

BIENNIAL REPORT  
OF  
INSTITUTIONAL COMPLIANCE  
WITH THE

**DRUG FREE  
SCHOOLS  
AND  
COMMUNITIES ACT**

REVIEW FOR ACADEMIC YEARS:  
2020 – 2021 & 2021–2022

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## **INTRODUCTION TO BLACKBURN COLLEGE**

Blackburn College is a private, four-year liberal arts college located in Carlinville, Illinois. A town of nearly 6,000 people, Carlinville is the county seat of Macoupin County. The beautiful eighty-acre campus is forty miles southwest of Springfield, Illinois, and sixty miles northeast of St. Louis, Missouri.

Founded in 1837, Blackburn College is primarily a residential college and currently enrolls approximately 400 students. The College has been co-educational since 1864. Students enroll from all parts of the nation and from several other countries, but the majority comes from the Midwestern states. The College seeks a student body from diverse social, economic, and cultural backgrounds. Its relatively small size and democratic, open tradition permit and encourage wide participation by all. Blackburn is affiliated with the Presbyterian Church (USA) and is actively committed to helping students develop their own life values and religious perspectives.

Blackburn College is one of a small number of “work colleges” in the United States, and it is the only one that is student managed. The mission of the Blackburn College student-managed Work Program is to help better prepare students for a successful transition to life, work, and career after college. In addition, student participation supports the campus community while providing the means to meet labor needs. Dr. William M. Hudson instituted the work plan at Blackburn in 1913. Originally, students worked under the direction of two adult supervisors. Several years after the program was instituted, student management positions were created and the responsibility of the program was given to the students. Since 1913, various work departments have been added and eliminated, and the number of work hours required has fluctuated between ten and twenty hours per week. However, the core values of self-help, hands-on learning, community participation, leadership, and individual responsibility have remained an important part of education at Blackburn College.

## **DEPARTMENTAL OVERVIEW**

**Office of the Dean of Students:** The Dean of Students' office focuses on student development by addressing decision-making skills, responsibility, and community through enforcing the Student Code of Conduct. The Dean of Students seeks to build trust with students through active listening to implement a fair and equitable student conduct process that acknowledges a student's capacity to learn from challenging experiences. Disciplinary sanctions, when applied, are designed to develop both individual responsibility and a communal respect for others.

**Work Program Office:** The mission of the Blackburn College student-managed Work Program is to help better prepare students for a successful transition to life, work, and career after college. In addition, student participation supports the campus community while providing the means to meet labor needs. In order to develop success for this transition, Blackburn College provides the following: (i) work learning and development through work, internship, and service; (ii) a dimension of community involvement; (iii) student character development emphasizing transferable skills, responsibility, accountability, and work ethic which are lifelong values; (iv) hands-on work, service, and leadership learning opportunities in addition to the classroom; and (v) reduction of the cost of a four-year, private college education through student labor.

**Office of Counseling Services:** The purpose of Counseling Services is to create a healthy, supportive, safe and welcoming environment for students, faculty and staff. All services are confidential, compassionate and inclusive in order to sustain health and well-being. We believe that everyone, no matter whom, deserves an advocate. Counseling Services include individualized counseling, crisis intervention, mindfulness-based stress reduction and virtual counseling.

**Department of Safety:** The Department of Safety works to employ numerous strategies in its mission of maintaining a safe environment for students, faculty, staff, and visitors to the Blackburn Campus. The Department of Safety works closely with local law enforcement to provide quick and appropriate response to various calls for service.

**Housing and Residence Life Office:** The Housing and Residence Life Office serves residential students by providing on-campus housing, programming opportunities for all groups, and leadership positions for our Resident Assistants and Resident Directors who are students of the campus. Housing and Residence Life works closely with Campus Safety to ensure a safe campus environment for residential and non-residential students.

**Human Resources:** In 2020 Blackburn switched our employee assistance program (EAP) offering for all employees to Cigna through The Board of Pensions. This program is offered to all benefit-eligible employees at no additional charge. This program is available 24/7 to employees to access virtually, by phone or in person and is designed to help employees to better balance the demands of work and life. The personal information of employees is kept completely confidential and private by this third-party company.

**Department of Athletics:** Blackburn College Athletics places highest priority on the overall quality of the student-athlete experience in academic, work and athletic endeavors. The College seeks to establish and maintain an environment in which a student-athlete's co-curricular activities enhance the student's educational experiences. Blackburn College Athletics fosters the opportunity for individual character and leader development, respect for individuals and promotes lifelong learning. Blackburn also seeks to establish an atmosphere where cultural diversity and gender equity are valued among our student-athletes and athletics staff. In addition, the Blackburn Athletics Department seeks to work cooperatively with all other areas of the campus community to establish open lines of communication and strong working relationships for the benefit of the student-athlete.

**The Office of Student Engagement:** The Office of Student Engagement at Blackburn College creates spaces for students from all walks of life to be able to enjoy activities on and off campus. Campus sponsored events are all at either free or significantly reduced cost to help enable students to have a wide variety of experiences. The goal of this department is to foster a sense of belonging for students across the entire campus. The Office of Student Engagement also facilitates student engagement through coordinating student-led clubs and organizations. The purpose of clubs and organizations at Blackburn College is to allow students to form close-knit groups with their fellow students that share a common interest, identity, passion or mission. Any student is welcome to participate in the various clubs and organizations on campus or to create their own if they cannot find something that they want to be a part of.

**The Lumpkin Learning Commons & Student Success Center:** The Lumpkin Learning Commons serves as a “one stop shop” for a wide variety of programs and resources to support student success. Housed in the Learning Commons are the library and the Student Success Center, which uses a holistic approach in supporting students, based on the belief that supporting the “whole person” is essential to fostering student success. To that end, the Student Success Center provides the following resources: mental health counseling, Disability Services, success workshops, and holistic success coaching (individual coaching on a range of success-related topics, from time management to self-advocacy). The Student Success Center also partners with Academics to provide subject tutoring and The Writer’s Block. Lumpkin staff members also typically serve on EAST, the early-alert and behavioral intervention team at Blackburn. Through our focus on helping students strive for balance and wellbeing in all aspects of their lives, we help students develop healthy strategies for managing stress, connecting with peers, and making progress towards goals - all without the use of drugs or alcohol. In addition, mental health counseling provides direct support for students who may be struggling with drugs or alcohol.

**Office of Institutional Research:** The Office of Institutional Research (“IR”) plays a leadership role in supporting ongoing assessment, evaluation, budgeting, and planning cycles at Blackburn College. As a clearinghouse for all data collection activities, IR analyzes data and provides meaningful information to meet the needs of both internal and external constituencies.

## **OBJECTIVES OF THE BIENNIAL REVIEW**

The objective of this report is to document Blackburn College's efforts to comply with the requirements of the Drug-Free Schools and Communities Act ("DFSCA"). As an institution of higher education, Blackburn College is required to establish and enact a drug and alcohol prevention program that prevents the unlawful possession, use, and distribution of alcohol and illicit drugs by employees and students on its campus and as a part of its activities by the Drug-Free Schools and Communities Act.

