



## **Drug Abuse and Alcohol Prevention Programs (DAAPP)**

### **Biennial Review**

### **Fall 2022**

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Executive Approval: Ronald A. Matthews D.M.A., University President

A handwritten signature in black ink that reads 'Ronald A. Matthews'.

## Introduction

The Drug Free Schools and Communities Act of 1989 (101-226, 20 U.S.C. § 1011i) and its implementing regulations (34 CFR Part 86.100) require an Institution of Higher Education (IHE) such as Eastern University to certify that it has implemented programs to prevent the abuse of alcohol and use, and /or distribution of illicit drugs both by Eastern students and employees either on its premises and as a part of any of its activities. At a minimum, Eastern University is required to annually distribute the following in writing to all students (anyone who is taking one or more classes for any type of academic credit excusing continuing education units) and employees:

- Standards of conduct that clearly prohibits the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees.
- A description of legal sanctions under local, state or Federal law for the unlawful possession or distribution of illicit drugs and alcohol.
- A description of the health risks associated with the use of illicit drugs and alcohol abuse.
- A description of any drug or alcohol counseling, treatment or rehabilitation or reentry programs that are available to employees or students.
- A clear statement that the institution will impose sanctions on students and employees and a description of the sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct or law.

In accordance with the Drug Free Schools and Campus Regulations, Eastern University will also:

- Conduct a biennial review of its Drug Abuse and Alcohol Prevention Program (DAAPP).
- Determine the effectiveness of its DAAPP and implement changes if needed.
- Ensure that disciplinary sanctions described within are consistently enforced.

## Standards of Conduct

Eastern University student and employee health and well-being are of great importance. The University wants all students and employees to know about the dangers of drug and alcohol abuse and the resources that are available to them concerning education, what to do about abuse and addiction in self and others, and other general information. To this end, the University has established programming and/or resources for students and employees appropriate to their needs.

As a Christian university and a Christian community, we are concerned with establishing standards of conduct consistent with a Christian lifestyle. We believe these standards flow from biblical values and from our commitment to be witnesses to one another. We also believe these standards are in the best interests of each individual student as well as the community as a whole.

Undergraduate students are held accountable through University alcohol policies, as listed in the Student Handbook. Students who may be abusing alcohol will be confronted and offered or required to receive alcohol education, alcohol counseling, or to otherwise get assistance with the problem.

*Prohibited Student Conduct as found in the Code of Student Conduct*

The following are specific violations of university policy for which students should expect to be held responsible and which will result in disciplinary proceedings:

- The use, sale, distribution and/or possession of all illegal drugs on or off campus. Evidence of drug use/possession such as odors, items used to mask odors, paraphernalia, and storage containers will be seen as a violation of this policy.
- Tobacco products / devices and their use are not permitted on-campus or in areas adjacent to campus.
- Beverages containing alcohol, being found with alcoholic beverages, use or possession of alcoholic beverages or the presence of empties in or adjacent to residence halls and/or university owned or staffed properties.
- Returning to campus or university owned or staffed properties drunk or intoxicated.
- Students who host or participate in events off-campus where underage or excessive drinking occur jeopardize their enrollment at the university.
- Students participating in university sponsored off-campus trips or activities – social, academic, or sports related – are expected to observe on-campus behavioral expectations for the duration of the off-campus activity.

*Prohibited Employee Conduct as communicated via the Staff and Administration Handbook*

Eastern University has a vital interest in maintaining a safe, healthy, and efficient working environment for all its employees. Drug and alcohol abuse, or use while at work, or immediately prior to reporting to work, are regarded as a serious problem. Employees under the influence of drugs or alcohol present safety and health risk to themselves and their fellow employees and our students and have a detrimental effect upon the University's high standards and image. It is the policy of Eastern University to:

- Maintain a safe and healthy working environment for all individuals within the University community, free from the influence of drugs and alcohol, in order to ensure that the excellent reputation of the University, its employees and the students we serve are protected and upheld.
- Provide assistance to employees who seek help in overcoming dependency upon, or problems related with, drugs or alcohol through referral to appropriate agencies.
- Ensure confidentiality to employees who seek help.

