

# Mid Michigan College

## Drug and Alcohol Abuse Prevention Programming

Biennial Review for Academic Years: 2022-23 and 2023-24  
Pursuant to the Drug-Free Schools and Campuses Act (Edgar Part 86)



### Abstract

This report has been prepared by Martricia M. Farrell, Office of College Compliance and Ethics with assistance from the Mid Michigan College's Biennial Review Committee. It is housed in the office of College Compliance and Ethics. This document examines the prior two academic years of Mid's Drug and Alcohol Policy and our prevention programming efforts to determine effectiveness, consistency of Policy enforcement, identification, and proposal of any needed changes for the next two academic years.

Review completion date: November 12, 2024

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## 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
  - An explicit 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 comprehensive 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 2024 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.

Mid Michigan College  
1375 S. Clare Ave., Harrison, MI 48625  
2600 S. Summerton Rd., Mt. Pleasant, MI 48858  
(989) 386-6622



Timothy L. Hood  
Mid Michigan College President

11/6, 2024

## Introduction

The purpose of this Report is to comply with the Drug-Free Schools and Campuses Regulation (EDGAR Part 86). 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. To comply with this Regulation, Institutes of Higher Education such as Mid Michigan College, are required to conduct Biennial Reviews of their Alcohol and Drug Policy and Prevention Program to determine its effectiveness and consistency with sanction implementations. In addition, a review of the alcohol and drug related violations that were reported to campus officials and the types of sanctions issued for said violations, is required.

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.

## Overview

Mid Michigan College (Mid) is a two-year, non-residential institution of higher education. Mid is committed to providing a safe and healthy learning environment that enriches our students, faculty, and staff. 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 College has two campus locations at 1375 S. Clare Ave., Harrison, MI 48625 and 2600 S. Summerton Rd., Mt. Pleasant, MI 48858 that are approximately 30 miles apart. Policies and programs summarized in this Report correspond to both college locations, as well as off-campus Mid sponsored programs and activities.

The administration and enforcement of Mid's Alcohol and Drug Policy and Prevention Programs present unique challenges due to the rural communities which we serve and the consideration that Mid is a commuter college with no residential facilities. Rather than challenged with on-campus violations of laws and conduct policies, Mid's Campus Security, office of Security Operations and Systems, Conduct Office, and Human Resources generally address and manage the impact of substance use disorders and recovery that occur off-campus and within the family dynamics, and places the emphasis on education, recognizing the signs and symptoms of use/abuse, providing a continuum of care for students in recovery through internal resources, and partnership with external agencies.

Indicative of our area, Mid's energies toward alcohol and other drugs are compounded with the ongoing opioid epidemic which plagues the state of Michigan, especially the counties in which Mid is situated (Clare, Gladwin, and Isabella). According to the Michigan Department of Health and Human Services, in 2022, Michigan had a total of 2,993 overdose deaths which was a 4% decline from 2021. Some credit this decline to the ready availability of Narcan, which can reverse an opioid overdose when administered correctly and timely, and is sold without a prescription in Michigan. The Center for Disease Control and Prevention (CDC) listed the [most vulnerable US counties for HIV or HCV infections](#) among persons who inject drugs. Clare County was cited in the top five (5) percent ranking 87 out of the 220 most vulnerable counties. Alcohol abuse scored secondary to opioid use in the State of Michigan. Taking these statistics into consideration, Mid places substantial focus on substance use disorder awareness, education and prevention. Mid has constructed strong partnerships with the Clare/Gladwin Recovery Court, the Ten16 Recovery Network, and has fully implemented the Collegiate Recovery Education Wellness program through grant funds in order to address these issues and bring relevant programming to the campuses.

## Biennial Review Process

### Time Frame of Review

Mid conducts biennial reviews on even-numbered years. The 2024 Biennial Review covers the prior two academic years, 2022-23 and 2023-24. It is the College's intent to publish the Biennial Review prior to the end of the 2024 calendar year. Mid retains the three most recent Biennial Reviews on file.

### 2024 Biennial Review Committee and Process

The Department of Education recommends that a college's Biennial Review be conducted by a committee comprised of key members of the institution that have knowledge and familiarity with the College's Alcohol and Drug Policy and Prevention Programs. Following this recommendation, the 2024 Biennial Review Committee includes the individuals listed below. This selection is based on their job functions and

familiarity with drug and alcohol use/abuse on and off campus, policies and procedures surrounding drugs and alcohol, and the enforcement of policies.

- Tricia Farrell, Office of College Compliance and Ethics
- Matthew Miller, Vice President of Student Services/Student Conduct/Athletics
- Lori Fassett, AVP Human Resources
- Jessica Miller, CREW Coordinator/Ten16 Recovery
- Amy Campbell, Director of Counseling and Wellness Services
- Tammy Alvaro, Director of Student Life and Veteran Resources

The review process began with the selection and notice to committee members, followed by several committee meetings. It concluded with a final review and approval of this Biennial Review. At the meetings, committee members reviewed the following materials that provided guidance and assistance to the committee members in their assignments. This helped facilitate the overall review and the determination of program strengths, weaknesses, and future recommendations:

- 2022-23 and 2023-24 Alcohol and Drug Policy and Prevention Program
- 2022 Biennial Review
- HelpNet and Branson Employee Assistance Program Quarterly and Annual Reports
- Student Code of Conduct
- Athletic Handbook
- Student Organizations Handbook
- Health Occupation Program Handbooks
- Academic Catalog
- Annual Security Report (2022 and 2023)
- Mid's website, including Student Right to Know
- 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
- Strategic Planning for Prevention Professionals on Campus; The Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevent
- Planning Alcohol Interventions Using NIAAA's College AIM (Alcohol Intervention Matrix)
- A Call to Action: Changing the Culture of Drinking at U.S. Colleges; Task Force of the National Advisory Council on Alcohol Abuse and Alcoholism: National Institute of Health, U.S. Department of Health and Human Services
- Michigan Department of Health and Human Resources website
- Center for Disease Control website
- National Institute on Drug Abuse website
- National Institute on Alcohol Abuse 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 [sos@midmich.edu](mailto:sos@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 to students, faculty and staff. See attachment C for copies of the Policy that accompanied the e-mail for 2022-23 and 2023-24 academic years).

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 will be informed between the second and third 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 [sos@midmich.edu](mailto:sos@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:

### Drug-Free Workplace

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:

Any student found to have committed or to have attempted to commit the following misconduct is subject to the disciplinary sanctions.....Use possession, manufacturing, or distribution of Cannabis, heroin, narcotics, or other controlled substances except as expressly permitted by law. Cannabis, although legal in Michigan, is not allowed on the College premises. Public intoxication or use, possession, manufacturing, or distribution of alcoholic beverages (except as expressly permitted by college regulations). Alcoholic beverages may not, in any circumstance, be possessed, consumed by, or distributed to any person under

twenty-one (21) years of age. 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 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.

### **Campus Non-Discrimination, Harassment, and Sexual Misconduct Policy**

**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 and Human Resources

Enforcement: The College’s appointed Title IX Coordinator

### **Title IX Sexual Harassment Policy**

**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 and Human Resources

Enforcement: The College’s appointed Title IX Coordinator

### **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. Current policies and contracts will be referenced to ensure that the College is adhering to any language in currently enacted hourly, Faculty or Administrative contracts. 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.

If an administrator observes an instructor 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 instructor at a specially scheduled appointment. The instructor shall be afforded the right to have an appropriate Association representative(s) present at this meeting. In each circumstance, the Association representative(s) shall be notified in advance that a meeting is scheduled. One of the possible outcomes of such a meeting could be an instructor referral to the College's Employee Assistance program.

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 specially scheduled appointment. If the employee is covered under the Educational Support Personnel Agreement (ESPA), the employee shall be provided the right to



have appropriate Association representative(s) present at any such meetings. In all occurrences, the Association representative(s) shall be notified in advance that such an interview is scheduled to take place.

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).

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:

- 1<sup>st</sup> Offense: Written Warning
- 2<sup>nd</sup> Offense: Written Reprimand
- 3<sup>rd</sup> Offense: Paid or Unpaid Suspension
- 4<sup>th</sup> 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, Security Operations and Systems, and the Title IX Coordinator may be solicited from the Conduct Office.

