



# LANDMARK COLLEGE

## Biennial Review of Alcohol and Other Drug Programs

July 2018-June 2020

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## Introduction

The Drug Free Schools and Communities Act requires, as a condition of receiving any federal funding or other financial assistance, that an institution of higher education certify it has adopted and implemented a program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol for students and employees on school premises and as a part of its activities.

Landmark College conducts a biennial review of these programs to determine their effectiveness and make improvements as needed.

## Description of the Alcohol & Other Drug (AOD) Program Elements

### Alcohol-Free Options:

Landmark College's student center, clubs, resource centers, athletic and intermural teams, weekly outdoor trips, and fitness and game rooms provide a wide range of alcohol-free social and recreational opportunities. Each semester Residential Life sponsors six major late night social events called Shark after Dark, in addition to weekly social and educational programming in each of the residences. The mission of Shark after Dark is to provide students with engaging late night activities that take place on the weekends as an alternative to drinking. Shark after Dark events are well-funded and are developed by student residential staff with the supervision of professional staff. Additionally, each semester the Campus Activities Board and the Department of Student Activities host multiple on and off campus events on Friday and Saturday nights that include bowling trips, dances, live bands, movies, and speakers.

The College is an alcohol and drug-free environment. There are many settings on campus for students to congregate and socialize, including the Student Center, Centers for Diversity and Inclusion, Library, and many outdoor spaces including the quad. All Residence Halls include lounge spaces, TV rooms, and study spaces, and, in Chumley Hall there are communal kitchens. The College also provides learning and service opportunities such as internships, community service, and a work study program to get students engaged outside of the classroom.

### Normative Environment:

By both policy and definition, Landmark College is an alcohol and drug-free campus. All residential housing options are expected to be substance free. Each residential hall/area is staffed by a professional staff made up of a Resident Dean and Resident Assistants who live in the halls. Staff are available for support, emergency assistance and to help create a positive and supportive community.

The College provides a professionally trained counseling staff for students, as well as an Addiction Specialist and Prevention Coordinator. The College's Health Services and Counseling Center is easily accessible and highly utilized by students.

During New Student Orientation, Campus Safety and Residential Deans review and answers questions about Alcohol & Drug policies and reinforce the expectation of a alcohol and drug-free environment. At this time students are educated about the Amnesty for Medical Intervention Policy. Each semester there are poster and education campaigns to raise awareness about the Amnesty for Medical Intervention Policy.

Several committees on campus, including the Alcohol & other Drug, Sexual Respect, and Wellness Committee, provide programming throughout the fall and spring semesters to support and educate students about healthy lifestyles choices. Students are encouraged to join and partner with faculty and staff on these committees.

Landmark College uses the Stress Management and Resiliency Training (SMART) program in its first-year student curriculum. The program teaches ideas and skills to help students heighten their self-awareness and promote positive restructuring of stressful life events. Developing such skills is thought to improve overall wellbeing and positive affect, while also reducing stress.

### Alcohol Availability:

The College prohibits the possession, use, or distribution of alcohol on campus. Requests for exceptions to this policy for the service of alcohol or its use in any setting must be approved by the President of the College in consultation with the Vice President for Student Affairs & Dean of Campus Life. Exceptions will generally be reserved for formal functions sponsored by the College. It is expected that exceptions granted will be infrequent. During the review period there were no requests for alcohol service at student programs.

There is a tavern directly across the main entrance of the campus, and there are three local stores in Putney that sell alcohol.

### Marketing & Promotion of Alcohol:

There is no marketing or promotion of alcohol or alcohol-related activities on campus. The campus bookstore has a policy of not selling alcohol or drug-related paraphernalia such as shot glasses, rolling papers, or cigarette lighters.

### Policy Development:

Policy development in regard to the alcohol and drug policy occurs in the Division of Student Affairs under the supervision of the Vice President for Student Affairs & Dean of Campus Life. The College employs a public-comment period of 30 days for all new policies before they are adopted. The President of the College carries the ultimate authority for policy decisions.

### Policy Enforcement:

Enforcement of the college's alcohol & drug policy usually occurs at the level of the Resident Dean and Campus Safety & Emergency Management staff. When Residential Life or Campus Safety staff members become aware of possible alcohol or drug policy violations they address

the issue directly with students. If the situation is not resolved from the initial conversation with students, the staff may call upon the Administrator On-Call (the Vice President for Student Affairs & Dean of Campus Life, or, the Director of Student Conduct & Community Engagement) for further direction. Further direction may include the search of a student room or vehicle.

Any items that are found to violate policy are confiscated by the College and held by the Campus Safety Office. For drug-related issues that violate Vermont State Law, Campus Safety staff will contact the Vermont State Police who will make their own determination regarding confiscation and/or charges. At the end of the incident, the students are informed by the Residential Dean of the college's conduct process and resources.

At the conclusion of the incident, staff will submit an incident report to the Director of Student Conduct & Community Engagement who determines whether or not an incident will go to a hearing. If the incident warrants a hearing the student will be scheduled for an administrative hearing or a conduct board depending on a number of factors including the student's current judicial status and the severity of the incident.

