



CUYAHOGA COMMUNITY COLLEGE

BIENNIAL REPORT

of

INSTITUTIONAL COMPLIANCE

with the

DRUG-FREE SCHOOLS AND COMMUNITIES ACT

Period of Review: September 2022-2024



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COMMITTEE MEMBERS

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GENERAL STATEMENT

The Drug-Free Schools and Communities Act amendments of 1989 (PL 101-226) require that as a condition of receiving funds or any other form of financial assistance under any federal program, Cuyahoga Community College (Tri-C®) and extended colleges, sites and extensions must certify that they have adopted and implemented a program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees. Tri-C is unequivocally opposed to the misuse of lawful drugs, the possession and use of unlawful drugs and the abuse of alcohol. The policy and programs are designed to identify problems at the earliest stage, motivate affected individuals to seek help, and direct them toward the best assistance available.

Tri-C presents the following information for your knowledge and in promotion of a healthy lifestyle:

STUDENT AND EMPLOYEE CODES OF CONDUCT

I. STUDENTS

The [Student Code of Conduct](#) is found in the College Catalog, in the Student Handbook and on the College website.

The [Student Handbook](#), updated annually, is available to all prospective, new and returning students.



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Drug-Free Environment

All colleges and universities are required to sign a certification to assure the federal government that they are doing their part in the war against drugs. Tri-C has developed “Choose to Not Abuse,” a Campus Drug-Free program, and has adopted a Drug-Free School and Campus Policy. The College uses a variety of methods to disseminate this information and provides additional educational opportunities/activities each year. Students with questions may be directed to the office of the dean of Student Affairs at the campus most convenient for them. Educational pamphlets and a listing of community resources are available. In addition, students may contact any of the campus Counseling and Psychological Service Centers for counseling or other support.

Smoke-Free Environment

Tri-C is dedicated to providing a safe and healthy environment for the entire College community. As a result, the College adopted a 100% Tobacco-Free Campus Policy in August 2016. The policy applies to all individuals, including but not limited to employees, students and visitors who may be located inside or outside of any buildings, residences or parking lots on the grounds of any of the College locations. Tobacco is defined as all products derived from or containing tobacco, including but not limited to those listed below:

- Cigarettes (e.g., cloves, bidis, kreteks)
- Cigars and cigarettos
- Hookah-smoked products
- Pipes and oral tobacco (e.g., spit and spitless, smokeless, chew, snuff)
- Nasal tobacco
- Electronic cigarettes and vapes or any other product intended to mimic tobacco products and/or deliver nicotine other than for cessation or that contain tobacco flavoring

See the College’s [Alcohol, Drugs and Tobacco Policy](#) and [Tobacco Free Procedure](#).

Student Compliance With Tri-C Drug and Alcohol Policy

All Tri-C students are expected to abide by the terms of this policy. A student found to be in possession of or using an illegal drug or alcohol will be subject to appropriate sanctions.



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Such sanctions may include:

- Warning (written or verbal)
- Probation
- Suspension
- Dismissal
- Expulsion
- Possible referral for criminal prosecution

In addition, the student may be referred to an alcohol/drug counseling and/or treatment facility. If referred to an alcohol/drug counseling and/or treatment facility, the student must provide documentation of a completed alcohol/drug assessment treatment program for consideration to reinstate and/or continue enrollment.

Local, State and Federal Laws and Sanctions

Applicable legal sanctions under local, state or federal law for the unlawful use, possession or distribution of illicit drugs or alcohol are set forth in the referenced laws and are available upon request from Legal Services.

Local: Brunswick, Cleveland, Euclid, Parma, Parma Heights, Westlake or Highland Hills municipal codes

State: Ohio Revised Code Chapters:

2925 | Drug Offenses

3719 | Controlled Substances

4301 | Liquor Control Laws

Federal: Harrison Narcotics Tax Act

Federal Narcotic Drugs Act

Import and Export Act

Federal Food, Drug and Cosmetic Act

Federal Alcohol Administration Act

These sanctions can include probation, fines, driver's license suspension and/or incarceration. Future revisions, amendments or additions to these or other applicable codes are incorporated into this policy by this reference.



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Counseling and Referral

Tri-C's Counseling and Psychological Service Centers provide personal counseling services at four campus locations. The centers offer short-term personal counseling services by licensed counselors, social workers and psychologists for currently enrolled students. The counseling process gives Tri-C students opportunities to explore solutions to concerns — which may include alcohol and drug use/misuse — that impact their educational experience and personal development. The counselors and psychologists help students clarify issues, offer support, encourage a deeper understanding of these issues, and provide referral information. In addition to in-person counseling services, the centers provide information and resources online on the [Tri-C Personal Counseling web page](#).

