

Hawkeye Community College

Alcohol and Other Drug Prevention

Biennial Review

2024

The purpose of the Alcohol and Other Drug Prevention Report is to comply with the Drug-Free Schools and Campuses Regulation (EDGAR Part 86). Institution of Higher Education (IHE) that receive federal funds or financial assistance have a responsibility to maintain programs that prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its campuses and at college-sponsored activities/events.

Hawkeye Community College prohibits the unlawful or unauthorized manufacture, distribution, dispensation, possession, use, or sale of alcoholic beverages, controlled substances, and illegal drugs on campus. The impairment by alcohol or drugs of any student or employee while participating in an academic function, or of employees when reporting for work or engaging in work – during normal work hours or other times when required to be at work – is also prohibited.

Hawkeye students and employees are required to abide by all federal and state laws, local ordinances, Iowa Department of Education policies, and other related requirements regarding the consumption or possession of alcoholic beverages, controlled substances, and illegal drugs. Additionally, Hawkeye is concerned about the academic success of students and the safety of all members of the campus community and is committed to maintaining an academic and social environment conducive to the intellectual and personal development of students. A link to alcohol and drug information can be found here: <http://www.hawkeyecollege.edu/students/handbook/conduct/drug-free-campus.aspx>

Alcohol-Free & Drug-Free Workplace Statement

Hawkeye Community College is committed to providing a drug-free environment for all students and employees. This policy addresses alcohol, drugs and other intoxicants. The purpose of this policy is to clarify the rules/policies regarding possession, consumption and distribution of intoxicants within college owned /operated/leased buildings, property and grounds including administrative, instructional and research facilities; the policies apply to all students and college employees. In all instances this policy will be construed to comply with federal and state law.

Compliance with Drug-Free Schools and Communities Act

Hawkeye has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by students and employees both on its premises and as a part of any of the college's activities. Hawkeye provides electronic notification to all students via Hawkeye email and through access to the online Student Code of Conduct and the Annual Security and Fire Safety Report. The Personnel Handbook also contains the Drug and Alcohol Policy. The materials are located on the college website and contain the following:

- Standards of conduct that prohibit unlawful possession, use or distribution of illicit drugs and alcohol on its property or as a part of its activities;
- A description of the health risks associated with the use of illicit drugs and abuse of alcohol;
- A description of counseling or treatment programs;
- A clear statement and description of the disciplinary sanctions the institution will impose on students and employees.

Prohibited Behavior

It is a violation of Hawkeye's Alcohol and Drug policy to unlawfully manufacture, use, possess, sell, trade, and/or offer for sale alcohol, illegal drugs, controlled substances or intoxicants. A controlled substance shall include any substance defined as a controlled substance in Section 102 of the Federal Controlled Substance Act (21 U.S. Code 802). Moreover, it is a violation of policy to intentionally misuse and/or abuse prescription medications. Appropriate disciplinary action will be taken.

Workplace Policy

In compliance with federal regulations, Hawkeye Community College has taken steps to ensure a drug free workplace. Those employees that wish to seek help for drug or alcohol related problems are encouraged to coordinate benefits through the Human Resource Services Office. Counseling for employees is available through the College's Employee Assistance Program (EAP).

Employees must report all arrests, charges, or convictions under a criminal drug or alcohol statute for violations occurring on or off College premises. A report of such conviction must be made in writing to the Human Resource Services Office within five (5) days after the conviction. The unlawful manufacture, distribution, dispensation, sale, possession, or use of a controlled substance on College premises is absolutely prohibited. Violations of this policy will result in disciplinary action, up to and including termination, and may have legal consequences.

Health Risks

Health risks associated with alcohol abuse and/or illicit drug use:

- Violence – fights, vandalism, sexual assaults, homicide and suicide are far more likely to occur when drinking is involved.
- Unprotected sex – individuals are less likely to use safer sex practices when drinking, which can result in unplanned pregnancy and infection with a sexually transmitted disease.
- Serious injury – over 53% of all fatal automobile accidents in the U.S. involve alcohol use.
- Addiction – although anyone can become addicted, those with a family history of alcohol or other drug addiction are at least four times more likely to develop alcoholism.
- Lowered resistance to disease/illness.
- Increased risk of ulcers, heart disease, and cancers of the liver, mouth, throat and stomach.
- Fetal Alcohol Syndrome (FAS)/Fetal Alcohol Effects (FAE) women who drink during pregnancy may give birth to infants with physical deformities, brain damage and mental retardation. If a woman is pregnant, trying to become pregnant, or suspects she is pregnant; she should abstain from alcohol and other drug use.
- Illicit drug use may result in:
 - Physical or psychological dependency;
 - A craving or inability to stop using drugs;
 - Adverse effects on the body systems; injury due to motor vehicle crashes, assaults or other unintended acts;
 - Disruption of personal relationships and work habits;
 - Ineligibility for some types of employment
- Health risks associated with Drug and Alcohol use facts you should know if you are considering the consumption of alcoholic beverages:
 - Iowa's legal drinking age is 21.
 - Iowa's legal blood alcohol limit is .08.
 - The fine for possession of alcohol under the legal age is \$300.