The DFSCA Compliance Committee, was formed in July 2021 to provide a safer, healthier campus and oversee compliance with the DFSCA. The committee is chaired by the Vice President of Diverse & Equitable Student Life and includes members from the following departments:

- Athletics
- Counseling Services
- Department of Safety
- Health Services
- Human Resources
- Office of the Dean of Students
- Office of Housing & Residence Life
- Office of Institutional Research
- Office of Safety
- Office of Student Engagement
- Office of Student Life
- Office of Student Success
- Student Senate

A variety of applicable departments were invited to share updates on their activities. This Biennial Review is a summary of programs, policies, and services for the 2020-2021 and 2021-2022 academic years. The Biennial Review includes the following:

1. Documentation of alcohol and drug cases adjudicated at the institution and the accompanying sanctions issued for these violations.
2. Identification of methods in place to educate members of the Blackburn community about policies related to alcohol and drugs, and sanctions in place to enforce these policies.
3. Identification of alcohol and drug programming that occurs on the Blackburn campus.
4. Identification of resources and intervention assistance available to individuals.
5. Review of Blackburn College's alcohol- and drug-related policies, procedures, programming, and intervention methods.
6. Recommendations for improving alcohol- and drug-related policies, procedures, programs, and overall coordination.

## **HEALTH RISKS OF ALCOHOL & DRUGS**

### Alcohol's Effects on the Body

*Source: National Institute on Alcohol Abuse and Alcoholism (NIH)*

<https://www.niaaa.nih.gov/alcohols-effects-health/alcohols-effects-body>

Drinking too much – on a single occasion or over time – can take a serious toll on your health. Here's how alcohol can affect your body:

#### *Brain:*

Alcohol interferes with the brain's communication pathways, and can affect the way the brain looks and works. These disruptions can change mood and behavior, and make it harder to think clearly and move with coordination.

#### *Heart:*

Drinking a lot over a long time or too much on a single occasion can damage the heart, causing problems including:

- Cardiomyopathy – Stretching and drooping of heart muscle
- Arrhythmias – Irregular heart beat
- Stroke
- High blood pressure

#### *Liver:*

Heavy drinking takes a toll on the liver, and can lead to a variety of problems and liver inflammations including:

- Steatosis, or fatty liver
- Alcoholic hepatitis
- Fibrosis
- Cirrhosis

#### *Pancreas:*

Alcohol causes the pancreas to produce toxic substances that can eventually lead to pancreatitis, a dangerous inflammation and swelling of the blood vessels in the pancreas that prevents proper digestion.

#### *Cancer:*

*Source: National Cancer Institute*

<https://www.cancer.gov/about-cancer/causes-prevention/risk/alcohol/alcohol-fact-sheet>

Based on extensive reviews of research studies, there is a strong scientific consensus of an association between alcohol drinking and several types of cancer. In its Report on Carcinogens, the National Toxicology Program of the US Department of Health and Human Services lists consumption of alcoholic beverages as a known human carcinogen. The research evidence indicates that the more alcohol a person drinks — particularly the more alcohol a person drinks regularly over time — the higher his or her risk of developing an alcohol-associated cancer. Based on data from 2009, an estimated 3.5 percent of all cancer deaths in the United States (about 19,500 deaths) were alcohol related.

Clear patterns have emerged between alcohol consumption and the development of the following types of cancer:

- Head and neck cancer: Alcohol consumption is a major risk factor for certain head and neck cancers, particularly cancers of the oral cavity (excluding the lips), pharynx (throat), and larynx (voice box). People who consume 50 or more grams of alcohol per day (approximately 3.5 or more drinks per day) have at least a two to three times greater risk of developing these cancers than nondrinkers. Moreover, the risks of these cancers are substantially higher among persons who consume this amount of alcohol and also use tobacco.
- Esophageal cancer: Alcohol consumption is a major risk factor for a particular type of esophageal cancer called esophageal squamous cell carcinoma. In addition, people who inherit a deficiency in an enzyme that metabolizes alcohol have been found to have substantially increased risks of alcohol-related esophageal squamous cell carcinoma.
- Liver cancer: Alcohol consumption is an independent risk factor for, and a primary cause of, liver cancer (hepatocellular carcinoma). (Chronic infection with hepatitis B virus and hepatitis C virus are the other major causes of liver cancer.)
- Breast cancer: More than 100 epidemiologic studies have looked at the association between alcohol consumption and the risk of breast cancer in women. These studies have consistently found an increased risk of breast cancer associated with increasing alcohol intake. A meta-analysis of 53 of these studies (which included a total of 58,000 women with breast cancer) showed that women who drank more than 45 grams of alcohol per day (approximately three drinks) had 1.5 times the risk of developing breast cancer as nondrinkers (a modestly increased risk). The risk of breast cancer was higher across all levels of alcohol intake: for every 10 grams of alcohol consumed per day (slightly less than one drink), researchers observed a small (7 percent) increase in the risk of breast cancer. The Million Women Study in the United Kingdom (which included more than 28,000 women with breast cancer) provided a more recent, and slightly higher, estimate of breast cancer risk at low to moderate levels of alcohol consumption: every 10 grams of alcohol consumed per day was associated with a 12 percent increase in the risk of breast cancer.
- Colorectal cancer: Alcohol consumption is associated with a modestly increased risk of cancers of the colon and rectum. A meta-analysis of 57 cohort and case-control studies that examined the association between alcohol consumption and colorectal cancer risk showed that people who regularly drank 50 or more grams of alcohol per day (approximately 3.5 drinks) had 1.5 times the risk of developing colorectal cancer as nondrinkers or occasional drinkers. For every 10 grams of alcohol consumed per day, there was a small (7 percent) increase in the risk of colorectal cancer.

#### *Immune System:*

Drinking too much can weaken your immune system, making your body a much easier target for disease. Chronic drinkers are more liable to contract diseases like pneumonia and tuberculosis than people who do not drink too much. Drinking a lot on a single occasion slows your body's ability to ward off infections – even up to 24 hours after getting drunk.



## Drugs' Effects on the Body

*Source: Drugs of Abuse: A DEA Resource Guide, 2020 Edition, Drug Enforcement Administration, U.S. Department of Justice*

[https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20\\_0.pdf](https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20_0.pdf)

All controlled substances have abuse potential or are immediate precursors to substances with abuse potential. In addition to having abuse potential, most controlled substances are capable of producing dependence, either physical or psychological. In the sections that follow, the effects on the mind of body of various classes of drugs are profiled.

*Narcotics (e.g., Fentanyl; Heroin; Hydromorphone; Methadone; Morphine; Opium; Oxycodone)*

- Effect on the Mind:

Besides their medical use, narcotics/opioids produce a general sense of well-being by reducing tension, anxiety, and aggression. These effects are helpful in a therapeutic setting but contribute to the drugs' abuse. Narcotic/opioid use comes with a variety of unwanted effects, including drowsiness, inability to concentrate, and apathy.

- Effect on the Body:

Narcotics/opioids are prescribed by doctors to treat pain, suppress cough, cure diarrhea, and put people to sleep. Effects depend heavily on the dose, how it's taken, and previous exposure to the drug. Negative effects include slowed physical activity, constriction of the pupils, flushing of the face and neck, constipation, nausea, vomiting, and slowed breathing. As the dose is increased, both the pain relief and the harmful effects become more pronounced. Some of these preparations are so potent that a single dose can be lethal to an inexperienced user. However, except in cases of extreme intoxication, there is no loss of motor coordination or slurred speech.