In an administrative hearing, the student meets with the Dean of Students/Director of Student Conduct. The student's Academic Advisor and Resident Dean are also invited to these meetings. The result of an administrative hearing may range from a "no finding" to a "deferred suspension from the College" determination.

A student is sent to a conduct board when it appears that suspension from the college is possible. The student meets with a board of three to four representatives from the College, typically faculty and staff. The board is chaired by the Director of Student Conduct & Community Engagement. At the discretion of the student, their Academic Advisor is also invited to provide support to the student and to give the board information regarding the student's academic progress as appropriate. The board makes a recommendation to the Vice President for Student Affairs & Dean of Campus Life which could include a determination of: no-finding, suspension, or expulsion from the college. The Vice President for Student Affairs & Dean of Campus Life then accepts, denies, or modifies the recommendations.

Sanctions for students found in violation of the alcohol or drug policies will include one or more of the following depending on the severity of the incident: an alcohol and drug education class, a mandatory alcohol and drug assessment, counseling focused on alcohol and drug use/abuse, an online education program, and/or a referral for services outside of the Landmark College Community.

Both administrative hearings and conduct boards have appeal systems that students can engage in if they believe the evidence was insufficient to warrant the action or the decision was inconsistent with existing College policy. For decisions by a conduct board, appeals will be heard in cases where a student feels the decision by the conduct board was erroneous.

## Statement of AOD Program Goals

- Articulate and enforce clear policies that promote an educational environment free from substance use and abuse.
- Provide ongoing education for members of the campus community for the purpose of preventing alcohol abuse and other drug use.
- Provide a reasonable level of care for substance abusers through counseling, treatment, and referral.
- Implement campus activities that promote and reinforce health, responsible living, respect for community and campus standards, individual responsibility on the campus, and intellectual, social, emotional, spiritual or ethical, and physical well-being of the members.

## Developments During This Review Period:

- Narcan, a medication to rapidly reverse opioid overdose has been made available in each Residence Hall, Campus Safety and Health Services.
- Landmark College began a partnership with the JED Foundation, a multi-year program designed to assess and enhance the areas of mental health, suicide prevention and substance abuse.
- Data was collected from 38.5% of the student body using the Healthy Minds Survey. The survey provided information about student drug and alcohol use (Appendix A).
- The College focused on a campaign to promote the amnesty policy.
- Educational sessions to inform students on the implications of the legalization of marijuana as well as the increase of availability of CBD products.

## Annual AOD Notification to Students and Employees

In compliance with the Drug-Free Schools and Communities Act, Landmark College provides every employee and student with information regarding substance abuse, via email, on an annual basis, and posts the information online on the College's [Community Standards page](https://www.landmark.edu/student-life/our-community/community-standards) (<https://www.landmark.edu/student-life/our-community/community-standards>).

The notification provides the following information:

1. Standards of conduct that prohibit the unlawful possession, use or distribution of illicit drugs and alcohol on school property or part of school activities.
2. A description of the applicable legal sanctions under federal, state or local 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 abuse of alcohol.
4. A description of counseling and treatment programs available to students and staff.
5. A clear statement and description of the disciplinary sanctions the college will impose on students and employees.

## Alcohol and Other Drugs: Standards for Students

Landmark College recognizes the problems associated with substance use and abuse and has a policy that addresses the following two areas:

- Students should be educated, informed, and at times, counseled in the areas of substance use and abuse, and supported when they choose to seek assistance regarding these issues.
- In order to help maintain a safe environment that is conducive to living and learning for all students, the College must hold students accountable for violations of the policy on the use of alcohol and other drugs.

Landmark provides a professionally trained counseling staff for students. Students with alcohol/drug-related problems are encouraged to seek the help of counselors on a voluntary basis to deal **confidentially** with those issues. (Counselors at Landmark College follow the rules and regulations of confidentiality as defined and required by law). Health Services and Counseling staff are experienced in working with issues of substance abuse and can assist the student directly as well as provide information about off-campus assessment and/or treatment and a wide variety of support groups available in the local area.

While the College will hold students accountable for violations of the alcohol and other drug policies noted below, it is also committed to supporting any student who makes the responsible decision to address his or her substance use. Students should feel confident in knowing that Resident Deans, Advisors, Deans, Faculty and Staff will support any student who is struggling to address his or her substance use. This support may include referrals to counseling, educational programming or intervention plans on or off campus to assist a student in meeting his or her goals.

The College will generally address behavior relating to drugs and alcohol outlined below.

### Alcohol Policy

The College prohibits the possession, use, or distribution of alcohol on campus. The College recognizes that alcohol is a legal substance for some students but believes that a living and learning community such as ours operates best when all students are held to the same standard regarding alcohol. Therefore, the College prohibits the possession, use, or distribution of alcohol by any member of the community in the normal course of daily activity.

Requests for exceptions to this policy for the service of alcohol or its use in any setting must be approved by the President of the College in consultation with the Vice President for Student Affairs. Exceptions will generally be reserved for formal functions sponsored by the College. It is expected that exceptions granted will be infrequent.

The following behaviors regarding alcohol will be met with disciplinary action by the College.

