

Seattle Pacific University

Biennial Review

Alcohol and other Drug Biennial Review 2016

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. 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 (206-281-2809).

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 as guided by the teachings of their families and churches (if applicable).
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 home.
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.

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.

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 also 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.

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

Washington State prohibits underage drinking. In Washington, it is illegal for a person under the age of 21 years to possess, consume, or otherwise acquire any liquor (e.g., alcohol, spirits, wine, beer). It is also illegal for a person under age 21 to exhibit the effects in a public place of having consumed liquor (e.g., being intoxicated in public).

Washington State also prohibits facilitating underage drinking for others. In Washington, it is illegal for any person to sell, give, or otherwise supply liquor to someone under age 21. It is also illegal for any person to permit someone under age 21 to consume liquor on the person's premises (e.g., you cannot let someone under age 21 consume alcohol in your house, car, or boat).

There are limited exceptions to the foregoing prohibitions (e.g., when liquor is provided for medicinal purposes by an authorized person). However, generally violations can result in fines of up to \$5,000 and imprisonment for up to 12 months. For more information, see RCW 66.44.270 (i.e., the applicable Washington law).

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. For more information, you can review the federal [Controlled Substances Act](#) and the state [Uniform Controlled Substances Act](#).

Treatment/Counseling Availability

- You may refer to the Student Counseling Center's link to Seattle area resources: <http://spu.edu/depts/scc/resources.asp>.
- Additionally, employees 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 PO Box 70707, Seattle, 98107 (accepts Medicare) 5300 Tallman Avenue NW, Seattle, WA 98107	206-781-6048
Swedish Medical Center/Downtown Referrals	206-386-6000 206.386-6066
Lakeside Milam Recovery Center 10322 NE 132nd Street, Kirkland, WA 98034	425-823-3116 (800)-231-4303 toll free
Schick Shadel Hospital 12101 Ambaum Boulevard SW, Seattle, 98146	206-244-8100

Outpatient Treatment/Counseling:

Recovery Center of King County - Main Facility 464 12th Ave, #300, Seattle, 98122	206-322-2970
Evergreen Treatment Services (outpatient methadone) 1700 Airport Way S., Seattle, 98134	(866) 668-7425 toll free
Shamrock Group, Inc. 8535 Phinney Ave. N., Seattle, 98103	206-789-4784
Sunrise Centers 12650 1st Ave. S., Seattle, 98168	206-248-3006

Support Groups:

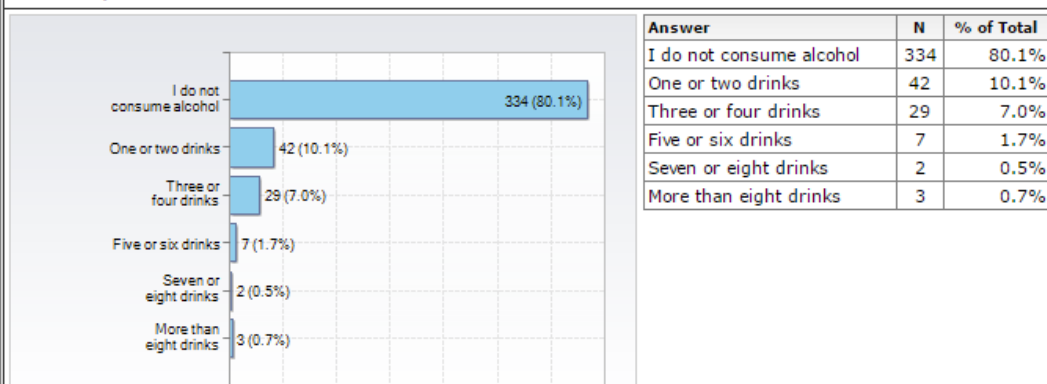
Al-Anon Family Groups	206-625-0000
Alcoholics Anonymous	206-587-2838
Cocaine Anonymous (helpline)	206-722-6117
Nar-Anon	206-626-7171
Narcotics Anonymous	206-790-8888

