

RMC Biennial Review of Alcohol and Other Drugs (AOD) Programs & Policies

Drug-Free Schools and Communities Act (DFSCA)

Spring 2024

ROCKY MOUNTAIN COLLEGE REVIEW TEAM MEMBERS

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INTRODUCTION/OVERVIEW

The Drug-Free Schools and Communities Act (DFSCA) requires that any institution receiving any form of federal funding adopt and implement programs "to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on school premises or as part of any of its activities." The regulations lay out several requirements with which all institutions must comply, including annual notification to students and employees and a biennial review that institutions must complete.

Rocky Mountain College is committed to providing a healthy, safe learning and working environment for its students, faculty and staff members, and guests. Abuse of alcohol and other drugs disrupts this environment and interferes with the academic and personal development of students, as well as the personal and professional development of campus employees. Because of this, a thorough review of RMC's AOD programming and assessment was conducted in the spring of 2024 to pinpoint what Rocky is doing well regarding education and intervention. This review also shines light on some areas that need improvement.

CAMPUS AOD POLICY

All-Campus Policies:

For full alcohol and drug policies see: <http://rocky.edu/campus-life/campus-safety/drug-alcohol-policy>. A summary of these policies is listed here:

A. Alcohol

- a. Possessing, consuming, or distributing alcoholic beverages is prohibited on Rocky Mountain College property except for Jorgenson Hall (see Residence Life Section A. b.).
- b. Empty containers are not allowed and may be treated as an alcohol violation.
- c. Advertisements promoting alcohol or alcohol-related products are prohibited on campus.
- d. Rocky Mountain College's name and/or logo shall not appear in conjunction or co-sponsorship with the name of any alcoholic product or distributor without written approval from the President's Cabinet.

B. Drugs and Paraphernalia

- a. It is unlawful and prohibited to manufacture, distribute, dispense, possess, or use a controlled substance at Rocky Mountain College.
- b. Possession of drug paraphernalia is prohibited.
- c. Although Montana state law permits the use of marijuana to authorized individuals, federal laws prohibit marijuana use, possession, and/or cultivation at educational institutions and on the premises of

other recipients of federal funds. The use, possession, or cultivation of marijuana for medical purposes is therefore not allowed on any Rocky Mountain College property; nor is it allowed at any Rocky Mountain College-sponsored event or activity off campus.

Procedures for distributing annual AOD notification to students and employees:

In compliance with the Drug-Free Schools and Communities Act of 1989, the office of the Dean of Students will produce and distribute an annual electronic notification that includes the following information:

- Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol on school property or as part of any school activities for employees or students;
- A description of the applicable legal sanctions under federal, state, or local 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 the abuse of alcohol;
- A description of drug or alcohol counseling, treatment, rehabilitation, and re-entry programs that are available to employees or students;
- A clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with federal, state, or local 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.

This notification will be distributed each fall on or about the 15 day of classes.

DEPARTMENTAL AOD PROGRAMS

During the spring of 2024 AOD review, departments, divisions, offices, and organizations were asked the assessment questions by the Review Team. All responses were self-reported by members of those departments, divisions, offices, and organizations. The following is a report of this review and is organized by area.

ATHLETICS

The RMC Athletic Department aims to deter all RMC athletes from using drugs and alcohol and maintain sobriety. It currently succeeds at this mission by:

- Engaging coaches in the policy and procedure development process and voting on the final policies thereby creating buy-in.
- Educating student-athletes on policies and procedures for random drug testing when enrolled in a sport.
- Educating and informing student-athletes of campus and athletic department drug and alcohol policies as found in the Student-Athlete Handbook, which is reviewed and signed annually by all student-athletes.
- Educating and informing coaches and staff on athletic department drug and alcohol policies as found in the Athletic Staff Handbook.
- Implementing a “no shaming” policy that focuses on the treatment and prevention of recurrence rather than immediate removal from the team if the student-athlete is found positive for substance abuse.
- Facilitating the randomization of testing as well as testing any athlete suspected of use.
- Removing the coaches from the process by telling the athletes they are being tested but not informing coaches until after the student-athletes are scheduled.

AVIATION

Instituting high program standards where students are expected to respect safety and professionalism and faculty and staff uphold strict adherence to a zero-tolerance policy, the RMC Aviation Department has developed a misuse prevention program. Through random or after-incident testing, as well as promoting safe and professional behavior, the RMC Aviation Department hopes to deter any misuse of drugs and alcohol.

COUNSELING SERVICES

The RMC Counselor regularly counsels' students regarding their alcohol and drug use. The Counselor is also a Co-Advisor for BE WELL RMC and regularly gives professional advice regarding Alcohol and Drug abuse educational events.

HUMAN RESOURCES

The AOD goals of the RMC Human Resources office are summarized as:

1. Federal compliance in governing anti-drug programs.
2. Compliance with the Montana workforce drug and alcohol act.
3. Maintain the privacy of the employee.
4. Provide external resources within the community for those in need of a program.

