

North Idaho College
Drug-Free Schools and Campus Act
2015 & 2016

Biennial Review Report

January 2017

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Introduction to the Drug Free Schools and Communities Act

The Drug-Free Schools and Communities Act and the U.S. Department of Education's supporting regulations require that Institutions of Higher Education, (IHEs), receiving federal financial assistance to establish drug and alcohol abuse prevention programs for students and employees.

Compliance with the Drug Free Schools and Communities Act

Annual Notification of Students, Staff and Faculty: Students and employees must receive information annually that contain standards of conduct, a description of the various laws that apply in their jurisdiction regarding alcohol and drugs, a description of the various health risks of drug and alcohol abuse, a description of the counseling and treatment programs that are available, and a statement on the sanctions the college will impose for a violation of the standards of conduct.

Biennial Review: In addition to the annual notification, the law requires a written biennial review of the program to determine the effectiveness of the IHE's Alcohol and Other Drug prevention program, and to ensure that the campus enforces the disciplinary sanctions for violating standards of conduct consistently.

The President of the college is required to supply a signed statement certifying the Biennial Review to acknowledge awareness of the recommendations within the report. Both the president's signed statement and a final copy of the Biennial Review is kept on file in the college's office of financial aid in the event the college is audited by the Higher Education Center for Alcohol and Other Drug Prevention, a designee of the U.S. Department of Education. IHEs are not required to submit the certification or report to the US. Department of Education.

Though the campus has latitude in preparing their biennial review reports to accommodate varying campus types and cultures and to honor the uniqueness of each institution, generally report preparation and report contents may include the following areas of review:

- **Program Inventory** – In order to conduct a program inventory, the IHE should list all of the activities that compose their prevention program and identify the effectiveness of those efforts at meeting prevention goals and outcomes.
- **Policy Inventory** – To conduct the policy inventory, policies are identified and articulated in a list and then judged for effectiveness and consistent enforcement.
- **Descriptions of the AOD program elements** – Prevention program elements are the particular activities implemented to achieve program goals and outcomes.
- **State of AOD program goals and a discussion of goal achievement** - Prevention program goals identify the intentions of programmatic efforts. Goals reflect the

problem than an institution is seeking to address, (e.g., heavy episodic alcohol use, primary or secondary consequences of alcohol use), and the outcomes it seeks to achieve.

- **Summaries of AOD program strengths and weaknesses** – Identify program strengths that assist in achieving goals and reaching outcomes, and challenges for prevention efforts or barriers to progress.
- **Procedures for distributing annual AOD notification to students and employees** – list the methods used and any special considerations made that were addressed to ensure that all faculty, staff and students received policy information annually.
- **Copies of the policies distributed to students and employees** – Identify the policies that are referenced during the annual AOD notification.
- **Recommendations for revising AOD programs** – List current program goals, activities, and outcomes and examine strengths and challenges, to assess both the gaps and programmatic efforts.

Description of North Idaho College

Founded in 1933, North Idaho College is a comprehensive community college located in Coeur d'Alene in the northern panhandle of Idaho. NIC offers degrees and certificates in a wide spectrum of academic transfer, professional-technical, and general education programs. Approximately 6000 students are enrolled in credit classes and more than 4,400 participate annually in non-credit course offered by the Workforce Training Center in Post Falls.

The college serves a five-county region through regional centers in Bonners Ferry, Kellogg, and Sandpoint as well as through an extensive array of Internet and Interactive video conferencing courses. NIC also plays a key role in the region's economic development by preparing competent, trained employees for area businesses, industries, and government agencies.

NIC's campus is located in Coeur d'Alene, Idaho, a lakeside city with a growing population of 44,000 residents. Metropolitan amenities are close by with Spokane, Washington, a city of approximately 200,000, 35 miles west from the college.

North Idaho College's Vision: As a comprehensive community college, North Idaho College strives to provide accessible, affordable, quality learning opportunities. North Idaho College endeavors to be an innovative, flexible leader recognized as a center for educational, cultural, economic, and civic activities by the communities it serves.

