



Eastern Arizona College

**Biennial Review of the
Program to Prevent the Illicit Use of Drugs
and the Abuse of Alcohol**

July 1, 2021 – June 30, 2023

Contents

I.	Introduction	4
II.	Biennial Review Process	5
III.	Components of the Alcohol and Other Drug Abuse Program at EAC	5
	1. Individual-level Strategies	5
	<i>a. Educational Programs</i>	5
	• Drug and Alcohol Diversion Program.....	5
	• Get Inclusive.....	6
	• Drug-Free Workplace Training Video.....	6
	• Annual Drug and Alcohol Awareness Assembly.....	6
	• Training for Student Leaders.....	6
	• Residence Halls Mandatory Meetings.....	7
	<i>b. Information Dissemination</i>	7
IV.	EAC Policy	8
V.	Enforcement Methods and Sanctions	8
	• <i>For Students</i>	8
	• <i>For Employees</i>	9
	• <i>For Law Enforcement</i>	9
VI.	Program Strengths and Areas for Improvement	10
VII.	Goals for the 2023-2025 Biennium Period	11
VIII.	Conclusion	11

I. Introduction

Drug and alcohol abuse among college students remains a significant concern, with potential consequences ranging from academic setbacks to long-term health issues. Recognizing the need for effective prevention strategies, educating college young adults on the dangers of substance use has emerged as a critical initiative. By equipping students with relevant information and fostering an awareness of the potential risks involved, educational programs can empower individuals to make informed decisions and prioritize their overall well-being.

Academic Impact: Drug and alcohol abuse can have detrimental effects on academic performance, leading to diminished learning outcomes and compromised future prospects. According to a study conducted by the National Institute on Alcohol Abuse and Alcoholism (NIAAA), approximately 1 in 4 college students experience academic consequences due to alcohol use, such as missing classes, poor test performance, and lower grades (NIAAA, 2021). By emphasizing the link between substance abuse and academic setbacks, educational interventions can motivate students to prioritize their educational goals and make responsible choices.

Health Consequences: Substance abuse poses significant risks to the physical and mental well-being of college young adults. The Substance Abuse and Mental Health Services Administration (SAMHSA) reports that heavy alcohol consumption can result in an increased likelihood of unintentional injuries, alcohol poisoning, and long-term health conditions such as liver disease and certain cancers (SAMHSA, 2022). Additionally, the misuse of drugs, including prescription medications and illicit substances, can lead to addiction, psychological disorders, and even fatal overdoses. By providing accurate information on the health implications of substance abuse, educational initiatives can help students make informed decisions regarding their own well-being.

Social and Personal Consequences: Engaging in drug and alcohol abuse can have far-reaching social and personal repercussions. Studies have shown that substance use increases the risk of engaging in risky behaviors, including unprotected sexual activity and involvement in violence (Hingson et al., 2020). Moreover, substance abuse can strain personal relationships, hinder social development, and contribute to mental health disorders such as depression and anxiety. By highlighting the social and personal consequences of drug and alcohol abuse, educational programs can empower college students to build healthy relationships, foster personal growth, and maintain a supportive social environment.

Educating college young adults about the dangers of drug and alcohol use is crucial for their overall well-being. By providing accurate information and statistics, and highlighting the academic, health, and social consequences, educational programs can equip students with the necessary knowledge to make informed decisions and navigate the challenges associated with substance abuse. Eastern Arizona College

recognizes the importance and value of drug and alcohol awareness, supporting initiatives that prioritize the health and success of its student community.

II. Biennial Review Process

This Biennial Review covers the period from July 1, 2021, to June 30, 2023. This review was conducted by a Biennial Review Team, which includes the Dean of Students, the Dean of Student Services, the Director of Enterprise and Risk Management, and the Director of Residence Life. Additional staff and departments provided relevant data and information.

This review requires Eastern Arizona College to, on a biennial basis, determine the effectiveness of its drug prevention program and implement changes to the program, if needed, and ensure that disciplinary sanctions for students and employees for drug and alcohol violations are consistently enforced.

For questions about this review, please contact the Director of Residence Life, Candee Skousen, at 928-428-8605 or candee.skousen@eac.edu.

III. Components of the Alcohol and Other Drug Abuse Program at Eastern Arizona College

Drug and Alcohol initiatives are prioritized, coordinated, and adapted as research, resources, and community needs evolve.

