

North Idaho College
Alcohol & Other Drug Prevention Program

Biennial Review Report
2018 & 2020

December 2020

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Introduction to the Drug Free Schools and Communities Act

The Drug-Free Schools and Communities Act and the U.S. Department of Education's supporting regulations require that Institutions of Higher Education, (IHEs), receiving federal financial assistance to establish drug and alcohol abuse prevention programs for students and employees.

Compliance with the Drug Free Schools and Communities Act

Annual Notification of Students, Staff and Faculty: Students and employees must receive information annually that contain standards of conduct, a description of the various laws that apply in their jurisdiction regarding alcohol and drugs, a description of the various health risks of drug and alcohol abuse, a description of the counseling and treatment programs that are available, and a statement on the sanctions the college will impose for a violation of the standards of conduct.

Biennial Review: In addition to the annual notification, the law requires a written biennial review of the program to determine the effectiveness of the IHE's Alcohol and Other Drug prevention program, and to ensure that the campus enforces the disciplinary sanctions for violating standards of conduct consistently.

The President of the college is required to supply a signed statement certifying the Biennial Review to acknowledge awareness of the recommendations within the report. Both the president's signed statement and a final copy of the Biennial Review is kept on file in the college's office of financial aid in the event the college is audited by the Higher Education Center for Alcohol and Other Drug Prevention, a designee of the U.S. Department of Education. IHEs are not required to submit the certification or report to the US. Department of Education.

Though the campus has latitude in preparing their biennial review reports to accommodate varying campus types and cultures and to honor the uniqueness of each institution, generally report preparation and report contents may include the following areas of review:

- **Program Inventory** – In order to conduct a program inventory, the IHE should list all of the activities that compose their prevention program and identify the effectiveness of those efforts at meeting prevention goals and outcomes.
- **Policy Inventory** – To conduct the policy inventory, policies are identified and articulated in a list and then judged for effectiveness and consistent enforcement.
- **Descriptions of the AOD program elements** – Prevention program elements are the particular activities implemented to achieve program goals and outcomes.
- **State of AOD program goals and a discussion of goal achievement** - Prevention program goals identify the intentions of programmatic efforts. Goals reflect the

problem than an institution is seeking to address, (e.g., heavy episodic alcohol use, primary or secondary consequences of alcohol use), and the outcomes it seeks to achieve.

- **Summaries of AOD program strengths and weaknesses** – Identify program strengths that assist in achieving goals and reaching outcomes, and challenges for prevention efforts or barriers to progress.
- **Procedures for distributing annual AOD notification to students and employees** – list the methods used and any special considerations made that were addressed to ensure that all faculty, staff and students received policy information annually.
- **Copies of the policies distributed to students and employees** – Identify the policies that are referenced during the annual AOD notification.
- **Recommendations for revising AOD programs** – List current program goals, activities, and outcomes and examine strengths and challenges, to assess both the gaps and programmatic efforts.

Description of North Idaho College

Founded in 1933, North Idaho College is a comprehensive community college located in Coeur d'Alene in the northern panhandle of Idaho. NIC offers degrees and certificates in a wide spectrum of academic transfer, professional-technical, and general education programs. For the 2020 academic year, 4741 NIC students were enrolled, (2863 FTE Fall 2020), to include 1790 full time students and 2951 part time students.

The college serves a five-county region through regional centers in Bonners Ferry, Kellogg, and Sandpoint as well as through an extensive array

of Internet and Interactive video conferencing courses. NIC also plays a key role in the region's economic development by preparing competent, trained employees for area businesses, industries, and government agencies.



North Idaho College on the Shores of Coeur d'Alene Lake

NIC's campus is located in Coeur d'Alene, Idaho, a lakeside city with a growing population. According to the US Census Bureau, the census estimate as of July 1, 2019 was 52,414 residents. Coeur d'Alene is located in Kootenai County, which has a growing population of 165,697 residents and is the third-most populous county in Idaho. Metropolitan amenities are close by with Spokane, Washington, a city of approximately 222,081, 35 miles west from the college.

