



Office of College
Compliance & Ethics

2026 Biennial Review of Mid Michigan College's

**Alcohol & Other Drug
Prevention Programming**

midmich.edu

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Document Accessibility Statement

Mid Michigan College’s ongoing commitment is to provide equal accessibility of information. However, we acknowledge that barriers to access may occur. In viewing this document, if you encounter any accessibility barrier that inhibits your ability to garner the same meaningful information as those individuals without similar barriers, please contact: compliance@midmich.edu .

Alcohol and Other Drug Prevention Certification

The undersigned certifies that the College has adopted and implemented an alcohol and other drug prevention program for its students and employees that, at a minimum, includes:

1. Each employee and every student who is taking one or more classes of any kind of academic credit (except for continuing education units), regardless of the length of the student's program of study, will annually receive the distribution of:
 - At the minimum, standards of conduct that clearly prohibit the unlawful possession, use or distribution/sale of illicit drugs and alcohol by students and employees on its property or as part of any of its activities
 - A description of the applicable legal sanctions for the unlawful possession or distribution of illicit drugs and alcohol under local, State, or Federal law
 - A description of the health risks associated with the use of illicit drugs and the abuse of alcohol
 - A description of any drug or alcohol counseling, treatment, or rehabilitation/re-entry programs that are available to employees or students
 - A statement that the College will impose disciplinary sanctions on students and employees (consistent with State and Federal law); a description of those sanctions for violations of the standards of conduct, up to and including expulsion or termination of employment and referral for prosecution. A disciplinary sanction may include the completion of an appropriate rehabilitation program
2. An institutional Biennial Review of its alcohol and other drug prevention programming to:
 - Determine its effectiveness and implement any changes to the alcohol and other drug prevention program and policies, if needed
 - Ensure that its disciplinary sanctions are consistently enforced

By acknowledgment of the signature below, the President has reviewed the Alcohol and Other Drug Policy and Prevention Program and the information outlined within this 2026 Biennial Review. He is in support of each. The President encourages students and employees to familiarize themselves with the Policy, sanctions for violation of said Policy, and making resources available for individuals that contend with substance use disorders.

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Dr. Scott J. Mertes
President, Mid Michigan College

Purpose of Report

The purpose of this Report is to comply with the Drug-Free Schools and Campuses Regulations (DFSCA). Institutions of Higher Education (IHE) that receive federal funds or financial assistance are required to maintain programs that prevent the unlawful possession, use, or distribution/sale of illicit drugs and the use of alcohol by students and employees on its campuses and at college-sponsored activities and events. If audited, failure to comply with the Regulations may result in the forfeit of an institution's federal funding eligibility. This Biennial Review evaluates Mid Michigan College's Alcohol and Other Drug (AOD) prevention programs and related policies. The review is to determine the effectiveness of the College's prevention and education efforts, ensure the consistent enforcement of institutional policies and sanctions, and identify opportunities for improvement.

Further, the Regulations require colleges and universities to annually distribute the following written information to all current students and employees:

- The standards of student and employee conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol
- A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution/sale of illicit drugs and alcohol
- A description of any drug or alcohol counseling, treatment, rehabilitation or reentry program that is available to students or employees
- An explicit statement articulating that the institution will impose sanctions on students and employees for violations of the standards of conduct, along with a description of those sanctions; these could include expulsion or termination of employment and referral for prosecution

Under the above-mentioned Regulation, Mid Michigan College acknowledges its legal obligation to have a Drug and Alcohol Abuse Prevention Program and Policy that addresses the above information, ensures that it is annually distributed, and conducts a Biennial Review of the Alcohol and Drug Policy and Prevention Program.

Introduction/Overview

Mid Michigan College (Mid) is a two-year, non-residential, community College. The College has two primary campus locations, approximately 30 miles apart, and is comprised of Clare, Gladwin, and Isabella Counties. In an effort to bring classes closer to rural areas and high school students, Mid also offers classes at various off-campus sites across central Michigan.

Mid's enrollment fluctuates from semester to semester, with an average enrollment of approximately 3,600 to 3,750 students. Approximately 36% of students are returning students; 41% are dual-enrolled students; 15% are first-time freshmen; 7% are transfer students. The average student age is 21.2 years. Approximately 50% of all credit hours are completed online.

As a commuter-college, Mid's student population is geographically dispersed and presents unique challenges in implementing a centralized or traditional campus-based prevention programming. Opportunities for student engagement outside of academic settings are often limited, requiring the College to rely heavily on flexible, accessible, and partnership-driven prevention strategies. However, the College is committed to maintaining a safe, healthy, and drug-free educational and work environment for students, employees, and visitors. Accordingly, Mid has implemented a Drug and Alcohol Policy and Prevention Program which prohibits:

The use, possession, consumption, sale, distribution, and unlawful manufacture of illegal drugs, narcotics or controlled substances on Mid's campuses, while conducting College business or as part of College sponsored activities or events. Alcohol is prohibited on campus except when a written Exception Request is submitted for consideration and is approved by Mid's Board of Trustees. It is the responsibility of each student and employee to be familiar with the provisions of the policy and also the State of Michigan laws as they pertain to drug and alcohol use and abuse. The Policy places responsibility for individual and group conduct on the individuals who use drugs and consume alcohol. Using drugs and drinking alcoholic beverages are not excuses for irresponsible behavior. Individuals and groups are held accountable for their behavior whether or not they have consumed drugs or alcohol.

Michigan law prohibits the dispensing, selling or supplying of drugs or alcohol to any person under the age of 21. Students, employees and visitors to the College may not unlawfully manufacture, consume, possess, sell, distribute, transfer or be under the influence of alcohol, illicit drugs, or a controlled substance on College property, at College-related activities or events, while driving a College vehicle or while otherwise engaged in College business. College property includes all buildings and land owned, leased, or used by the College; motor vehicles operated by employees, including personal motor vehicles when used in connection with work performance on behalf of the College.

Any person taking prescription drugs or over-the-counter medication is individually responsible for ensuring that while taking the drug or medication, they are not a safety risk to themselves or others while on college property, at college-related activities or events, while driving a college or privately-owned vehicle while engaged in college business. It is illegal to misuse prescribed drugs contrary to the prescription; give or sell the prescribed drug(s) to another person.

The administration and enforcement of Mid's Alcohol and Drug Policy and Prevention Programs present unique challenges due to the rural communities in which it serves. Rather than challenged with on-campus violations of laws and conduct policies, Mid's Campus Safety and Security, Conduct Office, and Human Resources generally address and manage the impact of mental health concerns, substance use and recovery that occur off-campus, within the family dynamics, or through broader personal and behavioral health circumstances impacting students and employees. As such, programming efforts emphasize education, awareness, recognizing the signs and symptoms of substance misuse, supportive intervention, and access to a continuum of care through both internal resources and partnerships with external community agencies.

