



Pomona
College

Drug-Free Schools and Communities Act Biennial Review

AY 2016-2018

Alcohol and Drug Working Group

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Introduction

The Pomona College Division of Student Affairs certifies that the federally mandated biennial review for the two-year period ending December 21, 2018 has been completed. For this report, the College reviewed the Department of Education's Complying With the *Drug-Free Schools and Campuses Regulations* [EDGAR Part 86]: *A Guide for University and College Administrators* as a guide to improve the colleges prevention program by looking at requirements and legislation.

The content of the biennial program review will be posted on the Division of Student Affairs Web site at <http://www.pomona.edu/heoa/>

The Biennial Review is organized as follows:

- I. Policy and Annual Notification
- II. Resources
- III. AOD Program Elements
- IV. AOD Program Goals
- V. Enforcement Consistency
- VI. Strengths, Weaknesses, and Recommendations for Improvement

I. Policy and Annual Notification

In compliance with the *Drug-Free Workplace and Drug-Free Schools and Campuses Regulations of the Drug-Free Schools and Communities Act* (DFSCA), Pomona College electronically provides each staff / faculty member (hereafter referred to as "employees") a copy of the *Staff Handbook* and each student has access to an online copy of the *Student Handbook*, both containing full descriptions of the *Alcohol and Other Drug Policy* on campus. Hard copies of the handbooks and policy are available upon request. The College's *Drug-Free Workplace Policy* describes standards of conduct by employees and students on campus or as part of any of its activities.

The policy also includes: 1.) a description of the applicable legal sanctions under federal and state laws for the unlawful possession or distribution of illicit drugs and alcohol, 2.) a description of the health risks associated with the use of illicit drugs and abuse of alcohol, 3.) a description of drug and alcohol programs (e.g., counseling, treatment, and rehabilitation) that are available to employees and students, and 4.) a clear statement that the College will impose disciplinary sanctions on employees and students for violations of the standard of conduct.

The complete employee policy can be found at:

<https://www.pomona.edu/sites/default/files/staff-handbook.pdf> (page 53)

The complete student policy can be found at:

http://catalog.pomona.edu/content.php?catoid=19&navoid=4027&hl=%22alcohol%22&returnto=search#Alcohol_Policy

Policy regarding Student Financial Aid and Scholarships

A federal or state drug conviction can disqualify a student for Federal Student Aid and state funds. The *Free Application for Federal Student Aid* (FAFSA) includes a question that reads: "Have you been convicted for the possession or sale of illegal drugs for an offense that occurred while you were receiving federal student aid (grants, loans, and/or work-study)?" Students self-disclose their answer to this question. The Financial Aid Office is notified if a student admits to a conviction by the federal processor. The Financial Aid Office determines if the conviction affects the student's eligibility. No financial aid can be processed until the Financial Aid Office determines if or when a student will regain eligibility for aid based on the nature of the offenses and participation of appropriate rehabilitation.

To assist a student in determining if they are eligible for aid as a result of a drug conviction, the *Student Aid Eligibility Worksheet* for Question 23 will automatically be provided to the student by the Department of Education if the student reports a drug conviction on the FAFSA. The *Student Aid Eligibility Worksheet* assists the student in determining their date of eligibility for financial aid. Students may regain eligibility by successfully completing a rehabilitation program, which includes passing two unannounced drug tests from such a program, having the conviction reversed, set aside or removed from the student's record, or by successfully completing two unannounced drug tests which are part of a rehab program (the student does not need to complete the rest of the program). The student will need to provide appropriate documentation of completed rehabilitation. The Pomona College Financial Aid Office also collects additional documentation related to students' drug convictions to ensure students meet the state's eligibility requirements for state aid.

Policy and Resources regarding Accommodations

The College's confidential Drug and Alcohol counselor along with the Senior Associate Dean of Students for Personal Success and Wellness, who also serves as the College's Disability Coordinator, can provide referrals to confidential counseling services, psychological assessment, and consultation to students who self-identify as needing help with drug and alcohol issues. The Senior Associate Dean of Students also provides students with academic accommodations with the appropriate documentation.

II. Resources

Employees: An *Employee Assistance Program* (EAP) is available at no cost to all benefits-eligible employees. This employee benefit includes, among other features, counseling sessions on alcohol and drug dependency for adults, adolescents, and children at no cost. The system is accessed by calling a toll-free number. A clinical coordinator evaluates the problem and offers choice of providers. All records are treated confidentially. Additional information is available from the College's Human Resources Office.

