



CENTRAL CONNECTICUT STATE UNIVERSITY

Office of the Vice President for Student Affairs

**Central Connecticut State University's
Drug Free Schools Act
2019 Biennial Report**

**To: The United States Department of Education
Office of Postsecondary Education**

**From: Michael Jasek
Vice President for Student Affairs**

Date: December 2019

This report was prepared on behalf of the CCSU Presidential Advisory Council on Alcohol, Tobacco and Other Drugs for President Zulma R. Toro

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I. Introduction to Central Connecticut State University

Central Connecticut State University (CCSU) was founded in 1849 as the New Britain Normal School and is Connecticut's oldest publicly supported institution of higher education. Located at 1615 Stanley Street, New Britain, Connecticut, CCSU is a fully accredited four-year university with an enrollment of approximately 8,500 full time students and 4,000 part time students. CCSU is a dry campus. The President of Central Connecticut State University is Dr. Zulma R. Toro

II. Description of the Alcohol, Tobacco and other Drug Prevention Program at CCSU by Jonathan A. Pohl, Ph.D., Wellness Education Coordinator

Dr. Michael Jasek, Vice President of Student Affairs was supervising Student Wellness Services (SWS), Wellness Education until the hire of Dr. Michael Russo. Dr. Shannon Jackson and Dr. Jacqueline Harris, former Directors of Student Wellness Services were responsible for supervising the Office of Wellness Education (formerly the Office of Alcohol and Drug Education) and overseeing the Alcohol, Tobacco and other Drugs (ATOD) Prevention Program for students at Central Connecticut State University. The following is a brief description of the 2015-2017 ATOD program on campus:

Presidential Advisory Council on Alcohol, Tobacco and other Drugs.

Central Connecticut State University has a Task Force entitled "*The Presidential Advisory Council on Alcohol, Tobacco and other Drugs,*" dedicated to monitoring ATOD policies, practices and programs on campus. The Council serves the University by coordinating efforts to reduce the impact of ATOD on the community and contributes to creating optimal conditions for student academic success and personal development. The Council meets six times during the academic year and sub-committees are formed to conduct ATOD project assignments.

Members are appointed by President Zulma R. Toro. The Interim Chairperson is Dr. Jonathan Pohl, Wellness Education Coordinator; other members include: Dr. Peter Troiano, Interim Vice President for Student Affairs; Christopher Dukes, Director of Student Conduct; Marisol Melendez Cruz, Associate Director of Student Wellness Services - Health; Sergeant Gerald Erwin, CCSU Police Department; Anna Suski-Lenczewski, Chief Human Resources Officer; Molly McCarthy, Assistant Director of Compliance for Athletics; Jean Alicandro, Director of Residence Life; Maria Santilli, Assistant Director of Student Activities & Leadership Development; Dr. Reginald Holt, Assistant Professor, Counselor Education & Family Therapy; Rachael Mearman, Wellness Programs Assistant, Kassandra Fruin, Student Government Association Senator, Akai Long, Student Government Association Senator.

The Advisory Council is specifically charged with:

- establishing a forum for collaboration, coordination and accountability among the various CCSU departments delivering programs and enforcing policies relevant to high risk use of ATOD;
- developing recommendations for implementing an effective, comprehensive and sustainable ATOD risk reduction strategy for the University;
- reviewing and recommending revisions as needed to all relevant University policies;
- initiating appropriate research to assess the effectiveness of programs as well as guide recommendations;

- preparing a biennial report for the President, with recommendations, which assess the effectiveness of programs in compliance with reporting requirements of the Drug Free Schools Act.

The work of the Advisory Council has resulted in the following activities:

e-CHUG for all incoming students

As we have done in past years, all incoming students are required to complete an alcohol awareness program and a sexual violence prevention program. Since 2015, the e-CHUG (alcohol education program) and the SVPP (Sexual Violence Prevention Program) from ECheckUpToGo have been utilized. All incoming students are sent a letter from the Vice President for Student Affairs before the Fall and Spring semesters. First year students, transfer students and international students are sent a letter inviting them to take e-CHUG and SVPP. Their respective guardians/parents also receive a letter inviting them to become “partners in prevention” with CCSU. Students are reminded of the anonymity of the program as they are encouraged to complete the surveys. All students are given resources available to them on campus. In the 2015-2017 academic years, approximately 50% of students coming into the University completed e-CHUG. We are unable to mandate the on-line training. A copy of the e-CHUG/SVPP letters sent to incoming students and their parents may be found in the appendix.

e-CHUG and e-TOKE

On-line self-assessment resources are available to students, and include ways of decreasing or eliminating drinking/smoking. The e-CHUG (Electronic Check-Up and Go) is an interactive web survey that allows University students to enter information about their drinking patterns and receive feedback about their use of alcohol. The assessment takes about 20 minutes to complete, is self-guided, and requires no face-to-face contact time with a counselor or administrator. If a student is concerned with the results of e-CHUG, the student can set up an appointment with one of our counselors to discuss the concerns.

The electronic THC Online Knowledge Experience (e-TOKE) is a brief marijuana-specific assessment and feedback tool designed to reduce marijuana use among college students. The assessment takes 20 minutes to complete and requires a Javascript enabled browser. It is also self-guided, and requires no face-to-face contact time with a counselor or administrator. If a student is concerned with the results of e-TOKE, the student can set up an appointment with one of our counselors to discuss the concerns.

The on-line programs, e-CHUG and e-TOKE are used in the following two ways: voluntarily by students who may or may not be in counseling and can be accessed from the website or as mandated by the Office of Student Conduct for students who violate the alcohol policy on campus as a part of the BASICS program (for more information, see BASICS below).

Natural Helpers/HEALTH Ambassadors Peer Education

The group known as the Natural Helpers, (typically 2 volunteer peer educators) work toward reducing the use of alcohol and drugs on and off campus. In 2016 – 2017, Natural Helpers became a club, but also assists with the Wellness Education department. Members of the Natural Helpers take part in weekly trainings throughout the academic year. The training includes educational sessions and guest speakers discussing the effects of alcohol and other drugs. Natural Helpers are self-selected to take part in conducting several National Wellness outreach programs on campus

throughout the academic year. Natural Helpers volunteer their time at Devil's Den @10pm. Outreach events include: National Alcohol Awareness Week, tabling at Fresh Check Day, The Great American Smoke Out, Healthy Relationships Week, Safe Spring Break, Problem Gambling Awareness and Stress Busters Week. Natural Helpers disseminate alcohol and other drug prevention messages on campus at their events and during programs. The Coordinator of Wellness Education has begun to revitalize the Natural Helper group during the 2017-2018 academic year. The Natural Helper program recommends the following site for information pertaining to the health risks associated with the use of illicit drugs and the abuse of alcohol www.ctclearinghouse.org. Brochures describing the Natural Helper program and the Connecticut Clearing house, can be found in the appendix.

HEALTH Ambassadors are grant funded from a Southern Connecticut State University mini-grant, Tobacco Free Campuses. The HEALTH Ambassadors develop outreach educational materials for advocacy and community level activities, such as for the Great American Smoke-Out, the monetary reward of quitting smoking, etc. They create events, practice presentations and hold events, such as *Breath of Fresh Air Bar* and *Blow Bubbles, Not Smoke* to highlight the benefits of quitting. There are smoking huts on campus for those having difficulty quitting.

Curriculum Infusion – First Year Experience classes

Jonathan A. Pohl, Ph.D., Coordinator of Wellness Education, and the Graduate Intern works with First Year Experience faculty to bring alcohol prevention into the classroom. The “Programs on the Go” (curriculum infusion) efforts offer Choices about Alcohol (a brief alcohol prevention program), and Stress Management to first year experience students. Two Hundred twenty-three students have received drug and alcohol education and 376 students have received stress management through the “Programs on the Go” presentations.

Brief Alcohol Screening for College Students BASICS

The Brief Alcohol Screening Intervention known as the BASICS program is also available on campus. Jonathan A. Pohl, Ph.D., Coordinator of Wellness Education, and a trained Graduate Intern conduct the BASICS program. This program consists of two individual sessions, offering students the opportunity to review current alcohol use, explore alternatives to drinking, and learn about low risk drinking strategies. Most referrals to BASICS have come through the Office of Student Conduct and Residence Life, typically students who have violated the alcohol policy on campus for a second time or have been sent to the emergency room as a result of a high risk drinking incident. Students may be referred from SWS Health or SWS Counseling. During the academic years 2015-2017, 49 students took BASICS. Of those taking BASICS in the 2016-2017 academic year, 11 received Choices in that year and another 4 did not sign up for a mandatory Choices session. Five students failed to sign up for BASICS and another 4 did not complete the 2nd session. Of the 213 students taking Choices, only 11 had to return for BASICS. A brochure describing the BASICS program may be found in the appendix.

