

MONTGOMERY COLLEGE



**MONTGOMERY
COLLEGE**

**Drug-Free Schools and Community Act
2017 Biennial Review**

December, 2017

For the benefit of our students and employees, and in compliance with Federal regulations, Montgomery College will conduct a biennial review of our Drug and Alcohol Abuse Prevention programs. This review is undertaken to determine the:

- effectiveness of our programs,
- consistency of our sanction enforcement; and,
- need to implement changes in our programs.

2017 Biennial Review Committee Members

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Table of Contents

Introduction.....	4
Part One: Description of Programs.....	5
Drug/Alcohol Abuse Prevention Program for Students.....	6
Drug/Alcohol Abuse Prevention Program for Employees.....	9
Part Two: Policy Statement, Notification Process and Sanctions.....	11
Policy on Drug and Alcohol Abuse Prevention	11
Notification Procedure and Standards of Conduct for Employees	11
Code of Conduct for Students.....	13
Sanctions.....	15
Part Three: Health Risks.....	16
Part Four: Program Effectiveness.....	18
Analysis of Strengths and Weaknesses.....	18
Program Highlights since 2015 Biennial Review	18
Statement of Goals.....	20
Recommendations for Program Revisions.....	20

Introduction

Montgomery College has been changing lives in Montgomery County for more than 60 years. Founded in 1946, Montgomery College began as an evening college at Bethesda-Chevy Chase High School, serving an initial student body of just 186 students. By 1950, the College acquired the buildings and land previously occupied by the Bliss Electrical School. This Takoma Park location became the College's first campus. The Rockville Campus opened in 1965 and the Germantown Campus opened in 1978.

Today, the College is a multi-campus institution that serves nearly 60,000 students annually through a combination of credit and noncredit continuing education programs.

Chartered by the state of Maryland and governed by a 10-member Board of Trustees, Montgomery College is widely recognized for the quality and scope of its academic programs in liberal arts, humanities, sciences, business, and technologies.

Campuses are located in Germantown, Rockville, and Takoma Park/Silver Spring, complemented by Workforce Development & Continuing Education centers and other off-campus sites throughout Montgomery County. More than 100 degree and certificate programs prepare students to earn an associate's degree, transfer to a four-year college or university, enter the job market, upgrade career skills, complete an apprenticeship, or enhance life through enrichment experiences.

Montgomery College faculty and staff are highly accomplished and innovative in providing individualized instruction and a supportive learning environment. Affordable tuition and various extracurricular activities—athletic programs, performing arts, student clubs and multicultural organizations, student government—create a complete college experience for the county's culturally diverse student population. Courses and student services are provided year-round for day, evening, and weekend students.

The College is an open-access, public education institution dedicated to academic excellence and committed to student success. The College offers a wide range of postsecondary academic programs, career training, and lifelong learning opportunities at moderate cost to residents, businesses, and other organizations within Montgomery County. The College provides an enriching and comprehensive learning experience for students, faculty, staff, and community members who enhance the College with a diversity of ethnicities, cultures, ages, and experiences. This diversity offers opportunities for students to appreciate individual differences and to communicate ideas. As an educational resource center, the College acknowledges its responsibility and participates actively with public and private agencies to search for solutions to community problems.

Part One: Description of Programs

All students and employees share the responsibility for protecting the Montgomery College environment, and all are expected to exemplify high standards of professional and personal conduct. The illegal or abusive use of drugs or alcohol by students or employees adversely affects the educational environment. Montgomery College is committed to maintaining a learning environment that is free of illegal drug use and alcohol abuse.

In keeping with its primary purpose, Montgomery College will utilize educational strategies as its major approach to this problem. Everyone should be aware, however, that any student or employee who uses illegal drugs or abuses any drug, including alcohol, may be subject to prosecution and punishment by the civil authorities and to disciplinary proceedings by the College. Individuals who are using drugs should stop. This policy does NOT punish people who seek rehabilitation. All information provided by people who voluntarily avail themselves of drug or alcohol counseling or rehabilitation services will be confidential. It will NOT be used against the individual.

