

Seattle Pacific University

Biennial Review

Alcohol and Other Drug Biennial Review 2014

Prepared By

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Seattle Pacific University's Mission Statement

Seattle Pacific University is a Christian university fully committed to engaging the culture and changing the world by graduating people of competence and character, becoming people of wisdom, and modeling grace-filled community.

Signature Commitments

We have adopted four signature commitments to guide us as we engage the culture and help to bring about positive change in the world.

Seattle Pacific will be a place that ...

- Masters the tools of rigorous learning and is a vibrant intellectual community.
- Embraces the Christian story, becoming biblically and theologically literate.
- Understands and engages our multicultural and complex world.
- Values the centrality of character formation in the life of the individual.

University Vision

Engaging the Culture, Changing the World

Part 86, The Drug-Free Schools and Campus Regulations

Part 86, the Drug-Free Schools and Campuses Regulations, requires that all U.S. institutions of higher education adopt and implement programs to prevent the unlawful possession, use and distribution of illicit drugs and alcohol by students and employees. As part of this requirement, Seattle Pacific University is providing this document to educate students and employees in the area of substance abuse, and to illustrate the University's current substance abuse programs and policies.

Drug-Free Workplace/Campus Community Policy

SPU is subject to the requirements of the federal Drug-Free Schools and Communities Act (DFSCA). The University strongly supports the Act and consistently ensures compliance with it. SPU annually distributes information regarding the restrictions and consequences of violations of this Act. Any employee who has not received copies of the statement should contact the office of Human Resources at 330 West Nickerson.

The purpose of SPU's Alcohol, Tobacco, and Drug Use Policy is to support the educational mission of the University with standards of personal health, moral integrity, and social consciousness. The policy is also intended to provide guidelines in order to be sensitive to the varieties of Christian perspectives represented on campus, the Free Methodist Church, which is the sponsoring denomination of SPU, and the community at large.

Misconduct related to alcohol consumption or drug use that creates risks for one's safety, threatens the safety of others, detracts from the living-learning community, or disrupts the university community (either on or off campus) is a violation of SPU's policy and may result in disciplinary action. Illegal, underage consumption and/or possession of alcohol will not be permitted either on or off campus.

1. SPU encourages employees to make choices about the off-campus use of alcohol with discernment and to be guided by the teachings of their families and churches.
2. The University does not permit staff to use alcohol or tobacco at any time on University property, or as part of any University sponsored event on or off campus. For those faculty or staff whose personal residence is on University property (except those in living in residence halls supervising student housing), this on-campus prohibition does not apply to the consumption of alcohol in the privacy of their homes.
3. Employees shall refrain from drinking with undergraduate students.
4. The University prohibits in its workplace the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance. A "controlled substance" means any drug or substance for which the use, distribution, dispensation or possession of is controlled by criminal statute or regulation. However, proper use of medication prescribed by a licensed physician shall not constitute a violation of this policy.

Violation of this policy by an SPU employee may result in disciplinary actions which could include verbal counseling, written warning, withholding of wage increases, suspension with or without pay, demotion, or other appropriate sanctions up to and including termination of employment. An employee who, while on SPU property or at any University sponsored activity, exhibits objective signs of being under the influence of intoxicating beverages or illicit drugs may be placed on immediate leave until the University completes its review of the matter. If the observed behavior is a result of drug abuse or alcohol use, the employee will be subject to further disciplinary action, up to and including termination. If the abnormal behavior resulted from prescription drug use in compliance with a physician's instructions, the University's sick pay policy applies.

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance by employees will be grounds for immediate disciplinary action, up to and including termination and referral for criminal prosecution.

All employees must notify the University of any drug or alcohol criminal conviction. The University must be notified within five days after such conviction. Notice should be given to the director of human resources.

Supervisors should not attempt to diagnose alcoholism, drug dependency, or any other complex physical, mental, or emotional problem, but they should identify, document, and attempt to correct all employee job performance and/or work behavior problems, if appropriate.

The supervisor should immediately document any violation of this policy. The documentation should be forwarded the same day to the area vice president, with copies to the President's Office and Office of Human Resources.