- Possession, use, or distribution of alcohol on campus (regardless of age)
- Providing alcohol to students of minority age (under 21 years old)

- Being under the influence of alcohol on campus, to any extent, as a minor (under 21 years old)
- Being under the influence of alcohol and the cause of disruption to the campus community or otherwise drawing attention to oneself (regardless of age).

Students found to be in violation of the alcohol policy may be met with sanctions including a disciplinary status ranging from Disciplinary Warning to Expulsion from the College. Other sanctions may include, but not be limited to fines, referral for prosecution, required completion of appropriate rehabilitation programs, community service, educational programs or residential relocation.

The legal drinking age in Vermont is 21. In accordance with the laws of the State of Vermont, anyone under the age of 21 who purchases, possesses or procures alcohol or misrepresents his or her age or alters a form of identification with the intent to purchase alcohol may upon conviction be fined, sentenced to jail, or both. Violators of these laws are subject to criminal prosecution, and to disciplinary action by Landmark College.

For those of legal drinking age who choose to consume alcohol off campus, the College encourages moderate, responsible use for the safety of self and others.

### Alcohol Containers

Empty alcohol bottles, cans, bottle tops, and other containers are not allowed on campus, even for decorative purposes. The Resident Dean will confiscate containers, and students found in possession of the containers may be subject to disciplinary action.

### Amnesty for Medical Intervention

In situations of extreme intoxication or other medical emergencies as a result of excessive drinking or the ingestion of other drugs, the primary concern of the College is the health and safety of the individual(s) involved. Seeking medical assistance for oneself or a fellow student demonstrates responsible student behavior. In these situations students are expected to call for assistance (e.g. Resident Assistant, Resident Dean, Campus Safety, 911, etc.) when concerned for their own health or welfare, or that of another student.

If an individual seeks such medical attention, the Vice President for Student Affairs Office will not pursue disciplinary sanctions against the student needing medical intervention (or those students who assist in obtaining medical attention) for violations of the Alcohol or Drug policy.

In lieu of typical disciplinary sanctions, students falling under consideration of this policy will be required to meet with a member of the Vice President for Student Affairs staff who may issue educational requirements including (but not limited to) alcohol & drug education, counseling and/or a substance abuse assessment and parental notification.

Serious or repeated incidents will prompt a higher degree of response. If a student received Medical Amnesty for a prior incident the availability of amnesty for a subsequent incident is at the discretion of the Vice President for Student Affairs or their designee.

This policy does not excuse or protect those who flagrantly violate the Student Code of Conduct and does not grant amnesty to possession with the intent to distribute drugs or other infractions that occur at the time of intoxication - including but not limited to physical or sexual assault, damage to property or other violent acts.

Landmark College expects students to abide by laws and College policies regarding alcohol possession and consumption and reminds students that the possession and use of alcohol and other illicit drugs on campus or the abuse of prescription medication is prohibited. For students who consume alcohol, it is imperative that they understand that moderation minimizes the risk of alcohol poisoning and alcohol-related injuries.

## Drug Policy

The College prohibits the possession, use, distribution, transportation or being under the influence of illicit drugs on campus. If a student is found on campus with illegal drugs, that student is liable for sanctions, ranging from probation to expulsion from the College. Other sanctions that may accompany disciplinary status include attending educational seminars, alcohol assessments, engaging in a substance free contract or community service.

The following are considered to be evidence of drug policy violations and sufficient grounds for full disciplinary action:

- The actual presence, use, distribution or transportation of illicit drugs on campus.
- The presence of smoke or odors, as in the case of marijuana.
- Being under the influence of illicit drugs.

The actual presence, use, distribution or transportation of drug analogs, or legal substances with psycho-active properties on campus.

Landmark fully supports the federal and state statutes prohibiting the possession, use, and distribution of illicit drugs on or off campus. Violators of these laws are subject to criminal prosecution, and to disciplinary action by Landmark.

## Prescription Drugs

Students who are found to be sharing, selling, or trading prescription medications on campus, or abusing or misusing their own prescription medications on campus will be subject to sanctions ranging from Disciplinary Probation to suspension or expulsion from the College.

## Drug Paraphernalia

Drug paraphernalia, regardless of intended use, is not allowed on campus. 'Hookahs' are considered to be drug paraphernalia. Even though a Hookah may be used for non drug related smoking of flavored tobacco, due to their frequent use in the smoking of other substances, the use of Hookahs anywhere on campus is prohibited.

When found, the Resident Deans and other college officials will confiscate the items, and students found to be in possession of drug paraphernalia will be subject to sanctions ranging from Disciplinary Probation to suspension or expulsion from the College.



## Distribution of Drugs

Distribution of illicit substances, substances with psycho-active properties and prescription medication is not limited to a cash exchange. Any student, who provides, shares, jointly purchases, or otherwise makes available any illegal drug to others on or off campus, in any amount, is in violation of this policy.

Additionally, and in lieu of direct evidence of distribution, the College reserves the right to consider the possession of large quantities of drugs, the possession of scales, or drugs packaged in multiple quantities, as apparent distribution and a violation of this policy.

