



**Florida Polytechnic University
Biennial Review of Drug and Alcohol and Other Drug Programs
2019-2021**

Introduction

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require institutions of higher education to document its efforts related to the prevention of alcohol abuse and the use/distribution of illegal drugs by both employees and students. At a minimum, schools must annually distribute the following in writing to all students and employees:

- Standards of conduct prohibiting the unlawful possession, use or distribution of illicit drugs or alcohol by students and/or employees
- A description of the legal sanctions under local, state, or federal law related to the unlawful possession or distribution of illicit drugs and alcohol
- A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs available to students and/or employees
- A clear statement that the institution will impose sanctions on students and employees, a description of those sanctions, up to and including expulsion/termination of employment, for violations of these standards of conduct

The law further requires institutions to conduct a biennial review of its alcohol/other drug prevention efforts with the following objectives:

- Determining the effectiveness of the policy and implementing changes to the Alcohol and Other Drug (AOD) program if needed
- Ensuring that sanctions are consistently and evenly applied

The biennial review must also include information related to the number of AOD-related violations and fatalities occurring on the campus, as well as the number and type of sanctions imposed on students and employees for violations of the standards of conduct.

This document explains the process and results for the review of the University's AOD prevention efforts for the 2019-2020 and 2020-2021 academic years.

Policies

Florida Poly regulations and policies regarding alcohol and illicit drugs are seen in every area of campus life. These policies are found in the Student Code of Conduct, the Personnel Code of Conduct and Ethics, and University Rights and Responsibilities of Residents.

Policies that Govern all University Community Members

University policy FPU-1.0036P Drug Free Environment prohibits the unlawful manufacture, alteration, possession, use, distribution, or dispensation of a controlled substances or use of any illicit drugs by the University Community on its property, or as part of any University-sponsored activity. The policy is available here <https://weeklyphoenix.floridapoly.edu/wp-content/uploads/FPU-1.0036P-Drug-Free-Environment-FINAL.pdf>.

University policy FPU-1.0003P Alcohol Policy establishes guidelines and procedures for the legal and responsible use of alcohol on University Premises. The use of alcoholic beverages by members of the University Community on University Premises is subject to the applicable alcoholic beverages laws and ordinances of the State of Florida, the City of Lakeland, and Polk County at all times. No person may sell, furnish or give alcohol to any person under the age of twenty-one (21). The policy is available here <https://weeklyphoenix.floridapoly.edu/wp-content/uploads/FPU-1.0003P-Alcohol-Policy-12.10.14-Rev1-Website.1.pdf>.

Policies that Govern University Students

University regulation 3.006 Student Code of Conduct prohibits the following misconduct for:

- Use, possession, manufacturing, selling or distribution of marijuana, heroin, narcotics, or other controlled substances, except as expressly permitted by law. This includes the misuse of prescription drugs, paraphernalia used for drugs (e.g. bong, glass pipes, etc.) and the un-prescribed use, inhalation, or ingestion of a substance (e.g. nitrous oxide, glue, paint, etc.) that could alter a person's mental state.
- Use, consumption, possession, manufacturing, selling or distribution of alcoholic beverages (except as expressly permitted by University Policies), paraphernalia used for consumption of alcohol (e.g. kegs, bong, etc.) or public intoxication. Alcoholic beverages may not, in any circumstance, be used by, possessed by or distributed to any person under twenty-one (21) years of age.
- Attending class, an Organizational meeting or other University event that is specific for an educational purpose while under the influence of the substances listed in the section above.
- Control or operation of any vehicle, including non-motorized vehicles, while impaired by alcohol or another substance.

Policies that Govern Residential Students

In addition to the Student Code of Conduct, there are also policies articulated in the Residential Life Handbook, housing Agreement (Phase II) and Leasing Addendum (Phase I). On-campus housing for Phase I is provided by a third party, Vestcor, and managed by Capstone. The University provides services related to the residential life experience, such as Resident Assistants and programming. Vestcor and Capstone provide leasing and management services. While also required to comply with University rules, regulations, and policies, residential students must also comply with additional policies related to the misuse of drugs and alcohol:

ALCOHOL POLICY. Alcoholic beverages may not, in any circumstance, be used by, possessed by or distributed to any person under 21 years of age. In suites where not all residents are 21, students who

are 21 may keep alcohol in their assigned rooms (A, B, C, D), however, alcohol may not be consumed in or kept in any common area fridges or cabinets. When alcohol is being consumed in suites where not everyone is 21, a 1 to 1 ratio will be followed.