1. Individual-level Strategies

- i. Individual-level strategies are organized below into two categories:
Educational Programs and Information Dissemination.

a. Educational Programs

1. Drug and Alcohol Diversion Program
 - a. Designed to help students reflect on past and future choices about the role alcohol plays in their college experience. The 6-hour group session is facilitated by EAC's Counseling Department. The Director of Residence Life assigns the Drug and Alcohol Diversion Program to residential and non-residential students in cases where a student is involved in a first-time alcohol violation. In this biennium, 50 students completed the Drug and Alcohol Diversion Program.

- i. Please See Appendix I
- 2. Get Inclusive Online Training Course
 - a. This training course is issued to all students and discusses the impacts of alcohol and drugs, the way they play out in social settings, and how to set boundaries around an individual's own substance usage. By the end of the course, students learn tactics to take care of themselves as well as skills to intervene in harmful situations impacting others.
 - i. Please see Appendix II
- 3. Drug-Free Workplace Employee Training Video
 - a. This training provides employees with an understanding of drug and alcohol abuse in the workplace. This course reviews the Drug-Free Workplace Act, recognizing the signs of substance abuse and addiction, and knowing an employee's role in fighting substance abuse on the job.
 - i. Please see Appendix III
- 4. Annual Drug and Alcohol Awareness Assembly
 - a. This program directly engages EAC students to improve their understanding of the life-altering effects of drug and alcohol abuse and empowers them to reach their full potential. EAC partners with local law enforcement and others in their communities to host an annual, dynamic, multimedia assembly that shares real-life scenarios and science-based facts about substance abuse.
 - i. Please see Appendix IV
 - ii. There is no statistical data for years 2022 and 2023 to determine how many students and employees have attended this assembly through the biennium.
- 5. Training for Student Leaders
 - a. The use of student leaders to convey EAC's messages regarding the use of alcohol and other drugs immensely broadens the reach and impact of this key information and has been shown to play an important role in promoting the adoption of healthy alcohol and drug-related behaviors among students. Moreover, these student leaders likely serve as key campus contact points for many other students.

As such, alcohol and drug training are provided to EAC students who are serving or employed in leadership or mentoring positions – including residence life staff, EMT students, work-study students, part-time student employees, and student council members. The training provides participants with information regarding alcohol and drug-related issues on campus, strategies for helping their peers avoid the negative consequences of substance use, campus resources, and the knowledge and skills necessary to identify and intervene with at-risk individuals and/or during emergency situations.

6. Residence Halls Mandatory Meetings

- a. These meetings consist of residents who live on-campus and their Resident Assistant and Resident Director. The purpose of mandatory meetings is for students to understand the policies and become aware of what is expected of them as residents of that particular residence hall. During these meetings, EAC’s alcohol policy is clearly communicated along with the sanctions for violations of the policy. EAC is committed to providing Residence Halls that are physically safe with opportunities for students to develop community and a sense of belonging.

b. Information Dissemination

1. During each year in the biennium, EAC disseminated its annual **Drug and Alcohol-Free School/Campus and Workplace** notification via annual contract signing to all new and returning employees. The signing of this document does not allow individuals to “opt-out” of receiving or signing it. In the annual notification, EAC identifies standards of conduct and describes applicable laws, health risks of abuse, available resources and treatment programs, and institutional sanctions for violations. In addition, employees receive this same information in their appointment letter and at new employee orientation.
2. Beginning this year of 2023, EAC will disseminate its annual **Drug and Alcohol-Free School/Campus and Workplace** notification via e-mail to all new and returning students at the beginning and towards the end of each semester. The email notification does not allow individuals to “opt out” of receiving it.

In this notification, EAC identifies standards of conduct and describes applicable laws, health risks of abuse, available resources and treatment programs, and institutional sanctions for violations.

3. EAC provided Drug and Alcohol information via the web for EAC students, faculty, and staff during this biennium, including:
 - a. Reptile Resources: an informational page on EAC's website offering campus, community, and national resources. Among those resources are campus and community emergency phone numbers, local, state, and national crisis hotline phone numbers, and campus mental health information.
4. The Student Handbook, Employee Policy Manual, and Academic Catalog include Drug and Alcohol policies and resources.

IV. EAC Policies - EAC has a number of drug and alcohol-related policies that prohibit unlawful drug and alcohol possession, use, and distribution, provide information about drug and alcohol use and abuse, and establish guidelines for safe and responsible alcohol use.

- a. Please see Appendix V

V. Enforcement Methods and Sanctions

a. For Students

1. Student violations of the student nonacademic misconduct policies are primarily adjudicated through the Residence Life Office under the direction of the Dean of Students, to reinforce student learning and personal development, which are integral to EAC's educational mission. The student conduct process is one of many tools that the college uses to foster personal development and maintain the safety of the college community. Students found to be in violation of alcohol and drug laws and policies are assigned to participate in and complete one or more educational sanctions.