Assessment Data: EBI Residential Student Satisfaction Surveys

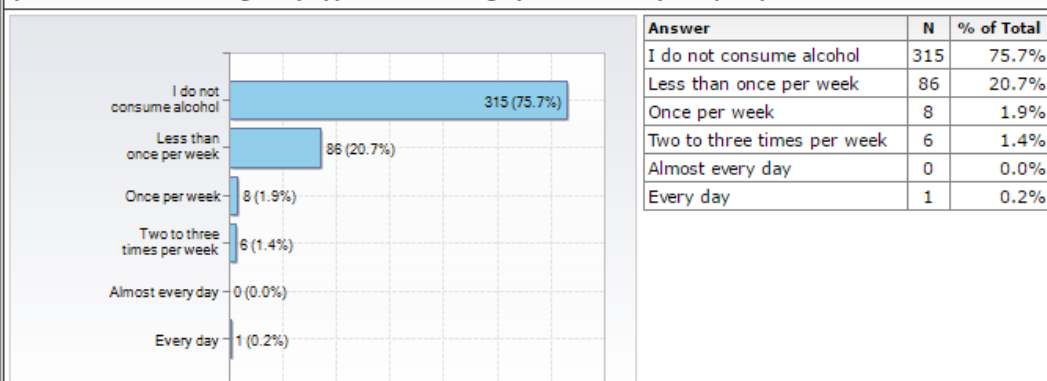
The following data is from the survey administered to students in SPU's traditional residence halls (primarily first and second year students). The survey was administered in Winter Quarter of 2015, and had 465 respondents.

Q091. Risk Behaviors - As a result of your on-campus living experience, you better understand: Alcohol use	N = 334 Std Dev = 1.77	Mean = 4.40 
Scale: (1) Strongly disagree, (2), (3), (4) Neutral, (5), (6), (7) Strongly agree, Not applicable		
Q092. Risk Behaviors - As a result of your on-campus living experience, you better understand: Drug use	N = 330 Std Dev = 1.77	Mean = 4.39 
Scale: (1) Strongly disagree, (2), (3), (4) Neutral, (5), (6), (7) Strongly agree, Not applicable		

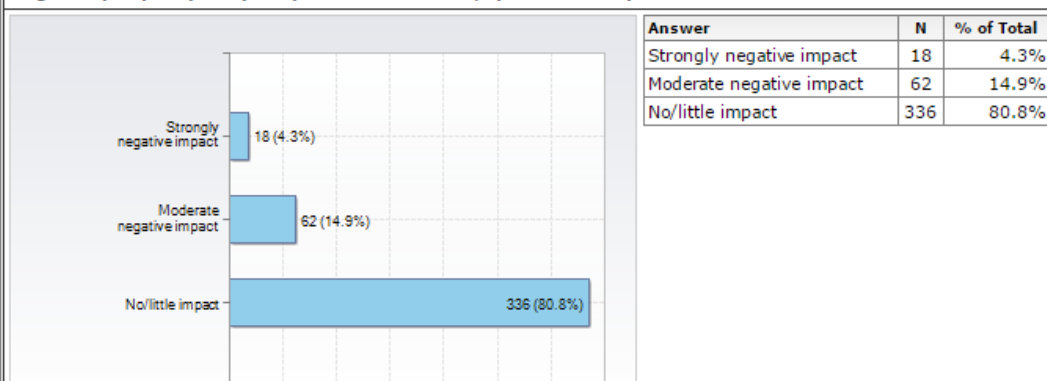
D105. We are interested in information about alcohol use. This information will be kept confidential and your candid feedback is greatly appreciated. Demographics: How many alcoholic drinks do you typically consume per event?