*Stimulants (e.g., Amphetamines; Cocaine; Khat; Methamphetamine)*

- Effect on the Mind:

When used as drugs of abuse and not under a doctor's supervision, stimulants are frequently taken to produce a sense of exhilaration, enhance self-esteem, improve mental and physical performance, increase activity, reduce appetite, extend wakefulness for prolonged periods, and "get high." Chronic, high-dose use is frequently associated with agitation, hostility, panic, aggression, and suicidal or homicidal tendencies. Paranoia, sometimes accompanied by both auditory and visual hallucinations, may also occur. Tolerance, in which more and more drug is needed to produce the usual effects, can develop rapidly, and psychological dependence occurs. In fact, the strongest psychological dependence observed occurs with the more potent stimulants, such as amphetamine, methylphenidate, methamphetamine, cocaine, and methcathinone. Abrupt cessation is commonly followed by depression, anxiety, drug craving, and extreme fatigue, known as a "crash."

- Effect on the Body:

Stimulants are sometimes referred to as uppers and reverse the effects of fatigue on both mental and physical tasks. Therapeutic levels of stimulants can produce exhilaration, extended

wakefulness, and loss of appetite. These effects are greatly intensified when large doses of stimulants are taken. Taking too large a dose at one time or taking large doses over an extended period of time may cause such physical side effects as dizziness, tremors, headache, flushed skin, chest pain with palpitations, excessive sweating, vomiting, and abdominal cramps.

*Depressants (e.g., Barbiturates; Benzodiazepines; GHB; Rohypnol)*

- Effect on the Mind:

Depressants used therapeutically do what they are prescribed for: induce sleep, relieve anxiety and muscle spasms, and prevent seizures. They also cause amnesia (leaving no memory of events that occur while under the influence), reduce reaction time, impair mental functioning and judgment, and cause confusion. Long-term use of depressants produces psychological dependence and tolerance.

- Effect on the Body:

Some depressants can relax the muscles. Unwanted physical effects include slurred speech, loss of motor coordination, weakness, headache, lightheadedness, blurred vision, dizziness, nausea, vomiting, low blood pressure, and slowed breathing. Prolonged use of depressants can lead to physical dependence even at doses recommended for medical treatment. Unlike barbiturates, large doses of benzodiazepines are rarely fatal unless combined with other drugs or alcohol. But unlike the withdrawal syndrome seen with most other drugs of abuse, withdrawal from depressants can be life threatening.

*Hallucinogens (e.g., Ecstasy/MDMA; Ketamine; LSD; Peyote and Mescaline; Psilocybin)*

- Effect on the Mind:

Sensory effects include perceptual distortions that vary with dose, setting, and mood. Psychic effects include distortions of thought associated with time and space. Time may appear to stand still, and forms and colors seem to change and take on new significance. Weeks or even months after some hallucinogens have been taken, the user may develop an uncommon disorder called Hallucinogen Persisting Perception Disorder (HPPD) or experience “flashbacks.” HPPD can include fragmentary recurrences of certain aspects of the drug experience in the absence of actually taking the drug. The occurrence of HPPD is unpredictable, but may be more likely to occur during times of stress and seems to occur more frequently in younger individuals.

- Effect on the Body:

Physiological effects include elevated heart rate, increased blood pressure, dilated pupils, and often can induce nausea and vomiting.

*Steroids*

- Effect on the Mind:

Case studies and scientific research indicate that high doses of anabolic steroids may cause mood and behavioral effects. In some individuals, anabolic steroid use can cause dramatic mood swings, increased feelings of hostility, impaired judgment, and increased levels of aggression (often referred to as “roid rage”). When users stop taking steroids, they may experience

depression that may be severe enough to lead one to commit suicide. Anabolic steroid use may also cause psychological dependence and addiction.

- Effect on the Body:

A wide range of adverse effects is associated with the use or abuse of anabolic steroids. These effects depend on several factors including age, sex, the anabolic steroid used, amount used, and duration of use. In adolescents, anabolic steroid use can stunt the ultimate height that an individual might otherwise achieve. In boys, anabolic steroid use can cause early sexual development, acne, and stunted growth. In adolescent girls and women, anabolic steroid use can induce permanent physical changes, such as deepening of the voice, increased facial and body hair growth, menstrual irregularities, male pattern baldness, and lengthening of the clitoris. In men, anabolic steroid use can cause shrinkage of the testicles, reduced sperm count, enlargement of the male breast tissue, sterility, and an increased risk of prostate cancer. In both men and women, anabolic steroid use can cause high cholesterol levels, which may increase the risk of coronary artery disease, strokes, and heart attacks. Anabolic steroid use can also cause acne and fluid retention. Oral preparations of anabolic steroids, in particular, can damage the liver.

Users who inject anabolic steroids run the risk of contracting various infections due to non-sterile injection techniques, sharing of contaminated needles, and the use of steroid preparations manufactured in non-sterile environments. All these factors put users at risk for contracting viral infections such as HIV/AIDS or hepatitis B or C, and bacterial infections at the site of injection. Users may also develop endocarditis, a bacterial infection that causes a potentially fatal inflammation of the heart lining.

### *Marijuana/Cannabis*

- Effect on the Mind:

When marijuana is smoked, the active ingredient THC passes from the lungs and into the bloodstream, which carries the chemical to the organs throughout the body, including the brain. In the brain, THC connects to specific sites called cannabinoid receptors on nerve cells and influences the activity of those cells. Many of these receptors are found in the parts of the brain that influence pleasure, memory, thought, concentration, sensory and time perception, and coordinated movement. The short-term effects of marijuana include problems with memory and learning, distorted perception, difficulty in thinking and problem-solving, and loss of coordination.

The effect of marijuana on perception and coordination are responsible for serious impairments in learning, associative processes, and psychomotor behavior (driving abilities). Long term, regular use can lead to physical dependence and withdrawal following discontinuation, as well as psychological addiction or dependence. Clinical studies show that the physiological, psychological, and behavioral effects of marijuana vary among individuals and present a list of common responses to cannabinoids, as described in the scientific literature:

- Dizziness, nausea, tachycardia, facial flushing, dry mouth, and tremor initially
- Merriment, happiness, and even exhilaration at high doses
- Disinhibition, relaxation, increased sociability, and talkativeness
- Enhanced sensory perception, giving rise to increased appreciation of music, art, and touch

- Heightened imagination leading to a subjective sense of increased creativity
- Time distortions
- Illusions, delusions, and hallucinations are rare except at high doses
- Impaired judgment, reduced coordination, and ataxia, which can impede driving ability or lead to an increase in risk-taking behavior
- Emotional lability, incongruity of affect, dysphoria, disorganized thinking, inability to converse logically, agitation, paranoia, confusion, restlessness, anxiety, drowsiness, and panic attacks may occur, especially in inexperienced users or in those who have taken a large dose
- Increased appetite and short-term memory impairment are common

- Effect on the Body:

Short-term physical effects from marijuana use may include sedation, bloodshot eyes, increased heart rate, coughing from lung irritation, increased appetite, and increased blood pressure (although prolonged use may cause a decrease in blood pressure). Marijuana smokers experience serious health problems such as bronchitis, emphysema, and bronchial asthma. Extended use may cause suppression of the immune system. Withdrawal from chronic use of high doses of marijuana causes physical signs including headache, shakiness, sweating, and stomach pains and nausea. Withdrawal symptoms also include behavioral signs such as restlessness, irritability, sleep difficulties, and decreased appetite.

### *Inhalants*

- Effect on the Mind:

Inhalant abuse can cause damage to the parts of the brain that control thinking, moving, vision, and hearing. Cognitive abnormalities can range from mild impairment to severe dementia.