The Department of Residential Life takes seriously the illegal use and abuse of alcohol and chemical substances. This includes the use by individuals either under the legal age or in an inappropriate manner, illegal drugs, including marijuana, and inappropriate use of prescription medications. As an educational institution, we place a great deal of responsibility on students who are of legal age to make responsible decisions about alcohol consumption. College students also have a great deal of independence. However, with independence comes responsibility.

The responsible student will:

- Make an informed decision about alcohol consumption.
- Know, understand, and conform to federal, state, and local laws, and adhere to Florida Poly policies regarding alcohol and/or other drug use.
- Assume accountability for one's behavior and accept the consequences for all actions.
- Assume accountability for one's guests and accept the consequences for all actions.
- Not make alcohol and/or other drugs the main focus in their activities. Utilizing alcohol and/or other drugs just to consume or get intoxicated is not responsible use.
- Not pressure other students to utilize alcohol and/or other drugs, whether directly or indirectly.
- Not pressure other students to engage in sexual activity when either or both of them have utilize alcohol and/or other drugs.
- Not behave in a way that is disruptive or otherwise harmful to self or others including times when this behavior is related to alcohol and/or other drug use.
- Show care and concern for students who use alcohol or drugs in a manner damaging to themselves or the community, and refer students to the Department of Residential Life, CARE Services or Counseling Service, or any faculty or staff member for additional assistance.

Alcoholic beverages may not, in any circumstance, be used by, possessed by or distributed to any person under 21 years of age. In units/suites where not all residents are 21, students who are 21 may keep alcohol in their assigned rooms (A, B, C, D), however, alcohol may not be consumed in or kept in any common area fridges or cabinets. Peer pressure to use alcohol will not be tolerated. When in possession of or utilizing alcohol, no students under the legal drinking age may be present; in this situation, all students present are at risk of violating the alcohol policy. Residence Life staff has discretion to determine what constitutes responsible personal use by persons of legal drinking age.

Students should note that the possession of alcoholic beverage containers, either full or empty, may be taken as a presumption of use and possession, and as such, may be considered policy violations. Students may also be held accountable for policy violations, even if they do not have actual possession of alcohol, when they are present at alcohol-related events; commit other policy violations while intoxicated; or are in possession of alcohol or illegal substances.

Use, possession, manufacturing, selling or distribution of marijuana, heroin, narcotics, or other controlled substances, except as expressly permitted by law. This includes the misuse of prescription drugs, paraphernalia used for drugs (e.g. bongs, glass pipes, etc.) and the un-prescribed use, inhalation, or ingestion of a substance (e.g. nitrous oxide, glue, paint, etc.) that could alter a person's mental state. Florida Poly is a Federally-funded institution, which mean it is illegal to possess, store, or utilize marijuana on Florida Poly's premises – even if the student possesses a medical marijuana identification

card.

For more information regarding Florida Poly's Alcohol and Drug policies please review the Student Code of Conduct. Information regarding alcohol and drug policies may also be found in your lease agreement.

Policies that Govern University Employees

Employees must also follow the Regulation FPU-6.002 Personnel Code of Conduct and Ethics. It is the policy of the University that employees adhere to legal and ethical standards of the University in their conduct. It is the policy of Florida Poly that all employees devote their primary professional loyalty, time and efforts to the specific requirements of their University employment.

This policy includes:

- Employees are required to comply with all Federal and State laws, municipal ordinances, as well as University policies and regulations concerning alcoholic beverages, drugs, and smoking on University property or as part of any University activity.
- In accordance with the federal drug and alcohol abuse prevention law, 20 USC § 1011i, the University will impose disciplinary sanctions, up to and including termination, on employees for failure to comply with the policies and regulations above.
- Employees are required to comply with the Florida Clean Indoor Air Act and University regulations and policies concerning smoking on University property or as part of any University activity.