Choices

The Choices program uses an interactive journal in a group format to provide a psycho educational program on alcohol or marijuana. The 90-minute group covers the physical/psychological effects of alcohol or marijuana, low risk behaviors, and ways of managing negative effects of alcohol or marijuana. In Choices for alcohol, students learn about the physical and psychological effects, the laws pertaining to underage drinking and DUI, BAC levels, signs of alcohol poisoning, fake ID is a felony, and tolerance. In Choices for marijuana, students learn about the laws pertaining to

marijuana, the physical and psychological effects of marijuana, and recent research in the negative impact of marijuana. During the academic years 2015-2017, 213 students attended the groups. In the academic year 2016-2017, 127 students completed Choices classes.

Red Watchband Training

The Red Watchband Program was created at Stony Brook University <http://www.stonybrook.edu/sb/redwatchband/> after the tragic loss of a first year student to alcohol poisoning. The program involves University students being trained in CPR and toxic drinking to provide the education needed to intervene during an alcohol crisis. Students learn the physical/psychological effects of alcohol, high risk behaviors, BAC levels, signs of alcohol poisoning, tolerance and ways of coping with a dangerous situation at a party. Upon completion of the program, students are given a red watch to wear at University functions, a symbol recognizing the student as having the capacity to assist others who are in trouble with alcohol. Twenty-three students were trained in bystander intervention techniques during the 2015-2017 academic years.

Card 21

Student Wellness Services, Office of Wellness Education works with the Natural Helpers with the program Card 21 and have those over the age of 21 purchase alcohol at local liquor stores. Local liquor establishments are encouraged to card (request proof of age) from anyone who appears to be under the age of 25. The students observe the treatment of others and report back on whether or not they are "carded." If the establishment cards, a letter of gratitude is sent for keeping alcohol out of the hands of underage students. If the establishment does not card, a letter of encouragement is sent to card those who appear to be under 25. Student Wellness Services plans to hold an event in Fall of 2017.

Alcohol Awareness Fair

The Alcohol Awareness fair is a collaborative effort on the part of the CCSU Student Wellness Services, Natural Helpers (peer educators), CCSU Police Department, RECentral, and a number of CCSU clubs and organizations, presenting on the hazards of alcohol use. At the fairs, for academic year 2015-2016, 179 alcohol screenings were completed and for academic year 2016-2017, 132 alcohol screenings were completed. The fair has been moved to the Fall due to inclement weather often in the spring. In the Fall of 2017, 185 students were screened for alcohol use.

Smoking Cessation Group

Student Wellness Services has a mini-grant from SCSU's tobacco-free campuses and is holding a group in the Fall of 2017 for smoking cessation. The open group consists of eight topic areas for discussion and will support each member's efforts to quit smoking. Students who prefer to quit using nicotine replacement therapy will be offered them at no cost. The group will run throughout the academic year, while school is in session. Group members who continue to use nicotine will be encouraged to do so in the smoking huts.

Research - CORE data 2010, 2012 & 2014 and NCHA data 2017

In 2010, 2012, and 2014, Dr. Jason Sikorski, Professor of Psychology, conducted the CORE Alcohol and Drug survey. In 2017, CCSU has decided to use the American College Health Association's National College Health Assessment (NCHA). The results of these reports have assisted in the ATOD prevention programming plans. Information about the NCHA survey can be found at www.acha-ncha.org/overview.html.

Prevention Programming at Orientation and Opening Weekend

Student Wellness Services provides information to parents of incoming freshmen/transfer students during the Summer Orientation. During Orientation, students attend a Community Expectations session with the offices of Student Conduct, Wellness Education and Diversity & Equity. The session includes a brief description of Wellness Education prevention programming efforts on campus, information on the consequences of high-risk alcohol use and the supportive services available on campus.

Connecticut Healthy Campus Initiative

The Coordinator of Wellness Education is a member of the Connecticut Healthy Campus Initiative (CHCI) organized via the Connecticut Clearinghouse. The vision of the statewide initiative is to foster a campus community that reduces occurrences of high-risk alcohol use, other drug use and the related consequences of high-risk behavior among college students on Connecticut campuses. In 2008, a Key Leadership Award was presented to CCSU President Miller, who signed a commitment to support the Connecticut Statewide Healthy Campus Initiative, and to work to promote consistent, coordinated health promotion and substance abuse prevention efforts on our University campus (appendix). This Official Statement was also signed by the Commissioners of Mental Health and Addiction Services; Higher Education; and Governor M. Jodi Rell. Currently, CCSU remains active in the initiative. Further information on the Statewide Healthy Campus Initiative and the strategic action plan may be found at www.preventionworksct.org/ (appendix).

Town & Gown Coalition

Central Connecticut State University has a vested interest in addressing the problems associated with off campus parties in the surrounding neighborhood. In September 2007, President Miller and Mayor Timothy Stewart of New Britain established a formal community task force. It is known as the “The Town Gown Coalition”. The Coalition is currently Co-Chaired by Christopher Dukes, Director of Student Conduct, and Dr. Zeena Tawfik, Community Services Acting Administrator for New Britain. This coalition addresses problems of underage drinking; works to reduce the incidence of problem house parties, and drinking and driving in the local Belvedere area surrounding the college. Members of the Coalition include: President Dr. Zulma R. Toro; Interim Vice President for Student Affairs, Dr. Peter Troiano; Gregory Sneed, CCSU Police Chief; Erin Stewart, Mayor of New Britain; Jean Alicandro, Director of Residence Life; Anna Suski-Lenczewski, Chief Human Resources Officer; Dr. Mark McLaughlin, Associate Vice President for Marketing and Communications; James Wardwell, Chief of New Britain Police; Kenneth Cook, Elmer’s (owner local college bar); Mary Eddy, neighbor; Peter Gostin, neighbor; Gloria Hampl, neighbor; and Aimee Pozorski, neighbor.

III. Student Wellness Services, Counseling by Dr. Shannon Jackson, Associate Director of Student Wellness Services, Counseling

Student Wellness Services (SWS) is an integrated department within the Division of Student Affairs comprised of SWS-Health, the Office of Wellness Education, and SWS-Counseling. SWS-Counseling supports the mission of the University by actively collaborating with student, faculty and staff constituencies to foster the development of environmental and personal attributes that promote physical, intellectual, emotional and spiritual well-being for all members of the University community. SWS-Counseling offers a range of services including individual counseling, group counseling, peer support groups, psychoeducational programming, and access to outside community

providers through our referral service. All services/programs are provided at no cost to full time and part time students. A brochure on Student Wellness Services is found in the appendix.

IV. CCSU Employee Assistance Program by Anna Suski-Lenczewski, Chief Human Resources Officer

Central Connecticut State University provides an employee assistance program for all full-time employees, as well as part-time faculty, at no cost to the employee or their family member(s). Administered by The Lexington Group, Inc., the Employee Assistance Program (EAP) provides professional, confidential assistance for employees and their families who are experiencing personal problems that may be affecting them in the workplace. The EAP's objective is to reduce problems in the workforce and to retain valued employees. EAP clinicians are experienced professionals with backgrounds in psychology, substance abuse, and social work. EAP services are available 24 hours a day, seven days a week to assist employees with such issues as marital and family dilemmas, emotional difficulties, alcohol and drug abuse, addictive disorders, and financial, legal, or career problems. Services include initial evaluation and assessment, treatment planning, counseling, outside referral if indicated, coordination with the employee's health care plan, family consultation, and follow-up. The EAP clinician makes every effort to refer employees to qualified professionals or specialists who are approved for coverage by the employee's health insurance carrier. By law, information shared by employees with the EAP clinician cannot be disclosed to another person without the employee's written consent.

New employees receive information about the EAP in their information packets and at New Employee Orientation. All employees receive an EAP Newsletter from The Lexington Group via e-mail on a quarterly basis, which are also added to the Human Resources website for continual availability to employees. Employees may contact the EAP 24/7 by calling 1-800-676-HELP (4357). A copy of the EAP brochure may be found in the appendix.

Human Resources provided the following workshops/programs for faculty and staff that help reduce stress, offer healthy lifestyle tips and improve morale:

- **New Employee Orientation** held on 9/29/15, 3/30/16, 10/26/16, and 6/8/17 – Discussion of Employee Assistance Program, Drug Free Workplace Policy, overview of fitness classes and centers available on campus.
- **New Classified Employee Sign-In Sessions** – Review Employee Assistance Program information and provide program brochure and business card.
- 4/19/17 – **The “Sandwich Generation” - Balancing Career and Family** – Workshop offered to all faculty and staff. Presented by Linda Worden, RN, BSN, President of Worden Eldercare; sponsored by Human Resources in collaboration with The Lexington Group, Inc.
- 5/11/16 **Open Enrollment Fair** – Provided an opportunity for employees to gain further information and make changes regarding their health benefits, long term care and discuss financial matters concerning deferred compensation.
- 5/2/17 – **Service Awards and Retirement Recognition Ceremony** – Service awards are presented to faculty and staff who have achieved 20, 30, or 40 years of continuous, full-time at CCSU. Faculty and staff who retired during or at the conclusion of the 2016-17 academic year are recognized. A Performance Excellence Award is presented to a classified staff member to recognize his/her outstanding service/work performance.

