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# DSDT

**Drug and Alcohol Abuse Prevention Program (DAAPP)  
2024 Report Biennial Review**

**Main Campus: 1759 W. 20th Street Detroit, MI 48216  
Branch Campus: 4301 E Stan Schlueter Loop Building #1 Killeen, TX 76542**

**The Drug Free Schools and Communities Regulations (34 CFR Part 86) of the Drug Free Schools and Communities Act (DFSCA) require all Institutions of Higher Education (IHE) such as DSDT to certify that it has implemented programs to prevent the abuse of alcohol and use, and/or distribution of illicit drugs both by student and employees either on its premises or as part of any of its activities.**

**At a minimum, an IHE must annually distribute the following in writing to all student and employees:**

- I. Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- II. A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- III. A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- IV. A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- V. A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct or law.

**DSDT must conduct the review to:**

1. Assess the effectiveness of DSDT's Drug and Alcohol Abuse Prevention Program (DAAPP)
2. Evaluate the consistency of sanctions imposed for violations of its disciplinary standards and codes of conduct related to drugs and alcohol
3. Identify areas requiring improvement or modification
4. Describe the research methods and data analysis tools that were used to determine the effectiveness of the program.

**DSDT College Drug and Alcohol Abuse Prevention Program Review Committee**

DSDT Drug and Alcohol Abuse Prevention Program (DAAPP) will be reviewed biennially. DSDT is committed to monitoring and assessing the effectiveness of the policies, program and what changes need to be made. DSDT ensures the uniform application of sanctions to employees and students. DSDT has created and maintains a Drug and Alcohol Prevention Committee. The Committee determines the effectiveness of this program and ensures the standards of conduct are fair and consistently enforced. Future reviews are scheduled to take place in even-numbered years.

**Reviewers:**

Kathryn Kothe- Director of Financial Aid  
Jamie Harris- Michigan School Director  
Darris Miller- Texas School Director  
Karlos Harris- Campus Security Authority/ COO  
Hunter Gadwell- Director of Student Services  
Mackenzie Fulton- Compliance Director

**This biennial review has two objectives:**

1. To determine the effectiveness of, and to implement any needed changes to, the DSDT prevention program.
2. To ensure that the school is enforcing the disciplinary sanctions for violating standards of conduct and policies consistently.

**Procedures for distributing annual notification to students and employees**

The biennial review must be completed and on file by December 31st of each even-numbered year. The results of the biennial review should be made public and available upon request to the Secretary of the Department of Education for three years after the fiscal year in which it was created.

**Students: The data below represents the number of drug and/or alcohol offenses committed by students in the previous two academic years.**

**Standards of Conduct**

DSDT and each member is committed to a drugfree environment and protecting the safety, health and well-being of all employees and students.

DSDT provides a drug-free environment for its faculty, staff and students. The unlawful possession, use, distribution, dispensation, sale or manufacture of drugs or alcohol is prohibited on DSDT campus premises, and at any DSDT school activities. DSDT recognizes and supports present local, state, and federal laws, including the Drug Free Schools and Communities Campuses Regulations (DFSCR) and policies of the Board of Regents, with respect to the sale, use, distribution, and possession of alcoholic beverages and illegal drugs. In addition the Drug-Free Postsecondary Education Act of 1990 with respect to the manufacture, distribution, sale, possession, or use of marijuana, controlled substances, or dangerous drugs on college campuses and elsewhere. Any student or employee who is convicted of a criminal drug offense occurring at the workplace or is convicted of the unlawful possession, use, distribution, dispensation, sale or manufacture of drugs or alcohol on campus premises or at any DSDT school activity shall be subject to discipline consistent with applicable DSDT policies and procedures and may be required to participate in an appropriate drug or alcohol treatment program as a condition of further employment or enrollment. DSDT encourages employees and students who may have problems with the use of illicit drugs or with the abuse of alcohol to seek professional advice and treatment.

## **Employees**

Each DSDT employee, must abide by Regulation 34.02.01, Drug and Alcohol Abuse and Rehabilitation Programs. Other applicable policies include: The Drug Free Workplace Act of 1988, the Drug-Free Schools and Communities Act of 1989 and the Drug-Free Work Force Rules for other regulatory bodies and applicable state laws.

## **Students**

Violations of the Student Code of Conduct are taken seriously. DSDT may impose disciplinary charges against any student who allegedly violated DSDT's Policies and Procedures, DSDT's rules and regulations, and/or local, state and federal laws concerning controlled substances. Violations of any local, state or federal law pertaining to controlled substances that occur off campus and are not associated with a Campus related activity may result in disciplinary charges in situations in which the continued presence of the individual on campus is likely to interfere with the educational process and the orderly operation of DSDT. DSDT's disciplinary proceedings will be in accordance with procedures outlined in the Consumer Information at a Glance.

## **Legal Sanctions**

DSDT enforces all federal and state laws and local ordinances. DSDT has adopted and implemented prevention programs within our institution to train all staff/ faculty on our Drug and Alcohol abuse policy. In the event one of our staff/ faculty should witness or report abuse on campus, DSDT will provide the resources necessary in order to prevent unlawful possession, use or distribution of illicit drugs and alcohol by all students and employees on school premises or as part of any of its activities.