### Driving Under the Influence of Alcohol or Other Illicit Drugs

The operation of a vehicle while under the influence of alcohol or other illicit substance poses a danger not only to the operator, but to passengers and other members of the community. It is for this reason that students who are found by the College to be driving while impaired by alcohol or other drugs will be subject to disciplinary action ranging from Deferred Suspension to Expulsion from the College.

## Alcohol & Drugs: Standards for Faculty & Staff

Landmark College operates a highly structured academic and residential program that is designed in part to help students internalize such structures. Consequently, it is vital that all College employees act in a manner that provides a model for personal organization and responsible behavior. This standard extends beyond the campus to any educational or social activity in which College employees interact with students.

Faculty and Staff should exercise good judgment and discretion when involved in any educational or social activity with of-age students, when alcohol is present. In addition, Landmark College is a Drug Free Work Place as follows:

### Alcohol Policy

The College prohibits the possession, use, or distribution of alcohol on campus. The College recognizes that alcohol is a legal substance for some students but believes that a living and learning community such as ours operates best when all students are held to the same standard regarding alcohol. Therefore, the College prohibits the possession, use, or distribution of alcohol by any member of the community in the normal course of daily activity.

Requests for exceptions to this policy for the service of alcohol or its use in any setting must be approved by the President of the College in consultation with the Vice President for Student Affairs. Exceptions will generally be reserved for formal functions sponsored by the College. It is expected that exceptions granted will be infrequent.

### Drug-Free Workplace

1. The College prohibits the use of alcohol and controlled drugs (without a lawful prescription) on its campus. The College recognizes that individual faculty or staff members may have difficulties with drug abuse, which are not immediately obvious in

their job performance, but which they wish to find help in controlling. Faculty or staffing this situation may approach one of the College Counselors or the Director of Human Resources in confidence for help in obtaining a referral to an independent, professional drug and alcohol counselor.

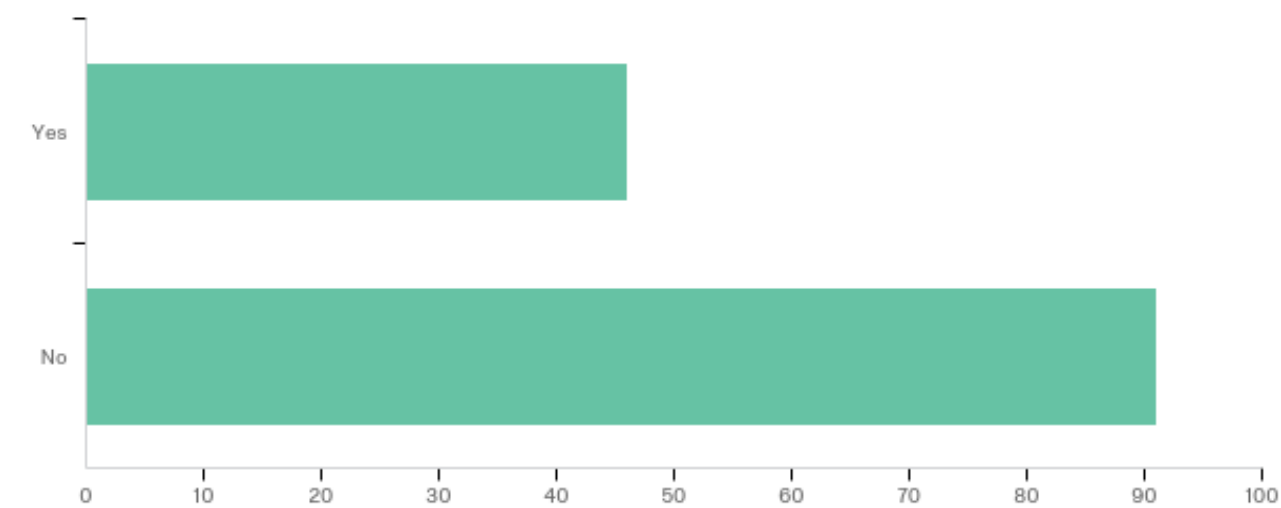
2. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited at the College. Violation of this policy is subject to disciplinary action or termination of employment.
3. The College prohibits off-premises abuse of alcohol and controlled substances, as well as the possession, use, or sale of illegal drugs, when these activities adversely affect job performance, job safety, or the College's reputation in the community.
4. The legal use of prescription and over-the-counter drugs is permitted during work hours on College premises only if it does not impair an employee's ability to perform the essential functions of his/her job effectively and in a safe manner.
5. Federal law requires that faculty or staff members working on certain projects who are convicted of any federal drug statute violation on campus must inform the College no later than five days after the conviction, and that the College must take appropriate action as a result of the information, up to and including termination of employment. Any faculty or staff member who may be subject to this reporting requirement should provide any potentially pertinent information to the Director of Human Resources so that coverage and appropriate actions may be determined.

