



I. Biennial Review Introduction / Overview

Miles College is dedicated to creating an environment that promotes our students, faculty, and staff's academic success and health. Miles College's Drug-Free Campus Program provides activities and services enabling a healthy, drug-free lifestyle.

In keeping with the requirements of the Drug-Free Schools and Campuses Regulations, Miles College has an Alcohol / Drug Abuse Prevention Statement that describes standards of conduct that prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on College property or as part of any College-sponsored activities. The policy includes the following:

1. A description of the legal penalties for illegal possession, use, or distribution of illicit drugs and alcohol under federal, state, or local law;
2. A clear statement of disciplinary sanctions Miles College will impose on students and employees for violations of the standards of conduct;
3. A list of the health consequences that come with taking illegal drugs and drinking too much;
4. A list of the counseling and treatment options for drug and alcohol use available to students and employees.

As outlined in the "Complying with the Drug-Free Schools and Campuses Regulations," the statement is distributed to all students and employees as part of our Drug-Free Campus Program.

This required biennial review has the following two objectives. First, to determine the effectiveness of and implement necessary changes to the Alcohol / Drug Abuse Prevention Program. Secondly, to ensure that campuses enforce the disciplinary sanctions for violating standards of conduct consistently.

II. Biennial Review Process

This Review will cover the period of 2022-2024. Specifically, it is the Fall 2022 semester through the Summer of 2023.

A. The Biennial Review Committee

The Biennial Review Committee is a subcommittee of the Drug-Free Campus Committee and consists of the following individuals:

- Charles Stallworth, Dean of Students (Chair)
- Vernandi Greene, Psychology Department Coordinator
- Sean Edwards, Chief of Police
- Patricia Wilson, Director of Human Resources
- Leon Parker, Student Life

B. Location of Report

Access to the report will be located online at <https://www.miles.edu/drug-and-alcohol-abuse-prevention-program-and-policy-statement-daapp>. A copy of this Biennial Review will be on file in the Office of the Dean of Students and the Office of Human Resources. A hard copy will be made available upon request from either office.

Charles Stallworth, Dean of Students French Center, 205/929/1156 estallworth@miles.edu

Patricia Wilson, Director of Human Resources, Brown Hall, Room 101, 205/929/1440
mwilson@miles.edu

III. Annual Policy Notification Process

A. As outlined and required by the Department of Education, Miles College's Drug and Alcohol Abuse Prevention Statement (Appendix A) can be found online at

<https://www.miles.edu/drug-and-alcohol-abuse-prevention-program-and-policy-statement-daapp>

B. Notification Process for Employees

All full-time and part-time employees are emailed a copy of the statement as notification of the policy in September of each year. In addition, all new employees receive a copy as part of their new hiring packet. Appendix B is a copy of the most recent email to all employees.

The Statement can also be found on the Human Resources webpage

<http://www.miles.edu/about/maintaining-a-drug-free-campus/>) and in the Employee Handbook (<http://www.miles.edu/hr/resources-for-employees/employee-handbook/concerns/>)

C. Notification Process for Students

All students are emailed a copy of the statement as notification of the policy in September of each year. In addition, all new students receive a copy as part of the new student orientation. Appendix C is a copy of the most recent email sent to all students. A link to the statement is also located on the Student Affairs home page. Students received training on Alcohol, Drug-Free Workplaces, and Campus Fire Safety.

IV. Drug and Alcohol Abuse Prevention Program (DAPP) and Tobacco Policy Data/ Needs

For the upcoming Biennial Review, the college will administer two surveys to gather information and feedback regarding awareness of the College's tobacco-free policy and the Drug and Alcohol Abuse Prevention Program (DAPP). The assessments will direct student life programming efforts to benefit students' health and welfare. The data collected from the surveys will also serve as a tool to better inform the campus to prioritize initiatives to address the specific needs of the College. Surveys were conducted this fall of 2022 for the training on Alcohol and other Drugs, Drug-Free workplaces, and Campus Fire Safety. The College publishes monthly

newsletters from Vector Solutions to the Student Affairs page and Human Resource page, an additional resource to prevent drug abuse among college students.

