

Special sentencing provision for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,00 or both if:

- a) 1<sup>st</sup> conviction and the amount of crack exceeded 5 grams.
- B) 2<sup>nd</sup> crack conviction and the amount of crack possessed exceeds 3 grams.
- C) 3<sup>rd</sup> or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

### **21 U.S.C. 853 (a) (2) and 881 (a) (7)**

Forfeiture of personal and real property used to possesses or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. (See special sentencing provisions re: crack).

### **21 U.S.C. 881 (a) (4)**

Forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance.

### **21 U.S.C. 884a**

Civil fine of up \$10,000 (pending adoption of final regulations).

### **21 U.S.C. 853a**

Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

### **18 U.S.C. 922 (g)**

Ineligible to receive or purchase a firearm

### **Miscellaneous**

Revocation of certain Federal Licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies. *Note: These are only Federal penalties and sanctions. Additional State penalties and sanctions may apply.*

## APPENDIX B

### Health Risks Associated with the Use of Illicit Drugs and Alcohol

Drugs	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose	Withdrawal Syndrome
<b>Narcotics</b>					
Heroin	High	High			• Yawning
Morphine	High	High			• Loss of appetite
Codeine	Moderate	Moderate	• Euphoria	• Slow and shallow breathing	• Irritability
Hydrocodone	High	High	• Drowsiness	• Clammy skin	• Tremors
Hydro-morphone	High	High	• Respiratory depression	• Convulsions	• Panic • Cramps
Oxycodone	High	High	• Constricted pupils	• Coma	• Nausea
Methadone and LAAM	High	High	• Nausea	• Possible death	• Runny nose
Fentanyl and Analogs	High	High			• Chills and sweating
Other narcotics	High-low	High-low			• Watery eyes
<b>Depressants</b>					
Chloral Hydrate	Moderate	Moderate	• Slurred speech	• Shallow respirators	• Anxiety
Barbiturates	High-moderate	High-moderate	• Disorientation	• Clammy skin	• Insomnia
Benzo-diazepines	Low	Low	• Drunken behavior without odor of alcohol	• Dilated pupils • Weak and rapid pulse	• Tremors • Delirium
Glutethimide	High	Moderate		• Coma	• Convulsions
Other Depressants	Moderate	Moderate		• Possible death	• Possible death
<b>Stimulants</b>					
Cocaine	Possible	High	• Increased alertness	Agitation	Apathy
Amphetamine/Methamphetamine	Possible	High	• Euphoria • Increased pulse and blood pressure • Excitation	• Increased body temperature • Hallucinations • Convulsions	• Long periods of sleep • Irritability • Depression
Methylphenidate	Possible	High	• Insomnia	• Possible death	• Disorientation
Other stimulants	Possible	High	• Loss of appetite		
<b>Cannabis</b>					
Marijuana	Unknown	Moderate	• Euphoria • Relaxed inhibition	• Fatigue • Paranoia	• Occasional reports of insomnia
Tetrahydrocannabinol	Unknown	Moderate	• Disorientation		• Decreased appetite
<b>Hallucinogens</b>					

Mescaline and Peyote	None	Unknown	• Altered perception of time and distance	• More intense "trip" episodes	
Amphetamine Variants	Unknown	Unknown		• Psychosis	
Phencyclidine and Analogs	Unknown	High		• Possible death	
Other Hallucinogens	None	Unknown			
<b>Anabolic Steroids</b>					
Testosterone (Cypionate, Enanthate)	Unknown	Unknown	• Virilization • Acne	• Unknown	• Possible depression
Nandrolone (Decionate, Phenpropionate)	Unknown	Unknown	• Testicular atrophy • Gynecomastia • Aggressive Behaviors		
Oxymetholone	Unknown	Unknown	• Edema		

### Alcohol Effects

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely alerting a person's ability to learn remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.