



Drug Free Schools and Campuses Regulations [Edgar Part 86] Biennial Review: Academic Years 2016-2017 & 2017 - 2018

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Introduction/Overview

The Drug-Free Schools and Communities Act requires that institutions of higher education adopt and implement programs to prevent the “unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.” College and universities are also required to conduct biennial reviews to assess the effectiveness of their policies and substance abuse prevention programs.

This report fulfills the requirements set forth in the federal regulations. Chestnut Hill College engages in substance abuse prevention, education, intervention and treatment through the Division of Student Life. While there is an institution wide commitment to this important issue, the primary departments/individuals involved in these efforts are the Dean of Student Life, Residence Life, Counseling, Health Services, Athletics and Student Activities. This review provides a summary of applicable programming and data that monitors these results.

Biennial Review Process

This biennial review covers the 2016-2017 and 2017-2018 academic years at Chestnut Hill College. Involved in this review process include the Dean of Student Life, Krista Bailey Murphy, PhD, Residence Life, the Counseling Center, Health Services, Athletics and Student Activities. The data was collected through the American College Health Association-National College Health Assessment, the College’s judicial database, and the Annual Security Report (Chestnut Hill College, 2016, 2017, and 2018). The review process began in January 2018 and was concluded in November 2018. Biennial Review Reports are stored electronically on the Student Life Share Drive and within the office of the Dean of Student Life. Individuals wishing to obtain a hard copy may contact the Dean of Student Life. Otherwise, electronic copies are distributed through the campus email system. Additionally, the report is available on the College’s website.

Annual Policy Notification Process

All students have access to the policies through the [Student Handbook](#) which is revised annually and published on the Chestnut Hill College website. All students have access at any time to the school policies and are encouraged to become familiar with them. A copy of Chestnut Hill's substance abuse policy can be found in Appendix A. All employees receive policy information upon beginning their position and meeting with a Human Resource representative. Employees are given a hard copy of the Staff Handbook which contains all employee policies and also have access to an electronic version of the [Staff Handbook](#). A copy of the employee policy is attached in Appendix B. Faculty policies are contained in the Faculty Manual. The Faculty Manual is available upon request.

AOD Prevalence Rate, Incidence Rate, Needs Assessment and Trend Data

The most recent statistics related to drug and alcohol incidents, as reported in the 2014 Annual Security Report, are contained in the table that follows. This table includes all incidents that occur on campus and that are reported to campus officials:

Alcohol, Drugs & Weapons	On Campus			Non-Campus			Public Area			Residence Halls		
	2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017
Liquor Law Arrests	0	0	0	0	0	2*	0	0	0	0	0	0
Liquor Law Referrals	77	82	60	0	0	0	0	0	0	77	82	60
Drug Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Drug Referrals	19	32	25	0	0	0	0	0	0	19	32	25

*Two (2) liquor law arrests reported by Pottstown Police Department, occurring on the Montgomery County Community College Pottstown campus.

The most recent completion of the American College Health Association – National College Health Assessment occurred in Spring 2008. Funding is being sought in order to conduct the ACHA-NCHA survey in 2019. At this time, 21.1% of Chestnut Hill College students reported never using alcohol (ACHA-NCHA, 2008) 11.8% of students used, but not in the last 30 days (ACHA-NCHA, 2008). 48% during a 30 day period used 1-9 days (ACHA-NCHA, 2008). 17.9% during a 30 day period used 10-29 days (ACHA-NCHA, 2008). 1.1% during a 30 day period used all 30 days (ACHA-NCHA, 2008). 63.9% of students never used (ACHA-NCHA, 2008). 20.9% of students used, but not in the last 30 days (ACHA-NCHA, 2008). 9.7% of students used in the last 1-9 days (ACHA-NCHA, 2008). 2.9% of students used in the last 10-29 days (ACHA-NCHA, 2008). 2.5% of students used all 30 days (ACHA-NCHA, 2008).

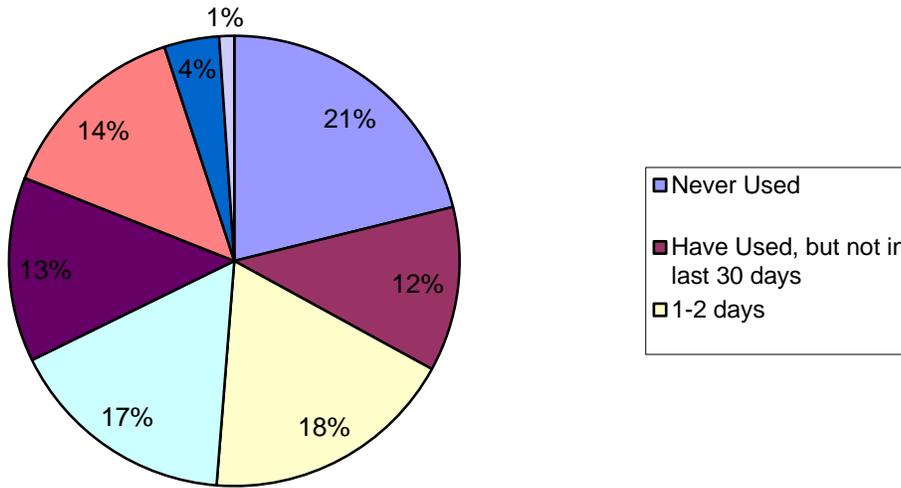
The charts and graphs that follow contain additional information about student alcohol use obtained from the 2008 ACHA-NCHA:

Number of Drinks the Last Time Students “Partied” or Socialized:

