



## Washtenaw Community College 2016 Biennial Report and Assessment

Table of Student and Employee Violations

	2013	2014	2015
Student Drug	0	3	5
Student Alcohol	1	2	2
Total Student Violations	1	5	7
Employee Drug	1	0	0
Employee Alcohol	2	0	0
Total Employee Violations	3	0	0

### Section 1: Statement of Results of 2016 DAAPP Review

WCC strives to ensure a safe environment for students, employees, and guests of the College. The numbers above reflect the drug and alcohol incidents for students and employees that occurred during the time period of this DAAPP review. One year of prior data is also included for comparison purposes. Incidents involving students result in mandatory meetings with the appropriate administrator and the application of WCC's student disciplinary process. Each student incident was properly investigated and addressed. College actions include some or all of the following for each incident:

- Offering College counseling services for support
- Providing information on community resources for alcohol abuse
- Having a discussion on the negative consequences of alcohol misuse
- Applying appropriate conduct sanctions for the incident

Conduct sanctions range from warnings to immediate suspension. Consideration is given for the severity of the incident, whether other misconduct occurred during the incident, and any other mitigating or aggravating factors. Repeat violators are typically served elevated sanctions and if suspended, the student is typically required to successfully complete a recognized substance abuse program before being considered for re-enrollment.

WCC has low incidence of employee impairment. There were no employee incidents during the review period. For the two (2) cases listed in the comparison year data - the cases were reported by employees through the Family Medical Leave Act and in each situation, the leave of absence was granted. As WCC

is in near vicinity of two major hospital systems that treat alcohol and drug addiction, treatment options are available within close proximity to employee homes. In addition, through the Employee Assistance Program, the employee and/or immediate members of the employee's household are able to seek confidential assistance over the phone or in person, through a licensed counselor. In the event that the drug or alcohol concern is not self-reported, but instead found through observation of performance, an investigation will be conducted and sanctions taken based on violation. Employees will also be given a mandatory referral to the Employee Assistance Program, which requires action/follow up by the employee.

## **Section 2: Ongoing Efforts**

- Employees and students annually receive the *Required Reading on Drugs and Alcohol* email through a system that tracks delivery to ensure all employees and students receive the email.
- In 2015, the College created a *Consumer Information* web page with drug and alcohol awareness and prevention information as a selection on the page.
- Review of Drug/Alcohol Free Campus policy with all new hired employees during the orientation process.
- Notification of Employee Assistance Program telephone and webinar presentations available to employees.
- WCC's Student Resource Center (SRC) holds periodic information sessions on drug and alcohol abuse.
- The SRC periodically distributes brochures and flyers on the topic.
- The SRC holds an annual Drug/Alcohol Screening Day for any interested individual.
- The SRC is creating a wellness calendar with an emphasis on different topics for personal well-being monthly. Drug and alcohol abuse prevention and resources for assistance will be provided as part of the series.
- The SRC places informational booths/tables on a periodic basis in the Student Center Building.
- WCC's Student Activities holds periodic events or activities where drug alcohol abuse information is distributed.
- Representatives from community substance abuse programs participate in periodic community resource fairs.
- The College will modify search parameters on its website so that resource information is easier to find.
- Beginning in 2016, students involved in a conduct referral for substance abuse will be required to have the currently required meeting with the ombudsman and in addition, will now require periodic case management meetings with a WCC Licensed Professional Counselor (LPC).

## **Section 3: Program Goals and Ongoing Efforts**

### *Goals:*

- To increase awareness of drug/alcohol abuse and related problems to the campus community.
- To reduce drug and alcohol abuse on campus.
- WCC is an institution committed to providing a safe and nourishing environment. WCC will seek to understand the cause(s) of abuse of drugs and alcohol along with monitoring the number of incidents in order to take action as needed.
- WCC will continue to work toward the lowest incident rate of drug alcohol abuse that it can.

*Ongoing Efforts:*

- To continue reviewing the situations involved in a student drug or alcohol conduct incident for effectiveness and improvement in the process.
- WCC continues to seek improved relations with community agencies charged with substance abuse prevention and treatment.
- WCC continues to strive for improved methods of promotion for drug and alcohol abuse prevention strategies and treatment options to students and employees.
- WCC will conduct a biennial review of all activities for effectiveness. The next review must be conducted by April 1, 2018.