2016 BIENNIAL REVIEW OF THE GREAT BASIN COLLEGE DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM

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**INTRODUCTION**

Great Basin College is a member institution of the Nevada System of Higher Education providing educational opportunities throughout the State of Nevada from our physical locations in Battle Mountain, Elko, Ely, Pahrump and Winnemucca. Great Basin College offers live courses in these locations and provides services throughout ten counties with the use of internet and interactive video courses and meetings. Total service area is 86,500 square miles enabling Great Basin College to serve the largest land area of any College in the United States.

The biennial review of the college drug and alcohol abuse prevention program is compiled by the Director of Environmental Health, Safety & Security with input from the departments of Human Resources, Disability and Related Services and Housing. The review is written under the guidelines provided by the Higher Education Act of 1965, the Safe and Drug-Free Schools and Communities Act of 1994 and the Department of Education regulation at 34 C.F.R. Part 86. Each review is overseen by the Vice President for Student Services/Title IX Coordinator/Student Conduct Officer to ensure that any changes and improvements in campus policy, procedures or programs is facilitated at the executive management level.

**great basin college policy**

Great Basin College, a member institution of the Nevada System of Higher Education (NSHE), has adopted NSHE student conduct policies as the College’s policies regarding the possession and use of alcohol and illegal drugs on campus and in dorm housing. The policy for students is found in the Board of Regents Handbook, Title 2, Chapter 10, Section 10.2.1 and reads as follows:

*(s) Use, possession, or distribution of alcoholic beverages without authorization (except as expressly permitted by System or Institutional regulations, such as the Alcoholic Beverage Policy), or public intoxication. Alcoholic beverages may not, in any circumstances, be used by, possessed by, or provided to, any person under 21 years of age.*

*(t) Use, possession, manufacturing or distribution (hereinafter “use”) of marijuana, heroin, narcotics, or other controlled substances, use or possession of any illegal and/or unauthorized drugs, prescription drugs, and drug paraphernalia or being under the influence of illegal drugs except as expressly permitted by law. Use, possession or cultivation of medical marijuana on any NSHE or NSHE foundation owned or leased property, or at any NSHE sponsored or authorized activity, is expressly prohibited.*

The Board of Regents Handbook, Title 4, Chapter 20, Section 4, states the NSHE’s alcoholic beverage policy. It governs storage, possession, and use of alcoholic beverages by people of legal age. It also mandates disciplinary action against “any student who exhibits offensive behavior on university-owned or supervised property while under the influence of alcoholic beverages.” Use and possession of alcohol and drugs are addressed in the Student Code of Conduct. Legal sanctions are governed by the Nevada Revised Statutes. Such sanctions result from a police report filed with the District Attorney’s Office. Legal action may take place concurrently with campus disciplinary action.

Great Basin College policy prohibits the use of alcohol for any events held on the campus or centers by members of the campus or the community without prior written authorization from the College President. A written request may be submitted to the office of the President and must identify the event sponsor, the nature of the activity, source/donor of the alcohol and if trained servers will be ensuring that all persons being served are 21 years old or older. Alcoholic beverages may not be served in association with academic classes such as a finals week end of the year celebration.

Great Basin College is committed to a work environment that is free of illegal controlled substances and alcohol. The institution has zero tolerance for employees or students under the influence of illegal controlled substances and alcohol in the workplace. The use of illegal controlled substances and alcohol are prohibited in the workplace.

If any student or employee is a witness or as a supervisor and finds themselves in a situation where they suspect an employee or student is under the influence of an illegal controlled substance or alcohol in the workplace, they should immediately alert their supervisor or the next person in the chain of command. Also, immediately call Sonja Sibert, Vice President for Business Affairs, at 753-2181. If she is unavailable, please call Patricia Anderson, Director of Environmental Health, Safety and Security, at 934-4923. One of these individuals will immediately assist you in managing the situation. Great Basin College Security should be contacted before 8:00 a.m. or after 5:00 p.m. or on weekends at 934-4923. Witnesses or supervisors at off-campus centers should immediately contact their center director or designee, who will then notify the appropriate personnel in Elko and guide the supervisor and employee through the process. Student workers, Part-time employees and Volunteers, regardless of payment source, will be considered employees during work hours under this policy and will be subject to all the same rules, polices and violation procedures as full time employees.