As part of the educational component of the disciplinary process, students are required to reflect on their actions, EAC's policies, how their behavior violated the policies, and what, if anything, they are going to change in the future.

The Residence Life office, under the direction of the Dean of Students, regularly reviews its conduct cases to ensure that

students are receiving similar sanctions for similar violations, and the process for alcohol use violations, absent other aggravating or mitigating factors or contemporaneous misconduct, is generally addressed and sanctioned in the same manner.

Students residing within the college's residence halls must comply with the College's Residence Life Rules and Regulations as outlined in EAC's Residence Life Handbook, in addition to EAC policies and regulations, and federal and state laws. Rule violations are adjudicated through the Residence Life Code of Conduct process. The Residence Life Code of Conduct process is part of community development within the residence halls. Inherent in the success of the Residence Life Code of Conduct process is awareness by residents of the need to acknowledge their responsibility for their behavior and how it affects the community in which they live. Primary emphasis is placed on the educational and developmental progress of the resident and is part of the educational mission of the college.

To ensure that education was presented to students who were found to be in violation of the Residence Life drug and alcohol policy within the Residence Halls, students were generally assigned educational sanctions in tandem with traditional contract sanctions (warning, probation, and loss of campus living privileges). Educational sanctions for drug and alcohol policy violations include participation in the Drug and Alcohol Diversion program. The primary goal of all Residence Life sanctioning is to help students make substance use decisions that result in fewer negative consequences within Residence Halls and beyond.

a. Please see Appendix VI

b. For Employees

1. For the years 2021 – 2023 there has been zero incidence of employee drug and alcohol violations at EAC making it impossible to evaluate consistency in the sanctioning of said violations on a statistical basis. That said, EAC Human Resources professionals work alongside the Executive Team to determine discipline for a variety of offenses to ensure consistency of sanctions for similar behavior.

c. For Law Enforcement

1. The mission of the EAC Campus Police Department is to provide a safe and secure environment in which to learn, live, and work. The EAC Campus Police Department is made up of 2 fully certified law enforcement officers and 8 part-time security officers which provides 24-hour dispatching services.
2. Campus Police are empowered by state law to enforce drug and alcohol laws on and off campus, and strictly enforce these laws. There are a significant number of alcohol and drug-related incidents that occur in and around the EAC campus.
 - a. Please see Appendix VII

VI. Program Strengths and Areas for Improvement

After its review of EAC's Alcohol and Drug Program to Prevent the Illicit Use of Drugs and the Abuse of Alcohol, the Biennial Review Team identified the following strengths and areas for improvement.

Program Strengths

EAC is committed to working with students to address substance-related health, safety, and quality of life issues. A few examples from this biennium include staff and students working collaboratively on developing a stronger restorative justice approach to alcohol and drug violations for student violations.

EAC has strong relationships with campus and community partners. We recognize that the health of our students, faculty, and staff is supported by collaborative relationships within and across campus divisions and with community agencies and members.

EAC utilizes evidence-based programs, including the Drug and Alcohol Diversion Program, with demonstrated effectiveness in reducing high-risk drinking and its consequences. We strive to ensure that programs are based upon best-practice recommendations and grounded in assessment and health behavior theory.

Areas for Improvement

EAC should increase opportunities for students to engage in conversations about Alcohol and Drugs with staff and faculty. Similarly, EAC should continue to advertise and market Alcohol and Drug-related support services and programs to students. In addition, EAC could enhance its messaging by moving communications about Alcohol and Drug programs and resources to earlier in the

semester, closer in time to incoming student online training, and before students develop potentially unhealthy habits surrounding drug and alcohol use. Implementing a survey that will gauge student and employee perceptions and attitudes about the alcohol and drug problem on-campus.

There are inconsistencies with our Drug and Alcohol Awareness Assembly and other program evaluations, which affects our ability to understand program outcomes and areas for improvement.

VII. Goals for the 2023-2025 Biennium Period

The Biennial Review Team identified the following goals for the next biennium:

1. Change the distribution timing of the Drug and Alcohol-Free School/Campus and Workplace notifications to the beginning and end of each semester.
2. Increase efforts to further engage faculty and staff in alcohol and drug prevention efforts for students.
3. Require all employees to complete the Drug-Free Workplace training video every year.
4. EAC will add questions to the employee, faculty, and student-distributed, Noel Levitz Survey, that will gauge their perceptions and attitudes about the alcohol and drug problem on-campus.
5. In areas where we lack program evaluation, develop, and begin to implement an evaluation plan in consultation with the Student Life Department and Dean of Students.

