



Drug-Free Schools and Campuses Regulations Biennial Review:
2019 and 2020

Prepared by: Mike Steger, Mental Health Counselor

Table of Contents

Introduction	3
Biennial Review Process.....	3
Annual Policy Notification Process	4
Prevalence Rate, Incidence Rate, Needs Assessment and Trend Data.....	5
Policy, Enforcement & Compliance.....	7
Policy	7
Enforcement.....	8
Compliance	8
Programs and Interventions	9
Prevention Strategies	9
Intervention Strategies	9
Biennial Goals and Objectives and Achievement	10
Achievements.....	10
Student Goal and Objective	10
College Goal and Objective	10
AOD SWOT/C Analysis.....	11
Policy Review	11
Program/Intervention Review	11
Goals, Metrics, and Recommendations for next Biennium	13
Goals	13
Recommendations.....	13
Conclusion.....	14

Introduction

Fox Valley Technical College supports the goals and policies of a drug and alcohol-free educational environment and workplace and is committed to providing students, faculty, staff, and visitors a safe and healthy campus and workplace. FVTC recognizes the health risks associated with controlled substance use and alcohol misuse and is committed to supporting students and employees who seek treatment for these issues. FVTC also recognizes that controlled substance use and alcohol misuse diminish workplace productivity, student learning and presents concerns for overall campus safety

The Drug Free Schools and Communities Act (DFSCA) requires that Fox Valley Technical College create and execute a drug and alcohol-free prevention program to prevent unlawful possession, use, and/or distribution of any narcotics or alcohol on campus or at any campus event. In addition, we are to conduct a biennial review in order for the College to measure its effectiveness of prevention and intervention strategies and confirm that disciplinary actions are being handled consistently.

Biennial Review Process

The biennial review covers the period of January 1, 2019 through December 31, 2020. The review is conducted by Mike Steger, Licensed Professional Counselor and Substance Abuse Counselor at FVTC. Members participating in the review are: Tony Duff, Student Conduct Manager; Dan Squires, Manager of Counseling Services; Kellie Stegath, Student Services Administrative Assistant.

Drug and Alcohol information for employees and students can be found [Drug and Alcohol Policy](#)

Annual Policy Notification Process

Each year, the College is required to publish the Annual Security Report by October 1 in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act).

Security Services take any crimes or threats against students, staff and visitors to the campus very seriously. We consider the safety and security of all community members at Fox Valley Technical College our top priority. Security Services are trained to handle all types of situations and adhere to the highest standards to serve the community. We aggressively investigate reported crimes and behavioral issues, as well as avenues to support victims. Staff and students are strongly encouraged to report any suspicious and unlawful activity to our Security Services Office.

Below is a PDF and a link to our 2018 and link to our 2019 Annual Security Report.



2018 Annual
Security Report.pdf

Page 76

[2019 Annual Security Report & Annual Fire Safety Report](#)

Page 97

Prevalence Rate, Incidence Rate, Needs Assessment and Trend Data

Figure 1 shows the reported Drug and Alcohol related crimes on Fox Valley Technical College campuses during this reporting period. These statistics are updated on or before October 1 of each year for the previous 3 calendar years. Statistics are divided between the Appleton and Oshkosh campuses, Regional Centers, student housing facilities, non-campus properties, and public properties immediately adjacent to the campuses.

A written letter was mailed to all law enforcement agencies requesting crime information that occurred on College owned, leased, controlled, or rented properties. Not all of the agencies could provide the statistics requested.

The Clery Act requires the College to report all crime statistics from Tech Village student housing in both the Tech Village student housing column as well as the main campus column.

Offence	Year	On-Campus Property	Tech Village Student Housing	Public Property
Arrests: Drug Abuse Violations	2017	0	0	0
	2018	1	1	0
Disciplinary Referrals: Drug Abuse Violations	2017	2	1	0
	2018	1	1	0
Arrests: Liquor Law Violations	2017	0	0	3
	2018	0	0	0
Disciplinary Referrals: Liquor Law Violations	2017	45	45	0
	2018	31	30	0

Figure 1

The Behavioral Intervention Team has been in existence at the College since 2009. Originally, the team was comprised of staff from Security Services, Counseling Services, and Student Life. In 2011, it was expanded to include representatives from Counseling Services, Faculty, Educational Support Services, Management, Diversity and Inclusion Services, and Student Life. This group meets on a weekly basis and if there is an emergency.