With the July, 2017 passing of the Maryland Heroin and Opioid Education and Community Action Act of 2017, there are new requirements for policy development, prevention training and reporting of overdose cases. In response to the policy requirement, Montgomery College has added the necessary language regarding heroin/opioid overdose prevention, response and reporting to our existing Policy 31005 and Procedure 31005CP - Drug and Alcohol Abuse Prevention. Also in compliance with this law all incoming full-time students must participate in heroin and opioid addiction and prevention awareness training and all part-time students be provided with resources concerning heroin/opioid abuse prevention and awareness. The law also requires designated employees to be trained in the administering of overdose-reversing medications. Montgomery College is required to store the overdose-reversing medication and annually report to the Maryland Higher Education Commission the number of times the overdose-reversing medication was administered. Montgomery College will have all the requirements of the new law in place during the Spring, 2018 semester.

In accordance with the Drug-Free Schools and Community Act, Montgomery College notifies both employees and students each semester about the Drug and Alcohol Abuse Prevention program and the related policy and sanctions. Also, information is included about the adverse health effects of drug and alcohol abuse as well as a list of national and local resources available for treatment.

Drug/Alcohol Abuse Prevention Program for Students

Office of the Collegewide Dean for Student Engagement

Montgomery College continued to provide a broad range of programs and activities to promote the education, awareness and prevention of substance abuse among students during the 2015-16 and 2016-17 academic years. During this time period, Dr. Clemmie Solomon served as the College's administrator in charge of facilitating the promotion of these activities. He also continues to serve as the College's representative to the Countywide Alliance to Prevent Youth Substance Abuse, an initiative of the Montgomery County Collaboration Council. The name of this group was changed to Many Voices for Smart Choices.

The following includes a review of several programs and activities that were specifically designed for students. It should be noted that other programs were also administered during the report period but were not captured for reporting purposes. The College intends to improve its ability to increase capturing these activities going forward.

Substance Abuse Prevention Education Events for Students

Takoma Park/Silver Spring Campus

- October, 2016 - DUI Simulator
- September, 2016 – February 2017 The Volunteer Fairs. The following organizations provided services or resources about substance abuse: Every Mind, Lutheran Social Services, Asian/Pacific Islander Domestic Violence Resource Project, Help Africa Inc., On Our Own of Montgomery County, Victim Assistance and Sexual Assault Program, MADD, Montgomery County Coalition for the Homeless
- 2016 Alternative Breaks - alcohol and drug free service learning trips
- The Volunteer Fairs by Service Learning TPSS. Listed organizations below attended a volunteer fair and work in related field OR provide a service related to substance abuse:
 - Lutheran Social Services
 - Asian/Pacific Islander Domestic Violence Resource project
 - Help Africa Inc
 - On Our Own of Montgomery County
 - Victim Assistance and Sexual Assault Program
 - MADD

Rockville Campus

- Drunk Driving Simulator on October 12, 2016

Alternative Breaks Alcohol and Drug-free Service-learning Trips

- January 7-10, 2016, Washington DC
- May 22-27, 2016, Delaware
- June 26, 2016, Facing Addiction Rally in Washington DC

Germantown Campus

- October 21, 2015, DUI Simulator: The simulator gave the students the opportunity to see the consequences of Drinking and Driving. Had handout information regarding drugs and alcohol abuse: (Attendance 100+)
- October 27, 2015, Josh Blakley: The presentation focused on all of the behaviors specifically prohibited by Title IX including sexual assault, sexual misconduct, sexual harassment, relationship/dating/intimate partner violence, stalking, and retaliation against individuals trying to stop these behaviors. After reviewing an overview of each of these behaviors, Josh discussed in more depth the issue of sexual assault/rape and the myths/facts surrounding it. He talked extensively about the issue of consent and also college hook-up culture, alcohol use, and rape culture. Josh used music videos, pop culture, and memes to remain engaging.
- October 26, 2016 DWI Simulator (Attendance 80)
- March 2, 2017 Health and Wellness Fair (Attendance 75 +) – Participants from Montgomery County Crisis Center, General Outreach, STI Program and Narcotics Anonymous participated
- April 8, 2017 Opioid Use Across the Lifespan Conference, Easton MD offered students opportunity to attend
- April 25, 2017 Drug Prevention Workshop: Collaborated with Counseling to have discussion on drug abuse and prevention.
- April 26, 2017 Safe Summer Send Off (Attendance 100 +) - Information and handouts for substance abuse

Collegewide Athletics

Substance Abuse Prevention and Education discussions were included in the Department of Athletic Student Athlete Mandatory Orientation Workshops during 2015-16 and 2016-17 academic years. The Sport Medicine Staff provided valuable information to the student-athletes. The purpose of the presentation was to discourage the use of illegal drugs, and the abuse of legal drugs and dietary supplements by the student athletes. Additionally, the staff discussed the abuse of alcohol and power/energy drinks. The student athletes were provided with information to contact Athletic Department Staff/Coaches, or campus resources if they feel they need assistance with any substance abuse issue.