North Idaho College's Mission: North Idaho College meets the diverse educational needs of students, employers, and the northern Idaho communities it serves through a commitment to student success, educational excellence, community engagement, and lifelong learning.

Alcohol and Other Drug Program Goals

North Idaho College is committed to establishing meaningful objectives and goals to address alcohol and other drug use on campus. The three broad areas of strategic intervention include:

- Cultivate an Educated Campus – provide learning opportunities and access to information that helps students and staff become aware of associated risks with using alcohol and other drugs. These efforts will support changing knowledge, attitudes, and behavioral intentions regarding alcohol and other drug use.
 - North Idaho College will provide information and education about the effects of alcohol and other drugs in a variety of formats and venues.
- Create a Safe and Positive Campus Community - help students and staff understand choice, responsibility, consequences, and options when deciding whether to use alcohol and other drugs.
 - North Idaho College will maintain a campus that strives to be free of alcohol and other drugs by emphasizing policy, consequence, and health implications. NIC will also stress safety and individual accountability regarding alcohol and other drug use.
- Encourage Campus Well Being – provide resources and options to students and staff that foster an alcohol and other drug free milieu and also provide appropriate supports and services when use and abuse are identified.
 - North Idaho College will provide confidential and effective guidance for those with specific needs related to alcohol and other drug use/abuse.

Policies Addressing Drug Free Schools

North Idaho College has multiple policies and published announcements alerting both students and staff regarding the Drug Free School emphasis. An abbreviated inventory of those policies and associated announcements (attached in Appendix A of this report) follows:

- **I. 2015-2016 North Idaho College Catalog** – A statement addressing both the “Drug-Free Schools and Campuses Act” and the college’s “Tobacco-Free Campus Guidelines” is located on page 15 of the catalog:
 - “Drug-Free Schools and Campuses Act – NIC is committed to maintaining an environment of teaching and learning that is free of illicit drugs and alcohol. The college prohibits illegal possession, consumption, manufacture, and distribution of alcohol and drugs by students in college-owned, leased, or operated facilities and on campus grounds. Individuals who violate college policies, city ordinances, state or federal laws may be subject to disciplinary action and/or criminal prosecution. Student sanctions, as detailed in the student Code of Conduct, may include warning, censure, fines, disqualification, suspension, expulsion, restitution, as well as required attendance at educational programs. More information is available at www.nic.edu.”
 - “Tobacco-Free Campus Guidelines – To ensure a safe and healthy environment for students, employees, and visitors, North Idaho College prohibits the use of any tobacco products including e-cigarettes and smokeless tobacco products on campus except for in designated areas.”

- **II. The 2016-2017 North Idaho College Student Handbook includes “Article IX: Drugs and Alcohol” published in the North Idaho College Policy 5.06 (Student Code of Conduct) and associated North Idaho College Procedure 5.06 (both last reviewed December 2013)** (see Appendix A for copy of student handbook) - A statement addressing drugs and alcohol and associated sanctions is located on pages 19 and 20 of the student handbook under Section 6 – Student Code of Conduct (and on page 7 of the NIC Procedure 5.06):
 - “Article IX: Drugs and Alcohol – Abuse of alcohol and/or drugs is one of the major reasons students do not succeed in college. The examples provided in this section of the articles constituting forms of conduct prohibited by the Code are not intended to define prohibited conduct in exhaustive terms, but rather set forth examples to serve as guidelines for acceptable and unacceptable behavior. See NIC’s Policies and Procedures on Drug-Free Workplace and on Substance Abuse. Examples include:
 - The manufacture, sale, possession, distribution, or consumption of alcoholic beverages or illegal drugs in or on any building, land, or property owned or controlled by NIC; or

