

BIENNIAL REVIEW REPORT
DECEMBER 2024
Review Time Frame: 2022-2023 and 2023-2024

TABLE OF CONTENTS

PURPOSE OF ANNUAL NOTIFICATION AND BIENNIAL REVIEW REPORT

DRUG AND ALCOHOL PROGRAM ELEMENTS

- Campus Overview
- Campus Corner Apartments
- Campus Environment
- College Activities
- Drug and Alcohol Programming

DRUG AND ALCOHOL PROGRAM GOALS

DRUG AND ALCOHOL PROGRAM STRENGTHS AND WEAKNESSES

COLLEGE POLICIES

- GA-1 Drug Free Campus Policy
- GA-2 Tobacco Use Policy
- Clubs and Organizations Handbook
- Student Rights to Know and Student Conduct
- Student Code of Conduct
- Disciplinary Action for Students

POLICY ENFORCEMENT

RECOMMENDATIONS FOR DRUG AND ALCOHOL PROGRAM REVISIONS

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PURPOSE OF ANNUAL NOTIFICATION AND BIENNIAL REVIEW REPORT

Green River College is committed to supporting the safety and health of its students and employees. As a part of that commitment, the College has implemented drug and alcohol abuse prevention programming.

The Drug Free Schools and Communities Act (DFSCA) and Part 86 of the Department of Education General Administrative Regulations (EDGAR Part 86) required institutions of higher education to adopt and implement drug and alcohol abuse prevention programs (DAAPP) for students and employees. The College must have certified it has adopted and implemented a program to “prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees” both on the College’s premises and campuses and as part of any of its activities in order to comply with the Drug Free Schools and Campuses Regulations. At a minimum, each institution of higher education must annually distribute the following in writing to all students and employees:

Annual Notification – Drug and Alcohol Abuse Prevention Program (DAAPP)

- Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees;
- A list of applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of the health risks associated with the abuse of alcohol or use of illicit drugs;
- A list of drug and alcohol counseling, treatment, rehabilitation and reentry programs that are available to employees or students; and
- A clear statement that the institution imposes sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.

Each December, the Human Resource Office sent an electronic message to all faculty, staff and students with a link to the Annual Drug-Free Schools and Communities Act Notice.

Email notifications are sent out quarterly under "Notification of Annual Security & Fire Report (ASFR)" the Director of Campus Safety and Transportation, which includes a section on the Drug-Free Schools and Communities ACT (DFSCA). The section includes a links to the "Students Rights to Know and Student Conduct" document, facts about drugs and alcohol, policies, resources, and judicial programs. This educational information was transmitted quarterly in order to ensure that all new students and new employees were informed as required.

Biennial Review

The law further required institutions to conduct a biennial review of their drug and alcohol prevention efforts with the following objectives:

- Determine whether the drug and alcohol policies and programs had been effective, and implement changes if needed.
- Ensure that disciplinary sanctions for violating standards of conduct have been enforced consistently.

DRUG AND ALCOHOL PROGRAM ELEMENTS

Campus Overview

Green River College provided a caring, supportive and nurturing learning community where dedicated faculty and staff members have committed to student learning and success. As such, campus events for students were alcohol free and alcohol was prohibited at student events on or off campus. Cannabis or other illegal drugs were not permitted on campus or at any College sponsored activities regardless of location.

All new incoming employees (including student workers) signed to verify they would abide by and comply with the Drug Free Workplace stipulations.

In the event students or staff members needed advice or referrals, the Counseling Services Office provided short-term mental health counseling and self-care/wellness education for students. Workshops and consultation services were offered for staff, faculty, and student organizations. Services were free and confidential. If students were concerned about drug or alcohol use, they sought assistance and off-campus referrals from the counselors. Employees sought guidance from the Employee Assistance Program provided at no cost to help Washington State Government employees and their family members resolve personal or work-related problems.

Campus Corner Apartments

The College has one student apartment complex adjacent to the campus. Due to the pandemic and virtual classes the housing occupancy was low. The occupancy average during the academic years of 2022-2023 and 2023-2024 were 326 and 322 respectively. International students account for about 45-55% of the occupancy. Alcohol was not permitted on the premises for students under the age of 21. However, since this was a privately-owned complex, students 21 years of age or older were permitted to have alcohol in their rooms. Cannabis was not permitted in rooms or on-campus at any age. Campus Corner Apartments had a community center available for on-site student activities.