The Staff/Administration (Employee) handbook provides details regarding our Drugfree Workplace Policy.

Employees may visit the Human Resources website on myEastern for specific information on drug and alcohol education and prevention. Employees who experience drug and alcohol abuse problems are encouraged to voluntarily seek assistance through the University's Employee Assistance Program (EAP) that is available to all active employees for counseling and guidance. Participation in the EAP is confidential and is encouraged by the University. However if job performance is adversely affected by drug and alcohol abuse it will not hinder disciplinary actions or relieve an employee of the responsibility of performing their job duties satisfactorily and in a safe and efficient manner.

## Alcohol and the Law, Violations and Fines

If you are under 21 and you possess a fake ID or falsify an ID card to misrepresent your age or purchase, attempt to purchase, use, or transport alcoholic beverages, you will lose your driver's license on the first conviction.

- First offense - 90 day mandatory suspension
- Second Offense - 1 year suspension
- Third Offense - 2 year suspension

You will pay a fine of up to \$500.00 and it will cost \$25.00 to get your license back. Your parents will be notified and, if the courts stipulate, you'll be required to complete an alcohol education or counseling program.

Moreover, it is unlawful for any person to sell, furnish, or give any liquor, or permit any liquor to be sold, furnished, or given to any person visibly intoxicated or to any minors (persons less than 21 years of age). Violation carries a minimum \$1,000.00 fine for the first offense and a \$2,500.00 fine for second and further offenses. Maximum penalty: \$2,500.00 and one-year imprisonment.

## Health Risks: Alcohol

Alcohol is a depressant that affects the heart, liver, kidneys, and brain activity.

The National Institute on Alcohol Abuse and Alcoholism states "harmful and underage college drinking are significant public health problems, and they exact an enormous toll on the intellectual and social lives of students on campuses across the United States." <sup>1</sup> Consequences of underage college drinking can include sexual assault, assault, academic problems, Alcohol Use Disorder, in addition to other health risks.

### Short Term Health Risks<sup>2</sup>

Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. These are most often the result of binge drinking and include the following:

- Injuries, such as motor vehicle crashes, falls, drownings, and burns.
- Violence, including homicide, suicide, sexual assault, and intimate partner violence.
- Alcohol poisoning, a medical emergency that results from high blood alcohol levels.
- Risky sexual behaviors, including unprotected sex or sex with multiple partners. These behaviors can result in unintended pregnancy or sexually transmitted diseases, including HIV.
- Miscarriage and stillbirth or fetal alcohol spectrum disorders (FASDs) among pregnant women.

### Long Term Health Risks<sup>3</sup>

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<sup>1</sup> National Institute on Alcohol Abuse and Alcoholism:

<https://pubs.niaaa.nih.gov/publications/CollegeFactSheet/Collegefactsheet.pdf>

<sup>2</sup> Centers for Disease Control and Prevention: <https://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm>

<sup>3</sup> Centers for Disease Control and Prevention: <https://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm>

Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including:

- High blood pressure, heart disease, stroke, liver disease, and digestive problems.
- Cancer of the breast, mouth, throat, esophagus, liver, and colon.
- Learning and memory problems, including dementia and poor school performance.
- Mental health problems, including depression and anxiety.
- Social problems, including lost productivity, family problems, and unemployment.
- Alcohol dependence, or alcoholism.

## Health Risks: Drugs

“Drugs are chemicals that affect the body and brain. Different drugs can have different effects. Some effects of drugs include health consequences that are long-lasting and permanent.”<sup>4</sup>

### Drug Abuse Health Risks<sup>5</sup>

Both short term and long-term health risks occur with drug abuse. Many health risks may vary depending on the type of drug and how often it is taken. Health risks can include:

- A weakened immune system, increasing the risk of illness and infection.
- Heart conditions ranging from abnormal heart rates to heart attacks and collapsed veins and blood vessel infections from injected drugs.
- Nausea and abdominal pain, which can also lead to changes in appetite and weight loss.
- Increased strain on the liver, which puts the person at risk of significant liver damage or liver failure.
- Seizures, stroke, mental confusion and brain damage.
- Lung disease.
- Problems with memory, attention and decision-making, which make daily living more difficult
- Global effects of drugs on the body, such as breast development in men and increases in body temperature, which can lead to other health problems.

