Biennial Review of Northeastern Illinois University’s Alcohol and Drug Abuse Prevention Program

2012-2014
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INTRODUCTION

The Drug Free Schools and Communities Act requires, as a condition of receiving federal funding, that an institution of higher education certify that it has adopted and implemented a program to prevent the unlawful possession, use or distribution of alcohol and illegal drugs for students and employees on campus grounds or at university sponsored events. During the most recent Federal Student Aid Shortened Program Review conducted by the Department of Education, it was found that NEIU was not in full compliance of the act and required the following corrective actions:

1. Comprehensive Drug & Alcohol Abuse Prevention Program or DAAPP and a disclosure that summarizes the program.
2. Draft procedures ensuring that DAAPP materials are documented and distributed to every student and all employees (this will need Department of Ed approval).
3. Draft biennial review report DAAPP describing the research methods and data analysis tools used to determine effectiveness of the program.

These materials were submitted to the Department of Education by the required deadline. The actual Biennial Review is due to the Department of Education on May 1, 2015.

The following report will describe how Northeastern Illinois University will return to an active state of compliance with effective material distribution, prevention programming, research and assessment plans, inclusive campus participation on the Alcohol and Drug Abuse Prevention review committee and comprehensive enforcement and sanction reporting.

The NEIU campus and community will provide comprehensive alcohol and drug abuse prevention programs and services that involve policy distribution, education, intervention, research and assessment. The Office of Student Rights and Responsibilities will annually distribute the University’s Alcohol and Drug Abuse Prevention policy via a targeted e-mail notification to every student and employee of the University. The policy will include:

• Standards of Conduct and Prohibitions to the unlawful possession, use or distribution of alcohol and illegal drugs on campus or at campus sponsored activities
• A description and reference of Illinois Law that describes the sanctions for the unlawful possession or distribution of alcohol and illegal drugs.
• An explanation and clear statement of disciplinary sanctions that will be imposed by the university to students and employees that violate laws and policies regarding improper or illegal use of alcohol or illegal drugs.
• A description of the counseling and support services available to students and employees.
• A description of the health risks associated with the abuse of alcohol and the use of illegal drugs.

This notification will also be available at all times, to students, staff and employees at:
http://www.neiu.edu/university-life/student-rights-and-responsibilities
Alcohol and Drug Abuse Prevention Policy

The health and well-being of NEIU students, faculty and staff are critical components of the overall health of our university community. Consequently, Northeastern Illinois University seeks to maintain a campus environment that is free from the illegal use of alcohol and other drugs.

Consistent with its mission as a public institution of higher education, the University is committed to educating the students, faculty and staff on the dangers of alcohol and drug abuse, and to establishing standards of conduct that maintain a campus environment in which such abuse is prohibited. These standards are intended to be in full compliance with the Drug-Free Workplace Act of 1988 (41 U.S.C., Section 701, et seq.) and the Drug-Free Schools Act of 1989 (34 C.F.R. 86, et seq.) by annually producing and distributing this Drug and Alcohol Abuse Prevention Policy. This policy will comply with the Department of Education, Federal Student Aid, Drug and Alcohol Abuse Prevention Information 668.14(c); 34 CFR 86

This policy applies to University students and employees. It applies to incidents that occur on University property, as well as off-campus functions sponsored by the university or supervised by university personnel.

Standards of Conduct and Prohibitions

Students or employees who violate federal, state or local laws concerning drugs or alcohol are subject to criminal prosecution; those who violate university policies may also be subject to institutional sanctions or dismissal.

Employees and students, in their affiliation with the University, shall not manufacture, possess, use, deliver, sell or distribute any substance prohibited by the Illinois Controlled Substance Act or any other State or Federal statute, except as authorized by law, consistent with the regulations of the University's Board of Trustees.

No one under the age of 21 may possess, sell or consume alcoholic beverages on any property under the control of Northeastern Illinois University. Persons of legal drinking age – 21 and older – may possess or consume alcoholic beverages only in accordance with the University’s Alcohol Policy, which expressly limits consumption of alcoholic beverages to persons 21 years of age or older, who are attending as specific invitees of the President or appropriate Vice President or designee, at a function specifically approved by the President or appropriate Vice President or designee, held in a specifically approved designated area.