VIII. Conclusion

EAC continues to work toward, as outlined in this report, a collaborative, comprehensive strategy for Alcohol and Drug prevention and intervention. EAC is committed to ongoing work with students, faculty, and staff to achieve its goals for the next biennium. Our goals build upon a firm foundation and align with the student-centered vision that prepares individuals to thrive in a complex, ever-changing world through accessibility, cultural development, and innovative educational programs. Our attention to individual strategies and policies that promote healthy, sustainable self-care practices and engage students in timely, compassionate support services for Alcohol and Drugs and interconnected health issues is as important as ever.

Appendix I:

In the review of our Drug and Alcohol Diversion program, the following survey was administered by the Counseling Department to determine its effectiveness:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Presenter communicated topic clearly	0%	0%	0%	30%	70%
Presenter was knowledgeable about the subject	0%	0%	0%	30%	70%
The program is relative to college students	0%	0%	2%	18%	58%
The program has caused me to think differently about my alcohol use	0%	0%	4%	16%	58%
The program has caused me to change my alcohol use	0%	0%	8%	16%	54%
The program has given me specific ideas about how to change my alcohol use	0%	0%	8%	8%	62%

	N/A	Much Worse	Worse	About the Same	Better	Much Better
Compared to other alcohol education programs, how does the Diversion program compare	8%	0%	0%	4%	30%	36%

	None	1-7	8-14	15-21	22-28	>28
How many drinks do you drink in a typical week	24%	46%	4%	4%		

	N/A: I Don't Drink	Drink Less	Drink The Same Amount	Drink More
After Participating in the Drug and Alcohol Diversion program I plan to:	12%	52%	14%	0%

Measures of students' knowledge of alcohol and its related consequences demonstrate the course was effective at conveying meaningful information: in 2021-23.

Appendix II:

Get Inclusive Report

Year	Number of Students Completed	Completion Rate
2021-2022	463	10%
2022-2023	288	5%

Appendix III:

Drug-Free Workplace Training Video

Year	Number of Employees Completed	Completion Rate
2021	Not Offered	
2022	Not Offered	
2023	278	43%

Appendix IV:

Annual Drug and Alcohol Awareness Assembly	Number of Participants
2021	98
2022	No Attendance Collected
2023	No Attendance Collected

Appendix V:

4710.00 Drug Free Workplace

Reference: The Drug Free Schools and Communities Act Amendments of 1989 (PL101-226) and implementing regulations (34 CFR Part 86); Drug Free Workplace Act of 1988 (PL100-690, Title V, Subtitle D) and implementing regulations (34 CFR Part 85, Subpart F) A.R.S. §36-2801, GCCCD 5800.01

The College President shall implement a Drug-Free Workplace Compliance Program in accord with federal law.

The Compliance Program shall address the following:

- A. A published statement notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violation of such prohibition.
- B. Establishing a drug-free awareness program to inform employees regarding:
 1. The health risks and danger associated with the use of illicit drugs and the abuse of alcohol;
 2. the District's policy of maintaining a drug-free workplace;
 3. any available drug counseling, rehabilitation, and employee assistance programs, and
 4. the penalties under local, State or Federal law that may be imposed upon employees for drug abuse violations occurring in the workplace.
- C. Making it a requirement that each employee be given a copy in writing, annually, of the statement required by paragraph A and the information specified by paragraph B.
- D. Notifying the employee in the statement required by paragraph A that, as a condition of employment, the employee will:

1. Abide by the terms of the statement; and
 2. notify the employer of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.
- E. Notifying the United States Office of Management and Budget within ten days after receiving notice under subparagraph D.2. from an employee or otherwise receiving actual notice of such conviction;
- F. Taking one of the following actions, within 30 days of receiving notice under subparagraph D.2., with respect to any employee who is so convicted:
1. Taking appropriate personnel action against such an employee, up to and including termination; or
 2. requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency.
- G. Provide for the biennial review of the Drug Awareness program to determine its effectiveness, implement needed changes, and ensure that disciplinary sanctions are consistently enforced.
- H. Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs A, B, C, D, E, F and G.