- Effect on the Body:

Inhaled chemicals are rapidly absorbed through the lungs into the bloodstream and quickly distributed to the brain and other organs. Nearly all inhalants produce effects similar to anesthetics, which slow down the body's function. Depending on the degree of abuse, the user can experience slight stimulation, feeling of less inhibition, or loss of consciousness.

Within minutes of inhalation, the user experiences intoxication along with other effects similar to those produced by alcohol. These effects may include slurred speech, an inability to coordinate movements, euphoria, and dizziness. After heavy use of inhalants, users may feel drowsy for several hours and experience a lingering headache.

Additional symptoms exhibited by long-term inhalant users include:

- Weight loss, muscle weakness, disorientation, inattentiveness, lack of coordination, irritability, depression, and damage to the nervous system and other organs
- Some of the damaging effects to the body may be at least partially reversible when inhalant abuse is stopped; however, many of the effects from prolonged abuse are irreversible.

- Prolonged sniffing of the highly concentrated chemicals in solvents or aerosol sprays can induce irregular and rapid heart rhythms and lead to heart failure and death within minutes. There is a common link between inhalant use and problems in school – failing grades, chronic absences, and general apathy.

Other signs include:

- Paint or stains on body or clothing; spots or sores around the mouth; red or runny eyes or nose; chemical breath odor; drunk, dazed, or dizzy appearance; nausea; loss of appetite; anxiety; excitability; and irritability.

## **POLICY INVENTORY AND ENFORCEMENT PROCEDURES**

### **REASON FOR THE POLICY**

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This policy supports the educational mission of Blackburn College and is adopted in compliance with the Higher Education Opportunity Act (including the Drug-Free Schools and Communities Act of 1989, 20 U.S.C. §1011i) and the regulations promulgated thereunder (including 34 C.F.R. 86).

### **STANDARDS OF CONDUCT: STUDENTS (Student Handbook)**

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Blackburn College is committed to providing an education that promotes personal growth and lifelong learning. The alcohol policy stems from this commitment, and has been developed with the following tenets in mind:

Students are adults and are obligated to obey the law and take personal responsibility for their conduct. Blackburn College students are encouraged to not only watch out for themselves, but also the safety and well-being of others.

The costs of alcohol abuse to members of the College community are high. These costs include, but are not limited to, physical and emotional health problems, poor academic performance, and campus crime and violence.

Disciplinary sanctions are the penalties imposed upon those who make the choice to violate policy. The severity of the sanctions reflects the College's responsibility to uphold the law and protect members of its community from the harmful consequences of alcohol abuse.

The alcohol policy and resulting disciplinary penalties are set up separately from the College's Disciplinary System due to the number and nature of alcohol violations dealt with each year. In cases involving violations of both the alcohol and other College policies, additional restrictions or other conditions may be enforced, depending upon the nature and seriousness of the misconduct and the student's overall behavior and college performance.

**BE AWARE**—Any violation of the following regulations will be considered an offense and the penalties outlined for alcohol violations will apply.

- Consumption or possession of alcoholic beverages by persons less than 21 years of age is prohibited.
- Intoxication by students of any age will result in a violation. Intoxication is defined as being under the influence as determined by Illinois State Law. This is defined at Blackburn by a Blood Alcohol Concentration (BAC) of .08 for students 21 years of age & older and a BAC of anything above .000 for students under 21.
- Students who are 21 years of age and older may possess and consume alcoholic beverages in the confines of their own room if they have approval of their roommate (or other rooms where one resident is of legal age and present). All other alcohol regulations must be followed. The individual(s) present at the time of the incident (resident, commuter, or guest) will be held accountable for any alcohol violations taking place in their room along with any other students determined to be violating policy. Behavior

resulting in violation of College policy attributed to the influence of intoxicants may be cause for disciplinary action (under both the code of student conduct and these alcohol regulations). Any 21-year-old or older student who supplies alcohol to anyone under the age of 21 will receive an offense. Public intoxication is prohibited and will result in an alcohol violation.

- Only beer, wine, wine coolers, and malt beverages may be consumed by those of legal age.
  - Beer kegs are prohibited (including pony kegs, party balls, and similar large multi-serving containers).
  - “Hard” liquor is prohibited on campus.
  - “Trophies” (empty hard alcohol containers) are prohibited on campus.
- Possession or consumption of alcoholic beverages in public areas is prohibited, with the only exception being special events as outlined later in this policy. Public areas are defined as any College property outside of students’ residence hall rooms. Students of legal age may transport unopened containers of alcohol to their residence hall room or the room of another student of legal age. Requests for the exceptions as outlined later in this policy will be reviewed and may be permitted by the Student Life Office (with the approval of the Office of the President). Alcohol consumption, in all cases where exceptions are made, will be allowed only in designated areas.
- Students suspected of an Alcohol Policy violation:
  - Students who are 21 years of age or older and who violate College policy and are suspected of intoxication may be held responsible for an alcohol policy violation. In such a case, the student(s) may request to take a Breathalyzer test to prove they are following College policy.
  - Underage students who are suspected of consumption or intoxication may request to take a Breathalyzer test to prove they are following College policy.
  - Students suspected of violating the alcohol policy who refuse to take a Breathalyzer test will be held responsible for an alcohol violation.
  - Behaviors that warrant suspicion of intoxication include but are not limited to: scent of alcohol, belligerent behavior, slurred speech, impaired mobility.
- A member(s) of the Student Life Department can make a request to the Dean of Students to have alcohol prohibited on certain wings or in residence halls where documented alcohol related problems have occurred. The Student Life Committee will vote on the measure and, if necessary, set a period of prohibition.
- All persons will be held responsible for their conduct regardless of their state of mind.
- College funds (defined as any funds that are received by the College or by any College representative on behalf of the College) may not be used to purchase alcohol without the express permission of the President or designee, and even then within clearly defined purposes and limits. The College or College representatives will not sell alcohol.
- The Student Life Committee (SLC) may review the alcohol policy at any time and recommend changes (with review by the Student Senate) to the President’s Cabinet to be voted upon and incorporated in the following academic year.
- All off campus guests must obey the alcohol policies as well as other college rules and regulations. Students will be held responsible for their guest(s), which means students may receive an alcohol violation for the actions of their guest(s).
- Process for allowing alcohol consumption in public areas:

- Any registered campus club or organization can petition to the Dean of Students to sponsor an event where alcohol is to be served to those who are 21 years of age or older.
- Approved events will be limited to two events per month—events will be approved on a first come basis.
- The event must have a “theme” or “focus” beyond simply gathering to drink alcohol.
- The Dean of Students must approve the event at least two weeks prior to the event.
- The club or organization sponsoring the event must hire Fresh Ideas to serve as the bar provider for the event.
- The bar will be a cash bar and can serve only beer, wine, and wine coolers.
- The bartenders will only be allowed to serve one alcoholic beverage to one person per visit to the bar. Those who purchase alcohol must show an arm band to verify that they are 21 years of age.
- Anyone found to be providing alcohol to a person who is under the age of 21 will be cited for a violation of the alcohol policy.
- No other alcohol will be allowed to be brought into the event venue.
- No alcohol will be allowed to be taken out of the event venue.
- A volunteer full-time college employee who has participated in event monitoring training must be engaged to serve as the entrance monitor. This person’s responsibility is to:
  - Check the 21-year-old list (provided by student life) or photo ID of guests & affix arm bands to those who are 21 and wish to purchase alcoholic beverages.
  - Monitor the condition of those arriving and refuse an arm band to any who appear at the “check in” table as being intoxicated (evidenced by belligerent behavior, slurred speech or impaired mobility). If any individual is refused an arm band, they could attend the event but would be restricted from purchasing alcohol.
- An off-duty Carlinsville Police Officer or, if available, two campus safety staff members must be hired by the sponsoring organization to oversee the party and help with crowd control, help assure no one is bringing in or taking out alcohol, and help ensure no underage students are consuming alcohol.
- It is expected that the advisor of the sponsoring organization will be present at the event, along with two volunteering members of the sponsoring organization. These people will assist security in monitoring the event.
- The sponsoring organization must provide a non-alcoholic beverage at no cost to attendees and food for the event—at no cost to attendees (a minimum of \$50 must be spent on food for the event). Food and non-alcoholic beverage service must be arranged through Fresh Ideas.
- Events can be no more than four hours in duration.
- Those approved to purchase alcohol can purchase a total of six (6) 12-ounce beers, or six (6) 5-ounce glasses of wine or six (6) 12-ounce wine coolers.
- The bartender or monitor will mark each purchaser’s arm band with the number of alcoholic beverages purchased.