Appendix A – Drug and Alcohol Abuse Prevention Statement
Appendix B – Email Notification to Faculty and Staff
Appendix C – Email Notification to Students
Appendix D – Training provided to Students, Faculty, and Staff
Appendix E – Campus Safety Matters/ Campus Drug Preventions



Patricia Wilson <mwilson@miles.edu>

Drug and Alcohol Abuse Prevention Program and Policy Statement (DAAPP)

1 message

Miles College Bulletin Board <bulletinboard@miles.edu>
Bcc: FacultyStaff@miles.edu

Thu, Sep 15, 2022 at 4:41 PM

Drug and Alcohol Abuse Prevention Program and Policy Statement (DAAPP)

Miles College is dedicated to providing a drug and alcohol-free workplace and learning environment for its students and employees. Miles College prohibits the *illegal* possession, use, manufacture, or distribution of *unauthorized* drugs and alcohol in the workplace, on campus, or at any Miles College activity. Miles College, including its colleges and centers, is committed to providing a safe and responsive environment for all students and employees. Drug and Alcohol dependence can affect jobs, academic performance, and productivity. Miles College strives to address this issue by:

- Educating students and employees about alcohol and drug abuse to encourage responsible decisions around their use,
- Intervene on behalf of students and employees who have experienced negative consequences around alcohol and drugs to reduce the harm and manage the risks associated with their use,
- Support students and employees who are in recovery from substance abuse and addiction,
- Promote constructive lifestyles and norms that discourage alcohol & drug abuse, and
- Develop social and physical environments that facilitate alcohol and drug abuse-free lifestyles.

Miles College has established a drug-free and alcohol abuse awareness program to educate its faculty, staff, and students about the dangers of drug and alcohol abuse and the penalties that may be imposed for drug and alcohol abuse violations. All Miles College faculty, staff, and students have access to the Drug and Alcohol Abuse Prevention Program. As part of this program, Miles College has implemented several measures:

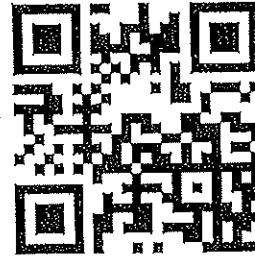
- Annually, employees and students will be made aware of the Miles Colleges Drug and Alcohol Abuse Prevention Program and Policy Statement by means of electronic mail.
- Additionally, employees will be provided a copy of the policy at the beginning of each academic year during the fall and spring institute.
- New staff and faculty members will be informed of the policy at New Employee Orientation.
- Students are sent the policy (through electronic mail) each new semester to ensure the content is conveyed to all students attending Miles College.

- In addition to the annual notification, students and employees are offered written material, pamphlets, and literature on drug and alcohol abuse. Students and employees attend required training on drug and alcohol abuse and prevention.
- Drug and alcohol abuse prevention materials will be distributed to all new students attending orientation sessions.




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Miles College Bulletin Board
Miles College
bulletinboard@miles.edu | www.miles.edu
5500 Myron Massey Blvd. Fairfield, AL 35064



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 Drug and Alcohol Abuse Prevention Program.pdf
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Drug and Alcohol Abuse Prevention Program and Policy Statement (DAAPP)

Introduction / Standards of Conduct

While Miles College recognizes that substance abuse is an illness that requires intervention and support, we strive to provide students and employees with an optimal environment that promotes and secures educational success. Miles College has adopted and implemented a program to prevent students and employees from illegally manufacturing, possessing, using, and distributing illicit drugs and alcohol. Such behavior is inconsistent with what is expected of members of the college community. One of the initiatives is "Clear the Air," a Miles College student-led initiative that focuses on adopting a 100% tobacco/vape-free campus policy, joining more than 31,000 students to the nearly 2 million impacted through the Truth Initiative Tobacco/Vape-Free College Program. As part of a national movement, students, faculty, and administrators work to address smoking, vaping, and nicotine use at Miles College, with a continued commitment to addressing tobacco as a social justice issue, health, and employability issue. Part of that commitment is required annual training for all students, faculty, and staff on alcohol and drug prevention as part of the DAAPP program.