North Idaho College's Mission: North Idaho College meets the diverse educational needs of students, employers, and the northern Idaho communities it serves through a commitment to student success, educational excellence, community engagement, and lifelong learning.

North Idaho College's Vision: As a comprehensive community college, North Idaho College strives to provide accessible, affordable, quality learning opportunities. North Idaho College endeavors to be an innovative, flexible leader recognized as a center for educational, cultural, economic, and civic activities by the communities it serves.

Values (Accreditation Core Themes) North Idaho College is dedicated to these core values which guide its decisions and actions.

- Student Success. A vibrant, lifelong learning environment that engages students as partners in achieving educational goals to enhance their quality of life.
- Educational Excellence. High academic standards, passionate and skillful instruction, professional development, and innovative programming while continuously improving all services and outcomes.
- Community Engagement. Collaborative partnerships with businesses, organizations, community members, and educational institutions to identify and address changing educational needs.
- Stewardship. Economic and environmental sustainability through leadership, awareness, and responsiveness to changing community resources.
- Diversity. A learning environment that celebrates the uniqueness of all individuals and encourages cultural competency.

Alcohol and Other Drug Program Goals

North Idaho College is committed to establishing meaningful objectives and goals to address alcohol and other drug use on campus. The three broad areas of strategic intervention include:

- Cultivate an Educated Campus – provide learning opportunities and access to information that helps students and staff become aware of associated risks with using alcohol and other drugs. These efforts will support changing knowledge, attitudes, and behavioral intentions regarding alcohol and other drug use.
 - North Idaho College will provide information and education about the effects of alcohol and other drugs in a variety of formats and venues.
- Create a Safe and Positive Campus Community - help students and staff understand choice, responsibility, consequences, and options when deciding whether to use alcohol and other drugs.
 - North Idaho College will maintain a campus that strives to be free of alcohol and other drugs by emphasizing policy, consequence, and health implications. NIC will also stress safety and individual accountability regarding alcohol and other drug use.
- Encourage Campus Well Being – provide resources and options to students and staff that foster an alcohol and other drug free milieu and also provide appropriate supports and services when use and abuse are identified.
 - North Idaho College will provide confidential and effective guidance for those with specific needs related to alcohol and other drug use/abuse.

Policies Addressing Drug Free Schools

North Idaho College has multiple policies and published announcements alerting both students and staff regarding the Drug Free School emphasis. An abbreviated inventory of those policies and associated announcements (attached in Appendix A of this report) follows:

- **I. 2019 - 2020 North Idaho College Catalog** – A statement addressing both the “Drug-Free Schools and Campuses Act” and the college’s “Tobacco-Free Campus Guidelines” is located on page 15 of the catalog:
 - “Drug-Free Schools and Campuses Act – NIC is committed to maintaining an environment of teaching and learning that is free of illicit drugs and alcohol. The college prohibits illegal possession, consumption, manufacture, and distribution of alcohol and drugs by students in college-owned, leased, or operated facilities and on campus grounds. Individuals who violate college policies, city ordinances, state or federal laws may be subject to disciplinary action and/or criminal prosecution. Student sanctions, as detailed in the student Code of Conduct, may include warning, censure, fines, disqualification, suspension, expulsion, restitution, as well as required attendance at educational programs. More information is available at www.nic.edu.”
 - “Tobacco-Free Campus Guidelines – To ensure a safe and healthy environment for students, employees, and visitors, North Idaho College prohibits the use of any tobacco products including e-cigarettes and smokeless tobacco products on campus.”

