



Student Success Starts Here

# **Drug & Alcohol Abuse Prevention Program**

**Biennial Review**

**Academic Years:**

**2020-2021 & 2021-2022**

## **Middlesex Community College's Drug and Alcohol Abuse Prevention Program**

*Institutions receiving federal funds or financial assistance must develop and implement a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. The program must include annual notification of the following: standards of conduct; a description of sanctions for violating federal, state, and local law and campus policy; a description of health risks associated with AOD use; a description of treatment options; and a biennial review of the program's effectiveness and the consistency of the enforcement of sanctions.*

-Higher Education Center Guide for Complying with The Drug Free Schools and Campuses Regulations  
US Department of Education

## **Introduction**

This document serves as the biennial review of the Middlesex Community College Drug and Alcohol Abuse Prevention Program, inclusive of Alcohol and Other Drugs (AOD) policies and enforcement. The required review has four objectives:

1. Determine the program's effectiveness and any needed changes,
2. Determine the number of drug and alcohol related violations and fatalities,
3. Identify the number and type of sanctions imposed, and
4. Ensure that the sanctions are consistently enforced

MCC completes a review every two years. Each report will review the Drug and Alcohol Abuse Prevention Program's effectiveness for the previous two academic years. Each cycle, we aim to complete the review by December 31<sup>st</sup> for the previous 2 academic years. Due to staff transitions and departures, the responsibilities shifted and this review was completed by February of 2023.

## **Program Description**

At MCC we believe the elements of a successful AOD Prevention Program include: identification of needs, engagement, assessment, communication and collaboration.

MCC uses a collaborative and comprehensive approach to address potential concerns. The strategies employed include:

- Intentional and ongoing marketing of programs and services to the MCC community
- Cultivating mentor/mentee relationships and a hands-on case management approach to student success
- Providing educational opportunities
- Promoting alcohol and drug-free social options
- Developing AOD policies and ensuring the consistency of enforcement
- Providing training to ensure identified staff are prepared to identify and conduct early intervention
- Providing treatment referrals

## Statement of Program Goals

After a decade of data collection and review, MCC aims to continue on the path of mild to zero AOD use on campus. To achieve this goal of maintaining an AOD abuse-free community, we strive to achieve the following in each review cycle:

1. A well-educated College community regarding the importance of abstaining from drugs and alcohol and the dangers of the use and abuse of drugs and alcohol
2. A record of any disciplinary action taken in regards to a violation of any drug and alcohol policy demonstrating fair and consistent administration
3. Regular in-person and virtual programs aimed at both prevention and recovery
4. 24-7 access to support services and resources for all MCC community members

## Research Methods and Data Analysis Tools for Biennial Review

MCC will use a variety of methods and tools to conduct the biennial review of its Drug and Alcohol Abuse Prevention Program. Each institution of higher education faces its own unique set of challenges in regards to the prevention of drugs and alcohol abuse and misuse. The details of each institution's review can and should adjust to strategically address the specific alcohol and other drug issues faced by their students.

The various methods and tools used for the biennial review can include, but are not limited to, the following:

- Campus surveys including students and employees
- Interviews with students and employees
- Office of Student Engagement records regarding incidents that reported the use or abuse of alcohol and other drugs including sanctions at on or off-campus events
- Public Safety office records regarding incidents that reported the use or abuse of alcohol and other drugs including any available information from local law enforcement
- Human Resources office records regarding incidents that reported the use or abuse of alcohol and other drugs including sanctions and disciplinary action taken
- Numbers inclusive of Wellness Resource Center referrals and related Telehealth visits with contracted counseling services
- Assessment of programs and services offered during the time frame, including employee assistance program, student counseling services, information tables, presentations and workshops
- Evaluation of programs used to assist with prevention of drug and alcohol use and abuse that were administered during the timeframe under review
- Benchmarking with other colleges Drug and Alcohol Abuse Prevention Programs

## Responsible Offices and Officials for Biennial Review

MCC's commitment to a drug and alcohol free College is an institutional-wide effort. In conjunction with other offices and individuals across campus, the following offices and officials assist the Dean of Students to produce the biennial review.

