

Seattle Pacific University

Alcohol and Drug Biennial Review 2020

Prepared By

Gary Womelsduff, Director of Human Resources
Charles Strawn, Dean of Students for Community Life

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.

Core Themes

We have adopted three Core Themes to guide us as we engage the culture and help to bring about positive change in the world:

- Academic Excellence and Relevance
- Transformative and Holistic Student Experience
- Vital Christian Identity and Purpose

University Vision

Engaging the Culture, Changing the World

EDGAR Part 86, The Drug-Free Schools and Campus Regulations

The Education Department General Administrative Regulations (EDGAR) Part 86, the Drug-Free Schools and Campuses Regulations, require that U.S. institutions of higher education that receive federal funds adopt and implement programs to prevent the unlawful possession, use, and distribution of illicit drugs and alcohol by students and employees. One of the requirements is that each institution perform a biennial review of its drug and alcohol prevention program. Seattle Pacific University is providing this document to satisfy that requirement, to educate students and employees in the area of substance abuse, and to identify 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 seeks to consistently ensure 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 (with which SPU is affiliated), 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.
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 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.
5. Even though Washington State decriminalized marijuana possession under 1 oz. for adults over age 21, it is still illegal under federal law to possess, use, or distribute any amount of marijuana. Possession, use, or distribution of any amount of marijuana at any time is also not permitted for employees under University 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 may apply.

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 a copy to the 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 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.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants can have irreversible physical abnormalities and intellectual disabilities. 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. See the "Legal Sanctions" section of SPU's [Drug Free Schools and Communities website](#) for a Summary of Federal and State Drug Laws. For more information, you can also 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](#).
- Additionally, you may be eligible to participate in our **Employee Assistance Program (EAP)** managed by The Standard. Access at www.WorkHealthLife.com/Standard3 or by calling (888) 293-6948

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

Seattle Pacific University Alcohol/Drug Policy (Student Handbook)

Students are not allowed to be on campus or at University-sponsored events (including athletic events, mission trips, performance group trips, etc.) while under the influence of alcohol even if their consumption occurred off campus or away from these events. Students also may not participate in, assist, or promote on campus gatherings that include alcohol or illegal drug usage.

Students participating in international or study abroad programs should be aware that they are expected to abide by the University's policies regarding responsible alcohol usage.

Illegal, underage consumption and/or possession of alcohol will not be permitted either on or off campus. Providing alcohol to those under the age of 21 is not permitted under any circumstances.

Persons who host gatherings where alcohol is available to participants should be aware that they will be held responsible for the actions of their guests, including their guests' level of consumption. Persons who host or in any way assist or promote gatherings (on or off campus) that include any of the following will be subject to a mandatory \$300 fine, in addition to other sanctions:

- Indication of any participant being under the influence of alcohol to a level that is irresponsible (i.e. intoxicated, tipsy, buzzed, drunk, etc.)
- Alcohol given to underage persons or underage consumption of alcohol
- Illegal drug usage or illegal usage of controlled substances

Those living at the location where the party is held may be held responsible as hosts regardless of who provides the alcohol.

Students should be aware that gatherings at their residence may grow beyond their ability to control due to social and other electronic media. Students will still be viewed as hosts in this type of situation, and should consider these elements when planning their events.

Students who possess, distribute, and/or use narcotics on or off campus (including medical marijuana, misuse of prescription drugs, Salvia, any form of hallucinogens, paraphernalia, etc.) or other intoxicants on or off campus will be subject to the disciplinary process.

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.

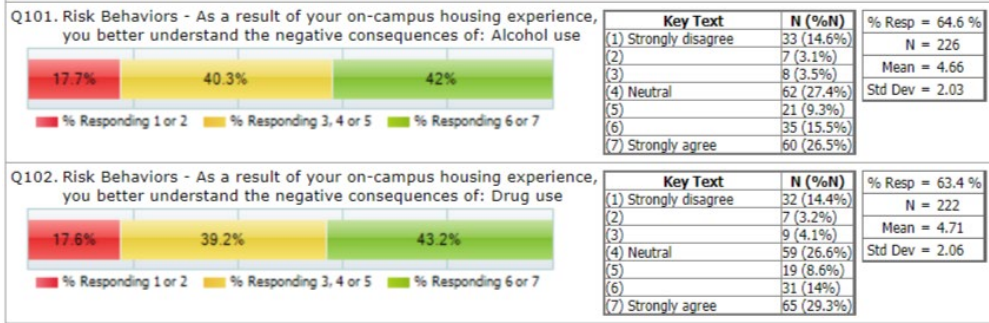
Administrative Fee

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. Additionally, students who are found responsible for hosting gatherings that involve underage consumption of alcohol, involve drug usage, or result in drunkenness as defined in our Student Standards of Conduct will be fined \$300 as well.

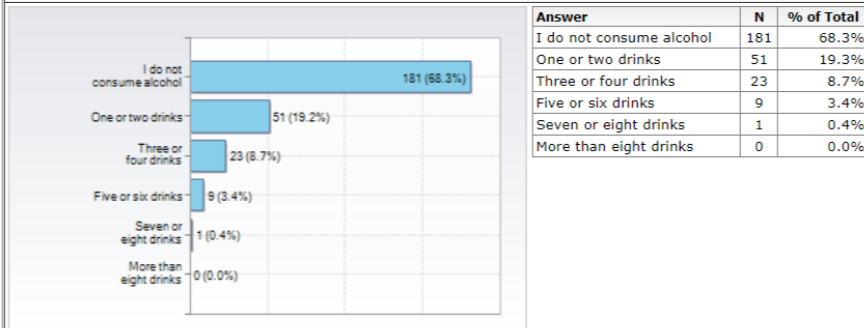
A student who cannot afford to pay these fees may indicate such as a part of any appeal process they undertake. The hearing officer will determine whether the fee will be waived or not in consultation with Student Financial Services.

