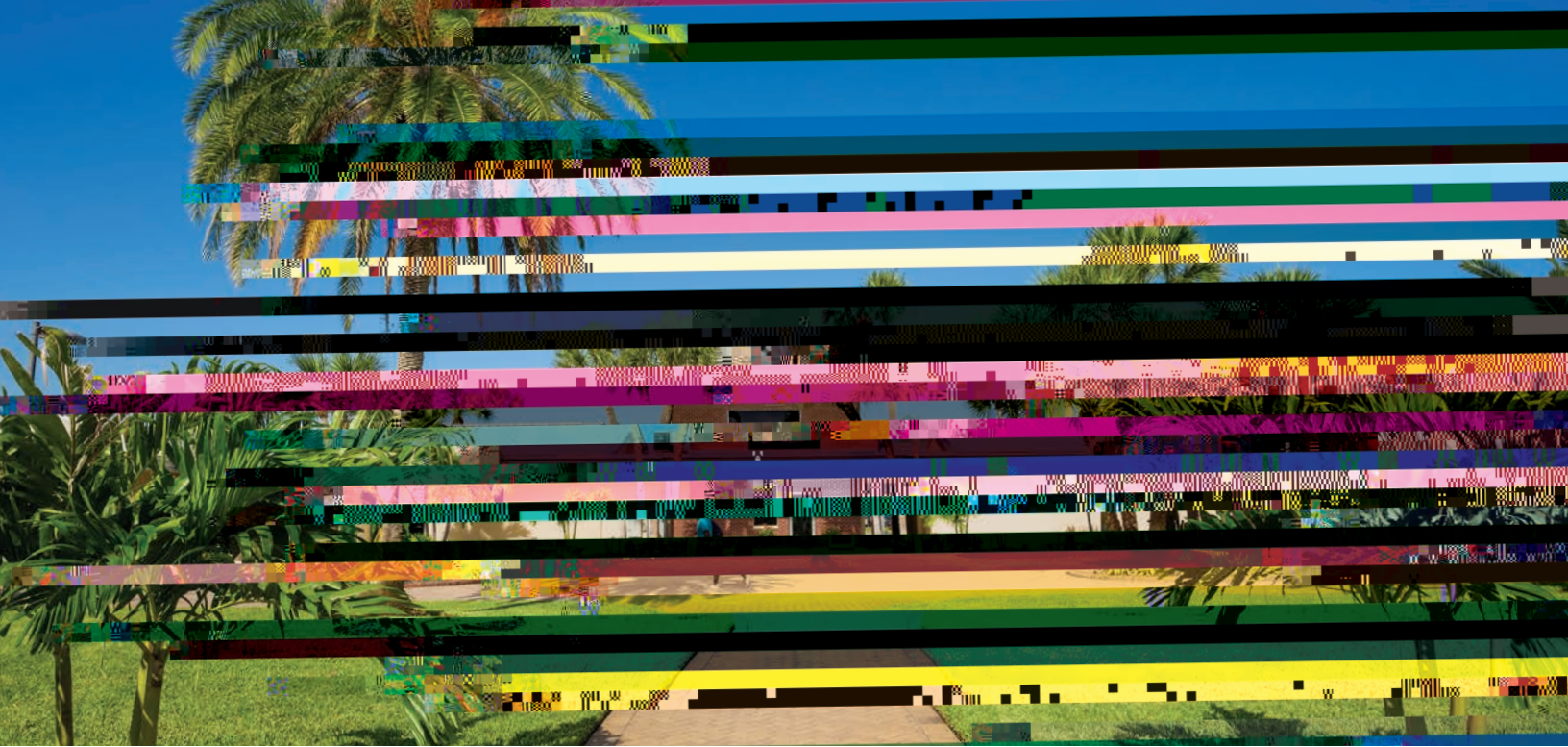




DRUG-FREE SCHOOLS & COMMUNITIES ACT



BIENNIAL REVIEW

In order to certify its compliance with the Part 86 Regulations, an IHE (Institution of Higher Education) must adopt and implement a drug prevention program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by all students and employees both on school premises and as part of any of its activities. Creating a program that complies with the regulations requires an IHE to do the following:

