



PIKES PEAK
STATE COLLEGE

DRUG-FREE SCHOOLS AND COMMUNITIES ACT
2020-2022 BIENNIAL REVIEW
October 1, 2022

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President's Review and Approval

The Pikes Peak State College 2022 Drug-Free Schools and Communities Act Biennial Review has been reviewed and approved for release and posting to the Pikes Peak State College website.


Lance Bolton (Sep 27, 2022 12:23 MDT)

Lance Bolton, Ph.D.

President, Pikes Peak State College

09/27/2022

Date

Section 1: Introduction

Drug-Free Schools and Communities Act (DFSCA)

The Drug-Free Schools and Communities Act (DFSCA) requires all institutions of higher education (IHE) that receive federal funds to conduct a Biennial Review of all alcohol and other drug prevention efforts. The Biennial Review is expected to include an evaluation of efforts to prevent the illicit use of drugs and the abuse of alcohol by students and employees; recommendations for improvement based on that evaluation; and a report on the number of violations to alcohol and other drug standards of conduct, the number of disciplinary sanctions assigned as a result of violations, and the number of alcohol and other drug fatalities. If audited, failure to comply with the Drug-Free Schools and Campuses regulations may cause an institution to forfeit eligibility for federal funding.

Pikes Peak State College (PPSC, the College) is committed to ensuring, to the best of its ability, that its students, staff, and faculty are aware of the dangers of abuse of alcohol and other drugs, have appropriate information and resources to ameliorate such abuse, and are subjected to appropriate enforcement regarding the inappropriate or illegal use or abuse of such substances on-campus and at other venues that involve college community members.

DFSCA Compliance

Creating a program that complies with the regulations requires an IHE to do the following:

1. Annually distribute to each student and employee:
 - a. Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees both on school premises or as part of any of its activities;
 - b. A description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
 - c. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
 - d. A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
 - e. A clear statement that the institution will impose sanctions on students and employees (consistent with local, state, and federal law), 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.
2. Conduct a biennial review to:
 - a. Determine the effectiveness of its alcohol and other drug (AOD) programs; and
 - b. Ensure sanctions are consistently enforced.
3. Maintain its biennial review report on file so that the College can submit it to the U.S. Department of Education if requested to do so.

Biennial Review Process

This biennial review encompasses academic years 2020/21 and 2021/22 (August 2020 - September 2022).

The biennial review process, which was conducted by a committee of PPSC's key stakeholders, for this period began in January 2021 with a review of both DFSCA requirements and the report from the preceding biennium; study of documents and events from fall 2020; and collaborative reflection upon how to advance previous efforts with particular attention to the assessment of drug and alcohol abuse awareness programming at the College. The committee met in part or as a whole on a quarterly basis throughout the assessment period. Consistent review of the College's AOD education continued through September 2022. Members of the committee included the following:

- Kim Hennessy, J.D., Vice President for Human Resource Services
- Homer Wesley, Ed.D., Vice President for Student Services
- Dawna Haynes, Ed.D., Associate Vice President for Student Services
- Jim Barrentine, Chief of Police and Director of Emergency Management
- Nichole Pritchett Hilliard, Dean of Students
- Maria Mesa, Ph.D., Director of Accessibility Services/Computer Access Center (CAC)
- Yolanda Harris, Director of the Counseling Center
- Ricardo Perez, Director of Student Life
- Mark Johnson, Campus Police Sergeant
- Alison Takkunen, Student Conduct and Budget Coordinator
- Carolyn Owen, Recreation and Wellness Coordinator
- Kristina Charfauros, Student Activities Coordinator
- Skyler Martin, Student Life Specialist

The biennial review process for the current period is complete as of 1 October 2022.

Statistical data regarding drug- and alcohol-related safety issues and criminal cases are maintained by the PPSC Campus Police Department.

Statistical data regarding reported drug- and alcohol-related Code of Student Behavioral Expectations and Responsibilities (Code) violations are maintained by the PPSC Dean of Students Office.

Statistical data regarding reported drug- and alcohol-related employee violations are maintained by the PPSC Office of Human Resource Services (HRS).

Biennial Review Report Maintenance and Retention

PPSC's president acknowledges and certifies the Biennial Report by signed statement. Both the president's signed statement and a final copy of the 2022 report are kept on file at PPSC in the Director of Student Life's office. This report is maintained in the event the College is audited by the Higher Education Center for Alcohol and Other Drug Prevention, a designee of the U.S. Department of Education. As of the date of this writing, IHEs are not required to submit the certification or report to the U.S. Department of Education.

Copies of the report are also maintained by PPSC's HRS, Dean of Students, and by the Campus Police Department.

PPSC keeps its DFSCA biennial reports on file for a period of five years. Per Colorado Community College System (the System) – [System Procedure \(SP\) 19-30a](#), all colleges within the System must retain biennial reports for no less than three fiscal years after the reporting year.

How to Request Copies of Biennial Reports

Copies of the PPSC Drug-Free Schools and Communities Act Biennial Review report may be obtained by submitting a written request to either the Director of Student Life or to the Vice President for Human Resource Services at 5675 South Academy Boulevard, Colorado Springs, CO 80906.

The report may also be found online on [the College's DFSCA webpage](#).

Section 2: Campus Policies/Procedures Relating to Alcohol and Other Drugs

General

In compliance with the federal Drug-Free Schools and Communities Act Amendments of 1989, PPSC prohibits the unlawful manufacture, dispensation, possession, use, or distribution of a controlled substance (illicit drugs and alcohol) of any kind and of any amount. This prohibition applies even if the Colorado Department of Public Health and Environment (CDPHE) has issued a Medical Marijuana Registry identification card to an individual, permitting that individual to possess a limited amount of marijuana for medicinal purposes. Those with medical marijuana cards are not permitted to use medical marijuana on-campus. These prohibitions cover any individual's actions which are part of any college activities, including those occurring while on college property or in the conduct of college business away from the campus.

PPSC is committed to providing information to students, faculty, and staff regarding the dangers of alcohol abuse and other drugs, and to provide appropriate information and resources to ameliorate such abuse. Faculty, staff, and students are subjected to appropriate enforcement regarding the inappropriate

or illegal use or abuse of such substances on campus and at other venues that involve college community members.

Employees

It is a violation of college policy for any member of the faculty, staff, or student body to jeopardize the operation or interests of PPSC through the use of alcohol or drugs. Employees found to be in violation of this policy will be subject to discipline up to and including termination. Compliance with this policy is a condition of employment for all employees. The Vice President for Human Resource Services sends a campus-wide electronic memo annually to inform staff of the College's AOD policy.

Students

Students who are found to be in violation of this policy will be subject to discipline in accordance with the administration of the PPSC Code of Student Behavioral Expectations and Responsibilities (Code); the disciplinary response ranges from a warning through expulsion from the College. As is the case for many universities and colleges across the United States, AOD efforts directed to PPSC students focus on harm reduction, recognizing the reality of AOD abuse among late adolescents and young adults in this country. At the same time, PPSC fully supports those who choose to remain abstinent from the use of alcohol or other drugs. The College is committed to disrupting the culture of AOD abuse that is common among American college students.

Laws and Statutes

Federal and state laws govern the use and possession of controlled substances.

Excerpt from Colorado Revised Statute (CRS) 18-18-404:

Except as is otherwise provided for offenses concerning marijuana and marijuana concentrate in sections 18-18-406 and 18-18-406.5, any person who uses any controlled substance, except when it is dispensed by or under the direction of a person licensed or authorized by law to prescribe, administer, or dispense the controlled substance for bona fide medical needs, commits a level 2 drug misdemeanor.

[Colo. Rev. Stat. § 18-18-404](#)

Excerpts from Colorado Revised Statute (CRS) 18-18-405:

Except as authorized by part 1 of article 280 of title 12, part 2 of article 80 of title 27, or part 2 or 3 of this article 18, it is unlawful for any person knowingly to manufacture, dispense, sell, or distribute, or to possess with intent to manufacture, dispense, sell, or distribute, a controlled substance; or induce, attempt to induce, or conspire with one or more other persons, to manufacture, dispense, sell, distribute, or possess with intent to manufacture, dispense, sell, or distribute, a controlled substance; or possess one or more chemicals or supplies or equipment with intent to manufacture a controlled substance.

Except as specifically authorized under Colorado law, it is unlawful for any person knowingly to manufacture, dispense, sell, or distribute, or to possess with intent to manufacture, dispense, sell, or distribute, a controlled substance; or induce, attempt to induce, or conspire with one or more other persons, to manufacture, dispense, sell, distribute, or possess with intent to manufacture, dispense, sell, or distribute, a controlled substance; or possess one or more chemicals or supplies or equipment with intent to manufacture a controlled substance.

Except as is otherwise provided for offenses concerning marijuana and marijuana concentrate in and for offenses involving minors, any person who violates the foregoing prohibition commits a Felony Offense.

All drug possession charges and penalties are classified by Schedule, except for marijuana possession.

Substance/Drug Charge Potential Sentence for Possession:

18-1.3-501. Misdemeanors classified - drug misdemeanors and drug petty offenses classified - penalties - legislative intent - definitions. (1) (a) Except as otherwise provided in subsection (1)(d) of this section, for offenses committed prior to March 1, 2022, misdemeanors are divided into three classes that are distinguished from one another by the following penalties that are authorized upon conviction except as provided in subsection (1.5) of this section:

Class maximum Sentence: 1) Eighteen months imprisonment, or five thousand dollar fine, or both; 2) 364 days imprisonment, or one thousand dollar fine, or both; 3) Six months imprisonment, or seven hundred fifty dollar fine, or both.

(a.5) Except as otherwise provided in subsection (1)(d) of this section, for offenses committed on or after March 1, 2022, misdemeanors are divided into two classes that are distinguished from one another by the following penalties that are authorized upon conviction:

Class Maximum Sentence: 1) 364 days imprisonment, not more than a one thousand dollar fine, or both; 2) 120 days imprisonment, not more than a seven hundred fifty dollar fine, or both.

(c.5) The maximum consecutive sentence to the county jail for misdemeanor crimes charged in a single case is twenty-four months.

(3)(a) The general assembly hereby finds that certain misdemeanors committed prior to March 1, 2022, which are listed in subsection (3)(b) of this section, present an extraordinary risk of harm to society and therefore, in the interest of public safety, the maximum sentence for such misdemeanors shall be increased by six months.

Alcohol

PPSC does not allow the sale of alcohol on any of its campuses. However, the Substance Abuse Procedure for Employees (see [Appendix C](#)) permits the use of alcohol on-campus when approved by the President prior to a function. In that event, if alcohol is served, non-alcoholic beverages must also be made available. No such requests were made during the biennial review period.

All students and faculty traveling as a part of a college course or student club/organization sign waivers that state, in part:

Student

“I further understand that I am expected to adhere to the Standards of Conduct and to all policies and procedures of Pikes Peak State College. Actions such as, but not limited to, sexual harassment, sexual misconduct, dishonesty, forgery, disorderly conduct, indecent or obscene conduct, gambling, infringement upon the rights of others, possession, distribution or consumption of alcohol or illegal drugs and unauthorized use of prescription drugs are prohibited by the Standards of Conduct.”

Faculty/Advisor

“I also recognize that this is a college sponsored program/activity and I agree to abide by all college policies, as well as State and Federal laws on the course/program/activity. This includes omitting the use of alcohol and illicit drugs, and not bringing or using any weapons.”

Copies of the complete Student/Participant Waiver Form and the Faculty/Advisor Waiver of Rights, Assumption of Risks, and Release of Liability Agreement are included in [Appendix C](#).

Other Drugs

The sale, manufacture, distribution, use, and/or possession of illegal drugs are prohibited.