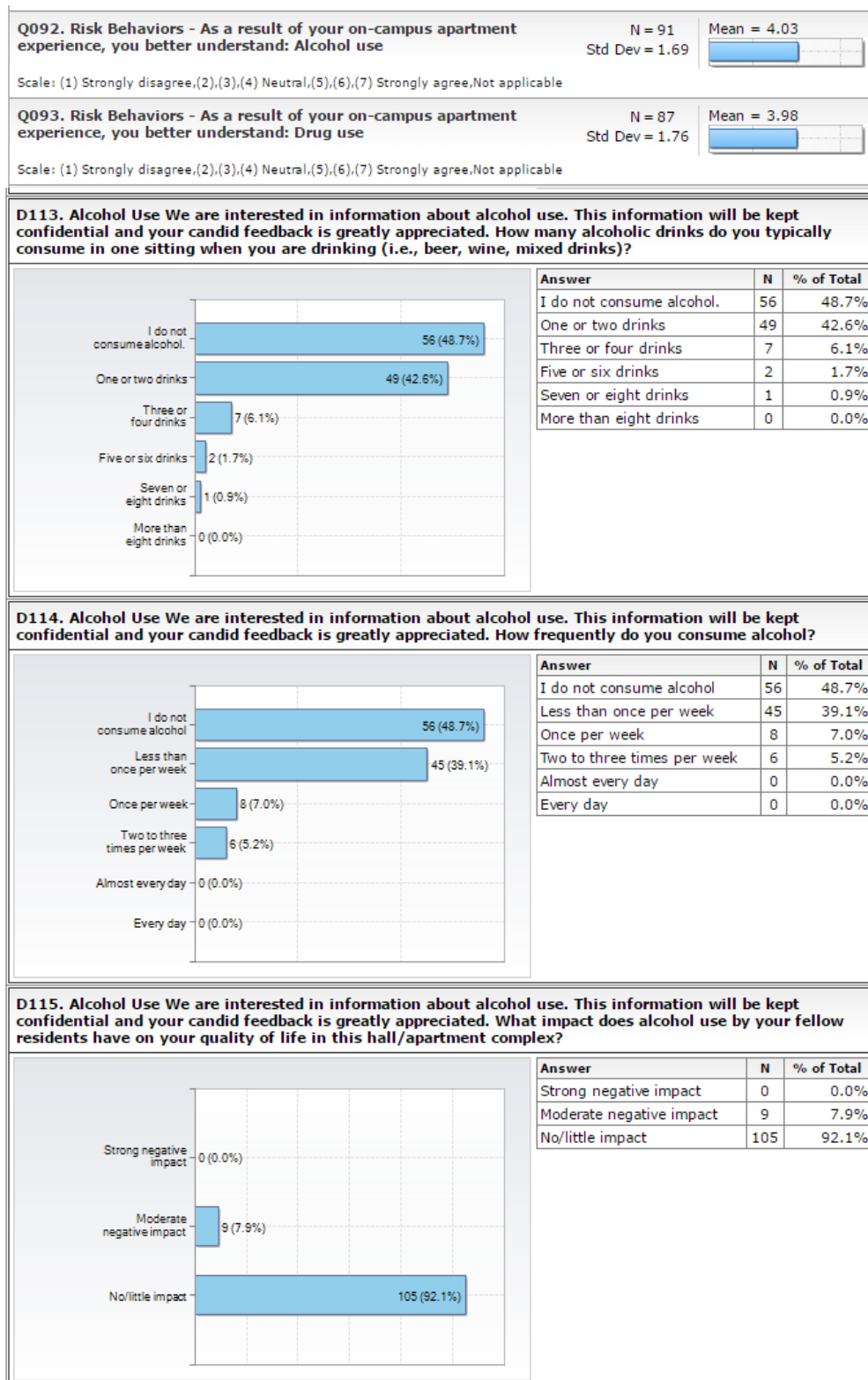
D106. We are interested in information about alcohol use. This information will be kept confidential and your candid feedback is greatly appreciated. Demographics: How frequently do you consume alcohol?



D107. We are interested in information about alcohol use. This information will be kept confidential and your candid feedback is greatly appreciated. Demographics: Does alcohol use by your fellow residents negatively impact your quality of life in this hall/apartment complex?



