Biennial Review of Alcohol and Other Drug Programs and Policies 2017-2018

New England College June 28, 2019

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I. Introduction

As part of the Drug Free Schools and Communities Act and Part of 86 of the Department of Education's General Administration Regulations, requires institutions of higher education to adopt and implement drug and alcohol abuse prevention programs for students and employees. New England College continues to focus many of its programs and services on the use and misuse or alcohol and other drugs.

The New England College Alcohol and Other Drug (AOD) Program has three main elements:

- programs/services
- policies
- enforcement

Each of these elements will be addressed throughout this report. The entire AOD program is focused on risk-reduction and education. The program balances this education and a focus on student development with a sense of personal accountability for actions.

As part of the on-going effort to educate students and the community members about the risks associated with alcohol and other drugs, the college has several initiatives in place including:

- Highlighting the alcohol and drug policy during the on boarding process of all employees.
 Employees must sign off acknowledging their adherence to the drug and alcohol policy in the employee handbook
- All first year students are required to sign off on reviewing the Student Handbook as part of their admissions process.
- First year students are required to participate in orientation sessions regarding alcohol and other drugs, including the Alcohol.Edu online workshop

II. Description of AOD Program Elements

Programs/services

The programs and services at the College can be separated into three categories: pre-arrival/orientation programs, on-going preventative services, and on-going responsive services.

Pre-arrival/orientation Programs:

Alcohol and other drug use is addressed throughout the College orientation programs. The College currently hosts three orientation programs per year - one in the summer (often in July), one prior to the fall semester (August), and one prior to the spring semester (January). The fall sessions have all included sessions directly focused in AOD issues, and orientations at other times of the year have included some AOD-related information in certain presentations. Programs and sessions have included:

2017-

- A Shot of Reality (alcohol/drug and sexual assault prevention)
 7:30 p.m., Lee Clement Ice Arena This improv show will have you laughing right from the getgo. There are prizes to be won at this event!
- ThinkFast Game Show (included campus alcohol/drug policy and safety trivia questions) 9:00 p.m. Lee Clement Ice Arena
 - A trivia game show where everyone plays. Complete with music and cash prizes!
- Real Life at New England College 1:30 p.m., John Lyons Center (policies, safety, getting involved on campus)
 - Come watch some funny video skits depicting situations many of you could potentially face in the next few months.
- We are NEC Pilgrims (bystander training)
 - 10:00 a.m., Simon Center Great Room
 - Be a good NEC Community member and bystander with this engaging session that will help you navigate difficult situations. Your attendance could win you prizes!

2018-

- Fall Orientation Kick Off (campus safety, how to reach safety, basic policies) 7:00 p.m., Bridges Gym
 - Get your NEC shirt and win prizes.
- ThinkFast Game Show (included campus alcohol/drug policy and safety trivia questions) 9:00 p.m. Lee Clement Ice Arena
 - A trivia game show where everyone plays. Complete with music and cash prizes!
- Real Life at New England College 1:30 p.m., John Lyons Center (policies, safety, getting involved on campus)
 - Come watch some funny video skits depicting situations many of you could potentially face in the next few months.
- We are NEC Pilgrims (bystander training) 10:00 a.m., Simon Center Great Room

• Employees are directed to the employee handbook

On-Going Proactive Services:

AOD-related Programming from Residence Life: Resident Advisors are required to complete several programs each semester. These programs can be either active (hosting an event, planning a trip, etc.) or passive (bulletin boards or informational campaigns). Each year, several of these programs focus on alcohol or drug issues.

Substance-Free and Alternative Programming on Campus: In support of our environmental approach to alcohol and drug programming, the College provides many events and activities that offer alcohol-free options to those who choose not to consume alcohol or use drugs. Activities are offered weekly, with a focus on Thursday through Saturday nights, through the Office of Student Engagement. With the exception of a few events in the college pub, all of these activities are alcohol-free. Recreational activities, such as rock climbing, hiking trips, and bingo, combine alcohol-free activity with a focus on physical wellness. Over 20 clubs and organizations exist on campus, with the vast majority of their programs being substance-free.

Wellness Center Programs:

The Wellness Center is involved in programming and education through the campus. This past year, their staff presented at most Bridges to Learning classes (our first-year seminar), and these presentations addressed many issues, including AOD-related topics. Staff, from the Wellness Center also have coordinated with other offices, primarily the Residence Life and Housing Department, to facilitate programs.

The Wellness Center counseling staff offers a variety of programming for the NEC community, which helps to promote a healthy community and lifestyle. Sometimes these programs are offered in conjunction with another department (ie: Medical, Pathways, Residential Life, and Campus Safety).

The recently hired Health Educator has the following as their job description:

Hire, train, & supervise NEC's first ever Peer Health Educator and Graduate Assistant Health Educator. Researched and collected data about Peer Health Education programs and essential training elements for Peer Health Educators

Created Wellness Center Instagram account with at least 100 followers. Consistently updated social media accounts and passive programming materials; several materials are given to students by clinicians and medical providers as part of their treatment process.

Create and conduct sanction workshops: (CHOICES and Marijuana)
Led several Bridges classes with focus on Health and Wellbeing including stress management

Collaborative efforts with: Health Science & Psychology clubs, Union Living Learning Community, Kinesiology faculty, Office of Diversity and Inclusion. Discussion re: collaboration with FYE, Mentoring, and Academic Advising

Represents NEC at New Hampshire Higher Education Alcohol and Other Drugs

Assists with YAS grant management

Provided external education regarding AOD with DARE Police training and area high schools.

The Counseling Center has developed several passive advertising and information methods to address the NEC student community. See Appendix C

Employee Assistance Program (EAP): NEC contracts with Concord hospital to provide an Employee Assistance Program. This program offers clients and their families a no-cost resource for coping with personal and/or work-related problems. Our EAP counselors refer clients to the right professional(s) who can help with a particular problem. We also provide supervisor support and consultation to assist employees and the organization in reaching their fullest potential. Information about this program is included in the "New England College Handbook for Faculty and Staff", and is also included in the *ConNECt HR* newsletter.

All EAP counselors hold a master's degree in social work or a counseling-related field. Additionally, they are all certified employee assistance professionals (CEAP) or in the process of obtaining their certification and most have a state license with the New Hampshire Board of Mental Health Practice.

Most employees who use EAP programs are eligible for five sessions. Services offered:

- Individualized assessments
- o Referral to community resources
- Support for work-related issues
- Couples and family support
- o Consultation to supervisors, managers and human resources
- Training and workshops

Tortington Arms West Pub: The College provides a pub on campus for members of the community who are of legal age to drink. Low-risk drinking is modeled, food and non-alcoholic beverages are provided, and a focus on camaraderie and activities (e.g. athletic games on TV and board and card games) are encouraged. Patrons of the Tortington Arms West Pub also reduce their likeliness of being involved with drinking and driving situations.

Newspaper Articles – The *NewEnglander*, the New England College student newspaper, has provided offices on campus the opportunity to submit articles regarding a variety of timely topics. In the past, these articles have included campus safety topics and student conduct statistics, and these articles have provided an opportunity to reach a wide audience.

Peer Leaders and Resident Advisors – Student leaders provide significant assistance in our education efforts, and the Peer Leaders and Resident Advisors are well-trained role models and referral agents for our students. Through significant contact in the Bridges classes, at orientation, and in our campus residences, these student leaders help educate the general student body, provide referrals, and identify students of concern.

Student organization training - Leaders of student organizations receive information about alcohol included with their event planning and hazing materials. The Student Organization Handbook contains guidelines and policies regarding events where alcohol is provided and alcohol-related recruitment activities.

On-Going Responsive Services:

Employee Assistance Program (EAP): (See description above) While some EAP usage is employee-originated, there are also occasions where EAP services are used as part of employee discipline plans.

Student Conduct System: NEC has an extensive student conduct system, run through the Student Conduct Office. Through this system, staff and (at times) Student Conduct Panels and Boards meet with students who are alleged to have violated college policies. In most cases, these meetings result in sanctions, which can be both punitive (e.g. Probation status) and educational (e.g. required attendance at a CHOICES Workshop). In identifying sanctions, staff members are encouraged to identify interventions which might result in different behavioral choices in the future. There is a close relationship between this system and the Wellness Center. (See Appendix E for more information on the college conduct system)

NEC Intercollegiate Athletic Alcohol and Other Drug Abuse Policy: The Department of Athletics at the College has developed and implemented a policy that specifically addresses alcohol and drug use by student-athletes. The policy (see Appendix G) clearly identifies types of violations, responses from the department, and expectations of all student-athletes. The policy involves both educational and punitive elements in its sanctioning, and focuses on a developmental approach that offers athletes opportunities to change patterns of behavior in order to maintain their status with their team.

Protective Care (PC) Room: As a result of an agreement between the college and the Henniker Police Department, the College maintains a room in Charter Hall where intoxicated students may be supervised by a trained staff member until their blood alcohol content drops below a .10% level. This program was designed to have fewer students sent to the county jail in Boscowen, NH, for simple intoxication issues, and to address the risks of sending intoxicated students back to their rooms without supervision.

FAST Liaison Program – Provided by the Merrimack County Diversion Program, the FAST Program primarily addresses first-time offenders of alcohol of drug laws. The college provides a location for this program to be implemented, which makes completion of the program much more convenient for students – especially those without cars.

CHOICES Alcohol Workshop: CHOICES, conducted in a group setting, is a brief alcohol abuse prevention program. The objective of this program is to engage students in a self-reflective process where they independently choose to change high-risk alcohol use behaviors.