Although possession and use of marijuana consistent with the requirements of the Colorado Constitution is no longer a crime in the State of Colorado, the possession and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug-Free Schools and Communities Act, the use and/or possession of marijuana continues to be prohibited while a student is on college owned or college-controlled property, and/or any function authorized or supervised by the College and/or in state owned or leased vehicles.

This prohibition applies even if the Colorado Department of Public Health and Environment (CDPHE) has issued a Medical Marijuana Registry identification card to an individual, permitting that individual to possess a limited amount of marijuana for medicinal purposes. Those with medical marijuana cards are not permitted to use medical marijuana on campus.

System and PPSC AOD Policies and Procedures

The System and PPSC make AOD policies and procedures available to students, staff, and faculty through various means.

Students

[PPSC Course Catalog](#)

This document includes information on behavioral expectations and required disclosures related to the College's drug and alcohol policy as indicated for the 20/21 and 21/22 academic years. See [Appendix A](#) of this report for full text.

Code of Student Behavioral Expectations and Responsibilities (Code)

Available at: [SP 4-30a](#) and [the Dean of Students webpage](#). A link to this policy is also available via the student web portal. See [Appendix A](#) of this report for full text.

The Dean of Students oversees drug- and alcohol-related Code violations and manages the System President's Procedure ([SP 4-30a](#)) for the adjudication of reported violations.

[PPSC Campus Police Web Page](#)

- Scroll to the "Drugs & Alcohol" section of the Campus Police webpage. See [Appendix A](#) of this report for full text.

[Student Right to Know Information](#)

Federal regulations require that institutions provide specific consumer information to current students, prospective students and employees about the school and financial aid. All of the required disclosure information can be found through the links provided below. This information may also be obtained by contacting the Human Resource Services office.

Drug and Alcohol Abuse Prevention

- Information on sanctions for AOD violations is included in [current and archived catalogs](#). This includes information related to the College's student disciplinary procedures as noted in the [Code](#).
- "[Description of Counseling, Treatment or Rehabilitation Programs Available](#)"
 - Scroll to the "Referral Sources" section of the Campus Police webpage.

[PPSC 2021 and 2022 Annual Security Reports](#)

See [Appendix A](#) of this report for full text contained in the annual security reports.

Rules prohibiting intoxication and/or the use of drugs/alcohol are also included in the following:

[PPSC Computer Lab](#)

Listed in General Policies: "Individuals suspected of being intoxicated (Drugs or Alcohol) will be reported to [Campus Police]."

[Early Childhood Education Student Handbook](#)

Professional Conduct and Expectations at the Practicum Site:

The ECE student will: "Not use drugs/alcohol, smoke or use tobacco products at the practicum site."

[Safe2Tell](#)

Safe2Tell is an anonymous reporting program. Community resources listed on the Safe2Tell website include those oriented to alcohol and drug abuse. A link to the Safe2Tell website is on the [Campus Police](#) webpage in the “Anonymous Reporting” section.

Staff and Faculty

Both the System’s and PPSC’s policies on unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on college property, or as part of any college activity, are made available to employees (staff and faculty) through various means.

[System Procedure for Drug-Free Workplace](#)

See [Appendix A](#) of this report for full text.

PPSC Campus Police Web Page – Drugs and Alcohol

Available at: <https://www.pikespeak.edu/campus-police>. See [Appendix A](#) of this report for full text.

PPSC 2021 and 2022 Annual Security Reports

Available at: <https://www.pikespeak.edu/campus-police/crime-stats>. See [Appendix A](#) of this report for full text contained in the annual security reports.

PPSC Substance Abuse Procedure for Employees (revised March 3, 2010)

See [Appendix A](#) of this report for full text.

[Colorado State Employee Assistance Program \(C-SEAP\)](#)

C-SEAP provides a range of support services for Colorado State employees. They may be reached by phone at 303-866-4314 or by their [online form](#).

[Colorado Crisis Services](#)

Also available by phone at 1-844-493-TALK (8255); text TALK to 38255

PPSC Procurement Card Handbook (July 2022)

Page 9 – Prohibited transactions:

- Eating Places – Restaurants, bars, cocktail lounges, nightclubs, fast food restaurants.

Section 3: Annual Policy Notification Process

General

All students, staff, and faculty receive annual e-mails about PPSC’s AOD policies, including links to information and resources. Copies of emails sent during the Biennial Review period are included in [Appendix B](#) of this report.

New students, staff, and faculty are informed about the procedures at their respective orientations.

Students

Notifications go to all incoming students, whether they attend classes on-campus or online, regardless of date of enrollment. All students receive the same notifications and notices via the College's official email system.

All students enrolled at PPSC are given access to the myPikesPeak web portal where they may view the Code and PPSC's policies on unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on college property, or as part of any college activity. Policies and procedures are also publicly posted on the College website at www.pikespeak.edu.

All students receive e-mails about PPSC AOD policies including links to information and resources. New on-campus students are informed about the policies at their respective orientations.

Employees

PPSC's policies on unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on college property, or as part of any college activity, are made available to employees (staff and faculty) through various online sources.

New full-time and part-time employees receive a copy of the Drug-Free Workplace Statement in their new-hire packets, and they are required sign an acknowledgement form that says that they have read and understand the policy. Additionally, the Vice President of the College's HRS department sends out an annual Drug-Free Workplace Statement with the policy attached. See [Appendix A](#) for the full text of these documents.

Section 4: Review of Alcohol and Other Drug Abuse Prevention Efforts

Programs Addressing Alcohol and Other Drug Use and Abuse

Counseling Center

The Counseling Center makes available to PPSC students “crisis response brief intervention” counseling sessions, alcohol and drug educational awareness materials, and information on community resources pertaining to treatment programs and support groups. The Counseling Center also promotes awareness through social media campaigns. Counseling Center staff place strong emphasis on personal empowerment and greatly respect and value the uniqueness of PPSC’s students.

During academic years 2020/21 and 2021/22, the Counseling Center provided individual intervention sessions and community referrals, which consisted of:

- AA/NA Meeting Information
- Community Substance Abuse Program
- Community Substance Abuse Therapist
- Community Substance Abuse Support Groups

The Director of the Counseling Center maintains certification in Addiction Counseling, Level III. Additionally, the Counseling Center retains a list of addiction counselors to whom students may be referred when they are in need of long-term counseling services.

New Student Orientation

New students who were enrolled in AAA 1009 were advised of the Code during orientation sessions and provided guidance as to how they could locate the document on the College’s website. Within the Code, the College’s expectations related to the use of AOD are articulated. Refer to [Appendix A](#) for the complete section of the Code related to AOD.

New Employee Orientation

PPSC’s HRS personnel provide the following handouts to new employees during orientation:

- Drug and Alcohol Abuse Prevention Program
 - Includes: standard of conduct; legal sanctions; college penalties; health risks; illegal substances; and referral resources.
- Drug-Free Workplace Statement
 - Describes PPSC and state policy on substance abuse and mandates compliance as a condition of employment.

Assessment of Alcohol and Other Drug Use, Behaviors, and Attitudes

During this biennial cycle, PPSC's AOD programming was greatly affected by the global pandemic and restrictions that coincided therewith. Notable during this biennium is the increase in educational opportunities provided to the Pikes Peak community. Though the College was still operating under pandemic-related protocols, the departments noted below engaged creativity and leveraged available technology to support the Pikes Peak constituency.

Part of the aforementioned creativity included participating in the 32 National Campus Safety Initiative™ (32 NCSI™), sponsored by NASPA Advisory Services in partnership with VTV Family Outreach Foundation. The 32 NCSI™ is a self-assessment of an IHE's comprehensive safety and AOD procedures, policies, and responses. In completing the assessment, the College learned that while we are compliant in compiling a review of AOD programming and processes, there is a clear opportunity to develop a strategic approach to the College's AOD education and assessment. PPSC staff who are responsible to provide community-level AOD education are intentional about the programming and collaborate effectively to maximize resources. Designing a strategy with tactics could provide another way to discuss AOD within the community and another set of assessment tools by which the institution can determine its effectiveness.

Another important insight gleaned from this assessment is that the College has not investigated students' perceptions of policy enforcement for AOD-related incidents. It is typical to hear from students that they were unaware that people could or would violate behavioral standards in a college setting. If students have not internalized student discipline as a necessary aspect of the college experience, it stands to reason students may be unaware that the College would have an AOD response or how consistently the College enforces the process.

Unless otherwise noted, events occurred at all campuses. Participating departments included:

- ACCESSibility Services (AS)
- Campus Police
- Center for Excellence in Teaching and Learning (CETL)
- Counseling Center
- Dean of Students (DoS)
- Employee Wellness Committee
- Fitness Center
- Human Resource Services (HRS)
- Student Activities Board (SAB)
- Student Life

Summary of Activities Addressing AOD Abuse Awareness and Prevention (Program Inventory)

Events	Dates	Number of Participants Students = (s) Staff/Faculty= (f)*	Materials/ Topic Addressed	Hosting Department
Professional Development Week If I Had Known Then What I Know Now	20 AUG 20	10 (f)	Virtual overview of student disciplinary processes, including AOD expectations and the disciplinary response	DoS/HRS
Professional Development Week BIT by BIT Understanding the Reporting Process	21 AUG 20	8 (f)	Virtual overview of student disciplinary processes, including AOD expectations and the disciplinary response	AS, Campus Police, DoS, HRS
Professional Development Week BIT in the Virtual Classroom	14 JAN 21	8 (f)	Virtual overview of student disciplinary processes, including AOD expectations and the disciplinary response	AS, Campus Police, DoS, HRS
Virtual Town Hall	22 JAN 21	45 (s)	Community resources for support with alcohol and other drug abuse	Fitness Center
St. Patrick's Day Alcohol and Drug Awareness Table	15, 16, 17 MAR 21	115 (s)	Mocktails and recipes for non-alcohol-based beverages were provided to participants	Fitness Center
Training for Advising and Testing Dean of Students Reporting	30 JUL 21	10 (f)	Virtual overview of student disciplinary processes, DoS including AOD expectations	DoS

			and the disciplinary response	
Professional Development Week BIT in the Virtual Classroom	26 AUG 21	3 (f)	Overview of student disciplinary processes, including AOD expectations and the disciplinary response	AS, Campus Police, DoS, HRS
New Faculty Academy Dean of Students Information	15 OCT 21	8 (f)	Virtual overview of student disciplinary processes, including AOD expectations and the disciplinary response	DoS
Tipsy Kart- Do you know how driving over the legal limit can affect your driving?	12, 16, 17 NOV 21	20 (s)	The Truth About Drugs booklet; The Truth about Heroin booklet; Alcohol Myths & Alcohol Facts; and Drugs Change Your Brain	Student Life
Student Services Records Department Training Dean of Students Information	1 DEC 21	11 (f)	Virtual overview of student disciplinary processes, including AOD expectations and disciplinary responses	DoS
Colorado Spirit, Part III	JAN 22	211 views	Virtual-Domestic Violence and Substance Use Forum	Counseling Center
Community Outreach	JAN 22	70	The Truth About Drugs booklet; The Truth about Heroin booklet; Alcohol Myths & Alcohol Facts; and Drugs	Counseling Center

			Change Your Brain	
Peak Experience Resource Fair Awareness Tables	8, 15, 22, 29 APR 22	106 (s)	The Truth About Drugs booklet; The Truth about Heroin booklet; Alcohol Myths & Alcohol Facts; and Drugs Change Your Brain	Counseling Center
SGA Presentation: Dean of Students Office	10 JUN 22	15	Overview of student disciplinary processes, including AOD expectations and the disciplinary response	DoS
Professional Development Week An Introduction to the Updated Code of Conduct	23 AUG 22	10 (f)	Overview of student disciplinary processes, including AOD expectations and the disciplinary response	DoS

* Number of attendees without noted designation represents blended attendance of students, faculty, and staff.