Violations of laws and ordinances relating to drugs and alcohol also may result in misdemeanor or felony convictions accompanied by the imposition of legal sanctions, which include, but are not limited to, the following:

- Fines as determined under local, state or federal laws;
- Imprisonment;
- Forfeiture of personal and real property;
- Loss of driving privileges;
- Required attendance at substance abuse education or treatment programs

## **Federal Drug Sanctions**

A full description of federal sanctions for drug felonies can be found at:  
[https://www.dea.gov/sites/default/files/drug\\_of\\_abuse.pdf#page=30](https://www.dea.gov/sites/default/files/drug_of_abuse.pdf#page=30).

## **State Alcohol Laws**

Under Michigan and Texas law, it is illegal for anyone under the age of 21 to purchase, consume, possess or have any bodily content of alcohol. The following summarizes some of the potential legal consequences for violating state law:

- A first-time conviction may result in a fine, substance abuse education and treatment, community service and court-ordered drug screenings.
- There also is a provision for possible imprisonment or probation for a second or subsequent offense.
- The use of false identification by minors in obtaining alcohol is punishable with a fine, loss of driver's license, probation and community service.

**Individuals can be arrested and/or convicted of operating a vehicle while intoxicated with a blood alcohol concentration (BAC) level at .08 or higher.** If a student is under 21, there is a "zero tolerance" law in the state of Michigan, and any blood alcohol level of .01 or higher can lead to a minor in possession (MIP) citation as well as being cited for operating a vehicle while intoxicated, if applicable. This is in addition to suspension of driving privileges in the state of Michigan.

**Michigan Law Governing Medical Marijuana** – The Michigan Medical Marijuana Act of 2008 and the Michigan Regulation and Taxation of Marijuana Act of 2018 permit qualified persons 21 years of age or older, patients and their primary caregivers to use, possess and grow limited amounts of marijuana for personal use and treatment of certain debilitating medical conditions. However, these laws conflict with federal criminal laws governing controlled substances, as well as federal laws requiring institutions receiving federal funds, by grant or contract, to maintain drug-free campuses and workplaces. The college receives federal funding that would be in jeopardy if those federal laws did not take precedence over state law. Thus, the use, possession or cultivation of marijuana in any form and for any purpose constitutes a violation of Southwestern Michigan College policy and student conduct code.

**Texas Consumption and Possession of Marijuana** - DSDT is in compliance with the federal Drug-Free Schools and Communities Act of 1989. Federal and Texas law prohibits the manufacture, sale, delivery, possession, or use of a controlled substance without legal authorization. A controlled substance includes any drug, substance, or immediate precursor covered under the Texas Controlled Substances Act, including but not limited to, opiates, barbiturates, amphetamines, marijuana, and hallucinogens. The possession of drug paraphernalia is also prohibited under Texas State law. Drug paraphernalia includes all equipment, products, and material of any kind that are used to facilitate, or intended or designed to facilitate, violations of the Texas Controlled Substances Act. Alleged violations of this law may result in criminal charges and will also be adjudicated through the appropriate University disciplinary process.

### **Health Risks**

There are many types of drugs that trigger harmful effects. According to The National Institute on Drug Abuse and National Institute on Alcohol Abuse and Alcoholism, the following risks are associated with drug and alcohol abuse.

Substance	Possible Health Effects
Alcohol	Liver inflammation, mood changes and behavior, problems with thinking and coordination, stroke, high blood pressure, inflammation of the pancreas, and increased cancer risk, bleeding in intestinal tract
Steroids	Kidney damage or failure; liver damage; high blood pressure, enlarged heart, or changes in cholesterol leading to increased risk of stroke or heart attack, even in young people; aggression; extreme mood swings; anger ("roid rage"); extreme irritability; delusions; impaired judgment.
Narcotics Heroin, Morphine, Codeine, Opium, Hydrocodone, Salvia	Collapsed veins; abscesses (swollen tissue with pus); infection of the lining and valves in the heart; constipation and stomach cramps; liver or kidney disease; pneumonia.
Stimulants	Anxiety, confusion, insomnia, mood problems, violent behavior, paranoia, hallucinations, delusions, weight loss
Cannabis Marijuana, Hashis, Synthetic Marijuana	Enhanced sensory perception and euphoria followed by drowsiness/relaxation; slowed reaction time; problems with balance and coordination; increased heart rate and appetite; problems with learning and memory; anxiety
Depressants Benzodiazepine (Valiam, Xanax), Flunitrazepam (Roofies), GHB	Euphoria, drowsiness, nausea, vomiting, confusion, memory loss, unconsciousness, slowed heart rate and breathing, lower body temperature, seizures, coma, death.
Hallucinogens LSD, Psilocybin (Shrooms, Peyote, PCP)	Frightening flashbacks (called Hallucinogen Persisting Perception Disorder [HPPD]); ongoing visual disturbances, disorganized thinking, paranoia, and mood swings.