## **Campus Security and Law Enforcement**

Security efforts on campus are coordinated through the Core Crisis Team and Security Operations and Systems. Liaison Officers and Building Monitors maintain a presence on both the Harrison and Mt. Pleasant campuses. Mid maintains a written agreement with both the Clare and Isabella County Sheriff's Departments which assign sworn law enforcement officers to Mid's Harrison and Mt. Pleasant Campuses. These uniformed liaison officers are armed and have full powers of arrest. Their role is to help create a secure campus environment by fulfilling the responsibilities of certified law enforcement officers including but not limited to, responding to reports of alleged criminal incidents, deterrence of criminal behavior, providing guidance to the campus community on safety and security issues, and upholding local, state and federal laws. Mid also has evening Building Monitors. These Monitors are unarmed and do not have arrest powers. Both Liaison Officers and Building Monitors assist with enforcement of college policies and 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 entrusted to local law enforcement with proper jurisdiction for investigation and possible criminal prosecution.

## 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, usually consisting of our President's requisition for employee events through Human Resources or Foundation-sponsored events. 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, as it is the President's residence.

## Alcohol and Drug Prevalence Rate, Incident Rate, Needs Assessment and Data

### Alcohol and Drug Rates-Students

During this Biennium, Mid had five (5) alcohol/drug policy violation incidents, details as follows:

1. Incident 2023: Alcohol; Incident location: Off-campus Mid sponsored activity/event; Incident nature: Policy Violation; Sanctions issued: For Your Information/Warning.
2. Incident 2023: Alcohol; Incident location: Mt. Pleasant Campus/classroom; Incident Nature: Policy Violation; Sanction issued: Warning
3. Incident 2023: Alcohol; Incident location: Mt. Pleasant Campus/classroom; Incident Nature: Policy Violation; Sanction issued: For Your Information/Warning
4. Incident 2023: Alcohol; Incident location: Mt. Pleasant Campus/Student Services; Incident Nature: Policy Violation; Sanction issued: For Your Information/Warning
5. Incident 2023: Drugs/Controlled Substance: Incident Location: Online/Off-Campus; Incident Nature: Policy Violation; Sanction issued: 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.

## Needs Assessment and Trend Data

During this Biennium, Mid participated in the Healthy Minds Study through the University of Michigan, which included questions directed at substance use. The data obtained from the study was shared with the MidCREW Coordinator and was used to help enhance programming. As a general rule, trend data is based on the low occurrence of drug and alcohol conduct and law violations on campus. Data used to support Mid's prevention programming efforts includes data collected from MidCREW, Student Conduct, Human Resources, local Courts, treatment facilities, and information obtained from Michigan Department of Health and Human Services.

## Alcohol and Drug Comprehensive Programming, Awareness, and Intervention Inventory & Related Processes

The prevention programs offered by Mid to students, staff, and the community are designed to nurture a healthy learning environment free from alcohol and drug use/abuse and is supportive and responsive to those in recovery. The intent of the programming is to provide awareness on the health risks associated with substance use, internal and external resources available to aid, legal ramifications, signs and symptoms of substance use, and what actions can be taken by bystanders.

To meet these goals Mid, in conjunction with community partners, offered various activities, events, and conduct awareness campaigns as follows:

### Individual based Programs and Interventions

- During this biennium, Mid continued its partnership with Ten16 Recovery Network in further developing 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, created with goals.
- Several presentations were provided to staff on the topics of substance use disorders on college campuses specific to the community college level, Collegiate Recovery Programs, and Mid Michigan College's Recovery Enrollment Process.
- Partnerships between MidCREW and local Universities continued to ensure a continuum of care and community involvement as students transition out of Mid.
- Athletics was provided with presentations about Substance Use and the services offered at the school by the CREW Coordinator.
- For the years 2022-23 and 2023-24, TRiO Grant students had access to free one-on-one counseling services through partnership with North Haven Counseling.
- For the years 2022-23 and 2023-24, limited one-on-one free counseling services were available to all enrolled students through the Office of Student Wellness and Counseling.
- For the years 2022-23 and 2023-24, Human Resources provided Mid employees with access to the employee assistance program through Ulliance EAP; these services provide confidential consultation and resources for issues such as addiction and recovery; Mental Health; grief and loss; elder care; relationship difficulties; stress and anxiety with work or family; emotional well-being; financial and legal concerns. (While some employees utilized the service, it was disclosed that overall use was limited).
- NARCAN nasal spray was made available and accessible to all members of the campus community. It was housed in boxes next to first aid kits and also accessible through Campus Liaison Officers and Building Monitors.
- For the years 2022-23 and 2023-24, 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.
- During 2022-23 and 2023-24, the 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. This includes events such as “Cardio with CREW” and “Friday All Recovery” events

- During recovery month, MidCREW hosted “Recovery Is…” This month-long campaign encouraged all students to discuss what Recovery meant to them and allowed campus-wide anti-stigma conversations
- 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 low risk 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 the 2022-23 and 2023-24 academic years, including “Movie and Mock-cocktails” and “Flannels and Fizz” where mock cocktail recipe booklets were handed out and a member of CREW was present to share information and resources related to alcohol and substance use
- 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
- The College’s Inclusion, Diversity, Equity, and Action (IDEA) Committee supported National Recovery Month by hosting a screening of the documentary “Recovery Boys”
- Athletics enforce the Drug and Alcohol Policy in their policies and are substance-free organizations; further, the Athletic Director collaborated with the MidCREW Coordinator in holding a presentation on Substance Use Disorders
- Human Resources provided information and resources to the Directors Council from Ulliance EAP on the topic of engaging with an employee who may be under the influence while at work.
- Campus Security Authorities (CSA) received annual training in 2022-23 and 2023-24 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 which included: Gratitude Dinner, Holiday Party, end of semester celebrations, and Fall Carnival
- Alcohol-free events were offered during the day and evenings to students, staff, visitors, and community members
- The Fitness Centers are located on the Harrison and Mt. Pleasant Campuses and when open, 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 Employee Task Force supports initiatives that are focused on the working staff of the College. The initiatives support wellness and healthy lifestyles through various programs, activities, and literature.

## Alcohol and Drug Comprehensive Program Goals, Objectives, and Outcomes from Last Review

In the last Biennial Review, the Committee Members conducted an overview and proposed some recommendations, goals, and objectives to be accomplished during this biennium. The items outlined below are the recommendations along with the objective updates:

- Form an ongoing Student Health and Wellness committee. Through this committee, prevention and programming opportunities will be explored for the campus community, including opportunities to engage faculty
  - Update: A collaborative group was formed during the biennium and includes the Director of Student Wellness and Counseling, Director of Student Life and Veterans Resources, Director of TRIO Program, Academic Recruiter, and MidCREW Site Coordinator. The group is still in its initial exploratory phase, but do plan to spend time on substance use, programming opportunities, and how to enhance faculty
- Expand Recovery Ally training to faculty and administrative staff
  - Update: Training was offered but participation was very sporadic
- Review, update and expand the College's external resources page to a more robust health and wellness page
  - Update: Completed
- Explore the ability to create short, monthly wellness video clips which would include topics on substance use prevention and awareness, resources available on campus (including information on MidCREW and EAP), information on the College's Alcohol and Other Drug Policy and Prevention Programming
  - Update: Human Resources created and made a short video for employees regarding the availability of the Employee Assistance Program and how to enroll and utilize the free service. A MidCREW representative created a "Learn About CREW" video which was made available on the college's website
- Participate in the Healthy Minds Study through the University of Michigan, which goal is to understand how the learning environment can be improved through addressing mental health and wellbeing
  - Update: Completed. Data obtained regarding substance use disorders was shared with MidCREW and the Student Health and Wellness committee to help enhance programs offered
- Continue to promote and expand the Recovery Enrollment Assistance Program and other entry points for those in recovery and provide support and assistance during their academic journey at Mid
  - Update: Ongoing and will continue through the next biennium
- Continue to sustain partnerships with external organizations such as Ten 16 Recovery Network, Clare-Gladwin Recovery Court, Clare-Gladwin Prevention Coalition, and Isabella Substance Awareness Coalition
  - Update: Ongoing and will continue to strength and expand partnership with external organizations

## Analysis by Committee of Mid's Drug and Alcohol Abuse Prevention Programs

### Strengths

- Continued growth and expansion of the MidCREW Program through grant funds
- Continued durability of partnerships with local organizations focused on substance use prevention, treatment, recovery, response and stigma reduction
- MidCREW Coordinator and Student Health and Wellness Committee has access to internal and external local substance use trend data and regional efforts to combat substance use disorders in our community
- Presentations to faculty and staff on substance use disorders on college campuses, specific to the community college level
- Strong partnership between the MidCREW Coordinator and various departments throughout the College including Athletics, Student Services, and TRiO
- Established partnerships with our local universities who support us in the continuum of care as students transition out of Mid into partnering universities
- Expansion of campus events designed to prevent alcohol and drug use/abuse including various sober social events, tabling campaigns, and group activities