Section 5: Alcohol and Other Drug Policy Violations, Sanctions, and AOD Related Deaths

Overview

PPSC maintains a Campus Police Department staffed by fully certified law enforcement officers. PPSC police officers issue citations or summons and execute arrests for drug and alcohol violations on PPSC campuses.

Reported violations involving students are managed in accordance with the Code (administered by the Dean of Students Office). The Dean of Students is able to refer students to the Counseling Center but cannot mandate such referrals as a disciplinary sanction, nor can they have access to confidential information that may be derived from a student's accessing support through the Counseling Center.

Summary of Violations and Sanctions

Information on drug and alcohol incidents is included in PPSC's Annual Security Reports and crime blotter, both available online at the [Campus Police webpage](#).

The information provided in the tables on the following pages reflects the actual numbers of alcohol or drug violations reported to and acted upon by the PPSC Campus Police Department, those reported to and acted upon by the Human Resource Services Department, and alcohol/drug-related Code violations reported to and acted upon by the Dean of Students Office.

Incidents, Arrests/Citations, and Referrals by PPSC Department of Campus Police

ALCOHOL VIOLATIONS, ARRESTS/CITATIONS, & REFERRALS		
	AY 2021	AY 2022
Alcohol Violations		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0
Alcohol Arrests Made or Citations/Summons Issued		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0

Alcohol Referrals for Student/Employee Disciplinary Action		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0

DRUG VIOLATIONS, ARRESTS/CITATIONS, & REFERRALS

	AY 2021	AY 2022
Drug Violations		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0
Drug Arrests Made or Citations/Summons Issued		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0
Drug Referrals for Student/Employee Disciplinary Action		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0

AOD Code Reports, Violations, and Sanctions by Dean of Students

ALCOHOL REPORTS, VIOLATIONS, & SANCTIONS		
	AY 2021	AY 2022
Alcohol Reports		
Centennial Campus	1	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	1
Off-Campus (College-Sponsored Travel/Activities)	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	1	1
Alcohol Violations		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	1
Off-Campus (College-Sponsored Travel/Activities)	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	1
Alcohol Sanctions		
Suspension	0	0
Warning	0	1
Probation	0	0
Unresolved	0	0
Unfounded	0	0
TOTAL	0	1
DRUG REPORTS, VIOLATIONS, & SANCTIONS		
	AY 2021	AY 2022
Drug Reports		
Centennial Campus	1	0
Rampart Range Campus	0	0
Downtown Studio Campus	1	0
Off-Campus (College-Sponsored Travel/Activities)	0	0
Online Course Offering	1	0
Center for Healthcare Education and Simulation	0	0
TOTAL	3	0
Drug Violations		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	0
Off-Campus (College-Sponsored Travel/Activities)	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0
Drug Sanctions		
Suspension	0	0
Warning	0	0
Probation	0	0
Unresolved	0	0

Unfounded	0	0
TOTAL	0	0

Alcohol and Other Drug Related Deaths

During this biennium there were no AOD deaths reported.

Section 6: AOD Program Goals, Objectives, and Achievements for Biennial Review Period

Consistent with the goals set forth in the previous biennial report, the College focused on presenting materials and programs that were engaging and meaningful to their respective audiences and became intentional in the assessment of learning that occurred as a result of participation in said events. The College aims to equip every member of its community with information about AOD and the consequences associated with abusing AOD so they can make choices that will support their individual goals and the College’s aspirations toward maintaining a healthy campus community. Please refer to [Appendix D](#) for examples of assessment tools utilized during this biennium.

The College persisted in its interdisciplinary approach to the AOD education of the campus community. This was evidenced in the activities noted in the [Summary of Activities](#).

Section 7: Recommendations for Alcohol and Other Drug Abuse Prevention Efforts

Alcohol and Other Drug Abuse Prevention Programs and Services

1. Student Life will continue to develop, support, and assess campus-wide events to promote AOD awareness, with a goal of one event per semester. Promotional efforts include:
 - Setting up information tables at student fairs. Student Life hosts a table at the Club Fair each semester.
 - Health and wellness promotion events.
2. The Counseling Center will continue to make available to PPSC students their brief intervention counseling services, Alcohol and Drug Educational Awareness handouts, and information on community resources pertaining to treatment programs and support groups. The Counseling Center will also partner with other departments in providing workshops regarding AOD and mental illness.
3. AOD education directed to students and employees will occur at least annually.
4. Handouts for inclusion in student orientation packets addressing AOD prevention and awareness will be updated.
5. PPSC HRS will continue its, “You Report It, We’ll Sort It” program to encourage students, staff, and faculty to report anything of concern, to include persons who appear to be intoxicated or

under the influence of drugs or alcohol. This program is included in new-hire orientations and faculty Professional Development Week sessions.

6. PPSC HRS will develop material aimed at enhancing the College community's "culture of caring" when it comes to dealing with students, staff, or faculty struggling with substance abuse. This will be included in programming (e.g., Employee Health Fair, Campus Safety Fair).

General Recommendations

Examining students and employees' motivation to use AOD, particularly as the nation is resuming pre-pandemic levels of activity, could inform PPSC's AOD education plan and enhance the efficacy of its AOD programming. A study on people's drinking behavior early in the pandemic (March 2020), indicated that while consumption overall did not increase during that time, people's motivation for drinking became more oriented to coping (Prestigiacomio et al., 2021). A study about binge drinking behavior in adults in the U.S. during the pandemic found that lockdown orders and a prior depression diagnosis were specific indicators that coincided with an increase in binge drinking (Weerakoon et al., 2021).

One of the College's larger challenges has been to assess the effectiveness of its programming related to AOD abuse prevention within the community. In light of the developing body of knowledge related to the implications of AOD use and abuse that coincided with the global pandemic, there is a unique opportunity to gain insight into the motivations PPSC students and staff have to use AOD. Once there is a clear sense of why people use AOD, the College is better positioned to offer healthier alternatives.

To that end, the recommendations are as follows:

1. Departments will continue to coordinate efforts aimed at disrupting the culture of AOD abuse amongst college students in addition to providing education related to prevention, intervention, and harm reduction.
2. The College will continue to keep PPSC-sponsored travel for classes and student organizations alcohol- and drug-free.
 - a. Please note, there are different parameters for college-sponsored study abroad programs.
3. Develop and implement methods for measuring and tracking AOD prevention outreach efforts.
4. Evaluate ongoing efforts to assess effectiveness and modify efforts accordingly to maximize outreach and behavioral and attitudinal modification.
5. Leverage the assessment process in order to replicate successes and mitigate challenges associated with AOD-related programming.
6. Develop programming related to isolating campus constituents' motivations for AOD use so the College can enhance its efforts toward educating the campus community with the intent of disrupting unhealthy behaviors.

Sanctions for Alcohol and Other Drug Policy Violations

1. As reported in prior biennial reports, the Dean of Students Office partnered with the Counseling Center to augment the support offered to students who were found responsible for violating the

College's Code related to AOD concerns. The enhanced support included a release that would be signed by an implicated student, permitting the Counseling Center to share follow-up information with the Dean of Students Office about whether or not a student had completed the referral process. As this is a specific, limited release, the student's expectation of confidentiality remains intact.

- a. The Counseling Center and the Dean of Students Office continue to monitor the efficacy of this particular tool with attention toward whether it may be improved for the coming biennium.
 - b. Please refer to [Appendix C](#) for a copy of the release form.
2. The Dean of Students Office has partnered with the Counseling Center to investigate alternative learning opportunities for students whose actions are found to be in violation of the College's Code related to AOD.
3. The response to employees of the College who find themselves in violation of AOD policy remains static given PPSC's relationship to the Colorado Community Colleges System (CCCS, "the System"). Discipline for employees who are found to be in violation of the College's policies related to AOD may include treatment and/or corrective action, up to and including termination. PPSC should plan regular review of best practices related to managing AOD abuse within an employee population.

Additional Notes

To date, incidents of recidivism for students who have participated in the student disciplinary process for an “Alcohol/Drugs” violation are non-existent. To further enrich student learning in these instances, the Dean of Students Office continues to investigate online alcohol awareness courses as a potential additional sanction, although cost remains a practical factor in obtaining such programs. The Dean of Students Office and the Counseling Center maintain their partnership toward locating or developing resources that would promote students’ increased access to the College’s prevention and awareness resources for students in need of such support.

During the academic years reviewed for this report, Human Resource Services, Campus Police, and the Dean of Students Offices noted low overall AOD-related incidents within the campus community. It would be worthwhile for the College to persist in its study of those components of the onboarding processes and annual programming schedule have supported the low rate of occurrences so that success could be replicated. It is also worth noting numbers for academic years 20 and 21 were affected by the global pandemic and the College’s subsequent decision to move numerous operations into remote settings where possible.

Campus Policies/Procedures Relating to Alcohol and Other Drugs

CCCS policies and the College’s procedures related to AOD abuse have been in place, with relevant updates, for a number of years. In the coming biennia, PPSC would be well-advised to examine its processes, both for effectiveness and for pertinence to the campus community. To further enhance the College’s efforts toward encouraging the campus community to embrace healthy attitudes and behaviors, a review schedule specific to this set of procedures should be implemented. This would promote the visibility of the procedures and would facilitate the maintenance process.

References

Prestigiacomio, C. J., Liu, M. A., Plawecki, M. H., & Cyders, M. A. (2021). Early Impact of the U.S. COVID-19 Pandemic on Drinking Motives and Alcohol Use. *Substance Use & Misuse*, 56(9), 1383–1386.

<https://doi.org/10.1080/10826084.2021.1928210>

Weerakoon, S. M., Jetelina, K. K., & Knell, G. (2021). Longer time spent at home during COVID-19 pandemic is associated with binge drinking among US adults. *American Journal of Drug & Alcohol Abuse*, 47(1), 98–106. <https://doi.org/10.1080/00952990.2020.1832508>

Appendix A: Policy Distributed to Students, Staff, and Faculty

This appendix contains copies of the actual policies distributed to all PPSC students, staff, and faculty.

PPSC Course Catalog – Required Disclosure

Student Right-to-Know – Drug and Alcohol Abuse Prevention

This may be accessed through the [College’s Student Right To Know](#) webpage and by visiting the [Campus Police](#) webpage.

In compliance with the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226), students shall not engage in the unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on college property or as part of any college activity.

Any student who is convicted of the unlawful manufacture, distribution, dispensation, possession, use, or abuse of illicit drugs or alcohol is subject to criminal penalties under local, state, or federal law. The exact penalty assessed depends upon the nature and severity of the individual offense.

The College will impose penalties against students who violate the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226). Violators will be subject to disciplinary action under student disciplinary policies. The sanctions include but are not limited to probation, suspension, or expulsion from the College and referral to authorities for prosecution, as appropriate.

Student Behavioral Expectations and Responsibilities Resolution Procedure

A link to this policy is available via the [Dean of Students Office webpage](#).

Alcohol/Drugs: Use, being under the influence, manufacturing, possession, cultivating, distribution, purchase, or sale of alcohol and/or drugs (illegal and/or dangerous or controlled substance) and/or alcohol/drug paraphernalia while on College-owned or College-controlled property, and/or at any function authorized or supervised by the College, and/or in state owned or leased vehicles.