Treatment Services

For Students: Counseling Services

Counseling Services offers counseling and therapy to help students address how to manage, cope and grow with the stress associated with school and life. The primary goal of counseling is to help students develop the personal awareness and skills necessary to overcome problems and to develop in ways that will allow them to take advantage of the educational opportunities at the university.

The university provides free, voluntary, and confidential counseling services for Florida Poly students facing personal issues that interfere with their academic success.

To schedule an appointment:

email care@floridapoly.edu or contact Kristin Meador, the university's care manager at 863-874-8599 or by visiting the Access Point location in residence hall II.

The BayCare Student Assistance Program (SAP) is a free self-referral and confidential service available to help with issues that interfere with the successful management of the educational process. Services are available to students 24 hours a day, seven days a week by phone at 1-800-878-5470 or email at

BayCareSAP@BayCare.org

For employees:

Florida Poly's [Employee Assistance Program](#) (EAP) (administered by Baycare) provides free and confidential access to a wide range of services to help employees and their family/household members. From work issues to problems at home, issues affecting an employee's personal or professional life can be addressed with Baycare's short-term assistance services. They provide an initial assessment, assist with problem resolution, and initiate referral services for the employee or their family members if necessary.

Help is available for:

- Alcohol and drug abuse
- Anger management
- Anxiety
- Grief
- Financial stress
- Relationship issues
- Stress
- Personal problems
- Family concerns
- Raising children

Learn more about the Employee Assistance Program by calling 800-878-5470.

Education/Prevention Efforts

Florida Poly offers students evidence-based alcohol misuse/abuse prevention. The University actively promotes alcohol misuse/abuse prevention through a philosophy of harm reduction, supporting healthy norms, and supporting abstinent students. Comprehensive outreach efforts are coordinated through a multitude of avenues that permeate the campus culture as one that promotes healthy choices.

The chart below specifies additional alcohol misuse/abuse prevention outreach programs and activities conducted Fall 2019-Fall 2021.

Name of Program	Number of Participants	Date Held	Location Held	Which Prohibited Behavior Covered?
Voices for Change – Get Inclusive (2019-2021)	2019 – 305 2020 - 434 2021 - 661	Year around training for all incoming undergraduate and graduate students	Online	Sexual Assault, Stalking, Domestic Violence, Dating Violence, Relationship Violence, Hate Crimes, Alcohol and Other Drugs
TIPS – Resident Assistants	15	8/13/2020	Residence Hall Phase 2	Alcohol, Bystander Intervention

Alcohol Amnesty & Intervention		9/22/2020	IST 1002/1003	Alcohol, Bystander Intervention
U Lead – Alcohol and Drugs		8/17/2021	IST 1002/1003	Alcohol, Drugs, Bystander Intervention
TIPS – Resident Assistants	17	9/18/2021	IST 1046	Alcohol, Bystander Intervention

- Residential Life & University alcohol/drug-related prevention outreach programs and activities:
 - Resident Assistant Fall Training: TIPS Trainings (August 13, 2020)
 - Alcohol Awareness Program (October 20, 2020)
 - Topic covered: Alcohol
 - Resident Assistant Floor Educational Program: Be Aware (October 2020)
 - Topic covered: Alcohol
 - Pot Day (April 23, 2020)
 - Topic covered: Drugs

Enforcement

The Office of Student Development at Florida Poly is charged with the responsibility of adjudicating violations of the Student Code of Conduct, including violations of AOD policies. Students charged with violations of these policies participate in the disciplinary process as outline in the Student Code of Conduct, and students found responsible for violating these polices are sanctioned accordingly. Residential students who fail to meet their responsibility as outlined in the lease contract and the policies outlined may be subject to disciplinary action. Disciplinary action for housing violations may result in a range of sanctions including, but not limited to: counseling, mediation, warning, probation, revocation of guest and visitor privileges, restitution, reassignment to another accommodation, termination of lease contract, denial of future housing contracts, and referral to The Director of Student Development or their designee. Multiple violations of housing policies may result in the termination of the lease contract

The following tables provide an overview of the total number of policy violations for the 2019-2020 and 2020-2021 academic years. Please note that some individual cases may encompass multiple charges (i.e. an individual student may be charged with “Alcohol – Underage” and “Alcohol – Loss of Control” for the same single incident).