### Drug Abuse Effects on Behavior

All drugs impact brain chemistry affecting the limbic system and cerebral cortex. Substance use disorders can lead to short-term and long-term behavioral problems. Drug effects on behavior may include:

- Paranoia
- Aggressiveness
- Hallucinations
- Addiction

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<sup>4</sup> Gateway Foundation: Effects of Drug Abuse and Addiction: <https://www.gatewayfoundation.org/substance-abuse-treatment-programs/effects-of-drug-abuse>

<sup>5</sup> Gateway Foundation: Effects of Drug Abuse and Addiction: <https://www.gatewayfoundation.org/substance-abuse-treatment-programs/effects-of-drug-abuse>

- Impaired Judgment
- Impulsiveness
- Loss of self-control

## Drug Abuse and Alcohol Prevention Programs

### Education and Prevention Program Initiatives for Students

The Office for Student Development in conjunction with The Cushing Center for Counseling and Academic Support, The University Health Center, and the Department of Public Safety provides direction and leadership in the development of health education and alcohol abuse prevention efforts at Eastern University.

- **Bystander Intervention Training:** During New Student Orientation in August of 2021 and August of 2022, the Director of Public Safety and Vice Provost for Student Development presented workshops on Bystander intervention to new students.
- **Mental Health and Wellness Awareness Programming:** *Mental Health Awareness Week-* Hosted in Spring, 2021 and 2022, offered lectures and events was designed to promote positive pro-social behaviors as well as provide health education with specific components related to drugs and alcohol.
- **Prevention and Awareness Programming:**
  - It's on Us Launch Party- It's On Us was founded in September 2014 as an initiative of the Obama-Biden White House. The program launched following recommendations from the White House Task Force to Prevent Sexual Assault that noted the importance of calling everyone into the conversation on sexual assault prevention. University received an It's On Us Grant, and a component of the University's awareness campaign programming included Students workshops about consent, healthy relationships, and drinking safety (Spring, 2021).
  - Drug and Alcohol Fair- October 19th, 2021. Students had stations to learn trivia facts about drugs and alcohol, wear drunk goggles to try and do everyday tasks, provided resources for on and off campus, information about BAC for different drinks to drink safely. In 2022, Information was given out to students regarding drinking safety, information about drug abuse, local resources for assistance, information about BAC for different drinks, and how to party safely.
  - Mental Health Mondays- Fall & Spring 2021 & Fall & Spring 2022. Students had the opportunity to connect with mental health professionals during a workshop to learn about various subjects like grieving, addiction & substance abuse, trauma, mental health & racism, mental health and vulnerable communities, and coping skills.
- **Annual Resident Assistant and Chaplain Student Leader Trainings-** In August of 2021 and August of 2022, RA's received specific trainings entitled, "Student Conduct & Policy Enforcement 101," "Student Conduct Reporting," "How the RA Responds: Alcohol, Drug, & Mental Health Transports," and general assessment, referral, and crisis response skills. In addition, RA's are trained through role playing scenarios, entitled "Between the Walls," on how to respond to incidents involving binge drinking, public intoxication, and suspected use of marijuana. Student

chaplains were also trained on student conduct policies, drug and alcohol counseling referrals, and general crisis response skills.

