Under the Drug Free Schools and Campuses Act, all Institutions of Higher Education are required to create a policy to prevent the unlawful possession, use, and distribution of alcohol and other illicit drugs by students, faculty, and staff.

The intention of this document is to meet the legal requirements of conducting a biennial review and also summarize the programs and activities related to alcohol and drug prevention at La Roche during the 2012-2013 and 2013-2014 academic years.

La Roche College is committed to provide a safe and healthy learning environment for all members of its community and one that strengthens the academic and social development of its students. Specifically, the College believes that the health and safety of all its members and especially the academic and social development of its students is negatively affected by the use of illegal drugs and the abuse and improper consumption of alcohol. La Roche believes that all students have the right to engage in academic and extracurricular activities without interference from others under the influence of alcohol and other drugs.

Alcohol Policy

La Roche recognizes that the misuse and abuse of alcohol is a serious issue affecting college students, the community and our society. It is well established that misconduct such as vandalism, physical assault, excessive noise and other misbehavior results primarily from the misuse and/or abuse of alcohol by students and their guests. The purpose of this policy therefore is to foster the growth and development of the student by promoting an alcohol free environment. La Roche’s policy is intended to reflect the College’s commitment to the principals, goals and ideals described in the College’s mission statement.

La Roche College students and/or their guests, regardless of age, are not permitted to use alcoholic beverages in the residence halls or on campus grounds. Students who are knowingly present during a violation of this policy are subject to the procedures and sanctions of the student code of conduct.

La Roche College students who are at least 21 years of age are permitted to use alcoholic beverages while participating in officially sanctioned College events where alcohol is sanctioned. Public intoxication, disorderliness, or offensive behavior on campus deriving from the use of alcoholic beverages on or off campus is subject to disciplinary action. Collection of empty bottles, cans and bottles are not permitted. La
College students are expected to assume total responsibility for their own behavior and that of their guests and to comply with the laws of the Commonwealth of Pennsylvania regarding alcohol.

In cases involving the use of alcoholic beverages by an individual who is under the age of twenty one, there is potential for prosecution through the local magistrate. The College may notify the student’s parent or guardian when action is taken regarding a violation of the alcoholic beverage policy.

Definitions
*Use of alcoholic beverages: includes the purchase, use, possession or serving of alcoholic beverages
*La Roche College Student: any full time or part time student enrolled at La Roche
*Campus grounds: College owned property and facilities, including, but not limited to residence halls, common/public areas including hallways, parking lots, and athletic fields
*In the presence of: where a student knew or should have known that a violation of the La Roche College alcohol policy occurred and chose not to remove him or herself from the situation
*Officially sanctioned College events: activities which comply with state and federal law and at which alcohol has been approved to be served by the president or her/his designee.

Minimum Sanctions for violating the alcohol policy at La Roche College:

**First Offense**
The student shall:
* meet with La Roche College Counseling Services; minimum of 1 session. Failure to show will result in a $25.00 fine. Students must reschedule the appointment; a hold will be placed on the student’s account until a meeting with the counselor is held.
* attend an alcohol education class; failure to attend will result in a $50.00 fine. Student must attend this alcohol education class.
* be fined $100.00
* be given probation I for the equivalent of a semester of 16 weeks

**Second offense**
The student shall:
* meet with La Roche College Counseling Services; minimum of 2 sessions. Failure to show will result in a $25.00 fine. Students must reschedule the appointment; a hold will be placed on the student’s account until a meeting with the counselor is held.
* be fined $150.00 and be given probation II for the equivalent of an academic year or 32 weeks.
* participate in five hours of community service
* In addition, a letter shall be sent by the College to the student’s parent(s) or guardian(s) advising of the student’s conduct and violations. In compliance with
FERPA, action taken under this section pertains to students who are under the age of 21.

**Third offense**
The student shall be removed and/or banned from the residence halls and, in the discretion of the Vice President for Student Life/Dean of Students or his/her designee, may be subject to further sanctions.

The number of offenses for violating the alcohol policy is cumulative while a student is on Probation I or Probation II. (Example: if a student has an alcohol violation during the fall semester of his/her freshmen year, the student will be sanctioned as first time offender. If that same student has a second alcohol violation while still on Probation I or II the student will be sanction as a second time offender, and so on)

**Miscellaneous offenses**
First time found in the presence of alcohol or having a collection of empty alcohol bottles, cans and box tops may result in a $25.00 fine. Multiple infractions will result in a full alcohol offense.

**Statement of Concern**
The office of Housing and Residence Life may issue a statement of concern for alleged violation of the student code of conduct in lieu of a full student code of conduct hearing. A student has the right to respond in writing to the statement of concern. Such statements will be placed in the student’s disciplinary file and may be a basis for further disciplinary actions.