### Weaknesses

- Limited faculty involvement in connecting AOD outcomes and objectives with curriculum learning outcomes; limited faculty engagement in programming efforts
- Limited peer to peer support/involvement in promoting healthy campus life
- Throughout the college community, limited awareness of the programs and initiatives available/established on campus, related to substance use prevention

### Committee Recommendations, Goals, and Objectives for Next Biennium

- Work with Mid Students (such as Laker-Correspondents, PTK) to promote awareness on substance use prevention; resources available on campus including information on MidCREW events and activities through peer-to-peer videos, tabling events, classroom projects etc.
- MidCREW Coordinator to present to various groups/committees on campus, including Academic Council and Directors Council in an effort to connect AOD outcomes and objectives with curriculum learning outcomes and to engage faculty in programming efforts
- Continue membership with Association of Recovery in Higher Education (ARHE) and have MidCREW staff participate in educational information and trainings; share information back with various employees/committees of the college to help expand understanding and best practices surrounding substance use disorders on college campus
- Continue to promote and expand the Recovery Enrollment Assistance Program and other entry points for those in recovery and provide support and assistance during their academic journey at Mid
- Continue to sustain partnerships with external organizations such as Ten 16 Recovery Network, Clare-Gladwin Recovery Court, Clare-Gladwin Prevention Coalition, and Isabella Substance Awareness Coalition

### Conclusion

Through efforts demonstrated in this Review, Mid Michigan College has continued to maintain and expand programs that prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. The College has made positive strides in finding ways to enlighten the Campus Community on healthy avenues for living. Our commitment to students, employees and our community compels us to provide a robust Policy which implements enforcement, education, support, and cultivates a substance-free

environment for our College. To conclude our Review process, please examine the attachments on the following pages.

By submission of this Biennial Review, the Biennial Review Committee and Office of College Compliance and Ethics has concluded the requirements outlined in the Drug-Free Schools and Campuses Regulations [EDGAR Part 86]. Mid is committed to and will continue its work to provide policies, processes, trainings, activities and events that will serve the College and shape a healthy culture for students and employees.



## Attachment A – Example of E-mails Sent

Students:

Important Information from College Compliance & Ethics/Security Operations & Systems

Mid's Alcohol and Other Drug Policy and Prevention Programming 2023-24

Good Morning Students!

In conjunction with Campus Safety Month and in accordance with the Drug-Free Workplace Act and Drug-Free Schools and Campuses Act of 1989, the offices of College Compliance & Ethics/Security Operations & Systems continues its responsibility to provide the campus community with current policies and operational procedures. To this intent, the [2023-24 Alcohol & Other Drug Policy with 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 steadily progresses in a safe, healthy and positive direction. The attached policy reaffirms 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 (MMA) 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](mailto:sos@midmich.edu).

For more [Student Right to Know](#) and [Campus Safety and Security](#) information please visit Mid's webpage. Scroll to the bottom of the page for quick links. For general policy, procedure and safety initiatives at Mid, please email [sos@midmich.edu](mailto:sos@midmich.edu) or call (989) 386-6622, Ext. 394.

## Mid Staff:

### Important Information from College Compliance & Ethics/Security Operations & Systems

In continuation with Campus Safety Month and in accordance with the Drug-Free Workplace Act and Drug-Free Schools and Campuses Act of 1989, Mid continues its responsibility to provide the campus community with current policies and procedures. To this intent, the [2023-24 Alcohol & Other Drug Policy with Prevention Programming](#) is attached to this email. This Policy is also available on [the College's website](#). It is our expectation that you will familiarize yourself with the information contained within the Policy, as it applies to all members of the campus community.

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 is steadily progressing in a safe, healthy and positive direction. The attached policy reaffirms this commitment, outlines community expectations, prevention 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 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 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. 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 effectiveness, 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](mailto:sos@midmich.edu).

## Attachment B – Example of New Hire/Welcome Email

Subject: Office of College Compliance & Ethics welcomes you to Mid

Hello!

My name is Tricia Farrell and on behalf of the offices of College Compliance & Ethics and 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 base of operations for 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](#). A direct link is available at the bottom of Mid's [homepage](#), entitled Safety and Security. Information available through the Safety and Security webpage includes, but is not limited to:

- Contact information for Campus Security, members of the offices of Security Operations and Systems, the Title IX/Civil Rights Coordinator, as well as contact information for local law enforcement and hospitals
- A link to the [Title IX & Civil Rights webpage](#), where you can find the College's [Title IX Sexual Harassment Policy](#), the [Campus Non Discrimination, Harassment and Sexual Misconduct 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](#)
- [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; [emergency map](#)
- Information on the College's emergency notification system, [Mid Alert](#); as well as information on how and when the College issues [Emergency Notifications and Timely Warnings](#)
- 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 the Safety and Security webpage and various policies and procedures, should you have any questions or concerns, I would be happy to speak with you. I can be reached via email at [mfarrell@midmich.edu](mailto:mfarrell@midmich.edu) or by phone at (989) 386-6622 ext. 394. I look forward to working with you in the future. Again, welcome to Mid! We are excited to have you here!

## Attachment C- 2022-23 and 2023-24 Alcohol and Other Drug Policy and Prevention Programming

### Mid Michigan College's Alcohol and Other Drug Policy & Prevention Programming

#### Introduction

Mid Michigan College (Mid) 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 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 an Alcohol and Other Drug Policy and Prevention Program that is distributed annually in writing 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, and 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; referral for prosecution 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.

#### Policy Statement

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 student and employee to be familiar with the provisions of this policy and also the State of Michigan laws as they pertain to drug and alcohol use and abuse. This 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.

Pursuant to [34 CFR Part 84](#) and the Drug-Free Workplace Act, institutions that receive federal funding must certify to the Department of Education that it has in place a drug and alcohol abuse prevention program and policy and strives to provide a drug-free workplace that is secure and reliable for the entire campus community. Further, 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.

### Drug Classes, Definitions, and Health Risks

The College recognizes that both consumption of alcohol on college campuses and the occurrences of drug and alcohol abuse are serious issues. Various health risks are associated with the use of illicit drugs, the misuse of prescription drugs, or the abuse of alcohol. Addiction to alcohol or illicit drugs is a progressive disease which if untreated, may cause fatality. Health risks of alcohol or drug abuse have a wide range of consequences including but not limited to: liver damage/disease, psychosis, brain damage, and heart disease. The physical consequences of such abuse are serious and can be life-threatening. The psychological and social consequences of substance use can be equally devastating. Loss of friends, loss of job, divorce, and the creation of a dysfunctional family system are common consequences of substance abuse. Substance abusers often experience feelings of depression, anxiety, low self-esteem, guilt and loneliness.

### Drug Classes

The Controlled Substances Act (CSA) <sup>1</sup> places all substances which are in some manner regulated under existing federal law into one of five schedules. This placement is based upon the substance's accepted medical use, potential for abuse, and safety or dependence liability. They are as follows:

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<sup>1</sup> The information in this section is taken directly from the U.S. Department of Justice's 2020 publication of "[Drugs of Abuse](#)"

#### Schedule I

- The drug or other substance has a high potential for abuse.
- The drug or other substance has no currently accepted medical use in treatment in the United States.
- There is a lack of an accepted safety use for the drug or other substance under medical supervision.
- Examples of Schedule I substances include heroin, gamma hydroxybutyric acid (GHB), lysergic acid diethylamide (LSD), marijuana, and methaqualone.

#### Schedule II

- The drug or other substance has a high potential for abuse.
- The drug or other substance has a currently accepted medical use in treatment in the United States or a currently accepted medical use with severe restrictions.
- Abuse of the drug or other substance may lead to severe psychological or physical dependence.

- Examples of Schedule II substance include morphine, phencyclidine (PCP), cocaine, methadone, hydrocodone, fentanyl, and methamphetamine.

### Schedule III

- The drug or other substance has less potential for abuse than the drugs or other substances in Schedules I and II.
- The drug or other substance has a currently accepted medical use in treatment in the United States.
- Abuse of the drug or other substance may lead to moderate or low physical dependence or high psychological dependence.
- Anabolic steroids, codeine products with aspirin or acetaminophen, and some barbiturates are examples of Schedule III substances.

### Schedule IV

- The drug or other substance has a low potential for abuse relative to the drugs or other substances in Schedule III.
- The drug or other substance has a currently accepted medical use in treatment in the United States.
- Abuse of the drug or other substance may lead to limited physical dependence or psychological dependence relative to the drugs or other substances in Schedule III.
- Examples of drugs included in Schedule IV are alprazolam, clonazepam, and diazepam.