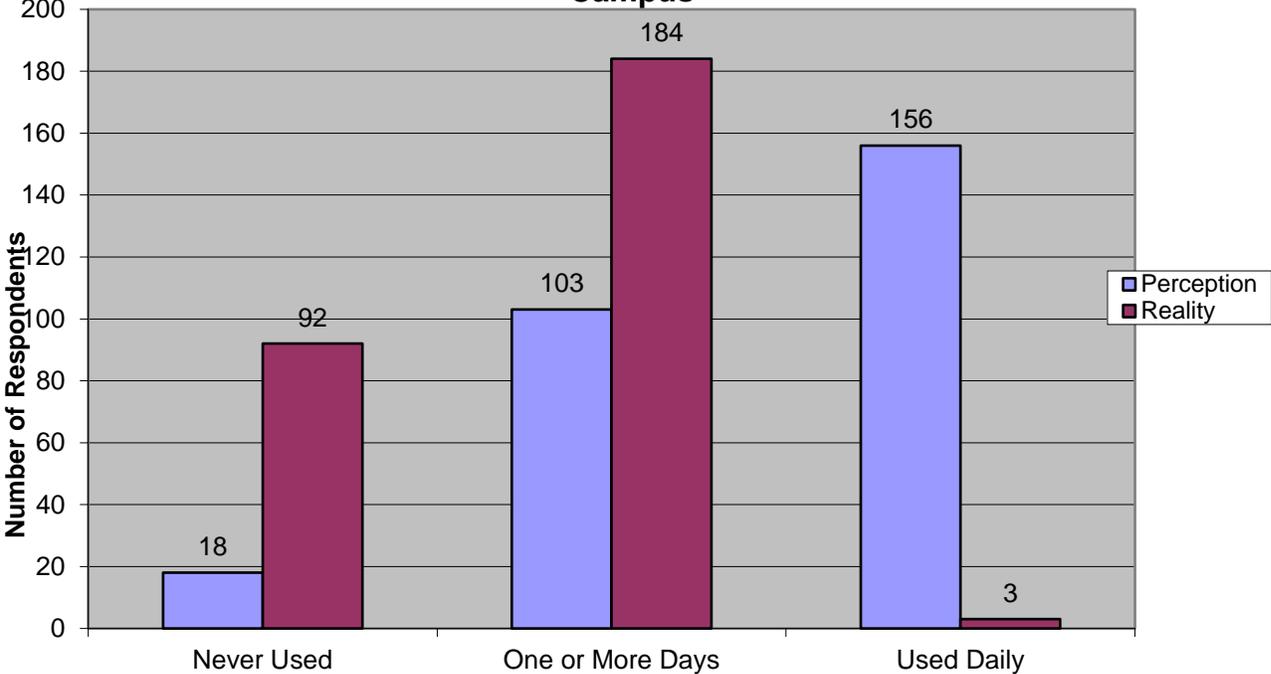
	Mean	Median	Minimum	Maximum
Males	7.74 (National Average: 5.34)	7.00 (.10-.13 estimated BAC)	0	29
Females	4.64 (National Average: 3.41)	4.00 (.08-.11 estimated BAC)	0	20
Total	5.72	5.00	0	30