PPSC Campus Police Web Page – Drugs and Alcohol

Available at: <https://www.pikespeak.edu/campus-police>

The Law

Pikes Peak State College is a state system community college governed by the State Board for Community Colleges and Occupational Education (SBCCOE). Board Policy requires the College to comply with the Drug Free Schools and Communities Amendments of 1989 (PL 101-226 in Federal law). A copy of this law is on file in the Human Resources Services and the Student Life Office for your reference. The College disseminates the following information in support of its drug- and alcohol-abuse prevention program:

Standard of Conduct

Students and employees shall not engage in the unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on college property or as a part of any college activity.

Legal Sanctions

There are legal sanctions for violations of the Standard of Conduct. Any student or employee who is convicted of the unlawful manufacture, distribution, dispensation, possession, use or abuse of illicit drugs or alcohol is subject to criminal penalties under local, state, or federal law. The exact penalty assessed depends upon the nature and severity of the individual offense.

College Penalties

The College will impose penalties against students and employees who violate the aforementioned Standards of Conduct. Violators will be subject to disciplinary action under employee and student disciplinary policies and procedures. The sanctions include, but are not limited to, probation, suspension or expulsion from the College or probation, suspension or termination of employment; and criminal charges brought by the institution.

Health Risks

Myriad health risks are associated with drug- and alcohol-abuse. Risks include but are not limited to: malnutrition, brain damage, heart disease, pancreatitis, cirrhosis of the liver, mental illness, death, low birth-weight babies, and babies born with drug addictions. Personal relationships, family dynamics, the ability to work and study are also at risk. Further information on health risks is available in the Human Resource Services Office and the Student Life Office via brochures, videos, and educational programs presented throughout the year.

Illegal Substances

A listing of controlled substances is on file for community reference in both the Human Resource Services Office and the Student Life Office. Please also refer to [Appendix C](#).

Referral Resources

Referral for counseling, treatment, rehabilitation, and re-entry programs is available through the College and throughout the community. Below is a partial list of available resources. (Please see [Appendix C](#) for a more exhaustive list):

- Human Resource Services Office - Room B-200, 719-502-2600
- El Paso County Health Dept., Drug & Alcohol treatment Clinic - 719-578-3150
- Pikes Peak Mental Health Center-Chemical Dependency (24 hrs.) - 719-635-7000
- Alcoholics Anonymous (24 hrs.) - 719-573-5020
- [Narcotics Anonymous](#) - 719-637-1580
- Cocaine Anonymous Hotline - (719) 448-0110
- [Recovered](#) (formerly operated by the National Council on Alcoholism and Drug Dependence) provides resources for AOD addiction support.

Campus community members may also consult directories (online or printed) for a listing of all private and community-based programs. Check listings under "Alcoholism Treatment" and "Drug Abuse Information and Treatment."

[PPSC 2021 and 2022 Annual Security Reports](#)

The following information is contained in the annual campus security reports required under the Clery Act:

DRUGS AND ALCOHOL ON CAMPUS OR AS PART OF ANY COLLEGE ACTIVITY

In compliance with the Drug-Free Schools and Communities Act Amendment of 1989 (Public Law 101-226), students, staff, or faculty shall not engage in the unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on college property or as part of any college activity.

Any student, staff, or faculty who are convicted of the unlawful manufacture, distribution, dispensation, possession, use, or abuse of illicit drugs or alcohol is subject to criminal penalties under local, state, or federal law. These penalties range in severity from a fine of \$100 up to \$8,000,000 and/or life imprisonment. The exact penalty assessed depends upon the nature and the severity of the individual offense. The possession and/or consumption of alcohol by a minor is addressed in Appendix A, 18-13-122.

The College will impose penalties against students who violate the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226). Violators will be subject to disciplinary action under student disciplinary policies. The sanctions include but are not limited to probation, suspension, or expulsion from the College, termination of employment, and referral to authorities for prosecution, as appropriate.

Employees may be subject to corrective and/or disciplinary action as per State Personnel Rules and Regulations, up to and including termination.

Health Risks

Myriad health risks are associated with drug and alcohol abuse. Risks include but are not limited to: malnutrition, brain damage, heart disease, pancreatitis, cirrhosis of the liver, mental illness, death, low birth weight babies, and babies with drug addictions. Personal relationships, family dynamics, ability to work and study are also at risk. Further information on health risks is available in the Human Resource Services Office and the Student Life Office via brochures, videos, and educational programs presented throughout the year.

Treatment and Referral

Referral for counseling, treatment, rehabilitation and treatment programs can be found at the Human Resource Services Office, Student Life Offices, or throughout the community. Referral programs and resources can be found in [Appendix C](#).

Appendix B: Annual Campus Security Reports

18-13-122. Illegal possession or consumption of ethyl alcohol or marijuana by an underage person--illegal possession of marijuana paraphernalia by an underage person--definitions--adolescent substance abuse prevention and treatment fund--legislative declaration

(1)(a) The general assembly finds and declares that it is necessary for the state of Colorado to educate Colorado youth about the dangers of early use of alcohol and marijuana, to actively promote programs that prevent the illegal use of alcohol and marijuana, and to teach Colorado youth about responsible use and the healthy choices available to an adult once he or she is able to legally consume alcohol or marijuana.

(b) The Colorado general assembly finds it is necessary for the state of Colorado to provide more adolescent substance abuse education and treatment in a developmentally, intellectually, and socially appropriate manner. Therefore, it is necessary to create the adolescent substance abuse prevention and treatment fund for that purpose.

(2) As used in this section, unless the context otherwise requires:

(a) "Establishment" means a business, firm, enterprise, service or fraternal organization, club, institution, entity, group, or residence; any real property, including buildings and improvements, connected therewith; and any members, employees, and occupants associated therewith.

(b) "Ethyl alcohol" means any substance which is or contains ethyl alcohol.

(c) "Marijuana" has the same meaning as in section 16(2)(f) of article XVIII of the Colorado constitution.

(d) "Marijuana paraphernalia" has the same meaning as marijuana accessories in section 16(2)(g) of article XVIII of the Colorado constitution.

(e) "Possession of ethyl alcohol" means that a person has or holds any amount of ethyl alcohol anywhere on his or her person or that a person owns or has custody of ethyl alcohol or has ethyl alcohol within his or her immediate presence and control.

(f) "Possession of marijuana" means that a person has or holds any amount of marijuana anywhere on his or her person or that a person owns or has custody of marijuana or has marijuana within his or her immediate presence and control.

(g) "Private property" means any dwelling and its curtilage which is being used by a natural person or natural persons for habitation and which is not open to the public and privately owned real property which is not open to the public. "Private property" shall not include:

(I) Any establishment which has or is required to have a license pursuant to article 46, 47, or 48 of title 12, C.R.S.;

(II) Any establishment which sells ethyl alcohol or upon which ethyl alcohol is sold; or

(III) Any establishment which leases, rents, or provides accommodations to members of the public generally.

(3)(a) Except as described by section 18-1-711 and subsection (6) of this section, a person under twenty-one years of age who possesses or consumes ethyl alcohol anywhere in the state of Colorado commits illegal possession or consumption of ethyl alcohol by an underage person. Illegal possession or consumption of ethyl alcohol by an underage person is a strict liability offense.

(b) Except as described by section 14 of article XVIII of the Colorado constitution and section 18-18-406.3, a person under twenty-one years of age who possesses one ounce or less of marijuana or consumes marijuana anywhere in the state of Colorado commits illegal possession or consumption of marijuana by an underage person. Illegal possession or consumption of marijuana by an underage person is a strict liability offense.

(c) Except as described by section 14 of article XVIII of the Colorado constitution and section 18-18-406.3, a person under twenty-one years of age who possesses marijuana paraphernalia anywhere in the state of Colorado and knows or reasonably should know that the drug paraphernalia could be used in circumstances in violation of the laws of this state commits illegal possession of marijuana paraphernalia by an underage person. Illegal possession of marijuana paraphernalia by an underage person is a strict liability offense.

(d) A violation of this subsection (3) is an unclassified petty offense.

(4)(a) Upon conviction of a first offense of subsection (3) of this section, the court shall sentence the underage person to a fine of not more than one hundred dollars, or the court shall order that the underage person complete a substance abuse education program approved by the office of behavioral health in the department of human services, or both.

(b) Upon conviction of a second offense of subsection (3) of this section, the court shall sentence the underage person to a fine of not more than one hundred dollars, and the court shall order the underage person to:

(I) Complete a substance abuse education program approved by the office of behavioral health in the department of human services;

(II) If determined necessary and appropriate, submit to a substance abuse assessment approved by the office of behavioral health in the department of human services and complete any treatment recommended by the assessment; and

(III) Perform up to twenty-four hours of useful public service, subject to the conditions and restrictions specified in section 18-1.3-507.

(c) Upon conviction of a third or subsequent offense of subsection (3) of this section, the court shall sentence the defendant to a fine of up to two hundred fifty dollars, and the court shall order the underage person to:

(I) Submit to a substance abuse assessment approved by the office of behavioral health in the department of human services and complete any treatment recommended by the assessment; and

(II) Perform up to thirty-six hours of useful public service, subject to the conditions and restrictions specified in section 18-1.3-507.

(d) Nothing in this section prohibits a prosecutor from entering into a diversion or deferred judgment agreement with any underage person for any offense under this section, and prosecutors are encouraged to enter into those agreements when they are consistent with the legislative declaration of this section and in the interests of justice.

(e) A person convicted of a violation of this section is subject to an additional penalty surcharge of twenty-five dollars, which may be waived by the court upon a showing of indigency, that shall be transferred to the adolescent substance abuse prevention and treatment fund created pursuant to subsection (18) of this section.

(5) It is an affirmative defense to the offense described in subsection (3)(a) of this section that the ethyl alcohol was possessed or consumed by a person under twenty-one years of age under the following circumstances:

(a) While such person was legally upon private property with the knowledge and consent of the owner or legal possessor of such private property and the ethyl alcohol was possessed or consumed with the consent of his or her parent or legal guardian who was present during such possession or consumption;

(b) When the existence of ethyl alcohol in a person's body was due solely to the ingestion of a confectionery which contained ethyl alcohol within the limits prescribed by section 25-5-410(1)(i)(II), C.R.S. ; or the ingestion of any substance which was manufactured, designed, or intended primarily for a purpose other than oral human ingestion; or the ingestion of any substance which was manufactured, designed, or intended solely for medicinal or hygienic purposes; or solely from the ingestion of a beverage which contained less than one-half of one percent of ethyl alcohol by weight; or

(c) The person is a student who:

(I) Tastes but does not imbibe an alcohol beverage only while under the direct supervision of an instructor who is at least twenty-one years of age and employed by a post-secondary school;

(II) Is enrolled in a university or a post-secondary school accredited or certified by an agency recognized by the United States department of education, a nationally recognized accrediting agency or association, or the "Private Occupational Education Act of 1981", article 64 of title 23;

(III) Is participating in a culinary arts, food service, or restaurant management degree program; and

(IV) Tastes but does not imbibe the alcohol beverage for instructional purposes as a part of a required course in which the alcohol beverage, except the portion the student tastes, remains under the control of the instructor.

(6) The possession or consumption of ethyl alcohol or marijuana shall not constitute a violation of this section if such possession or consumption takes place for religious purposes protected by the first amendment to the United States constitution.

(7)(a) An underage person is immune from arrest and prosecution under this section if he or she establishes the following:

(I) The underage person called 911 and reported in good faith that another underage person was in need of medical assistance due to alcohol or marijuana consumption;

(II) The underage person who called 911 provided his or her name to the 911 operator;

(III) The underage person was the first person to make the 911 report; and

(IV) The underage person who made the 911 call remained on the scene with the underage person in need of medical assistance until assistance arrived and cooperated with medical assistance or law enforcement personnel on the scene.