The unlawful or unauthorized possession, use, distribution, dispensation, sale or manufacture of controlled substances or alcohol is prohibited on university property or as part of any university activity. Students or employees who violate this policy may be disciplined in accordance with university policies, statutes, rules and regulations up to and including dismissal and referral for prosecution.

Prohibited Acts according to the NEIU Student Code of Conduct:
# 8 – Manufacture, delivery, sale, use, possession, or distribution of either narcotic or dangerous drugs, except as permitted by law and University regulations.
# 9- Possession, consumption, or distribution of alcoholic beverages on University property or at University sponsored activities except in accordance with the university policy.

HR policy: In compliance with federal and state laws, employees are subject to disciplinary action, including discharge, for unauthorized consumption of intoxicating liquors on institutional time or property; inability to satisfactorily perform their assigned duties as a result of drinking alcoholic beverages; illegal use of drugs, narcotics or intoxicants; unauthorized sale or distribution of drugs, narcotics or intoxicants; or otherwise unfit to perform job duties due to the use of alcohol or illegal drugs.
Illinois Laws that Apply to Alcohol and Drug Use

Controlled Substances:
The possession, sale and delivery of controlled substances is prohibited by Illinois through the Cannabis Control Act [720 ILCS 550/1] and the Illinois Controlled Substances Act [720 ILCS 570/100]. Under the Cannabis Control Act, courts can set penalties that increase in accordance with the amount of substances containing cannabis in each case [720 ILCS 550/1]. In regard to both acts, penalties vary with; the amount of the drug confiscated, the type of drug found, the number of previous offenses held by the individual, and whether the individual intended to manufacture, deliver or possess with intent to deliver [720 ILCS 570/401] [720 ILCS 570/402] [720 ILCS 550/4] [720 ILCS 550/5].

Underage Drinking:
The consumption of alcoholic liquor by any person under the age of 21 years of age is illegal. [235 ILCS 5/6-20]. It is also against Illinois law for anyone to permit a gathering at their residence at which one or more persons under 21 possess or consume alcoholic beverages, to rent a hotel or motel room for such purposes, and to sell or deliver alcohol to anyone under 21, or to any intoxicated person [235 ILCS 5/6-16]. It is also illegal for a person under 21 to present false identification in an attempt to purchase alcohol [235 ILCS 5/6-16].

Driving Under the Influence:
Driving while under the influence of alcohol, drugs, intoxicating compounds, or any combination thereof is against Illinois law. Substantial penalties exist for individuals driving or physically controlling a motor vehicle with a blood or breath alcohol concentration of .08 or greater [625 ILCS 5/11-501.1] These acts, depending on the circumstances, may incur penalties, such as a jail sentence, fines, or suspension/revocation of a driver's license. Transporting open alcohol containers in a motor vehicle is also punishable under Illinois law [625 ILCS 5/11-502].

Federal Laws that Apply to Alcohol and Drug Use
Possession and delivery of a controlled substance is prohibited by the United States Code, Uniform Controlled Substance Act [21 U.S.C. 801 and following]. Similar to the Illinois law, individuals can be penalized on the quality of confiscated drugs, the type of the drug(s) found, the number of pervious offenses by the individual, and whether the individual intended to manufacture, sell or use the drug.

Disciplinary Sanctions

- **Northeastern Illinois University** will impose sanctions on students and employees for violations of the standards of conduct (consistent with local, state and federal law) up to and including suspension, expulsion, termination of employment, and referral for prosecution.

**Student Sanctions**

The University will impose disciplinary sanctions (consistent with local, State and Federal law) on students who violate the University's foregoing policy up to and including expulsion and referral for prosecution and completion of an appropriate rehabilitation program, all in accordance with the Student Code of Conduct. Furthermore, student employees who violate the University’s forgoing policy may be subject to termination of employment.

