

La Roche University
Alcohol and Drug Biennial Review
2018-19
2019-20

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 2018-19 and 2019-20 academic years.

La Roche University 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 University 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.

The most significant change during this time period was differentiating between marijuana use and other drugs. The drug policy was updated to clarify the different levels of violations of the drug policy.

During the spring of 2020, the Covid-19 pandemic hit the United States and La Roche, like many other schools was forced to go remote. As a result, both programming and violations dropped during this time.

Alcohol Policy

La Roche recognizes that the misuse and abuse of alcohol is a serious issue affecting University 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 University's commitment to the principals, goals and ideals described in the University's mission statement.

La Roche University 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 University students who are at least 21 years of age are permitted to use alcoholic beverages while participating in officially sanctioned University 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 University 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 University may notify the student's parent or guardian when action is taken regarding a violation of the alcoholic beverage policy.

A more specific definition of knowingly present was defined in the student handbook. Also, the Miscellaneous Offense definition was better clarified to be limited to evident of empty alcohol containers only.

Definitions

- *Use of alcoholic beverages: includes the purchase, use, possession or serving of alcoholic beverages
- *La Roche University Student: any full time or part time student enrolled at La Roche
- *Campus grounds: University owned property and facilities, including, but not limited to residence halls, common/public areas including hallways, parking lots, and athletic fields
- *Knowingly present: where a student knew or should have known that a violation of the La Roche University alcohol policy occurred and chose not to remove him or herself from the situation.
- *Officially sanctioned University 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 University:

First Offense

The student shall:

- *meet with La Roche University 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 University 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 University 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 sanctioned as a second time offender, and so on

Miscellaneous offenses

First time found 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 University 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 University 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 University 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

In the summer of 2018, student life staff spent several weeks updating the student handbook including making changes to the drug policy at La Roche. Much of the changes centered on the differences in sanctions between marijuana use and possession and other drugs. The University 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 University regulations.

Students may not:

- *Possess, use, or be under the influence of marijuana, cocaine, and its derivatives, hallucinogens, barbiturates, amphetamines, or other controlled substances not permitted by law.

- *Possess drug paraphernalia

- *Produce, distribute or sell any of the above referenced drugs or other addictive or illegal substance on University property

- *Be in the presence of evidence of possession or use

Drugs, paraphernalia and the names of those involved may be turned over to the McCandless Police Department. The University will not shield students from possible legal consequences of drug possession, use and/or distribution.

Level I Violation/Sanctions

Violations included but are not limited to:

- *Possession of drug marijuana paraphernalia (bongs, pipes, rolling papers or other items used specifically to consume, inhale, smoke or inject illegal or controlled substances, etc.

- *Evidence of possession or use (bodily response, odor, etc.)

1st offense

- *\$150.00 fine

- *Five hours of community service
- *Alcohol and other drug class
- *One individual counselling session
- *Parent and other interested parties notification
- *16 week probation.

2nd offense

- *\$250.00 fine
- *Ten hours of community service
- *Two individual counselling session
- *Parent and other interested parties notification
- *32 week probation.

Subsequent offense

- *Removal/restriction from residence halls for one semester.
- *Parent and other interested party notification
- *Must provide outside treatment completion prior to reapplying for housing.

Level II Violation/Sanctions

Violations included but are no limited to:

- *Possession and/or use of marijuana
- *Inducing or encourage others to consume illegal substances.

1st offense

- *\$250.00 fine
- *Ten hours of community service
- *Alcohol and other drug class
- *Two individual counselling session
- *Reflection paper
- *Parent and other interested parties notification
- *32 week probation.

2nd offense

- *\$300.00 fine
- *15 hours of community service
- *Parent and other interested parties notification.
- *32 week probation

Subsequent offense

- *Parent and other parties notification
- *Removal/restriction from residence halls for 1 year
- *Must provide outside treatment completion prior to reapply for housing

Level III Violation/Sanctions

Violations included but are no limited to:

- *Possession and/or use of ALL illegal drugs, controlled substances, or other's prescription drugs.
- *Dealing or distributing illegal drugs, controlled substances or prescription drugs.

1st offense

- *Removal/restriction from residence halls for one year and may result in dismissal from the University.
- *Parent and other interested parties notification .
- *Must provide outside treatment completion prior to reapplying for housing.
- *Possible police intervention.

Annually the University notifies employees and students, in writing, of standards of conduct; a description of appropriate sanctions for violation of federal, state, and local laws and our campus policies. This includes a description of health risks associated with alcohol and drug use. The information is detailed in the student handbook that can be found in hard copy and online.

La Roche has seen an increase in the use of marijuana and additional programs have been offered. Much of the increase is attributed to the cultural attitude towards the decriminalization of marijuana.