4710.01 Drug-Free Workplace Compliance Program

Reference: The Drug Free Schools and Communities Act Amendments of 1989 (PL101-226) and implementing regulations (34 CFR Part 86); Drug Free Workplace Act of 1988 (PL100-690, Title V, Subtitle D) and implementing regulations (34 CFR Part 85, Subpart F); A.R.S. §36-2801, GCCCD 5800.01

Employee Obligations

All employees shall sign a statement acknowledging and agreeing to the following as a condition of employment with the District:

- A. That the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the workplace. For purposes of this regulation, a controlled substance shall include any of the following:

1. an illegal drug;
2. a legal drug used in excess of medically prescribed dosage;
3. an alcoholic beverage;
4. any other mind altering substance used in excess of medically prescribed dosage, and
5. marijuana, even when employed for a medical use.

B. The employee shall:

1. At least once each year sign a statement acknowledging receipt in writing for careful consideration, information provided by the District detailing the District's Drug and Alcohol policy,
2. abide by the terms of the statement; and
3. notify the employer of any criminal controlled substance statute conviction for a violation occurring in the workplace no later than five days after such conviction.

C. Conviction for the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in the workplace shall be cause for immediate suspension and shall result in one or more of the following conditions as considered appropriate by the District Governing Board:

1. Termination of employment with the District, or
2. requirement for the employee to participate satisfactorily in a substance abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency; and/or
3. other employment restrictions or stipulations, or a combination of employment restrictions or stipulations, as deemed in the best interests of the District.

District Obligations

- A. Provide a published statement notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violation of such prohibition.
- B. Establishing a drug-free awareness program to inform employees about:

1. The health risks and danger associated with the use of illicit drugs and the abuse of alcohol,
 2. the District's policy of maintaining a drug-free workplace,
 3. any available drug counseling, rehabilitation, and employee assistance programs, and
 4. the penalties under local, State or Federal law that may be imposed upon employees for drug abuse violations occurring in the workplace.
- C. Make it a requirement that each employee be given annually a copy in writing of the statement required by paragraph A. and the information specified by paragraph B.

The College President or personnel designated by the College President shall:

- A. Notify the United States Office of Management and Budget within ten days after receiving notice of an employee's conviction for the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance in the workplace.
- B. facilitate taking appropriate action as determined by the District Governing Board, and
- C. make a good faith effort to continue to maintain a drug-free workplace.

5331.00 Substance Abuse Education and Testing Program

Reference: GCCCD 5331.01; NCAA Bylaws 31.2.3.1, 31.2.3.2; NJCAA Constitution and Bylaws

Purpose

- A. Eastern Arizona College is concerned for the health and welfare of its student-athletes, hereafter referred to as athlete(s). It recognizes substance abuse and dependency may interfere with an athlete's health, academic achievement, individual athletic performance and a team's success. It is the intent of the College to educate and inform athletes of the effects of substance abuse and dependency, thereby enabling athletes to make responsible decisions and allowing the College to maintain the integrity of collegiate competition.
- B. Description
- C. Eastern Arizona College athletes are prohibited from using or being under the influence of illegal drugs or other prohibited substances. The abuse of and/or dependency upon

legally permitted substances are also prohibited. Athletes found to be in illegal possession, or illegally distributing prohibited substances, or in possession of paraphernalia, will be subject to immediate dismissal from all athletic teams. Violation of this policy will result in the athlete being suspended from athletic participation as prescribed in GCCCD Regulation 5331.01. Further, in accord with the National Junior College Athletic Association (NJCAA) Bylaws and Constitution, athletes in violation of GCCCD Regulation 5331.01 will have all athletic student aid cancelled.

- D. All athletes will participate in the Athletic Department's Substance Abuse Education and Testing Program. Included in the education program is a Department sponsored enrichment workshop each athlete must pass to be eligible for athletic participation. Each athlete shall also be subject to drug testing as prescribed in GCCCD Regulation 5331.01.
- E. Athletes are encouraged to voluntarily seek confidential assistance before violations of this policy occur. No athlete will be penalized for seeking this assistance. However, disciplinary action is required in cases where drug testing shows the athlete to be in violation.
- F. Each athlete, and parent(s) or guardian(s) if the athlete is under the age of 18, must sign the Consent to Drug Testing and Authorization for Release of Test Results form as prescribed in GCCCD Regulation 5331.03 indicating understanding of, and agreement to comply with, this policy as a condition of participation in Eastern Arizona College Intercollegiate Athletics.

5330.01 Guidelines for Intercollegiate Athletics

Reference: National Junior College Athletic Association (NJCAA) Handbook and Casebook 2022-2023

Purpose

- A. The Intercollegiate Athletics Program conducted by Eastern Arizona College is an integral part of the total student curricular and extra-curricular offerings. As such, it offers opportunities for student athletes to excel in competitive sports in an atmosphere of quality leadership, training, facilities, equipment and safety. For most students, sports are considered supplementary activities. Seldom can a student justify

placing competitive sports in a priority position in his/her college life. All policies, procedures, rules and regulations are to be based on these assumptions.