Biennial Review Process

Time Frame of Review

Mid conducts biennial reviews on even-numbered years. The 2026 Biennial Review covers the prior two academic years, 2024-25 and 2025-26. It is the College's intent to publish the Biennial Review prior to the start of the 2026-27 academic year. Mid retains the three most recent Biennial Reviews on file.

2026 Biennial Review Committee

The 2026 Review Committee consists of internal and external individuals that have knowledge of the College's Alcohol and Other Drug Policy and Prevention Programs, as well as familiarity with substance use trends in central and northern (mid) Michigan. These personnel include:

- Tricia Farrell, Office of College Compliance and Ethics
- Eric Killian, Director of Campus Safety & Security/Student Conduct Officer
- Lori Fassett, AVP Human Resources

- Amy Campbell, Director of Counseling and Wellness Services
- Becky Knickmeier, Case Manager MidCares/Maxient System
- Liaison Officers from Clare and Isabella Counties
- Representatives from 80th District Court (Clare/Gladwin County)

As part of the review, College policies, prevention efforts, annual notification practices, available support services, student and employee conduct data, and regional substance-use trends impacting the communities served by the College were reviewed. The following materials were reviewed and helped facilitate the overall review and determination of program strengths, weaknesses, and recommendations:

- 2024-25 and 2025-26 Alcohol and Drug Policy and Prevention Program
- 2024 Biennial Review
- Student Code of Conduct
- Athletic Handbook
- Student Organizations Handbook
- Health Occupation Program Handbooks
- Academic Catalog
- Annual Security Report (2024 and 2025)
- Mid's Safety and Security webpage
- Human Resources policies relating to drug and alcohol use/abuse
- Complying with the Drug-Free Schools and Campuses Regulations; A Guide for University and College Administrators
- Michigan Department of Health and Human Resources website
- Michigan Substance Use Disorder Data Repository (MI-SUDDR)
- Center for Disease Control website
- Michigan Secretary of State website
- Michigan Compiled Laws
- Compliance Checklist Part 86
- Supplemental Checklist Drug-Free Schools and Campuses Regulations (Edgar Part 86)

Requesting Copies of the Biennial Review

Mid has established a Webpage that houses the [Alcohol and Drug Policy and Prevention Program](#) and the [Biennial Review](#). Copies for the most recent Policy and Biennial Review are available to read or download. Copies of past and current Reviews are housed with the Office of College Compliance and Ethics. Request for paper copies and questions should be directed to compliance@midmich.edu or by phone at 989-386-6638.

Annual Policy Notification Process

Mid's Alcohol and Drug Policy and Prevention Program is distributed annually between the second and third week of the Fall Semester to all enrolled students (this includes full, part-time, dual-enrolled, and on-line students), as well as all faculty and staff. The distribution is done via e-mail and includes the Policy as a PDF attachment. It provides a direct link to the Alcohol and Other Drug Policy and Prevention Program, which is available on Mid's website. The e-mail provides information on the document's content such as the risks associated with drug and alcohol use/abuse, consequences and sanctions that may be appropriated for violations of the Policy; local, state or federal law, internal and external resources available and the office responsible for distribution of the Policy. Further, the e-mail also includes a concise policy statement articulating that Mid prohibits the use, possession, consumption, sale, distribution, and unlawful

manufacture of illegal drugs, narcotics or controlled substances on Mid's campuses, while conducting College business or as part of college-sponsored activities or events. (See attachment A for an example of the e-mails sent). Similar information is also contained in the College's Annual Security Report which is distributed, via email, to all enrolled students, faculty and staff by October 1st of each year. It is also available on the College's [Safety and Security website](#) and at www.midmich.edu/annualsecurityreport.

Students that attend College after the annual fall distribution of the Policy or enroll for the Winter or Spring/Summer semester, receive the same e-mail sent out during the Fall annual notification. They receive the information the second week of their attended semester. For new employees of the College that begin work after the annual distribution, Human Resources provides information on the Policy during their on-boarding process which includes an overview of Mid's Policy, any specific contractual language, and behavior that may constitute a violation and applicable sanctions. Additionally, the Office of College Compliance & Ethics, upon an employee's hiring, sends out a 'Welcome to Mid' email that contains links to various College policies, including the Alcohol and Other Drug Policy and Prevention Programming. (See attachment B for an example of the new hire/welcome to Mid email sent)

Individuals that have questions regarding the Policy or wish to obtain a paper copy are instructed to contact the Office of College Compliance and Ethics via e-mail at compliance@midmich.edu or by phone 989-386-6638. The individual is given the choice to pick up a printed copy on either campus or have it mailed to them.

[Alcohol and Other Drug Policy Statements, Enforcement, & Compliance Inventory](#)

The Alcohol and Drug Policy and Prevention Program is the comprehensive policy material for the College. However, various other Departments address and/or reference alcohol and drug use/abuse in their handbooks and operational processes. Below is a list of those statements, the document that it is referenced in, and the responsible area.

[Mid Board Policy - Alcoholic Beverages 304.01](#)

[LAST APPROVED June 2018]

Alcoholic beverages may only be allowed on campus with approval of the Board of Trustees. The Gillaspay Center, when used as the President's residence, will be a specific exception to the Policy.

[Mid Board Policy – Alcohol and Other Drugs 304.02](#)

Excerpt from Policy:

[LAST APPROVED October 2021]

The College shall provide a drug-free workplace and learning environment for employees and students in compliance with the Federal Drug-Free Workplace Act of 1988.

The Mid Michigan College Board of Trustees prohibits the possession, use, distribution, and unlawful manufacture of illegal drugs, narcotics or controlled substances on the College's campuses. Alcohol is prohibited on campus except when a written Exception Request is submitted for consideration and is approved by the Board of Trustees. It is the responsibility of each student, faculty, and staff member to be familiar with the provisions of this policy and the State of Michigan laws as they pertain to alcohol and drug use and abuse. The College's Alcohol and Other Drug Policy places responsibility for individual and group conduct on the individuals who use drugs and consume alcohol. Using drugs and drinking alcoholic

beverages are not excuses for irresponsible behavior. Individuals and groups are held accountable for their behavior whether or not they have consumed drugs or alcohol.

Michigan law prohibits the dispensing, selling or supplying of drugs or alcohol to any person under the age of 21. Students, faculty, staff and visitors to the College may not unlawfully manufacture, consume, possess, sell, distribute, transfer or be under the influence of alcohol, illicit drugs, or a controlled substance on college property, at college-related events, while driving a college vehicle or while otherwise engaged in college business. College property includes all buildings and land owned, leased, or used by the College; motor vehicles operated by employees, including personal motor vehicles when used in connection with work performance on behalf of the College.