Student Athlete Mandatory Orientation - Dates and Attendance

Date	Campus	Attendance
9/10/15	Germantown	34
9/14/15	Rockville	38
9/21/15	Takoma Park/Silver Spring	64
2/1/16	Rockville	30
2/3/16	Germantown	34
8/31/16	Rockville	86
10/4/16	Takoma Park/Silver Spring	10
2/2/17	Rockville	86
2/6/17	Germantown	17

Collegewide - Student Health 101

Montgomery College uses Student Health 101, an electronic magazine, as a means to improve the health and wellness of Montgomery College students. With all the decisions facing students today, having another tool that provides relevant information can make a major impact in a student's life and overall student success. The following publications were specifically related to substance abuse prevention, awareness or resource information.

- November 2015 – The New Smoking Scene: What Does It Mean for You?
- October 2016 – Drinking – The Science of the Buzz and How You Can Control It
- November 2016 – Drinking – 7 Ways to Get What You Want from It
- December 2016 – What's Your Bystander Style
- January 2017 – When Marijuana is A Problem
- April 2017 – Sober Support: What Works for Students in Recovery?
- June 2017 – Opioid Epidemic: What it Looks Like and What It Means ...

Drug/Alcohol Abuse Prevention Program for Employees

Employee Education and Notification Procedures

Drug and alcohol education programs for employees are primarily provided through the Office of Human Resources and Strategic Talent Management. The mission is to promote responsible decision making regarding alcohol and drug use to students and employees through educational programs and other resources. Educational information is disseminated through workshops and training seminars, new employee orientation, Staff Enrichment Day, the intranet and flyers placed on bulletin boards on all campuses. Current employees are notified via email of the Drug and Alcohol Abuse Prevention Policy twice per year at the beginning of the fall and spring semesters.

Alcohol and Drug Education Presentations

These presentations deliver information on alcohol and drug use to employees via a lecture and other interactive activities. The objectives of the program are:

- to discuss the harmful effects of substance abuse,
- to explain the college's substance abuse policy; and
- to provide the consequences for violating the policy and to describe how employees can get help for substance abuse problems.

Presentations are delivered to college employees at training seminars, department meetings and workshops.

Faculty Staff Assistance Program

Employees that need assistance are referred to The Faculty Staff Assistance Program (FSAP). The FSAP is a voluntary, confidential assistance program available 24 hours a day, 7 days a week, and 365 days a year at no cost to employees. The FSAP provides telephonic and face to face sessions. It has licensed masters-level Employee Assistance Program specialists answering calls. It has a diverse and credentialed national and international affiliate network to provide face-to face sessions. The FSAP provides short-term, solution-focused interventions and consultations.

Tip Sheets

Tip sheets on topics related to substance abuse prevention are placed on bulletin boards on all three campuses and at eight satellite locations throughout Montgomery College. These tip sheets are also featured on Inside MC Online which is an online newsletter that is accessible to all employees and students. The tip sheets are run twice a month for the entire year. There have been over 822 "reads" on these topics:

- Alcoholism in the Workplace: A Managers Role
- Alcohol and the Family
- What do you know about Alcohol & Drugs?

New Employee Orientation

New employees are provided with a hard copy of the College's "Drug and Alcohol Abuse Prevention Policy and Procedure." New employees are advised that short-term counseling is available to employees and eligible dependents at no cost via the Faculty Staff Assistance Program. A list of resources in the community related to substance abuse prevention and treatment is also provided to all new employees.

Staff Enrichment Day

Staff Enrichment Day is a day set aside to celebrate staff and to provide them with a wide variety of programs that will enrich their lives. Employees can attend workshops on various subjects of interest to them. Every year two workshops on Drug and Alcohol Abuse Prevention are offered to employees.