- The venue must be cleaned to the condition prior to the event no later than one hour after the end of the event.
- Venues will be limited to DCC Commons, Woodson or Jaenke and must be reserved with Auxiliary Services at least two weeks in advance. Other venues could be considered as an exception but only if the venue suggested allows for clear distinctions for entrance and monitoring.
- Events will only be approved for Friday nights/Saturday mornings and Saturday nights/Sunday mornings and each event must end no later than 1:00 a.m.
- Guests will be limited to no more than 100 in the venue at any one time.
- Policy for non-Blackburn student guests—numbers must be limited to no more than two per current student and any guest **MUST** have a current student as a host.
- Any violations of the alcohol policy will result in an offense for the student violating the policy. In addition, if it is evident that the sponsoring club or organization was negligent in upholding these event regulations, the club or organization will be prohibited from hosting future events with alcohol for the next calendar year.

### ALCOHOL POLICY VIOLATION CONSEQUENCES

Student violations of the alcohol regulations will minimally result in the consequences listed below. The listing of behaviors below is simply a sample listing and not exhaustive or all inclusive. **Offenses will be judged on a case- by-case basis.** Therefore, students participating in behaviors that appear to be similar may be assigned to different LEVELS and be subject to different consequences. Students of any age found in violation of alcohol policy guidelines with a high Blood Alcohol Concentration (BAC) may be assigned to a higher level---even if it's their first offense.

Determination of the assigned LEVEL will be made by the Dean of Students (or designee). The accused student will meet with the Dean (or designee) to discuss the incident and will be an active participant in helping determine the appropriate LEVEL. If it is determined that LEVEL 1 or LEVEL 2 is appropriate, the Dean (or designee) will work with the student to determine appropriate consequence(s). If it is determined that LEVEL 3 or LEVEL 4 is appropriate, the student will be referred to an administrative hearing.

\*If the Dean of Students must be excused due to involvement with administering the alcohol offense, any professional member of the student life staff will step in for the hearing.

Alcohol offenses stay on a student's record for the entire time of their enrollment. When a student receives a second or third alcohol offense several things will be considered when the assigned LEVEL is determined. Examples of things considered may include: not only the facts involved in the current offense, but also the facts of previous offense(s); the way in which the individual subscribed to the consequences of previous offense(s); or any other information/testimony that demonstrates the individual could be forming a pattern of alcohol abuse.

Students who fail to complete the consequences assigned to them after an offense of the alcohol regulations may be raised to the next LEVEL with additional consequences, including financial penalty, parental involvement, and/or added tasks.

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### **LEVEL 1**

#### **SAMPLE BEHAVIORS WHICH COULD RESULT IN A LEVEL 1 ALCOHOL VIOLATION:**

- Any student age 21 or over found on campus possessing or consuming distilled spirits (or “hard” alcohol).
- Any student age 21 or over found in possession of an open container of alcohol in a public area on campus.
- Any student age 21 or over found violating campus quiet hours while under suspicion of possessing or consuming alcohol.
- Any student found in possession of “trophy” (“hard” or distilled spirits) alcohol containers.

#### Consequences:

- Written documentation to student’s file
- Student is required to complete sanctioning which includes, but is not limited to, successful completion of an on-line alcohol prevention and education course and session(s) with either the College Counselor or their designee.
- Appropriate restitution to any community member(s) aggrieved in the offense.

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### **LEVEL 2**

#### **SAMPLE BEHAVIORS WHICH COULD RESULT IN A LEVEL 2 ALCOHOL VIOLATION:**

- Any student under the age of 21 found in possession of or consuming alcoholic beverages.
- Any student age 21 or over participating in drinking games (anything that would be considered a “game” with the purpose of players consuming large quantities of alcohol).
- Any student age 21 or over found in possession of multiple serving container(s) of alcohol.

#### Consequences:

- Notification of parent(s)/guardian(s) of dependent students
- Report of alcohol offense sent to work supervisor and academic advisor
- Student is required to complete sanctioning which includes, but is not limited to, successful completion of an on-line alcohol prevention and education course and session(s) with either the College Counselor or their designee.
- Appropriate restitution to any community member(s) aggrieved in the offense.

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### **LEVEL 3**

#### **SAMPLE BEHAVIORS WHICH COULD RESULT IN A LEVEL 3 ALCOHOL VIOLATION:**

- Any student found causing damage to personal or College property while under suspicion of consuming alcohol
- Any student failing to comply with the reasonable request(s) of a staff member while under suspicion of alcohol consumption.

- Any student under the age of 21 participating in drinking games (anything that would be considered a “game” with the purpose of players consuming large quantities of alcohol).

Consequences:

- Notification of parent(s)/guardian(s) of dependent students
- Requirement to submit to and pay for a formal alcohol abuse assessment
- Social probation
- Report of alcohol offense sent to work supervisor and academic advisor
- Appropriate restitution to any community member(s) aggrieved in the offense.

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**LEVEL 4**

**SAMPLE BEHAVIORS WHICH COULD RESULT IN A LEVEL 4 ALCOHOL VIOLATION:**

- Involvement in a physical altercation as a result of consuming alcohol.

Consequences:

- Suspension from the College for a minimum of 1 full semester with the requirement that the individual seek alcohol treatment services and provide documentation of said services prior to being considered for readmission to the College.

Appeals of these decisions would follow the same guidelines outlined on pages 19–21 of the Disciplinary System. If it is determined that a LEVEL 1 or LEVEL 2 is appropriate, the Student Life Appeals Board will hear the appeal. If it is determined that LEVEL 3 or LEVEL 4 is appropriate, and the student has an administrative hearing with the Dean of Students, appeals of those decisions will go to the Conduct Hearing Board.

**MEDICAL AMNESTY POLICY**

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When a student’s health or safety is in jeopardy due to alcohol consumption or drug use, immediate medical attention should be sought by notifying a Residence Life staff member, a member of the Security crew, or 911 for assistance. Formal disciplinary action for a violation of the alcohol or drug policy at or near the time of the incident will not be taken against those who seek or receive medical or professional assistance for themselves or others, though violation of other student conduct codes such as vandalism, disorderly conduct, and sexual misconduct may still apply. A student who receives medical assistance from medical service providers may be required to meet with the Dean of Students (or an appointed designee) and/or counseling services. Parents/guardians may be informed.