In compliance with the Drug-Free Workplace Act of 1988, (Title 41-10-701 through 707, U.S.C. as amended), Rocky Mountain College is committed to providing an alcohol-free and drug-free workplace. Copies of the official policies can be attained through the Office of the Vice President for Student Life or the Human Resources Department. This policy applies to on-duty time as well as off-site breaks and lunch periods when an employee is scheduled to return to work. Employees with questions about this policy or issues related to drug or alcohol use in the Rocky Mountain College workplace should raise their concerns with their supervisor without fear of reprisal.

- Current legislation requires that the institutional policy on drugs and alcohol be distributed to each student and employee at the beginning of hire or the start of the school year.
- Consumption of alcoholic beverages at Rocky Mountain College or a College-sponsored event is strictly prohibited except for those events approved to serve alcohol by executive leadership.
- Advertisements promoting alcohol or alcohol-related products are prohibited on campus.
- Rocky Mountain College's name and logo shall not appear in conjunction or co-sponsorship with the name of any alcoholic product or distributor without written approval of the President's Cabinet.
- Rocky Mountain College prohibits the unlawful manufacture, distribution, sale, possession, or use of a controlled substance or alcohol in the workplace or while conducting business.
- Use of medical marijuana by any student, staff member, faculty member, or visitor on campus grounds, in the residence halls, in the classrooms, in buildings, and the workplace is strictly forbidden regardless of the authorized possession of a state-issued medical marijuana card.
- The legal use of prescribed drugs is permitted on the job only if it does not impair an employee's ability to perform the essential functions of the job efficiently and in a safe manner that does not endanger other individuals in the workplace.
- Under the Drug-Free Workplace Act, an employee who performs work for a government contract or grant must notify Rocky Mountain College of a criminal conviction for alcohol/drug-related activity occurring in the workplace. The report must be made within five (5) days of the conviction. Your supervisor or their designee is responsible for notifying the appropriate federal granting agency of the conviction within ten (10) business days of learning of the conviction.
- Employees who violate the College alcohol/drug policy may be placed on disciplinary probation, terminated from employment, or be subject to other appropriate actions as deemed necessary. Such violations may also have legal consequences.
- Employees on Rocky Mountain College medical plans Substance Abuse Treatment coverage is included.

Currently, Human Resources does not have an alcohol and drug cessation program for the employees but, instead, refers employees to our Employee Assistance Program for guidance.

OUTDOOR RECREATION & INTRAMURALS

The Outdoor Rec and Intramural Department follows institutional policy regarding alcohol and drug use. The Director of the Outdoor Rec and Intramural Department also reserves the right to terminate a work-study student if they are found responsible for violating RMC alcohol/drug policy or receive a MIP/DUI, especially if they are a trip leader.

RESIDENCE LIFE

The RMC Office of Residence Life aims to reduce the use and frequency of drug and alcohol use and promote responsible drinking behaviors for those of legal drinking age. It accomplishes these aims by the following policies:

A. Alcohol

- a. Residence Life adheres to the RMC Alcohol policy: <http://rocky.edu/campus-life/campus-safety/drug-alcohol-policy>
 - i. Possessing, consuming, or distributing alcoholic beverages is prohibited on Rocky Mountain College property except for Jorgenson Hall (see Alcohol Policy - Jorgenson Hall).
 - ii. Empty containers are not allowed and may be treated as an alcohol violation.
 - iii. Residents present in incidents of unauthorized consumption of alcohol may be considered in violation of the alcohol policy.
- b. Jorgenson Hall
 - i. Possession and responsible consumption of personal quantities of alcoholic beverages is permitted by residents of legal age (21 years of age or older) within their assigned apartment in Jorgenson Hall.
 - ii. At no time can there be open possession or consumption of alcohol while individual(s) under the age of 21 are present in the apartment.
 - iii. Consuming alcohol or carrying an open container in public areas is prohibited. Individual apartments with open doors are considered public areas.
 - iv. An open container is defined as any container of alcohol with a broken seal.
 - v. All residents reserve the right to not allow alcohol in his/her apartment regardless of the age of the residents of that apartment. Kegs and beer bongs are strictly prohibited.

B. Drugs and Paraphernalia

- a. Residence Life adheres to the RMC Drug policy: <http://rocky.edu/campus-life/campus-safety/drug-alcohol-policy>
 - i. Although Montana state law permits the use of marijuana by authorized individuals; federal laws prohibit marijuana use, possession, and/or cultivation at educational institutions and on the premises of other recipients of federal funds. The use, possession, or cultivation of marijuana for medical purposes is therefore not allowed on any Rocky Mountain College property; nor is it allowed at any Rocky Mountain College-sponsored event or activity off campus.
 - ii. Residence Life staff members are trained annually in the use of NARCAN.
 - iii. The Office of Residence Life works closely with the Billings Police Department and reserves the right to execute drug searches without prior notification to residents.
 - iv. The odor of drug(s) is sufficient evidence for staff to approach and submit a report(s) of a potential violation of this policy.

- C. Programming regarding alcohol and drug use: A variety of programming exists in Residence Life concerning alcohol and drug use as well as policy enforcement and education. These may include programming (alternative programming), monthly conversations, hall meetings, and/or bulletin boards on the dangers of drug and alcohol use. Rules are distributed at move-in to include alcohol and drug policies, RHA events (alternative programming), and promote and provide drug and alcohol-free events for students to participate in as an alternative to events involving drug or alcohol use.