**Enforcement of the Alcoholic Beverage Policy**
The office of housing and Residence Life have the primary responsibility for enforcing this policy. The Vice President for Student Life/Dean of Students shall have secondary responsibility and shall follow those guidelines listed in the Student Code of Conduct when a violation of this policy occurs.

The College may notify the student’s parents or guardian when disciplinary action is taken as a result of alcoholic beverage policy violations.

The Office of Housing and Residence Life reserves the right, based upon the seriousness of the said violation, to enforce any of the above sanctions regardless of the student’s conduct history.

**Good Samaritan/Medical Amnesty Policy**
La Roche College strongly encourages students to call Public Safety or Residence Life staff (either professional or student staff) for medical assistance for themselves or for other individuals who are dangerously under the influence of alcohol or drugs. No student seeking medical treatment for the effects of drug or alcohol use will be subject to college discipline for violating the alcohol or other drug policy. This medical amnesty will be granted to both the intoxicated student and the student seeking medical
assistance for the intoxicated student; however, the intoxicated student will be required
to meet with counseling services to thoroughly discuss their actions and the impact they
have on the community in order to receive medical amnesty.

Drug Policy

The College expects all students and student groups to comply with all local, state, and
federal laws. It is the responsibility each individual to be aware of, and abide by, all
federal, state, and local ordinances and College regulations. Student involvement in the
manufacture, use, possession, distribution or sale of illegal drugs or misuse of any legal
drug or the use of other substances in a manner which is a threat to health or safety is a
concern to the College. Such behavior may subject a student to disciplinary action by
the College. Dependent upon the nature of the violation, sanctions may include but are
not limited to educational intervention, fines, suspension, or expulsion aside from or in
addition to prosecution under applicable state and federal laws. College action may be
taken whether or not independent action is taken by civil authorities.

Drug Free workplace
The College is committed to protecting the safety, health and well-being of all staff
members and other individuals in La Roche’s workplace. The College recognizes that
alcohol abuse and drug use pose a significant threat to the mission and to the College’s
goals. The College has established a drug-free workplace program that balances our
respect for individuals with the need to maintain an alcohol and drug-free
Environment. The College encourages faculty and staff members to voluntarily seek
help with drug and alcohol problems.

Education/Programming

Resident Assistant Training
Alcohol education is an integral part of the Resident Assistant (RA) training program.
The entire RA staff is trained to address student behavior around the misuse of alcohol.
Commonwealth of Pennsylvania and College policies are discussed during the main
training period along with recurring staff meetings. As part of the training, resident
assistants are trained on how to execute required monthly programming based on a
seven part Wellness model that aims to promote a well-rounded balanced healthy
lifestyle. In addition the staff learns ways of responding to students who are intoxicated
through a series of workshops.

Orientation
All freshmen are required to attend orientation which includes a mandatory session on
alcohol awareness including general education and La Roche’s policies.

Counseling services
The staff in counseling services provides a wide range of services including educational,
social, referral and support. The staff offers several "karaoke and mocktails" programs
and acoustical performances to allow students the opportunity to interact without the
use of alcohol. The staff partners with Pittsburgh Action Against Rape (PAAR) in sponsoring the karaoke events and students can win prizes, obtain information, and interact with staff from both La Roche and PAAR.

<table>
<thead>
<tr>
<th>Year</th>
<th>Program Count</th>
<th>Students Attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012-13</td>
<td>20 programs</td>
<td>680</td>
</tr>
<tr>
<td>2013-14</td>
<td>20 programs</td>
<td>710</td>
</tr>
</tbody>
</table>

**Alcohol Class**
Students who are sanctioned for a violation of the College’s alcohol policy are required to attend an alcohol education class. Basic knowledge of the rules of La Roche’s alcohol policy, Pennsylvania’s underage drinking laws, general alcohol impairment, acute alcohol poising, and the risks of drinking are reviewed. Seven classes were offered each year.

**Other training**
Counselors meet with student leaders in a variety of groups including the Providence Institute Mentors, the Student Athlete Advisory Council, the Orientation leaders, and the Resident Assistants during their training sessions to educate the staff on looking for the signs of alcohol use and abuse.

**General education**
There are electronic opportunities to educate students about alcohol and other drug use as well as other current issues that college students typically deal with. Students can view the screens around campus.

“You Booze, you Cruise, you Lose is a program around the dangers of driving while intoxicated. Students have the opportunity to use ‘beer-goggles’ to stimulate what it is like to be drunk. Students can throw balls, attempt to walk a straight line, try to pick items off the floor, and even drive a golf cart through an obstacle course. All of the activities are integrated to help students understand that drinking and driving affects not only the driver but the community around them.

**Center for Student Development**
The Center for Student Development plans events throughout the school year to encourage students to become involved in one of La Roche's 40 student organizations. A large amount of campus programming and student development occurs as a result of student organization involvement and activity. The staff and students plan a wide variety of social, cultural and educational activities for students. A strong focus on cultural and educational programming helps students to grow and learn while having fun and interacting with their peers. These programs continue to offer students a wide assortment of activities without the use of alcohol.