### Schedule V

- The drug or other substance has a low potential for abuse relative to the drugs or other substances in Schedule IV.
- The drug or other substance has a currently accepted medical use in treatment in the United States.
- Abuse of the drug or other substance may lead to limited physical dependence or psychological dependence relative to the drugs or other substances in Schedule IV.
- Cough medicines with codeine are examples of Schedule V drugs.

Controlled Substance Analogues (CSA) are substances that are not formally controlled substances but may be found in illicit trafficking. They are structurally or pharmacologically similar to Schedule I or II controlled substances and have no legitimate medical use. A substance that meets the definition of a Controlled Substance Analogue and is intended for human consumption, may be treated under the CSA as if it were a controlled substance in Schedule I.

## Definitions

### Drug Abuse

When controlled substances are used in a manner or amount inconsistent with the legitimate medical use, it is called drug abuse. The non-sanctioned use of substances controlled in Schedules I through V of the CSA is considered drug abuse.

### Dependence

In addition to having abuse potential, most controlled substances are capable of producing either physical or psychological dependence.

### Physical Dependence

Refers to the changes that have occurred in the body after repeated use of a drug that necessitates the continued administration of the drug to prevent a withdrawal syndrome. The experience of withdrawal can range from mildly unpleasant to life-threatening and is dependent on a number of factors, such as:



- The drug being used
- The dose and route of administration
- Concurrent use with other drugs
- Frequency and duration of drug use
- The age, sex, health, and genetic makeup of the user

### Psychological Dependence

Refers to the perceived “need” or “craving” for a drug. Individuals who are psychologically dependent on a particular substance often feel that they cannot function without continued use of the substance. While physical dependence disappears within days or weeks after drug use stops, psychological dependence can last much longer and is one of the primary reasons for relapse.

### Addiction

Addiction is defined as compulsive drug-seeking behavior where acquiring and using a drug becomes the most important activity in the user’s life. This definition implies a loss of control regarding drug use. The person with a substance use disorder will continue to use a drug despite serious medical and/or social consequences.

### Health Risk

The Controlled Substances Act (CSA) regulates five classes of drugs:

- Narcotics
- Depressants
- Stimulants
- Hallucinogens
- Anabolic steroids

Each class has distinguishing properties, and drugs within each class often produce similar effects. However regardless of class, all controlled substances share a number of common features.

All controlled substances have abuse potential or are immediate precursors to substances with abuse potential. With the exception of anabolic steroids, controlled substances are misused to alter mood, thought, and feeling through their impact on the central nervous system (brain and spinal cord). Some of these drugs alleviate pain, anxiety, or depression. Some induce sleep and others are taken to energize.

Though some controlled substances are therapeutically useful, the “feel good” effect of these drugs contributes to their abuse. The extent to which a substance is reliably capable of producing intensely pleasurable feelings (euphoria) increases the likelihood that the substance will be abused. Each class’s legal status, effects on the mind, body, and overdose are outlined in the below section.

### Narcotics

Also known as “opioids,” the term “narcotic” comes from the Greek word for “stupor” and originally referred to a variety of substances that dulled the senses and relieved pain. Though some people still refer to all drugs as “narcotics,” today “narcotic” refers to opium, opium derivatives, and their semi-synthetic substitutes. A more current term for these drugs with less uncertainty regarding its meaning, is “opioid.” Examples include the illicit drug heroin and pharmaceutical drugs like OxyContin, Vicodin, codeine, morphine, methadone, and fentanyl.

**Legal Status:** Narcotics/opioids are controlled substances that vary from Schedule I to Schedule V, on the drug dependence profile. Schedule I Narcotics, like heroin, have no medical use in the U.S. and are illegal to distribute, purchase, or use outside of medical research.

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

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

**Effects of Overdose:** Overdoses of narcotics are not uncommon and can be fatal. Physical signs of narcotics/opioid overdose include constricted (pinpoint) pupils, cold clammy skin, confusion, convulsions, extreme drowsiness, and slowed breathing.

**Common Street Names:** Street names for various narcotics/opioids include, but are not limited to: Smack, Horse, Mud, Brown Sugar, Hillbilly Heroin, Lean or Purple Drank, OC, Ox, Oxy, and Oxycotton.

## Stimulants

Stimulants speed up the body's systems. This class of drugs includes: prescription drugs such as amphetamines (Adderall and Dexedrine), methylphenidate (Concerta and Ritalin), diet aids (such as Didrex, Bontril, Preludin, Fastin, Adipex P, Ionomin, and Meridia) and illicitly produced drugs such as methamphetamine, cocaine, and methcathinone

**Legal Status:** A number of stimulants have no medical use in the United States but have a high potential for abuse. These stimulants are controlled in Schedule I. Some prescription stimulants are not controlled, and some stimulants like tobacco and caffeine don't require a prescription. However, society's recognition of their adverse effects has resulted in a proliferation of caffeine-free products and efforts to discourage cigarette smoking. Stimulant chemicals in over-the-counter products such as ephedrine and pseudoephedrine, can be found in allergy and cold medication. As required by the Combat Methamphetamine Epidemic Act of 2005, retail outlets must stock these products out of the reach of customers, either behind the counter or in a locked cabinet. Regulated sellers are required to maintain a written or electronic logbook to record sales of these products. In order to purchase these products, customers must show a photo identification issued by a state or federal government. They are also required to write or enter into the logbook their name, signature, address, date and time of sale. In addition to the above, there are daily and monthly sales limits set for each customer.

**Effects on the Mind:** When used as drugs of abuse and not under a doctor's supervision, stimulants are frequently taken to: produce a sense of exhilaration, enhance self-esteem, improve mental and physical performance, increase activity, reduce appetite, extend prolonged periods of wakefulness, and "get high." Chronic, high-dose use is frequently associated with agitation, hostility, panic, aggression, suicidal or homicidal tendencies. Paranoia, sometimes accompanied by both auditory and visual hallucinations, may also occur. Tolerance, in which more and more of the drug is needed to produce the effects, can develop rapidly and psychological dependence can occur. In fact, the strongest psychological observed dependence

occurs with the more potent stimulants such as amphetamine, methylphenidate, methamphetamine, cocaine, and methcathinone. Abrupt cessation is commonly followed by depression, anxiety, drug craving, and extreme fatigue, known as a “crash.”

**Effects on the Body:** Stimulants are sometimes referred to as uppers and can reverse the effects of fatigue on both mental and physical tasks. Therapeutic levels of stimulants can produce exhilaration, extended wakefulness, and loss of appetite. These effects are greatly intensified when large doses of stimulants are taken. Taking too large a dose at one time or taking large doses over an extended period of time may cause such physical side effects such as: dizziness, tremors, headache, flushed skin, chest pain with palpitations, excessive sweating, vomiting and abdominal cramps.

**Effects of Overdose:** In an overdose, unless there is medical intervention, high fever, convulsions, and cardiovascular collapse may precede death. Because accidental death is partially due to the effects of stimulants on the body’s cardiovascular and temperature-regulating system, physical exertion increases the hazards of stimulant use.

**Common Street Names:** Street names for stimulants include, but are not limited to: Bennies, Black Beauties, Cat, Coke, Crank, Crystal, Ice, Speed and Uppers.

## Depressants

Depressants will put you to sleep, relieve anxiety and muscle spasms, and prevent seizures. Barbiturates are long-established drugs and include butalbital (Fiorina), phenobarbital, Pentothal, Seconal, and Nembutal. A person can rapidly develop dependence on and tolerance to barbiturates. This means a person needs more and more of them to feel and function normally. This makes them unsafe, increasing the likelihood of coma or death. Benzodiazepines were developed to replace barbiturates, though they still share many of the undesirable side effects including increased tolerance and dependence. Some examples are Valium, Xanax, Halcion, Ativan, Klonopin, and Restoril. Rohypnol is a benzodiazepine that is not manufactured or legally marketed in the United States but it is used illegally. Lunesta, Ambien, and Sonata are sedative-hypnotic medications approved for the short-term treatment of insomnia and share many of the properties of benzodiazepines. Other CNS depressants include meprobamate, methaqualone (Quaalude), and the illicit drug GHB.

**Legal Status:** Most depressants are controlled substances that range from Schedule I to Schedule IV under the Controlled Substances Act, depending on their risk for abuse and whether they currently have an accepted medical use. Many of the depressants have FDA-approved medical uses. Rohypnol and Quaaludes are not manufactured or legally marketed in the United States and have no accepted medical use.

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

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

**Effects of Overdose:** High doses of depressants or use of them with alcohol or other drugs can slow heart rate and breathing enough to cause death.