- Wellness Resource Center
- Office of Student Engagement
- Public Safety Office
- Human Resources Office

## Approval & Availability of Biennial Review

The MCC President has authorized a division of functions related to institutional compliance and has designated the Dean of Students to author and disseminate the biennial review in conjunction with partners in Human Resources and other related stakeholders. The final report is held with the Dean of Students and is available to students, applicants, parents, employees and the general public. Any interested party can request a copy of the biennial review by contacting the Dean of Students at [deanofstudents@middlesex.mass.edu](mailto:deanofstudents@middlesex.mass.edu). It is also available on the MCC frequently requested public records webpage.

## Standards of Conduct

Middlesex Community College students and employees are subject to all applicable local, state, and federal laws and regulations, as well as all MCC drug and alcohol policies. The acquisition, possession, transportation and consumption of alcohol by individuals under 21 years of age is prohibited by law and Institute policy. The use, sale, manufacture, distribution, possession, or facilitation of any illegal or controlled drug is specifically prohibited by MCC policy in addition to violating federal and Massachusetts State Law.

MCC works closely with local law enforcement agencies. Violation of law may result in arrest and criminal penalties for violation of such laws range from fines to imprisonment for terms up to and including life in prison. Additionally, violations may also be referred to the Student Conduct Process or Human Resources for discipline.

The Massachusetts Community Colleges Student Code of Conduct specifically notes the following violations:

- **Alcohol.** Use, possession, manufacture, or distribution of alcoholic beverages, on campus or as part of any college-sponsored program, including public intoxication or the operation of a motor vehicle while under the influence of alcohol, in violation of the College's Alcohol Policy and/or state or federal law.
- **Controlled Substances.** Use, possession, manufacture, or distribution of controlled substances as defined by state and federal law.

**Violations of Institute Policy** Members of the MCC community who are found to be in violation of the College's alcohol and/or drug policies may face disciplinary action up to and including expulsion for students, discharge/termination for employees, and/or referral for legal prosecution in accordance with local, state, and federal laws and regulations. Disciplinary sanctions may also include completion of an appropriate rehabilitation program.

**Violations of the Drug Free Workplace Act** Federal law requires all employees engaging in the performance of work supported by a federal grant or contract must, as a condition of employment, notify the College of any conviction for a violation of a criminal drug statute no later than five days after the conviction. Failure to report a conviction is grounds for dismissal. MCC is required to notify the contracting party or granting agency within 10 days after receiving notice from the employee. Federal law also requires that, within 30 days of receiving notice of a conviction, MCC impose a sanction on the convicted employee or require satisfactory participation in an approved drug treatment program, or both. Department heads and other supervisors, in consultation with the Human Resources Office, will have the responsibility for any disciplinary action, or for requiring participation in an approved drug treatment program, or both. As a potential ongoing recipient of federal contracts of \$100,000 or more and frequent beneficiary of federal grants, MCC maintains an ongoing good faith effort to meet all of the requirements of the Drug Free Workplace Act.

## **Enforcement and Consistency of Disciplinary Sanctions**

Despite the low instances of AOD violations at MCC, we recognize that substance abuse is a real concern that can appear dormant on a well-functioning campus. According to the American Addiction Centers "The state of Massachusetts ranks in the top 15 for the worst drug problems in the United States" (<https://adcare.com/massachusetts/addiction-economics/>). Factors such as poverty, access to treatment, intense professional expectations, and cultural norms within non-native families may impact these statistics. MCC is consistent in its enforcement, but always with the priority of support and recovery at the forefront.

The College abides by all drug and alcohol related policies, regulations and laws, and will impose consistent disciplinary sanctions against those students and/or employees who violate said policies and laws consistent with local, State or Federal law. MCC will continue to strive for each individual offense to be handled fairly, consistently and in accordance with policies and regulations. Should a student feel that disciplinary action taken or not taken was unfair or inconsistent with any drug or alcohol use or abuse policy, they should contact the Dean of Students and has the ability to consider an appeal or follow the grievance process. Should an employee feel that disciplinary action taken or not taken was unfair or inconsistent with any drug or alcohol use or abuse policy, they should contact the Human Resources Office.