- **II. The 2019-2020 North Idaho College Student Handbook includes “Article IX: Drugs and Alcohol” published in the North Idaho College Policy 5.06 (Student Code of Conduct) and associated North Idaho College Procedure 5.06** (see Appendix A for copy of student handbook) - A statement addressing drugs and alcohol and associated sanctions is located on pages 19 and 20 of the student handbook under Section 6 – Student Code of Conduct (and on page 7 of the NIC Procedure 5.06):
 - “Article IX: Drugs and Alcohol – Abuse of alcohol and/or drugs is one of the major reasons students do not succeed in college. The examples provided in this section of the articles constituting forms of conduct prohibited by the Code are not intended to define prohibited conduct in exhaustive terms, but rather set forth examples to serve as guidelines for acceptable and unacceptable behavior. See NIC’s Policies and Procedures on Drug-Free Workplace and on Substance Abuse. Examples include:
 - The manufacture, sale, possession, distribution, or consumption of alcoholic beverages or illegal drugs in or on any building, land, or property owned or controlled by NIC; or

- A student athlete who takes a legal but performance enhancing drug prohibited under athletic conference, NJCAA rules, or NWACC rules. In furtherance of NIC's Zero Tolerance policy, a sanction of eviction imposed for drugs offenses is not subject to Administrative Review."
- **III. North Idaho College Policy and Procedure 3.02.14, "Conditions of Employment – Drug Free Workplace" –**
 - The NIC Policy 3.02.14, Drug Free Workplace cites the Drug Free Workplace Act of 1933, 34 CFR, Part 85, Subpart F and regulations published in the 1/31/89 Federal Register as reference. The policy narrative includes the following:
 - The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance or alcohol is prohibited on college owned or controlled property. This policy applies equally to administrators, faculty, staff and students.
 - No employee is to perform his or her work while under the influence of alcohol or illegal mood altering substances.
 - Any employee of North Idaho College Found in violation of this policy is subject to disciplinary action.
 - This policy reflects our conviction that the use of these substances within the context of this community is inappropriate and counterproductive to the education, moral, and developmental objectives of North Idaho College.
 - The NIC Procedure 3.02.14 outlines specific conditions of the related policy regarding employment at North Idaho College to include:
 - A. North Idaho College shall be responsible for establishing a Drug-Free Awareness Program to inform employees about:
 - The dangers of drug abuse in the work place and educational environment;
 - The institution's policy of maintaining a drug-free work place;
 - The availability of drug counseling and rehabilitation programs; and
 - Penalties that may be imposed upon employees for drug or alcohol abuse violations occurring in the work place.
 - B. As a condition of employment all employees will:
 - Abide by the terms of the policy;
 - If found to be in violation of the policy, be subject to disciplinary action that may include, but not be limited to, warnings, reprimands, suspension, expulsion, demotion, dismissal, or a requirement to participate in drug rehabilitation or treatment program as a condition of continuing employment. Such action

will be initiated by the appropriate vice president or designee (in conjunction with Human Resources) within three (3) days of the infraction; and

- Notify his/her immediate supervisor of any criminal drug statute conviction, in a court of law, occurring in the work place no later than five (5) days after that conviction.
- C. Within thirty (30) days of receiving notice that an employee has been convicted of a crime as outlined in B3, the appropriate vice president, working with Human Resources, or designee will initiate and take one or both of the following actions:
 - Take personnel action such as an employee, up to and including termination; and/or
 - Require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by federal, state, or local health, law enforcement, or other appropriate agency.
- D. The College will post the following information on the Intranet for employees to review:
 - Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of drugs and alcohol by students and employees on the college's property or as any part of the college's activities;
 - A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
 - A description of any drug and alcohol counseling, treatment, or rehabilitation programs that are available to students and employees, (consistent with local, state, and federal law) and a description of these sanctions, up to and including expulsion or termination of employment and referral for prosecution for violations of the standards of conduct.
- **IV. North Idaho College Intercollegiate Athletic Drug and Alcohol Policy -**
 - Policy Introduction states, "North Idaho College Athletic Department recognizes that drugs and alcohol can be a problem on college campuses and that there is increased pressure on athletes to use drugs in an attempt to enhance athletic performance. Our first priority in dealing with individuals that may be involved with drugs or alcohol is to ensure that they receive proper education and counseling and to make sure that they are health and safe in their pursuit of athletic endeavors.
 - The policy goes on to discuss