Drug Free workplace

The University is committed to protecting the safety, health and well being of all staff members and other individuals in La Roche's workplace. The University recognizes that alcohol abuse and drug use can pose a significant threat to the goals of the University. La Roche 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 University encourages faculty and staff members to voluntarily seek help with drug and alcohol problems.

Education/Programming/Notification

Annually La Roche notifies each employee and student, in writing, of standards of conduct, a description of appropriate sanctions for violations of federal, state, and local law and campus policy; a description of health risks associated alcohol and drug use and a description of available treatment programs.

Handbooks are available both on online and in hardcopy. All resident students are provided with a handbook at the beginning of each year.

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 University 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.

Training sessions were offered on August 14, 2018 and August 13, 2019

EVERFI, AlcoholEdu

La Roche University utilizes an online module called AlcoholEdu. The online course is required of all incoming freshmen students. Within the course there are sections that educate students about the party scene at University, the dangers of alcohol and other drug along with providing the opportunity to educate students on the laws federally and at the state level. La Roche policies are also included.

During the module students that participate in the course see real time data of how their peers are answering questions about alcohol and drug use, which provides the students with reality rather than a societal preconception of what the alcohol and other drug use is at the University levels.

Orientation

All freshmen are required to attend orientation which includes a mandatory session on alcohol awareness including general education and La Roche's policies. There is also a bystander intervention awareness program that educates student in becoming aware of what to look for in vulnerabilities of intoxication.

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. The program was offered 8 times in each of the years reported.

Alcohol Class

Students who are sanctioned for a violation of the University'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 poisoning, and the risks of drinking are reviewed. Classes are offered monthly.

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 University students typically deal with. Students can view the screens around campus.

The RAs are required to offer a number of educational programs throughout the academic year on a variety of topics—including drugs and alcohol.

In the 2018-19 school year they offered 21 programs on this topic.

In 2019-20, 14 educational programs were offered in the residence halls.

Athletics

La Roche University 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 University'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 University 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 University'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.

In 2018-19 random drug testing was completed for each team throughout the season. 3-5 athletes from each team were chosen randomly. Any student testing positive was required to participate in drug counseling and prohibited from practicing or playing until the counseling sessions were complete.

Each student athlete receives the educational document from the NCAA website regarding NCAA banned drugs. This document is also displayed in the training room throughout the year.

Academic Orientation for Varsity Athletes

An academic class is 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. Both Alcohol and Drug incidents dropped from the previous 2 years.

The following is an account of alcohol and drug violations:

	2018	2019
Sanctioned Alcohol Policy Violations	32	38
Sanctioned Drug Policy Violations	14	5
Students Removed from Housing (Alcohol)	0	0
Students Removed from Housing (Drugs)	0	0

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

The University has 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, and 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.

A Student of Concern Committee was established in 2019. The committee consists of staff from several areas who meet regularly to identify students at risk based on academic, social, or behavioral concerns. A committee member will follow up with individual students for appropriate resources and intervention if necessary.

For employees

The University offers an Employee Assistance Program (EAP) at no cost which includes 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. In addition, the University offered a Wellness program with both online assessments and health coaching to assist those faculty and staff who may be recovering from the effects of addiction. Both the EAP and the Wellness program are offered through our health-care provider, UPMC, and the services are fully integrated to

provide La Roche employees with the best opportunities to live healthy, meaningful, lives.

Number of alcohol or drug incidents reported to Human Resources:

2018-19	0 incidents were reported
2019-20	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 2018-2019 and 2019-2020. 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:

- Differentiating marijuana use and other drug use has allowed La Roche to be less punitive for marijuana use
- Small, communal-like nature of campus student body lends well to the strengths of our outreach programs.
- Students of Concern committee is able to use multiple touch points to follow up on students with concerning behaviors.
- The drug policy is clearer and it is easier to address violations of the policy.
- The strong collaboration between departments in working with students.
- The relationship with the local police department.
- Clearly outlined sanctions for alcohol and drug violations.
- Steps that have been incorporated have shown to have positive responses.

Suggestions include:

- Revisiting the alcoholEdu online course to review the effectiveness of the program.
- Meet with the new Chief of Police in McCandless Township to strengthen the relationship.
- Work with academics to include a pre/post survey regarding alcohol use at La Roche.

- Gather meaningful data on the alcohol consumption trends and habits of students.
- Continue to market and increase awareness of wellness programs and support services.
- Ongoing training for staff who work with students in response to their drug and alcohol use.
- Bring a dynamic speaker to campus on the topic of driving under the influence, alcohol and/or drug abuse.
- Periodically review alcohol and drug policies and intervention practices

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 University.