Students: Pomona College encourages its students to discuss safe alcohol use and/or the issues and problems associated with alcohol abuse, and provides a number of educational and outreach resources. These include required on-line educational course for all incoming students (*Alcohol.Edu*), annual substance-free opening periods, residence hall programming options, and a substance-free programming group (*That Saturday Group*). In addition, all first-year students are required to participate in two training sessions in the first eight weeks of classes: a bystander-engagement workshop (*Teal Dot*), and an alcohol education and abuse prevention program, *Training Alcohol Abuse Prevention (TAAP)*.

Further, the College employs a certified Alcohol and Drug Counselor, who maintains office hours five days a week and meets with all new students in their residence hall cohorts.

Services include individual confidential counseling (utilizing *AUDIT* and *BASICS*), crisis intervention, assessment and referral, as well as providing resource information. The College also sends a letter to all parents and guardians of incoming students to encourage them to discuss alcohol and other substance use with their students. The College also has a standing faculty / staff / student *Alcohol and Other Drugs Working Group* that provides guidance on issues related to alcohol and other substances. Finally, the College belongs to the national *Alcohol Coalition*, a research consortium that provides additional technical assistance and analysis of campus alcohol use and abuse trends along with opportunities for professional development.

In addition, as part of the Claremont Consortium, resources available include [The Health Education Outreach Office](#), [Student Health Services](#), and [Monsour Counseling and Psychological Services](#).

III. AOD Program Elements

The *AOD Working Group* is comprised of faculty, staff, and students from across college departments and organizations. Listed below are the various programs and services enacted or that occurred during the two-year reporting period.

- A. Requirement that all incoming new students complete an online *AlcoholEdu* course prior to their arrival on campus, with the third part of *AlcoholEdu* taking place after students have been on campus approximately 6 weeks. *AlcoholEdu* incorporates the latest evidence-based prevention methods to create a highly personalized user experience that inspires students to reflect on and consider changing their drinking behaviors.
- B. Annual Substance-Free Opening Period: The College maintains a “dry” or substance-free period on campus for all students at the beginning of each fall semester. This period is accompanied by talks to new students about college policies and resources.
- C. The Alcohol and Drug Counselor conducts meetings with all new students in their residence hall cohort groups. The AOD Counselor is also available for individual meetings and confidential counseling.
- D. *Teaching Alcohol Abuse Prevention (TAAP)*, an alcohol education program, was rolled-out as a pilot program during the Fall 2012 semester and continues to present day (Fall 2018), with all first-year students required to participate in *TAAP*; non-completion of the program is tied to room draw. The program, facilitated by trained student leaders, is designed to connect with first-year students several weeks into their campus experience, after they’ve had an opportunity to experience “college life,” both inside and outside the classroom.

- E. *That Saturday Group (TSG)* - Alcohol-free programs and events were conducted weekly on campus on Saturday evenings to provide an alternative to weekend pre-partying and/or events that involve alcohol and/or other drugs.
- F. The *American College Health Association National College Health Assessment* was administered to Claremont College students in April 2016.
- G. Ongoing administration of the *Alcohol Use Disorders Identification Test (AUDIT)* for all referrals to the Alcohol and Drug Counselor on campus. *AUDIT* is a student questionnaire and is a simple way to screen and identify students who are at risk of developing alcohol-related problems.
- H. The *Brief Alcohol Screening Intervention for College Students (BASICS)* program was expanded to assess students who are identified as high-risk drinkers on campus and are referred to the Alcohol and Drug Counselor.
- I. *Training for Intervention ProcedureS (TIPS)* training sessions were offered to campus clubs and organizational leaders who sponsor alcohol events on campus. *TIPS* is a dynamic, skills-based training program designed to prevent intoxication, drunk driving, and underage drinking by enhancing the fundamental “people skills” of servers and consumers of alcohol. The program on campus is designed to promote responsibility among student leaders at campus events.
- J. Provide an option for students to live in substance-free areas on campus. The substance-free housing option is an important option for students, particularly first-year students. Approximately a quarter or more of first-year students choose substance-free housing. It provides a social community for those who do not want to drink and guarantees that the effects of alcohol are excluded from their living spaces.
- K. *Teal Dot* bystander engagement training – based on the nationally known *Green Dot* bystander program, *Teal Dot* is a required, 3-hour training program for first year students. Trainings are conducted between mid-September and mid-October and give participants practical tools for stepping-in when they observe dangerous or potentially dangerous behavior connected to alcohol use and/or sexual violence.
- L. Periodic Messaging from Student Affairs leadership and Student Government around alcohol safety, policies, and alcohol culture on campus.