- 5/4/17 **Annual "end of the academic year" faculty and staff picnic** to thank CCSU employees for their hard work and dedicated service throughout the year.

In conjunction with the Department of Administrative Services, Human Resources offers *In Service Training* courses to employees, some of which focus on reducing stress and living a healthier lifestyle. Some of these courses are as follows:

- Achieving and Maintaining Work/Life Balance
- How Can I Control the Stress & Anxiety in My Life?
- Developing Emotional Intelligence
- Managing Workplace Emotions
- Whole Foods for a Healthier and More Energetic You

Work Life Balance

The CCSU Work-Life Balance Committee, a sub-committee of the Committee on the Concerns of Women (CCW), is focused on providing leadership in facilitating the integration of work and study with family/personal life at Central Connecticut State University. Their mission supports the broader goals of creating a healthy and productive environment for men and women throughout their lives while contributing to the well-being of future generations.

Over the past decade, academic institutions have increasingly begun to focus attention on the importance of work/family issues for students, faculty, and staff, generating rapid growth in the number and variety of campus programs designed to address work/family needs. Our focus is to encourage the University to develop strategies for all members of the campus community to better balance their Work-Life arenas. We believe it is necessary and important to work with individuals from various organizations and groups on campus in order to achieve this important endeavor. We believe that it is our responsibility to assist faculty, staff, and students in creating the best work-life balance possible. To this end, we have created various resources to aid in this goal.

A Human Resources representative devotes ten percent of his/her workload to managing Work-Life balance resources. This representative serves on CCW's Work-Life Balance Subcommittee, providing support and guidance for campus work-life balance initiatives.

With financial support provided by CCW and the AAUP, CCSU is an institutional member of the College and University Work Family Association (CUWFA) which maintains an active website and listserv and holds an annual national conference each year. The association provides advice and support for Work-Life initiatives at institutions of higher learning.

CCW has established a website (www.ccsu.edu/wlb) that serves as a centralized location for information, services, and programs, on or related to, work-life balance issues. In progress, is a plan to establish a babysitting forum that can link CCSU parents with CCSU-affiliated caregivers for temporary childcare. This would provide interested babysitters and parents with an accessible, simple, reliable, supported network to coordinate care.

The CCW contributed funding to the CCSU Women's Center for the annual **Take Your Child to Work program** conducted on April 27, 2017. The program strives to create a more equitable world

at home, school and in the workplace, and provides children with an opportunity to share how they envision their future.

The Work-Life Balance Sub-Committee of CCW prompted the Faculty Senate to set up a campus-wide Child Care Task Force (CCTF) to specifically address campus childcare needs and to tap the talents and resources of those across campus not affiliated with CCW. The Task Force was asked to identify needs, options, and obstacles, as well as locate funding sources outside of the campus budget to support childcare-related ideas and initiatives.

The CCTF continues to work on finding ways to introduce childcare into the campus culture and into long-term planning, including the campus facilities master plan to accommodate drop-in care sites, on and in close proximity to campus. This has included expanding the Early Learning Program, which resides in a CCSU-owned building, to include infant, toddler and pre-school care as well as afterhours care.

The construction of a Family Care and Education Center has been proposed to provide comprehensive childcare (infants, toddler and pre-k education) for CCSU faculty, staff, and students and serve as a lab school for the School of Education and Professional Studies.

Another short-term option is being reviewed for a Drop-in Care Center which would provide intermittent care for toddlers and pre-k aged children. Such a center would service students and faculty who need emergency or intermittent care so that they can attend class, meetings, or study/research groups as well as cultural events on campus.

**V. Disciplinary Sanctions for Employees
by Anna Suski-Lenczewski, Chief Human Resources Officer**

In accordance with the Drug Free Workplace Act, employees must notify the Chief Human Resources Officer within five (5) days of any drug conviction for violation of a state or federal drug statute if the violation occurs in the workplace. A conviction means a finding of guilty, including a plea of nolo contendere, or the imposition of a sentence by a judge or jury in any federal or state court. Within ten (10) days of receiving notice that a CCSU employee funded under a federal grant or contract has been convicted for a violation of a state or federal drug statute occurring in the workplace, the Chief Human Resources Officer must notify the appropriate federal granting or contracting agency.

Employees who have substance abuse problems are encouraged to contact the Lexington Group, CCSU's employee assistance provider, or a rehabilitation program of their choosing. Disciplinary action may be required, even when an employee agrees to seek treatment. In that case, sanctions for violation of this policy include, but are not limited to, the following:

1. Written warning or reprimand
2. Suspension without pay
3. Demotion
4. Dismissal

Disciplinary action will be taken in accordance with collective bargaining agreements, and principles of progressive discipline will be applied as appropriate.

**VI. Disciplinary Sanctions for Students
by Christopher Dukes, Director, Office of Student Conduct**

The following behaviors represent types of acts that constitute violations of this Code and are excerpts from the Student Code of Conduct.

17. Use, possession, purchase, sale or distribution of alcoholic beverages, except as expressly permitted by law and CSCU regulations. Alcoholic beverages may not, under any circumstances, be used by, possessed by, or distributed to any person under twenty-one (21) years of age.

18. Use, possession, purchase, sale, distribution or manufacturing of narcotics, controlled substances and/or drugs, including, but not limited to, marijuana and heroin, or drug paraphernalia, except as expressly permitted by law.

DISCIPLINARY SANCTIONS (*Effective January 2015*)

Sanctions which may be imposed for violations of the Student Code are listed below. In determining appropriate sanctions, the Hearing Body may take into consideration any and all prior violations of the Code for which the Accused Student was determined to be responsible. The Hearing Body shall have the authority to defer the imposition of any sanction when deemed appropriate.

a. Warning: A disciplinary warning is a written notice to a Student advising him or her that specific behavior or activity constitutes a violation of the Code and that the repetition of such behavior will likely result in the commencement of more serious disciplinary action by the University.

b. Fine: A sanction involving the imposition of a specified dollar amount due and payable by a specified date.

c. Probation: Disciplinary probation is a designated period of time during which a Student is given the opportunity to modify unacceptable behavior and/or to complete specific assignments in an effort to regain full student privileges within University Community. Disciplinary probation may involve the imposition of certain restrictions and/or conditions upon the Student including, but not limited to, financial restitution, community service, fines, referral for professional services such as counseling, participation in educational programs, parental notification under limited circumstances, and ineligibility to participate in University activities or events. Periodic contact with a designated member of the University Community or non-college professional may be required. If the Student fully complies with the terms and conditions imposed in connection with the disciplinary probation, full student privileges will be restored to the student upon termination of the probationary period. Failure to comply with the terms and conditions of the probation constitutes prohibited conduct that is separate from and in addition to the conduct for which the probation was imposed. A Student accused of violation of probation will be given due notice of the alleged violation and the procedures set forth in this Code shall be followed.

d. Loss of Privileges: Denial of specified privileges for a designated period.

e. Restitution: Compensation for loss, damage to real or personal property. This may take the form of appropriate service and/or monetary or material replacement.

f. Discretionary Sanctions: Work assignments, essays, service to the University, or other related discretionary assignments, referral for professional services such as counseling, participation in educational programs, parental notification under limited circumstances, and ineligibility to participate in University activities or events. Periodic contact with a designated member of the University Community or non-college professional may be required.

g. Residence Hall Warning: A written notice to a Student advising him or her that specific behavior or activity constitutes a violation of the Code and that the repetition of such behavior will likely result in the commencement of more serious disciplinary action by the University.

h. Residence Hall Probation: Residence hall probation is a designated period during which an Accused Student is given the opportunity to modify unacceptable behavior and/or to complete specific assignments in an effort to regain full student privileges within the residence hall in which the Student resides. Residence hall probation may include restrictions and/or conditions on the exercise of residence hall activities and privileges. Periodic contact with a designated member of the residence hall staff or professional may be required. If the Accused Student fully complies with the terms and conditions imposed in connection with the residence hall probation, full residence hall privileges will be restored to the Student upon termination of the probationary period. Failure to comply with the terms and conditions of the probation constitutes prohibited conduct that is separate from and in addition to the conduct for which the probation was imposed. A Student accused of violation of probation will be given due notice and the procedures set forth in this Code shall be followed.

i. Residence Hall Separation: Separation of the Student from the residence halls for a definite period of time, after which the Student is eligible to return. Conditions for readmission may be specified.

j. Residence Hall Expulsion: Permanent separation of the Student from the residence halls.

k. Suspension: Suspension is temporary disciplinary separation from all universities among CSCU and the denial of all student privileges. Suspension shall be effective on the date that notice of the suspension is provided to the Accused Student, or later, if so stated in the notice, and shall prescribe the date and conditions upon which the Student may petition for readmission to the University. A Student separated from all universities within CSCU by suspension may under the terms of the suspension be excluded from the premises of all CSCU premises when in the judgment of the suspending authority, the Student's continued presence would constitute a danger to persons or property or a threat to the academic process. Notwithstanding the foregoing, the suspending authority of the suspended Student's home University or his or her designee may authorize a suspended student who has been excluded from all University premises to enter the premises of the student's home University for designated purposes.

l. Expulsion: Expulsion is permanent disciplinary separation from all universities within CSCU and the denial of all student privileges. Expulsion shall be effective on the date that notice of expulsion is provided to the Accused Student, or later, if so stated in the notice. A student separated from all universities of CSCU by expulsion may under the terms of the expulsion be excluded from all CSCU

premises when in the judgment of the expelling authority the Student's presence would constitute a danger to persons or property or a threat to the academic process.