Any person taking prescription drugs or over-the-counter medication is individually responsible for ensuring that taking the drug or medication is not a safety risk to themselves or others while on college property, at college-related events, and while driving a college or privately-owned vehicle while engaged in college business. It is illegal to misuse prescribed drugs contrary to the prescription or to give or sell the prescribed drug(s) to another person.

Employees who are convicted of a drug violation in the workplace as defined by the Drug-Free Workplace Act of 1988 shall be subject to disciplinary action in accordance with State and Federal statutes and the College's policies and procedures. Disciplinary action may result in penalties up to and including discharge.

As a condition of employment, employees will be expected to abide by this statement and notify the Office of Human Resources of any criminal drug statute conviction for a violation occurring in the workplace within, and not later than, five days after such conviction.

For employees engaged in Federal grants, the College shall notify the appropriate Federal agency of such conviction within ten days of receipt of notification as required by the Act.

The College shall provide to employees and students information, literature, and supportive services to inform them of the dangers of drug abuse and provide assistance and referral if a problem exists.

[Employee Handbook](#)

Excerpt from Policy:

Mid shall provide a drug-free workplace and learning environment for employees and students as required pursuant to the Drug-Free Schools and Communities Act and the Drug-Free Workplace Act.

Mid Michigan College prohibits the use, possession, consumption, sale, distribution, and unlawful manufacture of illegal drugs, narcotics or controlled substances on Mid's campuses, while conducting College business or as part of college-sponsored activities or events. Alcohol is prohibited on campus except when a written Exception Request is submitted for consideration and is approved by Mid's Board of Trustees. It is the responsibility of each employee to be familiar with the provisions of the College's Alcohol and Other Drug Policy and also the State of Michigan laws as they pertain to drug and alcohol use and abuse.

Michigan law prohibits the dispensing, selling or supplying of drugs or alcohol to any person under the age of 21. Students, employees and visitors to the College may not unlawfully manufacture, consume, possess, sell, distribute, transfer or be under the influence of alcohol, illicit drugs, or a controlled substance on college property, at college-related activities or events, while driving a college vehicle or while otherwise engaged in college business. College property includes all buildings and land owned, leased, or used by the

College; motor vehicles operated by employees, including personal motor vehicles when used in connection with work performed on behalf of the College.

Any person taking prescription drugs or over-the-counter medication is individually responsible for ensuring that while taking the drug or medication, they are not a safety risk to themselves or others while on college property, at college-related activities or events, while driving a college or privately-owned vehicle while engaged in college business. It is illegal to misuse prescribed drugs contrary to the prescription; give or sell the prescribed drug(s) to another person.

The Michigan Regulation and Taxation of Marijuana Act, along with the Michigan Medical Marijuana Act conflict with federal criminal laws governing controlled substances. It is a violation of federal law to possess, grow, transport, distribute or prescribe cannabis for medical or other purposes. The Drug-Free Schools and Communities Act requires institutions that receive federal funds to maintain a drug-free campus and workplace. As such, and in this circumstance, federal law takes precedence over state law.

Any employees who are directly engaged in the performance of work pursuant to the provisions of a federal funded grant or contract are required, under the Drug-Free Workplace Act, to notify their supervisor, in writing, if they are convicted for a violation of a criminal drug statute occurring in the workplace and must do so no more than five calendar days after the conviction. In turn, the College is required to notify federal agencies if an employee who is engaged in the performance of an awarded grant/contract is convicted of a criminal drug law violation.

Employees who are convicted of a drug violation in the workplace, as defined by the Drug-Free Workplace Act of 1988 and the College's Alcohol and Other Drug Policy, shall be subject to disciplinary action in accordance with State and Federal statutes and College policies. Disciplinary action may result in penalties up to and including discharge. As a condition of employment, employees are expected to abide by this statement and notify Human Resources of any criminal drug statute conviction for a violation occurring in the workplace within, and no later than, five business days after such conviction.

Administration/oversight of Policy: Human Resources

Enforcement of Policy: Human Resources

Student Code of Conduct

Excerpt from Policy:

Alcohol Violation of Policy/Law

- The use, possession, consumption, sale, distribution, or unlawful manufacture of alcohol on Mid's campuses, while conducting College business or as part of College-sponsored activities or events
- Dispensing, selling or supplying alcohol to any person under the age of 21
- Alcohol is prohibited on campus except when a written Exception Request is submitted for consideration
- Behavior must also comply with provisions of the [College's Alcohol and Other Drug Policy](#)

Administration/oversight of Policy: Conduct Office

Enforcement of Policy: Conduct Office

College Catalog, Athletic Handbook, and Student Life Handbook

The following material excerpts from various College handbooks are directly extracted from Mid's comprehensive Drug and Alcohol Policy and Prevention Program:

Alcohol & Other Drugs

Mid Michigan College is dedicated to providing a healthy environment for its community and as such, recognizes that improper or excessive use of alcohol and other drugs may be disruptive to our students, faculty and staff by negatively impacting their health and safety. Problems such as memory loss, harassment, sexual misconduct, assaults, disorderly/disruptive behavior, and sleep disruption tend to increase in correlation to the misuse of alcohol and/or other drugs. Due to the harm produced by excessive and illegal use, Mid Michigan College has established policies, intervention strategies, and sanctions to prohibit unlawful behaviors and to address policy violations by members of the Mid community which includes its students and staff.

In accordance with the Drug-Free Workplace Act and Drug-Free Schools and Campuses Act, Mid Michigan College is required to have a written Alcohol and Other Drug Policy and Prevention Program that is distributed annually to all students, faculty, and staff. The Policy must include the standards of conduct that clearly prohibit the unlawful use, possession, sale, manufacture, or distribution of illicit drugs and alcohol by students and staff; information regarding the legal sanctions under local, state, or federal law for the unlawful use, possession, sale, manufacture, or distribution of illicit drugs and alcohol; sanctions that the College will impose on students and employees along with a description of the sanctions, up to and including expulsion or termination; prosecution referral for violations of the standard of conduct; a description of any drug or alcohol counseling, treatment, or rehabilitation/reentry programs that are available to students and staff; prevention, educational and intervention efforts; the possible health risks associated with the use and abuse of illicit drugs and alcohol.

Mid Michigan College prohibits the use, possession, consumption, sale, distribution, and unlawful manufacture of illegal drugs, narcotics or controlled substances on Mid's campuses during the conduction of college business or as part of college sponsored activities or events. Alcohol is prohibited on campus except when a written Exception Request is submitted for consideration and is approved by the College's Board of Trustees. It is the responsibility of each student and employee to be familiar with the provisions of the Policy and also the State of Michigan laws as they pertain to drug and alcohol use and abuse. The Policy places responsibility for individual and group conduct on the individuals who use drugs and consume alcohol. Using drugs and drinking alcoholic beverages are not excuses for irresponsible behavior. Individuals and groups are held accountable for their behavior whether or not they have consumed drugs or alcohol.