Furthermore, Miles College is committed to enforcing the provisions of the 1988 Drug-Free Workplace Act and the 1989 Drug-Free Schools and Communities Act, Miles College intends for this policy to apply to all campus activities and college-sponsored events, whether on or off campus. Individuals who violate Miles College policy will face disciplinary action. In accordance with the law, every employee and student enrolled in one or more classes for any type of academic credit will be given a copy of the College's policy prohibiting the unlawful possession, use, or distribution of illicit drugs, alcohol, and tobacco products, as well as a description of the applicable legal sanctions under local, state, or federal law, and a description of the health risks associated with the use of such substances.

Legal Sanctions

The following are sanctions based on Alabama laws and civil codes and fall under the jurisdiction of local and state law enforcement for compliance.

Alcohol: Minors convicted in the criminal court system of possession or consumption of alcoholic beverages may be subject to fines, suspension of driver's license, community service, and a mandatory alcohol education class. Convictions for providing alcohol to minors may subject individuals to fines and a jail term of up to one year. Convictions for driving while intoxicated may subject individuals to up to \$2000 in fines and a jail term of up to six months for a first offense. Fines and jail terms escalate after the first conviction.

Tobacco / Nicotine products: As of September 1, 2019, the possession, purchase, consumption, or receipt of cigarettes, e-cigarettes, or tobacco products by individuals under 21 years of age is prohibited by Alabama Tobacco laws and these offenses are subject to fines upon conviction. The sale of these items to individuals younger than 21 years of age is prohibited and is subject to fines upon conviction.

Controlled substances (drugs): Sanctions upon conviction in the criminal court system for possession, distribution, or manufacture of controlled substances range from fines to probation to imprisonment. The amount of fines, terms of probation, or years of imprisonment generally is contingent upon the circumstances and the amounts of drugs in possession, sale, distribution, or manufacture. Below are commonly used drugs, not an exhaustive list.

Dangerous Drugs/ Controlled Substances	Street Name	Crime and Penalty
Possession of a Controlled Substance (PCS) / Dangerous Drug PCS with Intent to Deliver Manufacture or Delivery of a Controlled Substance (Al Code 13A, Criminal Code § 13A-12-260, §13A-12-211, §13A-12-217)	Cocaine, Ecstasy, Heroin, Marijuana, Methamphetamine, Multiple Prescription Medications	Varies according to the placement of the drug on schedules according to weight/dosage unit. Can be a Class B Misdemeanor through 1 st Degree Felony /\$10,000 fine and up to 10-99 years in prison.

Illicit Synthetic Drugs	Street Name	Crime and Penalty
Possession of a Controlled Substance (PCS) / Unlawful distribution of controlled substances; possession with intent to distribute a controlled substance. (Al Code 13A-12-211)	Synthetic Marijuana, Legal Weed, Kush, Synthetic Cathinones, Bath Salts, 25-Ī, N-BOMe, N-bombs	Varies according to the placement of the drug on schedules according to weight/dosage unit. Class D felony/ \$10,000 fine and 1 to 5 years in prison.