*Students charged or referred to Student Rights and Responsibilities for underage drinking or illegal drug use and possession will be charged with Non-Academic misconduct and are subject to the Student Code of Conduct. Students found responsible for Underage Drinking or illegal drug use or possession will be sanctioned based on type, severity and frequency of misuse. Sanctions for this category range from restorative justice (community service), educational programs or assessments, conduct probation, suspension or expulsion.*

**Employee Sanctions**
The University will impose disciplinary sanctions (consistent with local, State and Federal law) on employees who violate the University's foregoing policy up to and including possible termination of employment and referral for prosecution.

**Applicable Legal Sanctions**

Employees and student who violate State and/or Federal law may be subject to criminal prosecution. A number of Illinois and Federal statutes provide extended definitions of what constitutes illegal possession, use, and distribution of alcohol and drugs. Criminal penalties for violations of Illinois statutes include terms of imprisonment for up to sixty (60) years and fines of up to $500,000. Equally severe penalties and sanctions may be imposed for violations of Federal statutes. Detailed information on penalties and sanctions are distributed annually to all students, faculty and staff and are available from the Office of Student Rights and Responsibilities. Definitions of legal sanctions under Illinois law for the unlawful possession, use and distribution of illicit drugs and alcohol are included in 720 ILCS Sec. 570/201 et seq. and 720 ILCS Sec 550/1 et seq., copies of which are available for review by students and employees in the University library.

**Distribution of Materials:**

**Responsible Office:**

STUDENTS: Office of Student Rights and Responsibilities
EMPLOYEES: Office of Human Resources

Prior to the start of the fall semester, all students will be sent the Drug and Alcohol Prevention Policy via e-mail/targeted announcement.

Prior to the start of the fall semester, all employees will be sent the Drug and Alcohol Prevention Policy via e-mail/targeted announcement.

New students that begin the academic year during the Spring or Summer semester will be sent the Drug and Alcohol Prevention Policy at the start of their respective semester via e-mail/targeted announcement.

New employees will be sent the Drug and Alcohol Prevention Policy via e-mail or as part of their new employee orientation materials distributed by the Office of Human Resources.

**Biennial Review:**

- The school must conduct a biennial review of its program to determine its effectiveness and implement changes to the program if they are needed and ensure that any disciplinary sanctions are consistently enforced.

Biennial review will be conducted by the Drug and Alcohol Abuse Prevention Program Content Review Committee. The committee will determine program effectiveness and implement changes to the program as needed. The committee will review a summary report of all disciplinary sanctions imposed by the Office of Student Rights and Responsibilities and the Office of Human Resources to ensure that all sanctions are consistently enforced.

The committee will be chaired by a member from the Office of Student Rights and Responsibilities and comprised of representatives from the following areas:

- Student Rights and Responsibilities
- Student Health and Counseling Services
- University Police
- Student Affairs Assessment Committee, Chair
- Student Leadership Development
- Academic Affairs
- Human Resources
- Financial Aid

**Counseling and Support Services**
**Students:**

Student Health and Counseling Services (773-442-4650) offers counseling and referral services to students who have drug or alcohol abuse-related problems. The Office of Student Rights and Responsibilities provides (a) information about on-campus substance abuse self-help groups, (b) referrals to off-campus prevention and treatment resources, and (c) substance abuse information and prevention literature.

**Employees:**

The Office of Human Resources (773-442-5200) responds to employees and their dependents who encounter drug and alcohol abuse problems. Employees are encouraged to seek assistance voluntarily from the University's Employee Assistance Program (EAP). If job performance is adversely affected by drug or alcohol abuse, an employee may be referred to the EAP. Participation in the EAP is confidential and is encouraged by the University; however, it will not preclude normal disciplinary action or relieve an employee of responsibility for performing assigned duties in a safe and efficient manner.

**Health Risks**

The abuse or illegal use of alcohol and the illegal use of controlled substances can seriously injure the health of employees and students, adversely impair the performance of their duties and their academic achievements, and endanger the safety and well-being of fellow employees, students, and others. Substance abuse may involve not only controlled substances and illegal drugs, but also alcohol and other substances that pose a health risk. When drugs are combined, their negative effects on the mind and body are often multiplied beyond the effects of the same drugs taken singly, which can be deadly.