The CHOICES Workshop is offered as needed over the course of each semester. The course is held on days of the week and at times of day that we believe will be easiest for students who work into their schedules. The format of the class involves a workbook, PowerPoint presentation, and discussion. Feedback about the workshops is obtained from a questionnaire that student are asked to complete prior to leaving the workshop.

The information presented in the CHOICES workshop covers the harmful affects of alcohol abuse, the continuum from use to addiction, and making more responsible choices related to alcohol use. The presentation also includes information on self-assessment, ways to cut back on and control alcohol use and resources for finding more information and help. In 2017- 33 students were assigned Choices, in 2018- 28 students were assigned.

Drug Workshop: The Drug Workshop is a one-time, group-based workshop that addresses issues, risks, and choices involved with drug use. It is offered as needed.

BASICS Program: BASICS aims to motivate students to reduce alcohol use in order to decrease the negative consequences of drinking. It is delivered over the course of two 1-hour interviews with a brief online (or paper version) assessment survey taken by the student after the first session.

Parent Contacts: The Parent Contact initiative is one that is focused on keeping family members updated on students when there is a pattern of AOD-related incidents forming, or when a single, troubling event has occurred. Taking place whenever FERPA allow, these contacts, which can be in writing or over the phone, are intended to notify parents about event(s) that have taken place, the concerns the College has, and the resources available to students regarding their substance use.

Mandated counseling and Wellness Assessments: New England College works to assist students who have been involved in substance abuse-related incidents. The New England College Wellness Center provides qualified, on-campus evaluations, assessments and treatment. After the initial evaluation is completed, treatment plans can be developed to meet the individual's specific on or off campus needs (often determined in conjunction with the NEC campus conduct process). Wellness Assessments consist of a minimum of two sessions.

Our services are offered to students to make the process easier and less expensive than off-campus alternatives. In some cases, the Wellness Center may need to refer an individual to an off-campus setting. This would happen if the situation is deemed beyond our scope of practice or if the Wellness Center was unable to devote resources away from its primary role of counseling, education and wellness.

A list of all local AA meetings is maintained by the Wellness Center, and can be shared with students as appropriate. Other referrals to local resources are also made, depending on the needs of the client.

Policies

New England College has a written policy that establishes a standard of conduct that prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol by students or any employees on College property or as part of any of College-sponsored activities.

The written policy includes:

- A listing of the Health Risks Associated with the use of Illicit Drugs and the Abuse of Alcohol
- A description of Alcohol and other Drug Counseling, Treatment and Rehabilitation Programs Available to staff, faculty, and students
- Local, State and Federal Laws Governing the Unlawful Possession or Distribution of Illicit Drugs and Alcohol

• Summary of the College's Disciplinary Code and Sanctions Regarding Alcohol and other Drug abuse

(Full policies are found in Appendix A)

Enforcement

Several offices are involved in the day-to-day enforcement of AOD policies. The Dean of Students coordinates enforcement of student polices, with the Office of Human Resources responsible for overseeing employee discipline relating to any violations of alcohol- or drug-related policies.

Two groups of staff members - Campus Safety officers and Resident Advisors - are involved with the majority of confrontations of policy. Both sets of staff members, as part of their daily duties, perform rounds and inspection of areas, and are charged with confronting any behaviors of concern. Student violations are reported to the office of student conduct, who determined the appropriate disciplinary follow-up for each case. (For more information on enforcement, see Appendix E)

Employee violations of policy may be confronted through various avenues - by a supervisor, through the Campus Safety Office, etc. When preparing a response to an employee violation, supervisors are expected to consult with the Office of Human Resources to ensure that employees are connected with appropriate services and that employee discipline is consistent with College standards.

III. Alcohol and Other Drugs (AOD) Incident Rate and Trends (Students)

Incident Rates

AOD related incidents are reported to the Office of Student Conduct by Campus Safety
Officers and members of the Residential Life Team. Once the report is reviewed, a trained
hearing office will meet with the student who has allegedly violated the colleges policy on
alcohol or drugs. The chart below shows the number of incidents reported relating to alcohol
and other drugs. The chart also reflects the number of educational sanctions for AOD
violations.

Incident Type	2017-2018	2016-2017	
Alcohol Violations	120		116
Drug Violations	81		99
Sanction	2017-2018	2016-2017	
Choices	25		30
Drug Workshop	38		0
BASICS	0		6
BASICS - Drugs	0		2
Wellness Assessment	24		18
Mandatory Counseling	0		2
Intensive Outpatient Program	0		0

• Students who are found responsible for violating the alcohol policy are sanctioned to attend either a CHOICES workshop, which is an educational seminar regarding the risks associated with consuming alcohol run by a member of the Wellness Center.

• In 2018, a drug workshop was developed to address the risks associated with the use of marijuana specifically.

Trends

• See Appendix E

IV. Statement of AOD Goals and a discussion of goal achievement

- Bi-Monthly CHOICES and Marijuana sanction workshops (materials available upon request)
- Partnership with Henniker ALANON community
- In response to NHHEAOD data we have continually offered therapeutic (either physical or destressing) events on campus as outlets for students who may be using as a form of stress management or for social interaction.
- Continual AOD harm reduction tabling offerings (quit vaping, de-stressing/ alternative options to drinking while home on break materials, Magnets with marijuana and Alcohol facts. We are launching an AOD app and tutorial)
- Collaboration with USAFE SF 2018/2019
- Bystander training which included scenarios that include alcohol and other drugs
- Large Scale events

V. Summaries of AOD Program Strengths and Weaknesses

Strengths

- Sanctioning there are three levels of educational responses, and four levels of conduct status. This allows hearing officers to use individualized sanctions for students. Structured, and easy to navigate for hearing officers. Progressive with recidivism, with some flexibility for unique cases, and well thought-out.
- Educational sanctions are accessible (on-campus).
- The Wellness Assessment sanction is focused on the whole person, and allows for a full review of a student's behavioral pattern.
- The PC (Protective Care) Program provides a safer alternative for students with higher blood alcohol contents, and typically keeps outside agencies from having to be involved in incident response.
- The ability of our Campus Safety staff to administer field sobriety tests and to use the Intoxilyzer (electronic blood alcohol content meter) provides the ability to more closely check levels of intoxication and to make more informed decisions about how to respond to students' needs during an incident.
- Communication between departments continues to be a strength. Offices such as Campus Safety, Student Development, Student Conduct, Wellness, and Residence Life and Housing are in, often, daily contact about programs, student, and behaviors of concern.
- Parent contacts, especially with students who have been transported, have been an effective way to keep students' families informed about emergent situations, and to help the college and family collaborate on a response to a student's behaviors. The vast majority of parents appreciate these efforts.

- The College's use of outside presenters at Orientation helps to bring high-quality programs to our students at a critical time of adjustment and acclimation.
- Our preventative programming efforts, such as Cocktails and Condoms, sessions during RA training, and presentations during New Student Orientation, help reinforce safer behaviors and reflect our proactive approach to these issues.
- Campus Safety staff are seen as approachable, helpful to students, and they work closely with Wellness, Residence Life and Housing, and other departments to bring situations to successful resolutions.
- The Amnesty Policy provides students an opportunity to seek help for themselves or others with less hear of "punishments" from the college. This policy has been successfully used several times in the last few years.
- Our partnership with Henniker Police is long-established and successful. HPD works closely
 with Campus Safety regarding incidents, and has a presence during New Student Orientation
 and other larger campus events. .
- The professional development opportunities of which our staff avail themselves, including webinars, NH Department of Health and Human Services training, and Bureau of Drug and Alcohol Services training, help our staff remain current with best practices in the field of AODrelated

Weaknesses

- Training/orientation for faculty and staff is not well-developed.
- Wellness Center does not have high profile in our Orientation programs.
- January Orientation is particularly weak in terms of AOD-related programming.
- College website does not include much AOD-related information
- The general NEC community is not well-educated concerning our AOD-related resources.
- Our outreach to and connection with some populations (e.g. graduate students, commuters, veterans, transfers) is weak.
- No current efforts to cultivate relationships with off-campus businesses, landlords, and residents concerning AOD-related issues. Examples could include working with residents and landlords of houses where parties are frequently held, or businesses where NEC students might often try to purchase alcohol.
- Overall levels of AOD-related programming on campus are low. This would include typical educational program, "alcohol positive" programming, and prevention programming. Also, there is little available data on programs that have been held attendance, dates of events, etc.

VI. Procedures for Distributing AOD policy to students and employees

The entire AOD policy (see Appendix A) is available on-line to all students (as well as other community members) through the NEC website. Students are referred to this on-line resource during the orientation process, and it is also referred to in letters regarding student conduct. Paper copies are available at the Office of Student Conduct, by request. There are no audio or Braille copies at this time but a PDF format is use and most accommodation software recognizes PDFs.

Staff and faculty, as part of their new employee intake process, receive a copy of the "New England College Handbook for Faculty and Staff". This handbook contains information about the Drug-Free Workplace Act, informs employees about potential issues with alcohol on a college campus, and refers employees to the on-line copy of the full NEC Alcohol and Other Drug Policy.

VII. Recommendations for revising AOD programs

- Collaboratively develop a college-wide philosophy regarding alcohol enforcement and education.
- Revise procedures to ensure thorough and effective dissemination of our policy
- Increase levels of on-going (non-orientation) AOD-related programming, both for residential students and the larger community.
- Change our New Employee Orientation process to increase the amount of time focused on alcohol and other drug-related policies and services.
- Put into place procedures to ensure a timely annual notification for all employees
- Increase sanction completion rates through increase use of fines, exploration of on-line options, and potential holds on student accounts.