The purpose of this team is to provide a cross-functional, multidisciplinary point of contact for members of the college community who have encountered student behavior that they perceive as aberrant, threatening, or dangerous. The team aims to track "red flags" in student behavior in order to identify individual or group behavior patterns, or disturbances. The cross-functional

team will then investigate, perform a threat assessment, and determine the best ways to support and/or intervene. The purpose is to promote the success of individual students, as well as the overall safety of the campus community. The team will act promptly to follow-up with the individual initiating the report and determine a plan of action.

Actions taken by the team could include the following:

- Assisting faculty with appropriate intervention strategies
- Assist in writing a Behavioral Success Plan
- Provide resources for students and staff
- Impose educational sanctions
- Connect with community-based services to assist the student

Policy, Enforcement & Compliance

Policy

Fox Valley Technical College supports the goals and policies of a drug and alcohol-free educational environment and workplace and is committed to providing students, faculty, staff, and visitors a safe and healthy campus and workplace. FVTC recognizes the health risks associated with controlled substance use and alcohol misuse and is committed to supporting students and employees who seek treatment for these issues. FVTC also recognizes that controlled substance use and alcohol misuse diminish workplace productivity, student learning and presents concerns for overall Security Services.

The provisions of this policy are intended to comply with applicable state and federal laws including, but not limited to, the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments of 1989, and the Americans with Disabilities Act of 1990.

The following conduct is prohibited:

- **Alcohol** - Using, selling, manufacturing, distributing, possessing, storing, dispensing, or being under the influence of alcohol on College owned or leased facilities, including grounds, as part of any College-related activity, except authorized under College policy. Limited alcohol service for community social events held at College facilities can be provided with prior authorization by the President. The unlawful sale, use, and possession of alcoholic beverages is prohibited.
- **Controlled Substances** – Using, selling, manufacturing, distributing, possessing, storing, dispensing, or being under the influence of controlled substances on College owned or leased facilities, including grounds. Unlawful possession, use, sale, or distribution of controlled substances, illicit drugs, or alcohol by any student, employee, or vendor on College property or at any College-sponsored activity is strictly prohibited. Controlled substances refer to any drug or substance that is legally prohibited including, but not limited to, marijuana (THC), cocaine, opiates, phencyclidine (PCP), amphetamines (including methamphetamines).
- **Other Misconduct** – Any other conduct that the College determines to be inconsistent with providing a drug and alcohol-free campus and workplace. Employees will, as a condition of employment, abide by the terms of this policy and report any conviction under a criminal drug statute for violations occurring on or off the College premises while conducting College business. A report of a conviction must be made within five (5) days after the conviction to the immediate supervisor, as required by the Federal Drug Free Workplace Act. The College will notify the appropriate Federal agency as required under the Drug-Free Workplace Act of any reported convictions of employees as identified above on a timely basis. Any violations of this policy related to faculty or staff will be referred to Human Resources and any violations related to students will be referred to Security Services for appropriate follow up and action.

The policy may be accessed online at <https://www.fvtc.edu/MyFVTC>, tab Student Forms & Policies, Policies and Procedures and Drug & Alcohol-Free Campus and Workplace.

Enforcement

Local, state, and federal law enforcement has primary responsibility for the enforcement of State underage drinking laws as well as the enforcement of Federal and State drug laws.

The following remedies and sanctions may be imposed where students have been found responsible for violation of the Drug and Alcohol-Free Campus and Workplace Policy and the Fox Valley Technical College Code of Conduct.

1. Warning
2. Behavior Probation
3. Fox Valley Technical College Suspension
4. Facilities Restriction
5. Fox Valley Technical College Expulsion

Additional remedies may include referral of the responsible student to alcohol and drug abuse counseling or support services located at Fox Valley Technical College or in the general community.

