




Drug Abuse and Alcohol Prevention Programs (DAAPP)

Biennial Review

Fall 2024

Report compiled by: Anne Filippone, Assistant Vice President for Student Development & Title IX Coordinator; Christopher Wright, Director of Student Conduct & Community Standards; Michael Bicking, Director of Public Safety; Caroline Tate, Chief Human Resources Officer

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


RONALD A. MATTHEWS
PRESIDENT
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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 Student Code of 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 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 risks 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."¹ Consequences of underage college drinking can include sexual assault, assault, academic problems, Alcohol Use Disorder, in addition to other health risks.

Short Term Health Risks²

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

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."³

Drug Abuse Health Risks

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
- Impaired Judgment
- Impulsiveness
- Loss of self-control

Drug Abuse and Alcohol Prevention Programs

Education and Prevention Program Initiatives for Students

The Division of Student Development, in conjunction with the Cushing Center for Counseling and Psychological Services, 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 2023 and August of 2024, 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 of 2023 and 2024, offered lectures and events designed to promote positive pro-social behaviors as well as provide health education with specific components related to drugs and alcohol.
- Coping Mechanisms- This workshop was created to help students explore healthy and effective strategies for managing stress, anxiety, and other emotional challenges common in college life. Various coping techniques—including mindfulness, journaling, physical activity, and time management—were introduced and discussed. Emphasis was placed on recognizing personal triggers and building resilience through consistent self-care practices. The session was intended to promote emotional well-being and support academic and personal success. Two workshops were held per year (1 in the Fall and 1 in the Spring for 2023 and 2024).
- *Family Dynamics* – This workshop was created to explore the influence of family relationships on substance use attitudes, behaviors, and patterns. Discussions included the impact of growing up in environments affected by addiction, as well as how family expectations and communication styles can shape individual choices. Students were encouraged to reflect on their own experiences while learning coping strategies and boundary-setting tools. The session aimed to promote self-awareness, resilience, and healthier decision-making.
- *Harm Reduction*- This workshop was designed to introduce students to harm reduction principles as practical strategies to minimize the negative consequences associated with substance use. Topics included safer use practices, recognizing risky behaviors, and accessing support services and resources. The session emphasized non-judgmental approaches aimed at promoting health, safety, and informed choices. The goal was to empower students to make safer decisions and reduce potential harms in various social contexts.

- **Prevention and Awareness Programming:**

- *Marijuana Use and Effects*- This workshop was designed to provide students with a clearer understanding of marijuana and its effects on the brain, body, and academic performance. Key topics included the short- and long-term consequences of cannabis use, as well as the impact of evolving legislation and

social perceptions. Common misconceptions were addressed, and students were given an opportunity to engage in open, non-judgmental discussion. The session aimed to support informed decision-making and promote overall well-being. Four workshops were held per year (2 in the Fall and 2 in the Spring).

- *Party Drugs* - This workshop was developed to raise awareness about the use and risks associated with common party drugs, including MDMA, LSD, and synthetic substances. Information was provided on how these drugs affect physical and mental health, as well as their potential legal and academic consequences. Harm reduction strategies were introduced to encourage safer decision-making in social settings. The session aimed to equip students with accurate information in a supportive and judgment-free environment. Two workshops were held each year (1 in the Fall and 1 in the Spring).
- *Prescribed Medication*- This workshop was designed to educate students on the safe and appropriate use of prescribed medications, including those for mental health, pain management, and chronic conditions. Topics covered included the importance of following medical guidance, potential risks of misuse or sharing prescriptions, and how to store and dispose of medications properly. Emphasis was placed on reducing stigma and encouraging responsible health practices. The session aimed to support informed and respectful use of prescription treatments within the campus community. One workshop was held in the Fall each year.
- *General Addictions Awareness*- This workshop was developed to broaden awareness of addictions beyond substance use, including those related to gambling, technology, social media, and shopping. Information was presented on how these behaviors can impact mental health, academic performance, and relationships. Signs of problematic use were discussed, along with available campus and community resources for support and recovery. The session aimed to foster understanding, reduce stigma, and encourage healthy behavioral patterns among students. Two workshops were held each year (1 in the Fall and 1 in the Spring).
- *Alcohol Use DWI/DUI* - This workshop was developed to inform students about the legal, safety, and personal consequences associated with driving under the influence (DUI) or driving while intoxicated (DWI). The session covered the effects of alcohol on judgment and motor skills, as well as the potential academic, financial, and legal repercussions of impaired driving. Preventative strategies and alternatives to driving under the influence were also discussed. The workshop aimed to promote responsible decision-making and enhance campus safety.
- *Cocktails vs Mocktails* - This workshop was created to educate students about responsible beverage choices, including both alcoholic cocktails and non-alcoholic mocktails. Information on ingredient selection, preparation techniques, and flavor combinations was provided to encourage creativity and inclusivity in social settings. Emphasis was placed on promoting safe consumption and