Michigan Law prohibits the dispensing, selling or supplying of drugs or alcohol to any person under the age of 21. Students, employees and visitors to the College may not unlawfully manufacture, consume, possess, sell, distribute, transfer, or be under the influence of alcohol, illicit drugs, or a controlled substance on college property, at college-related activities or events, while driving a college vehicle, or while otherwise engaged in college business. College property includes all buildings and land that is owned, leased, or used by the College; motor vehicles operated by employees, including personal motor vehicles when used in connection with work performance on behalf of the College.

Any person taking prescription drugs or over-the-counter medication is individually responsible for ensuring that while taking the drug or medication, they are not a safety risk to themselves or others while on college property, at college-related activities or events, while driving a college or privately-owned vehicle while engaged in college business. It is illegal to misuse prescribed drugs contrary to the prescription; give or sell the prescribed drug(s) to another person.

Administration/oversight of Policy: Security Operations and Systems

Enforcement: Athletic Director/Conduct Office

Health Occupation Programs

In the area of Health Care careers, substance and alcohol abuse are not uncommon. Among health care professionals, opioid abuse continues to grow significantly. Knowing these growing statistics, Mid's Health Sciences Programs address addiction and abuse across the division. In the Health Sciences Programs, there are several foci related to this:

1. The curriculum focuses on students acquiring knowledge and practice in the unbiased care and treatment of clients with addiction and dependency. Students gain awareness of the treatment resources for clients who have addictions and abuse. Teaching is focused on the immediate health concern and long-term treatment options. They collaborate with social workers and other members of the health care team to offer services and resources to clients in need.
2. Students gain awareness of the stressors associated with practicing in health care and the increased potential for personal abuse and addiction. Students are taught about identifying stress and dealing with it in a healthy way to avoid the potential for addiction and abuse. If addiction and/or abuse occur, students acquire knowledge of recovery programs and treatment options so there is no loss of their license and their ability to continue working in health care.

Additionally, the Health Occupation Programs (Training Certificates and Associate Degree Programs) require that students complete mandatory drug screening once they are admitted into the applicable program and prior to placement in a clinical setting. Below are some examples from various handbooks:

Nursing

The Nursing Handbook references background checks and drug screening (see excerpt below) and addresses substance use/abuse in the clinical setting as referenced below.

Excerpt from Nursing Handbook:

It is the policy of the nursing program at Mid, in cooperation with the agencies providing the clinical nursing experiences, that the student has completed a criminal background check and drug testing prior to beginning the program. Criminal background checks and drug testing will be at the students' expense and must be completed prior to the beginning of the program. Final acceptance into the Mid nursing program is subject to a clear criminal background check and drug testing.

Possession, use, or distribution of alcohol and controlled substances in the clinical area will result in immediate suspension and possible dismissal from the program following an investigation through due process from the Nursing program. A suspicion of alcohol or drug use may require immediate testing. Testing positive for alcohol or other drugs, or declining to be tested, will subject the student to immediate suspension and possible dismissal from the program following an investigation through due process from the Nursing program (See: College Catalog, Drug Abuse Policy and Regulations). In addition, if a drug or alcohol test is required while in the Nursing program, the student grants permission to Mid Michigan College to obtain and review the results so that an informed decision can be made based on those results.

Nursing as a profession maintains a standard of practice which involves integrity with regard to the administration of medications clients entrusted to your care. Substance abuse can often occur in a profession which involves the use of narcotics and other drugs that are often abused. Therefore, it is imperative that caregivers not have a substance abuse problem.

Administration/Oversight of Handbook: Director of Nursing

Enforcement: Dean of Health Sciences & Director of Nursing (for matters relating to violations of Mid's Policy; Director of Nursing, Conduct Office)

Physical Therapist Assistant (PTA)

The PTA Handbook references the substance abuse policy, procedure and sanctions for the clinical setting (see excerpt below) and refers students to the College Catalog and Drug and Alcohol Policy and Prevention Program. The application for admittance into the program addresses drug screening as follows: "Mandatory drug screening will be in effect for all Health Sciences programs' students. This is at the students' expense and not covered by Mid. Students will receive a packet of information and instructions, once accepted into the program."

Excerpt from PTA Handbook:

Possession, use, or distribution of drug or alcohol in the clinical area will result in immediate dismissal from the PTA Program. A suspicion of drug or alcohol use may require immediate testing and release of results to Mid. Testing positive for drug or alcohol use or a refusal to be tested will subject the student to discipline up to and including dismissal from the program (See: College Catalogue, Drug Abuse Policy and Regulations). If suspicion of drug or alcohol use occurs in the clinical educational experience, the site will contact Mid by calling the DCE or Director of PTA Program. If contact is unable to be made via telephone, the site may proceed with immediate testing; the student is responsible for the cost.

Administration/Oversight of handbook: Director of PTA Program

Enforcement: Clinical Site Supervisor, Director of PTA Program (for matters relating to violations of Mid's Drug and Alcohol Policy: Director of PTA Program, Conduct Office)

Radiography

The RAD Handbook references the substance abuse policy, procedure and sanctions for the clinical setting (see excerpt below) and refers students to the College's Drug and Alcohol Policy and Prevention Program. The application for admittance into the program addresses drug screening as follows: "Mandatory drug screening will be in effect for all Health Sciences programs' students. This is at the students' expense and not covered by Mid. Students will receive a packet of information and instructions, once accepted into the program."

Excerpt from RAD Handbook:

Drug Screening, Controlled Substances in the Clinical Area: Incoming program students will be required to undergo drug screening prior to entry into the program. Forms and information will be provided. If a urine drug screen is reported as "dilute", the student is required to provide another urine sample at their expense. A second "dilute" drug screen is treated as a positive result and the student is deemed ineligible for the Radiography Program. Currently, routine screening of Radiography students for drug abuse does not take place. However, screening, or individual testing for substance abuse may be implemented at any time if deemed necessary. Possession, use, or distribution of alcohol and controlled substances in the clinical area will result in immediate dismissal from the Radiography Program. A suspicion of alcohol or drug use may require immediate testing and release of results to Mid. Testing positive for alcohol or other drugs or declining to be tested will subject the student to discipline up to and including dismissal from the program (See: College Catalogue, Drug Abuse Policy and Regulations). The cost of the testing will be covered by the student.

Administration/Oversight: Dean of Health and Sciences/Program Director

Enforcement: Program Director

Other Programs

Various other Programs and Short-Term Trainings with licensure requirements, such as Early Childhood Education, Criminal Justice/Law Enforcement, Commercial Driver License (CDL) etc., conduct criminal background checks and drug screening, as certain types of criminal convictions and/or a positive drug-screen could impede a student's ability to obtain state/federal licensure.