In order for this policy to apply, the student(s) needing medical assistance must agree to timely completion of substance abuse education activities, assessment, and/or treatment depending on the level of concern for student health or safety. Serious or repeated incidents will prompt a higher degree of concern that may require additional follow-up. Failure to complete required follow-up may result in disciplinary action.

**CONTROLLED SUBSTANCES REGULATIONS**

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The College takes a firm stand on the use and abuse of controlled substances and has set forth the following policy in regard to students who are found to be in possession of or suspected to be under the influence of controlled substances:

- If Campus Community & Safety or Residence Hall staff suspect a student to be in possession or under the influence of controlled substances, that suspicion will be documented.
- If any one student (or group of students) is suspected of controlled substance use multiple times, the College reserves the right, with proper prior documentation, to employ any of the following to confirm that suspicion:
  - Perform a search of the student's room and person.
  - Employ trained canine search teams to search a residence hall floor or wing or the car(s) of suspected student(s) parked in campus parking lots.
  - The Dean of Students (or designee) may require the suspected student(s) to submit to a drug test to verify that the student is drug free.
  - Refusal of the test will be considered an admission of guilt.
- Students found responsible for illegal possession, use, or distribution (including sale) of controlled substances or paraphernalia will receive at a minimum:
  - A minimum of a \$150 fine,
  - A minimum of one semester and a maximum of one year of social probation,
  - The requirement to submit to and pay for a formal drug abuse assessment,
  - Notification of parent(s)/guardian(s) (dependent students).
  - Be required to submit to and pay for random drug screenings during the period of probation to verify they are staying drug free.
  - In addition, in cases where controlled substances and/or drug paraphernalia are found, local law enforcement authorities may be notified.

Although medical & recreational marijuana is allowed in the state of Illinois, there is a federal restriction on any controlled substances as part of the federal Drug Free Schools and Communities Act which is tied to federal financial aid. Blackburn therefore prohibits medical or THC infused products on campus.

#### **STANDARDS OF CONDUCT: EMPLOYEES (Faculty/Staff Handbook)**

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##### *COMPLIANCE WITH THE FEDERAL OMNIBUS DRUG INITIATIVE ACT OF 1988*

Unlawful manufacture, distribution, dispensing, possession, or use of controlled substances is specifically prohibited on the campus of Blackburn College, and as a condition of employment, all personnel are required to comply with this regulation.

Individuals within the College community who are alleged to have violated such prohibition will be referred to civil authorities for appropriate action.

Such individuals are also subject to disciplinary action by Blackburn College. Procedural due process as specified in this Handbook and elsewhere is to be provided in each case.

Persons concerned about their possible involvement with controlled substances are encouraged to consult confidentially with campus counseling personnel. The College will seek to assist individuals in need of special help.

All campus personnel are urged to become thoroughly aware of the dangers of drug abuse in the workplace and to utilize appropriate campus programs in order to further their awareness. Under federal law, all personnel are required within five days to advise campus authorities of any knowledge they may have concerning criminal drug statute conviction for violations occurring in the workplace. In turn, Blackburn College is required within ten days to notify federal funding agencies of any knowledge of such conviction and to take appropriate personnel action in the cases, which may include discipline, termination, or mandatory drug abuse assistance.

*DRUG-FREE SCHOOLS AND CAMPUSES ACT STATEMENT*

Blackburn strictly prohibits the unlawful possession, use, or distribution of drugs and alcohol by students and employees on College property or as a part of College activities. Unlawful is defined in accordance with local, state, and federal laws. Each student and employee will be expected to meet these standards of conduct.

Although recreational and medical marijuana use has been legalized in the state of Illinois, it is still not permitted under Federal Law. In order for Blackburn and its students to remain eligible for Federal aid, we are obligated to comply with Federal Law. Therefore, marijuana and its derivatives may not be possessed, stored, distributed or used on College property or at any College function. In addition, employees are prohibited from reporting to work or working with cannabis in their system such that their performance or conduct is impaired. Cannabis use off-the-job, including medical cannabis use, that impairs performance or other conduct on-the-job is prohibited.

Individuals found to be in violation of this policy will be subject to judicial action. This action will include a hearing in front of the appropriate board, possibly resulting in referral for drug or alcohol treatment. Individuals found to be selling or trafficking drugs will be subject to the most serious judicial action/termination of employment/suspension from the College and referral to legal authorities for prosecution. Legal ramifications, in general, for unlawful possession, use or distribution of illicit drugs and alcohol may include: being charged with a misdemeanor or a felony with resulting penalties of supervision, probation or assessment of a monetary fine, imprisonment or a combination of these.

One of the goals of this policy is to encourage employees to voluntarily seek help with alcohol and drug problems. Therefore, the College will also provide educational programs and referral services for the College community.

The College will be consistent in enforcing its policies against drugs and alcohol on campus.

## **PROGRAM INVENTORY: PREVENTION & EDUCATION**

### **Campus Well Office of the Dean of Students**

Campus Well is a national online newsletter on the topics of health and wellness, and the goal of providing this service is to promote overall student well-being. Through a grant from the Student Experience Fund, all Blackburn students were given access to the online newsletter during the 2021-2022 academic year. The interactive and engaging website and newsletter is designed for college students and helps engage them in important wellness topics, including alcohol and drug education. Each Wednesday, Dean Sturgeon sent all Blackburn students an email with the newest articles and information about the Campus Well website and app. Here is a link to our website through Campus Well: <https://blackburn.campuswell.com/>. In addition to educational materials, Campus Well includes a variety of assessment tools to gauge readership, student interaction, student satisfaction, and student impact. We were excited to learn that our “open rate” is much higher than other colleges using this service. The folks at Campus Well track engagement and say that anything over 23% is a good number and that our student’s engagement percentage was 611%! We requested and were approved to fund Campus Well for another year.

### **Mocktail Events Housing & Residence Life**

In the Fall 2021 semester (October 5) as well as the Spring 2022 semester (March 23), the Residence Life team in Jewell Hall held successful “mocktail” events for campus. Mocktail events are popular alternatives to events that feature alcohol.

### **Alcohol Awareness Events Department of Safety/Security and Office of Student Engagement**

The Department of Campus Safety teamed up with the Campus Activities Board on events to promote alcohol and drug awareness on two occasions. The first event was on September 17, 2021, and was held on campus. CAB included alcohol and drug awareness in their outdoor event, which consisted of relay races with drunk goggles to show the effects of alcohol and drugs on a person's motor skills. CAB also passed out flyers to individuals involved that were prepared by Campus and Community Safety that showed the dangers and effects of alcohol and drugs.

### **New Work Committee Mini-Retreat Work Program**

On May 12, 2021, Dean of Students, Al Sturgeon, was a featured speaker at the mini-retreat for the newly-selected Work Committee. He directly addressed alcohol and drug use on campus and the role of work program supervisors in educating student employees as well as responding to problems that may arise within individual departments.

## **Alcohol.edu Training Work Program**

In Spring 2021, Dean of Work, Dr. Angie Morenz, required any member of the Work Committee to complete alcohol.edu training if they had not already done so. During the 2021-2022 academic year, the Work Program agreed to require all student workers to complete this training beginning with the 2022-2023 academic year, which will make a tremendous impact on the numbers of students completing alcohol awareness training.

## **Educational Sanctions Office of the Dean of Students**

As a part of sanctions for alcohol policy violations, students are required to successfully complete an on-line alcohol prevention and education course and session through Everfi under the supervision of the College Counselor.