- A student athlete who takes a legal but performance enhancing drug prohibited under athletic conference, NJCAA rules, or NWACC rules. In furtherance of NIC’s Zero Tolerance policy, a sanction of eviction imposed for drugs offenses is not subject to Administrative Review.”
- **III. North Idaho College Policy and Procedure 3.02.14, (last reviewed January 2015), “Conditions of Employment – Drug Free Workplace” –**
 - The NIC Policy 3.02.14, Drug Free Workplace cites the Drug Free Workplace Act of 1933, 34 CFR, Part 85, Subpart F and regulations published in the 1/31/89 Federal Register as reference. The policy narrative includes the following:
 - The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance or alcohol is prohibited on college owned or controlled property. This policy applies equally to administrators, faculty, staff and students.
 - No employee is to perform his or her work while under the influence of alcohol or illegal mood altering substances.
 - Any employee of North Idaho College Found in violation of this policy is subject to disciplinary action.
 - This policy reflects our conviction that the use of these substances within the context of this community is inappropriate and counterproductive to the education, moral, and developmental objectives of North Idaho College.
 - The NIC Procedure 3.02.14 outlines specific conditions of the related policy regarding employment at North Idaho College to include:
 - A. North Idaho College shall be responsible for establishing a Drug-Free Awareness Program to inform employees about:
 - The dangers of drug abuse in the work place and educational environment;
 - The institution’s policy of maintaining a drug-free work place;
 - The availability of drug counseling and rehabilitation programs; and
 - Penalties that may be imposed upon employees for drug or alcohol abuse violations occurring in the work place.
 - B. As a condition of employment all employees will:
 - Abide by the terms of the policy;
 - If found to be in violation of the policy, be subject to disciplinary action that may include, but not be limited to, warnings, reprimands, suspension, expulsion, demotion, dismissal, or a requirement to participate in drug rehabilitation or treatment program as a condition of continuing employment. Such action

will be initiated by the appropriate vice president or designee (in conjunction with Human Resources) within three (3) days of the infraction; and

- Notify his/her immediate supervisor of any criminal drug statute conviction, in a court of law, occurring in the work place no later than five (5) days after that conviction.
- C. Within thirty (30) days of receiving notice that an employee has been convicted of a crime as outlined in B3, the appropriate vice president, working with Human Resources, or designee will initiate and take one or both of the following actions:
 - Take personnel action such as an employee, up to and including termination; and/or
 - Require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by federal, state, or local health, law enforcement, or other appropriate agency.
- D. The College will post the following information on the Intranet for employees to review:
 - Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of drugs and alcohol by students and employees on the college's property or as any part of the college's activities;
 - A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
 - A description of any drug and alcohol counseling, treatment, or rehabilitation programs that are available to students and employees, (consistent with local, state, and federal law) and a description of these sanctions, up to and including expulsion or termination of employment and referral for prosecution for violations of the standards of conduct.
- **IV. North Idaho College Intercollegiate Athletic Drug and Alcohol Policy, (21st Draft, last updated 1-26-95) -**
 - Policy Introduction states, "North Idaho College Athletic Department recognizes that drugs and alcohol can be a problem on college campuses and that there is increased pressure on athletes to use drugs in an attempt to enhance athletic performance. Our first priority in dealing with individuals that may be involved with drugs or alcohol is to ensure that they receive proper education and counseling and to make sure that they are health and safe in their pursuit of athletic endeavors.

- The policy goes on to discuss
 - Policy intent;
 - Prohibited substances;
 - Purpose of the policy;
 - Referral to counseling and treatment and the procedure to make such referrals;
 - Follow-up procedures for testing positive for drugs;
 - Reinstatement after suspension for drugs;
 - Follow-up procedure for violating the alcohol policy;
 - and Reinstatement after suspension for violating the alcohol policy