- A. The annual distribution in writing to each employee, and to each student who is taking one or more classes for any type of academic credit except for continuing education units, regardless of the length of the student’s program of study, of:
 - 1. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
 - 2. A description of the applicable legal sanctions under local, state or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
 - 3. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
 - 4. A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to employees or students; and
 - 5. A clear statement that the IHE will impose disciplinary sanctions on students and employees (consistent with local, state and federal law) and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required by paragraph (A)(1) of this section. For the purpose of this section, a disciplinary sanction may include the completion of an appropriate rehabilitation program.
- B. A biennial review by the IHE of its program to:
 - 1. Determine its effectiveness and implement changes to the program if they are needed; and
 - 2. Ensure that the disciplinary sanctions described in paragraph (A)(5) of this section are consistently enforced.

Employees

The university uses a third party, Resources for Living, an AETNA company, to provide [Employee Assistance Program \(EAP\)](#) services to employees.

The EAP program includes the following services:

- Services are confidential and available 24 hours a day, seven days a week.
- Six (6) professional counseling sessions per issue per year.
- Available to employees, household members and legal dependents who

CURRENT ALCOHOL AND OTHER DRUGS (AOD) PROGRAMS AND INTERVENTIONS

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Employees

Utilization 2019–2020

EAP utilization rate: 14%

Service Engagement	Q1	Q2	Q3	Q4	YTD
Total covered employees	1,134	1,135	1,166	1,170	1,151
Annualized utilization rate	11.3%	14.3%	9.2%	21.3%	14%
Total member services requests					

CURRENT ALCOHOL AND OTHER DRUGS (AOD) PROGRAMS AND INTERVENTIONS

Student Conduct

Student Conduct uses the following education-based programs for students to comply with the Drug-Free Schools and Communities Act (DFSCA):

- The Alcohol eCheckup To Go (e-CHUG) is an evidence-based, personalized online alcohol intervention designed by university counseling centers and psychologists.
- The Cannabis eCheckup To Go is an evidence-based, online prevention and intervention program designed to reduce cannabis use among college students. It is designed to help motivate students to reduce their level of cannabis use using personalized information about their behavior and risk factors.

Students who have been found responsible for violating the alcohol and drug policy are required to complete the online prevention and intervention program.

2018–2019 Program Completion

2019–2020 Program Completion

eCheckup To Go — Alcohol	
SEX:	
Male: 68% (35)	Female: 31% (16)
STUDENT AFFILIATION:	
Florida Tech: 98% (50)	Nonstudent: 2% (1)
YEAR LEVEL:	
Freshman: 56% (29)	Not Applicable: 2% (1)
Junior: 3% (2)	Sophomore: 35% (18)
	Senior: 2% (1)
ARE YOU A MEMBER OF A FRATERNITY/SORORITY?	
Yes: 35% (18)	No: 64% (33)
ARE YOU A STUDENT ATHLETE?	
Yes: 23% (12)	No: 76% (39)
ARE YOU CURRENTLY TAKING PRESCRIPTION MEDICATIONS?	
Yes: 23% (12)	No: 76% (39)
DO YOU CURRENTLY LIVE ON CAMPUS/IN RESIDENCE?	
Yes: 98% (50)	No: 2% (1)

eCheckup To Go — Marijuana

SEX:	
Male: 64% (9)	Female: 35% (5)
STUDENT AFFILIATION:	
Florida Tech: 92% (13)	Other college student: 7% (1)
YEAR LEVEL:	
Freshman: 57% (8)	
Sophomore: 21% (3)	Senior: 21% (3)
ARE YOU A MEMBER OF A FRATERNITY/SORORITY?	
Yes: 28% (4)	No: 71% (10)
ARE YOU A STUDENT ATHLETE?	
Yes: 14% (2)	No: 85% (12)
ARE YOU CURRENTLY TAKING PRESCRIPTION MEDICATIONS?	
Yes: 42% (6)	No: 57% (8)
DO YOU CURRENTLY LIVE ON CAMPUS/IN RESIDENCE?	
Yes: 85% (12)	No: 14% (2)