(b) The immunity described in paragraph (a) of this subsection (7) also extends to the underage person who was in need of medical assistance due to alcohol or marijuana consumption if the conditions of said paragraph (a) are satisfied.

(8) Prima facie evidence of a violation of subsection (3) of this section shall consist of:

(a) Evidence that the defendant was under twenty-one years of age and possessed or consumed ethyl alcohol or marijuana or possessed marijuana paraphernalia anywhere in this state; or

(b) Evidence that the defendant was under the age of twenty-one years and manifested any of the characteristics commonly associated with ethyl alcohol intoxication or impairment or marijuana impairment while present anywhere in this state.

(9) During any trial for a violation of subsection (3) of this section, any bottle, can, or any other container with labeling indicating the contents of such bottle, can, or container shall be admissible into evidence, and the information contained on any label on such bottle, can, or other container shall be admissible into evidence and shall not constitute hearsay. A jury or a judge, whichever is appropriate, may consider the information upon such label in determining whether the contents of the bottle, can, or other container were composed in whole or in part of ethyl alcohol or marijuana. A label which identifies the contents of any bottle, can, or other container as "beer", "ale", "malt beverage", "fermented malt beverage", "malt liquor", "wine", "champagne", "whiskey" or "whisky", "gin", "vodka", "tequila", "schnapps", "brandy", "cognac", "liqueur", "cordial", "alcohol", or "liquor" shall constitute prima facie evidence that the contents of the bottle, can, or other container was composed in whole or in part of ethyl alcohol.

(10) A parent or legal guardian of a person under twenty-one years of age or any natural person who has the permission of such parent or legal guardian may give or permit the possession and consumption of ethyl alcohol to or by a person under twenty-one years of age under the conditions described in paragraph (a) of subsection (5) of this section. This subsection (10) shall not be construed to permit any establishment which is licensed or is required to be licensed pursuant to article 46, 47, or 48 of title 12,

C.R.S., or any members, employees, or occupants of any such establishment to give, provide, make available, or sell ethyl alcohol to a person under twenty-one years of age.

(11) Nothing in this section shall be construed to prohibit any statutory or home rule municipality from enacting any ordinance which prohibits persons under twenty-one years of age from possessing or consuming ethyl alcohol or marijuana or possessing marijuana paraphernalia, which ordinance is at least as restrictive or more restrictive than this section.

(12) Nothing in this section shall be construed to limit or preclude prosecution for any offense pursuant to article 46, 47, or 48 of title 12, C.R.S., except as provided in such articles.

(13) Sealing of record. (a) Upon dismissal of a case pursuant to this section after completion of a deferred judgment or diversion or any other action resulting in dismissal of the case or upon completion of the court-ordered substance abuse education and payment of any fine for a first conviction of subsection (3) of this section, the court shall immediately order the case sealed and provide to the underage person and the prosecutor a copy of the order sealing the case for distribution by the appropriate party to all law enforcement agencies in the case.

(b) Upon the expiration of one year from the date of a second or subsequent conviction for a violation of subsection (3) of this section, the underage person convicted of such violation may petition the court in which the conviction was assigned for an order sealing the record of the conviction. The petitioner shall submit a verified copy of his or her criminal history, current through at least the twentieth day prior to the date of the filing of the petition, along with the petition at the time of filing, but in no event later than the tenth day after the petition is filed. The petitioner shall be responsible for obtaining and paying for his or her criminal history record. The court shall grant the petition if the petitioner has not been arrested for, charged with, or convicted of any felony, misdemeanor, or petty offense during the period of one year following the date of the petitioner's conviction for a violation of subsection (3) of this section.

(14) The qualitative result of an alcohol or marijuana test or tests shall be admissible at the trial of any person charged with a violation of subsection (3) of this section upon a showing that the device or devices used to conduct such test or tests have been approved as accurate in detecting alcohol or marijuana by the executive director of the department of public health and environment.

(15) Official records of the department of public health and environment relating to the certification of breath test instruments, certification of operators and operator instructors of breath test instruments, certification of standard solutions, and certification of laboratories shall be official records of the state. Copies of such records, attested by the executive director of the department of public health and environment or his or her designee and accompanied by a certificate bearing the official seal for said department, which state that the executive director of the department has custody of such records, shall be admissible in all courts of record and shall constitute prima facie evidence of the information contained in such records. The official seal of the department described in this subsection (15) may consist of a watermark of the state seal within the document.

(16) In any judicial proceeding in any court of this state concerning a charge under subsection (3) of this section, the court shall take judicial notice of methods of testing a person's blood, breath, saliva, or urine for the presence of alcohol or marijuana and of the design and operation of devices certified by the

department of public health and environment for testing a person's blood, breath, saliva, or urine for the presence of alcohol or marijuana. This subsection (16) shall not prevent the necessity of establishing during a trial that the testing devices were working properly and that such testing devices were properly operated. Nothing in this subsection (16) shall preclude a defendant from offering evidence concerning the accuracy of testing devices.

(17) A law enforcement officer may not enter upon any private property to investigate any violation of this section without probable cause.

(18) Cash fund. The surcharge collected pursuant to subsection (4)(e) of this section must be transmitted to the state treasurer, who shall credit the same to the adolescent substance abuse prevention and treatment fund, which is created and referred to in this section as the "fund". Money in the fund is subject to annual appropriation by the general assembly to the office of behavioral health in the department of human services, established in article 80 of title 27, for adolescent substance abuse prevention and treatment programs. The office of behavioral health is authorized to seek and accept gifts, grants, or donations from private or public sources for the purposes of this section. All private and public money received through gifts, grants, or donations must be transmitted to the state treasurer, who shall credit the same to the fund. Any unexpended money in the fund may be invested by the state treasurer as provided by law. All interest and income derived from the investment and deposit of money in the fund must be credited to the fund. Any unexpended and unencumbered money remaining in the fund at the end of a fiscal year remains in the fund and must not be credited or transferred to the general fund or another fund.

Appendix C: Referral Programs, Resources, and Policy-Related Materials

The following is a list of local, state, and national resources related to AOD available to PPSC's campus community:

- Alateen and Al-Anon (Colorado Springs Service Center): 719-632-0063 (11:00 am to 2:00 pm, Monday through Friday)
- [Alcoholics Anonymous](#): 719-573-5020
- [Child Protective Services](#): Child abuse resources: 844-CO-4-KIDS (844-264-5437)
- [Cocaine Anonymous of Colorado](#): 866-768-7709
- [Colorado Consortium for Prescription Drug Abuse Prevention](#)
- [Colorado Crisis Services](#): 844-493-8255; Text TALK to 38255
- [Crime Stoppers](#): 719-634-STOP (7867)
- [TESSA](#): Support for people experiencing domestic violence and sexual assault; safeline for advocacy and crisis (24 hours/day): 719-633-3819
- [El Paso County Public Health](#): 719-578-3199
- [Heartbeat](#): Suicide survivor/bereavement support group
- [Colorado Health Network, Inc.](#): HIV/AIDS education, testing, mental health/substance use counseling
- [Narcotics Anonymous](#): 719-637-1580 in the Pikes Peak Region
- [National Sexual Assault Hotline](#) (RAINN): 800-656-HOPE (4673)
- [National Suicide Prevention Lifeline](#): Dial 988 in the U.S., or call 800-273-TALK (8255)
- [Safe2Tell](#): 1-877-542-SAFE (7233)

Drug-Free Workplace Statements Distributed to Employees

The College has adopted the following Drug and Alcohol Abuse Prevention Program:

■ STANDARD OF CONDUCT

Students and/or employees shall not engage in the unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on College property or as a part of any College activity.

■ LEGAL SANCTIONS

There are legal sanctions for violations of the Standard of Conduct. Any student and/or employee who is convicted of the unlawful manufacture, distribution, dispensation, possession, use or abuse of illicit drugs or alcohol is subject to criminal penalties under local, state or federal law. These penalties range in severity from a fine of \$100 to \$8,000,000 and/or life imprisonment. The exact penalty assessed depends upon the nature and severity of the individual offense.

■ COLLEGE PENALTIES

The College will impose penalties against students and/or employees who violate the above Standard of Conduct. Violators will be subject to disciplinary action under student and/or employee disciplinary policies. The sanctions include, but are not limited to, probation, suspension or expulsion from the college or probation, suspension or termination of employment; and referral to authorities for prosecution, as appropriate.

■ HEALTH RISKS

A myriad of health risks are associated with drug and alcohol abuse. Risks include but are not limited to: malnutrition, brain damage, heart disease, pancreatitis, cirrhosis of the liver, mental illness, death, low birth-weight babies, and babies with drug addictions. Personal relationships, family dynamics, ability to work and study are also at risk.

■ ILLEGAL SUBSTANCES

A listing of controlled substances is on file for your reference in the Human Resource Services Office.



Drug and Alcohol Abuse Prevention Program

THE LAW

Pikes Peak State College is a state system community college governed by the State Board for Community Colleges and Occupational Education.

Board Policy requires the college to comply with the Drug Free Schools and Communities Amendments of 1989 (PL 101-226 in Federal law).

A copy of this law is on file in the Human Resource Services Office for your reference.

■ REFERRAL RESOURCES

Referral for counseling, treatment, rehabilitation, and re-entry programs is available through the College:

- **The Counseling Center**
719-502-4782
and through the community:
- **Colorado Crisis Services**
844-493-TALK (8255)
or text TALK to 38255
coloradocrisiservices.org
- **Suicide Prevention Lifeline**
988
988lifeline.org
- **Safe2Tell**
877-542-7233
safe2tell.org
- **Peak View Behavioral Health**
888-235-9475
peakviewbh.com
- **Alcoholics Anonymous** (24 hr),
719-573-5020
www.coloradospringsaa.org
- **Narcotics Anonymous**
719-637-1580
nacolorado.org
- **SAMHSA National Hotline**
800-662-4357 (HELP)
www.samhsa.gov/findhelp
- **Alanon and Alateen**,
719-632-0063
- **TESSA** (Sexual Assault/Domestic
Violence Hotline)
719-633-3819
www.tessacs.org
- **Pikes Peak United Way**
211 (Information & Referral Hotline)
www.ppunitedway.org
- **Department of Human Services**
Child Abuse & Neglect
636-0000 (Hotline)
Phone 719-444-5700
Adult Protective Services,
719-444-5755
humanservices.elpasoco.com

This information is provided in compliance with the Drug Free Schools and Communities Amendments of 1989 (PL 101-226).

922

Drug-Free Workplace Statement



DRUG-FREE WORKPLACE STATEMENT

In 1988, Congress enacted the Drug-Free Workplace Act. This law requires employers who contract with, or receive grants from federal agencies to certify that they will meet certain requirements for providing a "Drug-free workplace." Pikes Peak State College intends to comply with all provisions of the Act. Being an agency of the State of Colorado, the College has chosen to adopt the State's policy with regard to substance abuse. This policy, known as the "Substance Abuse Policy" states in part:

The State of Colorado has a vital interest in maintaining a safe, healthful and efficient working environment for its employees, (students) and the public. Employees impaired by alcohol or other drugs during working hours may pose safety and health risks, not only to themselves, but to others.

Therefore, to ensure a safe working environment, it is the policy of the State of Colorado that use of alcohol, other drugs, or controlled substances that results in job impairment is prohibited. Likewise, it is the policy of the State of Colorado that illegal possession, manufacture, use, sale or transfer of a controlled substance on state property or during work hours by its employees is prohibited. Violations of this policy will be cause of management/supervisor intervention that may result in referral to mandatory treatment and/or to corrective or disciplinary actions up to and including termination.

Pikes Peak State College has in place a drug awareness program which has been designed to inform students and employees about the dangers of drug abuse.