## Recommendations for Revising AOD Programs

1. Within the next two years the College should administer a nationally normed instrument such as the CORE survey.
2. Within the next year the Addiction Specialist & Prevention Coordinator along with the AOD Committee should complete their review of Online AOD Prevention Programs and provide a summary of their findings and recommendations to the Vice President for Student Affairs & Dean of Campus Life.
3. Within the next year the College should review how and where it publicizes its AOD policy to employees and students.
4. Within the next year the AOD Committee should review the AOD Program Goals, and, if pertinent, provide a summary of findings and recommendations to the Vice President for Student Affairs & Dean of Campus Life.
5. The AOD Committee should consider how the College can develop additional education for faculty, staff, and students about behavioral indicators, student norms, and cultural attitudes related to high-risk alcohol and/or illicit drug use.

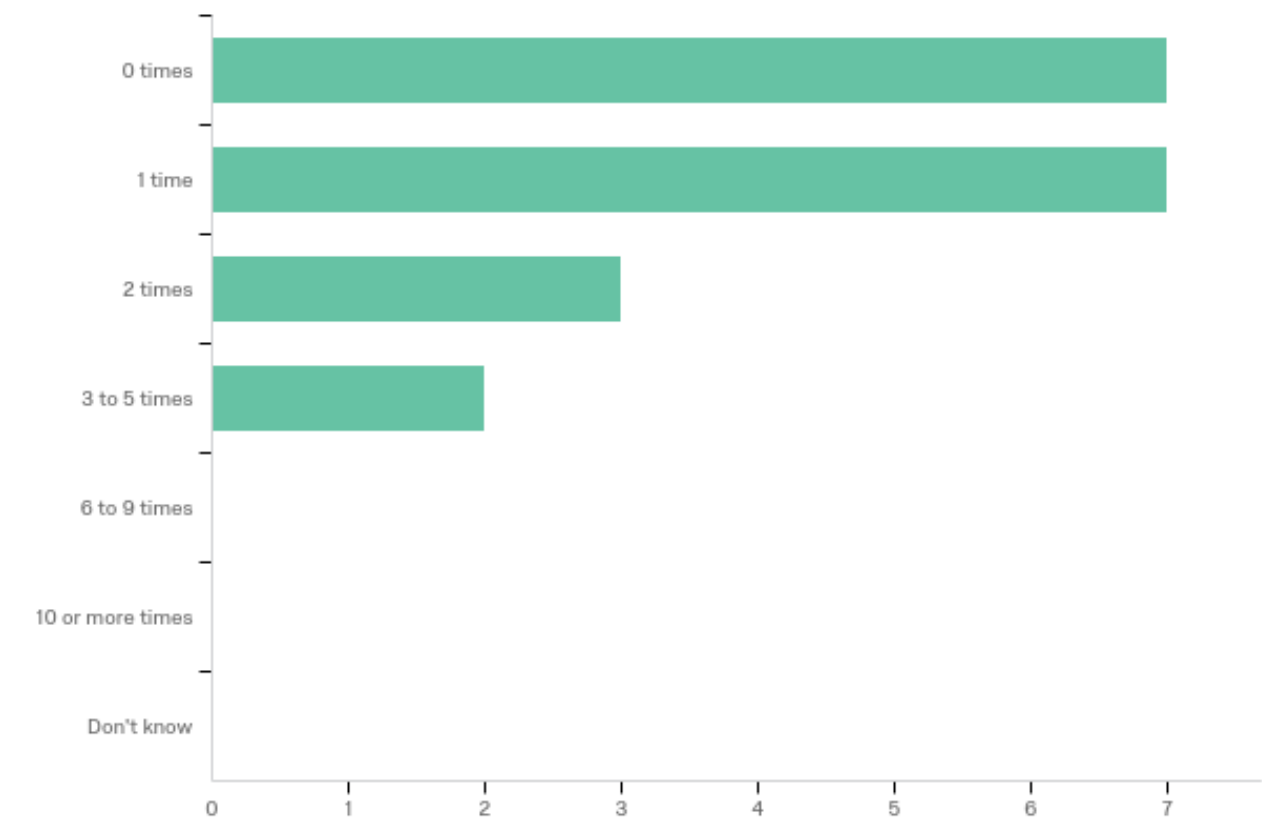
## Appendix A

Over the past 2 weeks, did you drink any alcohol?