- Policy intent;
 - Prohibited substances;
 - Purpose of the policy;
 - Referral to counseling and treatment and the procedure to make such referrals;
 - Follow-up procedures for testing positive for drugs;
 - Reinstatement after suspension for drugs;
 - Follow-up procedure for violating the alcohol policy;
 - and Reinstatement after suspension for violating the alcohol policy
- **V. North Idaho College Residence Hall Agreement –**
 - Section 6. ‘Residence Hall Regulations’ states:
 - “Residency in the hall is a privilege extended to the student by the college. Continued residency is dependent on the student’s satisfactory personal conduct and the observance of all college regulations. This agreement cannot guarantee that all residents will abide by every regulation. Enforcement of the regulations involves the cooperation between hall staff and hall residents. Appeals concerning hall regulations and their enforcement (except for the eviction assigned for violation of NIC’s drug policy) may be pursued through the hall appeals procedure, except the sanction of eviction assigned for violation of NIC drug policy.
 - G. The use or possession of alcoholic beverages and/or illicit drugs is prohibited on the NIC campus. The possession or display of alcohol containers, (cans, bottles, boxes, etc., is also prohibited). Violation of alcohol regulations will result in a variety of sanctions, including fines or the immediate termination of the Residence Hall agreement and all penalties that apply. NIC has assumed “Zero Tolerance” for the possession of illicit drugs and/or paraphernalia. Violation of the illicit drug regulations will result in immediate termination of the Residence Hall agreement and all penalties that apply. All persons associated with the violation of either of these regulations will also be subject to the above sanctions. There is no Administrative Review available for the sanction of eviction for violation of NIC’s drug policy.
 - H. North Idaho College is a tobacco-free campus.

- VI. North Idaho College 2020-2021 Residence Hall Student Handbook, pages 9-

- Alcohol/Drugs

- **Alcohol/Drugs** – The use/possession of alcoholic beverages and/or illicit drugs is prohibited on the NIC campus. The display of alcohol containers, (cans, bottles, boxes, etc.) or drug paraphernalia is also prohibited. Residents in the presence of alcohol, alcohol containers, drugs, or drug paraphernalia, or people who are drinking or using drugs are considered violators of this policy. There is no administrative review available for the sanction of eviction assigned for drug/alcohol offenses.

Any non-resident student who is underage and appears to be intoxicated will be removed from the residence hall immediately and referred to the Student Code of Conduct process. If a non-resident student who is underage is in possession of alcohol, law enforcement will be called to cite them. Any non-resident non-student who is underage and appears to be intoxicated or is in possession of alcohol, will be referred to law enforcement and will be banned from the Residence Hall.

If residents act suspiciously and give the Residence Life staff concern, the staff will ask to check containers and bags. This is done to stop residents and/or guests from bringing in contraband items like alcohol, drugs, weapons, etc.

Additionally, in the interest of public health and the safety of our students, the college prohibits the possession and consumption of legal or illegal substances not intended for human consumption including, but not limited to: experimental drugs, incense, bath salts, and mind-altering plants, including “k-2/Spice” and “Salvia” and other substances used to induce intoxication or impairment.

- **Under the Influence Policy** – The NIC Residence Hall is an educational facility. Residents are expected to make healthy, legal choices, and not consume alcohol or drugs. Due to the overwhelming number of incidents, across America, where students are killed, assaulted, and failing out of college, NIC has implemented a policy for students found to be under the influence.
 - If you are showing signs of being under the influence of any substance, the RAs will ask you a series of questions. It will be documented, then after the 3rd incident, your parents will be called and you will be expected to meet with the Manager.
 - If the incidents continue, further decisions will be made concerning your health and wellness, including your housing status. The Director of Student Development, NIC counselor and the Manager of Residence Life will be involved in this process.