As a condition of employment, the employee will:

- (1) Abide by the terms of the statement.
- (2) Notify the College of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.

Employees who would like more information on counseling, rehabilitation, and/or employee assistance programs are encouraged to contact the Executive Director of Human Resource Services, AA/EEO, at 719-502-2600. All such inquiries will be handled in the strictest confidence consistent with Federal/State/College Regulations and policies.

A copy of the law, including a list of controlled substances is available for review in the Human Resource Services Office. For further information, please contact this office at 719-502-2600.

**STATE BOARD FOR COMMUNITY COLLEGES AND
OCCUPATIONAL EDUCATION**

DRUG-FREE WORKPLACE

BP 3-24

APPROVED: February 9, 1989
EFFECTIVE: February 9, 1989
REPEALED: September 14, 2000
READOPTED: August 25, 2001
REVISED: February 13, 2019

REFERENCES:

Drug-Free Workplace Act of 1988, 102, Stat. 4304
Drug-Free Schools and Communities Act Amendments of 1989 (20 USC 1011i)
Controlled Substances Act of 1970 (21 USC, Sec. 801 et. seq.) and Implementing Regulations
Colorado Revised Statutes Section 42-4-1301 and Sections 18-18-203 through 207
System President's Procedure SP 3-24, Drug-Free Workplace
Board Policy 19-30 Drug Free Schools
State Personnel Board Rules and Personnel Director's Administrative Procedures

APPROVED:

/ Dr. Byron McClenney /
Dr. Byron McClenney, Chair

Policy Statement

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the workplace.

Scope

This policy applies to all employees in the Colorado Community College System (CCCS or System).

Sanctions

Observance of this policy is a condition of employment and violation of such will subject the employee to appropriate disciplinary action up to and including termination.

Reporting of Charges/Convictions

Any employee who is charged with or convicted of a criminal drug violation or violation involving alcohol occurring in the workplace or while performing job duties must notify their Human Resources office as outlined in SP 3-24, Drug-Free Workplace, which may trigger additional notification requirements upon the System.

Drug-Free Awareness Program

The Colleges and the System shall establish drug-free awareness programs which will inform all employees about this policy. The programs will also inform employees about the dangers of drug abuse and about available drug counseling, rehabilitation, and employee assistance programs.

Procedures

The Chancellor shall promulgate any procedures which may be necessary to implement this policy.

COLORADO COMMUNITY COLLEGE SYSTEM SYSTEM PROCEDURE

DRUG-FREE WORKPLACE

SP 3-24

EFFECTIVE: April 20, 1989

REVISED: July 1, 1997

RETITLED: September 14, 2000

RETITLED: August 25, 2001

REVISED: January 10, 2019

REVISED: June 17, 2019

REFERENCES:

Drug-Free Workplace Acts of 1988 and 1998 (41 USC, Sec. 81)

Drug-Free Schools and Communities Act Amendments of 1989 (20 USC 1011i)

Controlled Substances Act of 1970 (21 USC, Sec. 801 *et. seq.*) and Implementing Regulations

Colorado Revised Statutes Section 42-4-1301 and Sections 18-18-203 through 207

Board Policy 3-24, Drug-Free Workplace

Board Policy 19-30 Drug Free Schools

State Personnel Board Rules and Personnel Director's Administrative Procedures

APPROVED:

/ Joseph A. Garcia /

Joseph A. Garcia, Chancellor

Application

This procedure applies to all employees, as defined in BP 3-10, and volunteers in the Colorado Community College System (CCCS or System).

Basis

CCCS is committed to protecting the safety, health and well-being of its employees, students, authorized volunteers, guests, and visitors through implementation of this procedure outlining the requirements for drugfree awareness programs at each College and the System Office.

Employees impaired by alcohol, controlled substances, or other drugs including prescription and nonprescription medications during work hours may pose safety and health risks. It is the System's intent to comply with each of the provisions of the Drug-Free Workplace Acts of 1988 and 1998 which prohibit the unlawful manufacture, distribution, dispensation, possession and/or use of a controlled substance where CCCS employees work, including while operating any state or CCCS owned vehicles or while conducting business for or representing CCCS. Additionally, it is the intent of CCCS to comply with the Drug-Free Schools and Communities Act Amendments as outlined in Board Policy (BP) and System President's Procedure (SP) 19-30, Drug Free Schools.

All employees are encouraged to report dangerous behavior or evidence of impairment in the workplace to their supervisor or Human Resources Department.

Definitions

Controlled Substance: A drug, substance, or immediate precursor included in schedules I through V, as further defined in federal and state law, including cocaine, marijuana, marijuana concentrate, cathinones, any synthetic cannabinoid, and salvia divinorum (21 USC, Sec. 812 and related federal regulations, as well as Colorado Revised Statute § 18-18-102(5), §§ 18-18-203—207).

Prescription and Prescribed Medication: A written or oral order for a pharmaceutical drug for use by a particular person given by a practitioner in the course of professional practice, including controlled substances prescribed in accordance with the regulations promulgated by the Director of the United States Drug Enforcement Administration, pursuant to the federal drug abuse control laws.

Federal Sanctions

A federal agency may apply the following sanctions when an institution or organization receiving federal grants or contracting with a federal agency fails to comply with the provisions of the Drug-Free Workplace Act:

1. Suspend payments under the contract or grant;
2. Suspend or terminate the contract or grant;
3. Debar or prohibit the institution or organization from receiving federal grants or contracting with the federal government for a period of up to five years.

Compliance

Compliance with the Drug-Free Workplace Act requires an institution that receives federal grants; or that allocates federal funds to individuals; or that contracts with a federal agency; to provide a drug-free workplace and to obtain certification from individuals receiving funds that they will comply with applicable policies and laws related to drugs.

Students who receive grants from federal funds are required to complete the certification form provided by the federal agency, which is the funding source.

Institutions that receive funds allocated for the Perkins Loan, College Work-Study, and Supplemental Educational Opportunity Grant programs, must complete the annual Certification Regarding Drug-Free Workplace Requirements provided by the United States Department of Education.

Procedure

All employees are required to refrain from reporting to work or being subject to duty while their ability to perform job duties is impaired due to on or off-duty use of alcohol or drugs. This procedure applies during all work hours, whenever conducting business or representing CCCS and while on-call. If an employee tests positive for alcohol or other drugs during work hours, he or she may be in violation of this procedure and may be subject to disciplinary action, up to and including termination.

Employees taking prescribed or over-the-counter medications will be responsible for consulting the prescribing physician and/or pharmacist to ascertain whether the medication may affect their ability to safely and efficiently perform their job duties. Any employee whose prescription or over-the-counter

drugs may affect job performance must contact the College's or System's Human Resources office. In order to avoid unsafe workplace practices, if the use of a medication could compromise the safety of the employee, fellow employees or the public, it is the employee's responsibility to notify her/his supervisor and the supervisor must notify Human Resources, or the employee may notify their Human Resources office directly.

Prohibited Behavior

It is a violation of this procedure for an employee to unlawfully possess, manufacture, use, sell or transfer, or be impaired by alcohol, marijuana, controlled substances, over-the-counter drugs, or other intoxicants during working hours, whenever conducting business or representing the System, and while on-call. The illegal or unauthorized use of prescription drugs is also prohibited. If an employee tests positive for alcohol or other drugs during work hours, the employee may be in violation of this policy.

Notification Requirements

Any employee who is charged with or convicted of a criminal drug violation occurring in the workplace or while performing job duties must notify her/his Human Resources office in writing as soon as possible, but no later than within five (5) calendar days of the charge or conviction. Employees must notify their Human Resources office within the same timeframe of any charges or convictions involving alcohol occurring in the workplace or while performing job duties, as well.

Consistent with the Drug-Free Workplace Act, upon notification from the employee pursuant to this procedure, or actual notification from any other source that an employee has been convicted of violating any criminal drug statute in the workplace, the Chancellor or College President or respective designee(s) shall take the following steps:

1. Within ten days of receipt of notice of the conviction, send notification of such to appropriate federal agency(ies); and
2. Within 30 days of receipt of notice of any relevant conviction, take appropriate personnel action up to and including termination, or require the employee to satisfactorily participate in a drug abuse assistance or rehabilitation program approved by an appropriate federal, state, local, or other agency.

If the College or System receives notice that a classified employee has been convicted of violating a criminal drug statute in the workplace, a copy of the College's or System's notification of such to appropriate federal agencies must be forwarded to the State Personnel Director.

The System or each College receiving federal grants or contracts should refer to its contractual requirements and grant obligations after being notified by an employee convicted of a criminal drug crime occurring in the workplace, as many of these agreements include mandatory reporting requirements by the College or System to a federal component.

Applicable Alcohol and Drug Testing

To ensure the accuracy and fairness of our testing program, the System's alcohol and drug testing vendors will comply with the model collection and drug testing standards issued by the United States Department of Health and Human Services through state price agreements in place for substance abuse testing.

All employees may be required to participate in reasonable suspicion testing when it is determined by the College or System that reasonable suspicion exists to suggest that the employee is under the influence of alcohol or drugs while on the job. Employees may be subject to post-accident testing when they cause or contribute to accidents that seriously damage a state vehicle, machinery, equipment, or property and/or result in an injury to the employee or another employee requiring offsite medical attention.

In addition to reasonable suspicion testing, some employees, depending on the nature and place of their duties or employment, and subject to applicable law including, but not limited to, Federal Motor Carrier Safety Administration regulations, may be subject to the following tests:

- Pre-employment
- Post-accident
- Random
- Return-to-duty
- Follow-up
- Other testing required by third-party affiliates, such as clinical sites

Testing for the presence of alcohol may be conducted by analysis of breath and/or urine. Testing for the presence of the metabolites of drugs may be conducted by the analysis of urine.

An employee who refuses to cooperate in the testing process, or who adulterates, dilutes, tampers with, or otherwise interferes with accurate testing may be subject to the same consequences as a positive test. Any employee who tests positive will be given the opportunity to provide an explanation for the positive result.

Consequences and Personnel Actions

One of the goals of this procedure is to encourage employees to voluntarily seek help with alcohol and/or drug problems. An employee who violates this procedure may be subject to referral for treatment. In addition, violations of this procedure may result in personnel action, up to and including termination of employment depending on the circumstances involved.

In the case of applicants, if an individual violates this procedure, the offer of employment can be withdrawn.

Violators of the procedure may also be referred to the appropriate authorities for prosecution depending on the circumstances of the violation.

Return to Duty Agreements

If a College or the System determines that it is appropriate for positions requiring a commercial driver's license, a Return-to-Duty (RTD) agreement may be implemented when an employee violates this procedure but remains employed or is otherwise retained by the entity. RTD work agreements are implemented to ensure the employee abides by the provisions set forth in the RTD agreement, while performing their job duties. An employee who violates an RTD work agreement may be subject to corrective and/or disciplinary action, up to and including termination.

Colorado State Employee Assistance Program

The Colorado State Employee Assistance Program (C-SEAP) is available to provide consultation regarding substance abuse issues. When an employee tests positive for alcohol, controlled substances, or other drugs including prescription and over-the-counter drugs or otherwise violates this procedure, and the appointing authority determines that the employee will be retained, the College or System is encouraged to utilize the resources available through C-SEAP.

It is the role and function of C-SEAP to:

- Provide initial assessment, determine and monitor the services necessary and appropriate, and make referrals to community resources; and
- Provide return-to-duty consultation and assistance, including monitoring the employee's compliance and/or progress.
- Any employee referred to C-SEAP under this procedure for mandatory treatment will be required to sign a release of information allowing C-SEAP to report progress to the employee's appointing authority.