The following data is from the survey administered to students in SPU's campus apartments and houses (primarily continuing students and older transfers). The survey was administered in Winter Quarter of 2016, and had 132 respondents.



**Number of Alcohol and Other Drug Violations Resulting in Sanctions for
January 2014 – December 2015**

	Alcohol	Drugs
2014	39	13
2015	32	12

On-Campus Substance Abuse Prevention Programming

Student Staff 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 an agreement 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.

Student Staff 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/Restorative Justice: 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
 - Seek to repair harms caused in response to student behavior
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- Fall Training & Course (Required for all incoming and returning RA's):

The following objectives relate directly to the fall training and course for Resident Advisors, Fall 2015 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.

RA Programming: 2014-2016

As part of the educational programming requirements, RAs program annually on wellness, including 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. Example of this could be in the form of:

- Passive: examples include bulletin board related to driving under the influence or Jones bottle with facts about alcohol.
- Active: examples included "mocktail" events and pub trivia nights that provided alcohol education to residents, education on the campus alcohol policy in the Campus Houses & Apartments and events that provide education around healthy relaxation and other alternative options to stress management.
- 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.

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.

Wellness Initiative

A cross-departmental committee with representatives from six academic departments, Student Life, Athletics, and Sodexo formed and met regularly from October 2015 through the academic year to plan, support, and partner on wellness programming for undergraduate students.

[Wellness Initiative](#) members and SPU faculty, staff and graduate students accessed helpful resources sponsored by the College Coalition for Substance Abuse Prevention (CCSAP), a coalition of prevention professionals, professionals at colleges and universities in Washington State, and representatives from key state partnerships including the Department of Social and Health Services' Division of Behavioral Health and Recovery (DBHR) (which provides funding

for the College Coalition), Washington State Liquor Control Board, Reducing Underage Drinking (RUaD) Project, Washington Traffic Safety Commission and the Lieutenant Governor's Office. Wellness Initiative committee members viewed the CCSAP sponsored webinar Alcohol Use and Suicidal Behavior in College Students on April 14th.

Eight SPU staff from the Student Counseling Center, Athletics, Center for Career & Calling, Student Support Team and graduate programs attended the College Coalition for Substance Abuse Prevention conference in May. One of the resources we learned about was 360 Proof (<http://www.360proof.org/index>), a free program intended to address alcohol culture, prevention activities, and individual substance use tendencies at small colleges and universities.

The three main components of the 360 Proof program are:

1. Campus self-study: There are two parts to the self-study. The first is a checklist of key information the campus can collect to inform policy development and enforcement, education, prevention, and intervention efforts. The second part is an inventory of existing prevention activities already being employed by the university.
2. NIAAA recommended strategies: The National Institute on Alcohol Abuse and Alcoholism has provided some research-based strategies that the university can pick and choose to incorporate in order to fill any gaps in existing protocols to address the overall alcohol use culture at the institution.
3. Personal Feedback Index (PFI): This is a confidential tool that is sent out to students that allows each student to see their drinking tendencies, the risk inherent in these behaviors, and practical strategies for reducing negative consequence of high-risk alcohol use.

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 to comply with Student Standards of Conduct. Our faculty and staff sign a statement of faith affirming our institution's convictions and theological underpinnings. This leads to the establishment and maintaining of a community that does not have the same level of violations of alcohol and drugs than our secular counterparts.

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 during this cycle of the review.

Recommendations for 2016 - 2018

- Wellness Initiative and Committee facilitating implementation of 360 Proof self-study and assessment of recommendations for undergraduates

- Intentional programming for residential undergraduate students throughout the school year, focused on social norming (using EBI data) and safe consumption for students of age
- Intentional programming from the Wellness Committee for Spring 2014 on campuswide education for undergraduate students, including guest speakers and a passive educational initiative
- Consideration of use of the National College Health Assessment during the Fall of 2016 and strategically utilize this data to increase alcohol and drug awareness within the undergraduate population.