EVALUATION AND RECOMMENDATIONS OF ALCOHOL AND OTHER DRUGS (AOD) PROGRAMS

Program Strengths

The AOD Prevention Program strengths include:

- The university provides clear and comprehensive policies for students, faculty and staff regarding its alcohol and other drug policies and communicates the information annually to all.
- All university policies for students, faculty and staff are consistently reviewed annually.
- The university maintains accurate records of student violations and sanctioning processes. Policy enforcement and sanctioning is consistently implemented.
- Numerous events are hosted throughout the year by many different departments and areas. AOD prevention and education is a large focus of the campus.
- Strong and ongoing enhanced working relationships are maintained between Campus Security, Greek Life, Residence Life, Student Involvement and Counseling & Psychological Services to ensure prevention awareness.

Program Weaknesses

- The university does not survey or conduct assessment in order to have a clear understanding of the scope of the problem. This lack of data prevents effective analysis of trends.
- Programming is currently being completed individually in departments on campus, making it difficult to capture data for all programs and events that are available to our campus community.

Program Recommendations

The AOD Prevention Program recommendations include:

- Through the ACHA-National College Health Assessment II, the university will annually implement and analyze a survey to provide a comprehensive picture on student health behaviors and perceptions of health, and identify prevalent health issues on campus.
- Offering a comprehensive, education-based program to the campus community. Beginning fall 2020, the university has added the following AOD prevention and intervention program for students:
 - » SafeColleges Training on Alcohol and Drug Abuse Prevention are powerful, evidence-based courses that stimulate change in students' attitudes and behaviors by presenting students with the many risks of abusing alcohol or drugs and detrimental effects that these can have on their lives. The list of courses is as follows:
 - Q Alcohol and Other Drugs
 - Q Marijuana: What You Should Know
 - Q Prescription Addiction Suite: Opioids, Stimulants and Depressants
- Expanding Biennial Review Committee to other campus units and the student population to address high-risk consumption in all student populations.
- Utilizing our efficient collaboration with Campus Security, improve partnership with Brevard County, Palm Bay Police and Melbourne Police to further increase awareness and educational opportunities for students.
- Continuing to review all policies and conduct standards to ensure uniformity across campus.

Through all policies and reviews, Florida Tech meets all requirements as outlined in the DFSCA. However, the dissemination of information can be enhanced through comprehensive programming instead of programming completed in departmental silos.

Conclusion

The university organized a cross-departmental committee for the purpose of completing the biennial review of compliance with the Drug-Free Schools and Communities Act and conducted that review in order to summarize and evaluate the effectiveness of the university's programs and activities related to alcohol and drug prevention during the 2018–2019 and 2019–2020 academic years.

After review, Florida Tech is in compliance with the requirements of the Drug-Free Schools and Communities Act. Florida Tech has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs by our students and employees. Florida Tech is committed to protecting the safety, health and well-being of all students and employees and further is committed to the elimination of illegal drug and/or alcohol use and abuse in the workplace.

APPENDIX: DRUG AND ALCOHOL POLICIES

The university may occasionally sponsor an event or permit employees to attend a university-related function, at which alcohol is served. Although employees are not prohibited from drinking at such events, they are expected to comport themselves professionally and must maintain compliance with all university rules and regulations at all times. Under no circumstances should an employee drive home from such an event if he or she is impaired.

The presence of any detectable amount of any illegal drug or illegal controlled substance in an employee's body system while performing university business or while in a university facility is prohibited.

Procedure

A student or employee may be required to submit to an alcohol/drug test if reasonable suspicion exists to believe that they are under the influence of alcohol or illegal drugs. An employee will be immediately dismissed should they be directed to submit to such a test and refuse or fail to report to the testing facility within the required time allowed. Students and employees who test positive for alcohol or illegal drugs may be referred to Counseling and Psychological Services (CAPS) or the Employee Assistance Program (EAP) for professional assistance. Employees that refuse such assistance or who fail to follow the treatment outlined for their recovery are subject to dismissal. Students who are directed to submit to such test and refuse or fail to do so when asked are subject to suspension from the university.