Appendix A - New England College Drug and Alcohol Policies in the Student Handbook

Student Use of Alcohol and Other Drugs

The objectives of the College's Alcohol and Other Drug Programs are to:

- Allow residents to live and socialize happily while respecting the rights of all residents to enjoy a safe, private, secure and comfortable living environment free from excessive noise and disturbance
- Enable residents to make informed decisions about alcohol
- Minimize alcohol- and drug-related harm to an individual/s and damage to property
- Preserve the reputation of the College within the community
- Offer appropriate forms of assistance to those for whom alcohol and/or other drugs have become a problem

The College permits the consumption of alcohol for residents 21 years of age or older. Moderation in the use of alcohol and a responsible attitude towards its consumption within the College setting is essential and expected. Abuse of alcohol or excessive intoxication will not be regarded as an excuse for inappropriate behavior but as a justification for student conduct action.

The health and wellbeing of our students is one of our primary concerns. Alcohol affects different people in different ways, and there are always risks associated with the consumption of alcohol. These include damage to an individual's health, family and peer relationships, academic performance and social and emotional wellbeing.

The College holds the view that the excessive consumption of alcohol and binge drinking:

- Are not an acceptable rite of passage of College life
- Can be facilitators of inappropriate and/or destructive behavior, poor academic achievement, etc.
- Can be the cause of incidents of disrespect and/or harm to other members of the College community

All students should be able to sleep and study without being disturbed by other students. The decision of whether to consume alcohol is a personal choice that is respected by the College and one that must be respected by all students. The College aims to create a climate that enables individuals (over the age of 21) to make free and informed choices as to the level of consumption of alcohol in an environment free of inducement and social pressure to drink to excess.

Continued excessive consumption of alcohol or anti-social behaviors arising from alcohol consumption may result in the student being referred for assistance to the Wellness Center/Counseling Staff. If significant health issues surrounding alcohol or other substances are identified, residents will be supported within the capabilities of the College and outside agencies will be involved where appropriate. It is the responsibility of students to minimize the harmful effects of alcohol and to ensure that relevant policies are strictly adhered to.

College Policies Regarding Student Use of Alcohol and Other Drugs

The following are violations of College policy, which are subject to action through the student conduct system:

- 1. Misuse or illegal use and/or distribution of alcoholic beverages including any violations of the laws of the State of New Hampshire. It is unlawful for any person under the age of 21 to consume alcohol or have it in that person's possession. Unauthorized kegs and large amounts of alcoholic beverages are not permitted on College property.
- 2. Use or possession of any controlled substance or illegal drug in the residence hall or on campus.
- 3. Possession of drug paraphernalia, including, but not limited to, pipes, bongs, rolling papers, electronic scales.
- 4. Unauthorized distribution or possession for purpose of distribution of any controlled substance or illegal drug.

New England College does not allow open containers or consumption of alcoholic beverages on College property, walkways, roadways, athletic fields or facilities and academic facilities or any area not previously approved by the College. Local police also enforce these regulations, both on and off campus. The Department of Campus Safety has an obligation to enforce the College regulations and to work within the limits of the law.

Sanctions for alcohol and drug policy violations will be determined on a case-by-case basis by the nature of the infractions. The following are guidelines only; the College, in its sole discretion, may depart from these guidelines depending on the facts and circumstances of each case.

- First-time violators will generally be placed on Warning status and may be required to attend and participated in a CHOICES Workshop facilitated by the Wellness Center
- The College strongly believes in the value of communication with parents and families regarding alcohol and other drug issues. The College will typically be in written or telephone contact with parents and families of students who are involved with repeated violations of policy, or who are involved in a particularly serious drug- or alcohol related incident
- Students who are involved in persistent, repeated or egregious violations of College policy, as determined by the College, will receive more serious conduct sanctions which may include, but not be limited to, mandatory participation in substance abuse education programs, Probation status, suspension from College housing or suspension from the College altogether
- Students who demonstrate, in the determination of the College, troubling patterns or levels of alcohol or other drug use may be required to complete off-campus substance abuse counseling/treatment (possibly at their own expense), in addition to other sanctions, as a condition of continued enrollment

Alcohol and other Drug Education

Office of Student Development, Simon Center, room 318, 603-428-2241

New England College has taken a proactive step in dealing with the issues that alcohol and other drugs can bring to a college campus. All members of the College are made aware of the risks of alcohol and other drug use. Through both education and individual services, we promote healthy lifestyle choices.

College Alcohol Policy Specific to Residence Halls

1. Drinking of alcoholic beverages or the possession of open containers containing alcohol is forbidden in public areas (e.g., hallways, lounges, outdoor areas, etc.) of any residence facility.

Any exceptions to this rule (such as special events, programs and other social events) must be approved by the appropriate Area Coordinator and the Director of Residential Life and Housing.

2. Student Rooms

Alcohol is permitted in student rooms under the following conditions:

- A. Alcoholic beverages may be possessed and/or consumed (but not sold) in student rooms by those students and their invited guests who are all of legal drinking age (21 or older), as long as at least one resident of the room is 21 years of age;
- B. Students of legal drinking age may not possess large quantities of alcohol. Students who are 21 years of age (or older) can possess the following amounts of alcohol in a campus residence hall: twelve standard size (12 ounce) bottles of beer or malt beverage, OR one quart (32 ounces) of hard liquor, OR one half gallon (64 ounces) of wine.
- C. Empty alcohol containers can be seen as evidence of past or current alcohol consumption, and are generally prohibited from being possessed by students under the age of 21.
- D. At no time are kegs or beer balls (empty or full) and common-source containers allowed in the residence halls.
- E. Damage resulting from any activity involving alcohol will be paid for by the sponsoring person(s) and/or residents of the room.
- F. Anyone allowing underage students to drink alcohol in their residence hall room will be subject to conduct action.

Binge Drinking

The College is highly concerned with student safety. Because of the risk to students from binge drinking, students with elevated blood alcohol levels or who drink to the point of sickness, disorientation, or a semi-conscious or unconscious state will receive an enhanced response from the College. This may include more substantial educational sanctions, higher administrative sanctions (e.g. Probation status) and stronger connections with family members or legal guardians. Student engaged in "drinking games" or who possess alcohol-related paraphernalia such as "beer funnels", which encourage high levels of alcohol consumption, will be documented and addressed through the conduct process.

In addition, intoxicated students who disrupt residential communities with arguments or conflicts, noise, vandalism and/or vomit left in bathrooms or other areas risk removal from the residential community or the college having demonstrated an inability or unwillingness to respect the educational environment.

Students concerned about possible conduct ramifications that might arise from seeking assistance for a highly intoxicated person (including themselves) should note that the College has an Amnesty Policy. This policy recognizes the importance of seeking assistance at these critical times and reduces the consequences for students in the conduct process.

Social Gatherings and Social Events That Include Alcohol

Students who are 21 years of age (or older) may have alcohol served/consumed at gatherings in their residence halls rooms (or, in the case of Rowe Hall and Union Hall, in their apartment or suite) as long as:

- No under-21-year-old persons possess or consume alcohol
- The occupancy limits for their living space are not exceeded
- The social gathering does not become disruptive to other persons in the residence hall/house

Students who are 21 years of age (or older) may also apply for authorization to hold a social event involving alcohol in a designated residential common area. The guidelines for such events are as follows:

Campus-Wide Guidelines Regarding Alcohol Use

- Alcoholic beverages are not allowed in classrooms, lecture halls, the library or any other
 academic building unless proper licensing is obtained. Alcohol is not permitted outside of
 student residencies unless proper licensing/permission is obtained.
- Alcoholic beverages are not allowed at any athletic event
- Alcoholic beverages may not be sold by unit or be made available at any event where admission is charged without an approved New Hampshire liquor license
- Use or possession of large quantities of alcohol on College property (e.g., beer kegs or other common source containers) without prior authorization is prohibited
- Games which encourage consumption of large quantities of alcohol are not permitted to be played in any public areas such as the Torrington Arms Pub

Procedure for Incidents Involving New England College Students who have been confronted for Underage Drinking

When College staff encounter situations involving possibly intoxicated students, the following procedures will be used:

- 1. Level of impairment will be assessed, using the following steps:
 - A. Campus Safety or Residence Life and Housing staff will make an initial assessment of the student's level of impairment, based on observations.
 - B. Campus Safety staff will administer field sobriety tests to those students who appear to be intoxicated.
 - C. For students who fail any part of one or more field sobriety test, a BrAC (breath alcohol content) may be determined using an electronic intoxilyzer
 - D. If a student refuses to take either test/assessment, the officer will determine the level of impairment based on the information available to them. Henniker Police personnel may also be called to assist with the disposition of persons who are considered to be intoxicated.
- 2. Based on the assessed level of intoxication, the following measures will be taken:
 - A. For students who are believed not to be under the influence of alcohol or any drug:
 - Students will be free to leave the scene of the incident but may be directed not to come back to the location of the incident if the incident did not take place in their own room

- For students who are assessed to be intoxicated, but at a low level (BrAC level below .10% and/or is determined by the officer not to be highly intoxicated):
- Student will be brought back to their own residence hall room, if they are not already present in their own room
- Campus Safety Officer will complete a "plain view" room inspection (plus a check of the interior of any refrigerators in the room) to check for alcohol and will have the student discard any alcohol found
- The Campus Safety Officer will advise student that they are remanded to their room for the remainder of the night or until sober. Note: Students who fail to comply with a room remand are subject to action through the Student Conduct System. Students who are highly uncooperative or combative may require the College to seek assistance from an off-campus law enforcement agency
- B. For students who are intoxicated at a moderate level (B.A.C. level at or between .10 and .24, or fails a field sobriety test or is intoxicated in the judgment of the Campus Safety officer)
 - Unless they are assaultive or verbally abusive, the student will be considered for
 monitoring through the New England College Protective Care Program. A student who
 is placed in Protective Care will be observed and monitored by a trained staff person
 until such time as their level of intoxication has fallen below .10% B.A.C. Note:
 students who are monitored in the Protective Care area will be charged a fee sufficient
 to cover the staffing, cleaning and administrative costs
 - If no Protective Care monitor is available to watch a student, the College may refer the student to off-campus law enforcement personnel
 - If a student who is otherwise eligible for the Protective Care Program is assaultive or verbally abusive, or becomes uncooperative or disorderly with
 - College staff, off-campus law enforcement will be contacted and asked to remove the student from campus property
 - Students who are placed in protective care will, in most cases, still be subject to College conduct action
- C. If the student is highly intoxicated (B.A.C. level of .25 or above, or other evidence of high intoxication or incapacitation), the Campus Safety Officer will request that the student be evaluated by off-campus emergency medical personnel.