**POSSESSION AND USE OF MEDICAL MARIJUANA**

The Nevada System of Higher Education (NSHE) is sympathetic to the medical needs of our students, employees and visitors. A growing number of states, including Nevada, are enacting laws decriminalizing or legalizing the use, possession, delivery, manufacture, growth, distribution, production, and/or cultivation (hereinafter “use”) of medical marijuana. Federal law prohibits the use of medical marijuana on college and university campuses that receive federal funding. Based on that law Great Basin College joins all NSHE institutions in advising the following provisions shall govern the possession and use of medical marijuana on NSHE/Great Basin College property.

 1. The use, possession, or cultivation of marijuana, including for medical purposes, on any NSHE or NSHE foundation owned or leased property, or at any NSHE sponsored or authorized activity, is expressly prohibited.

2. Students, employees, faculty, guests, and/or visitors who violate this policy are subject to applicable disciplinary, legal and/or administrative action.

3. Each institution shall permit students who live on-campus or in housing that is owned or operated by the institution, to petition (“request”) for a release from the housing contract if they assert legal compliance with Nevada state law to use medical marijuana. Such students, who prove their compliance with state law, may, in accordance with the applicable institution refund policy, be released from their housing contracts and may receive a prorata refund of housing fees or rent paid.

4. Each institution shall publish on its website and in its course catalog notice of the prohibited use, possession or cultivation of medical marijuana on NSHE or institution property in accordance with the provisions of this section and as prohibited student conduct defined in Title 2, Chapter 10.

5. The Board of Regents recognizes the Nevada Legislature’s stated commitment to a program evaluating the medical use and distribution of medical marijuana to be conducted by the University Of Nevada School Of Medicine. Any NSHE institution may engage in medical marijuana research that is conducted in accordance with state and federal laws and regulations, provided that the following are obtained: (a) the prior written consent of the president of the institution, after consultation with the institution’s general counsel; and (b) legal authorization from the proper federal authorities for approved research purposes.

*(B/R 9/14) Title 4, Chapter1, Page 30*

**STUDENT HOUSING**

Alcoholic beverages are not permitted in the single student dorms (Griswold Hall) or the single student apartments (College Parkway). Married and Family dorm apartments are restricted to students 21 years or older and their immediate family. A resident of Married and Family may have alcohol inside their apartment but shall not serve any minors nor may they drink or display alcoholic beverages outside in the common areas.

Students are notified of the drug and alcohol policies within the student residence program when they complete their single student housing agreement as part of the housing application process. Item 4 in the Fines section, page 5 of 13, clearly states the substance violation policy where on a first offense there may be a fine of $250, possible college disciplinary sanctions and/or immediate termination of the license agreement. <http://www.gbcnv.edu/housing/docs/student_housing_single_agreement.pdf>

This policy holds all members of the residence room or apartment in violation unless the drugs or alcohol can be specifically identified as belonging to only one resident. All violations will be documented by the resident advisors and security staff, plus a copy of the report will be forwarded to the Vice President for Student Services/Student Conduct Officer for review and possible sanctions.

Student residents are reminded of the policy during the mandatory housing orientation meeting lead by the Housing Coordinator at the beginning of the year. Part of the orientation is a discussion on the housing and Great Basin College policies and student code of conduct as it relates to alcohol and illegal drugs. During this presentation the Coordinator reviews the housing and campus sanctions and also the community sanctions if the misuse becomes an arrest offense within the city or county.

Students found in violation of the drug and alcohol policy will be required to meet with the Housing Coordinator to discuss the circumstances of the violation. The Housing Coordinator may refer the student to the office of Disability and Related Services if she believes this was more than a one-time incident and the student should be considered for a counseling program. If this is a second offense the Housing Coordinator will review potential sanctions including removal from housing with her supervisor and the Vice President for Student Services/Student Conduct Officer.