- If you DO choose to drink:
 - Misuse of alcohol or drugs inhibits your ability to act responsibly or react quickly. Below are a few safety tips you should keep in mind:
 - Limit your alcohol intake.
 - Avoid combining alcohol with prescription medicines and club drugs; the combination can be dangerous.
 - Never leave your drink unattended or accept a pre-poured drink from a stranger.
 - Buzzed or drunk driving is deadly and illegal; leave your vehicle parked and find other transportation. Your life and others' lives depend upon your decision.

Legal Sanctions

Both state and federal laws prohibit distribution of, manufacture of, or possession with intent to distribute a controlled substance or a counterfeit controlled substance. State penalties range from 50 years in prison and/or up to \$1,000,000 in fines, depending upon the type and quantity of drug involved. Conviction may also result in the loss of state and federal benefits, such as grants, school loans, or work assistance, during the time periods required by federal law. Specific drugs, amounts, and penalties are described in Iowa Code § 124. Maximum federal penalties can be up to life in prison and/or \$50,000,000 in fines depending upon the type and quantity of drug involved. State and federal legal sanctions are subject to change by the General Assembly and Congress, respectively. A full listing of Iowa Laws and Penalties can be found in the current Annual Security and Fire Safety Report:

<http://www.hawkeyecollege.edu/about/public-safety/security-report/default.aspx>

Disciplinary Actions – Employees

All employees are expected to dedicate their best efforts to the performance of their work assignments. Any employee who engages in violations of the standards of conduct, misconduct, or insubordination at work or away from work which violates any of the established policies or rules of Hawkeye Community College or engages in misconduct which otherwise violates Hawkeye Community College's reasonable expectations for employee conduct may be disciplined.

Disciplinary sanctions may include, but are not limited to: warning, reprimand, suspension with or without pay, suspension for part of a day or for a period of one or more days, demotion, or termination of employment. The College reserves the right to impose any disciplinary sanction without prior warning including but not limited to termination. Other disciplinary sanctions may also be imposed.

Notification of Convictions

Employees must report all arrests, charges, or convictions under a criminal drug or alcohol statute for violations occurring on or off College premises. A report of such conviction must be made in writing to the Human Resource Services Office within five (5) days after the conviction.

Disciplinary Actions--Students

The College responds to reports of the illegal use of substances through its discipline system. Students in violation of Hawkeye's Alcohol and Drug policy will face disciplinary actions as noted in the Student Code of Conduct. The Student Code of Conduct applies to conduct that occurs on college premises and college-sponsored activities/events, and to off-campus conduct that adversely affects the college community and/or the pursuit of its objectives. Additionally, college disciplinary proceedings may be instituted against a student charged with conduct that potentially violates both criminal law and the Student Code of Conduct (that is, if both possible violations result from the same factual situation).

Disciplinary sanctions may include, but are not limited to: warning, reprimand, probation, or suspension.

The Student Code of Conduct can be found here:

<http://www.hawkeyecollege.edu/students/handbook/conduct/default.aspx>

Student Summary

Campus Incident Reports for Students

Year	Number of Offenses	Outcomes
AY 2022-2023	3	Code of Conduct Violations
AY 2023-2024	3	Code of Conduct Violations

Campus Summary

- Students and staff are prohibited from consuming, transporting, and distributing alcohol; possessing or being in the presence of alcohol while on campus; or exhibiting disruptive behavior.
- Students and staff found in violation of this policy will be subject to administrative or disciplinary sanctions listed in the Student Code of Conduct and Personnel Handbook and can include:
 - Warning and/or probationary period (Disciplinary)
 - Contact with parent/guardian
 - Referral to an alcohol education program
 - Referral to counseling services
 - Suspension from Hawkeye
 - Termination from Hawkeye
 - Possible arrest, imprisonment, or fine according to state alcohol laws

Alcohol and Drug Prevention Programs/Education and Awareness

Hawkeye Community College has a vested interest in the health and well-being of its students and employees. In order to promote a healthy campus community, Hawkeye Community College provides educational programs for its students and staff on the subjects of drugs, alcohol, and sexual violence. Guest lectures, video presentations, and seminars are held to provide information to our college community about such areas as peer pressure resistance, health concerns, rehabilitation, and awareness.

Hawkeye recognizes substance abuse as a treatable condition and offers programs and services for employees and students. The programs provide services related to substance use and abuse including dissemination of informational materials, educational programs, counseling services, and referrals.

- Student Activities: The Student Life Office provides preventative, educational, and informative services to Hawkeye Community College regarding substance use and abuse. Working with other campus departments and organizations, the Student Life Department strives to impact the negative effects of substance abuse on student success.
- Student Health Clinic: The clinic provides a confidential setting for you to explore concerns and achieve a better understanding of yourself — your feelings, attitudes, and strengths.