Students who live on College-owned housing and who are confronted off-campus by Henniker Police may be released to the College for assessment and monitoring using the procedures listed above. Students cannot be required to be released to College staff in these situations, and they may elect to be released to another person deemed appropriate by the police officer or they may elect to be brought to the Merrimack County House of Corrections or other holding facility identified by the law enforcement official. Students who do not reside in College housing are responsible for finding a responsible party to whom they can be released.

Cannabis/Marijuana: Memory impairment, possible damage to the lungs, heart, reproductive and immune systems. Hashish: also, psychological dependence, hallucinations, panic and anxiety reactions.

Stimulants (drugs that stimulate the nervous system):

Cocaine: Intense psychological dependence, sleeplessness, anxiety, sexual impotence, seizures and lung damage; also nasal passage damage, tremors, psychosis, depression, stroke, neurological damage, ulcers, high blood pressure, heart disease, liver damage and death from overdose or nervous system impure supply. There are also serious problems for unborn and newborn infants.

Amphetamines: Dexedrine, Methadrine, diet pills, Nicotine: Sleeplessness, anxiety, hallucinations, seizures, brain damage, malnutrition, ulcers, depression, sexual impotence, physical and psychological dependence, heart deterioration, high blood pressure, irregular heartbeat, heart attack and death from overdose.

Nicotine: Cancers of the lung, throat, mouth and esophagus; also, heart disease and emphysema.

Narcotics: Heroin, Morphine, Codeine, Methadone, Demerol: Addiction with severe withdrawal symptoms. Respiratory and circulatory depression may lead to death. Also, vomiting, dizziness, sexual impotence, effects to the immune system, increased blood pressure, heart failure, infection of the heart lining and valves, skin abscesses and lung congestion. Hallucinogens PCP, LSD, Mescaline: Anxiety, depression, impaired memory and perception, death from accidents and overdose, that alter flashbacks, breaks from reality, violent perceptions of behavior, seizures, stroke, coma, heart and related lung failure.

Depressants (drugs that slow down the central nervous system):

Alcohol: Large amounts of alcohol in the system can cause unconsciousness, respiratory depression and death. Long term heavy use can cause permanent brain damage, such as memory and the ability to think abstractly. Other complications of alcohol dependence include cirrhosis (liver damage), hepatitis, altered brain cell functioning, nerve damage, gastritis (inflammation of the stomach), premature aging, impotence, infertility and other reproductive disorders; also, increased risk of heart disease, pneumonia, tuberculosis, neurological disorders and an increased risk of cancer.

Barbiturates, Pentobarbital, Secobarbital, Amobarbital: Addiction with severe withdrawal symptoms. Also, nausea, loss of motor control, depression, seizures, respiratory and circulatory failure, death from overdose, sexual impotence, birth defects and behavioral problems to unborn infants. Combining with other drugs greatly increases the risk of death.

Tranquilizers, Valium, Librium, Equinil, Quaaludes: Psychological and physical dependence, tremors, sexual impotence and menstrual irregularities. Mixing with alcohol or other depressants may cause death. Overdose may cause coma and death. Death from overdose. There is a severe reaction with alcohol. Causes - auto accidents because of faulty judgment and

drowsiness. Also, nausea and seizures may result. Steroids Blood disorders, liver problems, cancers, aggressive behavior and psychosis.

This is not an exhaustive list of illicit drugs used in society today. The use of inhalants, such as glue and cosmetic sprays, for example, are currently posing serious health risks across the nation. Rohypnol (roofies) and GHB, on the other hand, are deceptively being used to sedate and rape individuals.

Low-Risk and Appropriate Uses of Alcohol

Our health is dependent upon our ability to set standards for alcohol and other drug use and to live by them. There are low-risk and high-risk situations involving alcohol and other drug use. Listed below are some suggestions for setting both personal and group standards around alcohol.

Suggested Standards *

- The use of alcohol is a personal choice; no one should be pressured to drink or not to drink
- Alcohol is not essential for the enjoyment of family or social events or for celebrating success
- Drinking should not be an activity for its own sake
- The use of alcohol at luncheons or meetings during working hours or the class day should be discouraged. Many companies and institutions specifically prohibit the use of alcohol during the work or school day
- Excessive drinking that leads to intoxication is neither healthy, safe, nor socially acceptable and can put a person at risk
- Drunkenness should not be laughed at or taken lightly but should be considered high risk behavior and could possibly be indicative of more serious issues
- The person responsible for setting up parties or social events is accountable for seeing that alcohol, if used, is used legally, appropriately and in a low-risk manner
- Everyone should know when to abstain from chemicals. A helpful barometer is the scale
 ranging from low risk situations to those of high risk for endangering yourself and/or others.
 Examples of the higher risk side of the scale are the following: while engaged in athletics or
 physical activities, especially aquatics; while pregnant or nursing a child; when full cognitive
 functioning is needed schoolwork, job, or athletic performance; while doing anything that is
 more dangerous or less effective under the influence of alcohol
- Everyone should know their limits and keeps them in low risk situations. How much alcohol a person can consume before they become impaired or intoxicated depends upon several factors, including age, body weight, food eaten, gender, and degree of fatigue, strength of drinks, mental state, and menstrual cycle

A Description of Alcohol and other drug counseling, Treatment and Rehabilitation Programs Available to Members of the College.

New England College will assist faculty and staff who are experiencing substance abuse problems. The Employee Assistance Program provides a way for employees and their dependents to receive confidential, professional evaluation and help. You may contact the Human Resources Office, the Wellness Center or your supervisor for more information or you may call the EAP directly. In

^{*}From the "It's Time to Talk" program published by Hazelden Health Promotion Services.

addition, the Human Resources Office can provide information on health insurance coverage for substance abuse counseling or in-patient programs.

New England College provides counseling and educative services and programs to students who are experiencing substance abuse problems. You may contact the Wellness Center or the Student Development Office for more information regarding these services.

This policy will be subject to biennial review. Individuals or groups who wish to comment on or to recommend changes to this policy should contact the Office of Student Development.

X: The Drug Free Workplace Act Policy Statement

The following is a summary of penalties for Federal Drug Trafficking based on the Narcotics penalties and Enforcement Act of 1986.

The Drug-Free Workplace Act of 1988: The Drug-Free Workplace Act prohibits the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance in the workplace. Failure to comply with the College's policy and the Drug-Free Workplace Act will result in disciplinary action up to and including termination of employment.

Drug-Free Workplace Policy

Under the regulations of the Drug-Free Workplace Act of 1988, any individuals, including students, who are on the New England College payroll or working under a federal grant or contract, must notify their supervisor of a workplace-related criminal drug conviction within 10 days of the conviction.

In an effort to educate the New England College community and to comply with the requirements of The Drug Free Schools and Communities Act Amendments of 1989, the following information is provided as addenda to this policy statement:

- A summary of the health risks associated with the abuse of alcohol and illegal drugs
- Information on the low-risk and appropriate uses of alcohol
- A description of alcohol and other drug counseling, treatment and rehabilitation programs available to members of the College
- A summary of local, state and federal laws for the unlawful possession or distribution of illicit drugs and alcohol
- A summary of the College's expectations and sanctions regarding alcohol and other drug abuse for the following areas:
- student
- · faculty and staff
- social function policies

XI. NEW HAMPSHIRE STATE LAWS

Acts Prohibited

Controlled substance/drug use (RSA 318-B:2): New Hampshire has criminal penalties for the use of controlled substances or drugs with penalties varying with the type of drug. In general, narcotic drugs, addictive drugs and drugs with a high potential for abuse have heavier penalties. Controlled drugs include: barbiturates, amphetamines, tranquilizers, hallucinogens, opiates, cocaine, mescaline, psilocybin, D.M.T., narcotics, crack and all other drugs of a similar nature which are either outlawed outright or illegal when not prescribed by a physician or used other than how specifically prescribed.

Under state or federal law, persons convicted of controlled drug possession are ineligible for federal student grants and loans for up to one year after the first conviction, five years after the second; the penalty for distributing drugs is loss of benefits for five years after the first conviction, 10 years after the second, and permanently after the third.

DWI (RSA 265:82)

Included among the penalties for the first conviction of driving under the influence of alcohol are a \$1000.00 fine and a loss of license for not less than 90 days. The legal B.A.C. for those 21 and over is .08; New Hampshire has a very strict .02 B.A.C. DWI law for any person under the age of 21 years; usual penalty may be up to a \$1000.00 fine, two years loss of license and an alcohol education course.

Facilitating/Hosting an Underage Drinking Party (RSA 644:18)

An underage drinking party is any gathering of five or more where at least one person is illegally possessing alcohol. This is a misdemeanor that could carry a fine up to \$1,200 and a jail sentence up to one year.