Suicide is a health epidemic: it's the second leading cause of death among 25- to 34-year-olds and third for ages 15 to 24 ([CDC](#)). We can help prevent suicide by learning about and destigmatizing mental health. Suicide prevention begins by building awareness of the risk factors, warning signs and symptoms, effective communication approaches, and the many helpful available resources. There is no single cause for suicide, but it most often occurs when stressors exceed coping ability, especially among those suffering from untreated depression or other mental health concerns ([American Foundation for Suicide Prevention](#)). In 2015, [House Bill 28](#), sponsored by Rep. Marlene Anielski (R-Walton Hills), was signed into law, requiring public higher education institutions to develop and implement a policy to advise students and staff on suicide prevention programs. Find information and resources regarding suicide prevention and mental wellness on [Tri-C's Help Is Here web page](#).

The [Help Is Here web page](#) is also available through a mobile app, free to students, employees and the community. It can also be downloaded to a mobile device.

II. EMPLOYEES

The policy for Drug and Alcohol Use and “Choose to Not Abuse” are distributed to each employee attending the new employee orientation. This material is also available on the College's employee website, and annually, a Collegewide email is sent out to every employee with an electronic copy of the College's drug-free program.

Employees may not use, possess, distribute, sell or be under the influence of alcohol or illegal drugs while on the College's premises or while conducting business-related activities off-campus. The legal use of prescribed drugs is permitted on the job *only* if it does not impair the ability to safely perform the job's essential functions and does not endanger other individuals in the workplace.



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After careful consideration, a review of industry standards and practices and benchmarking other higher education institutions and local public-sector entities, the College also implemented a reasonable suspicion drug testing procedure in Fall 2024. This procedure provides guidance to supervisors and employees regarding the College's policies and procedures for employees suspected of being under the influence of drugs and/or alcohol while at work and complements the College's drug-free workplace policy. Three Collegewide training sessions were conducted for managers and supervisors of employees, and a library of resources was made available to all staff on an internal site.

Tri-C reserves the right to initiate corrective action at any of the following stages of progressive discipline should the College determine an offense or performance issue to be sufficiently serious:

- Verbal counseling
- Written reprimand
- Suspension/probationary status
- Discharge
- Possible referral for criminal prosecution

In addition, the employee may be referred to AllOne Health, the College's Employee Assistance and Work-Life Program. Call 800-227-6007 or visit the [AllOne Health website](#) for more information. Documentation of a completed alcohol or drug assessment or treatment program will be required for consideration of reinstatement/reemployment.

EVALUATION OF CURRENT PROGRAMS

College employees and student personnel professionals volunteer to review campus programs directed at alcohol and other substance abuse. A wide range of expertise can be found on the campus in health care professionals, health care educators, licensed counselors, licensed psychologists, police personnel, students and student life personnel. The College has chosen to make use of these individuals in planning, implementing, evaluating and revising its Drug-Free School Policy/Program.

The following provides information about College departments directly involved in working with students and programs and the measures implemented to prevent the use of alcohol or illicit drugs.

- **ATHLETICS/STUDENT ACTIVITIES**

Any student participating in any athletic program must sign a statement regarding their awareness of the College's policy regarding the use/misuse of alcohol, tobacco or illicit drugs during any College function or athletic event. All Tri-C students who represent the



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College while traveling must also sign this statement. Student-athletes must also complete a mandatory substance abuse training program.

- **CAMPUS POLICE**

Tri-C has its own police department whose sworn officers enforce city, county, state and federal laws on campus. Throughout the year, campus police officers may arrest students and others for alcohol and/or other substance use or possession violations. Those arrested are generally pedestrians on campus or drivers on the periphery of campus. Liquor law violations include minor consumption, disposal to a minor and open containers.

The following is a list of on-campus arrests and student conduct disciplinary proceedings during the September 2022-2024 period.

September 2022-2023	Metro	Western	Eastern	Brunswick	CCW	CCE	Westshore	Collegewide
On-Campus Arrest	4	0	0	0	0	0	0	4
Liquor Law Violations	0	0	0	0	0	0	0	0
Drug Law Violations	1	0	0	0	0	0	0	1
Tobacco	0	0	0	0	0	0	0	0
Total	5	0	0	0	0	0	0	5

September 2023-2024	Metro	Western	Eastern	Brunswick	CCW	CCE	Westshore	Collegewide
On-Campus Arrest	0	0	1	0	0	0	0	1
Liquor Law Violations	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0
Tobacco	0	0	0	0	0	0	0	0
Total	0	0	1	0	0	0	0	1

- **COUNSELING AND PSYCHOLOGICAL SERVICES CENTER**

The mission of Tri-C's Counseling and Psychological Services Center is to provide



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academic counseling services for current and prospective students and personal counseling, as requested, for existing students. The centers offer free, personal counseling services and will not disclose information without the student's written consent except when not prohibited by law or as part of an effort to help protect the student or others. In rare instances, applicable laws will require or permit the disclosure of personal information disclosed as part of the counseling process. If it is determined that a student's needs require resources or competencies beyond what the center can provide, the counselor, social worker or psychologist will help students locate appropriate on- or off-campus resources.

If it appears the student's needs cannot be met at the Counseling Center, the psychologist or counselor will attempt to locate appropriate on- or off-campus resources that best meet the student's needs. Local and national referral resources can be found on the [Tri-C Personal Counseling web page](#).