Alcohol	Crime	Penalty
Consumption or Possession by a Minor (Al Code 28-1-5; 28-3A-25)	Class C Misdemeanor	Up to \$500 fine; Enhancements for subsequent convictions with up to \$500 fine and 90 days in jail. Mandatory driver's license suspension of 90 days to 6 months.
Purchasing for or Furnishing Alcohol to a Minor (Al 12-15-111)	Class A Misdemeanor	Up to 1 year in jail; Up to \$6,000 fine
Public Intoxication (Al code 13A-11-10; 13A-5-12)	Class C Misdemeanor	Up to \$500 fine; Enhancements for subsequent convictions up to 6 months in jail.
Driving while intoxicated (Al Code 32-5A-191)	Class B Misdemeanor	First Offense up to \$2,000 fine and 18 days in jail. Numerous enhancements on subsequent convictions
Intoxication Assault (Al Code 13A-6-22)	1 st - 3 rd degree Class A misdemeanor to Class B felony	UP to \$30,000 fine 2-20 years in prison
Intoxication Manslaughter (Al Code 13A-6-3(A)(1))	Class B felony	Up to \$30,000 fine 2-20 years in prison
DUI	1 st Offense 2 nd Offense 3 rd Offense 4 th Offense Class C felony	Up to \$2,000 in fines. License suspended 30 days up to 1 year in jail Up to \$5,000 in fines. License suspended for 1 year and up to 1 year in jail Up to \$10,000 in fines. License suspended for 1 year and up to 1 year in jail Up to \$10,000 in fines. License suspended for 1 year and up to 1 year in jail

Tobacco	Crime	Penalty
Possession, Purchase, Consumption, or Receipt of Cigarettes, E-Cigarettes, or Tobacco Products by Minor (Al Code 28-11-13)	Class "C" Misdemeanor	Up to \$200 fine; minors can be ordered to attend E-Cigarette or Tobacco Awareness programs and/or community service
Sale of Cigarettes, E-Cigarettes, or Tobacco Products to Persons Younger than 21 years of Age (Al Code 13A-12-3)	Class "C" Misdemeanor	Up to \$500 fine; Enhancements for subsequent convictions up to \$1,000 and permit suspensions are possible up to 30 days in jail.

College Disciplinary Actions

Since Miles College policy prohibits the unlawful possession, use, or distribution of illegal drugs, alcohol, and tobacco products on campus and at college-sponsored events held off campus, any employee admitting to or convicted of such unlawful possession, use, or distribution of these substances will be subject to disciplinary action (up to and including suspension without pay, and termination). Employees may be required to satisfactorily participate in a drug and alcohol assistance or rehabilitation program or may be referred for prosecution.

Students who violate this policy shall be subject to appropriate disciplinary action as outlined in Miles College's "Student Disciplinary System and the Student Code of Conduct." (Located on page 32 of the Handbook). Such disciplinary action may include referral to alcohol, tobacco, and drug counseling, tobacco cessation or rehabilitation programs or student assistance programs, expulsion, and referral to appropriate law enforcement officials for prosecution.

Good Samaritan Policies

Senate Bill 1331 (2011) states that in the event of possible alcohol poisoning, a person under 21 calling for help for him or herself or another will not be cited for possessing or consuming alcohol. The immunity for minors is limited to the first person who calls for assistance only if he/she stays on the scene and cooperates with law enforcement and medical personnel.

Health Risks

The abuse of drugs and alcohol can lead to a variety of serious consequences including poor academic and work performance, poor decision making, poor morale, work errors, wasted time and materials, damage to equipment, theft, tardiness, absenteeism, accidents which injure the drug user, accidents which put all employees and students at risk of injury and may lead to disciplinary action, prosecution, illness, and even death. Users of these substances experience depression, isolation, loss of memory, loss of coordination, impaired judgment, reduced morale, anxiety, paranoia, and loss of self-respect.

On average, at least 50% of college students' sexual assaults are associated with alcohol use. One study reported that 74% of the perpetrators and 55% of the victims of rape had been drinking alcohol. Consumption by the perpetrator and/or the victim increases the likelihood of acquaintance and sexual assault. In addition, one in five college students abandons safer sex practices when intoxicated (www.collegedrinkngprevention.gov).