Frequency of Alcohol Use, Last 30 Days, All Respondents

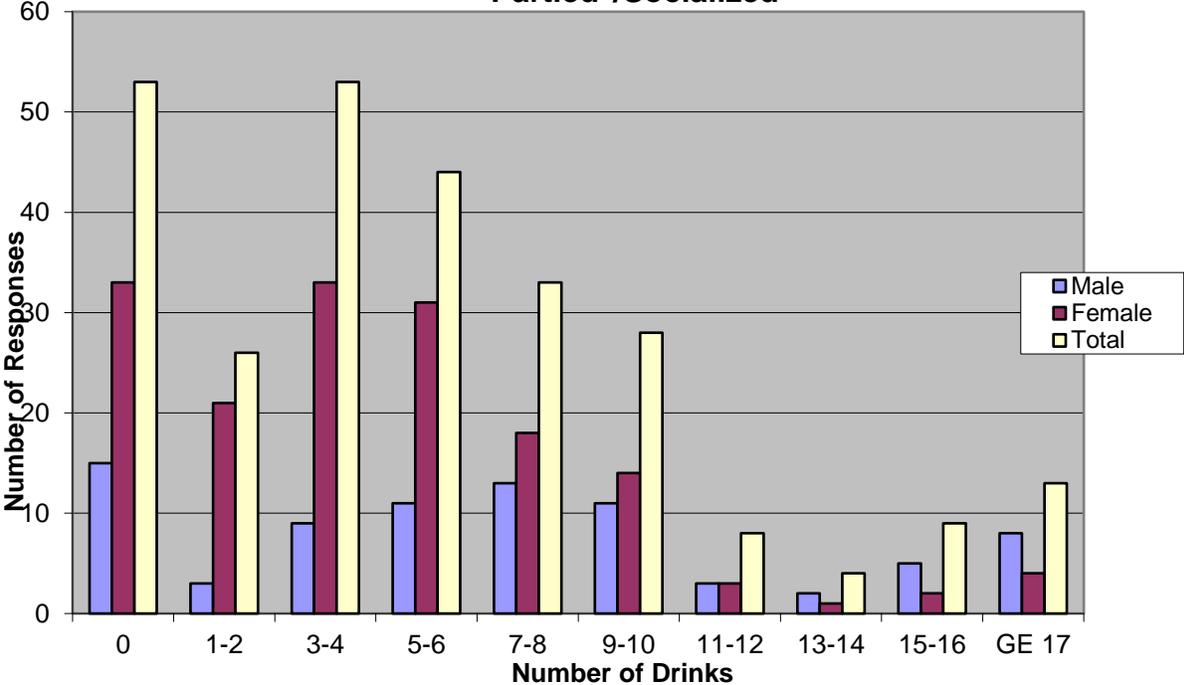
All Respondents



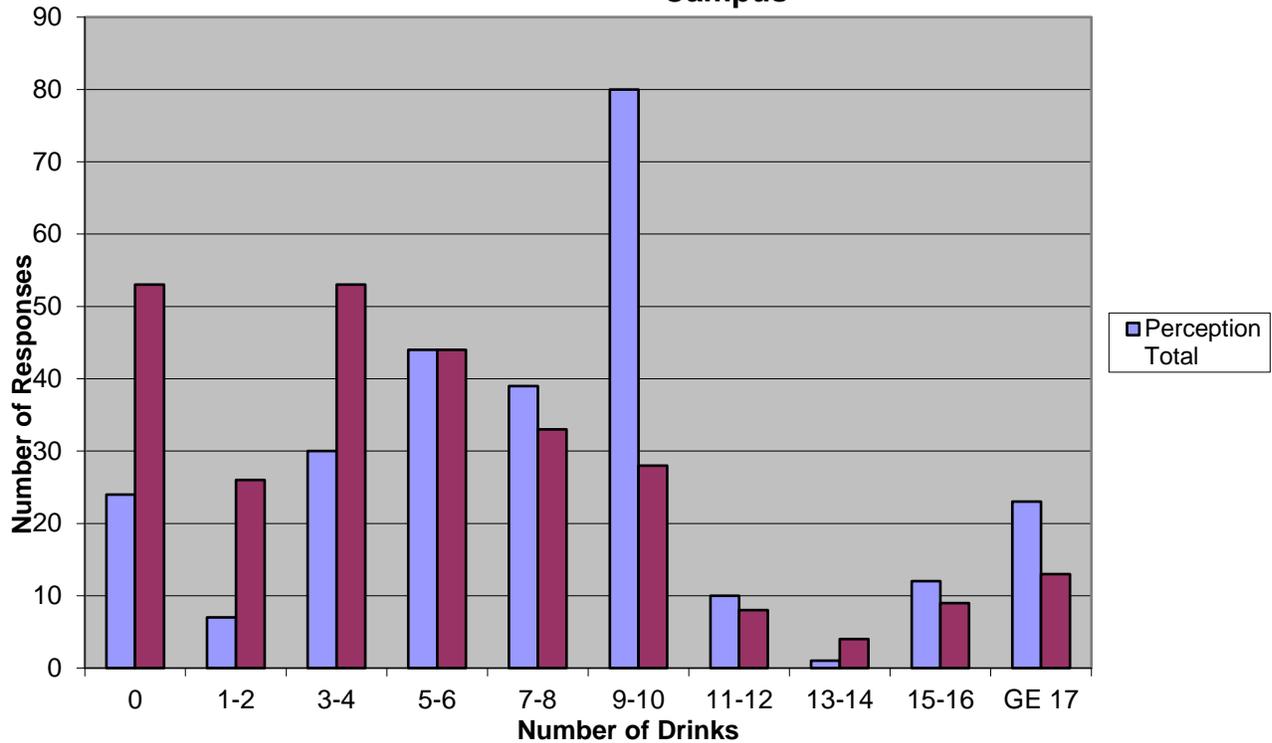
Reality vs. Perception of Alcohol Consumption (Frequency) on Campus



of Alcoholic Drinks Consumed Last Time Repondent "Partied"/Socialized



Reality vs. Perception of Alcohol Consumption (Amount) on Campus



Additionally, in 2011, the College administered the Educational Benchmarking Inc. (EBI) to resident students. The EBI is a nationally administered and benchmarked survey. While the primary focus of this assessment is on student satisfaction in the residence halls and on campus, there are several questions that relate to knowledge of policies and personal substance use. Below are some questions and data gleaned from this survey:

On a 7 point likert scale, with 1 being not at all and 7 being extremely, students responded with a mean of 5.19 to the following question: To what extent has living in on-campus housing enhanced your ability to understand the consequences of alcohol use and abuse. Using the same likert scale, students responded with a mean of 5.11 to the following question: To what extent has living in on-campus housing enhanced your ability to understand the consequences of drug use and abuse.

Additionally, 80.3% of students reported that they never tried marijuana and 92.1% reported never using prescription pills for recreational/un-prescribed use. Based upon the number of incident reports and judicial hearings, we know there has been a significant shift in substance use on campus from primarily alcohol to a large number of marijuana incidents. We have adjusted our sanctioning in order to respond to these changes, ensure that our sanctioning is fair and just, and also that we are positioned to provide educational and wellness interventions to students as appropriate.

In order to gather data in the absence of funding for a large national survey, Chestnut Hill College has held meetings with athletic teams where anonymous data was collected regarding alcohol and drug use. These sessions were held between calendar years 2015 – present. The

goal is to get teams on a two year rotation so that four year student-athletes will participate twice during their time on campus.

This data mirrored the data collected previously through the ACHA-NCHA. The largest discrepancy existed in students' perceptions of how much their teammates drank versus how much they drank.

AOD Policy, Enforcement & Compliance Inventory & Related Outcomes/Data

Please see Appendix 1 and 2 for the entire text of all policies relating to alcohol and drug use.

Oversight over Student Policy

The President of the College assigns responsibility for student discipline to the Vice President of Student Life and his/her designees. The Vice President for Student Life may assign a designee to investigate a matter. Hearings are adjudicated by Residence Coordinators, the Associate Director of Residence Life, the Director of Residence Life, the Dean of Student Life, or the Vice President for Student Life. In reports of sex offenses, hearings are handled by the Dean of Student Life or a designee from the Vice President for Student Life. Students charged with violating a campus policy may have their case adjudicated by the Community Standards Board at the discretion of the Vice President of Student Life or designee. Resident Assistants, Resident Coordinators, and Campus Security are the primary reporters of policy violations, but any individual on campus may file a complaint or incident report.