#	Answer	%	Count
1	Yes	33.58%	46
0	No	66.42%	91
	Total	100%	137

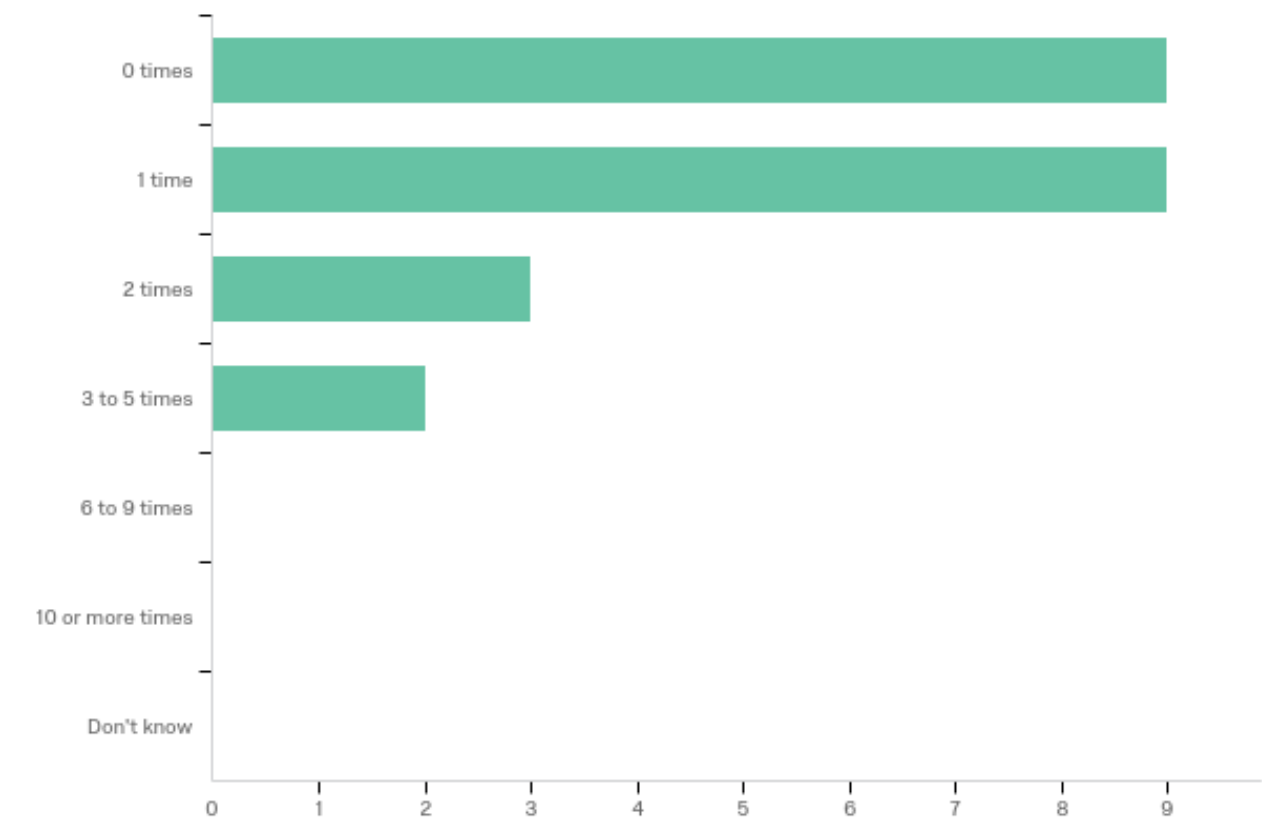
Over the past 2 weeks, about how many times did you have 4 or more alcoholic drinks in a row?(1 drink is a can of beer, a glass of wine, a wine cooler, a shot of liquor, or a mixed drink.)



#	Answer	%	Count
1	0 times	36.84%	7
2	1 time	36.84%	7
3	2 times	15.79%	3
4	3 to 5 times	10.53%	2

5	6 to 9 times	0.00%	0
6	10 or more times	0.00%	0
7	Don't know	0.00%	0
	Total	100%	19

Over the past 2 weeks, about how many times did you have 5 or more alcoholic drinks in a row?(1 drink is a can of beer, a glass of wine, a wine cooler, a shot of liquor, or a mixed drink.)