## **Alcohol edu Training Office of Counseling Services**

Online prevention and education training through Everfi for alcohol and substance abuse was offered to 146 students in the 2020-2021 academic year and completed by 21 students (14%).

Everfi, was bought out by Vector Solutions in 2021, and the switch affected our ability to offer training, so we were not able to offer training during the 2021-2022 academic year. However, we are strategically investigating processes to ensure a successful transition to the new vendor.

## **Awareness of Enhanced Policies Department of Athletics**

The following enhanced policies from the Student-Athlete Handbook are shared with the student-athletes on the Athletics website as well as through their respective teams.

### From the Student Athlete Handbook:

It is a privilege to compete on an intercollegiate team at Blackburn College. With this privilege comes high expectations and standards on campus as well as within the community. The Blackburn College Athletic Department forbids the illegal or irresponsible use of alcohol and other drugs. The misuse of alcohol and other drugs is detrimental to academic and athletic performance and to have damaging effects on the physical and mental health of its student-athletes.

The following policies and procedures are intended to promote responsible decision-making and general awareness within the Blackburn Athletic Department Staff, student-workers, and student-athletes. This document was created to emphasize the standards to which all of our student-athletes are held accountable. The following objectives are consistent with the Athletic Philosophy Statement:

- 1) Each semester the Blackburn College Athletic Director will inform student-athletes of policies of Blackburn College, NCAA, and the State of Illinois concerning alcohol & other drug use/abuse.
- 2) Encourage only use of alcohol in moderation by those student-athletes of legal age and discourage alcohol abuse, underage drinking and illegal drug use by Blackburn student-athletes.
- 3) Collaborate with Student Life/Residence Life to identify student-athletes who may have substance use/abuse problems and assist in proper treatment.
- 4) Create a positive and healthy atmosphere for Blackburn student-athletes.

*Blackburn's Athletic Expectations Regarding Drug Use*

Blackburn College and the NCAA take a strong stand on the use of illegal or banned drugs by student-athletes. The NCAA bans drugs by class, along with any substance chemically related to those classes. The banned drug classes are:

1. Stimulants—i.e., amphetamine (Adderall); caffeine (guarana); cocaine; ephedrine; fenfluramine (Fen); methamphetamine; methylphenidate (Ritalin); phentermine (Phen); synephrine (bitter orange); methylhexanamine, “bath salts” (mephedrone) etc. Exceptions: phenylephrine and pseudoephedrine are not banned.
2. Anabolic Agents--(sometimes listed as a chemical formula, such as 3,6,17-androstenetrione): boldenone; clenbuterol; DHEA (7-Keto); nandrolone; stanozolol; testosterone; methasterone; androstenedione; norandrostenedione; methandienone; etiocholanolone; trenbolone; etc.
3. Alcohol and Beta Blockers (banned for rifle only) alcohol; atenolol; metoprolol; nadolol; pindolol; propranolol; timolol; etc.
4. Diuretics and Other Masking Agents-- bumetanide; chlorothiazide; furosemide; hydrochlorothiazide; probenecid; spironolactone (canrenone); triameterene; trichlormethiazide; etc.
5. Street Drugs-- heroin; marijuana; tetrahydrocannabinol (THC); synthetic cannabinoids (e.g., spice, K2, JWH-018, JWH-073)
6. Peptide Hormones and Analogues-- growth hormone(hGH); human chorionic gonadotropin (hCG); erythropoietin (EPO); etc.
7. Anti-estrogens-- anastrozole; tamoxifen; formestane; 3,17-dioxo-etiochol-1,4,6-triene (ATD), etc.
8. Beta-2 Agonists-- bambuterol; formoterol; salbutamol; salmeterol; etc.

Note to Student-Athletes: There is no complete list of banned substances. Do not rely on this list to rule out any supplement ingredient. Check with your athletics department staff (i.e. Head Athletic Trainer or Director of Athletics) prior to using a supplement or a prescription medication.

Any student-athlete suspected of illegal drug use will have a conference with the Head Coach and the Athletic Director. The student will be provided with the evidence and the reasons that he/she is suspected of illegal drug use. The student may be required to submit to and pay for formal drug testing to demonstrate there are no substances in his/her system. If the drug test is positive for illegal or banned substances, the penalties will be:



In addition to Student Life processes or sanctions, the student-athlete will:

- Lose a full year of eligibility for the first offense (25 percent of their total eligibility) and will be withheld from competition for a full season.
- After a second positive test for illegal or banned substances, will lose another year of eligibility and another year withheld from competition.

### *Appeal Process*

Blackburn Athletics reports to the Vice President & Dean of Student Life. Should a student wish to exercise their right to appeal these penalties (at any level) as defined and outlined above, the student has the right to appeal such actions to the VP & Dean of Student Life. If an appeal is submitted, penalties will be put on hold until the appeal is heard and decided.

### **Annual Training Department of Campus Safety/Security**

The Department of Campus Safety/Security has continued to do ongoing training for its student workers. We do yearly training in Portable Breath Test usage, alcohol awareness and detection, and drug awareness and detection. We also continue to train our student workers in mental health detection and how to relate to subjects who have mental health issues and are involved in alcohol and drug use. Campus Safety/Security will continue to train ongoing in these areas as the issues are constantly changing.

### **Intentional Programming Office of Student Engagement**

Campus Activities Board activities are held on weekends when students are more likely to go off campus to bars and other locations in order to drink. This gives students an alternative place to go in order to have fun without these substances. CAB activities are also kept substance free so that it can expand on the number of students that use these events. Some Campus Activities Board activities also feature alcohol/substance use education. One such activity was the “A Shot of Reality” presentation during Welcome Week. “A Shot of Reality” a Mission Improvable Production, is a training surrounding alcohol education, how to stay safe on social media, and the effects that alcohol has on the body in its different forms. Another Welcome Week Training that Student Engagement helps out with is the Blackburn Campus Title IX and campus policies presentation.

### **Student Leader Orientation Student Clubs and Organizations**

Each semester, every campus club or organization is given a packet of information detailing the policies and principles that they need to follow in order to maintain their status as a registered Club or Organization. Advisors and Officers work closely with the Director of Student Engagement to ensure that activities and meetings uphold current university policies and that they are not in violation.

## **PROGRAM INVENTORY: INTERVENTION**

### **Employee Assistance Program (EAP)**

#### **Human Resources**

In 2020, Blackburn switched its employee assistance program (EAP) offering for all employees to Cigna through The Board of Pensions. This program is offered to all benefit-eligible employees at no additional charge. This program is available 24/7 to employees to access virtually, by phone or in person and is designed to help employees to better balance the demands of work and life. The personal information of employees is kept completely confidential and private by this third-party company.

### **Counseling Services**

#### **The Lumpkin Learning Commons**

Counseling services offers assessment, diagnosis, intervention, and referral for serious mental health and addiction disorders. Individuals requiring psychiatric treatment receive community referrals. Virtual services are available. Services range from dealing with experimentation, to substance use, abuse, and dependence. Inpatient referrals are provided by appropriate community partners. Referrals to online programming are also provided.

### **Educational Sanctions**

#### **Office of the Dean of Students**

As a part of sanctions for alcohol policy violations, students are required to successfully complete an on-line alcohol prevention and education course and session through Everfi under the supervision of the College Counselor.

All alcohol sanctions were completed successfully throughout the past two academic years. Those who completed the sanctions program showed no further violations.