Non-Discrimination, Harassment, Sexual Misconduct & Prohibited Conduct Policy

Excerpt from policy:

Mid encourages the reporting of misconduct and crimes by Complainants and witnesses. Sometimes, Complainants or witnesses are hesitant to report alleged misconduct to Mid officials or participate in resolution processes because they fear that they themselves may be in violation of certain policies such as underage drinking or use of illicit drugs, at the time of the incident. Respondents may hesitate to be forthcoming during the process for the same reasons.

To encourage reporting and participation in the process, Mid offers Parties and witnesses amnesty from minor policy violations, such as underage alcohol consumption or the use of illicit drugs, related to the incident. Granting amnesty is a discretionary decision made by Mid. Amnesty does not apply to more serious allegations such as physical abuse of another or illicit drug distribution.

Administration/Oversight of Policy: College Compliance and Ethics and Human Resources

Enforcement: The College's appointed Title IX Coordinator

Anti-Hazing Policy

Excerpt from policy:

Michigan's hazing law, enacted in 2004, prohibits individuals associated with educational institutions (students, employees, or volunteers) from engaging in or participating in hazing. The term hazing means:

- An intentional, knowing, or reckless act by a person acting alone or acting with others that is directed against an individual, and that the person knew or should have known endangers the physical health or safety of the individual; and
- Is done for the purpose of pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization. Hazing includes any of the following that is done for such a purpose:
 - Physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity.
 - Physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, or calisthenics, that subject the other person to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual.
 - Activity involving consumption of a food, liquid, alcoholic beverage, liquor, drug, or other substance that subjects the individual to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual.
 - Activity that induces, causes, or requires an individual to perform a duty or task that involves the commission of a crime or an act of hazing.

Amnesty: In the course of good faith reporting, if any individual is found to be in violation of a non-violent conduct issue, no act of retribution from the College will be taken against said individual.

Administration/Oversight of Policy: College Compliance and Ethics, Student Conduct and Human Resources

Enforcement: The College's appointed Title IX Coordinator, Director of Campus Safety, Human Resources

Human Resources-Employment Contract Language

If an employee is found to be in violation of Mid's Drug and Alcohol Policy and Prevention Program, Human Resources is responsible for working with the employee to determine appropriate intervention strategies, rehabilitative or disciplinary measures and sanctions. Based on the employee's employment status, the respective bargaining Unit Agreement or college policies will be referenced. The College is guided by contractual language. Each reported incident will be reviewed individually.

Substance Abuse for Full-Time Faculty

The Faculty Senate Association and Mid jointly recognize that past alcohol and drug abuse are governed by the Americans with Disabilities Act and shall be treated as such, pursuant to the application of the terms and conditions of the Agreement. The College will not engage in drug testing of Faculty to determine if they are under the influence of alcohol or other drugs. This testing would consist of breath, urine, or blood. Specifically, the College is in agreement that it will not administer or require random testing prior to promotion, award of tenure, or as part of any physical or psychological examinations otherwise required. Any failure or refusal of an instructor to submit to such testing would not be grounds for discipline.

When an administrator observes a Faculty Member inebriated at work, the Administrator will interview the Faculty Member about the concerns. The Faculty Member shall be afforded the right to have Faculty Senate representative(s) present at such interview. In all instances, the Association representative(s) shall be notified in advance that such an interview is scheduled. One of the possible outcomes of such a meeting will be the Faculty Member's referral to the College's Employee Assistance Program (EAP). Should the need for a fact-finding investigation be urgent and immediate in nature, the administration shall inform the Faculty Senate leadership immediately and allow reasonable time for a representative to be made present either by physical or virtual means.

An instructor, while successfully participating in an alcohol or drug abuse program (verified by progress reports provided by the Employee Assistance Program), shall not be subject to discipline or discharge for alleged alcohol and/or drug abuse provided that there have not been any occurrences of work-related misconduct. If the College determines that an instructor is not successfully participating in the program, this determination shall be subject to the grievance procedure as outlined in Article IX of the Faculty Senate Master Agreement.

No adverse effects to the instructor's status shall result upon diagnosis itself or request for treatment. However, if the instructor refuses the diagnosis or declines treatment by the Employee Assistance program or the instructor fails to respond to treatment (as documented by the Employee Assistance reports) and the result of such refusal/failure adversely affects the job performance, said instructor will be subject to discipline up to and including discharge.

In the scope of this Policy, the concern of the College is focused on alcoholism and drug abuse problems which cause poor attendance, and/or unsatisfactory job performance or misconduct.

Mid agrees that any instructor with an alcohol or drug abuse problem that requests diagnosis or treatment will not jeopardize his/her job rights or job security and that such problems will be handled in an effective, confidential manner.

Any report of actual or alleged alcohol and/or drug abuse shall be promptly reported to the instructor of concern.

Sanctions

Bargaining unit employees covered under the **Faculty Senate Agreement** would be disciplined under the due process requirements per their agreement. Bargaining unit employees who disagree with any sanctions shall utilize the grievance procedures outlined in their respective agreement. For sanctions, refer to the Faculty Senate Agreement.

Substance Abuse for Full-Time Hourly (ESPA)

If an employee is suspected of working while under the influence of drugs or alcohol, the College may choose to administer a drug test. The College agrees that it will not require tests based on suspicion or at random, except when required by the state or federal government for employees in safety sensitive positions. If the College has reasonable justification to warrant testing, the refusal by the employee to be tested may result in discharge.

If an administrator observes an employee experiencing performance difficulties and it is the opinion of the administrator that those difficulties are due to alcohol and/or drug abuse, the administrator will discuss the observed difficulties with the employee at a specifically scheduled meeting. The employee shall be provided the right to have appropriate Association representative(s) present at any such meetings in accordance with respective bargaining unit guidelines.

While successfully participating in an alcohol or drug abuse program (as verified by progress reports provided to the College by the provider of the services), an employee shall not be subject to discharge or discipline for alleged-alcohol and/or drug abuse. If the College should determine that an employee is not successfully participating in the program, this determination shall be subject to the grievance-arbitration procedure as outlined in Article 16 of the ESPA Agreement.

An employee will experience no adverse effects to their status based upon diagnosis itself or request for treatment. However, if the employee refuses to accept treatment or fails to respond to treatment (as documented by the provider's Progress Reports), the employee will be subject to discipline, up to and including, discharge. All matters will be treated in a professional and confidential manner.

Alcohol and drug abuse problems which cause poor attendance and/or unsatisfactory job performance or misconduct may result in discipline or discharge.

All reports of actual or alleged alcohol and/or drug abuse shall be promptly reported to the respective employee.

Sanctions

Bargaining unit employees covered under the **Educational Support Personnel Agreement** would be disciplined under the due process requirements per their agreement. Bargaining unit employees who disagree with any sanctions shall utilize the grievance procedures outlined in their respective agreement. For sanctions, please refer to the Educational Support Personnel Agreement.