▪ **Discipline Process –**

- Violations of any of the Residence Hall regulations as outlined in this handbook, the Contract Conditions, or the NIC Student Code of Conduct will result in documentation in the form of an Incident Report;
- All incidents involving alcohol or drugs will result in the Residence Life staff contracting the Coeur d'Alene Police Department. In addition to the civil/municipal consequences, you will have on-campus sanctions to address. Two incidents involving the Coeur d'Alene Police Department being contacted will result in eviction.
- Any student or employee of the college who alleges that a Residence Hall regulation has been violated may file an Incident Report.
- Each Incident Report will be submitted to the Residence Life Manager for review and will be followed up with a letter within 24 hours of the incident.
- A disciplinary conference will be held to determine whether a violation occurred and to assign a sanction.

▪ **Sanctions –**

- The purpose of a disciplinary sanction is to assist the student in learning how to live within the guidelines of the college, to bring order to community living, and to focus on more acceptable patterns of behavior. These sanctions also protect the Residence Hall community from possible harm or disruption, or give financial redress for loss, harm, or destruction of property resulting from actions of the accused.
- Copies of all sanctions will be kept in the student's disciplinary file. The types of sanctions that may be applied include, but are not limited to, any combination of the following: a written warning (a letter), an educational sanction such as an essay paper or bulletin board, restitution (restoration/fine), a referral to the NIC Student Health Services office for alcohol counseling, a \$100 fine, Residence Hall probation, trespass warnings, relocation, or dismissal from the Residence Hall.
- All sanctions may be appealed in writing within here business days to the Director of Auxiliary Services, (sanctions for eviction for drug/alcohol offenses cannot be appealed). An expulsion sanction may be appealed in writing to the Vice President for Student Services who may or may not refer the case to the College Judiciary Counsel.

- **VII. North Idaho College Policy and Procedure 6.07, Alcohol on Campus or at NIC Facilities –**

- The **Policy narrative** states, “North Idaho College will, on a limited basis and in carefully controlled environment, permit the possession and consumption of alcoholic beverages on property and in facilities owned, leased, rented or managed by the college. Approval from the president of North Idaho College will be required in every instance.
- The **Procedure narrative** states, “Possession and/or consumption of alcoholic beverages is generally prohibited on campus grounds or within facilities and property owned or leased by North Idaho College, The college president, or designee, is hereby authorized to waive the prohibition against possession and/or consumption of alcoholic beverages only as permitted by and in conjunction with policy 6.07. The application process for obtaining an Alcohol Beverage Permit shall be as follows:
 - Secure an Alcohol Beverage Permit packet from the office of Auxiliary Services.
 - Complete the Alcohol Permit Application form.
 - Return completed application to office of Auxiliary Services at least thirty (30) business days prior to the desired event.
 - Application will be reviewed by the director of Auxiliary Services, director of Campus Safety, and the college president.
 - Applicant will be notified of approval or denial in writing within fifteen (15) working days of the date of receipt of completed application form.

- **Drug and Alcohol Abuse Prevention Website –** linked to the North Idaho College Student Health and Counseling Services website –

- The Drug and Alcohol Abuse Prevention Website states “North Idaho College (NIC) is an Alcohol and Drug Free Education Institution. This document describes how North Idaho College meets the requirements of the 1989 amendments to the Drug-Free Schools and Communities Act, (DFSCA), as articulated in the Education Department General Administrative Regulations, (EDGAR), Part 86 and the Drug-Free Schools and Campuses Regulations. Specifically, the DFSCA requires institutions of higher education to establish policies that address unlawful possession, use, or distribution of alcohol and illicit drugs. It also requires the establishment of a drug and alcohol prevention program. Students, staff, and faculty may request additional information by contacting either the Director of Student Disability, Health and Counseling or the Director of Student Development.
- Prevention Standard Sections include:

- A. Standards of conduct prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.
- B. Possible sanctions and penalties under North Idaho College policy, federal, state and local laws for the unlawful possession or distribution of illicit drugs and alcohol.
- C. Health risks associated with Alcohol and Other Drug (AOD) abuse.
- D. Counseling resources and drug and alcohol programs that are available to employees or students.
- E. Posting of Drug and Alcohol Prevention Biennial Review Reports.
- F. Annual Notification dates of all students and employees regarding specific drug and alcohol related information.