- **Residence Life Programming and Prevention:** Both paraprofessional staff (RAs) and full-time professional staff (RDs) strive to address and reduce problems and transgressions related to alcohol and other drugs. Residence Life staff submit student conduct referrals about residents who are involved in alcohol or other drug infractions via an incident report. Residence Life staff also submit referrals for counseling services for students who may be experiencing problems with abuse or misuse of alcohol or other drugs via a personal concern report. Prevention programming efforts for Academic Years 2021 and 2022 included:
  - Passive Programming –University Resident assistants posted alcohol education fliers and bulletin boards in each of the six residence halls.
  - Hall Meetings: Resident Directors reviewed campus policy rules with residential students which included how to party safely, resources to get help, and immunity policies.
  - Halloween & Alcohol Event- October 26th, 2021. Residence Hall staff discussed ways to party safely and help friends in compromised situations. Students tried various activities with drunk goggles including learning the danger of driving under the influence by playing Mario Kart.
  - Vector Solutions Videos- Fall 2022. The University required students to complete educational videos on drug and alcohol awareness, bystander intervention, and healthy relationships.
  - Orientation skits- August 2021 and 2022. Resident Assistants reviewed campus drug and alcohol policies during orientation and demonstrated poor decision making versus wise decision-making skills.
- **Athletics Programming:** In the Fall of 2021 and Fall of 2022, each team met with the Associate Athletic Director for Compliance & Sports Medicine regarding NCAA and university compliance information, including drug and alcohol related policies. The Student Athlete Handbook, which includes alcohol, drug, and Title IX information, policies, and potential sanctions was discussed.
  - Guest Speaker for Title IX training and Bystander Intervention was Allison Kiss Dougherty for Fall 22.
- **Individual Counseling** – The Cushing Center for Counseling and Academic Support provides short-term counseling or referrals to counseling for students interested in talking about their own or their family members’ drinking or drug use.
- **Health Center Assessments** - The University Health Center will also provide wellness assessments and referral of community resources.

Education and Prevention Program Initiatives for Employees

Employees currently participate annually in the online Consent and Respect Training and are invited to any university sponsored events that are open to students on the same subject matter. Employees who are struggling with drug and alcohol use are also encouraged to schedule an appointment with our Senior Director of Benefits Administration & Training to receive referrals for further educational programming and recovery resources.

- **Achieve Well-being Program & Incentives** – Employees who are enrolled in health benefits through the university have access to smoking cessation education, alcohol education, nutritional education, and other health education programs through the Achieve Well Being program free of charge. This program provides gift card promotions for completion of these educational programs.
  
- **Employee Assistance Program**- Eligible employees are able to receive unlimited telephonic Tobacco Cessation Coaching as well as counseling, rehabilitation program, and healthcare referrals through Eastern’s employee assistance program with Guardian.
  
- **Monthly Human Resources Newsletter**- Each month the HR Department sends a newsletter with passive programming related to alcohol and drug prevention. Information about the Employee Assistance Program, Achieve Well-Being program, general health and wellness tips, and other updates related to benefits to support employees mental and physical health are included in every issue of the newsletter.

**Eastern University Student Conduct Response**

Eastern University is very serious about maintaining an alcohol and drug-free campus. We expect our students to abide by State and Federal laws (no drinking at all if you are under 21) as well as Eastern University policies. Students who are alleged to have violated the stated alcohol and other drug policies set forth by the University are referred to the Dean of Student or his/her designee. Student conduct meetings are held for every alleged alcohol or other drug violation during which clarification and rational of policies is provided in addition to assessing responsibility and disciplinary sanctions. Students found in violation of the alcohol or drug policies are subject to sanctions ranging from warnings, growth initiatives, or loss of privileges to probation, suspension, or expulsion. Student conduct sanctions could include alcohol or other drugs web-based programs through *Under the Influence* and *Marijuana 101* or *AlcoholWise*.

General Disciplinary Action Matrix for Drug and Alcohol Use

Offense Type	First Offense	Second Offense	Third Offense
Possession	\$100 fine (\$100 additional if a parties are underage) and AlcoholWise training	\$200 fine (\$100 additional if a parties are underage) and AlcoholWise training	Revocation of privilege to live in the residence halls for one academic semester
Visible Intoxication & Disorderliness	\$100 fine (\$100 additional if a parties are underage) and AlcoholWise training	\$200 fine (\$100 additional if a parties are underage) and AlcoholWise training	Revocation of privilege to live in the residence halls for one academic semester
Distribution	\$100 fine (\$100 additional if a parties are underage) and AlcoholWise training	Revocation of privilege to live in the residence halls for one academic semester	n/a



Students engaging in multiple offenses in one incident may receive multiple sanctions for each applicable offense type (i.e. possession and distribution of alcohol may result in two sanctions for one incident). A full list of sanctions can be found in the Student Handbook. Students seeking support for abuse of alcohol or other drugs are referred to the Cushing Center for Counseling and Academic Support or to community resources.