Workshop Objectives:

- Have a clear understanding of the Drug and Alcohol Abuse Prevention Policy and Procedure at Montgomery College
- Understand the supervisor's responsibilities in maintaining a drug-free workplace
- Understand the effects of drugs and alcohol
- Know that help is available
- Identify resources for assistance with substance abuse problems

Prevention of Workplace Violence Workshops

It is mandatory for all managers and supervisors to attend Prevention of Workplace Violence training. Information on the Drug and Alcohol Abuse Prevention Policy and Procedure, tools to recognize the signs of substance abuse and the resources available to manage these situations is discussed at length with attendees. Real-life scenarios and case studies are presented and discussion is encouraged. Employees leave feeling empowered to manage these situations, knowledge of the policy and how to get assistance as needed.

Employee Handbook

The employee handbook is provided to all new employees during orientation. The employee handbook is also available to all employees on the Human Resources website.

The Drug and Alcohol Abuse Prevention Policy is published in the employee handbook along with community resources to address issues related to drug and alcohol abuse. New employees receive a summary of the College's drug-free workplace policy and sign a statement that confirms they received it when they complete their packet of new hire paperwork.

Table 2 at the end of this section contains a description of health risks associated with the use of illicit drugs and abuse of alcohol and Table 3 contains a list of drug and alcohol resources and clinical services. For more detailed information concerning Montgomery College programs for

students and employees to prevent drug/alcohol abuse, please consult the Drug-Free Schools and Community Act Biennial Review at: <http://www.montgomerycollege.edu/heoa/>.

Part Two: Policy Statement, Notification Process and Sanctions

Policy on Drug and Alcohol Abuse Prevention

On May 15, 1989, the College Board of Trustees underscored its commitment to drug and alcohol abuse prevention by adopting the following policy:

“I. The Board of Trustees is committed to the education of students, employees, and community members regarding substance abuse prevention, detection, and treatment services; to the continuation of a collegewide substance abuse prevention program and other ongoing efforts which will foster such education; and to the maintenance of a drug-free environment throughout the College.

II. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited at Montgomery College.

III. College students and employees are subject to appropriate disciplinary action for violation of this policy, in accordance with College policies and procedures regarding employee discipline and discharge and in accordance with the student code of conduct.

IV. The College president is authorized to establish procedures to implement this policy.”

Notification Procedure and Standards of Conduct for Employees

Current College Policy and Procedures state:

A. Notification to all employees at the time of hire and annually thereafter through handbooks and other informational means:

1. Of the College’s policy on drug and alcohol abuse prevention;
2. That the possession, use, or distribution of unlawful drugs and alcohol on its property or as part of any of its activities is prohibited;
3. That the College will impose disciplinary sanctions on students and employees for violations of the policy, up to and including expulsion or termination of employment;

4. Of the availability of counseling services available through the Faculty/Staff Assistance Program for those who voluntarily seek assistance;
5. Of the educational opportunities and training programs available for all students and employees concerning the adverse effects of alcohol and drug abuse and the identification of behaviors and conduct that may be indicative of alcohol and drug abuse; and
6. Of the treatment options available locally.

Standards of Conduct for Employees

A. Employees should report for work fit for duty and free of any adverse effects of illegal drugs or alcohol. This does not prohibit employees from the lawful use and possession of prescribed medications. Employees must, however, consult with their physicians about the medication's effect on their fitness for duty and the ability to work safely and promptly disclose restrictions to their supervisor. Employees should not, however, disclose underlying medical conditions to supervisors, but should do so to the HIPPA Privacy Official in the Office of Human Resources, Development and Engagement.

B. The unlawful manufacture, sale, distribution, dispensing, possession or use of controlled substances, and the unlawful use or abuse (e.g., being intoxicated) of alcohol by anyone on College property (including any facilities leased or used by the College) or in College vehicles is prohibited. The use of alcohol by anyone under 21 years of age or the abuse of alcohol by anyone at any College sponsored or supervised activity off campus is also prohibited.

C. Notification of Criminal Conviction

1. As required by the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments, the Maryland Higher Education Commission's Policies Concerning Drug and Alcohol Abuse Control, and as a condition of employment, employees must abide by the terms of this procedure and notify the Office of Human Resources, Development and Engagement in writing, of any criminal drug statute conviction for a violation occurring on or off Montgomery College property, no later than five calendar days after such conviction. Lack of compliance with these requirements may subject the employee to immediate disciplinary action, up to and including dismissal.

2. Upon receipt of notification of a conviction, the College will take the following actions as required by law:

a. Notify the appropriate federal agencies of such convictions; and

- b. Take appropriate personnel action against the employee, up to and including termination; and/or
- c. Require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health, law enforcement, or other appropriate agency.