For Office of Student Conduct Clery statistics and alcohol and drug violations, please see appendix.

**VII. Athletic Department – Drug Education and Screening Policy
by Michael Ansarra, Senior Associate Athletics Director**

**CONNECTICUT STATE COLLEGES and UNIVERSITIES
DRUG EDUCATION and SCREENING POLICY and
PROGRAM FOR STUDENT-ATHLETES**

The Connecticut State Colleges and Universities (CSCU) is committed to providing and maintaining an environment that will enhance the growth and well-being of all students participating in intercollegiate athletic programs. Student-athletes occupy a special position in the University community and are subject to demands not made upon most other students, i.e., they must maintain a high degree of physical fitness and alertness to perform to their peak athletic potential; they must conform to the highest standards of ethical behavior because of their visibility as representatives of the University; they must be prepared to be regarded as role models not only by their peers, but also by unknown others. Because contemporary American society is presently in the grip of a complex scourge of abuse and misuse of drugs and alcohol, and because student-athletes are representative of the society at-large, the CSCU deems it essential that student-athletes not only exist in a drug-free environment but also learn responsible behavior regarding alcohol use.

Towards these ends, the CSCU proposes:

- To acquaint student-athletes with the hazards of using alcohol and performance enhancing and so-called “street” or “illicit” drugs;
- To discourage, through educational programs, the misuse or abuse of legal substances and the use of illegal substances;
- To identify through a drug testing program, individuals who misuse or abuse legal substances or use illegal substances;
- To assist identified misusers and/or abusers, through education and treatment, to live a productive life, free of substance abuse problems; and
- To comply with applicable testing requirements of the National Collegiate Athletic Association (“NCAA”).

A. EDUCATIONAL PROGRAMS

It is the intention of the CSCU that all students (including athletes, athletic training students and managers) will participate in an education program designed to acquaint them with the risks and hazards associated with the use of alcohol and street and performance enhancing drugs. The education program will identify community and university resources available to assist student-athletes should they experience problems of drug and/or alcohol abuse, and to begin to provide them with the tools necessary to live a life free from the problems associated with drug and/or alcohol abuse. Attendance at and participation in these educational programs will be a condition of continuing as a member of a University athletic team. Additionally, Athletic Department personnel,

including, but not limited to, all full and part-time coaches, administrators, and athletic training staff, will participate in an education program designed to identify the signs of drug or alcohol dependency among student-athletes and to explain the procedures through which student-athletes may be referred to appropriate personnel for evaluation, and if necessary, treatment.

The Athletics Department has had several speakers visit campus in the past few years to talk about alcohol, drugs and risky behaviors:

Elaine Pasqua

Chris Herren

Mike Green

Approximately 300 student athletes attended these presentations.

B. DRUG TESTING PROGRAMS

The CSCU's program of drug testing for student-athletes is designed to enhance and safeguard their overall health and well-being by determining, through random testing and through testing based upon individualized reasonable suspicion, those individuals who are in need of assistance because of a possible reliance on addictive substances. The drugs and supplements for which testing may be conducted include, but are not limited to:

- "Street drugs," including amphetamines, ecstasy (MDMA), barbiturates, benzodiazepines, cannabinoids (marijuana), cocaine, methaqualone, opiates, and phencyclidine (PCP);
- "Performance enhancing drugs" including anabolic steroids, including oxymetholone, methandrostenolone, oxandrolone, ethylstrenol, stanozolol, and nandrolone; and
- Nutritional supplements, including androstenedione, androstenediol, norandrostenedione, norandrostenediol, DHEA, ephedrine and other supplements banned by NCAA. Although these supplements may be purchased legally, they are banned by the NCAA and other athletic governing bodies.

The CSCU Drug Education and Screening Policy and Program is a University program, which is separate and distinct from the NCAA testing program. All student athletes are subject to testing by the University and/or the NCAA.

1. Procedures for Drug-Testing

The University's drug-testing program is composed of three different testing regimes for student athletes: a random testing program, "probable cause" drug-testing; and testing of student athletes prior to their participation in a Championship event or bowl contest where drug testing will likely be performed by the NCAA. Under the random testing program, a random list of student-athletes' names will be generated on a regular basis. These student-athletes will be contacted by the University's Drug Testing Administrator and will be required to be present at the drug-testing site at the prescribed time. A student-athlete is considered to be subject to random drug testing at any time of the calendar year if he or she is currently on an official roster of an NCAA intercollegiate athletic team. The second testing regime is the "probable cause" drug-testing program. Drug-testing, in this situation, is performed after the identification of possible drug-users through what is known as "probable cause" or an individualized reasonable suspicion, based upon the observation of certain symptoms, that an individual is using either "street drugs" or "performance enhancing drugs." No "probable cause" test will be carried out unless there is a reasonable suspicion that a student-athlete is using such drugs.

The determination of “probable cause” may be made by:

a) a physician who identifies specific signs or symptoms during the course of a routine or special physical examination; or b) a coach or athletic trainer who identifies symptoms in a student-participant which indicate possible drug use. If the identification of symptoms is made by a physician, then testing (as described below) may take place immediately. If the identification of symptoms is made by a coach or athletic trainer, then the student-athlete will be referred to appropriate personnel immediately for possible testing. Any testing procedure for probable drug use will be done immediately following the determination by a physician that a reasonable suspicion exists that the student athlete is using either "street" or "performance-enhancing" drugs. The student-athlete must be informed of the reasons for such testing procedures prior to being tested. The third testing regimen involves the testing of all student-athletes prior to their participation in a Championship event or bowl contest where drug testing will likely be performed by the NCAA. Positive test results from this testing will be handled in the same fashion as with all other tests.

The testing procedure will involve the collection of specimens of urine from the student-athlete. This collection procedure will be observed by the University’s contracted drug-testing provider.

2. Drug Screening Protocol

- A qualified testing laboratory will be utilized and a proper and effective chain of custody of collection specimens will be observed.
- Protocol: The following procedures will be adhered to as part of the chain of custody involving the collection of urine samples for testing:

Step 1:

The student-athlete will proceed to the testing site where a log number will be assigned to him or her. All testing and subsequent communication will refer to the log number in order to ensure security and protect confidentiality. The student-athlete will sign the custody log verifying the number assigned and list any prescription or non-prescription medicines currently being taken by him or her and/or any pertinent medical history;

Step 2: The student-athlete will list his or her age, the log number assigned to him or her, and the date upon which the sample is being provided on the test requisition form;

Step 3: The student-athlete will select a urine specimen collection bottle;

Step 4: The student-athlete will provide a urine specimen under direct supervision of a member of the laboratory’s screening staff;

Step 5: The specimen collected from the student-athlete will be split into two samples "A" and "B" at the time of collection;

Step 6: The student-athlete will be provided a security tape and will seal the bottles, write his or her log number on the security tapes sealing the bottles, and place the specimen bottles in the courier case;

Step 7: The testing laboratory will test specimen "A" from the student-athlete, using an immunoassay technique. If by immunoassay a student-athletes’ urine specimen is found to contain any of the drugs mentioned above or other street drugs or performance-enhancing substances, a second confirmatory test will be performed by gas chromatography/mass spectrophotometry. If this second test is positive, specimen "B" will be retained for possible later evaluation.

3. Additional Information

- Screening results will be reported by the testing laboratory to the Drug Testing Administrator (the University employee charged with implementing drug-testing procedures) within twenty-four to twenty-eight (24-28) hours of the obtaining of test results.
- The Drug Testing Administrator will immediately report the results to the Athletics Director.
- The Athletics Director will immediately inform the Head Coach of the test results.
- The student-athlete will also be notified of test results by the Athletics Director. If no notification is provided within seven (7) days, the student may assume the test results were negative.

C. SANCTIONS FOR SUBSTANCE ABUSE

The primary purpose of the CSCU's substance abuse program is educational rather than punitive and the program is designed to assist student-athletes in their desire to remain drug-free. For this purpose, students who so require it will be referred to the Coordinator of Wellness Education or his/her designee. However, in order for the program to serve as a deterrent to the continued use of either "street drugs" or "performance-enhancing drugs," a system of sanctions must be developed for those student-athletes who test positively for the prescribed drugs and/or persist in the use of banned substances. These sanctions should not be viewed as retribution against the drug user but as a means of aiding the user to become free of the harmful effects of drugs.