Campus Alcohol and other Drug Violations

Campus alcohol and other drug violation data represented in the table below was gathered from multiple sources to include NIC Annual Security and Fire Reports, NIC Residence Hall Incidence Reports, NIC Athletic Incidence Reports, and NIC Student Development Incidence Reports.

Type	2017	2018	2019	2020	Sanctions
Alcohol Related Incidents	13	9	7	0	Sanctions included police citations and/or college disciplinary action.
Drug Related Incidents	5	13	15	2	Sanctions included police citations and/or college disciplinary action.

North Idaho College Alcohol and Other Drug Program

North Idaho College has developed comprehensive strategies and approaches to positively affect the campus culture regarding alcohol and other drug use. The Alcohol and Other Drug Group, (AOD Group), was formed in 2015 and is an extension of the North Idaho College Health and Wellness Advisory Committee.

Campus Culture – The Alcohol and Other Drug group notes a number of strategies that are already in effect at North Idaho College to include:

- North Idaho College is an alcohol/drug free campus.
- North Idaho College Student Housing is an alcohol/drug free environment.
- Social, Club, and Recreational activities are alcohol/drug free.
- North Idaho College does not allow alcohol related promotion or advertising on campus.
- North Idaho College actively monitors and enforces compliance with alcohol policies and laws.

Education and Campus Outreach

North Idaho College has developed and implemented a number of alcohol and other drug educational and prevention strategies for students and employees. Those include:

- **NIC Alcohol and Other Drug Website** - North Idaho College expanded its NIC Alcohol and Other Drug Website during the past 2 years. New sections include:
 - **“What is Abuse and Addiction?”** This information provides detailed information on alcohol abuse, binge drinking, blackouts, alcohol and other drug related sexual assault, and review of what an “Alcohol Use Disorder” is.
 - **“North Idaho College Confidential Online Alcohol Assessment Tool.”** This site includes a link to NIC “Echeckup to go” which is a confidential online alcohol assessment tool which includes personalized feedback.
 - **“Alcohol On-Line Calculators.”** This site includes 5 calculators from the National Institute of Health to include:
 - Blood Alcohol Concentration (BAC) Calculator
 - Drink Size Calculator
 - Alcohol Calorie Calculator
 - Cocktail Content Calculator
 - Alcohol Spending Calculator
 - **“North Idaho Drug and Alcohol Treatment and Counseling Resources.”** NIC has greatly expanded the list of North Idaho chemical dependency resources. In addition to listing local and national help and hotlines, the resource page also includes information about North Idaho College Student Counseling, North Idaho College Employee Assistance Program, North Idaho Crisis Center, Kootenai Health Behavioral Health Chemical Dependency Intensive Inpatient

and Outpatient Program, Heritage Health Restored Pathways Adult Intensive Outpatient Program, Marimn Health Behavioral Health, Kaniksu Health Behavioral Health, and links to the local Alcoholics and Narcotics Anonymous programs. NIC has also listed the Idaho Department of Health and Welfare Substance Abuse Disorder Information List of providers in the 5 Northern Counties, and contact information for Safe Passage Violence Prevention Center.

- **Mental Health First Aid, (MHFA)** – North Idaho College has trained and certified over 300 students, staff and faculty in Mental Health First Aid from 2016 to 2020. MHFA instruction and certification includes a **“Substance Use Disorders” Educational Unit** which includes information in the following areas:
 - **What is a Substance Use Disorder?** Descriptions of abuse, dependence/addiction.
 - **Alcohol** – Sections include short-term and long-term problems caused by alcohol intoxication, and an introduction to the “Rapid Alcohol Problems Screen.”
 - **Other Drugs** – Sections include detailed information about marijuana (cannabis), opioid drugs including heroin, sedatives and tranquilizers, cocaine, amphetamines, hallucinogens including ecstasy, inhalants and tobacco.
 - **Substance Use Disorder Causes**
 - **Early Intervention for Substance Use Disorders.**
 - **Mental Health First Aid Action Plan for Substance Use Disorders** – this unit prepares trainees how to assist individuals who may present with substance use disorder to include how to encourage self-help/support strategies, encourage professional assistance as necessary, and assess for risk of suicide or harm.