Hazing - New Hampshire State Law

Hazing in all forms, is a violation of good order and personal liberty and is prohibited. Effective on July 1, 1993, New Hampshire Law defines Student Hazing as: any act directed toward a student, or any coercion or intimidation of a student to act or to participate in or submit to any acts, when:

- 1. Such act is likely or would be perceived by a reasonable person as likely to cause physical or psychological injury to any person; and
- 2. Such act is a condition of initiation into, admission into, continued membership in, or association with any organization.

New Hampshire Law provides that a natural person is guilty of a Class B misdemeanor if such person:

- 1. Knowingly participates as an actor in any student hazing;
- 2. As a student, knowingly submits to hazing and fails to report such hazing to law enforcement or educational institution authorities; or
- 3. Is present at, or otherwise has direct knowledge of, any student hazing and fails to report such hazing to law enforcement or educational institution authorities.

Furthermore, the law also requires that an educational institution or an organization at or in conjunction with an educational institution is guilty of a misdemeanor if it:

- 1. Knowingly permits or condones student hazing; or
- 2. Knowingly or negligently fails to take reasonable measures within the scope of its authority to prevent student hazing; or
- 3. Fails to report to law enforcement authorities any hazing reported to it by others or of which it otherwise has knowledge.

Heroin

In presence of: New Hampshire makes it illegal to be in a place where heroin is kept and to be in the company of a person known to possess heroin. Sale and possession of drug paraphernalia is also illegal.

Minor in Possession of Alcohol (RSA 179:10)

New Hampshire law states that it is unlawful for any person under the age of 21 years to possess an alcoholic beverage. The usual penalty for first time violators is a \$150.00 fine (but the fine can be as high as \$500.00).

Second offense violators are usually fined \$250.00 and are placed on probation. A mandatory procedure followed by local and state police is that any minor found possessing alcohol will be arrested.

Internal Possession

A person under the age of 21 is guilty of a violation if they are intoxicated (any amount of alcohol in system) due to consumption of an alcoholic beverage. \$250 minimum for the first offense, \$500 minimum for subsequent offenses, possible additional penalties such as the loss of New Hampshire State Driver's License even if the violation does not occur while operating a vehicle.

Misrepresenting one's age or falsifying an identification to obtain alcoholic beverages (RSA 179:10-a): is punishable by a fine of \$2000.00 and/or a year in jail.

Occupancy Law (RSA 153:3)

Gatherings of 50 or more people in any building or tent are not permitted without a permit. This can result in a fine up to \$1,000.

Prohibited Sales

Sale or delivery of alcohol beverages to persons under 21 (RSA 179:5): New Hampshire law prohibits the sale or delivery of alcoholic beverages to persons under 21 with a fine of up to \$2000.00 and/or a year in jail.

Sexual Assault - New Hampshire State Law

The State of New Hampshire distinguishes between three (3) degrees of Sexual Assault:

RSA 632-A:2 AGGRAVATED FELONIOUS SEXUAL ASSAULT

- 1. A person is guilty of the felony of aggravated felonious sexual assault if the perpetrator engages in sexual penetration with another person under any of the following circumstances:
 - a. When the actor overcomes the victim through the actual application of physical violence or superior physical strength;
 - b. When the victim is physically helpless to resist;
 - c. When the actor coerces the victim to submit by threatening to use physical violence or superior physical strength on the victim, and the victim believes that the actor has the present ability to execute these threats;
 - d. When the actor coerces the victim to submit by threatening to retaliate against the victim, or any other person, and the victim believes that the actor has the ability to execute these threats in the future:
 - e. When the victim submits under circumstances involving false imprisonment, kidnapping or extortion;
 - f. When the actor, without the prior knowledge or consent of a victim, administers or has knowledge of another person administering to the victim any intoxicating substance that mentally incapacitates the victim;
 - g. When the actor provides therapy, medical treatment or examination of the victim in a manner or for purposes which are not professionally recognized as ethical or acceptable;
 - h. When, except as between legally married spouses, the victim is mentally defective and the actor knows or has reason to know that the victim is mentally defective;
 - i. When the actor through concealment or by the element of surprise is able to cause sexual penetration with the victim before the victim has an adequate chance to flee or resist;
 - j. When, except as between legally married spouses, the victim is thirteen (13) years of age or older and under sixteen (16) years of age and:
 - i. The actor is a member of the same household as the victim or
 - ii. The actor is related by blood or affinity to the victim.
 - k. When, except as between legally married spouses, the victim is thirteen (13) years of age or older and under eighteen (18) years of age and the actor is in a position of authority over the victim and uses this authority to coerce the victim to submit or
 - i. When the victim is less than thirteen (13) years of age. ii. A person is guilty of aggravated felonious sexual assault without penetration when the actor intentionally touches the genitalia of a person under the age of thirteen (13) under circumstances that can be reasonably construed as being for the purpose of sexual arousal or gratification.

RSA 632-A:3 FELONIOUS SEXUAL ASSAULT

- 2. A person is guilty of a class B felony:
 - a. When the actor subjects a person to sexual contact and causes serious personal injury to the victim under any of the circumstances named in RSA 632-A:2; or
 - b. When the actor engages in sexual penetration with a person other than his legal spouse who is thirteen (13) years of age or older and under sixteen (16) years of age; or
 - c. When the actor engages in sexual contact with a person other than his legal spouse who is under thirteen (13) years of age.

RSA 632-A:4 SEXUAL ASSAULT

3. A person is guilty of a misdemeanor if the actor subjects another person who is thirteen (13) years of age or older to sexual contact under any of the circumstances in RSA 632A: 2.

Transporting Alcoholic Beverages (RSA 265:81-3 and RSA 265:81)

It is unlawful for any driver of a motor vehicle to transport, carry or possess any alcoholic beverage either open or with the original seal broken in the passenger area of the car. A penalty of up to \$1000 and loss of license can be expected for violation of this law.

Minor Transporting Alcoholic Beverages

It is unlawful for any driver, under the age of 21, except when accompanied by a parent, legal guardian or legal age spouse, to transport any liquor or beverage in any part of the vehicle. Violations may result in a 60 day suspension of license or right to drive.

XII. LOCAL LAWS

Henniker, New Hampshire

Henniker Town Noise Ordinance

This ordinance prohibits the following:

- Parties. Hosting a party which creates unreasonably loud noises caused by stereos, bands, musical instruments or guests at any time or place where the noise disturbs the quiet, comfort or repose of persons in any office, dwelling, hotel or private residence or of any person in the vicinity thereof or in any public place
- Radios, stereos, etc. The using, operating or permitting to be played, used or operated of any
 radio, receiving set, musical instrument, stereos or other machine or device for the producing
 or reproducing of sound in such a manner as to disturb the reasonable peace, quiet and comfort
 of the neighboring inhabitants or any time with louder volume than is necessary for the hearing
 of the person or persons who are in the room, vehicle or chamber in which such machine or
 device is operated and who are voluntary listeners thereto
- Yelling, shouting, etc. Yelling or shouting on the public streets, at any time or place so as to unreasonable annoy or disturb the quiet, comfort or repose of persons in any office, or in any dwelling, hotel or any other type of residence, or of any persons in the vicinity thereof

Such acts committed between the hours of 9:00 PM and 6:00 AM Sunday through Thursday and between the hours of 11:00 PM and 6:00 AM on Friday and Saturday are considered a violation of this ordinance.

Violation of this ordinance will result in a fine of not more than four hundred dollars (\$400.00).

Henniker Town Open Container Ordinance

It is illegal for any person to possess an open container of any alcoholic beverage or consume any alcoholic beverage while on any public highway, sidewalk or common or upon and Town owned property in the Town of Henniker.

It is illegal for any person, while in any motor vehicle, to possess an open container of any alcoholic beverage or consume any alcoholic beverage while on any public highway, sidewalk or common or upon any Town owner property in the Town of Henniker.

Violation of this ordinance will result in a fine of not more than one hundred dollars (\$100.00).

Appendix B: Substance Abuse Education, Intervention, and Enforcement Staffing

Position	Person	Responsibilities
Dean of Students	Jason Buck M.A.	Supervision of most areas involved in AOD education, intervention, and enforcement. Final responsibility in conduct matters
Director of Student Conduct	Stanley Horton M.A.	Direct supervision of student conduct. Liaison to Counseling/ Health areas regarding high-risk students. Educates students and families about policies.
Director of Campus Safety	Kevin Covey	Coordinates Campus Safety enforcement efforts. Liaison to Henniker Police Department. Oversees Protective Custody area for intoxicated students. Coordinates investigations into reported violations.
Officers	One Assistant Director, One lead officer, five full-time officers, one part-time officers	Respond to emergency situations, including medical and disciplinary incidents. Call in medical resources if needed.
Director of Wellness Center	Laura Anderson, MS, APRN, NP-C	Responsible for the overall day-to-day operations of the Wellness Center. Supervises staff, including medical and counseling staff. Coordinates educational/outreach efforts with other Wellness staff members and other College departments. Also involved with direct patient care.
Clinical Counselors	Two full-time counselors and one part-time counselor.	Provide direct therapeutic care to students, assist in education efforts, oversee support groups/AOD mandates
Health Educator	1 Grant funded health educator	Provide direct education outreach to students;

		facilitates the CHOICEs and Drug workshops
Medical Staff	Laura Anderson, APRN, NP-C , RN	Provide direct clinical care to students. Make referrals to other resources (e.g. counseling) as needed.
Human Resources Manager	Dr. Paula Amato	Responsible for coordination of staff/faculty orientation. Liaison with Employee Assistance Program.
Director of Residential Life and Housing	Doreen Long, MA	Supervises housing staff members. Oversees residence hall issues and coordinates responses to concerns.
Area Coordinators	Varies by year	Supervise programming and community development in the residence halls.
Administrators-on-Call	Vary by year. Most have Bachelors or Masters degrees and/or residence life experience.	Respond to after-hour emergencies and situations on campus. Coordinate communication with various services.
Resident Advisors	Vary by year. All are graduate or undergraduate students at the college.	Act as key referral agents to campus services. Communicate with Campus Life office regarding student concerns. Address violations in the resident halls.
Director of Student Engagement	Megan Hotaling, M.A.	Plans college Orientation sessions. Advises programming board.