If an employee is required to complete a drug or alcohol treatment and rehabilitation program as part of the disciplinary action resulting from a violation of this policy, official records of the diagnosis or treatment will be kept for at least three years, separately from the standard personnel file, by the director of human resources. The file will be held in the strictest confidence and will only be used as evidence to governmental and granting agencies that the University did in fact take steps toward correcting the problem.

Seattle Pacific University Alcohol/Drug Policy (Student Handbook)

The possession, use, distribution, or sale of alcohol, marijuana, or illegal drugs, or the illicit use of prescription drugs, is prohibited. Students must abide by state and federal laws regarding alcohol, tobacco, and other drugs. Alcohol and tobacco products are not permitted on University property or as part of any SPU activities. The University does not permit students to use or possess marijuana on or off campus.

Illegal, underage consumption and/or possession of alcohol will not be permitted either on or off campus. Undergraduate students of legal age who choose to consume alcohol off-campus are expected to do so responsibly and to refrain from intoxication at all times, and to not involve themselves in situations where excessive consumption and/or irresponsible behavior is taking place.

Misconduct related to alcohol consumption or drug use that creates risks for one's safety, threatens the safety of others, detracts from the living-learning community, or disrupts the university community (either on or off campus) is a violation of SPU's policy and may result in disciplinary action.

Students who host or in any way assist or promote a gathering (on or off campus) that includes alcohol given to underage persons, underage consumption of alcohol, illegal drug usage, or any intoxication will be subject to disciplinary process, up to and including dismissal. Those living at the location where a party is hosted may be held responsible as hosts regardless of who provides the alcohol.

Possible University Sanctions for Alcohol and Other Drug Violations

The University expects students to assume responsibility by fully participating in the disciplinary review process. Students are expected to appear for review meetings or proceedings. If a student fails to appear, the matter may still proceed. Sanctions may be imposed on a student refusing to appear or cooperate. Throughout the conduct process students have the responsibility to present truthful information and conduct themselves courteously.

The sanctions imposed depend upon the particular circumstances of each situation. Sanctions may be imposed singly or in combination, as appropriate to the circumstances of each situation. A student's conduct history will be considered in determining a sanction, as will the nature of the violation. Repeated violations of policy may result in more severe sanctions and may result in the removal of the student from the University. A student's failure to fulfill the terms of an imposed sanction may result in the imposition of more severe sanctions.

The types of disciplinary action and/or sanctions that may be implemented include, but are not limited to, the following:

- Warning;
- Written reprimand;
- Disciplinary probation;
- Suspension (termination of housing and/or student status for a specified period of time and with specific conditions); and/or
- Dismissal (termination of housing and/or student status).

The situation may also be reported to local law enforcement, depending on the facts. Also, in some circumstances, the student may be required to:

- Participate in an educational activity;
- Attend counseling;
- Pay restitution or fines;
- Provide community service;
- Transfer to a different residence hall or housing unit;
- Be suspended from housing;
- Lose privileges;
- Be excluded from activities;
- Be excluded from areas on campus; and/or
- Be restrained from contact with the complainant.

Administrative Fee

Any student found responsible for a policy violation of the drug and alcohol policy will be assessed a \$100 administrative fee that goes toward covering the cost of alcohol and drug prevention programs. A student who cannot afford to pay the fee can ask for a waiver. The hearing officer will determine whether the fee will be waived or not.

Health Risks

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

Legal Sanctions

State law forbids the furnishing of liquor to a person under the age of 21 years or consumption of liquor by a person under the age of 21 years, except in certain special circumstances. Violation can result in fines of up to \$500 or imprisonment from two to twelve months. See Washington State Code.

The possession, use, or distribution of illicit drugs is prohibited by federal and state law. Strict penalties are provided for drug convictions, including mandatory prison terms for many

offenses. The following information, although not complete, is an overview of federal and state penalties for first convictions.

Treatment/Counseling Availability

- You may refer to the Student Counseling Center's link to [Seattle area resources](#).
- Additionally, you may be eligible to participate in our **Employee Assistance Program** called Life Assistance Program managed by Cigna Health Care by calling toll free: 1-800-538-3543.