- **Referral and Counseling** – North Idaho College has a number of referral and counseling options that are available to students, staff and faculty including the following:
 - The Director of Student Disability, Health and Counseling is a **Certified Chemical Dependency Counselor, Level II, CDCI** with the Northwest Indian Alcohol/Drug Specialist Certification Board, which is a recognized certification in the State of Idaho. The Director oversees the NIC Student Counseling Program and provides consultation to the clinical therapist and to other groups on campus to make appropriate referral/intervention for students, staff and faculty as needed.
 - North Idaho College has an established relationship with **Kootenai Health**, which offers chemical dependency detoxification, a 21-day inpatient program, intensive outpatient, crisis management and outpatient services. In addition, North Idaho may refer to **Heritage Health, a Federally Qualified Health Clinic** that offers chemical dependency intensive outpatient and outpatient services.

- NIC Staff and Faculty can access the **Employee Assistance Program, (EAP)**, which offers free counseling and chemical dependency outpatient services.
- **North Idaho College Safe Campus Team and School Resource Officer –** North Idaho College formed a Safe Campus Team which monitors students, staff and faculty who are presenting with behaviors and symptoms that may be disrupting the college milieu in some way. Issues can include chemical dependency/alcohol and other drug abuse problems, symptoms related to co-occurring mental health disorders, and various stressors that may affect behaviors. **The Safe Campus Team includes the following members:**
 - Director of Student Development and Title IX Coordinator
 - Director of Student Disability, Health and Counseling Services
 - Executive Director, NIC Human Resources
 - NIC School Resource Officer, Coeur d’Alene Police Detective
 - Vice President of Student Services
 - Student Housing Manager
 - NIC Security Supervisor

The **Safe Campus Team offers the following services** to identified individuals:

- The NIC Safe Campus Team provides individualized assessment and may offer wrap around services, referring individuals to both campus resources and services in the local communities. Services may include referral to NIC Counseling Services, referral to NIC chemical dependency assessment, and referral to community resources.
- If student, staff, or faculty are presenting with grave disability, the NIC School Resource Officer will evaluate and may place the individual in a protective custody hold and transfer them to the local hospital emergency room for health and safety evaluation and potential admission to psychiatric, detoxification, and/or chemical dependency services.
- **Chemical Dependency Issues Related to Health and Safety –** NIC has instituted several strategies to respond to students, staff and faculty who may experience health emergencies related to chemical dependency to include:
 - **AED Staff Training –** NIC Student Health Services has budgeted a line item to pay to train select staff in each North Idaho College building to become certified on the use of automated external defibrillators, which are installed at multiple locations around campus.
 - **Naloxone Availability (Narcan) –** NIC Student Health Services has budgeted for Narcan, which is available in the Student Health Center, central to the North Idaho College Campus.

- **Educational and Resource Information/Pamphlets** – NIC has distributed a number of pamphlets, brochures, posters and other information across campuses with a concentrated effort on the Student Housing complex.