## **Annual Policy Notification Process**

### Student Notification Process

Students are informed of drug and alcohol policies through a variety of methods described below:

- Policies are explained in residence hall floor meetings hosted in August, October, and January.
- Policies are shared in the Student Handbook, publicly available at: <https://www.eastern.edu/student-life/student-development/eu-student-handbook>
- Policies are communicated during the New Student Orientation Program.
- Policies rational and clarification is provided during student conduct meetings.

### Employee Notification Process

Employees are informed of drug and alcohol policies through a variety of methods described below:

- Policies are explained in the New Hire Welcome Packet.
- Policies are shared in the Staff/Administration Handbook located on myEastern.
- Policies are communicated during the New Hire Orientation Program.

## **Analysis of Alcohol and Other Drug Programs**

### Alcohol Wise Assessment

*Alcohol Wise* is a web-based education program that is sent to all new students with a 30-day follow-up posttest. Data indicates that a high percentage of Eastern University students identify as non-drinkers (~80%). Additionally, less than 10% of respondents drank more than once a month. Of the respondents 76% indicated that the course's education would help students avoid future problems with alcohol.

### Student Conduct Data

Eastern University recognizes that possession and consumption of alcoholic beverages by those under the age of 21 and the illegal possession and use of controlled substances by any member of the university community violates the laws of the Commonwealth of Pennsylvania in addition to university policy. Eastern University also acknowledges that the use of alcohol and other drugs may pose serious health and safety risks to individuals who engage in these behaviors as well as potential impact to the university community. The Department of Public Safety and the Dean of Students track all calls and referrals made for alcohol or drug related conduct concerns.

- During the 2021-2022 academic year there were 103 student conduct referrals for alcohol or other drugs. As a result of student conduct meetings, 64 disciplinary fines, 23 education sanctions, 11 Resident Director touch bases, and 29 final written warnings (before dismissal from the residence halls for one semester).
- During the 2020-2021 academic year there were 62 student conduct referrals for alcohol or other drugs. As a result of student conduct meetings, 19 disciplinary fines, 2 education

sanctions, 8 Resident Director touch bases, 2 final written warnings (before dismissal from the residence halls for one semester), and 2 dismissals from the residence halls.

### *Drug and Alcohol Related Violations and Fatalities*

As required by the Higher Education Act, the biennial review must determine the number of drug and alcohol-related violations and fatalities that occur on the institution's campus, or as part of the institution's activities, and are reported to campus officials. These reports and statistics are compiled by the Department for Public Safety and can found on their website:

<https://www.eastern.edu/about/offices-centers/public-safety-610-341-1737/clery-compliance>.

Statistics are provided for each of Eastern University's campuses, including all crimes that occurred on-campus.

## **Summary Recommendations**

In the future, the completion of this report will occur during the summer semester, reviewing the previous two years of Drug Abuse and Alcohol Prevention Programs.

- Update the Drug Abuse and Alcohol Prevention Program website to communicate updated goals, programs, and supports.
- Send an annual notice of policies and prevention efforts to all students, including graduate and seminary students in addition to students on all campuses.
- Increase the participation and completion rate of *Alcohol Wise*.
- Increase timely participation of Vector Solutions trainings
- Implement *Marijuana Wise* program for new students and identified student leaders.
- Continue and expand the Bystander Intervention trainings to include all students.
- Continue to develop alcohol and drug related sanction guidelines, with a focus on education and prevention.
- Engage in a revision of community wide prevention and education programming efforts, providing appropriately engaging and active learning opportunities.
- Consider participating in national health assessments to gain a more robust understanding of student drug and alcohol decisions at Eastern University.
- Develop an assessment plan for evaluating the effectiveness of Drug Abuse and Alcohol Prevention Programs.
- Assess the effectiveness of skits and other relational training modules.