Alcohol/Drug 24-hour Help Line 206-722-3700 or 1-800-562-1240

A list of some local drug and alcohol treatment resources is provided below:

Inpatient Treatment:

Swedish Medical Center/Ballard 206-781-6048
PO Box 70707, Seattle, 98107 (accepts Medicare)
5300 Tallman Avenue NW, Seattle, WA 98107

Swedish Medical Center/Downtown 206-386-6000
Referrals 206.386-6066

Lakeside Milam Recovery Center 425-823-3116
10322 NE 132nd Street, Kirkland, WA 98034 (800)-231-4303 toll free

Schick Shadel Hospital 206-244-8100
12101 Ambaum Boulevard SW, Seattle, 98146

Outpatient Treatment/Counseling:

Recovery Center of King County - Main Facility 206-322-2970
464 12th Ave, #300, Seattle, 98122

Evergreen Treatment Services (866) 668-7425 toll free
(outpatient methadone)
1700 Airport Way S., Seattle, 98134

Shamrock Group, Inc. 206-789-4784
8535 Phinney Ave. N., Seattle, 98103

Sunrise Centers 206-248-3006
12650 1st Ave. S., Seattle, 98168

Support Groups:

Al-Anon Family Groups 206-625-0000

| | |
|------------------------------|--------------|
| Alcoholics Anonymous | 206-587-2838 |
| Cocaine Anonymous (helpline) | 206-722-6117 |
| Nar-Anon | 206-626-7171 |
| Narcotics Anonymous | 206-790-8888 |

**Number of Alcohol and Other Drug Violations Resulting in Sanctions for
January 2012 – December 2013**

| | Alcohol | Drugs |
|------|---------|-------|
| 2012 | 61 | 13 |
| 2013 | 58 | 11 |

On-Campus Substance Abuse Prevention Programming

Drug/Alcohol Initiatives Report – Residence Life

Selection:

The professional staff team work collaboratively to recruit and hire student leaders. These leaders commit to providing a living learning environment for their peers and sign a contract related to upholding and enforcing University expectations, including an alcohol policy for RA's which indicates that they must be 21 and over and have an approved night away from campus to drink alcohol responsibly. This gets reviewed at the beginning of training as well and followed up by supervisors and reflects the commitment of being role models as well as address safety concerns for student staff who may be called to crisis response in an emergency situation.

Training:

The Residence Life staff incorporated elements of training related to alcohol/drugs within the context of the roles and responsibilities of an RA in terms of confrontation, policy enforcement, and crisis/emergency response.

1. Redemptive Discipline: By the end of this session, RAs will:
 - understand the purpose behind redemptive discipline (growth/change of student)
 - understand the value for a relational approach throughout the process from all involved
2. ALR: Assess/Loop/Respond: By the end of class RAs will:
 - know how to assess various situations in terms of response needed;
 - Know when to loop in Safety and Security or RLCs;
 - Be able to effectively respond to crisis or emergency situations.

3. Confrontation Skills: By the end of class RAs will:
 - know how to assess various situations in terms of response needed;
 - Know when to loop in Safety and Security or RLCs;
 - Be able to effectively respond to crisis or emergency situations.
4. Behind Closed Doors: experiential activity related to potential policy violations, allows RA's to practice their response in a safe environment with constructive feedback and debrief.

Education- Spring course:

Required for all incoming and returning RA's.

The following objectives relate directly to the course for Resident Advisors, Spring 2014 as a general foundation for developing community and recognizing behaviors in residents that may impact the individual and/or community:

1. Be able to articulate a functional understanding of how your own story impacts/shapes your biases, your decision making process, and your view of leadership.
2. Be able to articulate decision making principles essential to you as an individual and as a Residence Life staff member. Understand departmental principles and expectations for decision making as a Resident Advisor.
3. Understand the Social Change Model of leadership and the principles of consciousness, congruence, commitment, common purpose, and collaboration.
4. Grow in your capacity for thoughtful listening and meaningful engagement in conversations.

Research study participation: RA Referral Practices 2012-2013

As part of a multi-school study on RA Referral practices, SPU participated in a one year pilot program. The intent of this study was to expose RA's to a web-based training program with the desired outcome of strengthening the RA's ability to recognize and refer students who may have substance abuse and or mental health problems. SPU successfully completed the 2012-2013 study as a supplemental training opportunity. Supervisors then followed up with small group and individual conversations as it related to each RA's ability to interact with residents related to personal, academic, drug/alcohol issues.