Tobacco use is the leading cause of death, disability, and several chronic diseases, including cancer, lung disease, and cardiovascular disease. Smoking has been linked to at least 12 cancers in the body. Every year, 1 in 3 cancer deaths is caused by smoking. It is estimated that secondhand smoke exposure is responsible for 34,000 heart disease deaths and 7,300 lung cancer deaths each year among U.S. adults. E-cigarettes and other vaping devices have been linked to a plethora of health problems including severe lung damage and death.

Other Risks / Consequences

Federal Financial Aid – If you are convicted of a drug-related felony or misdemeanor while receiving federal student aid, you may be ineligible to receive further aid for a specified period upon conviction. The other convictions that might affect your aid is a forcible or nonforcible sexual offense, and you are subject to an involuntary civil commitment upon completion of a period of incarceration for that offense, you cannot receive a Federal Pell Grant. Other areas in which the use of alcohol or drugs can have a negative impact include but are not limited to employment and housing.

Available Counseling and Treatment Programs

Both the Miles College Office of Human Resources and the Miles College Student Affairs offer services to employees and students who are seeking support regarding alcohol, tobacco, and other drug issues. Students receive counseling and other services through timelycare.com/milescollege by enrolling. The Human Resource Office at Miles College will assist employees with information concerning insurance coverage and information regarding EAP services. Both offices can provide a list of private and public hospitals, mutual self-help organizations, public treatment centers, and private drug treatment practitioners. Information regarding an individual's request for services will remain confidential. Miles College Human Resource Office nor any other entity at the College will be notified or informed of an employee or student's choice to receive assistance for drug or alcohol issues, including those who use insurance or the Employee Assistance Program.

Resources for Support

Poison Control Center, for immediate help with possible overdose: 800.222.1222 Additional Resources: www.Miles.edu/about/maintaining-a-drug-free-campus

CAMPUS RESOURCES

Miles College Dean of Students
Dean Charles Stallworth
205.929.1156
estallworth@miles.edu

Office of Human Resource
Patricia Wilson, Director
205-929-1440
mwilson@miles.edu

Miles College Department of
Public Safety
205-929-1720

New Horizon Employee Assistance
Program (for Miles College
employees) 713.500.3327
eap.ndbh.com

Miles College "Bear Care"
Timely Care medical/and counseling services
to students enrolled at Miles College
Timelycare.com/milescollege

12- STEP MEETING INFORMATION

(12) Twelve Step Alcoholics Anonymous
(AA) Drug Rehab Facilities in Birmingham,
Alabama 866-716-0142

Find AA meetings in the Birmingham Area.
<https://birminghamaa.org/wp/meetings/?tsml-distance=1>

The Greater Birmingham, AL | Al-Anon-
Alateen Family Groups (Support for friends
and families of alcoholics) <http://bham-al-anon.com/>

Birmingham Narcotics Anonymous – |
800/407/7195 | <https://www.narcotics.com/na-meetings/alabama/birmingham/>

COMMUNITY RESOURCES

Aletheia House
4246 5th Avenue South, Birmingham Alabama 35222
Addiction Hotline 866-716-0142

TOBACCO / E-CIGARETTE (VAPING) CESSATION RESOURCES

Freedom from Smoking Online Program
www.freedomfromsmoking.org/
An evidence-based program consisting of eight
self-paced modules to help quit tobacco.

This is Quitting, a youth/young-adult e-
cigarette quit program that is accessed by
texting "DITCHJUUL" to 88709. Parents and
other adults looking to help young people quit
should text "QUIT" to 202.899.7550.

Center for Disease Control and Prevention
<https://www.cdc.gov/tobacco/campaign/tips/quit-smoking/> Offers a variety of programs
and resources 800.QUIT.NOW.