An employee may seek assistance from C-SEAP at any time. The C-SEAP staff is also available for consultation with System colleges or System regarding drug-free workplace education and training.

Confidentiality

CCCS respects the privacy of all employees. Therefore, reasonable precautions will be taken to ensure the privacy and confidentiality of an employee throughout the testing process and to administer procedures fairly and consistently. Access to this information is limited to those who have a legitimate "need to know" in compliance with relevant laws and policies. All drug testing information will be maintained in separate confidential records.

Distribution of Policy Statement and Verification

Each college and the System will require that each employee covered by this procedure receive a copy of the Drug-Free Workplace Policy Statement, which is based on BP 3-24, and that each employee signs an Employee Acknowledgment Form verifying receipt and acknowledging compliance as a condition of employment.

Revising this Procedure

CCCS reserves the right to change any provision or requirement of this procedure at any time and the change shall become effective immediately.

Appendix

Employee Acknowledgement Form Drug-Free Workplace Policy Statement

**EMPLOYEE ACKNOWLEDGMENT FORM
DRUG-FREE WORKPLACE POLICY STATEMENT**

Name of College/System

I, THE UNDERSIGNED EMPLOYEE have received a copy of the Drug-Free Workplace Policy Statement; and I agree to abide by the terms of the policy statement; and

I agree to notify my supervisor if I am charged with or convicted of violating a criminal drug statute in the workplace no later than five (5) days after the date of such conviction.

Employee Name (Printed)

Employee Signature

Date

Email Notices Sent to the Campus Community

The following information was emailed to all PPSC staff and faculty during the biennium reported in this document.

From: [Please Do Not Reply \(PPCC\)](#)
To: [PPCC Official](#)
Subject: Drug and Alcohol Abuse Prevention Program
Date: Monday, September 27, 2021 1:55:45 PM
Attachments: [PPCC Drug Free 2021.pdf](#)
[image002.png](#)

Greetings:

Pikes Peak Community College is a state system community college governed by the State Board for Community Colleges and Occupational Education. Board Policy requires the college to comply with the Drug Free Schools and Community Amendments of 1989(PL 101-226 in Federal Law). A copy of this law is on file in the Office of Human Resource Services for your reference.

In accordance with State Board Policy, Pikes Peak Community College has in place a drug awareness program which has been designed to inform students and employees about the dangers of drug abuse. A copy of the Drug and Alcohol Abuse Prevention Program has been attached for your convenience. You may also request one from the Office of Human Resource Services.

Employees who would like more information on counseling, rehabilitation, and/or employee assistance programs are encouraged to contact the Vice President for Human Resource Services, AA/EEO, at 502-2600. All such inquiries will be handled in the strictest confidence consistent with Federal/State/College Regulations and policies.

Thanks

 **Van Ngo**
Administrative Assistant II
Human Resource Services
PIKES PEAK office 719-502-2608
COMMUNITY fax 719-502-2601
COLLEGE main office 719-502-2600

From: [Hodge, Michele](#)
To: [PPCC Official](#)
Subject: Drug and Alcohol Abuse Prevention Program
Date: Tuesday, September 27, 2022 7:32:05 AM
Attachments: [PPSC Drug Free 2022.pdf](#)

Greetings:

Pikes Peak State College is governed by the State Board for Community Colleges and Occupational Education. Board Policy requires the college to comply with the Drug Free Schools and Community Amendments of 1989(PL 101-226 in Federal Law). A copy of this law is on file in the Office of Human Resource Services for your reference.

In accordance with State Board Policy, Pikes Peak State College has in place a drug awareness program which has been designed to inform students and employees about the dangers of drug abuse. A copy of the Drug and Alcohol Abuse Prevention Program has been attached for your convenience. You may also request one from the Office of Human Resource Services.

Employees who would like more information on counseling, rehabilitation, and/or employee assistance programs are encouraged to contact the Vice President for Human Resource Services, AA/EEO, at 502-2600. All such inquiries will be handled in the strictest confidence consistent with Federal/State/College Regulations and policies.

Thanks,



Michele Hodge MBA, PHR
Associate Vice President
Human Resource Services
Office: [719-502-2313](tel:7195022313)
Fax: 719-502-2601
Main Office: [719-502-2600](tel:7195022600)

**The College has adopted the following
Drug and Alcohol Abuse Prevention Program:**

■ STANDARD OF CONDUCT

Students and/or employees shall not engage in the unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on College property or as a part of any College activity.

■ LEGAL SANCTIONS

There are legal sanctions for violations of the Standard of Conduct. Any student and/or employee who is convicted of the unlawful manufacture, distribution, dispensation, possession, use or abuse of illicit drugs or alcohol is subject to criminal penalties under local, state or federal law. These penalties range in severity from a fine of \$100 to \$8,000,000 and/or life imprisonment. The exact penalty assessed depends upon the nature and severity of the individual offense.

■ COLLEGE PENALTIES

The College will impose penalties against students and/or employees who violate the above Standard of Conduct. Violators will be subject to disciplinary action under student and/or employee disciplinary policies. The sanctions include, but are not limited to, probation, suspension or expulsion from the college or probation, suspension or termination of employment, and referral to authorities for prosecution, as appropriate.

■ HEALTH RISKS

A myriad of health risks are associated with drug and alcohol abuse. Risks include but are not limited to: malnutrition, brain damage, heart disease, pancreatitis, cirrhosis of the liver, mental illness, death, low birth-weight babies, and babies with drug addictions. Personal relationships, family dynamics, ability to work and study are also at risk.

■ ILLEGAL SUBSTANCES

A listing of controlled substances is on file for your reference in the Human Resource Services Office.



**Drug and Alcohol
Abuse Prevention
Program**

THE LAW

Pikes Peak State College is a state system community college governed by the State Board for Community Colleges and Occupational Education.

Board Policy requires the college to comply with the Drug Free Schools and Communities Amendments of 1989 (PL 101-226 in Federal law).

A copy of this law is on file in the Human Resource Services Office for your reference.

■ REFERRAL RESOURCES

Referral for counseling, treatment, rehabilitation, and re-entry programs is available through the College:

- The Counseling Center
719-502-4782
- and through the community:
- Colorado Crisis Services
844-493-TALK (8255)
or text TALK to 38255
coloradocrisiservices.org
- Suicide Prevention Lifeline
988
988lifeline.org
- Safe2Tell
877-542-7233
safe2tell.org
- Peak View Behavioral Health
888-235-9475
peakviewbh.com
- Alcoholics Anonymous (24 hr.)
719-573-5020
www.coloradospingsaa.org
- Narcotics Anonymous
719-637-1580
nacolorado.org
- SAMHSA National Hotline
800-662-4357 (HELP)
www.samhsa.gov/find-help
- Alanon and Alateen,
719-632-0063
- TESSA (Sexual Assault/Domestic
Violence Hotline)
719-633-3819
www.tessaes.org
- Pikes Peak United Way
211 (Information & Referral Hotline)
www.ppunitedway.org
- Department of Human Services
Child Abuse & Neglect
636-0000 (Hotline)
Phone 719-444-5700
Adult Protective Services,
719-444-5755
humanservices.elpasoco.com

This information is provided in compliance with the Drug Free Schools and Communities Amendments of 1989 (PL 101-226).

The following notices were distributed to students during the biennium reported in this document.

From: [Please Do Not Reply \(PPCC\)](#)
To: [PPCC All Students](#)
Subject: Drug and Alcohol Abuse Prevention Program
Date: Wednesday, September 23, 2020 9:06:44 AM
Attachments: [Drug & Alcohol Abuse Program\[1\].pdf](#)

Pikes Peak Community College (PPCC) is a state system community college governed by the State Board for Community Colleges and Occupational Education (SBCCOE). Board Policy requires the college to comply with the Drug Free Schools and Community Amendments of 1989 (PL 101-226 in Federal Law). A copy of this law is on file in the Human Resource Services Office for your reference.

PPCC has in place alcohol and other drug awareness programming and support, which have been designed to inform students and employees about the dangers and consequences of alcohol and other drug abuse. A copy of the Drug and Alcohol Abuse Prevention Program has been attached for your convenience. You may also request one from [Human Resource Services](#).

Students who would like more information on counseling, rehabilitation, and/or assistance programs are encouraged to contact either the PPCC Counseling Center Director at 719-502-4782 or Executive Director of Human Resource Services, AA/EEO, at 719-502-2600. All such inquiries will be handled in the strictest confidence consistent with Federal/State/College regulations and policies.

Drug and Alcohol Abuse Prevention Program

Please Do Not Reply (PPCC) <NoReply@ppcc.edu>

Mon 9/26/2022 1:21 PM

To: PPCC, All Students <PPCC.All.Students@cccs.edu>

 1 attachments (605 KB)

PPSC Drug Free 2022.pdf

Pikes Peak State College is a state system community college governed by the State Board for Community Colleges and Occupational Education (SBCCOE). Board Policy requires the college to comply with the Drug Free Schools and Community Amendments of 1989 (PL 101-226 in Federal Law). A copy of this law is on file in the Human Resource Services Office for your reference.

Pikes Peak State College has in place alcohol and other drug awareness programming and support, which have been designed to inform students and employees about the dangers and consequences of alcohol and other drug abuse. A copy of the Drug and Alcohol Abuse Prevention Program has been attached for your convenience. You may also request one from [Human Resource Services](#).

Students who would like more information on counseling, rehabilitation, and/or assistance programs are encouraged to contact either the Pikes Peak State College Counseling Center Director at 719-502-4782 or Executive Director of Human Resource Services, AA/EEO, at 719-502-2600. All such inquiries will be handled in the strictest confidence consistent with Federal/State/College regulations and policies.



PIKES PEAK COMMUNITY COLLEGE

Substance Abuse Procedure for Employees

Reference:

Drug Free Workplace Act of 1988
State Board Policy BP 3-10
State Board Policy BP 3-24
State Board Policy SP 3-24

Effective: October 19, 2007
Revised: March 3, 2010
Revised: August 5, 2014

Scope

This procedure applies to all employees, as defined by State Board Policy BP 3-10, employed by the College.

Position Statement

Pikes Peak Community College has a vital interest in maintaining a safe, healthful and efficient working environment for its employees, clients, and the public. Employees impaired by alcohol or other drugs during work hours may pose safety and health risks, not only to themselves, but also to others.

Therefore, to ensure a safe working environment, it is the policy of Pikes Peak Community College that use of alcohol, other drugs, or controlled substances that results in job impairment is prohibited. Likewise, it is the policy of Pikes Peak Community College that illegal possession, manufacture, use, sale, or transfer of a controlled substance on College property or during work hours by its employees is prohibited.

Violations of this policy will be cause for management/supervisor intervention that may result in referral to mandatory treatment and/or to corrective or disciplinary action up to and including termination.

Compliance Guidelines

It is the College's intent to comply with each of the provisions of the Drug Free Workplace Act of 1988 (P.L. 100-690, Title V, Sub-Title D). Further, it is the responsibility of all College supervisors to follow these guidelines to ensure fair and consistent application throughout the College.

The use of drugs or alcohol by an employee becomes a matter of concern to the College when it interferes with his or her job performance, conduct, attendance, or safety. The College's policy is directed toward rehabilitation, whenever reasonable.

These guidelines do not prohibit the use of alcohol on College premises when approved by the College President prior to a function. If alcohol is served, non-alcoholic beverages must also be available for consumption.

Violations of these guidelines will be cause for management/supervisor intervention that may result in referral to mandatory treatment and/or to corrective or disciplinary action up to and including termination and will be handled in accordance with applicable College and/or CCC System procedures.