**Common Street Names:** Street names for depressants include, but are not limited to: Barbs, Benzos, Downers, GHB, Liquid X, and Roofies.

## Hallucinogens

Hallucinogens are found in plants and fungi or are synthetically produced and are among the earliest known group of drugs used for their ability to alter human perception and mood.

**Legal Status:** Many hallucinogens are Schedule I under the Controlled Substances Act, meaning that they have a high potential for abuse, no currently accepted medical use in treatment in the United States, and a lack of accepted safety use under medical supervision.

**Effects on the Mind:** Sensory effects include perceptual distortions that vary with dose, setting, and mood. Psychic effects include distortions of thoughts associated with time and space. Time may appear to stand still; forms and colors seem to change and take on new significance. Weeks or even months after some hallucinogens have been taken, the user may experience flashbacks – fragmentary recurrences of certain aspects of the drug experience in the absence of actually taking the drug. The occurrence of a flashback is unpredictable and occur more frequently in younger individuals. With time, these episodes diminish and become less intense.

**Effects on the Body:** Physiological effects include elevated heart rate, increased blood pressure, and dilated pupils.

**Effects of Overdose:** Deaths exclusively from acute overdoses of LSD, magic mushrooms, or mescaline are extremely rare. Deaths generally occur due to suicide, accidents, dangerous behavior, or a person inadvertently eating poisonous plant material. A severe overdose of PCP and ketamine can result in: respiratory depression, coma, convulsions, seizures, and death due to respiratory arrest.

**Common Street Names:** Street names for hallucinogens include, but are not limited to: Acid, Blotter, Cubes, Fry, Mind Candy, Mushrooms, Shrooms, Special K, STP, X and XTC.

## Marijuana/Cannabis

Marijuana is a mind-altering (psychoactive) drug, produced by the Cannabis sativa plant. Marijuana contains over 480 constituents. THC (delta-9-tetrahydrocannabinol) is believed to be the main ingredient that produces the psychoactive effect.

**Legal Status:** Marijuana is a Schedule I substance under the Controlled Substances Act, meaning that it has a high potential for abuse, no currently accepted medical use in treatment in the United States, and a lack of accepted safety use under medical supervision. Although some states within the United States have allowed the use of marijuana for medicinal purposes, it is the U.S. Food and Drug Administration that has the federal authority to approve drugs for medicinal use in the U.S. To date, the FDA has not approved a marketing application for any marijuana product for any clinical indication. Consistent therewith, the FDA and DEA have concluded that marijuana has no federally approved medical use for treatment in the United States. Thus, it remains as a Schedule I controlled substance under federal law. Marinol, a synthetic version of THC and the active ingredient found in the marijuana plant, can be prescribed for the control of nausea and vomiting caused by chemotherapeutic agents used in the treatment of cancer and to stimulate appetite in AIDS patients. Marinol is a Schedule III substance under the Controlled Substances Act.

**Effect on the Mind:** When marijuana is smoked, the THC passes from the lungs and into the bloodstream which carries the chemical to the organs throughout the body, including the brain. In the brain, the THC connects to receptors on nerve cells called cannabinoid. It influences the activity of those cells. Many of these receptors are found in the parts of the brain that influence pleasure, memory, thought, concentration, sensory and time perception, and coordinated movement. The short-term effects of marijuana include: problems with memory and learning, distorted perception, difficulty in thinking and problem-solving and loss of coordination. The effect of marijuana on perception and coordination are responsible for serious impairments in learning, associative processes, and psychomotor behavior (driving abilities). Long term, regular use can lead to physical dependence as well as psychic addiction or dependence. Discontinuation will produce withdrawal symptoms. Clinical studies show that the physiological, psychological, and behavioral effects of marijuana vary among individuals. A list of common responses to cannabinoids as described in the scientific literature is: dizziness, nausea, tachycardia, facial flushing, dry mouth, merriment, happiness, and even exhilaration at high doses; disinhibition, relaxation, increased sociability, talkativeness; enhanced sensory perception, giving rise to increased appreciation of music, art, and touch. Heightened imagination leading to a subjective sense of increased creativity; time distortions. Illusions, delusion, and hallucinations are rare except at high doses; impaired judgment, reduced coordination, and ataxia, which can impede ones' ability to drive or lead to an increase in risk-taking behavior. Increased appetite and short-term memory impairment are common.

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

**Effects of Overdose:** No death from overdose of marijuana have been reported.

**Common Street Names:** Street names include, but are not limited to: Aunt Marcy, Blunts, Dope, Ganja, Grass, Hash, Herb, Mary Jane, Pot, Reefer, Skunk and Weed.

## **Steroids**

Anabolic steroids are synthetically produced variants of the naturally occurring male hormone testosterone. They are abused in an attempt to promote muscle growth, enhance athletic or physical performance, and improve physical appearance. Testosterone, nandrolone, stanozolol, methandienone, and boldenone are some of the most frequently abused anabolic steroids.

**Legal Status:** Anabolic steroids are Schedule III substances under the Controlled Substances Act. Only a small number of anabolic steroids are approved for either human or veterinary use. Steroids may be prescribed by a licensed physician for the treatment of testosterone deficiency, delayed puberty, low red blood cell count, breast cancer, and the wasting of tissue as a result of AIDS.

**Effects on the Mind:** Case studies and scientific research indicate that high doses of anabolic steroids may cause mood and behavioral consequences. In some individuals, steroid use can cause dramatic mood swings, increased feelings of hostility, impaired judgment, and increased levels of aggression (often referred to as "roid rage"). When users stop taking steroids, they may experience suicidal depression. Anabolic steroid use may also cause psychological dependence and addiction.

**Effects on the Body:** A wide range of adverse effects is associated with the use or abuse of anabolic steroids. These effects depend on several factors including: age, sex, the anabolic steroid used, amount used, and duration of use. In adolescents, anabolic steroid use can stunt an individual's height. In boys, steroid use can cause early sexual development, acne, and stunted growth. In adolescent girls and women, anabolic steroid use can induce permanent physical changes, such as deepening of the voice, increased facial and body hair growth, menstrual irregularities, male pattern baldness, and lengthening of the clitoris. In men, anabolic steroid use can cause shrinkage of the testicles, reduced sperm count, enlargement of the male breast tissue, sterility, and an increased risk of prostate cancer. Users who inject steroids run the risk of contracting various infections due to non-sterile injection techniques and sharing of contaminated needles.

**Effects of Overdose:** Anabolic steroids are not associated with overdose. The adverse effects a user would experience develop from the use of steroids over time.

**Common Street Names:** Some common street names include: Arnolds, Juice, Pumpers, Roids, and Stackers.

To learn more about these classes of drugs, their appearance and more, visit [Campus Drug Prevention](#).

## Alcohol

The consequences associated with alcohol use and/or abuse can be far reaching and have a negative impact on an individual's physical and mental health. Alcohol consumption can cause a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including sexual assault. Moderate to high doses of alcohol can cause marked impairments in higher mental functions, severely altering a person's ability to learn and work. Very high doses cause respiratory depression and death. Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucination, and convulsions. Alcohol withdrawal can be life threatening and should be addressed through a doctor or licensed inpatient/outpatient treatment facility.

The Center for Disease Control and Prevention (CDC) has identified short- and long-term health risks related to alcohol use and abuse listed below<sup>2</sup>:

### Short-Term Health Risk

Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. These are most often the result of binge drinking and include the following:

- Injuries, such as motor vehicle crashes, falls, drowning, and burns.
- Violence, including homicide, suicide, sexual assault, and intimate partner violence.
- Alcohol poisoning, a medical emergency that results from high blood alcohol levels.
- Risky sexual behaviors, including unprotected sex or sex with multiple partners. These behaviors can result in unintended pregnancy or sexually transmitted diseases, including HIV.
- Miscarriage and stillbirth or fetal alcohol spectrum disorders among pregnant woman.

### Long-Term Health Risk

Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including:

- High blood pressure,
- heart disease, stroke, liver disease, and digestive problems.

- Cancer of the breast, mouth, throat, esophagus, liver, and colon.
- Learning and memory problems, including dementia and poor school or work performance.
- Mental health problems, including depression and anxiety.
- Social problems, including lost productivity, family problems, and unemployment.
- Alcohol dependence or alcoholism.

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<sup>2</sup>These health risks have been reproduced from the CDC's "[Fact Sheets- Alcohol Use and Your Health](#)".

Additional information about the physical and psychological consequences of substance use is available in the Mid Library, through the Student Wellness Coordinator, Human Resources, and at various Substance Abuse Agencies. Students and employees of Mid are encouraged to review the U.S. Department of Justice's 2020 publication [Drugs of Abuse](#) for more detailed information regarding the health risks associated with alcohol and illicit drug use and abuse.