- **V. North Idaho College Residence Hall Agreement –**
 - Section 6. ‘Residence Hall Regulations’ states:
 - “Residency in the hall is a privilege extended to the student by the college. Continued residency is dependent on the student’s satisfactory personal conduct and the observance of all college regulations. This agreement cannot guarantee that all residents will abide by every regulation. Enforcement of the regulations involves the cooperation between hall staff and hall residents. Appeals concerning hall regulations and their enforcement (except for the eviction assigned for violation of NIC’s drug policy) may be pursued through the hall appeals procedure, except the sanction of eviction assigned for violation of NIC drug policy.
 - G. The use or possession of alcoholic beverages and/or illicit drugs is prohibited on the NIC campus. The possession or display of alcohol containers, (cans, bottles, boxes, etc., is also prohibited). Violation of alcohol regulations will result in a variety of sanctions, including fines or the immediate termination of the Residence Hall agreement and all penalties that apply. NIC has assumed “Zero Tolerance” for the possession of illicit drugs and/or paraphernalia. Violation of the illicit drug regulations will result in immediate termination of the Residence Hall agreement and all penalties that apply. All persons associated with the violation of either of these regulations will also be subject to the above sanctions. There is no Administrative Review available for the sanction of eviction for violation of NIC’s drug policy.
 - H. North Idaho College is a tobacco-free campus.

- **VI. North Idaho College 2016-2017 Residence Hall Student Handbook**, pages 9 and 10 -
 - **Alcohol/Drugs** – in addition to restating the North Idaho College Residence Hall Agreement outlined in Section V above, the handbook goes on to state:
 - **Alcohol/Drugs** - If residents act suspiciously, and give the Residence Life staff concern, the staff will ask to check containers and bags. This is done to stop residents and/or guests from bringing in contraband items; i.e. alcohol, drugs and weapons. Additionally, in the interest of public health and the safety of our students, the college prohibits the possession and consumption of legal or illegal substances not intended for human consumption; including, but not limited to, - experimental drugs, incense, bath salts, and mind-altering plants, including “k-2/Spice” and “Salvia” and other substances used to induce intoxication or impairment.”
 - **Under the Influence Policy** – The NIC Residence Hall is an educational facility. Residents are expected to make healthy, legal choices, and not consume alcohol or drugs. Due to the overwhelming number of incidents, across America, where students are killed, assaulted, and failing out of college, NIC has implemented a policy for students found to be under the influence.
 - If you are showing signs of being under the influence of any substance, the RAs will ask you a series of questions. It will be documented, then after the 3rd incident, your parents will be called and you will be expected to meet with the Manager.
 - If the incidents continue, further decisions will be made concerning your health and wellness, including your housing status. The Director of Student Development, NIC counselor and the Manger of Residence Life will be involved in this process.
 - **Discipline Process** –
 - Violations of any of the Residence Hall regulations as outlined in this handbook, the Contract Conditions, or the NIC Student Code of Conduct will result in documentation in the form of an Incident Report;
 - All incidents involving alcohol or drugs will result in the Residence Life staff contracting the Coeur d’Alene Police Department. In addition to the civil/municipal consequences, you will have on-campus sanctions to address. Two incidents involving the Coeur d’Alene Police Department being contacted will result in eviction.
 - Any student or employee of the college who alleges that a Residence Hall regulation has been violated may file an Incident Report.

- Each Incident Report will be submitted to the Residence Life Manager for review and will be followed up with a letter within 24 hours of the incident.
- A disciplinary conference will be held to determine whether a violation occurred and to assign a sanction.
- **Sanctions –**
 - The purpose of a disciplinary sanction is to assist the student in learning how to live within the guidelines of the college, to bring order to community living, and to focus on more acceptable patterns of behavior. These sanctions also protect the Residence Hall community from possible harm or disruption, or give financial redress for loss, harm, or destruction of property resulting from actions of the accused.
 - Copies of all sanctions will be kept in the student’s disciplinary file. The types of sanctions that may be applied include, but are not limited to, any combination of the following: a written warning (a letter), an educational sanction such as an essay paper or bulletin board, restitution (restoration/fine), a referral to the NIC Student Health Services office for alcohol counseling, a \$100 fine, Residence Hall probation, trespass warnings, relocation, or dismissal from the Residence Hall.
 - All sanctions may be appealed in writing within here business days to the Director of Auxiliary Services, (sanctions for eviction for drug/alcohol offenses cannot be appealed). An expulsion sanction may be appealed in writing to the Vice President for Student Services who may or may not refer the case to the College Judiciary Counsel.
- **VII. North Idaho College Policy and Procedure 6.07, Alcohol on Campus or at NIC Facilities – (last reviewed December 5, 2014 –**
 - The **Policy narrative** states, “North Idaho College will, on a limited basis and in carefully controlled environment, permit the possession and consumption of alcoholic beverages on property and in facilities owned, leased, rented or managed by the college. Approval from the president of North Idaho College will be required in every instance.
 - The **Procedure narrative** states, “Possession and/or consumption of alcoholic beverages is generally prohibited on campus grounds or within facilities and property owned or leased by North Idaho College, The college president, or designee, is hereby authorized to waive the prohibition against possession and/or consumption of alcoholic beverages only as permitted by and in