Employees who are required to drive university vehicles as an essential job function must notify the Associate Vice President of Human Resources no later than five business days after any conviction for a criminal alcohol driving offense.

Employees should notify their supervisor when they are under medically prescribed treatment with a controlled substance that may limit their ability to perform their job. Verification of required medication may be requested by the Office of Human Resources. Failure to provide requested verification may subject the employee to dismissal. If the use of a medication could compromise the safety of the employee, co-workers, or the public, it is the employee's responsibility to use appropriate personnel procedures (call in sick, use leave, request change of duty, notify supervisor, notify the Office of Human Resources) to avoid unsafe workplace practices.

All applicants for employment and applicants for admission to the university may be tested, at the university's discretion, for the presence of alcohol and/or illegal drugs. An applicant who refuses or fails to take the required test, or who tests positive for the presence of alcohol and/or illegal drugs, will be disqualified from further consideration.

Employees should report to work fit for duty and free of any adverse effects of illegal drugs or alcohol. This policy does not prohibit employees from the lawful and appropriate use and possession of prescribed medications during work hours. Employees must, however, consult with their doctors about the medications' effect on their fitness for duty and ability to work safely, and the employee must promptly disclose any work restrictions to Human Resources. Employees should not, however, disclose underlying medical conditions warranting the prescribed medications.

University Disciplinary Procedures/Sanctions

Any student or employee who violates the alcohol or drug policy is subject to the university's disciplinary procedures up to and including dismissal and/or referral for prosecution and/or may be required to participate satisfactorily in a drug and/or alcohol abuse assistance or rehabilitation program.

Violations of university policy by students are addressed through the Student Code of Conduct.

[Alcohol Policy—Student Handbook](#)

[Drug Policy—Student Handbook](#)

When a student is found responsible for violating university policies, the following actions may be taken:

1. **Disciplinary Hold**—A change in student status that may preclude the student from attendance, registering, altering an academic schedule, receiving transcripts or graduating.
2. **Fines**—A mandatory restitution and/or fines may be levied for any infraction.
3. **Disciplinary Warning**—Issued to indicate that behavior is in violation of university regulations and that continued misconduct or repetition of the behavior may bring more serious consequences.
4. **Alternative Action**—Alternative action may be required as part of a penalty and includes, but is not limited to, sanction in abeyance, educational programming and training, counseling assessment, restriction or loss of privileges, restitution, apology, residential relocation and/or community service. Community service will be unpaid and benefit a charitable or nonprofit organization, including Florida Tech.
5. **Removal from University Housing**—A student's housing contract is voided, and he/she is required to vacate university residential facilities permanently or for a specified period of time. The student receives no refund of housing charges and forfeits the housing deposit.

APPENDIX: DRUG AND ALCOHOL POLICIES

6. Disciplinary Probation—A serious warning that defines a situation where further disciplinary action may result in either suspension or expulsion from the university.
7. Disciplinary Suspension—Separation from Florida Tech for a specified period of time and requires leaving the university. Return to campus may occur only with prior notification and approval of the Dean of Students.
8. Expulsion—Permanent separation from the university without opportunity for readmission at anytime and required to leave the university within the time determined and cannot be on university property without the prior notification and permission of the Dean of Students.

Student Organization Manual: Alcohol Policy

Consistent with Florida and Federal law, the minimum legal drinking age on or off the Florida Tech campus is 21. Underage possession or consumption of alcoholic beverages, public intoxication, driving or operating a motor vehicle or other mode of transportation while under the influence of alcohol or other substance, distribution or sale of alcohol, possession of a common source container, or excessive or rapid consumption of alcohol are violations of the alcohol policy.

Possession, consumption or distribution of alcohol by any person who is under the age of 21 is prohibited. Possession, consumption or distribution of alcohol in any common space including but not limited to a hallway, stairwell, lounge or bathroom is prohibited.