Department of Campus Safety

The Department of Campus Safety provides round-the clock comprehensive safety services to the New England College campus. The department has a full-time Director, one full time assistant director 6 full-time officers, one part-time officer, and 3 dispatchers. The Director has years of police experience, having retired from the Manchester Police Department. Full-time officers all have attended a New Hampshire Campus Safety Academy and go through a 2-week training period on campus. All are fully trained on assessment of intoxicated students, drug identification, handing situations with impaired persons, and have CPR/defibrillator training. All full-time officers are trained

to administer tests with an electronic Intoxilyzer, and are trained to administer field sobriety tests as well.

Department of Residential Life and Housing

The Department of Campus Life provides staffing to the 12 residence halls and housing on the campus. Professionals (who typically have Masters Degrees or are enrolled in a Masters program) provide Administrator-On-Call (AOC) coverage in the evenings. AOCs are trained in incident assessment, basic confrontation skills, and micro-counseling skills. They are also trained to utilize Campus Safety staff, as well as off-campus emergency professionals, when there is question as to physical/medical safety. The department also has 24 Resident Advisor staff in the residence halls. These paraprofessional staff members receive training on policy confrontations, incident documentation, peer helping skills, and use of referrals to campus resources. There are close ties between Residential Life and Housing and the Wellness Center, and staff are well trained on connecting students with health and counseling resources.

Office of the Dean of Students

The Dean of Students is responsible for overall supervision of the student conduct system on campus. He holds a Masters Degree and has over 20 years of experience in student development and student conduct. The Director of Student Conduct, who oversees daily functions of the student conduct system, holds as Masters Degree in Student Development and has over 10 years of experience with student conduct affairs and student development and is currently enrolled in a doctoral program. All hearing officers are trained by the Director of Student Conduct prior to the start of each academic year, with the training covering due process and educational sanctioning. Conduct officers are also trained to identify behaviors of concern and to make referrals (both mandatory and optional) to counseling and AOD-services. Student Conduct Board members are trained in educational sanctions and receive information from the Director of Student Conduct regarding educational resources on campus and sanctioning options.

Training Resources –

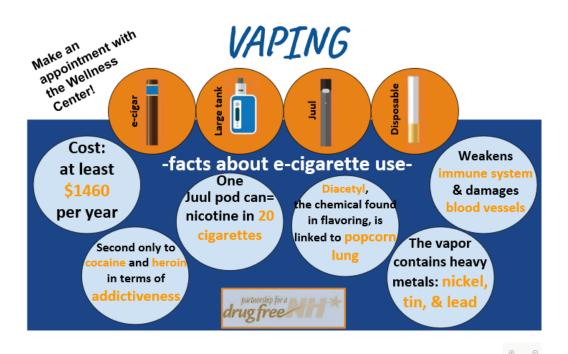
- For Wellness Center personnel Training in Ethics for substance abuse patients, NHHEAOD resources
- For Campus Safety personnel NH Campus Safety Academy, training with HPD and other local agencies
- For Residence Life and Housing personnel training by Henniker Police Department

Appendix C: AOD-Related Educational Materials

Magnet Templates (for continual dissemination)

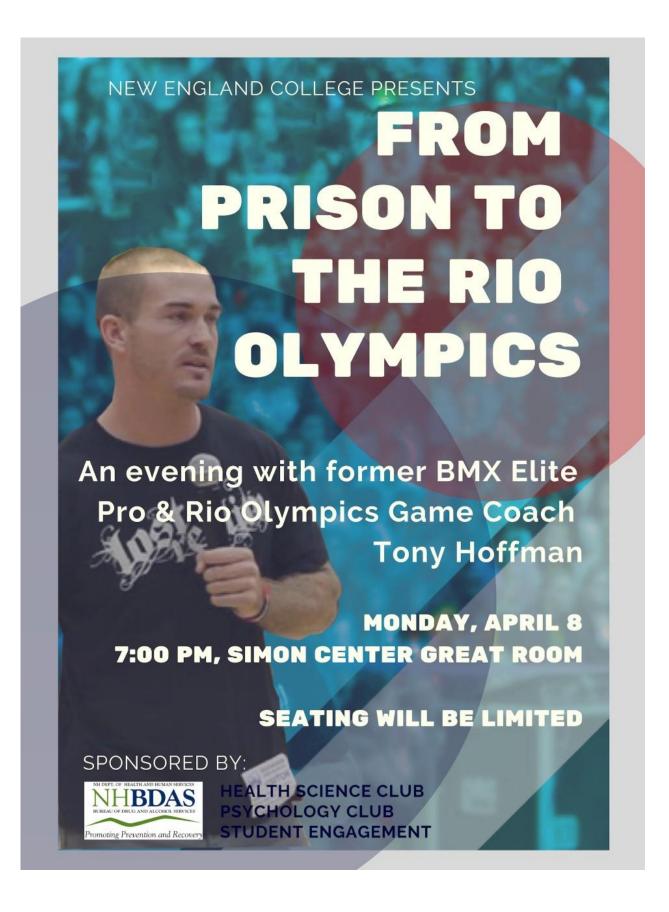


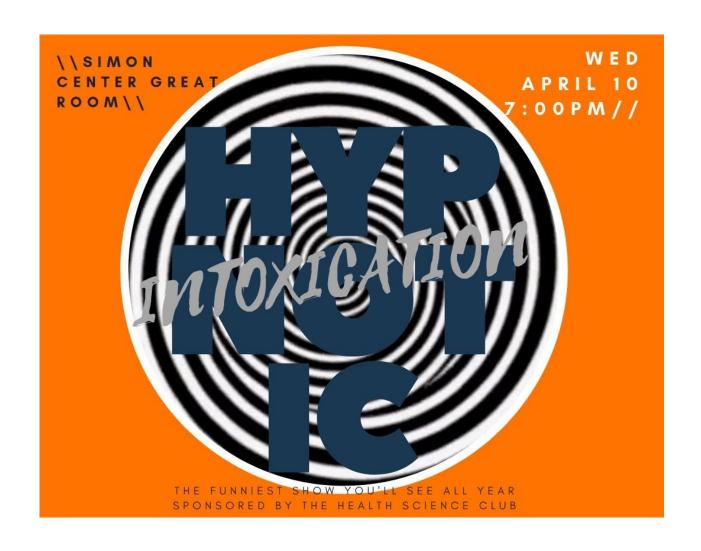


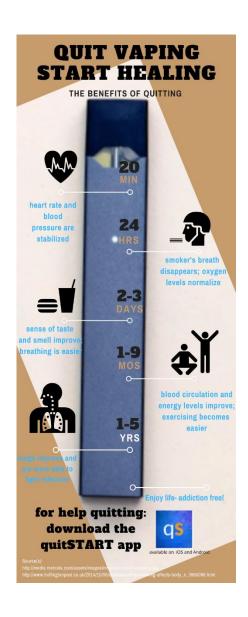


Flyers with explicit AOD language (includes events with AOD vendors present):









The Marketing behind the marijuana industry



Thursday, November 1st at 11:00 am in the Simon Center Board Room

Appetizers Provided

IT ONLY TAKES 15 MINS. TO COMPLETE!

WANT TO WIN A \$50 GIFT CARD FOR THE NEC BOOKSTORE OR FOR ST. GEORGE'S?

Complete this survey before you leave for Spring Break and enter to win upon completion.

THE NEW HAMPSHIRE HIGHER
EDUCATION ALCOHOL AND OTHER
DRUG SURVEY
RESPONSES ARE ANONYMOUS



Plant a succulent, paint a pot (dont smoke pot)

SEPT 13- SAYCE LOUNGE- 11AM APPETIZERS PROVIDED



HAS A FRIEND OR FAMILY MEMBER'S ALCOHOL OR SUBSTANCE USE IMPACTED YOU?

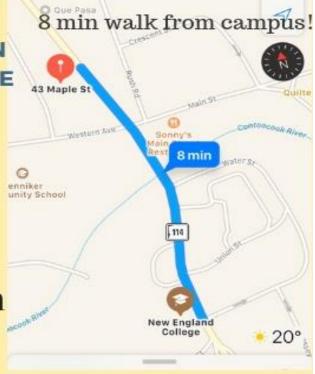
Would you like to talk about it with a group of people experiencing something similar?



COME TO AN ALANON MEETING AT 43 MAPLE STREET.

SNACKS PROVIDED

Mondays 4:00-5:00pm





SHOULD NH LEGALIZE

THE RECREATIONAL USE OF MARIJUANA?

Join us for a Debate

Tuesday, November 6th - 6:30-7:30pm at New England College in the Simon Center Great Room

This project is supported by funding from the Partnership for Success 2015 grant awarded to the New Hampshire Department of Health and Human Services and (SAMHSA)





STRATEGIES FOR BEING AN EFFECTIVE



Led by The Wellness Center and Campus Safety

TUESDAY APRIL 16

11:30AM- 12:30PM

IN THE CHARTER COFFEE HOUSE

For more information contact Tara Strong Tstrong@nec.edu

(Events with decreased AOD use in mind (evidence based and with NHHEAOD/ Alcohol edu data in mind)

7 Free Apps. to Help Manage Stress

1 - Calm

It should come as no surprise that Calm (calm.com) is designed to help you be calm. Calm provides a space for you to get away from it all, without having to go anywhere.