conjunction with policy 6.07. The application process for obtaining an Alcohol Beverage Permit shall be as follows:

- Secure an Alcohol Beverage Permit packet from the office of Auxiliary Services.
 - Complete the Alcohol Permit Application form.
 - Return completed application to office of Auxiliary Services at least thirty (30) business days prior to the desired event.
 - Application will be reviewed by the director of Auxiliary Services, director of Campus Safety, and the college president.
 - Applicant will be notified of approval or denial in writing within fifteen (15) working days of the date of receipt of completed application form.
- **Drug and Alcohol Abuse Prevention Website** – linked to the North Idaho College Student Health and Counseling Services website –
 - The Drug and Alcohol Abuse Prevention Website states “North Idaho College (NIC) is an Alcohol and Drug Free Education Institution. This document describes how North Idaho College meets the requirements of the 1989 amendments to the Drug-Free Schools and Communities Act, (DFSCA), as articulated in the Education Department General Administrative Regulations, (EDGAR), Part 86 and the Drug-Free Schools and Campuses Regulations. Specifically, the DFSCA requires institutions of higher education to establish policies that address unlawful possession, use, or distribution of alcohol and illicit drugs. It also requires the establishment of a drug and alcohol prevention program. Students, staff, and faculty may request additional information by contacting either the Director of Student Disability, Health and Counseling or the Director of Student Development.
 - Prevention Standard Sections include:
 - A. Standards of conduct prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.
 - B. Possible sanctions and penalties under North Idaho College policy, federal, state and local laws for the unlawful possession or distribution of illicit drugs and alcohol.
 - C. Health risks associated with Alcohol and Other Drug (AOD) abuse.
 - D. Counseling resources and drug and alcohol programs that are available to employees or students.
 - E. Posting of Drug and Alcohol Prevention Biennial Review Reports.
 - F. Annual Notification dates of all students and employees regarding specific drug and alcohol related information.

Campus Alcohol and other Drug Violations

Campus alcohol and other drug violation data represented in the table below was gathered from multiple sources to include NIC Annual Security and Fire Reports, NIC Residence Hall Incidence Reports, NIC Athletic Incidence Reports, and NIC Student Development Incidence Reports.

Type	2015	2016	Sanctions
Alcohol Related Incidents	13	20	Sanctions included written warnings, referral to counseling, fines, disciplinary probation, citations, and evictions.
Drug Related Incidents	3	6	Sanctions included disciplinary probation, citations and evictions.

Programs Addressing Alcohol and Other Drug Use and Abuse

1. Cultivating an Educated Campus – North Idaho College will provide learning opportunities and access to information that helps students and staff become aware of associated risks with using alcohol and other drugs. These efforts will support changing knowledge, attitudes and behavioral intentions regarding alcohol and other drug use. North Idaho College will provide information and education about the effects of alcohol and other drugs in a variety of formats and venues.

Student and Employee Health Fair – Each year, North Idaho College hosts separate health fairs for students and employees. The health fairs, which are held on the main North Idaho Campus in the Edminster Student Union Building, include 30 to 40 health and wellness vendors who meet with and disseminate information to students and employees of the college.