Here is a chart describing some of the health effects associated with the use of alcohol and other drugs:

**Alcohol:** Alcohol is the drug most frequently abused on college campuses and in our society. Even small amounts of alcohol can impair the judgment and coordination required to drive a car, increasing your chances of having an accident. Alcohol may be an interacting factor in the incidence of aggressive acts, including vandalism and assault and serious health problems, such as liver damage. Consuming moderate to large amounts of alcohol impairs your ability to learn and remember information. Because alcohol is a depressant, very large amounts can cause respiratory and cardiac failure, resulting in death.

**Cannabis:** Marijuana and hashish impair the users’ short-term memory and comprehension. They can cause confusion, anxiety, lung damage and abnormalities of the hormonal and reproductive system. Hours after the feeling of getting high fades, the effects of cannabis on coordination and judgment may remain, heightening the risks involved in driving or performing other complex tasks. Cannabis, a fat-soluble substance, may remain in the body system for weeks. An overdose or long-term use may bring about paranoia, panic attacks or psychiatric problems.

**Club/Designer Drugs:**
The term “club drugs” and “designer drugs” refer to a wide variety of drugs including MDMA (Ecstasy), GHB (roofies), katamine (special K), methamphetamine (meth) and LSD (acid). Research indicates that these drugs can cause serious health problems or even death. They can have even more serious consequences when mixed with alcohol. Club/Designer drugs are also occasionally used or administered in connection with sexual assault.

**Depressants:**
Barbiturates, benzodiazepines (e.g. valium), Quaaludes, and other depressants cause disorientation, slurred speech, the other behaviors associated with drunkenness. The effects of an overdose of depressants range from shallow breathing, clammy skin, dilated pupils, and weak and rapid pulse to coma and death.

**Hallucinogens:**
Hallucinogens such as LSD, MDS (angle dust), mescaline, peyote and psilocybin (shrooms) can cause powerful distortions in perception and thinking. Intense and often unpredictable emotional reactions can trigger panic attacks or psychotic reaction. An overdose of hallucinogens can cause heart failure, lung failure, coma and death.

**Narcotics/Opiates**
Heroin, codeine, morphine, methadone and opium are narcotics/opiates. There is a high likelihood of developing a physical and psychological dependence on these drugs. Health effects include anxiety, mood swings, nausea, confusion, constipation, and respiratory depression. Overdose may lead to convulsions, coma, and death. The risk of being infected with HIV, the virus that causes AIDS, or other diseases significantly increases if you inject drugs and share needles.

Stimulates:
Cocaine/crack, amphetamines, and other stimulants can cause agitation, loss of appetite, irregular heartbeat, chronic sleeplessness, and hallucinations. All non-prescribed stimulants are extremely dangerous and psychologically and physically addictive. An overdose can result in seizures and death.

Tobacco:
Nicotine, the active ingredient in tobacco, increases your heart rate and raises your blood pressure. The tar in cigarette smoke is a major cause of cancer and other respiratory problems. The carbon monoxide in cigarette smoke can promote arteriosclerosis. Long term effects of smoking cigarettes may include emphysema, chronic bronchitis, heart disease and lung cancer.

Emergency Services Hotlines:

NEIU University Police  (773) 442-4100 Emergency on-campus x 5511

Alcohol and Drug Helpline  ((800) 821-HELP
Gateway Foundation – Alcohol and Drug Treatment
24 hour Helpline: 1-877-505-HOPE(4673)
http://recovergateway.org/

Illinois Poison Control Center
http://illinoispoisoncenter.org/  (800) 222-1222

Self-Help Groups

Alcoholics Anonymous   (312)346-1475
http://www.chicagoa.org/

Al-Anon/Alateen              (312)409-7245
http://www.niafg.org

Narcotics Anonymous     (708) 848-4884
http://www.chicagona.org/

Other resources:

Gersten Center for Behavioral Health – Swedish Covenant Hospital
www.gerstencenter.com
5215 N California Ave, Chicago, IL  (847) 329-9210

State Services Employee Assistance Program
(866) 659-3848

Chicago Treatment and Counseling Center   (773) 506-2900
4453 N Broadway Ave, Chicago, IL

Family Guidance Center, Inc.    (773) 293-5582
Located at: Methodist Hospital of Chicago
REFERENCES
NEIU Administrative Memorandum No. 51 – May 27, 1997
UIC- Alcohol and Other Drugs policy – A policy and Resource guide for Students and Employees at the University of Illinois at Chicago
Chicago State University – Drug and Alcohol Policy

Formerly Administrative Memorandum No. 51 – Drug and Alcohol Abuse, May 27, 1997
Alcohol and Other Drugs Effects of Health:

ASSESSMENT

It is important for NEIU to better understand student behavior. To accomplish is goal, NEIU is interested in gathering survey data regarding alcohol and other drug use of its students. Based on the information gleaned from these surveys, the campus is better able to design and implement effective prevention strategies.

Northeastern Illinois University is in the process of partnering with the CORE Institute at Southern Illinois University- Carbondale to administer the Long Form- CORE Alcohol and Other Drug survey. Our plan is to work through administrative, purchasing and IRB approvals for administration in the late fall of 2015 or early spring 2016.

Another resource for assessment is the variety of campus based surveys available to NEIU through the Campus Labs platform. The Alcohol and Drug Abuse Prevention Committee will be working with Campus Labs to identify appropriate assessment tools that fit our university community and will help us further gauge perceptions, attitudes and effective modes of prevention and intervention.

At this time we do not have specific student survey results related to Alcohol and Other Drug use and/or abuse. It is our plan to survey students in the Fall of 2015 and the Spring of 2016 to use as an initial assessment of student behavior and perceptions for continued programming efforts and as a baseline to evaluate program effectiveness in future semesters.

EDUCATION, INTERVENTION AND PREVENTION
The primary method of prevention education is a comprehensive peer education model co-facilitated by Student Health and Counseling Services and The Office of Student Rights and Responsibilities. This program has been developed during the Spring semester of 2015 for Fall 2015 implementation. On overview of the program is summarized below.

NEIU Alcohol and Drug Abuse Prevention Peer Educator Program

**Purpose:**
- Student Peer Educator Program teaches alcohol and drug educational information, campus/peer outreach and resources;
- Heighten awareness of the NEIU Alcohol and Drug policy; communicate a clear message of related violations as outlined within the Code of Conduct; and make easily accessible support resources on and off campus;
- Increase awareness and prevention for students and campus community;
- Evaluate the program’s outreach to students and success.

In collaboration with Student Rights and Responsibilities, Counseling and Student Health Services, Student leadership Development, Campus Recreation and Safer Foundation, Student Peer Educators will be trained to understand:
1) social/community responsibility (interview/discussion)
2) Myths about drinking (presentation)
3) Factual information (presentation)
   a. What Alcohol is?
   b. What is a drink?
   c. Types of Drinkers*
4) Ramifications of excessive alcohol use (activity)
5) What constitutes Alcoholism, Addiction/Dependency (discussion and activities)
   a. Reviewing Alcohol Use and Drinking *
   b. Reasons to Quit or Cut Down on Drinking*
6) Long term repercussions towards career/lifestyle based on poor choice made (interview/discussion)
7) Healthy Choices, Habits and Behaviors (discussion and activity)
   a. Ways to handle Risky Situation*
8) How to present, outreach and program as a Peer Educator

* Activities with “Workbook for Changing College Student Drinking Habits,” National Institute on Alcohol Abuse and Alcoholism.