## **PROGRAM INVENTORY: TREATMENT AND RECOVERY**

### **Employee Assistance Program (EAP)**

#### **Human Resources**

In 2020, Blackburn switched its employee assistance program (EAP) offering for all employees to Cigna through The Board of Pensions. This program is offered to all benefit-eligible employees at no additional charge. This program is available 24/7 to employees to access virtually, by phone or in person and is designed to help employees to better balance the demands of work and life. The personal information of employees is kept completely confidential and private by this third-party company.

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## ALCOHOL AND DRUG SANCTION REPORTING

The Dean of Students in the Office of Student Life at Blackburn College is responsible for the student conduct system, including issuing sanctions for violations of the alcohol and drug policy. Students found in violation of Blackburn College’s alcohol and drug policy may be assessed a variety of sanctions and are encouraged to utilize Counseling Services on campus when appropriate.

This Biennial Review contains a list of all documented alcohol and drug violations at Blackburn College during the 2020-2021 and 2021-2022 academic years. During the 2020-2021 academic year, there were a total of eight alcohol violations and five drug violations. During the 2021-2022 academic year, there were a total of eight alcohol violations and zero drug violations. The following tables illustrate the violations as well as the sanctions that were assessed. Please note that some students were assessed more than one sanction for the same incident.

<b>2020-2021 Alcohol Violations</b>	
<b>Total Violations: 8</b>	
<b>Sanctions</b>	<b>Total Assessed</b>
Online Education	7
Written Warning	1
Counseling Referral	1
Work Office Notification	4
Fine	4
<b>2020-2021 Drug Violations</b>	
<b>Total Violations: 5</b>	
<b>Sanctions</b>	<b>Total Assessed</b>
Fine	5
Online Education	5
Work Office Notification	5

<b>2021-2022 Alcohol Violations</b>	
<b>Total Violations: 8</b>	
<b>Sanctions</b>	<b>Total Assessed</b>
Online Education	2
Written Warning	4
Counseling Referral	2
Community Service	2
Fine	1
<b>2021-2022 Drug Violations</b>	
<b>Total Violations: 0</b>	
<b>Sanctions</b>	<b>Total Assessed</b>
N/A	0

**PROCEDURES FOR WRITTEN ALCOHOL AND OTHER DRUG INFORMATION  
AND POLICIES DISTRIBUTED TO STUDENTS AND EMPLOYEES**

In compliance with the notification requirements of the Drug-Free Schools and Communities Act, Blackburn College sends the following email titled, "Important Policy Notice," to all students and employees each year, once in August at the beginning of the fall semester, and once in January at the beginning of the spring semester. In addition, the Human Resources department includes notice in the onboarding process for every new employee.

*Subject: Important Policy Notice*

*Dear Blackburn Community:*

*Blackburn College cares about the health and safety of its community and as a result seeks to educate its community about the dangers associated with alcohol and drug use. This email notice is sent on a regular basis to all members of the Blackburn community to draw attention to the importance of its Alcohol and Drug Policy. Please click [HERE](#) to read the policy as posted on the Blackburn website.*

*Blackburn publishes its comprehensive Alcohol and Drug Policy to communicate (i) associated health risks; (ii) the specific standards of conduct at Blackburn; (iii) state and federal government policies legal sanctions; (iv) descriptions of the sanctions that will be imposed at Blackburn for violations of the standards of conduct; and (v) resources available for help if struggling with substance abuse, including counseling, treatment, and rehabilitation programs.*

*Please make yourself aware of the risks involved in alcohol and drug use; the standards you have agreed to follow at Blackburn; the sanctions that come with violations; and the resources available should you need help.*

*Sincerely,*

*Al Sturgeon  
Vice President of Diverse & Equitable Student Life  
Dean of Students  
Title IX Coordinator*

## STATE OF CAMPUS 2.0 SURVEY RESPONSES

During the 2021-2022 academic year, the annual “State of Campus” survey was redesigned, which included several questions added to gauge alcohol and drug usage on campus among students. The survey was administered by the Office of Institutional Research in the Spring 2022 semester to 315 students with a 55% response rate. The results from the survey were useful in engaging conversations among the DFSCA Compliance Committee during its annual meeting in July 2022. Key responses are shared below:

Percent (% Agree Somewhat/Strongly Agree)	Male	Female	Non-Binary	Total
I understand the Blackburn alcohol policy.	97%	98%	100%	98%

How often do you consume alcohol?

Percent (%)	Male	Female	Non-Binary	Total
Never	25%	27%	25%	27%
1-2 times/year	8%	8%	8%	8%
6 times/year	4%	8%	8%	7%
Once/month	6%	15%	17%	12%
Twice/month	6%	16%	17%	13%
Once/week	19%	11%	17%	14%
3 times/week	4%	6%	0%	5%
5 times/week	0%	0%	0%	0%
Every day	3%	1%	0%	1%
Missing/NA	25%	8%	8%	13%

\*These figures use all students who responded to the survey as the denominator.

How often do you use marijuana?

Percent (%)	Male	Female	Non-Binary	Total
Never	47%	63%	50%	58%
1-2 times/year	8%	8%	8%	8%
6 times/year	0%	2%	8%	2%
Once/month	6%	2%	0%	3%
Twice/month	4%	1%	8%	2%
Once/week	2%	2%	8%	2%
3 times/week	4%	3%	8%	4%
5 times/week	0%	3%	0%	2%
Every day	4%	8%	0%	6%
Missing/NA	25%	8%	8%	13%

\*These figures use all students who responded to the survey as the denominator.

How often do you use other illicit drugs?

Percent (%)	Male	Female	Non-Binary	Total
Never	71%	90%	92%	84%
1-2 times/year	2%	1%	0%	1%
6 times/year	2%	0%	0%	1%
Once/month	0%	0%	0%	0%
Twice/month	0%	0%	0%	0%
Once/week	0%	0%	0%	0%
3 times/week	0%	0%	0%	0%
5 times/week	0%	1%	0%	1%
Every day	0%	0%	0%	0%
Missing/NA	25%	8%	8%	13%

\*These figures use all students who responded to the survey as the denominator.

## **RECOMMENDATIONS**

The DFSCA Compliance Committee of Blackburn College met in July 2022 to discuss the efforts of various programs across the College over the past two academic years and consider the areas that should be prioritized in the future. After a robust discussion, the Committee determined that particular attention should be given to two areas and therefore makes the following recommendations:

### **Recommendation #1: IMPROVE TRAINING PARTICIPATION NUMBERS**

Although online trainings through Everfi have been offered and encouraged across campus, the Committee noted that participation has been light and that there is no enforcement mechanism in place. The Committee was encouraged that a new plan is in place for students through the Work Program, and the Committee is interested to track the vast improvement that is anticipated in compliance. On the faculty-staff end, however, there is no proposed solution in place. The Committee agreed that it would be beneficial for those numbers to increase as well and recommends an exploration with the Blackburn College administration as to how best to increase the alcohol training participation numbers among faculty and staff.

### **Recommendation #2: ALCOHOL POLICY EXAMINATION**

There was a helpful conversation about alcohol usage among students, including “hard liquor” and the related dilemmas that students face. The Committee recommended that the Student Life Committee initiate a campus conversation about the current alcohol policy in the coming year. Given the broad representation on the Student Life Committee and the subject matter, this group seems to be the ideal group to facilitate the conversation as to whether changes to the current policy should be considered.