### Available Counseling and Treatment Programs

Mid Michigan College strongly encourages individuals with a substance abuse problem to voluntarily seek assistance and appropriate treatment options. Mid has partnered with various external agencies who offer substance abuse counseling services on Campus, including the Mid Collegiate Recovery Education and Wellness Program, through CREW & Ten16 Recovery Network. Please visit the [Student Wellness & Community Resources webpage](#) for additional information and resources. Employees of Mid have access to [HelpNet](#) which provides confidential consultation and resources for issues such as addiction and recovery; Mental Health; grief and loss; elder care; difficulties in relationships; stress and anxiety with work or family; emotional well-being; and financial and legal concerns.

Free [online assessment and information](#) is available, as well as local assistance from the following:

#### [Ten16 Recovery Network](#)

(989) 773-9655-servicing Isabella County  
 (989) 802-0742-servicing Clare County  
 (989) 426-886-servicing Gladwin County

#### [Community Mental Health](#)

(989) 775-0604-servicing Isabella County  
 (989) 539-2141-servicing Clare County  
 (989) 426-9295-servicing Gladwin County  
 24 Hour Crisis Line (800) 317-0708

### Drug and Alcohol Abuse Prevention Strategies

The College uses evidence-based interventions, collaborations, and incorporates healthy lifestyles to reduce the harmful effects of alcohol and other drug use. Prevention and awareness about substance abuse and use are *not only* campus-wide initiatives with assistance from the offices of Security Operations and Systems, Student Services, Student Life, and Human Resources but are also provided in collaboration with the Michigan State Police, Ten16 Recovery Network, and Clare/Gladwin Recovery Court. Outlined below are a few of the prevention and awareness activities that take place throughout the academic year:

- Alcohol-free events during the day and evening hours

- Substance Abuse Prevention information material available to students, faculty, and staff through the Director of Student Wellness and Human Resources and is readily available throughout the campuses
- Partnership with Ten/16 Recovery Network to offer the Mid Michigan College Collegiate Recovery Education Wellness program at Mid and online.
- The campus newsletter 'Laker Wave' posts 'Tips for Healthy Living' and Alcohol and Other Drug prevention
- Student Life Organizations direct events focused on Alcohol and Drug prevention; healthy living
- Clubs and sports are substance free
- Substance-free Fitness Center open during the day and early evening
- Educational and awareness programs and activities hosted by Mid and/or in conjunction with external agencies
- Efforts to create a healthy living lifestyle normative environment through the Wellness Committee
- Development and enforcement of Campus Policies; enforcing laws addressing high-risk and illegal substance use
- Early intervention and referral strategies through the Behavior Intervention Team (BIT)

Preventative measures are also implemented by Human Resources specifically to inform employees of the importance of Alcohol and Other Drug education:

- Safe College Compliance Modules: Drug Free Workplace.
- Annual Fall Employee Benefit Fair. Local organizations offer information and materials on many different drug and alcohol resources.
- Free substance abuse counseling and referral services through HelpNet
- New employee onboarding: new employees receive a brief overview of the Alcohol and Other Drug Policy, where the policy is located on the Mid's website, and reference/information about reporting any suspected drug and/or alcohol use by employees.

### Federal Legal Penalties

Should a violation of any law take place on Mid campuses or at college sponsored activities or events, the College abides by all local, State and Federal laws and may ask an appropriate agency to impose any necessary sanctions. Any person who illegally sells, distributes, transports, possesses or consumes alcoholic beverages or controlled substances on college property may face immediate arrest and prosecution under applicable Federal, State and Local laws.

### Federal Trafficking Penalties for Schedule I, II, III, IV and V (except Marijuana)

#### Drug:

- |                                  |   |
|----------------------------------|---|
| • Cocaine (Schedule II)          | 500-4999 grams mixture                    |
| • Cocaine Base (Schedule II)     | 28-279 grams mixture                      |
| • Fentanyl (Schedule II)         | 40-399 grams mixture                      |
| • Fentanyl Analogue (Schedule I) | 10-99 grams mixture                       |
| • Heroin (Schedule I)            | 100-999 grams mixture                     |
| • LSD (Schedule I)               | 1-9 grams mixture                         |
| • Methamphetamine (Schedule II)  | 5-49 grams pure or 50-499 grams mixture   |
| • PCP (Schedule II)              | 10-99 grams pure or 100-999 grams mixture |



**Penalties:**

- First Offense: Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.
- Second Offense: Not less than 10 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.

**Drug:** Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutric Acid), any amount; Flunitrazepam (Schedule IV), 1 gram

**Penalties:**

- First Offense: Not more than 20 years. If death or serious injury, not less than 20 years, or more than life. Fine of \$1 million if an individual, \$5 million if not an individual.
- Second Offense: Not more than 30 years. If death or serious nondaily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.

**Drug:** Other Schedule III drugs; any amount

**Penalties:**

- First Offense: Not more than 10 years. If death or serious injury, not more than 15 years. Fine of not more than \$500,000 if an individual, \$2.5 million if not an individual.
- Second Offense: Not more than 20 years. If death or serious injury, not more than 30 years. Fine of not more than \$1 million if an individual, \$5 million if not an individual.

**Drug:** All other Schedule IV drugs; any amount and Flunitrazepam (Schedule IV); other than 1 gram or more

**Penalties:**

- First Offense: Not more than 5 years. Fine of not more than \$250,000 if an individual, \$2 million if not an individual.
- Second Offense: Not more than 10 years. Fine of not more than \$500,000 if an individual, \$2 million if not an individual.

**Drug:** All Schedule V drugs; any amount

**Penalties:**

- First Offense: Not more than 1 year. Fine of not more than \$100,000 if an individual, \$250,000 if not an individual.
- Second Offense: Not more than 4 years. Fine of not more than \$200,000 if an individual, \$500,000 if not an individual.

**Federal Trafficking Penalties for Marijuana**  
Marijuana

**Enormous Amount:** 1,000 kg or more mixture; 1,000 or more plants

- First Offense: Not less than 10 years, not more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.

- Second Offense: Not less than 20 years, not more than life. Fine not more than \$20 million if an individual, \$75 million if other than an individual.

Large Amount: 100-999kg mixture; 100-999 plants

- First Offense: Not less than 5 years, not more than 40 years. Fine not more than \$5 million if an individual, \$25 million if other than an individual.
- Second Offense: Not less than 20 years, not more than life. Fine not more than \$8 million if an individual, \$50 million if other than an individual.

Medium Amount: 50-99 kg mixture; or 50-99 plants

- First Offense: Not more than 20 years. Fine \$1 million if an individual, \$5 million if other than an individual.
- Second Offense: Not more than 30 years. Fine \$2 million if an individual, \$10 million if other than an individual.

Small Amount: Less than 50 kg mixture; 1-49 plants (does not include 50 or more marijuana plants regardless of weight)

- First Offense: Not more than 5 years. Fine not more than \$250,000 if an individual, \$1 million if other than an individual.
- Second Offense: Not more than 10 years. Fine \$500,000 if an individual, \$2 million if other than an individual.

Hashish (small amount): 10 kg or less

- First Offense: Not more than 5 years
- Second Offense: Not more than 10 years. Fine \$500,000 if an individual, \$2 million if other than an individual.

Hashish Oil (small amount): 1 kg or less

- First Offense: Not more than 5 years
- Second Offense: Not more than 10 years. Fine \$500,000 if an individual, \$2 million if other than an individual.

## State Laws and Legal Penalties

**Michigan Medical Marijuana Act & Michigan Regulation and Taxation of Marijuana Act**  
The Michigan Medical Marijuana Act (MMMA) and the Michigan Regulation and Taxation of Marijuana Act, conflict with federal criminal laws governing controlled substances, as well as federal laws that require institutions receiving federal funds from contract or grants to maintain a drug-free campus and workplace. 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 this Policy and is prohibited on college property or at college sponsored activities or events.

## State of Michigan Consequences of Alcohol or Drug Violations

The College acknowledges and respects the rights of individuals to use alcohol in a legal and responsible manner and supports the laws of the State of Michigan. We strive to create an environment that supports healthy decisions and lifestyles.