Resident Assistants (RAs) are full-time undergraduate students selected to advise a residential area in the halls. These staff members are the College's representatives to resident students and consequently, have broad responsibilities extending to all areas of the students' physical, social, academic and emotional well-being. RAs conduct monthly floor meetings that are mandatory for all residents. RAs will report any facility or housekeeping concerns on the students' behalf. RAs are also able to assist with roommate conflict, academic and personal referrals and the overall community building in their area. There is an RA on duty in every area every night during the academic year.

The Residence Coordinator (RC) position is a graduate, live-in position. RCs supervise undergraduate Resident Assistants (RA) and manage the operations in one or more residence facilities. Their responsibilities include supervising an RA staff, community programming and development, student discipline, duty coverage and facility management. RCs are responsible for the overall daily management of their hall(s). They have office hours posted on their office doors; students should see their RC for any concerns they are experiencing in the hall.

Oversight over Employee Policy

Employees of Chestnut Hill College are expected to abide by the established rules and policies of the College, including, but not limited to, those outlined in the Standards of Conduct, Timeliness and Attendance Policy and Performance Policy. The College provides employees who violate policies or exhibit unsatisfactory job performance an opportunity to comply with College requirements by means of a progressive discipline policy or Corrective Action Plan. A Corrective Action Plan is a series of disciplinary actions, corrective in nature, taken to provide employees the opportunity to improve job performance and comply with College rules and policies. Such actions range from counseling/coaching, oral and written warnings, probation or suspension, to discharge, as deemed appropriate to the situation.

Before implementing a Corrective Action Plan, a supervisor should first consult with his or her Director, Dean or Vice President, and then with the Director of Human Resources and/or Chief of Staff. Human Resources is responsible for the proper handling of such matters, including the assurance that appropriate action is taken when circumstances warrant. The supervisor, with the assistance of the Director of Human Resources and/or Chief of Staff, will also determine whether the particular violations are serious enough to warrant immediate specific disciplinary measures outside of progressive discipline, including discharge. “Serious Violations” include, but are not limited to, those acts that could result in injury, impairment of the College’s operations, or loss or damage to College’s resources. Any behavior or action not congruous with the College Mission is also considered a “serious violation.” The College reserves the right to skip one or more of the progressive discipline steps dependent upon the situation (Chestnut Hill College, Staff Handbook, 2016).

Campus Security

Chestnut Hill College contracts with Allied Universal Security to provide security for campus. The Department of Safety and Campus Security reports to the Dean of Student Life, and consists of a Director and 40 full-time Security Officers and 15 part-time Security Officers. Of these 40 officers, one is designated as the Patrol and Training Manager, one is designated as the Crime Prevention Officer, and six are Shift Supervisors. The Director of Safety and Campus Security also manages on campus parking.

Security Officers are both CPR and AED certified and have undergone training in specialized course offerings for higher education. Security officers do not carry firearms and do not have the authority to arrest individuals. Criminal investigations are conducted by the Philadelphia Police Department, which is responsible for coverage at Chestnut Hill College. Chestnut Hill College does not have a memorandum of understanding with the Philadelphia Police

Department, but the Philadelphia Police Department assists the College when needed. Victims of campus crimes and other criminal activity are encouraged to, and readily assisted in, reporting incidents to the local police. The Philadelphia Police do periodic patrols of campus and have partnered with the College for trainings and discussions related to emergency response preparedness.

Buildings and residence halls are monitored by security personnel on a 24-hour basis. The buildings and residence halls are equipped with state of the art security and fire alarm systems. All resident students must swipe in and out of the residence halls at times of entry and egress. Fire safety drills are conducted in compliance with Philadelphia Fire Department regulations. Alarms, sensors and fire equipment are cleaned, inspected and certified annually in compliance with the Philadelphia Fire Code.

Several patrol areas are included in the security operation including vehicle as well as foot patrols. Officers utilize an electronic tour watch device which provides accurate documentation on times and locations of their patrols. During these patrols, unsafe conditions discovered are promptly reported and the appropriate campus department is notified for corrective actions to be undertaken. Emergency lighting and phones are surveyed on a scheduled basis.

Chestnut Hill College's Department of Safety and Campus Security lives by our Mission Statement, and is committed to the high standards of quality in promoting a safe and problem free educational environment.

Chestnut Hill College works in collaboration with the Philadelphia Police Department (specifically the 14th District) when needed. The Philadelphia Police Department makes regular patrols through campus and has collaborated with the College on table top exercises related to active shooters and other potential emergency situations.

Chestnut Hill College also provides training for Campus Security Authorities (as defined by the Clery Act) and responsible employees (as defined by Title IX). This training is offered at various times and through various settings throughout each academic year.

The charts that follow contain all violations as reported in the Annual Security Report in compliance with the Jeanne Clery Act:

Hate Crimes

There were no Hate Crimes for the years 2015, 2016, or 2017. Please note that hate crimes cover the following areas of bias: race, religion, ethnicity, national origin, gender, sexual orientation, disability and gender identity.

The chart that follows includes a summary of sanctions across all student violations:

Sanction	Number of Times Assigned
Alcohol Education Class	23
Apology	45
Alcohol/Drug Assessment	19
Educational Task (this includes BASICS sessions)	21
Housing Relocation	6
Housing Suspension	3
Heath Center Meeting	15
Judicial Educator (online module for first time offenders for alcohol, community disruption and other minor offenses)	209
Monetary Fine	138
Parental Notification	54
Probation	59
Reflection Paper	50
Restitution	3
Visitation Restriction	10
Written Warning	80

Please note that this chart includes all adjudicated cases, including small infractions such as first time noise violations, visitation violations, etc.