Athletic Contests

- A. The number of contests (scrimmages, conference games, non-conference games, dates, and tournaments) per sport will not exceed NJCAA and Arizona Community College Athletic Conference (ACCAC) maximums of:
 - B. Volleyball 32 dates with a maximum of 28 dates in the fall
 - C. Basketball 30 games and four scrimmage dates.
 - D. Softball 60 games during the spring championship season with a maximum of 14 playing dates in the fall
 - E. Baseball 56 games and scrimmages in the spring with a maximum of 14 scrimmages in the fall
 - F. Golf 30 dates Fall and Spring combined
 - G. Soccer 22 games and scrimmages in the fall with a maximum of six scrimmages in the spring
- H. The maximum number of contests shall be expanded to facilitate conference post-season play-off and conference tournament contests.

Athletic Travel Guidelines

- A. Travel for out-of-state contests will be approved to meet conference/league schedule requirements. Three out-of-state and six in-state non-conference contests may be requested. Additional non-conference contests funded through auxiliary accounts may be requested.
- B. All authorized athletic travel shall be itemized and included in the College's budget. Budget capacity for regular contests shall be itemized for each sport. Budget capacity

for post-season contests shall be included in the Athletic Director's budget. Athletic travel not itemized in the College's budget must be approved by the College President prior to any commitments being made for College staff or team participation.

Absence from Classes

- A. Athletes shall not absent themselves from classes when such will harm their academic standing. The Athletic Director shall schedule regular contests so that no participant in any one sport will miss more than ten (10) days of instruction. A day of instruction shall be defined as any class prior to 4:00 p.m.
- B. Conference, regional or national tournaments or play-offs may be individually allowed if appropriate, in addition to those days missed for regular contests.

Athletic Eligibility

- A. Student athletes participating in College approved contests will meet all NJCAA eligibility rules.

5331.02 Banned Drugs

Reference: NCAA Bylaws 31.2.3.1, 31.2.3.2

Substances banned for use by student-athletes competing in NJCAA sponsored events are those found on the NCAA list of banned drug classes. No substance belonging to the prohibited class may be used, regardless of whether it is specifically listed as an example by the NCAA.

The NCAA bans the following classes of drugs:

- a. Stimulants
- b. Anabolic Agents
- c. Alcohol and Beta Blockers
- d. Diuretics and Other Masking Agents

- e. Street Drugs
- f. Peptide Hormones and Analogues
- g. Anti-estrogens
- h. Beta-2 Agonists

Note: Any substance chemically related to these classes is also banned. The institution and the student-athlete shall be held accountable for all drugs within the banned drug classes regardless of whether they have been specifically identified.

Nutritional/Dietary Supplements warning:

- * Before consuming any nutritional/dietary supplement product, review the product and its label with your athletics department staff!

5800.00 Student Code of Conduct

Reference: GCCCD 2075.01, 5800.01, 5810.01, 5810.02, 5800.03

The College President or personnel designated by the College President shall be authorized to establish, implement, and enforce a student code of conduct. The approved code of conduct shall be provided in designated EAC publications and include the following:

- Administrative procedures.
- Judicial system.
- Procedural due process system.

5800.01 Student Code of Conduct Guidelines

Reference: GCCCD 2075.01, 2230.01(6)(7), 5800.00, 5810.01

Code of Conduct

The College has an obligation to determine the standards of conduct appropriate for those who become members of its student body. These standards apply to all students, and will

be administered by the President and/or his designee, who may take disciplinary action deemed appropriate for the violation committed. Students, who have rights and privileges as citizens, must keep in mind that admission to the College is a privileged status and involves special additional obligations to the college community. It also presumes that students, as members of the academic community, understand that due regard for law and the rights of others are always involved in the realm of liberty.

Student conduct, on or off campus, prejudicial to the best interest of the College may be considered cause for disciplinary action or dismissal.

The rules of conduct specified below are not all-inclusive but are emphasized as being among those necessary for the security and well-being of students attending Eastern Arizona College, and are among the circumstances which may lead to disciplinary action and possible dismissal.

- Conviction of a crime or continued misconduct of any type that is an infraction of the established laws of the town, county, state, or nation.
- Possessing or using intoxicating liquors, narcotics or other illegal drugs.
- Stealing or in possession of stolen articles.
- Malicious destruction of property.
- Endangering or threatening the life or physical safety of others or self.
- Possession/use of any projectile weapon on campus.
- Failure to meet financial obligations to the College.