Inhalants Spray Paints, Markers, Glue, Cleaning Fluids, Gasoline	Liver and kidney damage; bone marrow damage; limb spasms due to nerve damage; brain damage from lack of oxygen that can cause problems with thinking, movement, vision, and hearing.
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Points on substance abuse long term effects obtained from The National Institute on Drug Abuse Commonly Abused Drug Charts found online at: <https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts> and the National Institute on Alcohol Abuse and Alcoholism found online at: <https://www.niaaa.nih.gov/alcoholhealth/alcohols-effects-body>.

### **Drug and Alcohol Programs**

DSDT does not offer Drug and Alcohol treatment programs.

The Advisory Committee Board Members encourage the administration to explore additional ways to ensure that members of the DSDT community are aware of the dangers inherent in the abuse of drugs and alcohol, and to assist those who suffer from alcohol or drug abuse in obtaining access to necessary rehabilitation and treatment. All faculty, staff and students must abide by the terms of this policy as a condition of employment or enrollment at DSDT. DSDT will not tolerate employees who report for duty while impaired by the use of alcohol or drugs. All employees should report evidence of alcohol or drug abuse to their supervisor or the, Jamie Harris, immediately. In cases in which the use of alcohol or drugs creates an imminent threat to the safety of persons or property, employees are required to report the violation. Failure to do so may result in disciplinary action, up to and including termination of employment.

As a part of our effort to maintain a workplace free of substance abuse, DSDT employees may be asked to submit to a medical examination and/or clinical testing for the presence of alcohol and/or drugs. Within the limits of federal, state, and local laws, DSDT reserves the right to examine and test for drugs and alcohol at our discretion. The use of over-the-counter drugs and legally prescribed drugs is permitted as long as they are used in the manner for which they were prescribed and provided that such use does not hinder an employee's ability to safely perform their job. Employees should inform their supervisor if they believe their medication will impair their job performance, safety or the safety of others, or if they believe they need a reasonable accommodation when using such medication.

As a condition of your employment with DSDT, employees must comply with this Drug & Alcohol Use Policy. Be advised that no part of the Drug & Alcohol Use Policy shall be construed to alter or amend the at-will employment relationship between DSDT and its employees.

Employees found in violation of this policy may be subject to disciplinary action, up to and including termination of employment.

Employees with drug or alcohol problems that have not resulted in, and are not the immediate subject of, disciplinary action may request approval to take unpaid time off to participate in a rehabilitation or treatment program.

Employees or students seeking confidential substance abuse treatment and counseling can contact United Way of Southwest Michigan and Texas by dialing 2-1-1, or SAMHSA's National Helpline – 1-800-662-HELP (4357) SAMHSA's National Helpline is a free, confidential, 24/7, 365-day-a-year treatment referral and information service (in English and Spanish) for individuals and families facing mental and/or substance use disorders. A list of resources is also available online at [www.mi211.org](http://www.mi211.org) for Michigan or at [www.211texas.org](http://www.211texas.org) for Texas. A list of local resources is also available online at [www.211texas.org](http://www.211texas.org), which offers information about local health services, including substance abuse support in each state.

### **DSDT Drug & Alcohol Policy**

DSDT's Drug and alcohol policy for Michigan and Texas can be found in our consumer information at a glance. For purposes of this policy, a conviction includes a plea of guilty or of nolo contendere. DSDT'S Policy on Alcoholic Beverages, Use on Campus, provides: The use or possession of alcoholic beverages is expressly prohibited in classrooms, lecture halls, laboratories, the libraries, and within buildings or arenas where events, lectures, and meetings are held. The use of alcoholic beverages is expressly prohibited in all public areas of campus buildings except as indicated in the following two paragraphs. The use of alcoholic beverages, subject to State law, is permitted in areas designated by, and with the approval of, the School Director. The use of alcoholic beverages at student social events, subject to State law, is permitted in areas designated by, and with the approval of, the School Director.

### **Impact of Annual Drug and Alcohol Training**

- DSDT has successfully maintained a drug- and alcohol-free campus, as there have been no related incidents reported. This suggests the current program is effective.

### **Drug & Alcohol Prevention Program Strengths**

- DSDT has appropriately tailored its training and policies to align with the differing laws in Michigan and Texas.
- According to Mackenzie Fulton, the rules, regulations, and policies surrounding drug and alcohol use are clearly articulated and comprehensive.

### **Drug & Alcohol Prevention Program Areas for Improvement**

- Introduce training during student orientation to clearly communicate expectations regarding class conduct and the risks of drug and alcohol misuse.
- With student turnover throughout the year, once-a-year training may be insufficient. Considering the upcoming associate's program, more frequent and inclusive training could be beneficial.
- Implement an additional training session at the end of the year for reinforcement.
- Hunter Gadwell recommends enhancing the quality and wording of the training slides to improve effectiveness.
- Mackenzie Fulton suggests increasing the frequency of employee drug screenings, proposing urinalysis and drug and alcohol screenings be conducted at least annually.