### **Amnesty**

The health and safety of every student at the College is of the utmost importance. The College recognizes that students who have been drinking and/or using drugs may be hesitant to report violations of the Code due to fear of potential consequences for their own conduct. The College strongly encourages students to report violations to the Code of Conduct Administrator (Dean of Students). A reporting individual acting in good faith that reports a violation of the Code will not be subject to

disciplinary action for violations of alcohol and/or drug use policies occurring at or near the time of the Code violation, provided that they did not harm or place the health or safety of any other person at risk. The College may require an educational conference and/or a behavioral plan for an individual who has engaged in the illegal or prohibited use of alcohol or drugs.

### Clery

MCC's Clery Act statistics include zero (0) drug or alcohol violations for 2020, 2021, and 2022.

### Students

The data below represents the number of drug and/or alcohol offenses committed by students in the previous two academic years. Because there were no offenses by students in the last two calendar years, there was no disciplinary action needed.

Academic Year	Number of Offenses	Outcomes/Action Taken
September 2020-August 2021	0	Not applicable
September 2021-August 2022	0	Not applicable

### Employees

The data below represents the number of drug and/or alcohol offenses committed by employees in the previous two academic years. Because there were no offenses by employees in the last two calendar years, there was no disciplinary action needed.

Academic Year	Number of Offenses	Outcomes/Action Taken
September 2020-August 2021	0	Not applicable
September 2021-August 2022	0	Not applicable

## Program & Resources Inventory

The Global Coronavirus Pandemic significantly interrupted the traditional College operations. College-wide programs were considerably reduced while the world focused on other priorities. Over time, the virtual services were increased and in-person activity resumed. Below is a list of relevant programs offered during these academic years.

Date	Title	Audience	Objective
October 7, 2020	Wellbeing Series: Reiki	Students & Employees	Wellbeing
October 21, 2020	Wellbeing Series: Tai Chi	Students & Employees	Wellbeing
December 7-10, 2020	Stressbuster Week	Students	Wellbeing
March 11, 2021	Colectiva Wellness & Healing	Students & Employees	Wellbeing
March 12, 2021	Self Care for Women	Students & Employees	Wellbeing
March 20, 2021	Self Care: Spirituality	Students & Employees	Wellbeing
April 2, 2021	Intro to Wellness Wheel	Students & Employees	Wellbeing
April 14, 2021	Creating Calm	Students & Employees	Wellbeing
April 15, 2021	Self Care: Walking Meditation	Students & Employees	Wellbeing
April 26, 2021	Intro to Yoga	Students & Employees	Wellbeing

April 30, 2021	Wellness Wrap Up	Students & Employees	Wellbeing
September 30, 2021	Wellness Warrior: Walking Meditation	Students & Employees	Wellbeing
October 5, 2021	Stress, Trauma, & Resilience	Students & Employees	Wellbeing
October 13, 2021	Wellness Warrior: Mindfulness	Students & Employees	Wellbeing
November 17, 2021	Wellness Warrior: Healing Modalities	Students & Employees	Wellbeing
November 19, 2021	Health & Wellness for Student Vets	Students	Wellbeing
December 6-9, 2021	Stressbuster Week	Students	Wellbeing
December 14, 2021	Wellness Warrior: Body Scan Meditate	Students & Employees	Wellbeing
January & Feb 2022	Stress Mgmt/Building Resilience	Students	Wellbeing
April 2022	Test Anxiety: Tips and Strategies	Students	Wellbeing
August 2022	Wellness Supports & Strategies	Students	Wellbeing
September 2022	Supp. students w/MH challenges	Employees	Wellbeing
September 2022	Professional Panel re: Mental Health	Employees	Wellbeing
October 2022	Building Resilience: How and Why	Employees	Wellbeing
November 2022	Stress Mgmt: Tips & Resources	Students	Wellbeing
Ongoing	Weekly Meditation	Students & Employees	Wellbeing

### **Sample of Linked In Learning Virtual Offerings**

*Substance Abuse in the Workplace*

*What is Addiction*

*The Stigma of Addiction*

*How to Help Yourself and Others with Addiction*

*Medical Condition and Psychological Effects of Drugs and Alcohol*

### **Sample of Vector Solutions Virtual Courses**

*Prescription Drug Abuse*

*Student Drug and Alcohol Abuse*

*Reasonable Suspicion for Drug and Alcohol Use in the Workplace*

*Opioid Overdose Response Awareness*

### **Sample of MCC promoted free anonymous online screening tools (by Mindwise)**

*Alcohol Use*

*Opioid Misuse*

*Substance Use*

**Employee Assistance Program** *Mass4You* is a new Employee Assistance Program provided by the Group Insurance Commission (GIC) and the Commonwealth of MA, providing a wide range of resources for any life situation. It is available to all active state and municipal employees and their families.