### *Michigan Laws for Alcohol and Other Drugs*

Under Michigan's Public Health Code, it is illegal to operate a motor vehicle:

- While intoxicated or impaired by alcohol, illegal drugs and some prescribed medications
- With a bodily alcohol content of 0.08 or more (This crime is one of Michigan's driving while intoxicated offenses)
- With any amount of cocaine or a Schedule 1 controlled substance in your body

Additionally, for persons under the age of 21 it is also against Michigan law to:

- Drive with a bodily alcohol content of 0.02 or more, or with the presence of alcohol in the body, except for that consumed at a generally recognized religious ceremony
- To possess or transport an unopened alcohol container in a motor vehicle, regardless if it is in the driver or passenger area.
- To allow anyone to use their motor vehicle after they have been drinking.
- To use a fake I.D. to obtain alcohol.
- To purchase, provide or serve alcohol to anyone under the age of 21
- To serve anyone under the age of 21 at a private party; hosts of such parties can be held responsible for injuries that an intoxicated person causes or incurs, at or after leaving, a party

Pursuant to MCL 333.7404 et seq., also known as the Public Health Code Act 368 of 1978:

- Individuals shall not use a controlled substance or controlled substance analogue unless the substance was obtained directly from, or pursuant to, a valid prescription or order of a practitioner while acting in the course of the practitioner's professional practice.

Pursuant to MCL 333.7403 et seq., also known as the Public Health Code Act 368 of 1978:

- It is illegal for a person to knowingly or intentionally possess a controlled substance, a controlled substance analogue, or a prescription form unless the controlled substance, controlled substance analogue, or prescription form was obtained directly from or pursuant to, a valid prescription or order of a practitioner while acting in the course of the practitioner's professional practice
- It is illegal to give or sell prescribed drugs to another person

Pursuant to MCL 333.7401 et seq., also known as the Public Health Code Act 368 of 1978:

- Individuals are prohibited from manufacturing, creating, delivering or possessing with the intent to manufacture, create, or deliver a controlled substance, a prescription form, or a counterfeit prescription form.

### **Penalties for Violation of Michigan Laws**

Penalties for violating Michigan law vary depending on the crime and whether it is a first, second or third offence. For drug crimes the amount and nature of the drug are determining factors. Actual sentences may differ at the discretion of the Judge.

#### **Operating a Motor Vehicle with the Presence of Alcohol or other Drugs**

Michigan laws and penalties for drunk or drugged driving vary, but as general rule the law requires:

- Courts to decide drunk or drugged driving violations within 77 days after arrest
- A mandatory 6-month driver license suspension, with possible restricted license after 30 days

- Court to ordered participation in, and successful completion of, 1 or more rehabilitation programs; in instances of a second conviction the Court must order this rehabilitation
- Five days to 1 year of jail time, or 30 to 90 days of community service, or both for second convictions of drunk or drugged driving
- Harsher license sanctions for multiple drunk or drugged driving convictions
- Payment of fines and costs, driver responsibility fees, as well as license reinstatement fees

#### Purchase, Consumption, or Possession of Alcoholic Liquor by a Minor (MCL 436.1703)

A minor shall not purchase or attempt to purchase alcoholic liquor, consume or attempt to consume alcoholic liquor, possess or attempt to possess alcoholic liquor, or have any bodily alcohol content. A minor who violates this subsection is responsible for a state civil infraction or guilty of a misdemeanor as follows:

- For the first violation, the minor is responsible for a state civil infraction and must be fined not more than \$100.00. A Court may order a minor to participate in a substance use disorder service, to perform community service, and undergo substance abuse screening and assessment at their own expense. A minor may be found responsible or admit responsibility only once the civil infraction
- For a subsequent violation the minor is guilty of a misdemeanor. A minor may face imprisonment for not more than 30 days if the court finds that the minor violated an order of probation, failed to successfully complete any treatment, screening, or community service ordered by the court, or failed to pay any fine for that conviction or juvenile adjudication, or by a fine of not more than \$200.00, or both. A court may order a minor to participate in substance use disorder services, to perform community service, and to undergo substance abuse screening and assessment at his or her own expense.

#### Use of a Controlled Substance (MCL 333.7404)

A person shall not use a controlled substance or controlled substance analogue unless the substance was obtained directly from, or pursuant to, a valid prescription or order of a practitioner while acting in the course of the practitioner's profession practice.

A person who is found to be in violation may be subject to penalties as follows:

- A controlled substance classified as schedule 1 or 2 as a narcotic drug is a misdemeanor punishable by imprisonment for not more than 1 year or a fine of not more than \$2,000.00 or both.
- A controlled substance classified in schedule 1, 2, 3, or 4 is a misdemeanor punishable by imprisonment for not more than 1 year or a fine of not more than \$1,000.00, or both.
- Use of a controlled substance classified in schedule 5 is a misdemeanor punishable by imprisonment for not more than 6 months or a fine of not more than \$500.00, or both.
- Use of marijuana, salvia divinorum, catha edulis is a misdemeanor punishable by imprisonment for not more than 90 days or a fine of not more than \$100.00, or both.

#### Possession of a Controlled Substance (MCL 333.7403)

A person shall not knowingly or intentionally possess a controlled substance, a controlled substance analogue, or a prescription form unless the controlled substance, controlled substance analogue, or prescription form was obtained directly from, or pursuant to, a valid prescription or order of a practitioner while acting in the course of the practitioner's profession practice.

A person who is found to be in possession of a controlled substance classified as Schedule 1 or 2 that is a narcotic may be subject to penalties based on the amount found in their possession as follows:

- 1000 grams or more; is a felony punishable by imprisonment for life or any term of years or a fine of not more than \$1,000,000.00, or both.
- 450 grams or more, but less than 1000 grams; is a felony punishable by imprisonment for not more than 30 years or a fine of not more than \$500,000.00, or both.
- 50 grams or more, but less than 450 grams; is a felony punishable by imprisonment for not more than 20 years or a fine of not more than \$250,000.00, or both.
- 25 grams or more, but less than 50 grams; is a felony punishable by imprisonment for not more than 4 years or a fine of not more than \$25,000.00, or both.
- Less than 25 grams; is a felony punishable by imprisonment for not more than 4 years or a fine of not more than \$25,000.00, or both

A person who is found to be in possession of the following other drugs may be subject to penalties as follows:

- Possession of Methamphetamine/Ecstasy; is a felony punishable by imprisonment for not more than 10 years or a fine of not more than \$15,000.00, or both.
- Possession of a controlled substance classified as Schedule 1, 2, 3, or 4 (excepting out those listed above) or a controlled substance analogue; is a felony punishable by imprisonment for not more than 2 years or a fine of not more than \$2,000.00, or both.
- Possession of a controlled substance classified as Schedule 5, or LSD; is a misdemeanor punishable by imprisonment for not more than 1 year and a fine of not more than \$2,000.00, or both.
- Possession of Marijuana; is a misdemeanor punishable by imprisonment for not more than 1 year or fine of not more than \$2,000.00, or both.
- A prescription form; is a misdemeanor punishable by imprisonment for not more than 1 year or a fine of not more than \$1,000.00, or both.

#### Manufacturing, Creating, or Delivering a Controlled Substance, Prescription Form (MCL 333.7401)

A person shall not manufacture, create, deliver, or possess with intent to manufacture, create, or deliver a controlled substance, a prescription form, or a counterfeit prescription form.

A person who manufactures and/or delivers a controlled substance classified in Schedule 1 or 2 that is a narcotic may be subject to penalties based on the amount as follows:

- 1000 grams or more; is a felony punishable by imprisonment for life or any term of years or a fine of not more than \$1,000,000.00, or both.
- 450 grams or more, but less than 1000 grams; is a felony punishable by imprisonment for not more than 30 years or a fine of not more than \$500,000.00, or both.
- 50 grams or more, but less than 450 grams; is a felony punishable by imprisonment for not more than 20 years or a fine of not more than \$250,000.00, or both.
- 50 grams or less; is a felony punishable by imprisonment for not more than 20 years or a fine of not more than \$250,000.00, or both.

A person who manufactures and/or delivers the following other drugs may be subject to penalties as follows:

- Manufacture/Delivery of controlled substance classified as Schedule 1, 2, or 3 (except marijuana; cocaine; narcotic); is a felony punishable by imprisonment for not more than 7 years or a fine of not more than \$10,000.00, or both.

- Manufacture/Delivery of controlled substance classified as Schedule 4; is a felony; punishable by imprisonment for not more than 4 years or a fine of not more than \$2,000.00, or both.
- Manufacture/Delivery of a substance classified as Schedule 5; is a felony punishable by imprisonment for not more than 2 years or a fine of not more than \$2,000.00, or both.
- Manufacture/Delivery of a prescription form or a counterfeit prescription form; is a felony punishable by imprisonment of not more than 7 years or a fine of not more than \$5,000.00, or both

A person who manufactures and/or delivers marijuana or a mixture containing marijuana may be subject to penalties based on the amount as follows:

- 45 kilograms or more or 200 plants or more; is a felony punishable by imprisonment for not more than 15 years or a fine of not more than \$10,000,000.00, or both.
- 5 kilograms or more, but less than 45 kg, or 20 plants or more, but fewer than 200; is a felony punishable by imprisonment for not more than 7 years or a fine of not more than \$500,000.00, or both.
- Less than 5 kilograms or fewer than 20 plants; is a felony punishable by imprisonment for not more than 4 years or a fine of not more than \$20,000.00, or both.