▪ **Student Health Fair -**

- NIC Student Health contractor Heritage Health, a non-profit Federally Qualified Health Clinic in Kootenai County - In addition to providing student health services at North Idaho College, Heritage Health also provides Behavioral Health services at their main clinic. Students receive information about behavioral health options, (drug and alcohol education, prevention, and counseling/treatment services), at the health fair and when the student presents at the NIC Student Health clinic with specific chemical dependency needs.
- Idaho Department of Health and Welfare Behavioral Health Services – the IDHW Behavioral Health program also provides vendor information at the Student Health Fair and is available to students and employees for chemical dependency screen, evaluation, referral and treatment at any of their North Idaho locations. IDHW Behavioral Health also provides 24/7 emergency services to the general public including students.
- School Resource Officer, Coeur d’Alene Police Department – the CDA Police Department SRO provides vendor information regarding alcohol and drug use and abuse. In 2016, the SRO also provided simulated intoxication scenarios to demonstrate levels of alcohol impairment and risk factors associated with impairment.
- North Idaho College Student Counseling – the NIC Student Counseling clinical therapist provides vendor information educating students about free campus therapy options. In addition to providing information about services, which includes chemical dependency treatment referral, the clinic therapist meets with campus student groups, departments and others to provide information about options and services.

- North Idaho Crisis Center – The North Idaho Crisis Center is also a fair health vendor, provides information about free crisis center services and supports to students to include referral and case management options.
- **Employee Health Fair** –
 - The Employee Health Fair includes an Employee Wellness Emphasis, which prescribes a healthy lifestyle. A number of screenings and health related information is available during the health fair.

On-Line Information and Brochures - North Idaho College publishes online alcohol and other drug prevention information and distributes college and community based brochures and other information across the college.

- Drug and Alcohol Abuse Prevention information is posted online and is associated with the NIC Student Health and Counseling website. This information link is sent to staff and faculty annually and to students at the beginning of each semester.
- Brochures addressing college and community counseling options available to students and staff are widely distributed across campus and are available online to include Student Counseling support and the Employee Assistance Program (EAP).

2. Create a Safe and Positive Campus Community – help students and staff understand choice, responsibility, consequences, and options when deciding whether to use alcohol and other drugs. North Idaho College will maintain a campus that strives to be free of alcohol and other drugs by emphasizing policy, consequence, and health implications. NIC will also stress safety and individual accountability regarding alcohol and other drug use.

- Alcohol and Other Drug related policies, conditions, and sanctions are emphasized at time of employee new hire, during student orientation, and at athletic orientation events.
- North Idaho College Administration, Security, and the Student Resource Officer consistently enforce alcohol and other drug related policies and procedures.
- Alcohol and Other Drug abuse prevention is sent by notification emails and through student and employee publications annually and each semester alerting the campus to policies, regulations, laws, resources, and counseling and treatment options.

3. Encourage Campus Well Being – North Idaho College provides information, education training, and prevention activities to inform staff and students about service and opportunities to support each other in maintaining a healthy and balanced community of care and wellness.

- **North Idaho College Mental Health First Aid (MHFA) Program** – The NIC MHFA program began in 2015 and has trained/certified approximately 100 students and staff at North Idaho College through 2016. 3-4 certification sessions are offered annually in an effort to increase the number of MHFA certified/trained individuals at North Idaho College.
 - Mental Health First Aid, similar to the Medical First Aid certificate, is an international program consisting of 8 hours of mental health certification training. MHFA is listed in the Substance Abuse and Mental Health Services Administration’s National Registry of Evidence-based Programs and Practices as a highly effective certification program. The MHFA program improves the mental health of the individual administering the care and the one receiving it, expands knowledge of mental illnesses and their treatments, increases the services provided and reduces overall stigma by improving mental health ‘literacy’ on campus and in the community
 - North Idaho College offers 2 separate MHFA certification programs:
 - Mental Health First Aid for Adults – this is an 8 hour certification program that covers a variety of topics to include:
 - Mental Health Problems in the United States;
 - First Aid of Developing Mental Health Problems:
 - Depression
 - Anxiety Disorders
 - Psychosis
 - Substance Use Disorders
 - What is a substance use disorder
 - Alcohol
 - Other Drugs
 - What causes substance use disorders
 - Importance of early intervention
 - Action Plan for substance use disorders
 - Helpful resources for substance use disorders
 - First Aid for Mental Health Crisis
 - Mental Health First Aid for Youth – this is an 8 hour certification program that covers a variety of topics to include:
 - Mental health challenges and disorders in Youth in the United States;
 - Adolescent development;
 - Mental Health First Aid for youth and young adults;
 - Mental Health First Aid for developing challenges and disorders in youth:
 - Depression in Young People