- D. Intervention: On-call staff conducting rounds and interfacing with students as they reenter residence halls and appear under the influence.
- E. Policy Violation:
 - a. Online alcohol and/or drug course.
 - b. Mandatory counseling with the campus counselor.

ROCKTIVITIES (STUDENT ACTIVITIES)

All members of Rocktivities are expected to abide by the RMC Code of Conduct regarding drug and alcohol use. In addition:

- No alcohol may be purchased using student fees.
- If events are hosted at locations that serve alcohol, all students must abide by those locations' alcohol use policies.
- Members should not consume illegal drugs or alcohol at any RMC Rocktivities-sponsored event.

SPIRITUAL LIFE

The RMC Chaplain supports programming offered by BE WELL RMC. The Chaplain also coordinates volunteer opportunities where all RMC students are expected to abide by RMC policy, local laws, and guidelines provided by the sponsoring agency (whichever is most restrictive) regarding alcohol use. No drugs are allowed at any time.

BE WELL RMC

"BE WELL RMC" is Rocky Mountain College's program whose purpose is to raise awareness about social and health issues that impact the campus community and to encourage thoughtful, positive, and healthy decision-making. Three (3) main goals when educating on alcohol and/or drug use are:

1. Educate students about legal drinking laws, substance use, and consequences.
2. Provide educational materials to assist with making good and healthy decisions.
3. Educate the campus about the links between substance abuse and sexual assaults.
4. During longer breaks provide recommendations and guidance on safe and sober activities to participate in within the Billings area.
5. Support and promote safe transportation options for off-campus events where students are permitted to purchase alcohol.
6. Continue to provide prevention education through various means: social marketing, new student orientation, and training student leaders.
7. Increase collaborative efforts with community partners to facilitate the reduction of high-risk consequences related to AOD misuse.

For the 2021-2023 academic year BE WELL RMC (currently BE WELL RMC) led the campus in offering the following programming experiences:

- A. Offering sober and safe rides home during Homecoming Weekend and St. Patrick's Day weekend.
- B. Blood alcohol level information, how drinking impairs sexual decisions, and marijuana use/effects posters in the Student Center and our campus social media platforms.
- C. Mario Kart races while wearing alcohol and marijuana "goggles." Each student who participated then chatted with a staff member regarding the use of substances and driving.

- D. Sober October: A month-long program designed to give students daily clean and sober alternative activities on- and off-campus for the entire month. This included a voluntary "Sober October Challenge" where students were incentivized to make decisions to live a more sober lifestyle.

RECOMMENDATIONS FOR REVISING AOD PROGRAMS

After review of campus-wide as well as departmental AOD programs, the Review Team recommends the following revisions to be in better compliance with DFSCA regulations:

1. Rocky Mountain College needs a single, comprehensive AOD program that encompasses everything that is happening on campus.
 - a. Though a few departments adhere to campus alcohol and drug policies as stated in the Student or Employee Handbooks, a comprehensive and official program is suggested for all of campus to understand and to educate all members. The following suggestions could enable the achievement of this goal:
2. More transparency with program outcomes and objectives for RMC's AOD programs is needed.
3. Resources should be more visible and easily accessible.
 - a. Consider social media, hand-outs, web pages, posters, and workshops to disseminate information more thoroughly.
 - b. Consider distributing policies as well as educational information at New Student Orientation.
 - c. Conduct a survey of students to determine how visible and accessible educational resources are.
 - d. Adjust marketing to enhance accessibility and visibility of AOD programming.
4. Considerations should be given to adding more drug awareness programs and information for employees.
5. Programs using drug and alcohol testing for compliance may need to outsource this service to a third-party vendor rather than conduct the testing in-house.
 - a. Consider ways to test students who are suspected of drug and alcohol use.
6. Explore the efficacy of incorporating mandatory AOD educational programming for students/employees when alcohol is a contributing factor in conduct matters.
7. Departments involved in student AOD programming should better define the assessment used to determine if goals are being met.
8. Rocky Mountain College will disengage with the Peer Review Board practice as of August 2024 and revert to Administrative Conduct Hearings with trained professional staff members for the following reasons:
 - a) Disengagement/follow through from students to participate in Peer Review Board resulting in rescheduled/delayed hearings (both student violators and peer review board members)
 - b) Greater educational impact for students through discussions with professional staff
 - c) Increased accountability for actions from students who meet with professional staff
 - d) Increased follow-through on restorative sanctions for students who meet with professional staff
 - e) Increased opportunities for Residence Life Professional Staff to interact with students and engage in community-building conversations
 - f) Increased schedule opportunities for students to attend their conduct hearing (more availability of professional staff than student conduct board) resulting in more expedient conduct hearings (scheduled sooner) = changed behavior
- 9.

APPENDIX

[RMC Student Handbook- Alcohol and Drug Policies](#)

[RMC Employee Handbook- Alcohol and Drug Policies](#)