Alcohol Related Events on Campus

Chestnut Hill College is a dry campus. Any event involving alcohol must be approved by the President. Annually, alcohol is served at a College Christmas Party for faculty, staff and administration sponsored by the President's Office and a post-graduation reception for faculty, staff and administration, also sponsored by the President's Office.

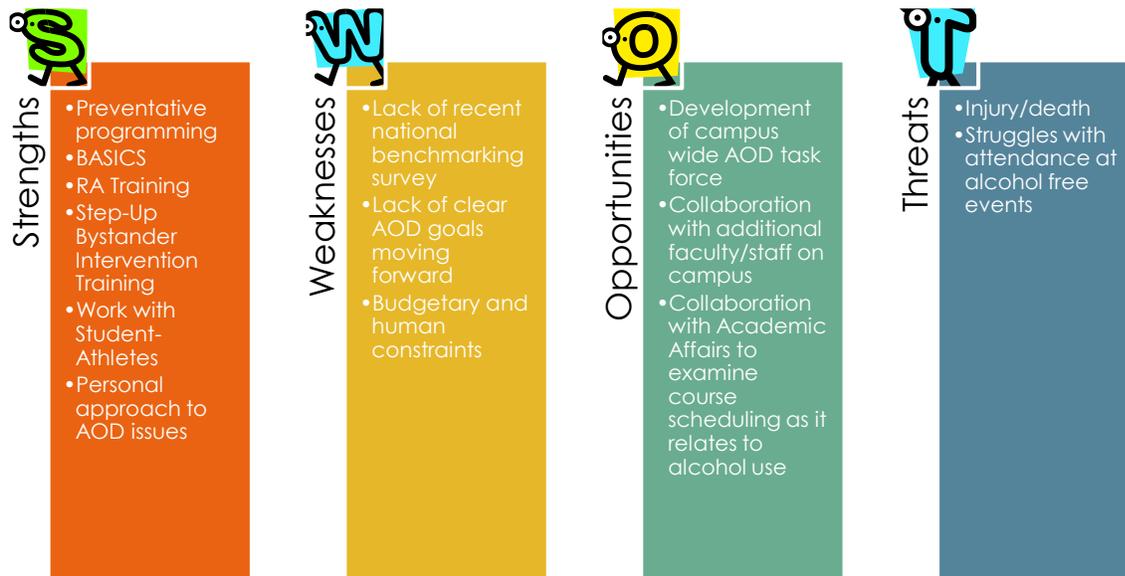
AOD Comprehensive Program/ Intervention Inventory & Related Process and Outcomes/Data

Chestnut Hill College believes that prevention is the best approach to alcohol and drug related issues. As such, we have developed a comprehensive alcohol and drug education program targeting issues most impacting college students.

The chart below contains different components of the College’s comprehensive approach to addressing alcohol use and abuse - educational, programmatic, counseling based & judicial; there are both proactive (educational, programmatic, counseling based) and reactive components (judicial) delivered in both active (programming, etc.) and passive ways (bulletin boards, posters, materials obtained through the PLCB, etc.). We have been intentional in employing best practices according to the NIAAA standards (National Institute on Alcohol Abuse and Alcoholism).

Program	Target Audience	Frequency	Delivery Method
National Collegiate Alcohol Awareness Week (NCAAW)	All students	Annual	Active and passive programming
Day of Silence (NCAAW)	All students	Annual	Passive programming
Candlelight Vigil (NCAAW)	All students	Annual	Active programming
DUI Simulator (NCAAW)	All students	Bi-Annual	Active programming
Lecture Series (NCAAW)	All students	Annual	Active programming
Poster Campaign (NCAAW)	All students	Annual	Passive programming
Step-Up Bystander Intervention Training	Faculty, staff and students (mandatory for first-year students)	Annual	Training
Alcohol 101 (Alcohol Education Class)	Sanctioned Students	Multiple times per year	Active programming
BASICS	Sanctioned students	As needed	Personalized intervention
Healthy Choices	First-Year Students during Orientation	Annual	Active programming
Heart-to-Heart Sessions with Athletic Teams	Student Athletes	Multiple times per year	Active programming
Targeted Residence Hall Programs	All students	Multiple times per year	Active programming
Alcohol & Your Career	All students	As needed	Active programming
Midnight Madness (alcohol free event)	All students	Annual	Active programming
Fridays After Dark (alcohol free programming)	All students	Every Friday night	Active programming
Alcohol Education and Response Training	Resident Assistants	Annual	Training

AOD SWOT/C Analysis



Recommendations for Next Biennium

Building upon the SWOT analysis above, the College will look to form an AOD Task Force comprised of administrators, faculty, staff and students. This broad based task force will be able to examine the institutional culture surrounding alcohol and other drugs, undertake additional assessment initiatives and (growing from these assessments) make programmatic and policy based recommendations.

Goals and objectives for next Biennium

The goals for the next biennium include:

- Create an AOD Task Force
 - This Task Force will be led by the Dean of Student Life
 - An organizational meeting will be held in early 2019 and plans will then be developed
- Develop a four-year programming cycle for issues related to alcohol, drugs and sexual violence
 - This intentional four-year programming cycle would ensure that students here consistent, but not overly repetitive messages during their four years at the College

- Continue the strong partnership between Student Life and Athletics, which has enabled Chestnut Hill College to offer a wide array of programming specifically targeted at student-athletes

Conclusion

Throughout this review process, it has been determined that the College would benefit from additional campus wide, nationally benchmarked data collection. There are financial constraints to such an undertaking, which is why most data collection has been in house over the last several years, but this data is important in demonstrating the success of our varied and comprehensive programs and interventions. Chestnut Hill College has a very strong comprehensive drug and alcohol program and we are proud of the work we are able to do with students. We are most excited by our recent success with Step Up to Be a Dear Neighbor bystander intervention training and believe that this initiative will pay dividends for our community during the next biennium cycle.