**My Wellness Hub** At the very end of the biennial review period, MCC launched a Student Support Line and MCC Wellness Hub. The line is staffed with licensed clinicians and students can call at any time for in-the-moment support. The Wellness Hub contains many resources related to wellness, including information about AOD. Articles such as Fentanyl Use, Stopping Vaping, and Ending Binge Drinking are routinely posted.

## Student Assessment & Intervention Team (SAIT)

The Student Assessment and Intervention Team (SAIT) is a multi-disciplinary group of MCC professionals who meet on a regular basis to promote the safe and effective functioning of the campus community. The team proactively provides centralized, coordinated and supportive intervention for at-risk students. Members bring their individual expertise combined with intentional training to regular case management and evaluation of student behavior. Should a student demonstrate signs of addiction or substance use in their personal lives whereby the behavior is concerning, but has not risen to a violation of the Code of Conduct, this team would review and intervene with a caring and supportive lens with the goal of finding treatment. For the period of this review, Zero referrals were received by SAIT for signs of substance use or abuse.

## Community Partners & Resources

Lowell House Addiction Treatment and Recovery <https://www.lowellhouseinc.org/>

Arbour Counseling Services Lowell [www.arbourhealth.com](http://www.arbourhealth.com)

Lowell Community Health Center [www.lchealth.org](http://www.lchealth.org)

NFI Family Resource Center of Greater Lowell [www.lowellfrc.org](http://www.lowellfrc.org)

<https://drugfreegreaterlowell.org/>

<https://www.bedfordma.gov/411/Substance-Addiction-Resources>

## MCC Drug and Alcohol Abuse Prevention Program Assessment

MCC's Drug and Alcohol Abuse Prevention Program was initiated in 2013. Outlined below are several strengths and challenges that the College has ascertained for our Drug and Alcohol Abuse Prevention Program over the past 2 academic years. Most were determined by self-assessment and quantifiable data such as number of violations and requests for services. In addition, MCC engaged in the following:

**MCC Recovery** This student support group was initiated in spring semester 2021 and designed as peer support model with counseling in attendance. The target audience was any student struggling with, or in recovery from, drugs, alcohol, or other additions. Meetings were held weekly and virtually on Zoom over the course of 6 weeks. Other than the student who lead the pilot project and the observing counselor, zero participants attended.

**Addictions Counselor Program Certificate** The Addictions Counselor Program (ACP) Certificate provides the required coursework and fieldwork experience to be eligible for Massachusetts certification as a substance abuse counselor. Program graduates are prepared to take the required certification and state licensing examinations. Students are provided an in-depth knowledge of alcohol/addictions treatment programs and current treatment modalities. Students must take two field placement courses, totaling 300 hours, in an alcohol/addictions treatment facility. This experience allows students to work on the core functions of substance abuse counseling: assessment, treatment planning, case management, crisis



intervention, client education and documentation. The program is completed through a one-year, three-semester curriculum, requiring 29 credits.

**Duke and Ready Education** MCC engaged in this research study at the beginning of this review period. The long-term goal of the project is to help students successfully transition to college and, once on campus, to cope more effectively with many of the common stressors of college. Using the MCC Mobile App as the primary tool for disseminating and collecting information, the partnership allowed for real-time and curated information delivery and engaging content about college student wellness. The data promised to show the patterns of interest based on clicks, likes, and access to topics. MCC opted out of the study when students did not demonstrate an interest in the modules.

**Real College Survey** In 2020, MCC administered the Real College Survey to students. While there are no questions regarding AOD use as it is primarily a tool to discover the basic needs our students may be lacking, the overall focus on wellness and mental health related to access to food, housing, and childcare provides critical information about how our students may be struggling. We understand there is a correlation between despair and addiction. The survey of students is widely employed “to better understand the #RealCollege experiences of students in college and inform colleges and the communities about the challenges students today face” (The Hope Center for College, Community, and Justice at Temple University). The information received informed MCC’s goals and actions regarding the provision of additional resources for students and it helped with innovative policy decisions related to essential needs. Of the 621 MCC students who completed this survey, 54% experienced at least one form of basic needs insecurity and 36% exhibited at least moderate anxiety.