1. Pre-Sanction-Appeal

Upon the first positive test, or any subsequent positive test, or a student-athlete indicating the presence of any of the listed street drugs or others in the student-athlete's system at the time of testing, the student-athlete will have a period of five (5) days in which to appeal the test result. This appeal consist of a request that specimen "B", collected at the time of testing and forwarded to the testing laboratory, be tested by the laboratory at the expense of the University. If the second test is negative, no action will be taken by the University. The occurrence of a negative test following an appeal will not eliminate the student-participant from any further testing based upon the random or "probable cause" procedure described above. All student athletes, irrespective of initial test results, may be subject to further selection for subsequent testing.

2. Sanctions - "Street" Drugs

a. First Positive Test - Tier I

Upon the first positive test of a student-athlete indicating the presence of any of the listed or other street drugs in the student-athlete's system at the time of testing, the Drug Testing Administrator will notify the Athletics Director and the student-athlete's head coach. The student-athlete whose urine is found to contain the presence of any of the listed or other street drugs will meet with the Drug Testing Administrator to review the test results. Unless the student-athlete appeals the results of the test, the student-athlete will participate in an education and treatment program, and will not be allowed to participate in practice or competition for a period of fourteen (14) days. The student-athlete will be retested up to a maximum of three (3) times within ninety (90) days from the date of the first positive test. If the result of any retest proves to be positive with respect to the proscribed substance identified in a prior test the student-athlete will enter Tier II automatically. In addition, if a student-athletes' urine is found to contain proscribed substances in two (2) separate tests at any time during

the course of his/her matriculation, he/she will enter Tier II. Retests shall be scheduled by the Athletics Director in consultation with the University's contracted drug testing laboratory and the University's Drug Testing Administrator to assure that all traces of the proscribed substances identified in the prior test have passed through the student-athlete's system, as determined by established laboratory standards. All test results will remain confidential in Tier I. If, at any time during this ninety (90) day period, the student-athlete refuses evaluation or treatment by appropriate personnel in the University's SWS Counseling, sanctions equivalent to those in Tier II will be levied. A student-athlete who tests positively for proscribed substances will be withheld from competition or participation in athletics.

b. Second Positive Test - Tier II

A student-athlete whose urine: (a) is found to contain proscribed substances in any of the retests, as set forth in the previous section; or (b) is found to contain a proscribed substance in two (2) separate tests during the course of his/her matriculation at the CSCU, shall enter Tier II. A student-athlete who tests positively for "street drugs" for a second time during his or her career at the University will be barred from practice and competition or participation in athletics for a period of thirty (30) days. Following a second positive test, the same procedures to be followed subsequent to a first positive test will be followed and the student-athlete must again be seen by appropriate personnel for education and treatment. Refusal to participate in this procedure will result in the application of sanctions applied for a third positive test (see, Tier III below).

c. Third Positive Test - Tier III

Any student-athlete who tests positively for "street drugs" upon a third occasion at any time during his or her career at the University will lose his or her grant-in-aid, if any, and will be permanently barred from practice and competition in his or her sport or any other athletic event sponsored by the University (including intramural competition). Continued medical treatment for the drug-abuse problem will be offered to the former student-athlete during the time he or she remains as a student at the CSCU. Prior to the application of these final sanctions following a third positive test for "street drugs," the student-athlete shall have five (5) days within which to request a meeting with the Athletic Director for the purpose of establishing reasons why this sanction should not be applied. At any such meeting, the student-athlete shall have the right to bring a representative.

3. Sanctions - Performance Enhancing Drugs

Educational programs on "performance-enhancing drugs," including steroids, will be conducted periodically during the academic year. Initial testing based upon "probable cause" or an individualized reasonable suspicion of the use of "performance enhancing drugs" may be conducted as early as thirty (30) days following the initial education program. Student-athletes testing positively for steroid or other performance enhancing drugs at the time of these initial or any subsequent tests will be subject to the sanctions described below.

a. First Positive Test: Sanctions

A student-athlete who tests positively for the presence of anabolic or other steroids, or other "performance enhancing drugs," shall be barred from the competing in University-sponsored athletic events (including intramural competition) for sixty (60) days. In addition to being barred from competition or participation in intercollegiate or intramural athletic events for 8 sixty (60) days, the student-athlete will be required to participate in an education and counseling program with the appropriate personnel.

b. Second Positive Test: Sanctions

A second positive test for steroids or other "performance-enhancing drugs" at any time during a student's athletic career at the University will result in sanctions equivalent to those applied for a third positive test for street drugs; i.e., the student will lose his or her athletic grant-in-aid, if any, and will be permanently barred from competition or participation in any University-sponsored athletic event.

D. SUPPORT SERVICES FOR SUBSTANCE ABUSE PROBLEMS

On-campus counseling for drug and alcohol problems is available. In addition, there are many off-campus counseling agencies and self-help groups that offer confidential assistance if you or someone you know has a problem with drugs or alcohol. The campus Student Wellness Services - Health maintains a listing of such agencies and groups.

E. CONCLUSION

All student-athletes should remember that the intent and purpose of this substance abuse program is educational and preventative rather than punitive. It is designed to ensure that all student-athletes will remain drug-free and will continue to enjoy benefits of being student athletes at the CSU. It is also intended to provide the assurance that student-athletes will continue to enjoy the mental and physical health and well-being which is such an important consequence of participation in intercollegiate athletics.

More information regarding the procedures for Drug Testing, the Drug Screening Protocol and sanctions may be found by going to the **Compliance** section and clicking on **CSU Drug Education Program – effective July 1, 2006** on the Athletic department website <http://www.ccsbluedevils.com/athletics/compliance/index>. Note, the CSU Drug Education Program policy is also contained in the student-athlete handbook which is distributed to all athletes.

VIII. A Description of applicable Legal Sanctions under State and Federal Law, researched by Sergeant Gerald Erwin, CCSU Police Department

Copies of the state and federal penalties for possession and distribution of controlled substances are available at the Human Resources Department, or the Public Safety Department. A copy of this document describing the legal sanctions for the unlawful possession or distribution of illicit Drugs and Alcohol may be found in the appendices. Description of federal penalties and state & local penalties can be found at the following websites: <https://www.deadiversion.usdoj.gov/21cfr/21usc/> & <https://www.cga.ct.gov/2003/olrdata/gl/rpt/2003-r-0730.htm> <https://www.cga.ct.gov/2015/rpt/pdf/2015-R-0219.pdf>

During the 2015-2017 academic years, parents/guardians of CCSU students who were cited for underage drinking received letters from CCSU. This letter is sent by the CCSU Police Chief and informs parents/guardians of the arrest, charges associated with the arrest, and resources for both the Office of Wellness Education and SWS, Counseling.

Decriminalization of Marijuana

The Office of Student Wellness Services - Wellness Education is using Community Expectations, Programs on the Go for FYE (First year Experience) classes, and posterage on campus to educate students that even though marijuana has been decriminalized, marijuana is still illegal. BASICS for marijuana have increased.

IX. Biennial Report Recommendations

1. Student Wellness Services, a department of the Division of Student Affairs, is funding the ATOD prevention efforts of Wellness Education. Additional funding will be needed for future years. With the end of DMHAS grant funding, a full-time position was lost. We currently have 0.5 FTE in the Wellness Education Coordinator position to work on alcohol, tobacco and other drugs. We have a well-qualified graduate intern working 28 hours/week to help continue ATOD efforts.
2. A private resource room is needed for those who may wish to seek support and resource materials related to alcohol, tobacco and other drugs. Student Wellness Services will be able to develop such a resource room that will serve the campus community when projected renovations on the Willard building are completed in approximately 1.5 years.
3. The University continues to support Devil's Den@10pm as it offers underage students an alternative activity to drinking on Thursday nights. The University has also increased activities on the weekends.
4. The Lexington Group, Inc., the employee assistance provider, continues to provide counseling support and wellness workshops that help prevent substance abuse.
5. Human Resources disseminates Drug Free Schools Act information at New Employee orientation. This orientation occurs four times a year and is mandatory for new employees.
6. Human Resources continues to offer wellness related workshops encouraging faculty and staff to maintain a healthy lifestyle thus preventing substance abuse.
7. President Toro will continue to distribute an annual email to students, faculty and staff, reiterating the University's policy on the use and abuse of drugs and alcohol, in accordance with the Federal Drug Free Schools Act and the Federal Drug Free Workplace Act.
8. The Town Gown Coalition continues to address community problems associated with underage drinking and house parties in the local area surrounding the University and specifically the party locations in the Belvedere neighborhood. The Town Gown Coalition is supported by President Toro, New Britain Mayor Erin Stewart, the Belvedere Neighborhood Association, local merchants, and landlords.
9. Student Wellness Services continues to provide counseling and referrals to student athletes who may test positive for drugs.
10. The Presidential Advisory Council (PAC) on Alcohol Tobacco and other Drugs (ATOD) meets six times a year to review alcohol prevention programming and update information

pertaining to the Drug Free Schools Act and to ensure that the requirements of the Act are upheld.

11. The Division of Student Affairs will continue with the implementation of e-CHUG and SVPP for all incoming students, including first-year, transfer students and international students to provide the campus community with shared general knowledge.
12. The Presidential Advisory Council on Alcohol, Tobacco and other Drugs makes recommendations to the University to reduce the risks associated with providing alcohol to students during events such as “Homecoming.”