[Quitnowalabama](http://Quitnowalabama.com) is a program that offers help to
become an expert in living tobacco-free.
Confidential phone counseling services and
resources such as nicotine patches, gums, or
lozenges are free to those who qualify. Call the toll-
free Quitline: Alabama Tobacco Quitline: 1-800-
QUIT-NOW (784-8669)
<https://quitnowalabama.com/>

Truth Initiative Vaping Text Line
For youth and young adults: Text
"DITCHJUUL" to 88709
Information for parents / other adults: Text
"QUIT" to 202.899.7550

From: Miles College Bulletin Board <bulletinboard@miles.edu>
Date: Thu, Sep 15, 2022 at 4:44 PM
Subject: Drug and Alcohol Abuse Prevention Program and Policy Statement (DAAPP)
To: <milesstudents@miles.edu>

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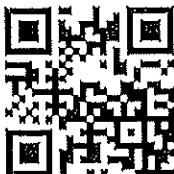
- Educating students and employees about alcohol and drug abuse to encourage responsible decisions around their use,
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Charles E. Stalkworth, M.A.
Vice President and Dean of Students
Assistant Professor of English/Literature
cstalkworth@miles.edu
Office of Student Affairs: (205) 828-1168
"It's A New Day at Miles!"

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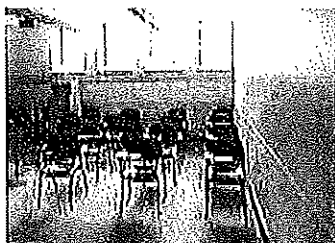
STUDENT TRAINING FALL 2021 – SPRING 2022

ACTIVE SHOOTER PREPAREDNESS FOR STUDENTS



The course intends to prepare college students for "active shooter" situations by providing information on how they occur and how they may be more effectively prevented.

ACTIVE SHOOTER: RUN, HIDE, FIGHT FOR STUDENTS



Colleges and universities are becoming better equipped to deal with an active shooter or assailant on campus. Although most students will never encounter a shooter situation, they must be prepared to handle possible threats. This course is designed to familiarize course takers with the warning signs that someone may become violent. It will also introduce the concept of run, hide, and fight during an active shooter situation. Topics covered include situational awareness, how to assess an emergency situation, and run, hide, and fight procedures.

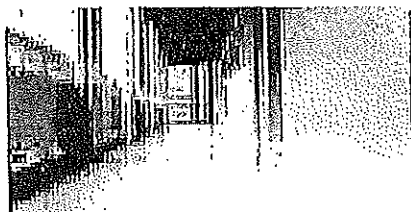
ALCOHOL AND OTHER DRUGS



Alcohol and Other Drugs is a reality-driven online course designed to educate students on the risks of the abuse of alcohol and other drugs, and to teach successful strategies for handling dangerous situations related to these substances. The course features four modules: Your GPA, Your Brain, Your Peers and Your Life. Each section provides extensive, research-backed evidence of the detrimental effects alcohol and other drugs can have, and how social skills and interactions can help reduce harm associated with these substances.

FACULTY & STAFF TRAINING FALL 2021 – SPRING 2022

ACTIVE SHOOTER



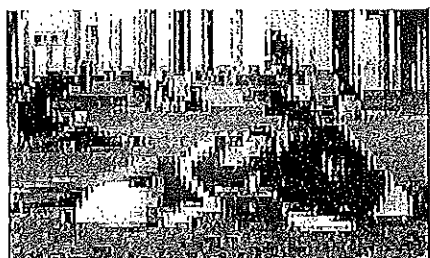
The course intends to prepare personnel for "active shooter" situations by providing information on how they occur and how they may be more effectively prevented. The course will review facts and history, prevention strategies, preparedness, and what to do if an "active shooter" incident happens

ACTIVE SHOOTER, RUN, HIDE & FIGHT



Colleges and universities are becoming better equipped to deal with an active shooter or assailant on campus. Although it's not something faculty and staff will encounter often, they must be prepared to handle possible threats. This course is designed to familiarize course takers with the warning signs that someone may become violent. It will also introduce the concept of run, hide, and fight during an active shooter situation. Topics covered include situational awareness, how to assess an emergency situation, and run, hide, and fight procedures.