- **Student and Employee Health Fair** – In 2019, North Idaho College hosted separate health fairs for students and employees. The health fairs, which are held on the main North Idaho Campus in the Edminster Student Union Building, include 30 to 40 health and wellness vendors who meet with and disseminate information to students and employees of the college. Health Fairs are planned to be reimplemented post-pandemic in 2021 or 2022.
 - **Student Health Fair -**
 - NIC Student Health - Students receive information about behavioral health options, (drug and alcohol education, prevention, and counseling/treatment services), at the health fair and when the student presents at the NIC Student Health clinic with specific chemical dependency needs.
 - Idaho Department of Health and Welfare Behavioral Health Services – the IDHW Behavioral Health program also provides vendor information at the Student Health Fair and is available to students and employees for chemical dependency screen, evaluation, referral and treatment at any of their North Idaho locations. IDHW Behavioral Health also provides 24/7 emergency services to the general public including students.
 - School Resource Officer, Coeur d’Alene Police Department – the CDA Police Department SRO provides vendor information regarding alcohol and drug use and abuse.
 - North Idaho College Student Counseling – the NIC Student Counseling clinical therapist provides vendor information educating students about free campus therapy options. In addition to providing information about services, which includes chemical dependency treatment referral, the clinic therapist meets with campus student groups, departments and others to provide information about options and services.
 - North Idaho Crisis Center – The North Idaho Crisis Center is also a fair health vendor, provides information about free crisis center services and supports to students to include referral and case management options.

- **Employee Health Fair –**

- The Employee Health Fair includes an Employee Wellness Emphasis, which prescribes a healthy lifestyle. A number of screenings and health related information is available during the health fair.

On-Line Information and Brochures - North Idaho College publishes online alcohol and other drug prevention information and distributes college and community based brochures and other information across the college.

- Drug and Alcohol Abuse Prevention information is posted online and is associated with the NIC Student Health and Counseling website. This information link is sent to staff and faculty annually and to students at the beginning of each semester.
- Brochures addressing college and community counseling options available to students and staff are widely distributed across campus and are available online to include Student Counseling support and the Employee Assistance Program (EAP).

Create a Safe and Positive Campus Community – help students and staff understand choice, responsibility, consequences, and options when deciding whether to use alcohol and other drugs. North Idaho College will maintain a campus that strives to be free of alcohol and other drugs by emphasizing policy, consequence, and health implications. NIC will also stress safety and individual accountability regarding alcohol and other drug use.

- Alcohol and Other Drug related policies, conditions, and sanctions are emphasized at time of employee new hire, during student orientation, and at athletic orientation events.
- North Idaho College Administration, Security, and the Student Resource Officer consistently enforce alcohol and other drug related policies and procedures.
- Alcohol and Other Drug abuse prevention is sent by notification emails and through student and employee publications annually and each semester alerting the campus to policies, regulations, laws, resources, and counseling and treatment options.

Distribution of Alcohol and Other Drug Policies to Students, Faculty and Staff

As required by the Drug-Free Schools and Communities Act, (DFSCA), North Idaho College distributes the Drug and Alcohol Abuse Prevention information to faculty and staff on an annual basis and to students at the beginning of each semester. The notice is disseminated by the North Idaho College Communications Department by means of emailing prevention policy links directly to students and staff and the information is published in key bulletins. Dates of notification are documented in "Section F – Annual Notification" of the Drug and Alcohol Abuse Prevention website.

Recommendations for Alcohol and Other Drug Use Program Improvement

North Idaho College is committed to developing a continuum of alcohol and other drug related services, information, and care resources for staff, faculty, and students. Following are projects and improvements recommended for 2019/2020 program year.

- Continue Policy and Procedure Review - Develop a process to routinely review and update key Alcohol and Other Drug related policies and procedures. Currently the AOD Group is recommending that NIC consider implementing mandatory drug testing to athletes.
- NIC Alcohol and Other Drug Awareness Day - Organize an annual Alcohol and Other Drug Awareness Day to include planning specific campus events focused on education and prevention.
- Student Housing Alcohol and Other Drug Education Program – Continue to develop the Student Housing Alcohol and Other Drug Education Program since the majority to college related citations and infractions are issued to students who reside in residential housing.
- Alcohol and Other Drug Support Group and/or Club – Encourage the development/formation of a student club and/or support group (such as a 12 step group) for students struggling with abuse and addiction issues.



North Idaho College

1000 West Garden Avenue, Coeur d'Alene, Idaho 83814
www.nic.edu

President's Review and Approval

North Idaho College 2019/2020 Drug-Free Schools and communities Act Biennial Review has been reviewed and approved for release and posting to the NIC website.

Richard L. MacLennan, Ed.D.
President