Student Code of Conduct violations that may include sexual harassment, sexual assault, dating and domestic violence, or stalking are considered to be Title IX infractions and will be referred to the Title IX Coordinator for review as outlined in the Graham County Community College District's (GCCCD) Regulation 2075.01 "Procedures for Alleged Violations of the Title IX Sexual Harassment Regulations."

Administrative Procedures, Judicial System and Procedural Due Process System

- A. An allegation of a Student Code of Conduct violation is made to the Dean of Students or authorized designee.

B. After a review of the allegation(s), the Dean of Students or authorized designee may

1. determine if the reported allegation has components of a Title IX violation(s). If so, the allegation shall be referred to the Title IX Coordinator for review (GCCCD Regulation 2075.01 “Procedures for Alleged Violations of the Title IX Sexual Harassment Regulations”).
2. determine that the reported allegation is supported by evidence and/or fact and will act to administrate/rule on Code of Conduct violation.
3. determine that reported allegation is not supported by evidence and/or fact and decide not to take any action at this time.

A. If the procedure set forth in section (B)(2) occurs, Dean of Students or assigned designee will request a conference by appointment with the student.

B. The student shall appear during time appointed for the conference. If the student fails to appear for the conference

- for an excusable reason, the conference time will be rescheduled.
- for an inexcusable reason, any student code of conduct ascribed sanctions that would have been transacted during conference appointment becomes active from date and time of conference, and could include suspension or expulsion from Eastern Arizona College as warranted.

C. The Dean of Students or authorized designee shall make a decision based upon the student conference, plus other relevant evidence and/or fact. The Dean of Students or authorized designee has three options:

1. Find the student guilty, assess and ascribe appropriate sanctions;
2. Find the student not guilty;
3. Determine the student’s guilt or innocence is indeterminable at this point.

D. If the Dean of Students or authorized designee makes a decision as set forth in section (E)(1), the Dean of Students or authorized designee will advise the students of the Non-Academic Student Grievance Procedures as prescribed in GCCCD Regulation 5810.01 “Student Grievance Procedures Non-Academic Standards.”

- E. If the Dean of Students or authorized designee is unable to make a decision as set forth in section (E)(3), the Dean of Students or authorized designee will determine if further evidence or reports (e.g. drug test results, police reports, etc.) are pending and provide notice to the student.
4. If further evidence and/or reports are submitted to the Dean of Students or authorized designee in relation to student's reported actions, the official will follow procedures as set forth in section (B).
 5. If no further evidence and/or reports are submitted to the Dean of Students or authorized designee, the official will follow procedures as set forth in section (E).

A. A student aggrieved by the manner in which a disciplinary process of a non-academic nature was applied by the Dean of Students or authorized designee, shall have the opportunity for appeal pursuant to GCCCD Regulation 5810.01 "Student Grievance Procedure – Non-Academic Standards," and the following terms and definitions will apply:

1. Days - calendar days exclusive of weekends, semester breaks, and official holidays as identified in the EAC Academic Catalog
2. Complainant - student alleging complaint
3. Official - College official(s) responsible for the program or action for which the student complainant has a grievance
4. Student Affairs Officer - Dean of Students or authorized designee selected by the College President for oversight of student affairs
5. Judiciary Committee - The Judiciary Committee serves as an appeals committee for student grievances involving non-academic standards. The Committee is also charged with responsibility to advise the College President on policies, standards, rules and regulations for non-academic standards.
6. Non-Academic Standards - All institutional actions exclusive of academic standards and discrimination as defined by federal or state laws

When a complaint about a non-academic action is alleged by a student, with the exception of sexual harassment, the student shall subscribe to the following procedure to render the complaint legitimate. Complaints of sexual harassment should follow the procedure described in the Graham County Community College District's (GCCCD) Regulation 2075.01 "Procedures for Alleged Violations of the Title IX Sexual Harassment Regulations."

Step 1. The Complainant shall seek out, within five (5) days of the action, the Official so both parties may be afforded an opportunity to clarify facts and reach a mutually acceptable grievance resolution.

Step 2. If Complainant satisfaction is not achieved in Step 1, the Complainant shall provide a written request identifying the problem and request a meeting with the Dean of Students or designee within five (5) days after receiving a recommended grievance resolution as provided in Step 1. Within five (5) days of receipt of the request, the Dean of Students or designee shall arrange for a meeting with the Complainant and attempt to mediate an acceptable resolution.