Offense	On-Campus		On-Campus Housing		Non-Campus		Public Property	
	19-20	20-21	19-20	20-21	19-20	20-21	19-20	20-21

Liquor Law-Referral	25	0	25	0	0	0	0	0
Liquor Law-Arrest	0	0	0	0	0	0	0	0
Drug Law-Referral	7	2	7	2	0	2	0	2
Drug Law-Arrest	0	0	0	0	0	0	0	0

Students that are found responsible for violations of the AOD policies articulated in the Student Code of Conduct are assigned a variety of educational sanctions regarding their conduct. These sanctions are often used in combination with other sanctions (probation, reflection papers, trainings, follow-up meetings, etc.). These sanctions offer a variety of approaches aimed at preventing future occurrence of problematic behaviors related to AOD violations.

Get Inclusive (Alcohol-Sanction) – is a module with learning objectives that focus on understanding alcohol use, how alcohol increases risks, and recognize the need to change behavior. The module will discuss the impacts of alcohol, the way they play out in social settings, and how to set boundaries for ourselves around our own substance usage.

This educational program is often used in combination with other sanctions. Students may be placed on probation, assigned to write reflective papers, removed from University Housing, etc.

ENFORCEMENT FOR EMPLOYEES

Any University employee who violates the University’s drug and alcohol policies may be subject to discipline up to and including termination, as outlined in the Employee and Faculty Handbooks, applicable University policy, applicable University regulation, or applicable Collective Bargaining Agreement, if any. The Department of Human Resources works with supervisors to ensure that employees comply with all applicable University rules, regulations, and policies, and federal and state laws. When necessary, the Department of Human Resources works with supervisors to determine any enforcement measures, support.

Annual Notification

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require institutions of higher education to document its efforts related to the prevention of alcohol abuse and the use and distribution of illegal drugs by both employees and students. The University is required to annually notify students and employees of the following:

- Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of its

activities.

- A description of applicable legal sanctions under local, state or federal law for unlawful possession or distribution of illicit drugs and alcohol.
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.
- A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students.
- A clear statement that the institution will impose sanctions on students and employees (consistent with applicable 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 required above.

The Annual Notice had a 46% open rate for students and a 55.51% open rate for employees.

Summary

As a result of this review, the committee has determined that Florida Polytechnic is in compliance with the Drug Free Schools and Campuses Regulations, has effective and consistently enforced alcohol and illicit drugs policies, and annually distributes these policies to students, faculty, and staff.

Florida Polytechnic University uses a comprehensive, environmental approach to preventing illicit drug use and alcohol misuse on campus. A variety of strategic partnership across different units on campus work collaboratively and effectively to ensure that Florida Poly students, faculty and staff live, study and work in a safe and healthy environment.

Review of Previous Goals

- Administer TIPS training to all student leadership positions, to include Residential Life Assistants, SGA, student organization e-boards, Presidential Ambassadors, and student worker positions
 - This was completed for 2019-2021
- Implement E-CHUG/E-TOKE programs. These will be used as a sanction for first time nonserious Marijuana and Alcohol offenses.
 - These programs have not been implemented. Will be added as a goal for 2021-2023.
- Implement TAO for sanctions related to drug and alcohol violations.
 - This was completed.
- Begin compiling data for employee violations.
 - Working on this goal with new AVP of HR.
- Develop training and resources for employees related to alcohol and substance abuse.
 - Resources provided by EAP.
- Improve communication of annual notification.
 - Goal still being worked on.
- Review the University's alcohol policy for needed changes.
 - Review completed.

Future Initiatives and Goals

- Review training modules available to students, such as Get Inclusive.
- Develop additional programming for students.
- Begin compiling data for employee violations.
- Develop training and resources for employees related to alcohol and substance abuse.
- Improve communication of annual notification.