**Suggested Peer Training Activities:**
- Preliminary Training Content, application and recruitment process completed, February 2015.
- Peer Educator Recruitment and Selection Process, April, 2015
- Two or more Peer Educator Training sessions (in collaboration with expert departments) Summer, 2015
- Pilot Program and evaluation, Fall, 2015.
- Sample of Student Peer Activities:
  o Make posters/signs/ table tents, bulletin board display outlining the alcohol/drug policy and post or display throughout campus
  o Plan non-alcoholic fun activities or community service hours
Review of Training Goals

1. Work as an integral part of an alcohol and drug Peer Mentor team.

2. Learn about myths and facts related to alcohol and drug use amongst college age and adult students in collaboration with Safer Foundation.

3. Learn to interact with the community for presenting and demonstrating repercussions of use and prevention strategies.

4. Share on healthy lifestyle facts, stress reduction and safe choices that take the place of excessive use in collaboration with NEIU Counseling, Student Health and Campus Recreation Services.

5. Plan and implement a prevention awareness campaign with interactive demonstration activities and education presentations to students and the NEIU community. Campaign goals include understanding the use, effects, prevention strategies and referral resources for alcohol and drug prevention through demonstrations, bulletin displays, social media as well as:
   a. Student Orientation summer 2015
   b. 2015 Fall semester “Fall Into Fun” outreach tabling
   c. One or more campus presentation(s) and outreach tabling in September during National Alcohol/Drug Addiction Recovery Month.
   d. Campus guest presentation and outreach demonstration tabling, October in collaboration with campus experts during National Substance Abuse Month
   e. One or more campus film/video presentation(s) followed by discussed in April during NCADD Alcohol Awareness Month

Module 1: Course Overview and Introduction to the Training (Student Rights and Responsibilities)

Learning Objectives: By the end of this Module, students will:
Know more about the training and other training participants
Understand overview of training
Understanding Peer Education
Assess your own baseline knowledge about the training.

Content:
Welcome, Introductions and Ice Breaker
Review of Training Agenda and Goals
Overview of Peer education (i.e., definition, why peer education)
Assessment of participant expectations
Module 2: Overview of Alcohol, Marijuana and Drugs (Presented by Safer Foundation)

Learning Objectives: By the end of Module 2, students will:
Understand several myths about drinking and drug use
Understand alcohol, Marijuana, drug facts, use and what constitutes related problems
Identify risky situations related to alcohol and drug use
Assess your own baseline knowledge of myths and facts.

Content:
Myths about drinking
What is Alcohol, a drink, types of drinkers
Drug related myths
Short and Long Term Effects of Marijuana Use
What constitutes Alcoholism and Addiction/Dependency
Review

Module 3: Healthy and Safe Choices (presented by Counseling/Student Health and Campus Recreation)

Learning Objectives: By the end of Module 2, students will:
Learn about and learn to facilitate an “Assessment of Healthy Habits”
Learn about and learn to facilitate “Reasons to Quit or cut down on drinking and/or smoking”
Engage in ideas and activities to establish healthy and safe goals and actions

Content:
Identifying and handling risky situations exercise
Summary of health habits exercise
Reasons to quit or cut down exercise
Review of how much is a healthy drink exercise
Learning to set healthy limits and social goals
Participate in alternative choices and activities
Learn to facilitate information through role play scenario

Module 4: Plans to Implement the Alcohol, Marijuana and Drugs Prevention Awareness Outreach, Activities and Programming on Campus (Student Rights and Responsibilities and Student Leadership Development)

Learning Objectives: By the end of Module 4, students will:
Plan a alcohol/drug awareness campaign
Schedule dates/times for Outreach, Activities and Programming
Practice presenting information on myths and facts
Plan next meeting dates
Training Wrap up

Content:
Group collaboration and brain storming
Outlining draft of calendar for yearlong outreach, activities and programming
Learn to facilitate info through role play scenario
Review of key workshop content and assessment of knowledge and skills
Workshop evaluation, Q&A and Wrap up
What would peer educators do? Student Rights and Responsibilities in collaboration with Counseling Services will offer NEIU students a valuable opportunity to receive training for raising campus awareness about alcohol and drug. The program will educate individuals on student leadership skills and information for delivery of awareness and outreach to help minimize alcohol and drug use and possession on the rise in the campus community. On most campuses, peer education prevention programs utilize a comprehensive approach by educating student peers. Alcohol and drug use prevention programming may cover statistics, convey alcohol-free social options, provide information on healthy college balance/life and to minimize stressful related situations should they arise.