D. Consequences of Alcohol and Drug Abuse

1. The unlawful manufacture, distribution, use, sale, or possession (e.g., on the person or in a desk, or vehicle) of illegal drugs or of opened alcohol while on the job or on College leased or owned property is a dismissible offense and may result in criminal prosecution. Any illegal drugs found will be turned over to the appropriate law enforcement agency.

2. The illegal use or abuse of alcohol on campus or as a part of any College activity whether on College leased or owned property is prohibited in accordance with all applicable Federal, State and local laws and the Drug and Alcohol Abuse Prevention Policy. In addition to possible prosecution under the aforementioned laws, employees who violate the prohibitions of this policy are subject to College imposed disciplinary sanctions consistent with applicable procedures and regulations. Sanctions may include, but need not be limited to; suspension, termination of employment, or referral to appropriate authorities for prosecution. Any disciplinary sanction imposed may also include the completion of an appropriate rehabilitation program as a condition of reinstatement or continued employment.

Code of Conduct for Students

Current College Policy and Procedures state:

Standards of Conduct for Students

A. Students are expected to abide by 42001 Student Code of Conduct. The unlawful manufacture, sale, distribution, dispensing, possession or use of controlled substances, and the unlawful use or abuse (e.g., being intoxicated) of alcohol by students on College property (including any facilities leased or used by the College) or in College vehicles is prohibited. The use of alcohol by anyone under 21 years of age or the abuse of alcohol by students at any College sponsored or supervised activity off campus is also prohibited.

B. Consequences of Alcohol and Drug Abuse

1. The unlawful manufacture, distribution, use, sale, or possession (e.g., on the person or in a desk, or vehicle) of illegal drugs or of opened alcohol while on College leased or owned property

may result in criminal prosecution. Any illegal drugs found will be turned over to the appropriate law enforcement agency.

2. The illegal use or abuse of alcohol on campus or as a part of any College activity whether on College leased or owned property is prohibited in accordance with all applicable Federal, State and local laws and the Drug and Alcohol Abuse Prevention Policy. In addition to possible prosecution under the aforementioned laws, students who violate the prohibitions of this policy are subject to College imposed disciplinary sanctions consistent with applicable procedures and regulations. Sanctions may include, but need not be limited to, dismissal, suspension, disciplinary probation, community service, or referral to appropriate authorities for prosecution. Any disciplinary sanction imposed may also include the completion of an appropriate rehabilitation program as a condition of reinstatement or continued enrollment.

3. The Dean of Student Services or designated instructional Dean of Workforce Development and Continuing Education should be informed in writing about any situation that should be addressed through the formal disciplinary process. The faculty or staff member will provide the Dean of Student Development with a written summary of the facts or conduct on which the referral is based within 48 hours of the incident for appropriate and effective disciplinary process, which must include the date, time, place, and a description of the incident.

Sanctions

Student Sanctions

The following chart shows the student cases involving drug/alcohol incidents reported in 2015-16 and 2016-17 academic years.

Campus	Date	Adult	Juvenile	Outcome
Germantown	2015-16	1	0	This case involves a student suicide attempt with sleeping pills and heroin. Student was transported to hospital.
	2016-17	0	0	
Rockville	2015-16	4	0	Both cases were student conduct referrals involving students with marijuana violations.
	2016-17	0	0	
Takoma Park/Silver Spring	2015-16	1	0	This case involved possession of alcohol by a student under the age of 21.
	2016-17	0	0	

Employee Sanctions

No disciplinary actions were reported in the 2015-16 or 2016-17 academic years.

Substance Category and Name	Examples of Commercial and Street Names	DEA Schedule/How Administered**	Acute Effects/Health Risks
Prescription Medications			
Opioid Medications			
Stimulants			
Alcohol			
Injectable Heroin			

* Schedule I and II drugs have a high potential for abuse. They receive greater storage security and have a quota on manufacturing, among other restrictions. Schedule II drugs are available for research only and have an approved medical use. Schedule III drugs are available only by prescription (availability) and require a form for ordering. Schedule IV and V drugs are available by prescription, may have low risks to 6 months, and may be ordered orally. Some Schedule V drugs are available over the counter.

** Some of the health risks are already related to the route of drug administration. For example, injectable drug use can increase the risk of infection through needle contamination with hepatitis B, hepatitis C, and other organisms.