offering appealing alternatives to alcohol. The session aimed to support student engagement while fostering a balanced and mindful approach to social drinking.

- *Drug and Alcohol Fair* - October 27th, 2023. 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. Information was provided 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-2023 & Fall & Spring 2024. 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 2023 and August of 2024, 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 2023 and 2024 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.
 - **Vector Solutions Videos-** Fall 2023 and Fall 2024. The University required students to complete educational videos on drug and alcohol awareness, bystander intervention, and healthy relationships.

- **Athletics Programming:**

- In the Fall of 2023 the Athletics Department facilitated the One Love Training, *Behind the Post*, for all of the student athletes. This training focused on healthy relationships, signs of dating violence, how to support a teammate/friend experiencing dating violence, bystander intervention, and resources specific to our campus that are available to support students with Title IX related concerns. The Student Athlete Handbook, which includes alcohol, drug, and Title IX information, policies, and potential sanctions was also discussed during compliance meetings.
- **Individual Counseling -**
 - The Cushing Center for Counseling and Psychological Services 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.
- **Addiction Recovery Services-**
 - *Addiction Recovery Specialist-* An addiction recovery specialist was hired to work in the University Health Center. The addictions specialist's role was utilized to help students overcome substance use disorders and behavioral addictions through a variety of methods, including assessment, treatment planning, therapy, and relapse prevention. They helped students to identify triggers, develop coping mechanisms, and address any co- occurring mental health conditions. This was in addition to offering training and workshops around alcohol and drug safety.
 - *Addiction and Recovery Tips Workshop-* This workshop was designed to provide practical guidance and encouragement for students navigating recovery from substance use or supporting someone who is. Key topics included recognizing triggers, building healthy routines, and accessing support networks both on and off campus. Emphasis was placed on progress over perfection, with tools shared for maintaining motivation and fostering self-compassion. The session aimed to normalize the recovery journey and promote a message of hope and resilience. Three workshops were held annually (two in the Fall and one in the Spring).

Education and Prevention Program Initiatives for Employees

Employees currently participate annually in the online Drugfree Workplace training module through Vector Solutions 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 Benefits Specialist 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.

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 Students or his/her designee. Student conduct meetings are held for every alleged alcohol or other drug violation during which clarification and rationale 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.

General Disciplinary Action Matrix for Drug and Alcohol Use

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). Students seeking support for abuse of alcohol or other drugs are referred to the Cushing Center for Counseling and Psychological Services 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.
- Policy rationale 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 my.Eastern.

Analysis of Alcohol and Other Drug Programs

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 2023-2024 academic year there were 49 student conduct referrals for alcohol or other drugs. As a result of student conduct meetings, 15 written warnings, 14 disciplinary fines, 10 education sanctions, and 1 referral for on-campus coaching sessions.

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.

- Increase the participation and engagement rates of alcohol and drug prevention programs facilitated by the University Health Center. Attendance was better in late October and early February. More programs can be scheduled during those time periods.
- Implement use of Alcohol Edu, Alcohol's Impact, and Influence of Cannabis through Vector Solutions.
- Revise training modules for next year.
- Discontinue using fines as a sanction for drug and alcohol related offenses and begin using more educational sanctions such as BASICS.
- Creation of an Alcohol and Drug Abuse Prevention Specialist position.

1 National Institute on Alcohol Abuse and Alcoholism:

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

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

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