Assessment Data: EBI Residential Student Satisfaction Surveys

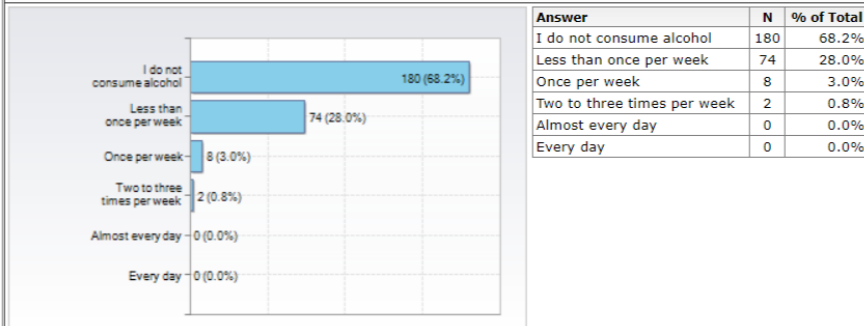
The following data is from the survey administered to students in SPU's traditional residence halls (primarily first and second year students). The survey was administered in Winter Quarter of 2019, and had 350 respondents.



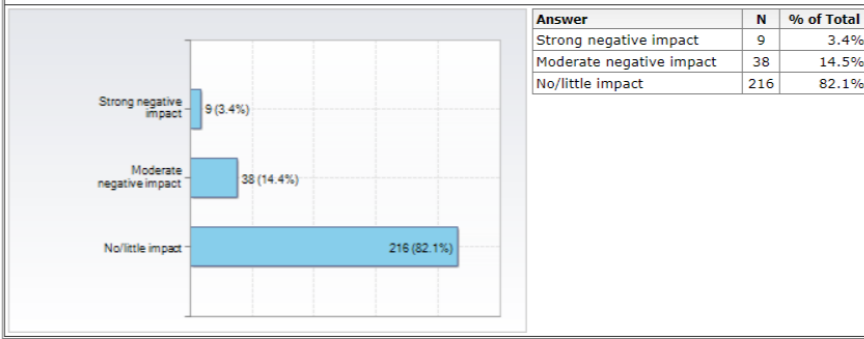
D115. We are interested in information about alcohol use. This information will be kept confidential and your candid feedback is greatly appreciated. Demographics: Number of Alcoholic Drinks Consumed Per Event



D116. We are interested in information about alcohol use. This information will be kept confidential and your candid feedback is greatly appreciated. Demographics: Frequency of Alcohol Consumption



D117. We are interested in information about alcohol use. This information will be kept confidential and your candid feedback is greatly appreciated. Demographics: Alcohol Negatively Impacts Quality of Life for Students on Floor



**Number of Alcohol and Other Drug Incidents Resulting in Sanctions for
January 2018 – December 2019**

	Alcohol	Drugs
2018	43	28
2019	49	26

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 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.

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 2020 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: 2018-2019

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 educational events at the front desks of residence halls that engaged students around various topic related to alcohol consumption and that were supported/enhanced by information posters that were put up throughout the hall with questions for students to consider. Similar content was provided to students in the Campus Houses & Apartments at "Challegium," where students gather each week for co-curricular learning engagement and community connection. There was also education for residents around campus alcohol policy at floor meetings and programming that addressed alternative methods of stress management and anxiety reduction.
- Community: RAs also have the option to bring students to attend campus events related to alcohol and drugs and then provide a facilitated 30 minute discussion on the topic to fulfill their programming requirements.

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.

Athletics

Annually all student athletes receive documents created by the NCAA that outline all banned substances, drug testing procedures, and online tools for determine legality of a substance. In addition to receiving these documents, students are educated about NCAA drug testing procedures and penalties by our Compliance Office during meetings at the start of each season.

Before competing each student athlete must sign the NCAA drug testing consent form. Additionally, our athletic training staff provides a brief training for all student athletes annually on the impact of both drugs and alcohol on performance, image, team, and institution.

New Student Education

Following feedback from previous assessments, the decision was made to include educational engagement on substance usage as part of the orientation events that new students attend at the beginning of each year.

Since the fall of 2017, SPU has partnered with Dr. Jason Kilmer for this opportunity. Dr. Kilmer is a highly respected researcher at the University of Washington, and is a nationally known educator in the area of substance usage and harm reduction. His sessions have consistently ranked as the most well-received in each of the past three years' end of event assessments.

General Assessment

The nature of Seattle Pacific University and its affiliation with Christian faith sets an overall tone relative to alcohol and other substance use. Our students agree to abide by student conduct expectations. Our faculty and staff sign a statement affirming our institution's convictions and theological underpinnings. We believe this reduces the number of violations of alcohol and drugs laws from what it could be otherwise.

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.

Educational Recommendations for 2020- 2022

- Continued programming about alcohol usage for residential undergraduate students throughout the school year, focused on social norming (using EBI data) and safe consumption for students of age.
- Continued programming regarding marijuana usage residential undergraduate students throughout the school year, focused on social norming and up to date research data regarding usage impacts.
- Consideration of use of the National College Health Assessment during the Fall of 2021 and strategically utilize this data to increase alcohol and drug awareness within the undergraduate population.