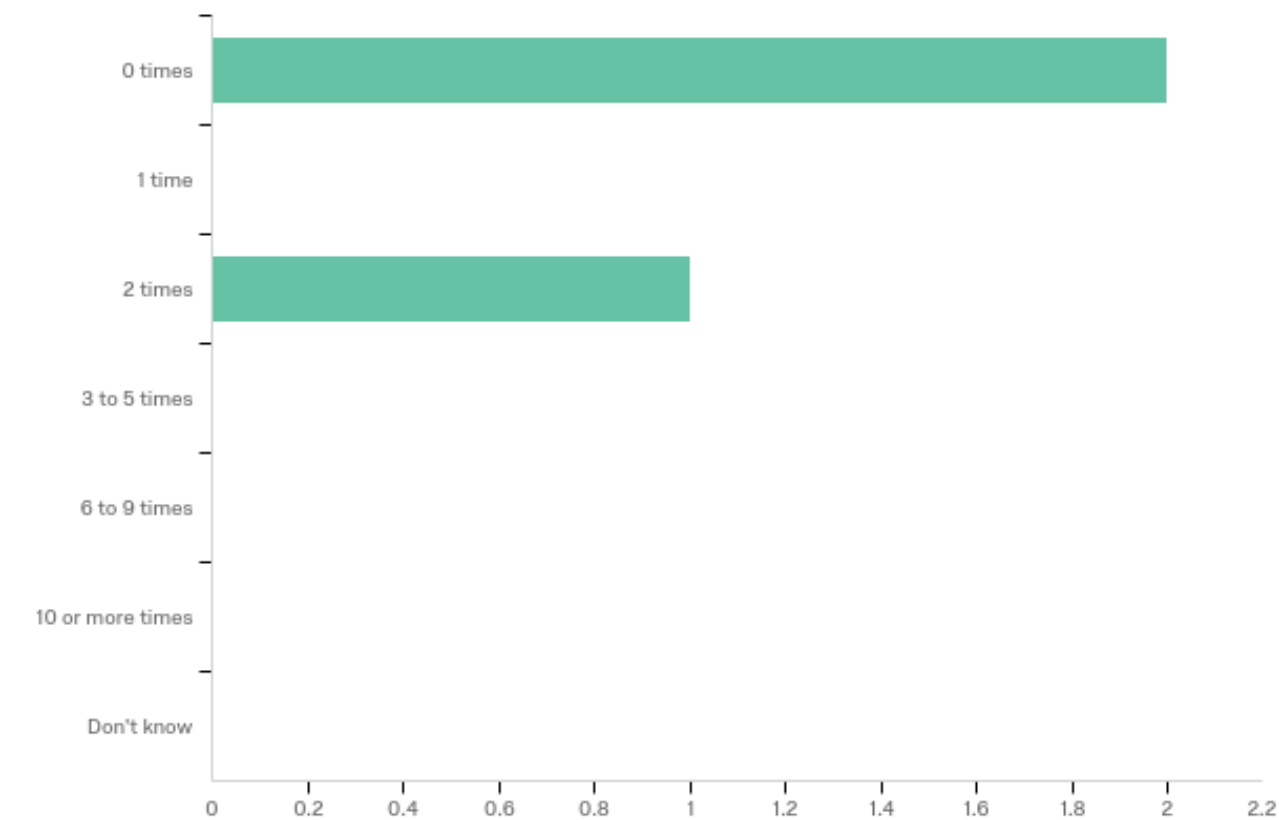


#	Answer	%	Count
1	0 times	39.13%	9
2	1 time	39.13%	9
3	2 times	13.04%	3
4	3 to 5 times	8.70%	2

5	6 to 9 times	0.00%	0
6	10 or more times	0.00%	0
7	Don't know	0.00%	0
	Total	100%	23



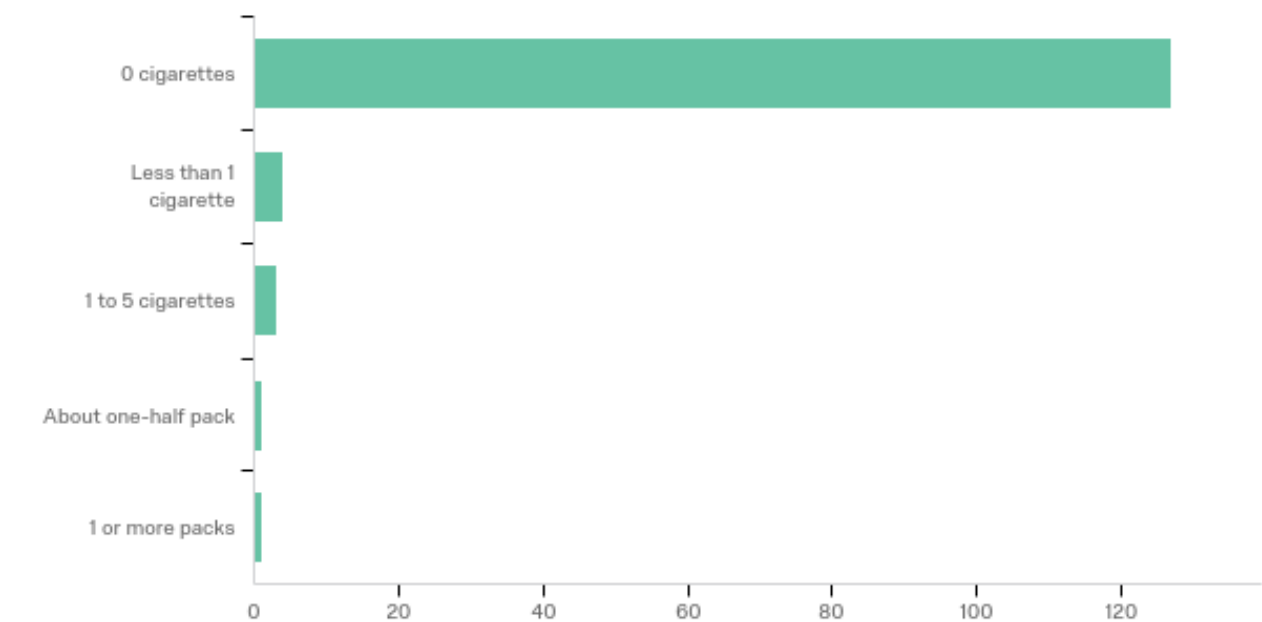
Over the past 2 weeks, about how many times did you have 4 or 5 or more alcoholic drinks in a row?(1 drink is a can of beer, a glass of wine, a wine cooler, a shot of liquor, or a mixed drink.)