The following resources represent several of the external evaluation tools and agencies that the counselors, social workers or psychologists use for referral purposes:

Alcohol and Drug Screening

Alcohol Screening

A service provided by Join Together, a national project of the Boston University School of Public Health

Drug Screening

A service provided by Join Together, a national project of the Boston University School of Public Health

Alcohol and Drug Treatment Referrals and Facility Locators

Alcohol, Drug Addiction and Mental Health Services of Cuyahoga County

216-241-3400

Substance Abuse Treatment Facility Locator



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Call **211** for free and confidential information and referral help in the areas of health and human services:

- [United Way 2-1-1 Greater Cleveland](#)
- [211 — Local Help and Services | United Way of Summit & Medina](#)

Alcohol and Drug Information

[Substance Abuse and Mental Health Services Administration](#)

[Alcoholics Anonymous Cleveland](#)

216-241-7387 or 800-835-1935

[Narcotics Anonymous in Ohio](#)

800-587-4232

Mental Health Services

[Alcohol, Drug Addiction and Mental Health Services of Cuyahoga County](#)

216-241-3400

Emergency Services — A Cuyahoga County 24-hour mental health crisis, information and referral hotline: 216-623-6888

• DEAN OF STUDENT AFFAIRS

Each of the four campuses has a separate dean of Student Affairs, whose office provides a number of services to students in addition to being responsible for disciplinary sanctions for violations of the student conduct code. Through the orientation process, each student is given a copy of the Student Handbook, which directs them to the conduct code and the College's Drug-Free School and Campus Policy. The student handbook is also available to returning students in both hard copy and electronic formats.

The Office of the Dean of Student Affairs reviews student cases of substance abuse and interviews those found to be involved to determine the violation of the student conduct code. The following table shows the number of students reported or investigated for alcohol or other drug use violations during the reporting period and the disciplinary sanctions imposed as a



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result of the circumstances surrounding each report.

School Year	Issue	Campus	Resolution of Conduct Case
2022-2023	(1) Controlled Substance — Drugs	Westshore	(1) Found Not Responsible
2022-2023	(3) Controlled Substances	Metro	(3) No Finding
2022-2023	(3) Controlled Substances	Metro	(3) No Finding
2022-2023	(3) Controlled Substances	Eastern	FYI
2023-2024	(3) Controlled Substances	Eastern	FYI
2023-2024	(3) Controlled Substances	Eastern	(3) No Finding
2023-2024	(3) Controlled Substances	Metro	Responsible
2023-2024	(3) Controlled Substances	Eastern	FYI
2023-2024	(3) Controlled Substances	Eastern	(3) Found Not Responsible
2023-2024	(3) Controlled Substances	Metro	FYI

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2023-2024	(3) Controlled Substances	Eastern	FYI
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- **FINANCIAL AID**

In general, students who are receiving financial aid and who have a federal or state drug conviction may be disqualified from receiving federal assistance. During the application process, the students certify that they are eligible and do not have a drug-related conviction. Any conviction that was reversed, set aside, or removed from students' records does not count, nor does a conviction received when the students were juveniles unless they are tried as adults. Students who have been convicted of a drug-related offense may complete an acceptable rehabilitation program to reinstate their financial aid eligibility.

- **HUMAN RESOURCES**

The College's Human Resources department serves as a resource to employees in following the policies and procedures of the College. All employees have been made aware of these policies, and eligible employees are made aware of the Employee Assistance Program, which can help them with drug and alcohol problems. All employees can access these policies through the Tri-C website. In addition, new employees receive information on the College's alcohol, drugs and tobacco policy and the "Choose to Not Abuse" program during new employee orientation. The College's Health and Well-Being Initiative also provides employees with the opportunity to complete an annual [Health Risk Appraisal \(HRA\)](#) to better understand risks and their effect on health and productivity.

GENERAL ASSESSMENT

Campus housing is not available at Tri-C; therefore, there is a relatively low incidence of alcohol and other substance abuse on the campuses. There are no campus bars or other venues that sell alcohol. The alcohol and drug prevention programs at Tri-C appear to be effective, as evidenced by:

- A strong statement that Tri-C is a drug-free environment and that all violations will be addressed in accordance with College policy and local/state/federal laws.
- Counseling and Psychological Service Centers that offer free, confidential counseling and, when needed, appropriate referral.
- Employee assistance services for all employees, including any member of their household, through AllOne Health, the College's Employee Assistance and Work Life Program. Services include supervisory and employee educational training regarding substance abuse issues and confidential counseling services with diagnostic assessments.



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RECOMMENDATIONS

Because Tri-C recognizes that alcohol and drug abuse are serious issues, the College will continue to:

- Monitor the changing regulatory climate and continue to promote and enforce College policies.
- Update existing programs and/or develop new programs to assure institutional compliance, as needed.
- Utilize the “supplemental checklist” to strengthen the current program and awareness, as needed.
- Produce the next Biennial Report of Institutional Compliance with the Drug-Free Schools and Communities Act no later than Dec. 31, 2026.