For more information regarding penalties in the State of Michigan, please see [Michigan Legislature](#) or [Michigan.gov](#) .

### Disciplinary College Sanctions

The use and/or abuse of alcohol and other drugs can increase the risk for behavioral and social problems and can have a negative impact on academic and work performance. Students and employees who illegally use alcohol or controlled substances on college property or at college sponsored activities or events will face disciplinary action and/or prosecution under the law. Mid has adopted intervention strategies for addressing violations of this policy with students and employees 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 is 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 Student Conduct and or Student Wellness, improvement plan, external substance abuse assessment, enrollment in a treatment program, probation, suspension, expulsion, termination of employment, and referral for prosecution. Intervention and sanctions imposed will vary based on the circumstances and severity of the incident, as well as prior acts. The Student Conduct Office is charged with overseeing the conduct and resolution process for students. Human Resources has management of the conduct and resolution process for employees.

### Students

The Conduct Office will work with students charged with violations of this Policy and will determine appropriate intervention strategies, educational measures and sanctions using the response levels listed below. Response levels are designed to guide the process for determining the most reasonable response to violations of this policy. Each reported incident will be reviewed individually. A response level will be assigned to help guide the intervention, education, and sanction process.

## *Alcohol Violations*

### *Response Level 1 - Possession or Consumption with minimal disruption*

First possession/consumption violation, possible interventions and sanctions may include establishment of a conduct record and meeting with Student Conduct, meeting with Student Wellness, participation in educational awareness program or activity, issuance of a warning.

### *Response Level 2 – Concerning or Disruptive Behavior*

Second alcohol possession/consumption, or first alcohol possession/consumption involving disruption (e.g., creating disturbance in the classroom, verbal altercation, minor vandalism/ destruction of property etc.). Sanctions may include any listed in response level 1, external alcohol assessment (at own expense), mandated educational or reflective assignment, implementation of improvement plan and/or follow recommendations decided by Student Conduct and/or Wellness, disciplinary probation until terms of improvement plan completed.

### *Response Level 3 – Persistent Concerning Behavior or Single Serious Incident*

Three or more alcohol possession/consumption, or two or more alcohol possession/consumption involving disruption, or first-time serious incident (e.g., physical altercation, threat to self or others, selling or furnishing alcohol to minor, police involvement etc.). Sanctions may include any listed in response levels 1 or 2, College Suspension Review, consideration of deferred suspension (based on assessment and follow through with recommendations/treatments), referral for prosecution.

### *Response Level 4 – Egregious Behavior/Incident*

Alcohol possession/consumption combined with egregious behavior (e.g., physical assault, sexual assault, significant vandalism/destruction of property, attempt or threat of severe harm etc.). Sanctions may include any listed in response levels 1,2 3, College Expulsion Review, referral for prosecution.

## *Drug Violations*

### *Response Level 1 - Possession or Consumption with minimal disruption*

First marijuana possession/use, first drug paraphernalia possession/use. Sanctions may include establishment of a conduct record and meeting with Student Conduct, meeting with Student Wellness, participation in educational awareness program or activity, issuance of a warning.

### *Response Level 2 – Concerning or Disruptive Behavior*

Second marijuana possession/use, or second Drug paraphernalia possession/use, or first narcotic, opioid, or unauthorized prescription drug use. Sanctions may include any from response level one, mandated educational or reflective assignment, implementation of improvement plan and/or follow recommendations decided by Student Conduct and/or Wellness, Substance Abuse consultation (at own expense), disciplinary probation until terms of improvement plan completed.

### *Response Level 3 – Persistent Concerning Behavior or Single Serious Incident*

Three or more marijuana possession/use/paraphernalia, or second narcotic, opioid, or unauthorized prescription drug use, or possession of controlled substance(s) in large amount. Sanctions may include any from response level 1 and 2, College Suspension Review, completion of Substance Abuse treatment program, consideration of deferred suspension (based on assessment and follow through with recommendations/treatments), Referral for prosecution.

### *Response Level 4 – Egregious Behavior/Incident*

Delivery, manufacture, or sale of a controlled substance, including marijuana narcotic, opioid, or unauthorized prescription drug use with aggravating factors (e.g., physical assault/altercation, significant

vandalism, destruction of property, attempts or threats of severe harm). Sanctions may include any from response levels 1, 2, 3, College Expulsion Review, referral for prosecution.

*Notation: Disciplinary Probation means that should any subsequent conduct violation occur or if intervention and sanctions assigned are not completed within the timeframe allotted, a review will convene for suspension or dismissal from the College.*

## College Employees - Drug Free Campus & Workplace Act

### *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 include, 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.

If an administrator observes an instructor 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 instructor at a specially scheduled appointment. The instructor shall be afforded the right to have an appropriate Association representative(s) present at this meeting. In each circumstance, the Association representative(s) shall be notified in advance that a meeting is scheduled. One of the possible outcomes of such a meeting could be an instructor referral to the College's Employee Assistance Program (EAP).

An instructor, while successfully participating in an alcohol or drug abuse program (verified by progress reports provided by the EAP), 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 EAP 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.

### Sanctions

Bargaining unit employees covered under the Faculty Senate Agreement receiving sanctions that result in disciplinary actions, as opposed to remedies, may utilize the grievance procedures outlined in their respective 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 specially scheduled appointment. If the employee is covered under the Educational Support Personnel Agreement (ESPA), the employee shall be provided the right to have appropriate Association representative(s) present at any such meetings. In all occurrences, the Association representative(s) shall be notified in advance that such an interview is scheduled to take place.

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 Vic President (AVP) 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).

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 AVP 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 AVP 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 AVP 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:

- 1<sup>st</sup> Offense: Written Warning
- 2<sup>nd</sup> Offense: Written Reprimand
- 3<sup>rd</sup> Offense: Paid or Unpaid Suspension
- 4<sup>th</sup> 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.

### Distribution of Policy

A copy of this policy and prevention program is distributed annually at the start of each fall semester. It is emailed to all students, faculty and staff by College Compliance & Ethics. The email includes a notice of availability of the Policy and includes the Policy as a PDF attachment. A link for accessing the document online is also included. First-time students that attend after the Fall Semester will be provided a copy of this policy via email in the second week of their first semester. This email will include the same information as the annually distribution. New employees who are hired after the Fall policy distribution are made aware of the policy through their on-boarding with Human Resources.

### Review of College Prevention Program and Policy

The Drug Free Campuses and Drug Free Workplace Acts require institution of higher education to conduct a biennial review of its programs. The Biennial Review is conducted on even-numbered years and is designed to determine effectiveness, implement needed change, and ensure that intervention and sanctions developed are consistently enforced. Within the Biennial Review, the College is required to disclose the number of alcohol and drug violations occurring on campus or at college sponsored activities or events, as well as the number and types of sanctions imposed on students and employees as a result of violations to this policy. Mid's most recent [Biennial Review](#) is available for review.

### Policy Questions and Reporting Options

This Policy is provided through the Office of College Compliance & Ethics with assistance from Student Conduct and Human Resources, and is updated yearly before the start of each Fall semester. A copy of [this policy](#) is available on Mid's website.

For questions regarding this Policy, students should contact the Office of College Compliance & Ethics via email at [sos@midmich.edu](mailto:sos@midmich.edu) . Employees should contact Human Resources for any questions regarding this Policy via email at [hr@midmich.edu](mailto:hr@midmich.edu) .

To report possible violations of this or any other College Policy, members of the campus community should refer to the [Mid Cares webpage](#).

### Closing

Mid Michigan College has a duty to protect our students, staff, and visitors from unsafe and unhealthy influences while on our Campuses. Factually, the use/abuse of alcohol and other drugs also increases the risk for behavioral and social problems and can create a negative impact on academic and work performance and relationships with co-workers, classmates, family, and friends. Conduct problems could result in disciplinary action, loss of employment or dismissal from academic classes and programs. The laws of the state of Michigan and the policies of 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. By keeping our Campus Community apprised and informed of current laws and policies, as well as the effects of alcohol and drug use/abuse on social and physical health, Mid furthers its commitment in cultivating a healthy, safe and secure environment for our students, staff, and visitors.