CLERY ACT OVERVIEW



This course provides college and university staff with an overview of the Clery Act. This course is designed to provide historical information about this federal legislation and educate college staff about the legal requirements mandated by the Clery Act. This course will cover the importance of the Clery Act, different categories of required reporting, the elements of the Annual Security Report, and timely warning and emergency notifications. The content in this course was designed with care and sensitivity; however, some may find certain topics personally upsetting, especially for survivors of sexual abuse or assault. If you feel the need to talk with

FACULTY & STAFF TRAINING FALL 2021 – SPRING 2022

someone, please contact your Human Resources Administrator or a related resource in your community.

DIVERSITY AND INCLUSION: FACULTY & STAFF



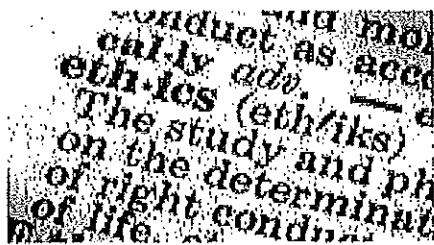
Diverse and inclusive higher education institutions offer many benefits to their students, employees, communities, and society. It's important to continue education in diversity and inclusion not only to remain in compliance but also as a best practice. This course provides college and university faculty and staff members with a basic understanding of diversity and inclusion, as well as strategies to help maintain a discrimination-free environment. Topics include terminology and regulations, identifying problematic behaviors, and proactive strategies to increase diversity awareness.

DRUG-FREE WORKPLACE



The goal of this course is to provide employees with an understanding of drug and alcohol abuse in the workplace. This course will review the Drug-Free Workplace Act, recognizing the signs of substance abuse and addiction, and knowing your role in fighting substance abuse on the job.

GENERAL ETHICS IN THE WORKPLACE



This course provides staff members with an overview of ethical standards at work. Common themes include describing ethical behavior with monetary practices, explaining ethical behavior with colleagues, and identifying several guidelines for appropriate ethical behavior.

FACULTY & STAFF TRAINING FALL 2021 – SPRING 2022

STUDENT DRUG & ALCOHOL ABUSE



The goal of this course is to provide an overview of student substance abuse and the role of educators in substance abuse prevention. This course is also designed to help staff members identify and respond to general substance abuse issues involving students. This course will examine student substance abuse facts, trends, symptoms, and dangers, identify risk and protective factors that influence attitudes and behaviors in regard to substance use, discuss the role of educational institutions in substance abuse prevention, and examine different situations involving substance abuse during which a staff member may need to intervene to protect a student.

TITLE IX & SEXUAL HARASSMENT



Title IX applies to a variety of topics and can be confusing to some. Although most employees don't need to be legal experts, everyone needs to know some basic information about Title IX. This introductory course is designed to provide postsecondary staff members with information about the importance and implications of Title IX and sexual harassment, including sexual assault. Topics covered include the definition of sexual harassment, Title IX's regulations and obligations, and the elements of effective policies.

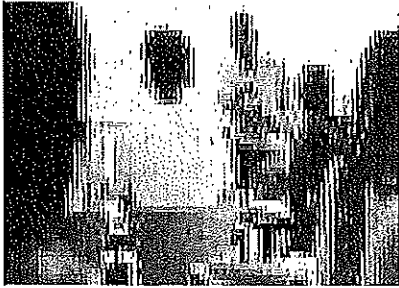
TITLE IX AND SEXUAL HARASSMENT PREVENTION FOR EMPLOYEES



FACULTY & STAFF TRAINING FALL 2021 – SPRING 2022

Informed faculty and staff are vital to the effective response to and prevention of sexual harassment on campus. This course is designed to provide essential knowledge on Title IX regulations so you can assist students or colleagues when they reach out for help and to give you background on recent laws to help guide your response. Topics covered include why people commit sexual harassment, primary prevention methods, federal requirements, reporting obligations, trauma-informed response, and campus policies and resources.