IV. AOD Program Goals

Under the direction of the Vice President for Student Affairs, the *Alcohol and Other Drugs Working Group* meets regularly and examines policy and explores issues and trends surrounding alcohol culture at Pomona and at the Claremont Colleges as a whole. This group was set up following a 2009-10 Trustee

Taskforce on Alcohol Culture. The basis for thinking about AOD issues has revolved around the following priorities:

- The goal of alcohol policy and practice should continue to be focused around harm reduction and education, empowering students to make healthy, mature choices around alcohol.
- The academic mission of the college should be what drives decisions around policy and practice.
- Alcohol education and abuse prevention is a campus-wide effort. Faculty, staff and students all play key roles as this issue affects the entire college community.

Each year, the *Working Group* reviews trends on campus and makes recommendations about new or continuing initiatives and programs. Recent projects of the *AOD Working Group* have included:

- Launch of the “points” program, under the umbrella and process of the *Student Affairs Committee*, for sanctions as alternate to fines in policy violations related to alcohol and other drugs (2016).
- The *Alcohol Working Group* performed an assessment (spring 2018) of the points system, soliciting survey feedback from students, staff, and faculty, holding two open forums for additional input, as well as consultation with health professionals, topic experts, cannabis activists, a comprehensive review of literature connected with health issues and cannabis use, and legal counsel.
 - The campus-wide survey surfaced a good deal of misinformation and mythology surrounding the points system (e.g., that point-accrual was wide-spread and putting masses of students at risk of being removed from the residence halls, that students of color were being disproportionately assigned points, etc.). The *AOD Working Group* sent a follow-up, campus-wide email with accurate data to correct the misinformation.
 - The *AOD Working Group* adjusted the point structure, fine-tuning points for various violations, including an increase in points for hard alcohol and refining cannabis points to account for community-based impact of smoking in public areas.

V. Enforcement Consistency

Enforcement consistency is effectively documented. All campus departments involved in enforcement of alcohol and other drugs policies and sanctions have procedures in place to ensure consistent enforcement. The following highlights enforcement policy and practice in primary campus departments.

1. **Student Residence Halls:** The Office of Housing & Residence Life is responsible for the quality of residential life at Pomona. In collaboration with students, Pomona College, and the Claremont community, Residence Life seeks to provide a residential experience that is safe, nurturing, intellectually stimulating, and inclusive for all students. Students are expected to abide by all policies as stated in the Student Handbook as well as all state and federal laws. Policies are effectively communicated, and enforcement and guidelines for sanctions are applied fairly.

Violations of campus and residential alcohol policies are well documented and reported to the Office of Housing & Residence Life for inclusion in the annual Cleary report.

2. **Campus Safety:** Campus Safety protects the persons and property of students, faculty, staff and visitors of The Claremont Colleges, assisting law enforcement and other emergency service providers as needed, by being the first responder to emergencies. They also provide around-the-clock safety escort service on campus, as needed.
3. **Judiciary Council:** Each case referred to the Judiciary Council regarding allegations of misuse of alcohol and/or other drugs is fully investigated following the guidelines of the College's Student Code. The Student Code derives its authority from the Student Affairs Committee.

VI. Follow-up From Last Report: Recommendations for Improvement

Recommendations for Improvement:

- In conjunction with *Screening for Mental Health* and as part of a larger wellness initiative on campus, participate annually in the *National Alcohol Screening Day* in April. The college needs to participate in more national screening days.
- Continue to engage the campus community on a larger scale and disseminate information with regard to the campus alcohol culture and share data from *AlcoholEdu* as well as information about points distribution.
- Expand upon the current assessment initiatives around the issues of AOD and begin to establish baseline data for use as comparison among students. The College is working with the other Claremont Colleges on baseline data and comparisons across campuses.
- Continue messaging from College leadership supporting a positive campus culture, with attention to consent culture, substance culture, the use and abuse of alcohol and other substances. The Dean of Students sends out an annual message to families of new students regarding substance culture and how to engage in conversations with their students. Other messages regarding substance use and consent are being included, both directly to students and for the quarterly family newsletter.
- Investigate and identify an assessment tool to look at use and/or abuse of other substances on campus, in particular cannabis and the side effects of use and addiction. Conversely, investigate support for students with documented medical permission for cannabis use.