Appendices

Student Substance Abuse Policy (as found in the Student Handbook)

This policy shall apply to all students of Chestnut Hill College. This policy applies on the College property as well as at college sponsored activities. This policy embodies the provisions of mandatory federal regulations. The provisions are effective immediately.

In accordance with this, Chestnut Hill College prohibits the unlawful manufacture, distribution, dispensing, possession, sale or use of the following substances or items on College property or at College activities by students: illegal drugs, controlled substance analogues, prohibited drugs and drug related paraphernalia.

Being under the influence of alcohol or drugs is prohibited. In addition, no student is permitted to possess, use, or offer for sale any alcoholic beverage in College housing, on campus or as part of a College activity. Alcoholic beverages may not be served at any College-sponsored function in which students participate with the exception of those designated by the President.

I. Student Policy

Alcohol

Chestnut Hill College is, by virtue of its mission, concerned with the development of the student's mind, body, spirit and personality. As such, the college realizes that given the significant alcohol-related problems in society, serious efforts must be made to educate students so that they can make responsible choices.

Under third party or Dram laws, commercial sellers of alcoholic beverages are liable for the adverse effects of alcohol consumption. Amid public concern over drunk driving and other alcohol-related social problems, Dram laws have been extended beyond commercial sellers of alcohol to social hosts, employers and other unlicensed furnishers of alcoholic beverages.

Because of these emerging legal trends, individuals, groups, and/or organizations that host events where alcohol is served may be held liable for damages and injuries caused by an intoxicated guest. The potential for liability is increased when the alcoholic beverages are being furnished to minors. Thus, social host liability holds ominous implications for colleges and universities; such institutions may be held liable when they provide alcoholic beverages to students, employees, or the public, and the potential for liability is more extreme when alcohol is furnished for minors.

Pennsylvania Liquor Code Laws

Members of the Chestnut Hill College community are expected to be aware of and obey state and municipal laws or ordinances regulating the use, possession, or sale of alcoholic beverages. Students who are cited for violations of such laws or ordinances by state or municipal authorities may also face college disciplinary proceedings and/or be required to pursue counseling or treatment as a condition of continued enrollment at the college.

The following are important Pennsylvania Liquor Code Laws and the sanctions for violating them. They are applicable to every person on the Chestnut Hill College Campus, regardless of his or her state or country of origin. Moreover individuals may face severe financial consequences from a lawsuit arising out of use or misuse of alcohol.

1. It is a summary offense for a person under 21 years old to purchase, consume, possess or knowingly and intentionally transport any liquor, malt or brewed beverages. Penalty for a first offense is suspension of driving privileges for up to 90 days; for a second offense, suspension of driving privileges for up to one year, a fine up to \$500 and imprisonment for up to one year. Multiple sentences involving suspension of driving privileges must be served consecutively.
2. It is a crime intentionally and knowingly to sell or intentionally or knowingly to furnish or to purchase with the intent to sell or furnish, any liquor or malt or brewed beverages to any minor (under 21). "Furnish" means to supply, give or provide to, or to allow a minor to possess on premises or property owned or controlled by the person charged. Penalty for a first violation is \$1,000; \$2,500 for each subsequent violation; imprisonment up to one year.
3. It is a crime for any person under 21 years of age to possess an identification card falsely identifying that person as being 21 years of age or older, or to obtain or attempt to obtain liquor or malt or brewed beverages by using a false identification card. Penalties are as stated in (1) above.
4. It is a crime to intentionally, knowingly or recklessly manufacture, make, alter, sell or attempt to sell an identification card falsely representing the identity, birth date or age of another. Minimum fine of \$1,000 for first violation; \$2,500 for subsequent violations; imprisonment for up to two years for any violation.
5. It is a crime to misrepresent one's age knowingly and falsely in order to obtain liquor or malt or brewed beverages. Penalties are as stated in (1) above.
6. It is a crime to knowingly, willfully, and falsely misrepresent that another is of legal age to obtain liquor or malt or brewed beverages. Penalty is a minimum fine of \$300 and imprisonment for up to one year.
7. It is a crime to hire, request or induce any minor to purchase liquor or malt or brewed beverages. Penalty is a minimum fine of \$300 and imprisonment for up to one year.
8. Sales without a license or purchase from an unlicensed source of liquor or malt beverages are prohibited.
9. It is unlawful to possess or transport liquor or alcohol within the Commonwealth unless it has been purchased from a State Store or in accordance with Liquor Control regulations.

10. In addition, a City of Philadelphia ordinance prohibits the consumption of alcoholic beverages in public streets, sidewalks, highways, buildings, lanes, parking lots, recreation or park areas or other public property within the City of Philadelphia.

Effects of Alcohol

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

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

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

Sanctions Concerning Alcohol Use/Abuse

Violations of the alcohol policy will remain active and accumulate for the duration of a student's matriculation at Chestnut Hill College. Previous alcohol violations, regardless of severity, will be taken into consideration when sanctioning present incidents.

Sanctions include but are not limited to the following:

Possession and/or Consumption of Alcohol on Campus, on College Sponsored Trips or at College Sponsored Events (even if over 21 years of age)

Please note: Possession of alcohol includes being present in a location where alcohol is present.