X. Appendices:

- A. e-CHUG/SVPP Letter to incoming Students and to Parents
- B. The Natural Helper Brochure
- C. Connecticut Clearinghouse Brochure
- D. BASICS brochure
- E. Student Wellness Services Brochure
- F. Employee Assistance Program – Lexington Group Brochure
- G. The legal sanctions for the unlawful possession or distribution of illicit Drugs and Alcohol

Appendix A: e-CHUG/SVPP Letter to incoming students and to parents

August 22, 2017

Dear Student:

At Central Connecticut State University (CCSU), we strive to maintain a safe and healthy learning environment for our students. As part of our awareness program to reduce high-risk behaviors, we want to provide you and your peers with information about two major issues confronting college students—alcohol use and sexual violence. For this reason, we **require** all new students to complete a two-part program on alcohol awareness and sexual violence prevention by September 15, 2017. At CCSU, we use programs called e-CHUG (Electronic Check-Up to Go) for alcohol awareness, and SVPP, the Sexual Violence Prevention Program. If you do not complete the online program by this date, you will be required to attend an in-person session.

Whether you drink or not, e-CHUG will provide you with helpful information so you can make well-informed decisions about alcohol, including how to help your peers when necessary. SVPP, the sexual violence prevention program will help you understand the facts about sexual assault, ways to intervene in situations that could lead to others being harmed, and resources for students who are impacted by violence.

These programs include survey questions. The surveys are individualized to your attitudes, behaviors and knowledge, and provide a comparison with your peers. Your individual responses will be confidential. Be assured, the University will not receive information about your specific responses. The more honest you are, the more you will learn from the program. The overall results will be used to develop campus-wide programming.

Next Steps

You will need a computer with internet access and audio capabilities, using any major web browser released within the previous two years. **It takes approximately 30 minutes to complete each component.** The online courses can be accessed August 22, 2017.

1. Go to www.ccsu.edu/echug for e-CHUG and www.ccsu.edu/svpp for SVPP.
2. Complete both the alcohol and sexual violence prevention components.
3. When prompted, send an electronic verification of completion to Dr. Jonathan Pohl for e-CHUG (alcohol awareness) at pohlj@ccsu.edu and Ms. Sarah Dodd for SVPP (sexual violence prevention) at sarahdodd@ccsu.edu.

After completing each component, print the certificate of completion for your records. Remember: the deadline for completing both courses is September 15, 2017. If you have any difficulty logging in at home, please try a computer in our computer labs.

Questions

If you have any questions about the program, please contact Dr. Jonathan Pohl, Coordinator of Wellness Education in Student Wellness Services at 860-832-1948. We look forward to seeing you on campus.

Very truly yours,

Peter F. Troiano

Peter F. Troiano, Ph.D.
Interim Vice President for Student Affairs

August 22, 2017

Dear Parent:

At Central Connecticut State University (CCSU), we strive to maintain a safe and healthy learning environment for our students. As part of our awareness program to reduce high-risk behaviors, we want to provide your student with information about two major issues confronting college students—alcohol use and sexual violence. For this reason, we **require** all new students to complete a two-part program on alcohol awareness and sexual violence prevention **by September 15, 2017**. Students required to complete this program would be *new incoming students, transfer students and international students*. At CCSU, we use programs called e-CHUG (Electronic Check-Up to Go) for alcohol awareness, and SVPP, the Sexual Violence Prevention Program. If your student does not complete the online program by this date, your student will be required to attend an in-person session.

Your student's individual responses will be confidential. Be assured, the University will not receive information about any specific responses. The overall results will be used to develop campus-wide programming.

It will take your student approximately 30 minutes to complete each component. The online courses can be accessed beginning August 22, 2017.

1. Your student can access e-CHUG at www.ccsu.edu/echug and SVPP at www.ccsu.edu/svpp.
2. When prompted, your student should send an electronic verification of completion to Dr. Jonathan Pohl for e-CHUG (alcohol awareness) at pohlj@ccsu.edu and Ms. Sarah Dodd for SVPP (sexual violence prevention) at sarahdodd@ccsu.edu.

The deadline for completing both courses is September 15, 2017.

We ask for your assistance in encouraging your daughter or son to complete this mandated training. If they have any difficulty logging in at home, please have them try a computer on campus.

If you have any questions about the program, please email Dr. Jonathan Pohl, Coordinator of Wellness Education at pohlj@ccsu.edu or call him at 860-832-1948. We look forward to seeing your student on campus.

Very truly yours,

Peter F. Troiano

Peter F. Troiano, Ph.D.
Interim Vice President for Student Affairs

Appendix B: The Natural Helper Brochure (2014)

Side 1:

Where to Find Us?



You can find Natural Helpers in the Student Center or Memorial Hall handing out tips and freebies at our wellness tables. You may also find us at Devil's Den events, handing out free coffee during reading days, or presenting programs within the residence halls. You may even find us with one of our "pet ambassadors" from Tails Of Joy!



Our goal is to be an accessible resource to students. Natural Helpers work closely with various divisions within Student Affairs, collaborating with ResLife, Student Activities, Sodexo, RECentral, Health Services, and more.

CCSU Natural Helpers On-Campus Resources

Counseling Center: Marcus White Hall, Room 212
(860) 832-1945

Health Services: Marcus White Annex (next to Computer Lab)
(860) 832-1925

Ruth Boyea Women's Center: Student Center, Room 216
(860) 832-1655

LGBT Center: Student Center, Rooms 304-305
(860) 832-2090

Campus Police: (860) 832-2875

CCSU NATURAL HELPERS



NATURAL HELPERS
students supporting students

Checking In With You!



Central Connecticut State University
STUDENT WELLNESS SERVICES
OFFICE OF WELLNESS
EDUCATION

113 Willard Hall
860-832-1618
860-832-1948

<h2 style="text-align: center;">Who Are Natural Helpers?</h2> <p>CCSU Natural Helpers is a student organization that works in collaboration with the Office of Wellness Education. As students, we understand first-hand the challenges many college students face. Our role is to address these challenges and find ways to tackle them. Natural Helpers are certified peer educators who seek to educate and provide resources to the CCSU community, promoting a healthier, safer, and more compassionate campus. Our services include:</p> <ul style="list-style-type: none"> ◆ Educational presentations ◆ On-campus wellness programs, special events and promotional campaigns ◆ Academic and Health-related resources 	<h2 style="text-align: center;">CCSU NATURAL HELPER MISSION</h2> <p>Our mission is to support CCSU students while enhancing their capacity for optimal wellness, helping them find academic and personal success by emphasizing physical, emotional, spiritual, intellectual, and social wellbeing.</p> <ul style="list-style-type: none"> ◆ To increase awareness of the multiple factors that lead to overall student success at CCSU through education and peer support ◆ To initiate a change in attitudes towards drugs and other substances ◆ To provide resources for CCSU students ◆ To collaborate with students, faculty and administration to provide integrated services 	<h2 style="text-align: center;">Contact Us</h2> <p>Follow us on twitter and facebook for wellness tips and information about our upcoming events!</p> <p>Twitter: @ccsu_NH</p> <p>Facebook: CCSU Natural Helpers</p> <p>Email: ccsunaturalhelpersccsu@gmail.com</p> <p>Student Activities: <i>The Link</i> https://ccsu.collegiatelink.net/</p>
		<h2 style="text-align: center;">Types of Programs</h2> <ul style="list-style-type: none"> Safe Spring Break Healthy Relationships Alcohol Awareness Fair Healing Hearts Suicide Prevention Stress Reduction Campus of Compassion Aromatherapy Pet Therapy Problem Gambling Holiday and Exam Stress Social Norms Campaigns

Appendix C: Connecticut Clearinghouse Brochure

Side 1:



The RADAR Network

Connecticut Clearinghouse is designated as the state Regional Alcohol and Drug Awareness Resource (RADAR) network center by the Center for Substance Abuse Prevention. The network consists of state clearinghouses, prevention resource centers and other organizations committed to reducing the prevalence of substance abuse worldwide.

Other Services at Wheeler Clinic

Individuals and families may also receive help through other departments of Wheeler Clinic.

- Outpatient Treatment for Children, Adolescents, Adults and Families
- Emergency Mobile Psychiatric Services
- Children in Families Specialized Foster Care
- Compulsive Gambling Treatment
- Diagnostic Assessment & Referral Team
- Employee Assistance Program
- Extended Day Treatment Program
- Family Violence Education Program
- Group Homes & Residential Services
- Helpline - 24 Hour Hotline
- Intensive Home-Based Services
- Individualized Family Service Team
- Lifeline
- Northwest Village School - Special Education
- Prevent Child Abuse Connecticut
- Prevention and Wellness
- Teen Connection
- Substance Abuse Treatment



Connecticut Clearinghouse

A program of Wheeler Clinic, serving the state of Connecticut

Funded by

Connecticut Department of Mental Health and Addiction Services

Wheeler Clinic

A non-profit, multi-service behavioral health agency serving Central Connecticut and Greater Hartford.