Wisconsin State Statutes recognizes that drug and alcohol abuse can be serious criminal offenses. It is important for all members of the college to understand how these offenses are defined in law, and to be aware of the penalties. Listed below are two relevant Wisconsin Statutes governing drug and alcohol use. Detailed information may be located on the Wisconsin State Legislature home web page at <http://legis.wisconsin.gov/>.

- Chapter 961 – regulates illegal drug use and controlled substances, and outlines specific penalties for the violating the statute.
- Chapter 125 – regulates illegal use of alcohol beverages and outlines specific penalties for violating the statute.

Compliance

In compliance with the Drug Free Schools and Communities Act, the College publishes information regarding the College's educational programs related to drug and alcohol abuse prevention, sanctions for violations, and a description of health risks associated with alcohol and other drug use. FVTC provides a description of available treatment programs for Fox Valley Technical College students and employees. These cases are referred to the Student Conduct Manager, AODA Counselor, and Human Resources.

Programs and Interventions

Fox Valley Technical College offers services to both educate and intervene with students regarding drug and alcohol use. Prevention strategies aim to provide psychoeducation to students to encourage healthy lifestyle choices, abstinence from illicit chemicals, and responsible use of alcohol. Intervention strategies provide relapse prevention and substance use disorder education. If ongoing or more intensive services are needed a student will be referred to a community provider.

Prevention Strategies

- Lunch and Learn (Self-help services)
 - Generally offered to students and staff population with emphasis on Alcohol and Drug usage.
- Pre-recorded videos focusing on mental health coping skills
 - Relapse prevention for students who have a current addiction challenge.
 - Place videos on student learning platform, Blackboard and college social media sites.
- Tech Village (FVTC Housing)
 - Deliver Alcohol and Drug presentations each semester
- Classroom Alcohol and Drug presentations each semester
- AODA Counselor presence at our annual Health and Wellness fair

Intervention Strategies

- Offer .5 services: Relapse Prevention or AOD education sessions (counseling groups to address AOD use)
 - Assessment/Screen
 - Barriers and challenges
 - Trends and behavior patterns
 - Recommendations
 - Psychoeducation
 - Support
- Linkage: Assess and refer services

Biennial Goals and Objectives and Achievement

The review team in partnership with other various offices around the College, have outlined the goals, objectives and achievements to keep us on track as we continue our efforts in college safety measures.

Achievements

- Counseling and Advising Services has in place the LifeLINE Assistance Program.
- This program is designed for students and staff to receive individual counseling for issues such as: alcohol and other drug use, codependency and smoking cessation.
- These services are available to students at no additional cost.
- This program includes a fulltime counselor specialized in alcohol and other drug use, committed to students or staff who need individual counseling.
- Included in this program, are opportunities for individuals to participate in group sessions such as “Lunch & Learn” specific to alcohol and drug prevention and intervention strategies facilitated by the counselor.

Student Goal and Objective

- Continue to encourage students to contact Counseling & Advising Services for assistance with any alcohol or drug related concerns or struggles.
- Encourage students to complete short survey cards after group sessions to determine if our services are meeting the needs of the students.
 - Make modifications to the program where necessary
- Work with our community partners to invite guest speakers to share alcohol and drug related experiences.
- Provide incentives in order to generate more participation to increase awareness and lessen stigmas.

College Goal and Objective

- Develop baselines in prevention and intervention measures for individual and group participation.
- Develop new training programs that outline current drug and alcohol statistics along with, provide coping skills to use in place of drug and alcohol usage.
- Expand our website presence to include visual aids about our alcohol and drug use support services.
- Continue to review our policies and communicate the scope of any changes where necessary.

AOD SWOT Analysis

During the period of the biennium, the DFSA committee met to review, revise, and enhance institutional planning for Alcohol, Tobacco, and Other Drug policies and programs. Utilizing a SWOT (Strengths /Weaknesses /Opportunities /Threats) framework, the planning efforts resulted in significant changes.