2. - Pacifica

Pacifica (thinkpacifica.com) is based on cognitive behavioral therapy and meditation, and has some great benefits, file tracking your mood and your health, daily goals, and a thought diary. Pacifica is great for both stress and anxiety.

- Headspace Headspace (headspace.com) is a comprehensive meditation app, with guided and unguided meditations to help you through all phases of your life. The free app offers ten sessions, with hundreds of hours of extra content if you love it and want to subscribe.
- 4. Stop, Breathe and Think Stop, Breathe & Think (stopbreathethink.org) aims to give you exactly what it says in the title. The chance, and skills, to stop everything, just breathe, and think. The guided meditations cover a range of goals, and are constructed to help you take some time out and concentrate on yourself.

5. - Happify

Happity (happity.com) is grounded in the fields of positive psychology, mindfulness and cognitive behavioral therapy. As the name suggests, Happity's number one goal is to help us all feel happier, and more emotionally fulfilled.

6. • Mindshift Mental health issues can affect people of all ages, so it's fantastic that an app like Mindshift (arroistybe.com/resources/mindshift-app) has been developed. Designed primarily for teens and young adults, Mindshift focuses on issues that cause stress and anxiety within that age group.

7. facebook.com/unmccfhl

twitter.com.UNMCWellness

 Self Help for Anxiety Management Self-help for Anxiety Management (sam-app.org.uk) is better known as SAM, and SAM is designed to help you learn more about your anxiety, build your own anxiety toolkit, and tailor your self-help to your own life.



NEW ENGLAND COLLEGE HEALTH EDUCATION

FITNESS

SERIES

- March 21- (11am-12pm) TITLE kickboxing in the Charter Dance Studio
- April 11- (11am-12pm) TITLE kickboxing (Kick For A Cause) in the Simon Center Great Room
- April 30- (11am-12pm) Outdoor yoga on the Charter Quad
- May 2- (11am-1pm) Outdoor kickboxing followed by yoga on the Simon Center Lawn

ALL CLASSES ARE FREE!

POSITIVE MENTAL HEALTH WEEK AT NEC

Monday February 10th 11:00am- 1:00pm Sayce Lounge DIY Essential Oil Spray Bottles

Tuesday February 11th 11:00am- 12:00pm Sayce Lounge Mindfulness

Wednesday February 12th 2:30pm-7:00pm Pat's Peak Snowboard, Ski & Tube for FREE at Pat's Peak!

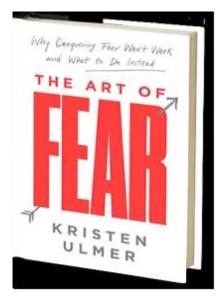
Thursday February 13th 1:00pm- 2:00pm *The Pub* Sip and Stretch

Friday February 14th

Gilly

Loveletters to Yourself!

SELF LOVE IS YOUR SUPERPOWER





How to Deal with Fear and Anxiety in Your Everyday Life FEBRUARY 14 2018 - 11 am to 1 pm IN THE GREAT ROOM

*Ulmer was the **best** woman **extreme skier** in the world for 12 years and voted the **most fearless woman** athlete in North America by the outdoor industry. She spent 15 years

risking her life in sports, followed by 15 years intently studying Zen, and has worked with

thousands of high paying clients to bring you this fun, fascinating 75 minute facilitated

event, that will radically affect the way you approach almost everything.

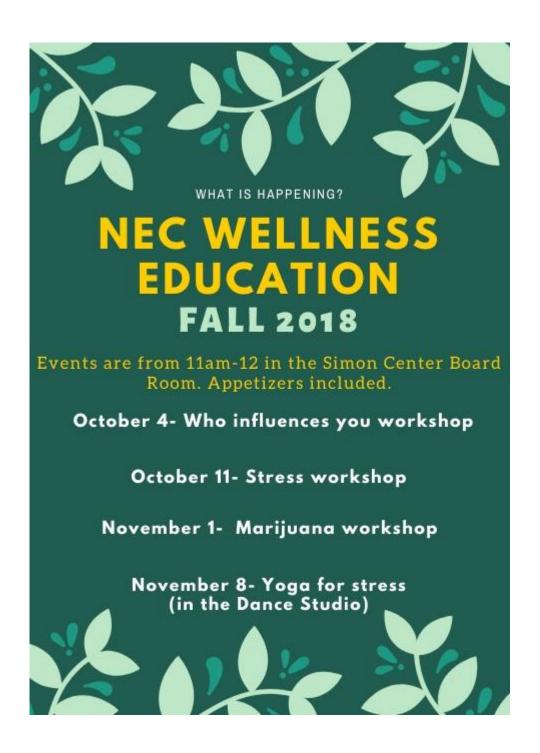


"This project is supported by funding from the Partnership for Success 2015 grant awarded to the

New Hamps hire Department of Health and Human Services by the Substance Abuse Mental Health Services
Administration (SAMHSA)."



FOR MORE INFO CONTACT TARA STRONG, TSTRONG@NEC.EDU



Appendix D: NEC Intercollegiate Athletic Policy on Banned Substances and Alcohol And Other Drug Abuse Policy (from New England College Student Athlete Handbook, the receipt of which each student-athlete must acknowledge via signature).

XXVI. BANNED SUBSTANCES

It is the policy of the athletic department to specifically prohibit the use or possession of banned substances by student-athletes, college employees and spectators from all practices, contests and within all athletic facilities. Banned substances include all forms of alcohol, tobacco, and illegal drugs.

It is also the policy of the athletic department that our primary goal is educative, not punitive. Random drug testing may be conducted as deemed necessary. The head coach has final discretion over rules regarding banned substances.

Before consuming any nutritional/dietary supplement product, review the product and its label with the athletics department staff. Dietary supplements are not well-regulated and may cause a positive drug test result. Any product containing a dietary supplement ingredient is taken at your own risk.

Additional information regarding medical exceptions procedures, including for stimulant medications for ADHD, can be found at www.ncaa.org/drugtesting. Find Answers about Supplements and Banned Drugs at: www.DrugFreeSport.com/rec Organizations: NCAA III Password: ncaa3 Have questions or need guidance? 877-202-0769

INTERCOLLEGIATE ATHLETIC ALCOHOL AND OTHER DRUG ABUSE POLICY

The NEC athletic department has developed a Drug and Alcohol Abuse Policy that emphasizes educational and treatment components. The intent of this policy is not punitive. It is intended to discourage intercollegiate student-athletes from choosing banned substances and to encourage appropriate treatment for those student-athletes who have already become dependent on such drugs. NEC expects exemplary behavior from its student-athletes, on and off the field.

NEC athletics prohibits the use, abuse, possession, distribution and/or sale of alcohol or any illegal drugs while representing NEC in any official intercollegiate team function (i.e. hosting student recruits, practice) or road trips. Road trips are defined as the period or time starting with departure from campus to time of return or as released by the head coach. It is not a violation for a student-athlete to be in possession of or to use a drug prescribed for the student's use by a physician.

If more than one violation does occur, the offense will accumulate throughout the student-athlete's period of NCAA eligibility. If multiple offenses occur at the same time, the sanction imposed will be dealt with as one violation. While a student-athlete has a charge pending in court, or the filing of charges appear imminent, the student-athlete will be subject to this policy and, depending on the violation, may not be permitted to practice and/or compete until the charges have been solved. Finally, individual teams may have policies more stringent than those indicated here.

Drug screening for select banned and non-banned substances may be requested by the Athletic Department. The student-athlete will be required to pay for the first and any additional drug screenings.

Student-athletes who voluntarily report a personal chemical dependency problem will not face immediate sanctions or disciplinary procedures. Rather, the individual will be referred to the appropriate facility for assessment and sanctions will be suspended while the student-athlete is undergoing treatment.

By signing this form, you affirm that you are aware of NEC's Intercollegiate Alcohol and Other Drug Abuse Policy. Violations of this policy will be separated into Class A and Class B Offenses based on the severity of the charges.

Name (please print)		
Sport		-
Signature	-	
Date		_

Appendix E: Data Report 2017 New Hampshire Higher Education Alcohol, Tobacco, and Other Drug Survey

Data Report 2017 New Hampshire Higher Education Alcohol, Tobacco, and Other Drug Survey

Presented by the New Hampshire Higher Education Alcohol and Other Drug Committee 1

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Introduction

The New Hampshire Higher Education Alcohol and Other Drug (NHHEAOD) Committee is comprised of representatives from higher education institutions across the state of New Hampshire. Members meet monthly to discuss important issues and develop action plans related to alcohol, tobacco, and other drug use on college campuses in the state.

In the fall of 2000, the NHHEAOD committee collaborated with the University of New Hampshire's Student Affairs Research and Assessment Center to develop a survey that could be administered at the various membership schools in the spring of 2001. This survey was then revised and re-administered in the spring of 2003 and then further revised and re-administered biannually in spring of 2005 through 2017. The purpose of this survey is to assess students' attitudes, behaviors, and perceptions of use regarding alcohol, tobacco, and other drug uses. Furthermore, this statewide survey allows individual schools and the NHHEAOD Committee to track and evaluate data consistently, to monitor trends and to provide assistance in the development of alcohol, tobacco and other drug programs and services.