1st Offense ~ Alcohol education, \$50 fine

2nd Offense ~ Alcohol assessment and/or education, parental notification, \$75 fine, disciplinary probation

3rd Offense ~ Possible suspension or expulsion from housing and/or the College, \$100 fine

Hosting an Alcohol Gathering on Campus or in Campus Housing/Furnishing Alcohol
Amount and type of alcohol is factored in the disciplinary sanction. That is, greater amounts of alcohol lead to more serious sanctions. In addition, sanctions are most likely increased when the hard liquor is present (i.e. vodka, rum, etc.).

1st Offense ~ Alcohol education, parental notification, disciplinary probation, \$100 fine

2nd Offense ~ Alcohol assessment, parental notification, possible suspension from
College housing, disciplinary probation, \$200 fine

3rd Offense ~ Parental conference, possible suspension or expulsion from the College,
\$300 fine

Use of Alcohol Resulting in Erratic/Abusive/Destructive/Violent Behavior

1st Offense ~ Alcohol assessment, restitution for damage, parental notification, \$100 fine, disciplinary probation

2nd Offense ~ Possible suspension or expulsion from housing and/or the College, \$200 fine

Hospitalization as a Result of Alcohol

1st Offense ~ Parental conference prior to returning to College and/or housing, alcohol assessment, reflection paper, disciplinary probation

This list of sanctions is not meant to be all inclusive, but it is to be used as a guideline for sanctioning. Examples of an educational sanction assigned for violating the alcohol policy include, but are not limited to bulletin boards, research papers, reflection papers, alcohol education class and community service.

Alcohol assessments will be performed by someone acceptable to the College. The student must execute a waiver to allow the College access to verification of participation in an assessment. Verification of participation in an assessment may be released to parents. Any student who refuses to participate will risk probation and/or loss of housing.

Payment of Fines

Fines will be placed on a student's account. All moneys collected as a result of fines shall be allocated for Alcohol Education and will be administered by the Vice President for Student Life.

Drugs

Chestnut Hill College does not condone the violation of any civil statute. The possession, use or distribution of illicit drugs is prohibited within the College. The College, however, has no intention of usurping the role of civil authority and will notify authorities immediately if the College believes there is possible illegal activity occurring on campus. The College is concerned with drug use, not only because it is a violation of a civil statute, but also because it is detrimental to the achievement of institutional goals. The primary role of this community is the intellectual and emotional development of its members. It is generally recognized that the effect of drugs (ex. lysergic acid, mescaline, methadone, heroin and marijuana) is to alter one's judgment and level of awareness. Constant use and/or abuse of drugs can result in permanent physical damage and psychological dependence as well as increasing inability to distinguish illusion from reality. The effects are opposed to the proper functioning of an academic community.

The College is vitally interested in the well being of all members of its community and therefore, wishes always to offer assistance rather than punishment. The College recognizes that chronic drug usage does not occur in isolation. Rather, it is a symptom of other difficulties that the individual is experiencing. In view of this, the College makes available to all members of its community a counseling office staffed by professionally trained personnel. Counseling is confidential; the Counseling Center can be reached at 215.248.7041 and is located on the 3rd floor of St. Joseph Hall. The College strongly urges its members to take advantage of these services.

For the health and well-being of the community, drug paraphernalia of any kind is also prohibited. This includes any item used in the consumption or storage of drugs. This includes, but is not limited to, pipes, bongs, water bongs, needles, and other homemade items not being used for their intended purpose, but being used to consume drugs.

Students who are found to be possessing or using illegal drugs, or against whom there is strong evidence of possession or use, will face sanctions which include, but are not limited to:

Paraphernalia

1st Offense: \$50 fine; educational module

2nd Offense: \$75 fine; probation

Possession of /Personal Use

1st Offense: \$100 fine; probation; educational task

2nd Offense: Possible loss of housing; drug assessment/education*; parental notification

3rd Offense: Suspension or expulsion from the College

Possession with intent to Manufacture, Sell, Distribute, Share, Traffic

1st Offense: Suspension or expulsion from the College

*Drug assessment or education as determined by the hearing officer

Drug assessments will be performed by someone acceptable to the College. The student must execute a waiver to allow the College access to verification of participation in an assessment. Verification of participation in an assessment may be released to parents. Any student who refuses to participate will risk probation and/or loss of housing.

Chestnut Hill College students are subject to prosecution under the Pennsylvania Controlled Substance; Drug, Device and Cosmetic Act for drug abuse and unlawful drug use and unlawful drug sales. The following state and federal laws concerning specific illicit drugs are drawn from the Controlled Substance, Drug, Device and Cosmetic Act, 35 p.s. section 107 708-113 et, seq. of the Commonwealth of Pennsylvania and from the Federal Drug Abuse Prevention and Control Act, 2 U.S.C.A. 801, et, seq., (specifically, the penalties for manufacturing, distributing, dispensing or possessing a controlled substance are found in section 841 of the Act).

2. Faculty/Staff Substance Use Policy

Alcohol

The intent of this policy is to communicate the College's expected standards of conduct as a means of avoiding undesirable conduct.

Generally speaking, the College expects each person to act in a mature and responsible way at all times, exhibiting behavior that is congruous with the College's Mission. Employees are expected to abide by the established rules and policies of their departments and the College. Unacceptable/inappropriate behavior/conduct will result in Corrective Action. To avoid any possible confusion, some of the more obvious examples of unacceptable/inappropriate behaviors are noted within this policy. This list is not intended to be all-inclusive. The College reserves the right to take Corrective Action for any other reason it considers appropriate.