- Anxiety in Youth People
- Eating Disorders in Youth People
- Psychosis in Young People
- Substance Use and Substance Use Disorders in Young People
 - What is Substance Use and Abuse
 - Co-Occurring substance use and mental health disorders
 - Alcohol
 - Other Drugs
 - Tobacco
 - Risk Factors for Substance Use and Abuse
 - Importance of Early Intervention
 - Mental Health First Aid Action Plan for a Substance Use Disorder
 - Helpful Resources for Substance Use and Substance Use Disorders
- Attention Deficit and Disruptive Behavior disorders in young people.
- Mental Health First Aid for Youth in Crisis
- Employee Assistance Program – In addition to the Employee Wellness Program, the college also offers the Employee Assistance Program (EAP), which provides short-term, confidential counseling for employees and their families at no out of pocket expense to the employee. Information about EAP is provided to employees at time of hire and orientation, supervisors and managers are trained to provide referral to employees who may benefit from those services, and information about EAP is available on the NIC Human Resources Employee Benefits website.
- Student Counseling – North Idaho College students are eligible for free clinical therapy, (paid through student fees at time of registration). Student Counseling Services are designed to provide Solution-Focused Brief Therapy to assist and encourage student success at North Idaho College. Students are made aware of student counseling services at time of orientation and staff and faculty are trained to refer students to counseling services if they recognize that the student may benefit from these services.

Distribution of Alcohol and Other Drug Policies to Students, Faculty and Staff

As required by the Drug-Free Schools and Communities Act, (DFSCA), North Idaho College distributes the Drug and Alcohol Abuse Prevention information to faculty and staff on an annual basis and to students at the beginning of each semester. The notice is disseminated by the North Idaho College Communications Department by means of emailing prevention policy links directly to students and staff and the information is published in key bulletins. Dates of notification are documented in “Section F – Annual Notification” of the Drug and Alcohol Abuse Prevention website.

Recommendations for Alcohol and Other Drug Use Program Improvement

North Idaho College is committed to developing a continuum of alcohol and other drug related services, information, and care resources for staff, faculty, and students. Following are projects and improvements recommended for 2017/2018 program year.

- Alcohol and Other Drug (AOD) Program Group – Form an AOD program group that meets on at least a quarterly basis, with representation, at a minimum, from the following groups:
 - Associated Students of North Idaho College, (ASNIC)
 - Office of Instruction,
 - North Idaho College Athletics Department to include student athletes,
 - Student Services to include Director of Student Disability, Health and Counseling; Director of Student Development; Student Housing Manager; School Resource Officer and NIC Security,
 - NIC Human Resources,
 - NIC President’s Cabinet
- Policy and Procedure Review - Develop a process to routinely review and update key Alcohol and Other Drug related policies and procedures.
- NIC Alcohol and Other Drug Awareness Day - Organize an annual Alcohol and Other Drug Awareness Day to include planning specific campus events focused on education and prevention.
- Student Housing Alcohol and Other Drug Education Program - Develop a Student Housing Alcohol and Other Drug Education Program since the majority to college related citations and infractions are issued to students who reside in residential housing.
- Alcohol and Other Drug Support Group and/or Club – Encourage the development/formation of a student club and/or support group (such as a 12 step group) for students struggling with abuse and addiction issues.



North Idaho College

1000 West Garden Avenue, Coeur d'Alene, Idaho 83814
www.nic.edu

President's Review and Approval

North Idaho College 2015/2016 Drug-Free Schools and communities Act Biennial Review has been reviewed and approved for release and posting to the NIC website.

Richard L. MacLennan, Ed.D.
President