In the spring of 2017, the survey was sent to more than 14,422 students at seven higher education institutions in the state. The total number of students responding to the survey was 2,847. With the placement of two validity questions, the valid number of responses decreased to 2,115 students. This report provides a summary of key aggregate data from this survey, with emphasis on data results that illustrate the gap that exists between actual and perceived normative behavior among New Hampshire college youths. Social norms theory, a concept receiving a lot of national attention, is based on the premise that students over-perceive harmful behaviors and under-perceive protective behaviors among their peers and that those misperceptions have an impact on decisions to use substances. As such, the aim of a social norms approach is the reduce misperceptions of substance use with a resulting decrease in use and consequences. For more information regarding social norms theory, please consult the National Social Norms Resource Center at www.socialnorm.org. 3

SUMMARY OF RESULTS

Quantity & Frequency of Alcohol when "Partying" (non-binge; See Graphs 1, 2, 3 & 4: Pages 9-12) In 2017, the majority of students (62.9%) report that they "party, socialize, go out" without alcohol or limit their quantity to 4 or fewer drinks.

- In 2015, the percentage of students who reported that they "party, socialize, go out" without alcohol or consume 4 or fewer drinks was fifty-nine percent (59.6%).
- The gap between actual vs. perceived alcohol use when "partying" has decreased. While forty-four percent (44.3%) believed their peers consumed 7 or more drinks when they "partied" in 2015, this percent has decreased to thirty-eight percent in 2017 (38.1%). Students still increasingly overestimate the amount their peers are consuming in party situations.
- The majority (64.9%) of students who report "partying" with alcohol indicate that they limit this activity to 1 to 2 nights a week, very close to the 2015 number of 64.6%. Data suggests a decrease since 2013 when 67.1% of students report limiting their partying to 1 to 2 nights a week. This is still an increase from 2011 (61.9%) and 53% in 2009.
- Twenty-four (24.3%) of students report that they do not "party." Students are either abstaining from alcohol completely or limiting their consumption to other types of settings (e.g. with a meal, among a small group of friends). This is an increase in students that report they do not "party" from 2013 (21%) and another increase from 2015 (23.1%).
- Students believe that only 1.1% of their peers do *not* party, which highlights one of many misperceptions. They also believe that 48.7% "party" 3 or more nights per week. The data indicates that only 10.8% "party" at this frequency. The data highlights students continued overestimation of the frequency with which their peers are "partying."

Binge Drinking (See Graphs 5, 6, & 7: Pages 13-15)

- The overall rate of binge drinking/ high risk drinking, defined as five or more drinks in a sitting is 55.2% among college students in New Hampshire. The binge drinking incidence rate has remained relatively stable since 2013 (52.2%) and 2015 (52.4%) but has increased since 2011 (45.4%).
- Among students engaging in binge drinking (55.2%), data indicates that the frequency of binge drinking episodes was primarily limited to 1 or 2 times in a 14-day period (31.7%) with only a minority of students (23.7%) engaging in frequent binge drinking episodes. Frequent is defined as 3 or more episodes in a 14-day period. This has remained stable since 2013 but has increased from 2011 (18%).

Protective Behaviors (See Graphs 8 & 9: Page 16 & 17)

- Students are engaging in a number of protective behaviors when it comes to taking care of themselves or others in situations involving substance use.
- Listed below are some examples of protective behaviors that the majority of students attending New Hampshire institutions report employing either "Always," "Usually," or "Sometimes," and "N/A, Don't Drink":
- o 96.9% **Party with Friends** and people they know
- o 96.5% **Eat a full Meal** before "partying"
- o 95.5% Watch Out for Friends who may have had too much to drink
- o 91.3% Use DD- a Designated Driver
- o 89.8% Track Drinks
- o 73.7% **Pre-set** –Staying within a set number of drinks decided prior to drinking 4

- o 72.2% **Abstain due to RX** Medication
- o 68.7% **Alternate Drinks** with non-alcoholic beverages
- o 67.1% **Pace Drinks** to one drink an hour
- o 66.3% **Act as a DD** a Designated Driver
- o 57.7% Chose Not to Drink
- o 51.7% Avoid Drinking Games

Negative Consequences- Academic Year (See Graph 10: Page 18)

- In 2017, a new question was added that asked, "During this academic year, have you had a negative experience due to your drinking or other drug use?" Thirty-six percent (36%) of students reported that the question was not applicable because they do not drink or use drugs. The remaining respondents answered "possible" (48.1%) or "yes" (15.8%). Only those students who answered "possible" or "yes" were then asked to respond to the 24 negative consequence questions. Due to this change in methodology, comparisons to the previous years' data are not possible.
- For 17 of the 24 negative consequences, 70% of the respondents indicated that they have NOT experienced that consequence during the current Academic Year as a result of their substance use.
- For the remaining seven negative consequences, 68.8% did not have unprotected sex, 66.4% did not get into an argument or fight, 65.7% were *not* criticized for their drinking, 50.8% did *not* experience regret, 49% did *not* experience memory loss, 35.3% reported *not* feeling nauseous or vomiting, and 16.6% did *not* experience a hangover during the academic year due to their substance use.

Non-Use Abstaining: Actual v. Perceived (See Graph 11 & Table 3: Page 19 & 20)

- The majority of students attending colleges in New Hampshire DO NOT engage in tobacco or other drug use, with the exception of alcohol.
- In nine out of fifteen drug categories included in 2017, respondents indicated that their abstinence rate was 90% or higher in the Past 30 Days. The drug categories included: Smokeless Tobacco, Prescription Drugs for Recreational Use, Cocaine, Non-prescription Steroids, Stimulants, Sedatives, and Opiates, Hallucinogens, and Designer Drugs.
- In six out of the fifteen drug categories, respondents indicated that their abstinence rate ranged from 67% (Marijuana) to 88.9% (e-cigarettes) while the abstinence rate for using tobacco was 80.7%. Twenty-two (21.7%) percent reported abstaining from alcohol in 2017 while only eighteen percent (18.1%) of students reported abstaining from alcohol in 2015.
- The use of marijuana has increased from 2013. In 2013, 74.7% of respondents reported *not* using marijuana while the 2015 data shows that only 68.9% of respondents reported *not* using marijuana in the Past 30 Days. Data from 2017 suggests a slight increase from 2015 to 67% *not* using marijuana.

2015-2017 Comparison: Non-Use–Abstaining (See Graph 12: Page 21)

- While students consistently overestimate drug use among peers attending their own institutions, substance use has remained relatively stable from 2015 to 2017.
- More students in 2017 are abstaining from alcohol (3.6%), tobacco (1.7%), alcohol with stimulants (1.3%), cocaine (1%), designer drugs (0.7%), hallucinogens (0.6%), non-prescription steroids (0.2%), non-prescribed stimulants (0.1%), and non-prescribed opiates (0.1%) than in 2015.

• Meanwhile, reported *non*-use has decreased among the following substances from 2015 to 2017: non-prescribed sedatives (0.2%), smokeless tobacco (0.7%), prescription drugs (0.7%), and marijuana (1.9%).

PURPOSE AND CONTEXT

Since the early 1990's the *Core Survey – Short Form*, a national survey coordinated by the University of Southern Illinois, had been the instrument used by many of the schools in the state to gather data on alcohol, tobacco, and other drug use behaviors. Early in the summer of 2000, the Core Institute made the decision that it would no longer support the short version of its survey and it would only scan and report the long version of the survey. The longer version took approximately 45 minutes to complete verses 20 minutes for the short form.

Concerned about the time needed to administer the *Core Survey – Long Version*, members of the NHHEAOD Committee made a decision in August 2000 to create their own survey. Their goal was to have an instrument that could be completed in approximately 20-25 minutes. In addition, the committee wanted a survey that higher education institutions in New Hampshire would use so that institutional data could be compared to a statewide reference group. In the past, comparisons such as these were not always possible. A statewide survey would also allow for consistent tracking of data and monitoring of trends. The Student Affairs Research and Assessment Center at the University of New Hampshire was asked to assist the process.

The NHHEATOD survey items were derived from three national surveys: the Core Survey (short form), the Campus Survey of Alcohol and Other Drug Norms, and the 1999 Annual Student Behavior Assessment. There were a few reasons for this decision. First, the higher education institutions wanted to use questions that they used from surveys in the past so that they could maintain trend data. Secondly, NHHEAOD members thought that questions from these national surveys solicited the type of information they wanted. Thirdly, since the questions from these instruments had been used on national surveys, committee members were confident that they were reliable and valid. Where possible, all response categories were constructed to solicit interval data for easier analysis and significance testing. In January of 2001, the instrument was drafted, pre-tested, and finalized. Due to time constraints reliability and validity was not determined for the instrument.

The survey was then revised and re-administered in the spring of 2003 and further revised and re-administered biannually in the springs of 2005 through 2017. The Centers for Disease Control and the New Hampshire Department of Health and Human Services (DHHS), Office of Community and Public Health worked with the NHHEAOD Committee in the revision of the 2003 instrument and DHHS contracted in both 2003 and 2005 to include questions regarding tobacco use for statewide data collection with collegeage students.

Sample

Seven higher education institutes in New Hampshire participated in the study in 2017. These institutions varied in affiliation (e.g., private/public, religious/secular, two/four year), mission, and size. Each school used an on-line survey instrument and chose its own sampling method. A total of 2,115 students provided *valid* responses to the survey. Weights were not assigned to compensate for disproportionate representation of each college in the sample analysis. 6

TABLE 1: SAMPLE AND SIZE FOR EACH INSTITUTION		Valid Responses	Percent of Valid Responses	
Total Responses				
Colby-Sawyer College	156	135	6.4%	
New England College	37	32	1.5%	
Plymouth State	179	159	7.5%	
University				
Rivier University	227	177	8.4%	

Saint Anselm College	421		375		17.7%
Southern New	209		172		8.1%
Hampshire University					
University of New	1203		1065		50.4%
Hampshire					
Total		2847		2115	