Should an employee undergo alcohol/drug treatment, whether voluntary or mandatory, any absence from the job should be handled in accordance with existing leave policies and benefit plans. It remains the responsibility of the employee to meet established work standards.

Refusal to accept referral to mandated treatment or to follow recommended treatment plans will be considered a violation of this policy and, therefore, may subject the employee to corrective or disciplinary action up to and including termination.

The appropriate law enforcement agency shall be notified when there is reasonable suspicion to believe that illegal possession, manufacture, use, sale, or transfer of a controlled substance on College property or during working hours has occurred.

Each employee is required by law to inform Human Resource Services within (5) five days after she or he is convicted for violation of any criminal drug statute where such

violation occurred on College premises or during work hours. A conviction means a finding of guilty (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury in any federal, state, county or municipal court.

Should a supervisor become aware of a pattern of unsatisfactory job performance that has not been corrected by standard corrective procedures or the employee's own initiative, the supervisor may refer the employee for appropriate assistance including but not limited to the Colorado State Employees Assistance Program (C-SEAP).

Testing of Applicants and Employees

Pikes Peak Community College may, at its discretion, require urinalysis or other screening in certain instances set forth as follows:

A. Pre-employment screening

To prevent hiring individuals whose use of alcohol or other drugs indicates a potential for impaired or unsafe job performance, the College has implemented pre-employment screening. This applies to all positions (as designated by the College) where the public health or safety may be affected.

Human Resource Services shall be notified of new hires before the applicant begins employment. The potential employee shall be offered a conditional appointment contingent upon results of the drug test. The conditional employee may not begin work until the drug test results have been reviewed by Human Resource Services. Pikes Peak Community College shall incur the cost of drug-testing.

B. Current employees

(1) Reasonable suspicion testing may be instituted by the appointing authority, his/her designee or Human Resource Services if requested to do so by a supervisor. A supervisor trained in recognizing alcohol and other signs and symptoms who has reasonable suspicion to believe that an employee's use of drugs or alcohol has resulted or is likely to result in job impairment or in any way jeopardize the safety of persons or property may request an employee to submit to a test. Supervisors must notify Human Resource Services and obtain approval from the appointing authority or his/her designee prior to administering the test.

(2) When dealing with any suspected impaired person(s), special care should be taken to ensure that the subject is not placed in any position that would increase the likelihood of injury to the subject, the test administrator, or to the public. If at any time the subject displays a lack of balance to the degree that it appears he/she may fall, the test administrator shall terminate any balance maneuvers to avoid possible injury. Any terminations shall be documented, noting specific reasons.

(3) Any alcohol or other drug testing where the outcome is a positive result, shall be verified through a confirmatory method. Once an employee has voluntarily agreed to be subjected to a confirmatory test, the employee shall be transported, in a State vehicle, to the College's designated medical provider by a supervisor and a member of Human Resource Services to have such a test administered. Either the supervisor or Human Resource Services representative will remain with the employee until testing is completed. After the confirmatory test has been completed, the employee may be released (based upon the totality of the circumstances) at the site of the designated medical provider, transported to another location and released to a responsible party or released under other acceptable conditions.

(4) (a) If a positive result is verified through a confirmatory test, it will be deemed a violation of this policy. (b) Refusal to test or presenting of an adulterated/substituted sample is reported as a positive sample.

(5.) All test results arising from this policy shall ensure privacy, proper chain of custody and remain confidential. Any information gained should be communicated on a strict "need to know" basis.

C. Refusal to Submit to Testing

Refusal by an employee or group of employees to submit to testing if there is reasonable suspicion based on specific objective facts, or refusal by an employee in a safety related position who has been requested to submit to testing by Human Resource Services or her/his supervisor with the approval of the appointing authority or her/his authorized designee, is considered a violation of this policy and will be cause for management/supervisor intervention that may result in referral to mandatory treatment and/or to corrective or disciplinary actions up to and including termination.

Refusal to submit to testing by a candidate who has been given a conditional job offer is considered a violation of this policy and will be cause for management/supervisor to withdraw a job offer.

Release of Information: Dean of Students/Counseling Center



RELEASE OF INFORMATION
Dean of Students Office – Referral to the Counseling Center

As part of the restorative process following my violation of the Alcohol/Drugs provision of the Pikes Peak State College (PPSC) Student Behavioral Expectations and Responsibilities Resolution Procedure (Code), and in accordance with the Drug-Free Schools and Communities Act of 1989, I acknowledge that I have been provided a referral to the PPSC Counseling Center.

I understand that the purpose of this referral is to support my health, well-being, and success as a PPSC student, along with the safety of the campus community.

By my signature below, **I give my permission to the counseling staff of the Counseling Center to provide to the Dean of Students Office (DoS) and the PPSC Behavioral Intervention Team confirmation that I have accessed Counseling Center services and upon which date.** No additional information will be provided by the Counseling Center to these two or any other entities, except in instances where there may be indication of my intent to harm to others.

I understand that I may revoke this permission at any time by submitting a written request, signed by me, to the Dean of Students Office or the Counseling Center.

If I have any questions, I may contact the Dean of Students Office (719-502-2367) or the Counseling Center (719-502-4782).

Student signature

Date

Printed name

S#

Witness signature (DoS or Counseling
Center staff)

THE GREAT AMERICAN SMOKE-OUT

November 19, 2020

Brought to you by the PPCC Wellness Committee

How to Quit Smoking

[Tobacco use](#) remains the single largest preventable cause of disease and premature death in the United States. Since the release of the Surgeon

General's Report on Smoking and Health in 1964, there have been more than 21 million deaths due to tobacco.

Cigarette smoking increases the risk of cancers of the mouth and throat, lung, esophagus, pancreas, cervix, kidney, bladder, stomach, colon, rectum, and liver, as well as acute myeloid leukemia. Some studies also link smoking to breast cancer and advanced-stage prostate cancer.

Smoking also greatly increases the risk of debilitating, long-term lung diseases like emphysema and chronic bronchitis. It raises the risk for heart attack, stroke, blood vessel diseases, and eye diseases. Half of all smokers who keep smoking will eventually die from a smoking-related illness.

That's why it's [so important to quit](#). And no matter how old you are or how long you've smoked, quitting can help you live longer and be healthier.

But quitting is hard, mostly because nicotine, a drug found naturally in tobacco, is so addictive. Even so, millions of Americans have quit with help, and you can, too.

For more information on how to quit smoking go to:

<https://www.cancer.org/latest-news.html?tag=cancer-topics%3Asmoking-and-tobacco>

Cancer Helpline

800.227.2345



*What Will It Take
To Beat Cancer? All
Of Us.*



November 2021

2021 Great American Smoke-Out

Join us!

Where: Centennial Campus-Rotunda

When: November 18, 2021

Time: 10:00 am—12:00 pm

Signs & Symptoms of Lung Cancer

Article by the American Cancer Society

Catching cancer early often allows for a higher likelihood of successful treatment. Some early cancers may have signs and symptoms that can be noticed, but that is not always the case.

Most lung cancers do not cause any symptoms until they have spread, but some people with early lung cancer do have symptoms. If you go to your doctor when you first notice symptoms, your cancer might be diagnosed at an earlier stage, when treatment is more likely to be effective.

Most of these symptoms are more likely to be caused by something other than lung cancer. Still, if you have any of these problems, it's important to see your doctor right away so the cause can be found and treated, if needed.

The most common symptoms of lung cancer are:

- A cough that does not go away or gets worse
- Coughing up blood or rust-colored sputum (spit or phlegm)
- Chest pain that is often worse with deep breathing, coughing, or laughing
- Hoarseness
- Loss of appetite
- Unexplained weight loss
- Shortness of breath
- Feeling tired or weak
- Infections such as bronchitis and pneumonia that don't go away or keep coming back
- New onset of wheezing

If lung cancer spreads to other parts of the body, it may cause:

- Bone pain (like pain in the back or hips)
- Nervous system changes (such as headache, weakness or numbness of an arm or leg, dizziness, balance problems, or seizures), from cancer spread to the brain
- Yellowing of the skin and eyes (jaundice), from cancer spread to the liver
- Swelling of lymph nodes (collection of immune system cells) such as those in the neck or above the collarbone.

If you recognize any of these symptoms, please consult your doctor.

Alcohol Awareness Month
April 2021



We may not be together to share a frosty mocktail this year, but it doesn't mean I have forgotten about it! Presentation can make any item look better, but even more so with a refreshing drink. So grab those straw's, umbrella's, and fancy glasses and let's get our drink on!



Pam's Favorite Mocktail Mai Tai's

- 4 cups of orange juice
- 4 cups of pineapple juice
- 1/2 cup lime juice
- 1/2 cup simple syrup
- 4 cups of sparkling water
- Ice, oranges, limes, cherries for garnish

Gently mix together and pour over crushed ice. Add garnishes and enjoy!

Alcohol Awareness Month
College Drinking

About **4 out of 5** college students drink alcohol

and more than
50%
engage in
binge drinking

40%
of students meet the
criteria for alcoholism

According to the 2015 NSDUH,
58% of full-time college students ages 18-22 drank alcohol in the past month compared with 48.2% of other persons of the same age

1,825 college students between the ages of 18 and 24 die from alcohol-related unintentional injuries, including motor-vehicle crashes

A reported **600,000 college students** suffer alcohol related injuries each year

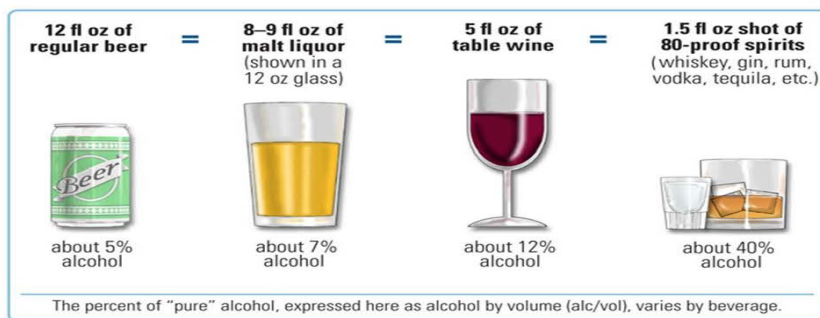
About **1 in 4 college students** report academic consequences from drinking

Alcohol

Article by: Carol Jonas-Morrison, PPCC Math Faculty Member

According to the CDC, 95,000 people die of excessive alcohol abuse every year. The leading reason for preventable deaths in the US is alcohol abuse. 10,000 Americans die in alcohol related accidents per year. We should all take care when imbibing.

Health authorities tell us to only drink in moderation. The National Institutes of Health define moderate drinking as one drink a day for women and up to two drinks a day for men. One drink is 12 fluid oz of regular beer, 8-9 fluid oz of malt liquor, 5 fluid oz of wine or 1.5 fluid oz of spirits. Heavy alcohol use is defined as more than four drinks a day for males and more than three drinks per day for females.



Drinking too much over time or even once on a single occasion can have serious consequences for health and wellbeing. Overdoing the booze can cause damage to our hearts. It can result in cardiomyopathy which makes it harder for the heart to pump, arrhythmias or irregular heartbeat, stroke, or high blood pressure. More obviously drinking heavily can affect the liver, causing fatty liver disease, hepatitis, fibrosis, and cirrhosis. That binge drinking or too much over time can cause pancreatitis.

The National Cancer Institute gives us more bad news about excess alcohol consumption. There is a strong association between alcohol and several types of cancer shown in the research. There is an almost linear relationship between over drinking and cancer. The more alcohol abuse, the more cancer. In 2009, it was estimated that almost 20,000 cancer deaths were alcohol related.

[Continued next page](#)

BROUGHT TO YOU BY THE PPCC WELLNESS COMMITTEE 2021