Unacceptable/inappropriate behavior/conduct:

- Willful or negligent violation of College policies and procedures
- Failure to carry out a direct order from a supervisor; insubordination
- Unauthorized removal or use of any College property
- Discourteous treatment of students, faculty, staff or other College constituencies, including harassing, coercing, threatening or intimidating others
- Possessing or being under the influence of alcohol, narcotics, or drugs while on duty or on College property
- Possession, display or use of explosives, firearms, or other dangerous weapons while on duty or on College property
- Any act or conduct that is discriminatory in nature toward another person's race, color, national origin, gender, age, disabilities, religious beliefs or any other category protected by federal, state or local law
- Careless, negligent or improper use of College property, equipment or funds
- Improper or unauthorized use or abuse of paid leave
- Irregular attendance: repeated tardiness, unreported or unexcused absence, excessive absenteeism and/or excessive lateness
- Sleeping while on duty
- Any behavior that the College reasonably believes may be detrimental to another person or possibly unlawful
- Any behavior that is not in keeping with the College Mission

Drugs

The Drug Free Workplace Act of 1988 requires each government contractor, subcontractor and federal grantee to develop and notify all employees of its drug prohibition policies. For Chestnut Hill College, the policies are as follows:

1. It is unlawful to manufacture, distribute, dispense, possess or use a controlled substance while engaged in their employment responsibilities and/or when on the premises of Chestnut Hill College
2. As a condition of employment, employees will abide by the terms of the statement in paragraph #1 and must notify the Human Resources Office in writing if he or she is convicted of a violation of a criminal drug statute occurring in the workplace no more than five calendar days after such conviction.
3. All employees are encouraged to attend programs on drug abuse awareness sponsored by various campus offices in order to become as informed as possible about the physical and psychological hazards of illegal drug use.
4. Drug counseling and rehabilitation is available through the College's Employee Assistance Program and through the health insurance plans the College sponsors. Employees may receive additional information in the Office of Human Resources.
5. An employee found possessing or using a controlled substance on the premises of Chestnut Hill College will be liable to immediate suspension from employment until he/she has undergone at least six months of therapy with a qualified counselor. After that period, employment may be resumed upon the recommendation of the counselor.
6. Any employee found manufacturing, distributing, or dispensing a controlled substance on the premises of Chestnut Hill College will be liable to immediate dismissal.
7. With the exception of the dessert reception for graduating seniors the dinner to honor graduating students, or with written permission from the College President alcoholic beverages may not be served at any college event where students, undergraduate or graduate, will be present.

Tobacco Free Policy

Chestnut Hill College is committed to the health and wellness of its students, faculty, staff and visitors. In keeping with this commitment, Chestnut Hill College has adopted a Tobacco Free Campus Policy beginning August 15, 2019. Tobacco use is prohibited within the campus boundaries, in all College buildings, at all College sponsored events, and in all College owned vehicles. This policy also applies to parking lots, walkways, sidewalks, athletic facilities, and private vehicles parked or operated on College property. This policy applies to all faculty, staff, students, vendors, contractors, visitors, and guests.

Tobacco use includes any lighted tobacco product (e.g., cigarettes, cigars, clove cigarettes, pipes), any oral tobacco product (e.g., smokeless tobacco, dip, chew), vaping, or the use of electronic cigarettes.

All members of the Chestnut Hill College community are asked to respectfully remind others of the College's Tobacco Free Policy. Primary responsibility for enforcement falls to Campus Safety and Security. Campus Safety and Security can ask for identification from anyone found to be in violation of the policy; an incident report will be filed for anyone violating this policy. Student violations will be sent to the Dean of Student Life for processing. Faculty/Staff violations will be sent to Human Resources. Vendor violations will be handled by Vendor Supervisor. Guests found to be intentionally and consistently violating this policy may be asked to leave campus. Students and employees should review their respective Handbooks for information on individual disciplinary processes.

Penalties for violations are listed below:

First Violation – Warning

Second Violation - \$25 fine

Third Violation - \$50 fine; disciplinary probation (students) or corrective action plan (employees)

Fourth Violation - \$100 fine; disciplinary probation (students) or corrective action plan (employees)

Fifth Violation – possible dismissal or termination of employment

All fines collected will be used to further the College's health and wellness programming.

Members of the campus community who choose to smoke are required to leave campus. Chestnut Hill College is bordered by Fairmount Park, Morris Arboretum, and private residences. Individuals are expected to be respectful of these neighbors and to properly dispose of any tobacco related items. It is a safety hazard, and disrespectful, to dispose of

tobacco related products on the ground. Additionally, please be mindful to not block access or egress to the aforementioned green spaces, private residences, and/or SEPTA bus stops.

If you are looking for resources to help quit using tobacco products, please contact Human Resources, Student Health Services, <https://smokefree.gov> or www.smokefreephilly.org for local resources.

Example of Advertisement for Midnight Madness

The advertisement is presented as a white sheet of paper pinned to a blue background. On the left side, a yellow speech bubble contains the text "Don't miss it!". The main title of the event is "Midnight Madness Tonight @ 8:00 pm Sorgenti Arena". Below the title, a list of activities is provided: "Free Rally Towels!", "Red/White Game!", "Dunk Contest!", "Half Court Shot to Win Free Books for Spring Semester!!". To the right of this list is a photograph of three young women sitting together, each holding a red foam finger that says "CHICKEN". At the bottom of the advertisement, it states "Brought to you by the NCAA CHOICES Grant Co-Sponsored by SAAC, SGA & FADD".

Don't miss it!

Midnight Madness Tonight @ 8:00 pm Sorgenti Arena

Free Rally Towels!
Red/White Game!
Dunk Contest!
Half Court Shot to Win
Free Books for Spring
Semester!!



Brought to you by the NCAA CHOICES Grant
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