Step 3. If Complainant satisfaction is not achieved in Step 2, the Complainant shall provide a written request for a hearing by the Judiciary Committee. The request shall articulate the complaint and shall be delivered to the Chairperson of the Judiciary Committee and the Dean of Students or designee within five (5) days after receiving a recommended resolution as provided in Step 2. Within ten (10) days of receipt of the request for a hearing, but not less than three (3) days of receipt of the request, the Chairperson of the Judiciary Committee shall arrange for a hearing. The Complainant, the Dean of Students or designee, and the Official shall attend the hearing. Within ten (10) days of the conclusion of the hearing, the Chairperson of the Judiciary Committee shall set forth a written document addressing findings of fact and the decision reached by the Committee. Copies shall be addressed to the Complainant, the Dean of Students or designee, the Official and the College President. Decisions made by the Judiciary Committee are binding.

5800.02 Drug-Free Compliance Program

Reference: Federal Drug Free Schools and Communities Act Amendments of 1989 (PL101-266) and Implementing Regulations (34 CFR 86) GCCCD 4710.01, 5800.00, 5800.01, 5810.01

Student Rights and Responsibilities

By accepting membership in the Eastern Arizona College Associated Student Body, a person neither surrenders their rights nor escapes their responsibilities as a citizen, but acquires rights as well as responsibilities to the College.

General College Regulations Regarding the Illegal Use of a Controlled Substance

- A. The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited on District property or as part of any of the district's activities. For purposes of this regulation a controlled substance shall include any of the following:
 - 1. An illegal drug;
 - 2. A legal drug used in excess of medically prescribed dosage;
 - 3. An alcoholic beverage;
 - 4. Any other mind-altering substance, or substance used in excess of medically prescribed dosage.
 - 5. Marijuana, even when employed for medical use.

- B. The conviction for the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance on district property or as part of any of its activities shall result in one or more of the following conditions as considered appropriate by the Dean of Students or the Vice President of Academic and Student Affairs.
 - 1. Suspension or termination of enrollment with the district; or
 - 2. Requirement for the student to participate satisfactorily in a substance abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency; and/or
 - 3. Other enrollment restrictions or stipulations, or a combination of employment restrictions or stipulations, as deemed in the best interest of the College and the student.

Students will receive at least once each year information provided by the College detailing the College's drug-free policy.

The College will conduct a biennial review of its "Program to Prevent Illicit Use of Drugs and Abuse of Alcohol by Employees and Students" to determine its effectiveness, implement needed changes, and ensure that disciplinary sanctions are consistently enforced.

Appendix VI:

The following data was provided by the Director of Residence Life indicating the number of drug and alcohol violations for 2021 – 2022 academic year:

Type of Violation	Total Number of Violations in the Dorms	Total Number of Violations from the Student Body	Total Number of Violations from Employees
Drug/Alcohol – Diversion Program Referral	18	0	0
Drug/Alcohol Violation – 2 nd Violation - Dorm Removal	0	0	0
Drug/Alcohol Related Fatalities	0	0	0

The following data was provided by the Director of Residence Life indicating the number of drug and alcohol violations for the 2022 – 2023 academic year:

Type of Violation	Total Number of Violations in the Dorms	Total Number of Violations from the Student Body	Total Number of Violations from Employees
Drug/Alcohol – Diversion Program Referral	31	1	0
Drug/Alcohol Violation – 2 nd Violation - Dorm Removal	9	0	0
Drug/Alcohol Related Fatalities	0	0	0

Appendix VII:

The following data was provided by the Campus Police Department indicating the number of drug and alcohol citations for 2021 – 2023 calendar years:

Year	Student Drug Citations Issued	Student Alcohol Citations Issued	Employee Drug or Alcohol Citation Issued
2021	1	0	0
2022	1	16	0
2023	4	15	0

References:

- National Institute on Alcohol Abuse and Alcoholism (NIAAA). (2021). College drinking. Retrieved from <https://www.niaaa.nih.gov/publications/brochures-and-fact-sheets/college-drinking>
- Substance Abuse and Mental Health Services Administration (SAMHSA). (2022). Substance use and mental health effects by drug type and alcohol. Retrieved from

<https://www.samhsa.gov/data/sites/default/files/reports/rpt29393/2019NSDUHFFRPDFWHTML/2019NSDUHFFR1PDFW090120.pdf>

- Hingson, R. W., Zha, W., & Weitzman, E. R. (2020). Magnitude of and trends in alcohol-related mortality and morbidity among US college students ages 18-24, 1998-2018. *JAMA Network Open*, 3(9), e2016216.