Substance Abuse for Non-Bargaining Unit Employees

If an employee is suspected of working while under the influence of drugs or alcohol, the College may choose to have a drug test administered. If the College has reasonable justification to warrant testing, the Employee's refusal to be tested may result in discharge. Once the College has been made aware of an employee with drug/alcohol abuse issues, the employee, their Supervisor and the Associate Vice President of Human Resources will meet to address the issue and discuss concerns regarding the employee's performance. A rehabilitation plan will also be discussed that will include treatment through the Employee Assistance Program, progress reports, performance issues, and a re-entry plan (as applicable). However, if the employee is serving part-time within a custodial, maintenance or as a nursing instructor, a positive drug screen will result in immediate dismissal. This is symmetrical to Mid's drug screening for these areas. (Please see HR Policy – Drug Screening & Physicals: A positive result of a drug (i.e., marijuana, cocaine, barbiturates, opioids, etc., test would be an automatic disqualification for employment).

If it is determined that an employee will be required to receive treatment under the Employee Assistance Program (EAP), verification reports from the EAP will apprise the Associate Vice President of Human Resources of the employee's progress within the program. Based on the verification reports, if the College determines that the employee is not successfully participating in the program, additional disciplinary action may be taken, up to discharge of employment.

An employee, while successfully participating in an alcohol or drug abuse program (as verified by progress reports provided to the Associate Vice President of Human Resources by the EAP) shall not be subject to discharge or discipline for alleged alcohol and/or drug abuse.

Employees who successfully seek treatment at an outside facility for a lengthy period of time would be allowed to return to their current position under the parameters of a detailed re-entry program as outlined by the Associate Vice President of Human Resources and the Employee's immediate supervisor. Failure to comply with the details of the re-entry program could result in disciplinary action, up to discharge of employment.

Sanctions

Non-Bargaining unit employees may also be subject to progressive discipline. The following illustration reflects the degrees of progressive discipline:

- 1st Offense: Written Warning
- 2nd Offense: Written Reprimand
- 3rd Offense: Paid or Unpaid Suspension
- 4th Offense: Discharge

The severity of an offense or failure to comply with any rehabilitation or re-entry processes may negate the normal progression of levels in the progressive discipline.

Enforcement and Sanctions for Students

Mid has adopted intervention strategies for addressing violations of the Policy with students, based on the level of violation. The College has sanctions in place that are designed to be educational and rehabilitative, rather than punitive. The overall goal of these interventions and sanctions are to:

- Educate the individual on how their choices may negatively impact themselves or others
- Deter individuals from engaging in unhealthy and/or harmful behavior

- Motivate the individual to change their behavior so that they may contribute to a healthy and safe campus community

Intervention and sanctions include but are not limited to: warnings, required educational programs, meeting with the Crisis Counselor, improvement plan, external substance abuse assessment, enrollment in a treatment program, probation, suspension, expulsion, and referral for prosecution. Intervention and imposed sanctions will vary based on the circumstances and severity of the incident, as well as prior acts.

Ordinarily, the Office of Student Conduct is charged with overseeing the conduct and resolution process for students. However, assistance from Program Directors, Coaches and Athletic Director, Campus Security, and the Title IX Coordinator may be solicited from the Conduct Office.

Campus Security and Law Enforcement

College safety and security concerns are coordinated through the Office of Safety and Security. This office is comprised of the Director of Campus Safety and Security, Liaison Officers, and Building Monitors. They are assisted by the College's Core Crisis.

The Director of Campus Safety and Security oversees the College's safety and security protocols and is charged with enforcement of College policies and the investigation of incidents for administrative purposes as they relate to the College's judicial process. Criminal incidents may be investigated by the Liaison Officers or transferred to local law enforcement with proper jurisdiction for investigation and possible criminal prosecution. Liaison Officers have jurisdiction on College-owned property and conduct regular foot and vehicle patrols of the campus grounds and buildings. These patrols are intended to prevent, deter, and detect crimes and prevent property loss from crime or other kinds of emergencies. Officers may also patrol the public property adjacent to and accessible from on-campus property areas (streets and sidewalks) bordering or connecting the campus. Certain areas of the campuses are monitored by use of security cameras.

Written Exemptions/Request to Serve Alcohol on Campus

Alcohol on campus is strictly prohibited unless a written exemption is issued by the Board of Trustees. Exemptions are infrequent. However, if an exemption is requested, it would be submitted in a written format and submitted to the Administrative Assistant to the President/Board of Trustees several weeks prior to the next scheduled Board Meeting for their consideration. The Gillaspay Center is an exception to this requirement when being utilized as the President's residence.

Alcohol and Drug Prevalence Rate & Incident Rate

The Committee reviewed available student and employee conduct information related to alcohol and other drug violations during the review period. Reported violations remained limited in number and involved minor policy or behavioral concerns rather than any large-scale incident. Institutional sanctions and responses have been applied consistently and in accordance with established policies and procedures. No significant patterns were identified suggesting widespread or systemic alcohol or drug-related misconduct within the campus environment during the review period.

Alcohol and Drug Rates-Students

During this Biennium, Mid had one alcohol/drug policy violation incident, details as follows:

1. Incident 2025: Alcohol; Incident location: Mt. Pleasant Campus, Welding Lab; Incident nature: Policy Violation; Sanctions issued: For Your Information/Warning.

There were no reported alcohol or drug-related incidents that required admission to an Emergency Room, ambulance transport, or treatment/counseling enrollment. There were no on-campus student fatalities.

Alcohol and Drug Rates-Student Athletics

There were no reported alcohol or drug-related incidents that required admission to an Emergency Room, ambulance transport, or treatment/counseling enrollment.

Alcohol and Drug Rates-Staff

During this Biennium, Mid did not have any incidents of alcohol or drugs involving our staff. Additionally, there were no reported alcohol or drug-related incidents requiring admission to an Emergency Room, ambulance transport, or treatment/counseling enrollment. There were no on-campus staff fatalities.

Alcohol & Other Drug Programming, Awareness, and Intervention Inventory 2024 – 2026

The College utilizes a prevention model which focuses on education, awareness, referral pathways, and community partnerships. Due to the College's commuter-based environment and relatively low incidence of reported violations, prevention efforts during this biennium were designed to be practical and accessible by students, employees, and the community.