Policy Review

- Strengths
 - Policies do address campus stance of substance use.
 - Reflects the differences of a primarily residential campus environment with our technical college.
 - Policies exist specific to substance use in other areas of our College to include Student Life Field Trip policy.
- Weaknesses
 - Policy does not identify progressive steps to repeated violations or designate specific sanctions (i.e. first, second offense).
- Opportunities
 - The committee did discuss developing progressive steps within the Conduct process to address substance use and elected to continue to address issues on a case-by-case basis and refer to the Code of Conduct for guidance.
- Threats
 - No threats identified at this time. The committee will continue to review.

Program/Intervention Review

- Strengths
 - Offering of smoking cessation assistance to students.
 - Provision of free consultation services with a licensed Substance Abuse Counselor.
 - Student life offers numerous student experiences without alcohol present.
- Weaknesses
 - We have a limited presence on campus housing.
 - Unclear message within the college about what services can be administered through Counseling & Advising specific to AODA issues.
 - Alcohol and drug use are exceedingly under-reported.
 - Culture within some programs of study may support alcohol use and it may be important to direct additional attention to these student populations.
 - High-risk and problematic alcohol use far exceeds national averages and adversely impacts student success and well-being.
 - There is limited data of faculty/staff alcohol and drugs use and prevention needs.

➤ Opportunities

- Work with Tech Village to advocate for a substance-free floor within the housing facility.
- Strengthen connections with Tech Village to support policies to decrease substance use/abuse.
- Develop more consistent campus messaging regarding alcohol expectations.
- Engage faculty and staff members in alcohol prevention efforts.
- Link in AODA faculty as resources and stakeholders.
- Develop data collection process to better understand substance use amongst our student population.
- Examine structured interventions to AODA violations coming through the Conduct office or from Tech Village.

➤ Threats

- Devoting staff resources to prevention efforts with minimal student participation.
- Increasing service utilization may require additional capacity. We will continue to monitor and make appropriate recommendations as needed.

Goals, Metrics, and Recommendations for next Biennium

Goals

- Create a marketing strategy to clarify and promote resources offered through FVTC Counseling to include updating information on our webpage and speaking directly to Departments about resources available on campus.
- Creating presentations on substance abuse to educate faculty and staff.
- Continue to develop a relationship with campus housing to include Resident Assistant training each year on signs of intoxication, resources, and referrals.
- Conduct routine trainings with interested campus staff, including advisors, faculty, Security, and other student services units, on alcohol screening and use of motivational interviewing techniques to address alcohol misuse.

Recommendations

- Collect additional data to assess gaps by utilizing separate comment codes to track service delivery.
- Examine the viability of developing a Recovery Community at FVTC.
- Consider aligning efforts with the SUDC program to promote healthy messages around AODA issues and building events that provide education to the campus community.

Conclusion

Fox Valley Technical College is recognized for serving approx. 50,000 students annually, most within the state of Wisconsin under the WTCS (Wisconsin Technical College System). The College takes great pride in the importance of the wellness and safety of our students and staff. The College, as a whole, works diligently to create an environment that is welcoming to all students and staff regardless of their diverse cultures, backgrounds, barriers and aspirations. Alcohol and drug use are a common problem throughout the state and other campuses alike. In our efforts to continuously work to decrease the number of alcohol and drug use occurrences, we understand the long-term work that lies ahead as we develop new strategies and approaches.

Fox Valley Technical College has achieved deliverables in the area of student and staff safety and will continue to implement new processes as we work towards an Alcohol and Drug Free Campus. Some deliverables are:

- Creation of the Behavioral Intervention Team (BIT Team)
 - Team of cross-functional, multidisciplinary college employees.
 - Assists faculty with appropriate intervention strategies.
 - Creates behavioral success plans.
 - Provides resources for students and staff.

- Mental Health First Aid– Train the Trainer (Host site in February 2020)
 - National Council provided a week-long training to college staff.
 - Staff was trained on how to identify early signs of mental health concerns in others and refer them to the appropriate support services.
 - Same staff members will conduct multiple 1-day trainings per year to train other staff to identify early signs of mental health and maintain their certification.

With these collaborative measures in place, Fox Valley Technical College is moving in the right direction to keep our students and staff supported and safe. As mentioned above, this is an ongoing and ever evolving initiative that needs constant review and scrutiny so we can make the necessary adjustments to assure our staff and students are safe and healthy.