Accredited

Joint Commission on Accreditation of Healthcare Organizations

For more information

Contact Connecticut Clearinghouse at 1.800.232.4424 or e-mail info@ctclearinghouse.org

334 Farmington Avenue
Plainville, Connecticut 06062
1.800.232.4424
Fax: 1.860.793.9813
www.ctclearinghouse.org
www.wheelerclinic.org

Rev. 12/05



Connecticut Clearinghouse

A library and resource center on alcohol, tobacco, other drugs, mental health and wellness

1.800.232.4424
or visit
www.ctclearinghouse.org

Our Goal

Connecticut Clearinghouse, a program of Wheeler Clinic and funded by the Connecticut Department of Mental Health and Addiction Services, is a statewide library and resource center for information on substance use and mental health disorders, prevention and health promotion, treatment and recovery, wellness and other related topics. Connecticut Clearinghouse supports substance abuse prevention, intervention and treatment efforts by providing reliable and current information to the residents of Connecticut.

Services and Resources

- Books, audiovisual materials and curricula available for loan
- Pamphlets, posters, and reproducible fact sheets, including Spanish language materials
- Internet website including an on-line, searchable catalog of books, audiovisuals, curricula, pamphlets, fact sheets and posters
- Expert research assistance and statistical data
- Quarterly newsletter, Courier
- Educational Open Houses, First Friday Film Festivals, trainings and other events
- Statewide listserve
- Meeting room available for groups interested in behavioral health issues

Information Topics

- Alcohol
- Tobacco
- Marijuana
- Cocaine
- Heroin
- Other drugs
- Mental health/illness
- Prevention
- Depression
- Children of substance abusers
- Parenting
- Addiction
- Recovery
- Disaster/trauma
- Driving while intoxicated
- Violence
- Eating disorders
- Suicide
- Gambling
- HIV / AIDS

And other topics

Hours

Monday	8:30 a.m.-5:00 p.m.
Tuesday	8:30 a.m.-5:00 p.m.
Wednesday	8:30 a.m.-5:00 p.m.
Thursday	8:30 a.m.-7:30 p.m.
Friday	8:30 a.m.-5:00 p.m.

The resources of Connecticut Clearinghouse are available to all Connecticut residents. Some services require participation in the membership program.

Call for information about membership.

Fees

The resources of Connecticut Clearinghouse are available to all Connecticut residents. Some services require participation in the membership program.

Call for information about membership.

Call us toll-free at

1.800.232.4424

OR


860.793.9791 (Voice/TTY)

or visit us on-line

www.ctclearinghouse.org

Services for all state residents

- Parents
- Teachers
- Students
- Substance abuse counselors
- Prevention specialists
- Law enforcement agents
- Health care providers
- Clergy
- Mental health professionals
- Criminal justice workers
- Youth workers



Most materials can be mailed to any address in Connecticut. Call for more details.

Appendix D:
BASICS Brochure

Side 1:

How about Another Round

Of:

- Fighting
- Crash your car
- \$8,649 for a DWI
- Fail your midterm
- Can't pay your rent
- Late to class again
- A run in with the law
- Forgot how you got home
- Destroying a relationship
- Possibly contracting an STD
- Testing positive on a drug test

The Costs of High Risk Drinking

DWI means Driving while intoxicated under the influence of drugs and/or alcohol. The average total cost of a DWI is approximately \$8,649.00. If caught driving while intoxicated you will be arrested. That record may follow you for years and may hinder your professional career.

It is illegal to serve alcohol to a minor (anyone under 21 years old). If you have a party and serve alcohol to a minor you may be fined, arrested or sued.

You can be held responsible for anyone you serve alcohol to in your house. If that someone gets into trouble, you may be liable. Don't allow your guests to drink and drive.

Central Connecticut State University

1610 Stanley St.

P.O. Box 4010

New Britain, Ct

860.832.0034

Brought to you by the Counseling and Wellness Center. This project was funded by a grant from the Department of Mental Health and Addiction Services

BASICS:

BRIEF ALCOHOL SCREENING
INTERVENTION FOR
COLLEGE STUDENTS

Reducing alcohol related risk NOW

Preventing alcohol dependence in the FUTURE

A harm reduction approach to alcohol abuse prevention

BASICS is a program of:

Central Connecticut State University

Counseling & Wellness Center

Marcus White, 2nd Floor

860.832.1945

www.ccsu.edu/counseling

Free and confidential



Designed for:

Students who typically drink heavily several times a week, already experienced alcohol related problems and who are often low in problem recognition.

Goal:

To reduce the frequency of risky behaviors including quantity of drinking per occasion and decreasing the harmful effects of drinking.

Outcomes:

Because lifestyle changes occur gradually over time, harm reduction emphasizes and encourages step-by-step changes in which any movement in the direction of reduced risk and harm is progress.

In addition to BASICS, we also offer a program called Choices. This program engages students in self-reflection and discussion about facts, risks and norms associated with alcohol while equipping them with the information, strategies and skills to make wise decisions. Choices can be experienced either as individual, or in a group setting.

When to Refer

Referrals for BASICS can come from a variety of sources including

- Athletics
- Professors
- Self-Referral
- Judicial Affairs
- University Deans
- Resident Advisors
- Concerned Friends
- The Women's Center
- University Health Services

How it Works

Students must complete two 60 minute sessions with a counselor

- The first to assess drinking patterns, related attitudes about alcohol, and motivation to change drinking
- The second to get feedback about personal risk factors and advice about ways to moderate drinking

Students also receive a computer generated personalized graphic feedback summarizing the reviewed material.

Although BASICS is primarily for students who are high-risk alcohol users, the program also gives some feedback related to other drugs.

HOW ABOUT ANOTHER ROUND OF:

FIGHTING

CRASH YOUR CAR

\$8,649 FOR A DWI

FAIL YOUR MIDTERM

CAN'T PAY THE RENT

LATE TO CLASS AGAIN

A RUN IN WITH THE LAW

FORGOT HOW YOU GOT HOME

DESTROYING A RELATIONSHIP

POSSIBLY CONTRACTING AN STD

TESTING POSITIVE ON A DRUG TEST

HOW ABOUT NOT?

Appendix E:
Student Wellness Service Brochure

Side 1:

CCSU	Student Wellness Services		Health or Counseling Appointments 860-832-1926 General Inquiries 860-832-1925
<u>Making an Appointment</u>	Student Wellness Services Information: http://web.ccsu.edu/ healthservices/ Office Hours Monday to Friday 8:00 AM to 5:00 PM	For Medical or Mental Health Emergencies: DIAL 911	 CCSU Central Connecticut State University
<u>HEALTH SERVICES:</u>	Marcus White Annex (860) 832-1926 or Student Health Link: www.ccsu.edu/shl	COUNSELING SERVICE: 205 Marcus White (860) 832-1926 or Walk in to be seen by the on-call counselor	WELLNESS EDUCATION: 140/147 Carr oll Hall (860) 832-1948



Health Services

Marcus White Annex, next to the Computer Lab
Phone: (860) 832-1926 - appointments
Website: www.ccsu.edu/health

Health Services provides medical care by appointment. All students (residential, commuter, full-time and part-time) can use our services regardless of health insurance. You need not have purchased the CCSU student health insurance plan to be seen as a patient on campus.

Most services are provided at no cost to students. We evaluate and treat acute illnesses and injuries, refer to appropriate specialty consultants as needed, provide some laboratory tests, carry a small stock of commonly prescribed medications, and maintain a health education resource center for information on medical issues and concerns. We are not an emergency facility and do not act as an emergency medical service for the University.

Some services provided do have a small fee which is billed directly to your Bursar's account. These include:

- Some laboratory tests e.g. rapid strep testing or tests for sexually transmitted infections; pregnancy testing;
- Immunizations required for school, travel or employment; and
- Prescriptions from the CCSU pharmacy.

Counseling

Marcus White
Phone: (860) 832-1926 - appointments
Website: www.ccsu.edu/counseling

The Counseling Service offers a range of personal counseling services. All services are provided at no cost to full-time and part-time students.

Students may make an appointment to see a professional counselor by calling the number above or coming to the office. All counseling contacts with students are completely confidential according to our privacy policy. Students are encouraged to seek assistance as soon as they become aware that a personal, psychological or behavioral concern is interfering with their overall well-being and ability to manage their academic responsibilities. The initial appointment is generally devoted to assisting the student in assessing the nature and severity of their dilemma. In most cases, problems can be resolved through brief individual, group and/or family counseling sessions. This often can occur in 3 to 5 sessions. If a student requires additional professional services available in the community, the counselor will assist in locating the most appropriate service and in helping the student access their insurance coverage for those services.

Wellness Education

Carroll Hall Room 247
Phone: 832-1948;
Website: <http://www.ccsu.edu/page.cfm?p=3737>


Wellness Education provides, supports, advises, coordinates, and facilitates all manner of wellness-related educational programs for students, faculty and staff. Our goal is to give participants the information and skills to help them improve and maintain their emotional, behavioral, and physical health. Topics may include such things as healthy eating, coping with grief and loss, alcohol, tobacco and other drug use and abuse, stress management, sexual health, time management, empowered bystander training, and healthy relationships.