#	Answer	%	Count
1	0 times	66.67%	2
2	1 time	0.00%	0
3	2 times	33.33%	1
4	3 to 5 times	0.00%	0

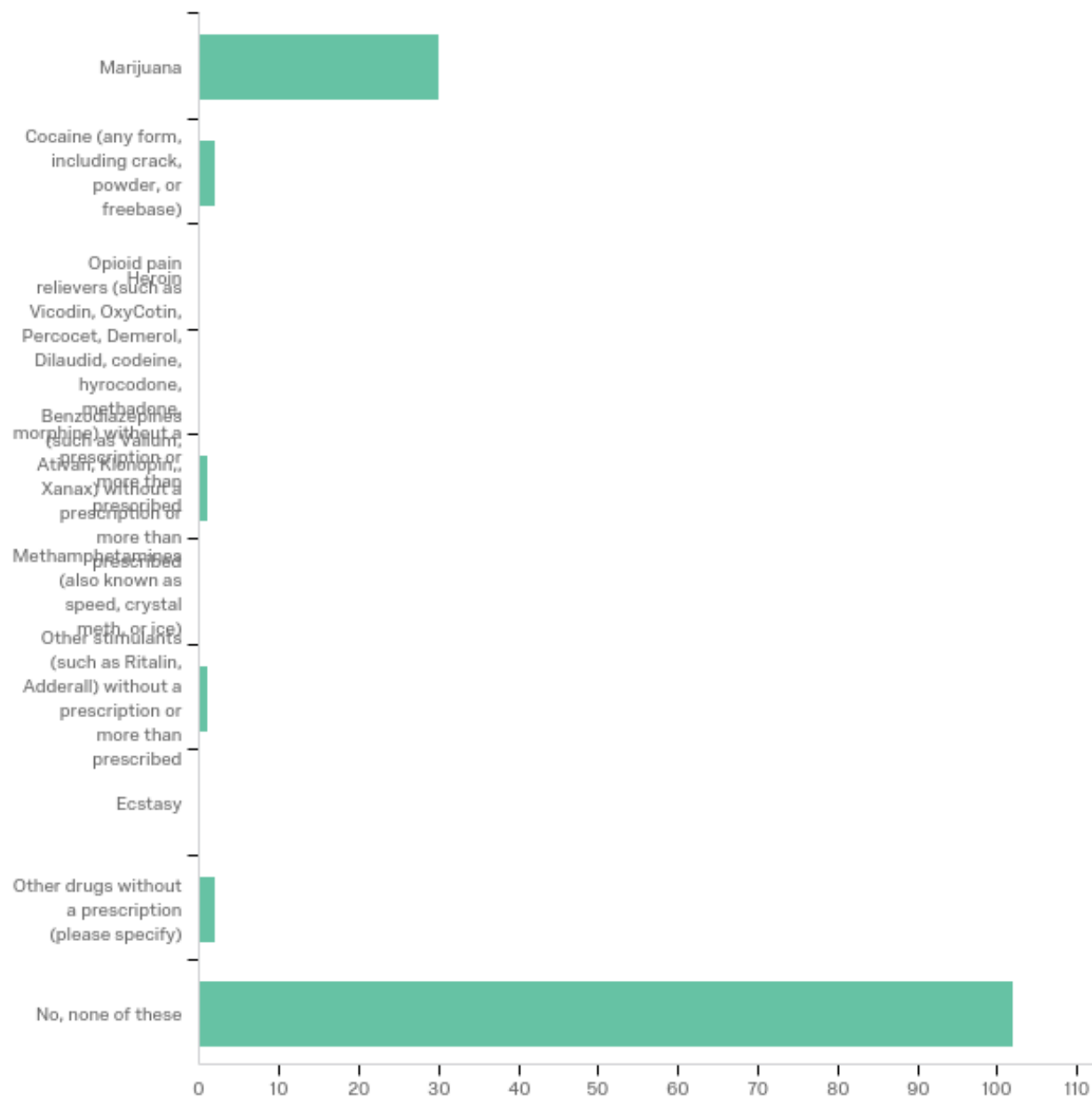
5	6 to 9 times	0.00%	0
6	10 or more times	0.00%	0
7	Don't know	0.00%	0
	Total	100%	3

Over the past 30 days, about how many cigarettes did you smoke per day?



#	Answer	%	Count
1	0 cigarettes	93.38%	127
2	Less than 1 cigarette	2.94%	4
3	1 to 5 cigarettes	2.21%	3
4	About one-half pack	0.74%	1
5	1 or more packs	0.74%	1
	Total	100%	136

Over the past 30 days, have you used any of the following drugs?(Select all that apply)



#	Answer	%	Count
1	Marijuana	21.74%	30
2	Cocaine (any form, including crack, powder, or freebase)	1.45%	2
3	Heroin	0.00%	0
9	Opioid pain relievers (such as Vicodin, OxyCotin, Percocet, Demerol, Dilaudid, codeine, hydrocodone, methadone, morphine) without a prescription or more than prescribed	0.00%	0
10	Benzodiazepines (such as Valium, Ativan, Klonopin,, Xanax) without a prescription or more than prescribed	0.72%	1
4	Methamphetamines (also known as speed, crystal meth, or ice)	0.00%	0
5	Other stimulants (such as Ritalin, Adderall) without a prescription or more than prescribed	0.72%	1
6	Ecstasy	0.00%	0
7	Other drugs without a prescription (please specify)	1.45%	2
8	No, none of these	73.91%	102
	Total	100%	138

## Other drugs without a prescription (please specify)

Other drugs without a prescription (please specify) - Text

alcohol

claritin