Benefits of being a peer educators
Student peer educators will be NEIU students representing the rich diversity of education, urban, life experiences and background within our community. Student peer educators will represent a variety of undergraduate majors and especially those who plan on pursuing careers, employment or graduate work in the “helping” fields. Education and Social Work are a few examples. Through the application, interview and training process students will demonstrate and offer a genuine commitment to being a resource to peers. Student peers will attend training, learning about alcohol and drug prevention topics, conduct informational outreach, plan theme days and program activities and other meaningful related tasks. Students accepted into the program during the Spring semester can participate the following academic year and earn a certificate of participation.

Training Strategy
The following provides a general overview of possible training and workshop topics:

- statistics on college alcohol/drug use and possession
- the impact to self, education and community
- primary prevention information
- enhancement of communication, presentation, outreach skills, team development and leadership
- ways to balance for healthy lifestyles and to reduce stress, manage relationship, increase mindfulness
- how membership builds resume for employment or graduate school and earns recommendation.

Peer Educator Recruitment
Peer educators will take place through targeted announcements, outreach tables and academic departments. There is no cost for this program and it is open to all NEIU students. We will have a downloadable application and face-to-face interview process. Those who are selected will attend training.

Expectations:

- Make a two-semester commitment to the Peer Education program
- Be willing to understand the information and materials about the program.
- Attend regular trainings, learning workshops and presentation practice sessions.
• Knowledge of content of scripted presentations.
• Commit 1-4 hours a week for outreach planning and activities/events (decreasing during exam periods)
• Be willing to raise awareness and be a leader and role model on campus
• Work as a team member and recruit other Peer Educators.

Qualifications
• Must maintain a 2.5 G.P.A. and be a full-time student at NEIU
• Must be able to commit 1-4 hours per week.
• Must be in good academic standing

Additional alcohol and drug abuse prevention programming will be conducted by the Office of Student Leadership Development. There will be monthly programs for the general student population and specific targeted programming for student organizations. This educational programming will also contain comprehensive prevention programming for NEIU Greek organizations. More specific planning will be developed during the summer of 2015 for Fall 2015 implementation. These will include outreach and visibility programs, tabling opportunities in Village Square and social norming and prevention signage and messaging in strategic bathroom locations.

EMPLOYEES
EAP – Employee Assistance Program

The illegal use of controlled substances can seriously injure the health of employees, adversely impair the performance of their duties, and endanger the safety and wellbeing of fellow employees, students, and others. Therefore, the university encourages employees who are involved in the illegal use of controlled substances to seek professional advice and assistance. One source of assistance is the university’s Employee Assistance Program (EAP). If job performance is adversely affected by abuse of controlled substances, an employee may be referred to the EAP. Participation in the EAP is confidential and is encouraged by the university; however, it will not preclude normal disciplinary action or relieve an employee of responsibility for performing assigned duties. Employees directly engaged in the work under a federal grant or contract are required, as a condition of employment under the grant or contract, to: a. Abide by the terms of this policy, and b. Notify their supervisors of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after such conviction. Such convictions may result in the application of sanctions, as described above. The university will notify the granting or contracting federal agency within 10 days of receiving notice of a criminal drug statute conviction of any employee working on a federal grant or contract when said conviction involves a drug
offense occurring in the workplace. A copy of this statement shall be given to all employees assigned to work under a federal grant or contract. Questions concerning this policy should be addressed to the appropriate vice president.

Intervention Services

NEIU does not have a formal Alcohol and Drug Abuse Intervention Service office. Students in need of intervention services will be referred to Student Health and Counseling Services. The counseling center has connections to a strong network of intervention resources within the Chicagoland area. NEIU will begin to compile data related to Alcohol and Drug Abuse visits and referrals beginning in July 2015.