### Strengths

- MCC does not own or operate student housing eliminating the concern of abuse in residence halls and campus apartments. Limited evening and weekend student programming on campus is restricted to alcohol and drug-free events with adequate supervision.
- With a focus on prevention, MCC’s AOD programs are centered on education and awareness. MCC has contracted with Vector Solutions and LinkedIn Learning to provide students and employees easy and free access to virtual information on a variety of topics, including alcohol and drug prevention.
- Students and employees are informed annually of the College’s policy on alcohol and drug misuse and abuse and the resources available to them.
- Students or employees of legal drinking age are required to refrain from drinking any alcohol during business hours and College-sponsored activities after hours. (Note: the MCC Foundation has sponsored employee recognition programs providing wine and beer)
- MCC subscribes to a philosophy that all employees are mentors. The culture encourages a hands-on approach to supporting students and these relationships provide meaningful opportunities for students struggling with drugs or alcohol to reach out for help. In addition, the MCC Wellness Resource Center provides caring and confidential support to any student struggling with these issues.
- MCC supports the culture of health and wellness in a variety of ways, such as: MCC is a tobacco and vape-free campus; MCC operates its own Fitness Center and Wellness activities; MCC partners with neighboring UML to offer discounted gym memberships and access to intramural sports.

## Challenges & Recommendations

- While residential facilities present significant AOD monitoring and enforcement issues, they also provide a natural venue for programming and services. Without a constant ready-made audience, it can be difficult to reach the numbers for student engagement in these offerings – no matter how frequent or robust the opportunities.
- MCC does not have an on-campus Office of Health Services nor the staff or budget that would typically accompany one, therefore MCC does not offer in-house printed and digital materials, medical evaluations, or addiction support services. In addition to this limiting our services, it also restricts the ability to collect data on such services.
- With very few (if any) Student Conduct or behavioral referrals for drug or alcohol abuse, it is easy to assume there is little to no abuse or intervention needed. Anonymous surveying may provide better statistics and help the College to be more responsive to the needs.
- MCC could make a stronger effort to offer more programming and information. Recent state appropriated funding for mental-health needs have included support for alcohol abuse and prevention services so these have the opportunity to increase for 2023.
- MCC has purchased the Council for the Advancement of Standards in Higher Education (CAS) Self-Assessment Guide for Alcohol and Other Drug Programs in order to better assess the College's efforts going forward.
- MCC has contracted with Christie Campus to provide a 24/7 Wellness Hub for students to access updated information inclusive of AOD prevention resources.
- At least 3 College employees have been trained on Narcan use and several more are currently CPR certified. Going forward MCC should ensure additional staff are trained and a system for timely renewal and tracking of employee credentials.

## **Annual Policy Notification Process**

MCC notifies all students and employees through MCC email accounts of the Drug and Alcohol Abuse Prevention Program following the student add/drop period in the early days of the semester. The notification is sent by October 1 of each year. Because all students (including applicants) and employees are provided a College issued email account and are expected to access MCC email on a regular basis, providing the Drug and Alcohol Abuse Prevention Program through email is the most efficient, effective and all-inclusive method of communication. Human Resources circulates the employee notification and the Dean of Students circulates the student notification.

Additional questions from students, parents, employees or any other interested party that would like additional information regarding MCC's efforts to maintain a drug and alcohol free campus should contact the Dean of Students at [deanofstudents@middlesex.mass.edu](mailto:deanofstudents@middlesex.mass.edu).

## **Conclusion**

MCC recognizes the serious effects of AOD abuse on academic and work performance and on the well-being of students and employees. Despite current educational and prevention efforts, it is inevitable that some will make high-risk choices around alcohol and other drug use. We also are well aware of the impact of the pandemic on mental health and substance abuse, increasing the concerns nationwide. AOD education and support will continue to be a priority for the College in the coming years.

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## **Getting Help**

- Massachusetts Substance Use Hotline: 800-327-5050
- Mass-2-1-1: 877-211-MASS (6277) or 508-370-TTY (persons with hearing impairment)
- Delphi Health Group: (888) 256-4961