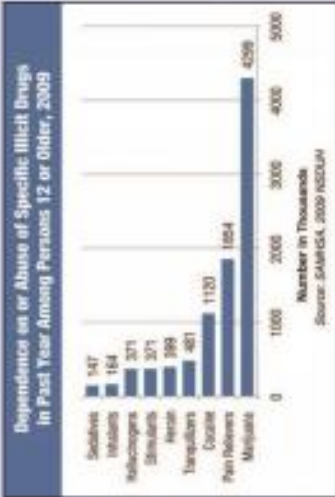
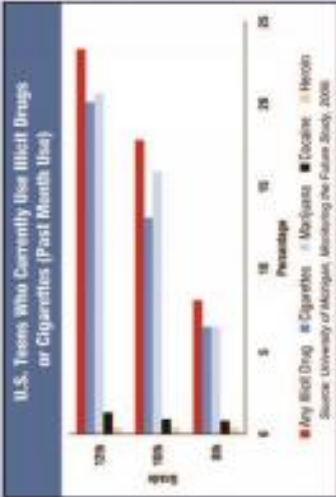
*** Associated with sexual assault.

Principles of Drug Addiction Treatment

More than three decades of scientific research show that treatment can help drug-addicted individuals stop drug use, avoid relapse and successfully recover their lives. Based on this research, 13 fundamental principles that characterize effective drug abuse treatment have been developed. These principles are detailed in NIDA's *Principles of Drug Addiction Treatment: A Research-Based Guide*. The guide also describes different types of science-based treatments and provides answers to commonly asked questions.

- Addiction is a complex but treatable disease that affects brain function and behavior.** Drugs alter the brain's structure and how it functions, resulting in changes that persist long after drug use has ceased. This may help explain why addicts are at risk for relapse even after long periods of abstinence.
- No single treatment is appropriate for everyone.** Matching treatment settings, interventions, and services to an individual's particular problems and needs is critical to his or her ultimate success.
- Treatment needs to be readily available.** Because drug-addicted individuals may be uncertain about getting treatment, taking advantage of available services that meet people as they go to treatment is critical. Primary patients can be lost if treatment is not immediately available or readily accessible.
- Effective treatment attends to multiple needs of the individual, not just his or her drug abuse.** To be effective, treatment must address the individual's drug abuse and any associated medical, psychological, social, vocational, and legal problems.
- Researching is treatment for an adequate period of time is critical.** The appropriate duration for an individual depends on the type and degree of his or her problems and needs. Research indicates that most addicted individuals need at least 3 months of treatment to significantly reduce or stop their drug use and that the best outcomes occur with longer durations of treatment.
- Combining individual and/or group—and other behavioral therapies are the most consistently used forms of drug abuse treatment.** Behavioral therapies may be used alone and may involve addressing a patient's motivations to change, building skills to resist drug use, teaching drug-use strategies with constructive and rewarding activities, improving problem-solving skills, and facilitating better interpersonal relationships.
- Medications are an important element of treatment for many patients, especially when combined with counseling and other behavioral therapies.** For example, methadone and buprenorphine are effective in helping individuals addicted to heroin or other opioids stabilize their lives and reduce their drug use. Also, for persons addicted to cocaine, a cocaine replacement product (cocaine patches or gels) or an oral medication (topiramate or naltrexone), can be an effective component of treatment when part of a comprehensive behavioral treatment program.
- An individual's treatment and services also must be assessed continually and modified as necessary to ensure it reaches his or her changing needs.** A patient may require ongoing combinations of services and treatment components during the course of treatment and recovery. In addition to counseling or psychotherapy, a patient may

This chart may be expanded. Contact the source if appropriate.



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Order NIDA publications from DrugPub: 1-877-643-2644 or 1-240-645-0228 (TTY/TDD)

Revised March 2011
 Original April 2007

Part Four: Program Effectiveness

Analysis of Strengths and Weaknesses

As a result of thorough analysis of both employee and student drug/alcohol abuse prevention programs, the following strengths and weaknesses have been identified:

Strengths

- Compliance with Maryland Heroin and Opioid Education and Community Action Act of 2017 will serve to increase awareness for both employees and students.
- Overall increased awareness among students and employees concerning the health effects of drug/alcohol abuse and resources for prevention/treatment.

Weaknesses

- Lack of coordination among college units in terms of events/programs offered for drug/alcohol abuse prevention.
- Ineffective tracking mechanism for data concerning events/programs offered for drug/alcohol abuse prevention.