Working with volunteer student peer supports, we are available to assist students' groups, or classes in addressing students' wellness education needs. Some of our initiatives include depression screening, the Great American Smoke Out, stress busters, safe spring break education, and Alcohol Awareness Week programming and events.

We maintain a small resource library with books, videos, brochures and fact sheets related to these various issues in each of our locations on our website.


12/17

**Appendix F:
Employee Assistance Program – Lexington Group Brochure**



EAP at a Glance

- ◆ Your employer provides the EAP.
- ◆ Both employees and immediate family members are covered.
- ◆ We can help with any personal problem.
- ◆ Using the EAP is completely voluntary.
- ◆ Confidentiality is assured.
- ◆ Service is provided at no cost to you.



The Lexington Group, Inc.
An International Employee Assistance Program

We're dedicated to providing employees and their families with caring and personalized services to help them resolve any personal problem with dignity and respect.

Start the helping process now by calling 24/7 toll free:

1-800-676-HELP (4357)
UNITED STATES

1-800-367-4343
CANADA


0-800-169-6706
ENGLAND

1-800-676-4357
PUERTO RICO

001-808-819-7162
MEXICO

1-800-955-8339
TTY

www.The-Lexington-Group.com



The Lexington Group, Inc.
An International Employee Assistance Program

Employee Assistance Program

EMPLOYEE ASSISTANCE PROGRAM
An International Program

The Lexington Group, Inc.
For immediate help, 24 hours a day, 7 days a week:

1-800-676-HELP (4357) US
1-800-567-4343 Canada

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www.lexknowledge.com

**Appendix G:
Legal Sanctions for the Unlawful Possession or Distribution of illicit Drugs or Alcohol**

CONNECTICUT DRUG POSSESSION CRIMES

It is illegal for any person to possess or have under his control any narcotic, hallucinogenic, or other controlled substance. The penalty for personal drug possession in Connecticut depends on a number of different factors, including the amount and type of drug, where the criminal act takes place, the offender's age, and whether the criminal act was a first or repeat offense. The statutorily authorized sentences for drug possession range from up to one year imprisonment, a \$1,000 fine, or both for a first offense of possession of less than four ounces of marijuana to up to 25 years imprisonment, a \$250,000 fine, or both for three or more convictions for possession of narcotics. Penalties for all drug possession crimes are enhanced when they occur within 1,500 feet of a school or licensed day care center. Table 1 shows the drug possession crimes, the Connecticut General Statutes citation for each offense, and the authorized penalty.

Table 1: Drug Possession Crimes

<i>Offense Descriptions</i>	<i>Possession</i>
Narcotics (i.e., heroin, cocaine, and crack) Cite: CGS § 21a-279(a)	First offense: up to 7-year jail term, up to a \$50,000 fine Second offense: up to 15-year jail term, up to a \$100,000 fine Subsequent offenses: up to 25-year jail term, up to a \$250,000 fine *Alternative sentence: up to 3-year indeterminate jail term with conditional release by correction commissioner
Dangerous hallucinogens or at least 4 oz. of marijuana Cite: CGS § 21a-279(b)	First offense: up to 5-year jail term, up to a \$2,000 fine Subsequent offenses: up to 10-year jail term, up to a \$5,000 fine *Alternative sentence: up to 3-year indeterminate jail term with conditional release by correction commissioner
Any other illegal drug or less than 4oz. of marijuana Cite: CGS § 21a-279(c)	First offense: up to 1-year jail term, up to a \$1,000 fine Subsequent offenses: up to 5-year jail term, up to a \$3,000 fine
Possession of illegal drugs within 1,500 feet of an elementary or secondary school or a licensed day care center Cite: CGS § 21a-279(d)	Mandatory 2-year jail sentence running consecutively to the jail term imposed for violating other drug possession laws.

CONNECTICUT DRUG SALE CRIMES

It is illegal for anyone to manufacture, distribute, sell, prescribe, dispense, compound, transport with intent to sell or dispense, possess with intent to sell or dispense, offer, give, or administer to another any controlled substance. The penalty for violating the law ranges from up to seven years for a first time offense of selling any drug, other than a narcotic or hallucinogen, to life imprisonment for causing another person's death by selling heroin, cocaine, or methadone. Table 2 shows the drug sale crimes, the Connecticut General Statutes citation for each offense, and the authorized penalty.

Table 2: Drug Sale Crimes

<i>Offense Descriptions</i>	<i>Authorized Penalties</i>
Causing the death of a user by selling heroin, cocaine, or methadone Cite: CGS § 53a-54b(6)	Life imprisonment without possibility of early release or a death sentence if the jury finds that aggravating factors outweigh mitigating factors
Sale by a nonaddicted person of at least 1 oz. of heroin, cocaine, or methadone; 5 mg. of LSD; or .5 g. of crack Cite: CGS § 21a-278(a)	Mandatory minimum 5 to 20 years imprisonment with a possible maximum term of life imprisonment
Sale by a nonaddict of at least 1 kg. of marijuana or any amount of narcotics, amphetamines, or other hallucinogens Cite: CGS § 21a-278(b)	Minimum 5-year jail term with a possible maximum term of up to 20 years Subsequent Offenses: mandatory minimum 10-year jail term up to a 25-year maximum term
Sale by nonaddict adult of drugs to a minor at least two years younger Cite: CGS § 21a-278a(a)	Mandatory 2-year jail term running consecutively to jail term imposed for violating the underlying crime
Sale of illegal drugs within 1,500 feet of an elementary or secondary school, a licensed day care center, or a public housing project Cite: CGS § 21a-278a(b)	Mandatory 3-year jail term running consecutively to any jail term imposed for violating the underlying drug sale crime
Hiring a minor to sell illegal drugs in violation of the laws prohibiting illegal drug sales Cite: CGS § 21a-278a(c)	Mandatory 3-year jail term running consecutively to the underlying drug sale crime
Sale of any narcotics or hallucinogens other than marijuana Cite: CGS § 21a-277(a)	First offense: up to 15 years imprisonment, a \$50,000 fine, or both

	<p>Second offense: up to 30 years imprisonment, a \$100,000 fine, or both</p> <p>Subsequent offenses: up to 30 years imprisonment, a \$250,000 fine, or both</p> <p>Alternative sentence: up to a 3 year indeterminate sentence with conditional release</p>
<p>Sale of any other illegal drug</p> <p>Cite: CGS § 21a-277(b)</p>	<p>First offense: up to 7 years imprisonment, a \$25,000 fine, or both</p> <p>Subsequent offenses: up to 15 years imprisonment, a \$100,000 fine, or both</p> <p>Alternative sentence: up to a 3 year indeterminate sentence with conditional release</p>

It is illegal for any minor to possess alcoholic liquor. In this context, a minor is considered to be anyone under age 21. Until the law was changed by PA 06-112, this prohibition applied to possession on any street or highway or in any public place or place open to the public. PA 06-112 expands the prohibition, effective October 1, 2006, to all public or private property (CGS § 30-89 as amended by PA 06-112). (CGS § 30-89 also makes it illegal for a minor to purchase or attempt to purchase alcohol or to make any false statement in order to procure alcohol.) Currently, the penalty for possession of alcohol by a minor is a fine of \$200 to \$500. When PA 06-112 becomes effective, this fine will apply for a second or subsequent violation. A first violation of the possession prohibition will be an infraction. There are exceptions to the possession prohibition for employees of liquor permittees; minors possessing alcohol under a physician's order; minors accompanied by a parent, guardian, or spouse who is at least age 21; and anyone exercising their constitutionally protected religious freedom.

If anyone under age 21 violates the provisions of CGS § 30-89, the motor vehicle commissioner must suspend his driver's license or nonresident operating privilege for 150 days (CGS § 14-111e). If the person has not been issued a license, any issuance of a new license must be delayed for a period of 150 days from the date he satisfies all of the requirements for licensure.

Once the minor has served the appropriate license suspension under either of the laws explained above, he may apply for reinstatement. DMV does not require filing of a certificate of financial responsibility (known as an SR-22 form) in either case.

Section 1. Section 30-89a of the general statutes is repealed and the following is substituted in lieu thereof (*Effective October 1, 2012*):

(a) No person having possession of, or exercising dominion and control over, any dwelling unit or private property shall (1) knowingly, recklessly, or with criminal negligence, permit any minor to possess alcoholic liquor in violation of subsection (b) of section 30-89 in such dwelling unit or on such private property, or (2) [knowing that any minor possesses alcoholic liquor in violation of subsection (b) of section 30-89 in such dwelling unit or on such private property,] fail to make reasonable efforts to halt such possession. For the purposes of this subsection, "minor" means a person under twenty-one years of age.

(b) Any person who violates the provisions of subsection (a) of this section shall [, for a first offense, have committed an infraction and, for any subsequent offense, be fined not more than five hundred dollars or imprisoned not more than one year, or both] be guilty of a class A misdemeanor.