**EMPLOYEE POLICY**

Great Basin College is committed to a work environment that is free of illegal controlled substances and alcohol. The institution has zero tolerance for employees or students under the influence of illegal controlled substances and alcohol in the workplace. Great Basin College and NSHE have established that the use of illegal controlled substances and alcohol are prohibited in the workplace. Signs and symptoms of being under the influence of alcohol and/or a controlled substance are wide and varied. For example, an employee may slur their speech, speak incoherently, have difficulty keeping their balance, use profane language, or engage in horseplay or other activity that leads to the injury of another employee. If the employee exhibits behavior or judgment that is unusual, it may indicate they are under the influence and should be tested.

The college has in place, for cause testing programs for illegal/abused drugs and alcohol for classified employees, professional employees and letter of appointment/student worker employees. Pre-employment testing is also required of specific job classes based on physical safety duties or financial safety duties. The full policy is available for review in the Great Basin College Policies and Procedures, Chapter 5, section 5.7.

<http://www.gbcnv.edu/administration/policies.html>

During the 2014 and 2015 calendar years one employee was investigated for alcohol abuse and arriving to work under the influence. The employee was sent through the testing program and assigned to the counselling program for assistance. The employee failed to complete the program, returned to work under the influence and subsequently no longer works for Great Basin College.

**EMPLOYEE TRAINING**

The Director of Environmental Health, Safety & Security and the Human Resources Department partner to offer training to all employees on the college drug and alcohol policy. The training includes explanation of the policies to the individual classes of staff, the potential testing requirements and possible outcome of a positive test. Possible outcomes may include disciplinary actions, referral to substance abuse treatment programs or termination for repeat offenses or excessive behavior issues.

The Great Basin College Behavioral Intervention Team receive training on how to work with employees and students who may be having behavioral issues which often are influenced by drugs and alcohol. Team members are all volunteers available to respond to assist anyone on campus or at a center regardless if the problem is under the influence or emotional in nature.

Through the benefits plan employees are eligible for assistance for substance abuse through the LifeWorks program.

**BEHAVIOR INTERVENTION TEAM**

The mission of the Great Basin College (GBC) Behavioral Intervention Team is to provide the broadest base of knowledge and skills designed to help students, faculty and staff during difficult times. The team meets on a regular basis to share general information regarding resources available and provides for ongoing training to ensure the availability of assistance to those in crisis, regardless of the nature of the situation. The team has protocols in place to ensure open communication between departments while maintaining the confidentiality necessary to respond quickly in a crisis situation.

The team is comprised of volunteer employees with training and experience in handling a variety of types of crisis situations. Experience has shown the team has been able to send people with the correct training to handle a situation each time they have been needed to date.

Contact with the team is through the Assistant to the Vice President for Student Services at 775-753-2184 and she will arrange for the appropriate team member to respond. This provides a central fixed office that can quickly evaluate the need of the call and contact the correct members. If you have an emergency call the security cell at 775-934-4923 for immediate response.

One key component of the Behavior Intervention teams campus outreach is the training offered by the Vice President for Student Service each year to all faculty and staff. This training provides attendees with a flow chart explaining levels of concerning behavior and the best reaction/response for each level. Responses range from a faculty member talking with the student they are concerned with, to referrals for counselling to notifying security to calling 911.

**INFORMATION FOR STUDENTS & STAFF**

Information handouts for all members of the campus for a variety of situations are available at the brochure stands in the Leonard Center for Student Life office area. This collection is maintained by the Director for Disability and related services and is free to everyone. Brochures cover topics such as substance abuse, alcoholism, counselling services and life the first year away from home.

**CLERY VIOLATION REPORT ON ALCOHOL AND DRUG VIOLATIONS**



**STUDENT REFERRALS FOR COUNSELLING SERVICES**