A student who is 21 years of age or older may possess and/or consume the permissible amount of alcohol in his/her residence hall room or apartment provided that no other individual under the age of 21 is present, unless that individual is the roommate. The door to the room or apartment must be closed when in possession or consuming alcohol. No guest under the age of 21 is allowed in the residence hall room of a 21-year-old student while alcohol is being consumed.

An individual who is 21 years of age or older may possess and/or consume alcohol in the room of another 21-year-old student provided that no one under the age of 21 is present. Abiding by the alcohol policy is the responsibility of all students.

Public intoxication is the appearance on campus or at a university activity in a state of intoxication. Facilitating, arranging or participating in any alcohol consumption activity that facilitates or encourages competitive, rapid or excessive consumption of alcohol regardless of age is prohibited. Examples include without limitation, keg standing, alcohol luges and drinking games. Containers of alcoholic beverages over 40 ounces including but not limited to wine, beer, liquor, mini-kegs, beer balls, trash cans, tubs or punch bowls are prohibited. Individual possession of alcohol is limited to either one six-pack of beer or 40 ounces of liquor or wine per student who is at least 21 years old and is a resident of the room or apartment. Displays of alcohol beverages, funnels, empty alcohol boxes or containers, or shot glasses are prohibited.

The sale of alcoholic beverages or consumption of alcoholic beverages outdoors and in public areas is prohibited, except at scheduled events approved by the Office of the Dean of Students.

APPENDIX: DRUG AND ALCOHOL POLICIES

Greek Life Policies and Regulations: Alcohol Policy

Alcohol Policy

- Consistent with Florida and federal law, the minimum legal drinking age on or off the Florida Tech campus is 21. Underage possession or consumption of alcoholic beverages, public intoxication, driving or operating a motor vehicle or other mode of transportation while under the influence of alcohol or other substance, distribution or sale of alcohol, possession of a common source container, or excessive or rapid consumption of alcohol are violations of the alcohol policy.
- Possession, consumption or distribution of alcohol by any person who is under the age of 21 is prohibited. Possession, consumption or distribution of alcohol in any common space including but not limited to a hallway, stairwell, lounge or bathroom is prohibited.
- A student who is 21 years of age or older may possess and/or consume the permissible amount of alcohol in his/her residence hall room or apartment provided that no other individual under the age of 21 is present, unless that individual is the roommate. The door to the room or apartment must be closed when in possession or consuming alcohol. No guest under the age of 21 is allowed in the residence hall room of a 21-year-old student while alcohol is being consumed.
- An individual who is 21 years of age or older may possess and/or consume alcohol in the room of another 21-year-old student provided that no one under the age of 21 is present. Abiding by the alcohol policy is the responsibility of all students.
- Public intoxication is the appearance on campus or at a university activity in a state of intoxication. Facilitating, arranging or participating in any alcohol consumption activity that facilitates or encourages competitive, rapid or excessive consumption of alcohol regardless of age is prohibited. Examples include without limitation, keg standing, alcohol luges and drinking games. Containers of alcoholic beverages over 40 ounces including but not limited to wine, beer, liquor, mini-kegs, beer balls, trash cans, tubs or punch bowls are prohibited. Individual possession of alcohol is limited to either one six-pack of beer or 40 ounces of liquor or wine per student who is at least 21 years old and is a resident of the room or apartment. Displays of alcohol beverages, funnels, empty alcohol boxes or containers, or shot glasses are prohibited.
- The sale of alcoholic beverages or consumption of alcoholic beverages outdoors and in public areas is prohibited, except at scheduled events approved by the Office of the Dean of Students.

Events with Alcohol

- Any event sponsored by an individual student, group of students or recognized student organization (on or off campus) where alcohol is present must be a CLOSED Event. A closed event is defined as one in which:
 - » A Social Event Registration form is submitted to the Director of Greek Life at least 24 hours before the event.
 - » The event is BYOB or catered by a licensed third party vendor with distribution to individuals of legal age being monitored by a designated sober host or server.
 - » A guest list is maintained at the door during the entire event and guests are signed in upon their arrival. The signed guest list must be submitted to the director's office no later than three business days following the event if requested.
 - » At no time may the number of persons at the event exceed the capacity limit established by the fire code for that building or area.
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