Events for 2022-2023 and 2023 and 2024

Speakers:

- Pathways Behavioral Services Presentation September and February
- Ethan Fisher – Keynote Speaker 2022, covered personal struggles with substance abuse and mental health in college. Fisher identified as a student athlete who bounced around to various schools making decisions that resulted incarceration after driving under the influence.

Awareness:

Events for AY 2022 – 2023 and AY 2023 – 2024

- Spring Break Informational Goodie Bags from Student org sponsored by Hawkeye Pride March 2022
- Spring break safety information (alcohol, drugs, safe sex, personal safety) – March 2022, 2023
- Al-Anon Family Groups hosted an informational table in the Brock Student Center in Spring 2022, Fall 2022, Fall 2023, and Spring 2024
- Hosted an informational table in the Brock Student Center with information and resources related to alcohol awareness and prevention, along with the support groups they facilitate and services they provide.
- Self-Care Bingo – May 2024
 - In person bingo with various self-care information, resources and prizes focused on healthy coping mechanisms (i.e., no binge drinking or drug usage) as college students and specifically during finals week.
- Welcome Packets at Hawkeye Towers Apartments – August 2022 and 2023
 - Student Activities puts together welcome packets for all the apartments at Hawkeye Towers (private housing) across the street from campus.
 - Packets include information on alcohol and drug abuse, resources available to students both at Hawkeye and in the community, hotline numbers in the form of a magnet, and positive ways to get involved on campus as an alternative to substance abuse.
- Welcome Table – August 2022 and 2023, January 2022 and 2023
 - Student Activities has a table display at the Brock Student Center at the beginning of the fall and spring semesters with information and resources available related to drug and alcohol awareness and prevention.
- Student Handbook – 2022-2023, 2023-2024, 2024-2025
 - The Hawkeye Community College Student Handbook provides expectations on the use, possession and distribution of alcohol and drugs on campus; in addition, to listing for community, regional, and national resources.
- Drug Free Schools and Community Act – January 2022, June 2022, August 2022, January 2023, June 2023, August 2023, January 2024, June 2024 and August 2024
 - Annual notification to the campus community regarding the Drug Free Schools and Community Act (Alcohol and Other Drug – Biennial Review) is provided to every Hawkeye student electronically each semester
- Information available to students regarding substance abuse and resources in the area
- Information available to students regarding dates, times and locations of Narcotics Anonymous and Alcoholics Anonymous meeting in the local area as well as across the state of Iowa.
- Brochures available to students throughout campus relating to drug and alcohol abuse.
- Publications and Displays – Fall 2022
 - Alcohol awareness themed bulletin boards were created with regional/national statistics (specifically college statistics), information and resources regarding drug and alcohol abuse in addition to educational materials related to the use and abuse of alcohol and drug.

- In the Brock Student Center information tents were provided on every table to raise awareness regarding Distracted Driving Awareness Month – April 2022, April 2023
- Resources for Assistance - Students – 2022-2023, 2023-2024, 2024-2025
 - Students who are concerned about personal use of alcohol and or drugs or about that of others are encouraged to contact the Hawkeye Community College Student Health Clinic. When appropriate, students may be referred to private counselors.

The Student Health Clinic is located in the Health Education and Services Center (HESC) building on campus at 319.296.4224. The Student Health Clinic can provide counseling and referrals for substance abuse issues. The College also provides students access to a 24-hour Student Assistance Program helpline that provides counseling for substance abuse issues (among other issues) and also provides referrals to local resources for additional services.

- Resources for Assistance – Employees – 2022-2023, 2023-2024, 2024-2025
 - Hawkeye employees who are concerned about personal use of alcohol and drugs, or of their family members, may contact the Employee Assistance Program (EAP) at 800.327.4692.
- Additional Resources for Assistance - (Available for both students and employees) 2022-2023, 2023-2024, 2024-2025
 - Alcoholics Anonymous- 319.291.3660; <https://sober.com>
 - Al-Anon – <http://www.nycalanon.org>
 - Pathways – 319.235.6571 treatmentquestions@pathwaysb.org
 - Covenant Horizons – 319.272.2650/ Crisis line 800.481.6965
 - Narcotics Anonymous – 866.504.6974 <https://findrecovery.com>
 - Iowa Substance Abuse Information Center – 855.650.1317
 - Focus on Recovery Helpline (alcohol/drugs) 800.374.2800 or 800.234.1253
 - Department of Health and Human Services Drug and Alcohol Treatment Referral Routing Service – 800.662.4357
 - Veterans Support – Locate the closest VA Medical Center or VA Regional Office 877.222.8387
 - National Suicide Prevention Lifeline – 800 SUICIDE (800.784.2433)
 - National Alliance for the Mentally Ill – 800.950.6264