Individual based Programs and Interventions

- During this biennium, Mid continued its partnership with Ten16 Recovery Network in further promoting the MidCREW program; this program integrates a collection of prevention, early intervention and peer support activities and includes individual coaching with wellness and recovery plans, developed with goals.
- Free campus-focused seminars were available to College employees addressing suicide prevention entitled: From Awareness to Action: Comprehensive Strategies for Campus Suicide Prevention.
- Athletics were provided with presentations about Substance Use and the services offered at the school through MidCREW.
- TRiO Grant students had access to free one-on-one counseling services through partnership with North Haven Counseling.
- One-on-one limited counseling services were available to all enrolled students through the Office of Student Wellness and Counseling.
- NARCAN nasal spray was made available and accessible to all members of the campus community, through the Office of Campus Safety and Security.
- Free Campus Life informational modules were made available to all enrolled students; these modules addressed issues such as Drug Awareness and Abuse, Health and Safety Awareness on Campus, and Sexual Violence Awareness.
- Annual Staff compliance training modules included a mandatory training that focused on Prescription Drug Abuse-Impact on Students and Student Drug & Alcohol Abuse.

Group Based Programs and Interventions

- Several support groups are present on and off campus for students who identify themselves as people in recovery. Services available include group support, sober friendly/recovery group activities, and recovery/wellness coaching.

- During collegiate recovery week, MidCREW hosted various tabling events and included the “Wear Purple” for awareness campaign.
- Multiple ‘tabling events’ occurred throughout the academic years that provided prevention information and materials about healthy drinking guidelines.
- Bystander Intervention Training Modules were made available to all Mid students at the start of each semester. This training addressed risk reduction and bystander intervention strategies relating to alcohol use.
- Student Life organizations supported the Drug and Alcohol Policy and offered programs and events that were substance-free during this including “Flannels and Fizz” where mock cocktail recipe booklets were handed out.
- Wellness Workshops and Presentations were offered through the Office of Student Wellness and Counseling throughout the academic years. Examples of workshops included but were not limited to: mental health awareness, stress, anxiety and depression, self-care, healthy relationships. They included group activities, guest speakers, and trainings
- Therapy Dogs were on campus twice a month and accessible to students and employees.
- Athletics enforce the Drug and Alcohol Policy in their policies and are substance-free organizations.
- Human Resources hosted a hands-on Wellness Workshop for employees to gain valuable tools to manage symptoms and reduces stress and improve overall well-being.
- Campus Security Authorities (CSA) received annual training regarding their roles and responsibilities as CSAs, as well as information on Liquor and Drug Law Violations.

Universal or Population-based Programs and Interventions

- Educational pamphlets on the risks associated with alcohol and drug use/abuse were made available throughout the campuses.
- Sober social events were hosted by MidCREW during the biennium.
- Alcohol-free events were offered during the day and evenings to students, staff, visitors, and community members.
- The Fitness Centers located on the Harrison and Mt. Pleasant Campuses, are substance-free to students, staff, and the community.
- The Café does not promote or sell alcohol and offers a mini-food menu with various healthy food options.
- Within its Drug and Alcohol Policy and on its website, Mid provides external resources for services and assistance.
- Posters around campus highlight the negative health impacts of marijuana use.
- Information was shared on the availability of Naloxone kits and made free to the campus community.

Environmental/Socio-Ecological Based Programs

- The College’s Health Occupation programs hosted a Community Health Fair Event. The event featured interactive, educational, and health-promoting activities and was open to students, employees, and community members.
- The College hosted a Women’s Health Summit that was available to internal and external constituents.

Trend Data

The Committee reviewed available local, county, and state data sources to assess broader substance-use trends affecting the communities it serves. Sources reviewed included the Michigan Department of Health and Human Services overdose data resources, the Michigan Substance Use Disorder Data Repository, the Michigan State Police Annual Drunk Driving Audit, and available county-level information. Regional data from Clare, Gladwin, and Isabella Counties continues to demonstrate the ongoing impact of opioid misuse, particularly involving fentanyl and synthetic opioids. Although Michigan has experienced encouraging declines in overdose deaths during this review, rural counties continue to face elevated risks related to treatment access, transportation barriers, and polysubstance use. Gladwin County continues to report particularly high overdose rates relative to population size, while Clare and Isabella Counties continue to experience ongoing overdose incidents and substance-related enforcement activity.

Young adults between 18 – 25 years of age continue to demonstrate elevated rates of alcohol use, binge drinking, marijuana use, nicotine vaping, and polysubstance use relative to other age groups. Trend data suggests a modest decline in overall alcohol consumption among young adults. However, binge drinking and high-risk substance behaviors remain prevalent. Marijuana and vaping use continue to increase in normalization and social acceptance, while fentanyl and counterfeit-pill exposure continues to heighten overdose risk. Another emerging trend is the connection between substance use and mental health. Anxiety, depression, stress, and trauma remain strongly intertwined with high-risk substance use patterns.

Program Effectiveness

The College recognizes that substance-use concerns affecting students and employees often extend beyond campus boundaries and reflect broader community and public mental health challenges. Prevention efforts during this biennium were in alignment with the goals and objectives outlined in the 2024 review. Partnerships with external agencies continued and provided a pathway for care, emphasis was placed on mental health and wellness initiatives and targeted educational efforts directed toward athletics. Enhanced employee awareness and trainings were made available.

At the same time, the College recognizes that opportunities exist to further strengthen prevention, education, and awareness efforts in ways that are realistic, sustainable, and appropriate. Considering the emerging regional trend data, a strong correlation between substance use and mental health/wellness exists. The College will continue exploring opportunities to enhance wellness programming, increase awareness of available support services, strengthen community partnerships, and promote a holistic approach to student and employee well-being that integrates both behavioral health and substance-use prevention efforts.

Recommendations for Next Biennium

Based on this review, the Committee recommends the following priorities for the next biennium:

- Continue integrating wellness and mental health awareness into alcohol and other drug prevention efforts, particularly given the connection between substance use, stress, anxiety, depression, and other behavioral health concerns;
- Explore practical, accessible programming such as workshops or awareness activities that focus on stress management, coping skills, resilience, anxiety/depression awareness, and healthy decision-making;
- Maintain and strengthen partnerships with community-based prevention, counseling, treatment, and recovery organizations to support referrals and access to care, including MidCREW.

- Expand flexible prevention efforts that align with the College's commuter-based environment, including digital awareness campaigns and social media messaging;
- Continue monitoring regional substance-use trends and institutional conduct data to identify emerging concerns, evaluate prevention efforts, and guide future programming; and
- Continue using education, awareness, early intervention, and supportive resources as the College's primary approach to alcohol and other drug-related concerns.

Conclusion

Through the efforts demonstrated in this Review, Mid continues to focus on practical, accessible, and partnership-driven prevention efforts that emphasize education, awareness, support, intervention, and referral resources. The College has made positive strides in identifying meaningful ways to support the Campus Community while promoting healthy decision-making, wellness, and behavioral health awareness.

Through counseling resources, community partnerships, employee and student support services, and ongoing prevention initiatives, Mid remains committed to fostering a safe, healthy, and substance-free educational and work environment. The College recognizes that substance use and behavioral health concerns continue to evolve both regionally and nationally, particularly among college-age populations. Mid remains committed to evaluating and strengthening prevention efforts in ways that are realistic, sustainable, and appropriate for the institution and the communities it serves.