TITLE IX: ROLES OF EMPLOYEES



Title IX is key to ensuring all students are free from discrimination and exclusion in their access to education. But making sure all students are protected isn't completely on the shoulders of Title IX Coordinators. They often rely on members of the campus community to help. This course provides college and university faculty and staff with an overview of Title IX and the responsibility for Title IX enforcement by employees. Topics include employee role in Title IX enforcement, key terms and definitions, and reporting procedures.

WORKPLACE VIOLENCE: AWARENESS & PREVENTION



The goal of this course is to provide employees and supervisors with basic information about awareness and prevention of violence in the workplace. The course will review the levels and causes of workplace violence, the early warning signs of violence, and techniques for defusing hostile situations.

Campus Safety Matters



Campus Safety Matters

[April 2022](#)

[May 2022](#)

[June 2022](#)

[July 2022](#)

[August 2022](#)

[September 2022](#)

[October 2022](#)

Campus Drug Prevention

www.campusdrugprevention.gov

A Resource To Prevent Drug Abuse Among College Students

Sanctions

Student Sanctions

The following chart shows the student cases involving drug/alcohol incidents reported in 2022

Sanctions	Date	Adult	Juvenile	Outcome
Marijuana Seizure	8/10/2022	1	0	Consultation with Dean and community services on campus - Fine \$500.00 each
	10/30/2022	1		
Unlawful Possession of Marijuana	9/29/2022	1	0	Consultation with the Dean and College engagement - Fine \$500.00 each
	11/2/2022	1		
	11/2/2022	1		Student was Expelled until 1/01/2024
Possession of Firearm	11/9/2022	1	0	Student was Expelled until 1/01/2024
Unlawful Posses. of Marijuana 1st degree	11/2/2022	1	0	Arrested and Expelled until 1/01/2024

Employee Sanctions

No disciplinary actions were reported in 2022

Sanctions	Date	Adult	Juvenile	Outcome
Alcohol	10/11/2022	3	0	Each student had consultation and participated with a seminar from the Dean and Athletic Dept Fine \$150.00 each

Employee Sanctions

No disciplinary actions were reported in 2022

Summary of Findings for Student, Faculty and Staff:

A review of the college's Drugs and Alcohol Free Prevention Program (DAAPP) has identified the following:

- (A) The current published policies now meet the requirements outlined by Edgar Part 86.
- (B) The College has expanded the methods of notification distribution to include emailing and placing hardcopies throughout the campus.
- (C) All students have access to professional counseling and health services and referrals when appropriate through the Student Health and Wellness Center via Timely MD.
- (D) Several departments across the campus offered surveys, educational programs and alcohol-free events during the review period. Those departments that were involved in offering the various events are Campus Housing, Athletics, Academic Affairs and Human Resources.

Recommendation:

- (A) The DAAPP committee should meet annually at a minimum to track compliance and progress on recommendations.
- (B) Develop an assessment plan to understand program impact.
- (C) Make recommendations to enhance, consolidate, or develop policies where appropriate.
- (D) Conduct an annual college wide substance awareness and prevention activity.
- (E) Implement DAAPP policies violations into annual student outcomes assessment.
- (F) Develop a partnership with a Wellness Program to implement a tobacco cessation program for employees.
- (G) Random and announced dormitory inspections for fire arms and drugs.
- (H) Increase the violation fines.
- (I) Create peer councils in the dormitories.

Conclusion:

Miles is committed to providing healthy and safe educational and working environments for the entire campus community. The commitment includes maintaining an environment that is free of alcohol and substance misuse, including the use of illegal drugs. Such misuse adversely affects the college achievement of its mission and is not condoned. This biennial review represents a thoughtful and comprehensive review of policies, alcohol and drug related incident data, and established prevention and education programs and initiatives; including recommendations to improve those policies, procedures, and programs.