<table>
<thead>
<tr>
<th>Year</th>
<th>Programs Planned</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012-13</td>
<td>over 100</td>
<td>Just over 5,000</td>
</tr>
</tbody>
</table>
Athletics
La Roche College is a member of the National Collegiate Athletic Association (NCAA) which prohibits student-athletes from the non-prescribed use of substances, the misuse of prescription drugs, alcohol, or any other controlled or illegal substances. The athletic department has implemented drug education and a drug screening program along with a counseling program to help meet the College’s goal toward educating and protecting the health and well-being of the student-athlete. The Director of Athletics designates a certified athletic trainer who is affiliated with the college to serve as the Drug Testing Coordinator. The trainer works with the department and the coaches on the implementation of the drug testing.

At the beginning of the year, all athletes meet with the director of counseling services, the drug testing coordinator, the coaches and the athletic department staff. During that meeting all athletes hear about the College’s policies, the NCAA rules and the support offered to athletes. All athletes are required to sign and return a ‘consent to participate in drug testing and authorization for release of information form’. Athletes are subject to unannounced random testing, pre-season screening, reasonable suspicion screening, post-season screening, re-entry screening and follow up screening.

The athletic department sponsors a large scale education program each year. All Athletes are required to attend the program. In 2013 Aaron Cooksey was the speaker, in 2014 Hudson Taylor was the speaker.

Academic Orientation for Varsity Athletes
An academic class if offered for all varsity athletes. Two sessions deal with drugs, alcohol, and sexual responsibility including bystander intervention.

Enforcement
Enforcement of the Alcoholic Beverage Policy
The Office of Housing and Residence Life has the primary responsibility enforcing this policy. The Vice President for Student Life/Dean of Students shall have secondary responsibility and shall follow those guidelines listed in the Student Code of conduct when a violation of those policies occurs.

The following is an account of alcohol violations:

<table>
<thead>
<tr>
<th></th>
<th>2012-2013</th>
<th>2013-2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sanctioned Alcohol Policy Violations</td>
<td>88</td>
<td>93</td>
</tr>
<tr>
<td>Sanctioned Drug Policy Violations</td>
<td>3</td>
<td>10</td>
</tr>
<tr>
<td>Students Removed from Housing (Alcohol)</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Students Removed from Housing (Drugs)</td>
<td>0</td>
<td>3</td>
</tr>
</tbody>
</table>
The College may notify the student’s parents or guardian when disciplinary action is taken as a result of the alcoholic beverage policy violations.

The College created a written Memorandum of Understanding with the McCandless Police.

**Intervention**

For students
The counselors at La Roche provide confidential assistance for students who need help in understanding themselves, in making adjustments and decisions based on insight gained in a counseling relationship, in accepting responsibility for their choices, and in following a course of action to resolve their problems.

For staff
The College offers an Employee Assistance Program (EAP) at no cost which can include assessment, counseling and referral services. The EAP is confidential and professional and is available to full time faculty and staff and dependent family members. The EAP is designed to provide a safe harbor where one can address personal, family or work related issues.

Number of alcohol or drug incidents reported to Human Resources:

2012-13  0 incidents were reported  
2013-14  0 incidents were reported

**Summary**

The review committee conducted an assessment of the alcohol and drug policy, related programs, services and enforcement practices for academic years 2012-2013 and 2013-2014. La Roche is in compliance with the drug free schools and campuses regulations and has an effective AOD policy and consistently enforces standards of behavior related to alcohol and drug abuse.

Focusing on policy, education, social, academics, and enforcement, and intervention, La Roche works to address alcohol and other drug use on campus. The efforts help to create a safe and healthy environment that attempts to mitigate risk as it pertains to alcohol and other drug use.

The review of the policies and procedures identified strengths and suggested new strategies for the future.
**Strengths:**

*The collaboration between departments in working with students.
*The relationship with the local police department.
*Student Athletes are required to attend a large alcohol education program and seem receptive to the idea. Response was very positive.
*Clearly outlined sanctions for alcohol and drug violations.
*A statement of concern was added in 2011-12 school year to allow staff to work better with students who may not be in violation of a policy, but exhibit behaviors that concern others.

**Suggestions include:**

*Consider a distinction between someone being “in the presence” of alcohol and someone “consuming” alcohol.
*Work with academics to include a pre/post survey regarding alcohol use at La Roche.
*Increase assessment opportunities to better identify new strategies and programs for the campus.
*Outline a more specific drug policy.
*Create a clearer statement and description of the response La Roche will impose on employees.
*Ongoing training for staff who work with students in response to their drug and alcohol use.

La Roche has developed a comprehensive approach to address alcohol and other drug uses on campus. The staff will continue to develop, evaluate, assess, and pursue the best practices for La Roche College.