To conclude, please review the attached supporting materials and related documentation included in the following pages.

A copy of Mid's [Alcohol and Other Drug Policy](https://midmich.edu/policies/campus-related/alcohol-drugs/) is available on the College's website at: <https://midmich.edu/policies/campus-related/alcohol-drugs/>

Attachment A – Example of Notice Email Sent Students and Employees

Mid's Alcohol and Other Drug Policy and Prevention Programming

Good Morning!

In accordance with the Drug-Free Workplace Act and Drug-Free Schools and Campuses Act of 1989, the office of College Compliance & Ethics continues its responsibility to provide the campus community with important policy information. To comply with this obligation, the College's [Alcohol and Other Drug Policy and Prevention Programming](#) is attached to this email. This Policy is also available on the [College's website](#). It is our expectation that the information contained within this Policy will be educational and beneficial to you.

Mid Michigan College (Mid) recognizes that improper or excessive use of alcohol and other drugs may disrupt the learning community by negatively impacting the health and safety of our students, faculty and staff. Problems such as memory loss, harassment, sexual misconduct, assaults, disorderly/disruptive behavior, and sleep disruption tend to increase in correlation to the misuse of alcohol and/or other drugs. Mid's enduring commitment is to create an environment for students, faculty, and staff that continually progresses in a safe, healthy and positive direction. The attached policy strengthens this commitment, outlines community expectations, preventative efforts, various drug classifications and their effects on the mind and body, counseling and treatment resources. The Policy also outlines federal and state penalties for substance misuse and abuse along with sanctions that the College may impose for policy violations.

Mid prohibits the use, possession, consumption, sale, distribution, and unlawful manufacture of illegal drugs, narcotics or controlled substances on Mid's campuses, while conducting College business or as part of College sponsored activities or events. Alcohol is prohibited on campus except when a written Exception Request is submitted for consideration and is approved by Mid's Board of Trustees. It is the responsibility of each student to be familiar with the provisions of the policy and also the State of Michigan laws as they pertain to drug and alcohol use and abuse. Mid places responsibility for individual and group conduct on the individuals who use drugs and consume alcohol. Using drugs and drinking alcoholic beverages are not excuses for irresponsible behavior.

Michigan law prohibits the dispensing, selling or supplying of drugs or alcohol to any person under the age of 21. Students, employees and visitors to the College may not unlawfully manufacture, consume, possess, sell, distribute, transfer or be under the influence of alcohol, illicit drugs, or a controlled substance on College property, at College-related activities or events, while driving a College vehicle or while otherwise engaged in College business. College property includes all buildings and land owned, leased, or used by the College; motor vehicles operated by employees/student employees, including personal motor vehicles when used in connection with work performance on behalf of the College.

The Michigan Medical Marijuana Act (MMMA) and the Michigan Regulation and Taxation of Marijuana Act, conflict with the federal criminal laws governing controlled substances and the federal laws that require institutions receiving contracts or grants from federal funds to maintain a drug-free campus and workplace (see Department of Ed Section 484(r) for information on the Higher Education Act of 1965 and rules regarding suspension of Federal Financial Aid for drug-related offenses). Mid receives federal funding that would be jeopardized if those federal laws did not take precedence over state law. Thus, the use, possession, distribution or transportation of marijuana in any form and for any purpose violates the Alcohol and Other Drug Policy and is prohibited on College property or at College-sponsored activities.

Mid is further required to conduct a Biennial Review of our alcohol and other drug programming and prevention efforts to determine the effectiveness and consistency within issuance and enforcement of sanctions. The most recent [Biennial Review is available on the College's web site](#). Individuals who wish to obtain a paper copy of Biennial Review or the Alcohol and Other Drug Policy may email their request to sos@midmich.edu.

Attachment B – Example of New Hire/Welcome Email

Subject: College Compliance & Ethics/Safety & Security welcomes you to Mid

My name is Tricia Farrell and on behalf of the offices of College Compliance & Ethics and Campus Safety & Security, I would like to welcome you to Mid Michigan College. The College places great value on providing a work and learning environment that is safe, secure, and equitable. As such, the offices of Compliance & Ethics and Safety & Security were created to construct and implement policies and procedures that assist in keeping our employees and students informed and apprised of any compliance issues, mandated laws, or protocols.

In most cases, these offices can be considered the source for operations in early intervention and prevention. They provide for the security and efficiency of the campus community through established safety protocols that minimize disruptions and implement practices that keep the College community informed and secure. Reports of any safety, security, or civil rights concern should be directed to these offices.

As a new employee, you should familiarize yourself with some general safety, security, and policy information which is disseminated annually through the above offices and is available on the College's [Safety and Security webpage](#) and [Title IX/Civil Rights webpage](#). Information available on these webpages includes, but is not limited to:

- Contact information for Campus Safety and Security, the Title IX/Civil Rights Coordinators, as well as contact information for local law enforcement and hospitals
- [Emergency Modes](#) that the College may activate, when such Modes may be initiated, and steps/actions that the campus community should follow based on the Mode issued
- Information on the College's emergency notification system, [Mid Alert](#) and how to enroll in text messaging
- Information on how and when the College issues [Emergency Notifications and Timely Warnings](#)
- Information on the [College's Non Discrimination, Harassment, Sexual Misconduct and Other Prohibit Conduct Policy](#); the [Employee Nondiscriminatory Harassment Policy](#), information on Retaliation, Confidential Reporting, Parties Rights, and a Resources Guide for Survivors of Crimes of Violence
- Mid's [Alcohol and Other Drug Policy and Prevention Programming](#)
- Mid's [Anti-Hazing Policy and Prevention Programming](#)
- Link to the [Mid Cares](#) reporting page, which houses various Report Forms where individuals can provide feedback, report concerns, complaints, or file grievances
- Other policy information, such as Service Animals, Children on Campus, Weapon Policy, Student Code of Conduct, etc.

Each October, the College publishes an [Annual Security Report](#) that includes similar information along with information and statistics about crimes that occur on College Clery-defined geography.

Finally, whether employed directly through Mid or by EDUStaff, all new employees are required to complete Safety, Security, and Regulatory/Policy compliance training. These trainings will be provided to Mid employees through Vector Solutions, and EDUStaff employees will receive their training from Global Compliance Network. These training modules will be sent to your Midmail account by the respective companies, so watch for their arrival in your email.

As you review this information, should you have any safety/security concerns, please email Eric Killian, Director of Campus Safety and Security at ekillian@midmich.edu or by phone (989) 339-4926. For any

compliance/civil rights questions please email me at mfarrell@midmich.edu or by phone (989) 386-6622 ext. 394.

Again, welcome to Mid. We are excited to have you here!