RA Programming: 2012-2014

As part of the educational programming requirements, each RA was required to program annually on the topic of alcohol. RA's serve in both the traditional residence halls and Campus Houses and Apartments, so approach differed slightly on method or conversation. Examples of this could be in the form of:

- Passive: examples include bulletin board related to driving under the influence or Jones soda bottle with a label with facts about alcohol.
- Active: examples included mocktail events or use of "beer goggles" in concert with providing alcohol education to residents.

- Community: some years have had offerings from the campus community that an RA could bring students to attend and then provide a facilitated 30 minute discussion on the topic.

Interdepartmental Initiatives:

2011-12 Echeckup to Go pilot study: See below for feedback related to the Alcohol echeckup to go program. We also provided the link to students who attended Dr. Jason Kilmer's presentation on alcohol and marijuana use in college students in March 2012. This event had approximately had 66 students who signed in for credit and additional students in attendance, held in Upper Gwinn.

Referrals: Residence Life staff continue to refer to the Student Counseling Center for both voluntary as well as some mandated assessments as it relates to behavioral concerns for students.

Conduct: Alcohol Edu (sanctions only) are utilized by Community Life for both residential and off campus student violations of the alcohol policies. This sanction is intended to educate students on the risks associated with alcohol use, whether it be related to: their own awareness of decision making skills, individual consumption, as well as how it might relate to their personal safety.

Seattle Pacific University – July 2012

Division of Behavioral Health & Recovery funded ECheckup to Go summary report

See below for the feedback related to the Echeckup to Go program (written by Lynnea Common, Assistant Director of Administration & Assessment at Seattle Pacific University at the time):

(1) How you used the program during the 2011-2012 academic year

Seattle Pacific University first took a 30 day trial option last July 2011 to preview the tool, eCheckup to go! We had limited feedback (5 responses) from student/staff, but due to interest in trying new tools for alcohol education, we opted to request the free version for one-year.

We received confirmation of our one-year subscription on October 4, 2011 from Richard J. Moyer, III from San Diego State University.

We rolled out the program in September 2011 for our student leader staff, called Peer Advisors (similar to RA's at other schools) and collected feedback related to the program

offering. They were required to complete it as part of a Fall Quarter Leadership & Service class. We had 41 students enrolled in this class for Fall 2011.

We advertised the tool regularly in our Student Health 101 online magazine subscription to encourage students to consider their own attitudes and behaviors related to alcohol.

We also highlighted the tool at a drug & alcohol educational event called, "Drink it All In...The Facts That is", featuring speaker, Dr. Jason Kilmer from University of Washington on March 6, 2012.

(2) Provide data on number of programs completed (please see your original subscription instructions for details on how to access your data)

We no longer have access to our SPU data. We had approximately 50 users over the course of 2011-12. Most of our users indicated low involvement with alcohol, partly due to their role requirement as PA's. Although it maintained anonymity, We think it would have been more reflective of their use and attitudes overall had it not been a class requirement.

(3) How the program will be used next year (particularly if implementation did not go as planned and/or numbers were lower than hoped).

We are reviewing our fall leadership training and were considering utilizing it again as a course assignment for our student leaders. We have reviewed the feedback from our students and have some questions about adapting the program if we continue to utilize it on our campus.

General Assessment

The very nature of Seattle Pacific University and our affiliation with Christian faith sets the overall tone and attitude of our students, faculty, staff, and administrators relative to alcohol and other substance use. Our students agree that they understand and that they will live by our Lifestyle Expectations. Our faculty and staff affirm a statement of faith regarding our institution's convictions and theological underpinnings. This contributes to the establishment and maintaining of a community that does not have the same type of alcohol and drug use as secular universities.

The employee policies at SPU are effective both for outlining safe and legal working conditions for all employees, and also for providing appropriate boundaries for employee interaction with undergraduate students, most of whom are not of legal drinking age. Supervisors know that they need to be aware of employee performance issues that may be influenced by alcohol or drugs, and in the rare instance where this may occur to consult with the Office of Human Resources for possible remediation or sanctions.

Based on our review we believe that our policies fit with our mission as an institution and that they are being enforced effectively and consistently. No changes to our policy are being recommended as a result of this review.

Recommended Considerations for 2015 - 2016

- Explore the possibility of conducting the American College Health Association Survey on a biennial basis.
- Continue to explore and possibly implement a campus wide health and wellness program.