Program Highlights since 2015 Biennial Review

Student Program Progress

2015 Recommendation: Expand collaborative partnerships with local and regional groups on substance abuse education and prevention initiatives.

Action: Following this recommendation there has been progress in expanding collaborative partnerships with local and regional groups on substance abuse education and prevention initiatives during the last reporting cycle. Montgomery College has strengthened the relationship with Many Voices, Smart Choices which is a countywide substance abuse alliance. This partnership has resulted in co-sponsored events and active sharing of information and resources. Also during this past reporting cycle, Montgomery College has established a relationship with the Maryland Association of Prevention Professionals and Advocates and is looking forward to growing this partnership.

2015 Recommendation: To conduct a collegewide drug and alcohol conference at MC (FY16).

Action: In November, 2016 Montgomery College partnered with Many Voices, Smart Choices to host a collegewide and countywide symposium held on the Rockville campus. The symposium was an all-day event that featured speakers from the college community and county agencies. The event was well attended with 60-70 participants.

Employee Program Progress

2015 Recommendation: HRSTM will offer a smoking cessation program specifically geared to students each year. Student Life will market the program and possibly provide incentives to students to encourage them to participate in the program.

Action: This program did take place however there was low attendance. Of the nine employees that attended the smoking cessation program, four report having quit smoking permanently. Outreach to the students was not successful.

2015 Recommendation: Information pertaining to the risk factors associated with smoking and drinking will be publicized on electronic bulletin boards collegewide.

Action: While information pertaining to the risk factors associated with smoking and drinking are made available to employees via several methods (electronic daily newsletter, bulletin boards, new employee orientation, etc.), the use of the electronic bulletin boards collegewide did not occur.

2015 Recommendation: Information pertaining to coping with an alcohol addiction and the resources available to seek help to quit will be available at “compliance fairs” on all campuses.

Action: Information pertaining to coping with an alcohol addiction and the resources available to see help to quit was made available at “compliance fairs” on all campuses.

2015 Recommendation: Lunch and Learn sessions will be provided twice a year to educate employees on issues related to Drug and Alcohol Abuse Prevention.

Action: These lunch and learn sessions were not held due to lack of attendance.

Statement of Goals

The goals of Montgomery College's drug/alcohol abuse prevention programs include the commitment to:

1. The education of students, employees, and community members regarding substance abuse prevention, detection and treatment services;
2. Continuing improvements to strengthen collegewide substance abuse programs;
3. Insuring consistent sanctions for all students and employees in connection with violations to drug/alcohol policies; and,
4. Maintaining a drug-free environment throughout the College.

Recommendations for Program Revisions

Recommendations for Student Drug/Alcohol Abuse Prevention Program

- Beginning in academic year 2018-19, the Student Affairs division will send a delegation each year to the annual Maryland Association of Prevention Professionals & Advocates (MAPPA) statewide conference. Montgomery College faculty, staff and students attended the 2017 conference which focused on marijuana and opioid awareness and prevention.
- In academic year 2019-20, establish a collegewide substance abuse awareness and prevention team to actively plan and promote awareness and prevention activities.
- Beginning in academic year 2018-19, conduct an annual collegewide substance awareness and prevention activity.
- In academic year 2019-20, increase collegewide representation on the Montgomery County substance abuse prevention coalition also known as Many Voices Smart Choices. Currently the college has only one representative serving on the coalition.
- In academic year 2019-20, explore the possibility of developing a prevention specialist certification program in an academic discipline.
- In academic year 2019-20 and beyond, increase the frequency of tabletop substance abuse prevention and awareness presentations collegewide,

Recommendations for Employee Drug/Alcohol Abuse Prevention Program

- Develop a partnership with the Wellness Program to implement a tobacco cessation program for employees and to offer workshops and provide incentives to encourage employees to participate in Drug and Alcohol Abuse Prevention activities.

- Create a website with information on the health risks associated with the use of illicit drugs and abuse of alcohol and tobacco. The website will have links to related resources for substance abuse prevention, education programs and treatment options.
- Develop partnerships with community mental health, alcohol, drug and tobacco abatement organizations to provide services to employees.
- Develop a training module for employees on Drug and Alcohol Abuse Awareness and Prevention.
- Partner with the Wellness Program and Student Life to offer educational opportunities to students and employees during the month of April, which is alcohol awareness month.