Development of On-Campus Student Housing

NEIU is in the final stages of embarking on its initial endeavor into Student Housing to open for on-campus residents in the Fall of 2016. This new student life experience will provide opportunities to develop residential alcohol policy and an initial focus on environmental management of our on-campus residents. During 2015-16, NEIU will be working with our residential partner, American Campus Communities, to develop policy and specific residually targeted alcohol and drug abuse prevention programming.

ENFORCEMENT

NEIU has its own sworn police force. There are very few reported or forwarded reports of alcohol or illegal drug use on campus. Significant violations are referred to Cook County for adjudication and all related police reports are forwarded to the Office of Student Rights and Responsibilities as misconduct reports.

(Insert police stats: DUI, Open Container, Minor in possession, Drug offenses, # of referrals sent to SRR)

NEIU Alcohol and Drug Abuse Prevention Committee (Task Force)

The Alcohol and Drug Abuse Prevention Committee was formed to provide a mechanism to examine the overall alcohol and drug abuse issues effecting the NEIU community and to develop, promote, support and evaluate the educational and preventative programs administered by the various student affairs and academic departments on campus. Members of this group include: The Director of Student Rights and Responsibilities, the Peer Educator lead counselor from Student Health and Counseling Services, the Director of Human Resources, the outreach lieutenant from the NEIU Police Department, the Director of Financial Aid, the Community Outreach/Service Learning Coordinator from Student Leadership Development and a representative from the Office of Academic Affairs. The most recent meeting of the group was to reestablish a coordinated effort across several areas to ensure that the required reporting mechanisms are in place moving forward, to ensure an effective plan for the required policy
distribution, and to provide suggestions for the annual work plans for effective education and prevention programming for the next two years.

CONCLUSION

Northeastern Illinois University has had its challenges fulfilling the requirements of the Drug Free Schools and Communities Act during the most recent reporting period. Since learning the shortcomings of compliance during the Department of Education Short Program Financial Aid review in October, the Office of Student Rights and Responsibilities has been working to bring the program into compliance.

The following actions have been taken in the last five months:
1. Total revision and update of the Alcohol and Drug Abuse Prevention Policy for required annual distribution to include current language, updated community referral resources and assurance of compliance elements.

2. Coordination with University Technology Services to ensure the effective and documented annual distribution of the Alcohol and Drug Abuse Prevention Policy to all students and employees of the University.

3. To ensure distribution of the Alcohol and Drug Abuse Prevention Policy to students who join or reestablish enrollment at the University after the annual fall distribution. This also includes an update to the new employee orientation program that includes the distribution of the policy to new employees that join the university after the annual fall distribution.


5. Initial conversations toward more comprehensive planning of general student, student organization and fraternity and sorority educational and prevention programming to be developed in the summer of 2015 for implementation for fall 2015 and beyond.

6. Development of a comprehensive student housing alcohol policy and educational abuse prevention program for the establishment of the first on-campus residence hall in coordination with American Campus Communities, the corporate partner that will be managing the residence life component.

7. Planning, coordination and required approvals to conduct the CORE Alcohol and Other Drug Survey to gauge perceptions and usage statistics of NEIU student environmental behaviors. This will give the involved programming and prevention departments a baseline and comparison data related to other urban predominately commuter campuses.
8. Reestablishment of the Alcohol and Drug Abuse Prevention Review Committee with a cross section of counselors, police, student programming offices, compliance officials and administrators.

9. Established communication with statistic generating units with an outline of the police and student conduct enforcement, alcohol and drug related misconduct and sanctioning information and reports that will be required for future biennial reviews, annual reports and evaluations.

The programming, counseling, prevention and enforcement departments at NEIU continue to work to create a comprehensive Alcohol and Drug Abuse Prevention Plan that will exceed all regulatory requirements and have a lasting impact on the lives and experiences of the students, faculty and staff of Northeastern Illinois University. An institutional program plan will be put in place to ensure that compliance will remain robust without relying on a specific individual or department to accomplish our established goals.

Northeastern Illinois University
Alcohol and Drug Abuse Prevention Plan
Biennial Review 2012-2014

Reviewed by:

Dr. Sharon K. Hahs, President