Each quarter new incoming international students living in the Campus Corner Apartments were required to complete a CCA 101 course in person. This curriculum included drug and alcohol policies and expectations. All international students received some orientation information regarding the consequences of drinking alcohol, along with a safety manual.

Student Housing provides various programmatic opportunities during the academic year. Housing staff members hosted social programs that included activities as an alternative to alcohol or drugs. Due to the global pandemic, much of the programmatic engagement was virtual and focused on virtual games; virtual museum tours; and virtual trivia.

Campus Environment

Green River College's main campus has been situated in a forested residential area away from the city of Auburn since its initial development. As a result, the College has intentionally designed programs and activities to engage student participation in a safe and healthy environment on campus.

The main campus has a large student union building which includes a recreation and athletic center (RAC) open from 11 a.m. until 7 p.m. Monday – Friday. The RAC offered easily accessible outlets for GRC students to exercise and play sports. Offerings included a full open gym, intramural sports leagues and tournaments, basketball, soccer, badminton, table tennis or volleyball, and group fitness classes. Various events and activities took place in the Student Union Building's multiple meeting rooms throughout the year. An espresso stand, Gator Grille Cafe, and catering service for events allowed for an alcohol free setting. An active Campus Life Office, focused on providing activities for students, was located within the student union building as well.

Campus Safety provided free rides to students within two nearby residential zones from 3:00 p.m. to 11:00 p.m. every day. (18,624 rides in 2022 and 32,558 rides in 2023).

Campus Safety and Environmental Health & Safety provided training to the campus community on the usage of Naloxone (Narcan) Nasal Spray. Training opportunities happened on GRC Main Campus, Kent Station Campus, and our Enumclaw Campus from February 2024 to May 2024. The individuals from our Auburn Center Campus came to the Main Campus for their training.

At GRC we also have an established Building Captain's Program. As part of the training they receive, administering Naloxone (Narcan) is included.

GRC Main Campus has nine locations throughout the campus where Naloxone (Narcan) is and our Auburn Center, Kent Station, and Enumclaw Campuses have one each.

Currently Naloxone (Narcan) supply is monitored by Campus Safety, to include resupply when used and when product becomes expired.

Activities

The College hosted 61 and 70 clubs and organizations during the 2022-23 and 2023-24 academic years respectively. The college offers multiple volunteer opportunities for students including service learning. Student Life events were offered on and off campus in environments that fostered personal and professional relationship building, enriched cultural experiences, cultivated

community connections and supported healthy school-life balance. During Club Fair week, (3rd week of each quarter), Student Life schedules community resources to provide information to the student body.

Student activities included Student Government, Gator Activities Board (GAB), Leadership, Education and Outreach Program, peer mentors, peer volunteers, student leadership, work grants and work study jobs, intramural sports, shopping and sightseeing trips. There was also a Welcome Crew to work with newly arriving international students. International activities involved camping, celebrations (Lunar New Year, Halloween), concerts, hiking, musicals, professional baseball, basketball and soccer, sightseeing, skiing/snowboarding and more.

Drug and Alcohol Programming

The College has an alcohol and other drug policy and education website which contains the following information:

Alcohol & Other Drug Education website

<https://www.greenriver.edu/students/student-safety/alcohol-and-drug-education/>

- Naloxone in our Community | GRC Campus Safety
 - <https://youtu.be/taALs0PpnOY>
- Resources & Helplines
 - <https://www.greenriver.edu/students/student-safety/alcohol-and-drug-education/resources--helplines.html>
- Alcohol Awareness
 - <https://www.greenriver.edu/students/student-safety/alcohol-and-drug-education/alcohol-awareness/>
 - Learn what is a drink
 - Learn about the Effects of Blood Alcohol Concentration
 - Learn ways to drink responsibility
 - Risk of Binge Drinking
- Marijuana Myths and Facts
 - <https://www.greenriver.edu/students/student-safety/alcohol-and-drug-education/marijuana/>
- Commonly Abused Drugs
 - <https://www.greenriver.edu/students/student-safety/alcohol-and-drug-education/drugs/>
- Frequently Asked Questions about alcohol or Drugs
 - <https://www.greenriver.edu/students/student-safety/alcohol-and-drug-education/faq/>
- Alcohol & other drug education policies and requirements
 - <https://www.greenriver.edu/students/student-safety/alcohol-and-drug-education/policies-and-requirements/>

- ALOCHOL eCHECKUP¹ TO GO | 2022-2023 only
 - <https://echeckup.sdsu.edu/usa/alc/coll/greenriver/#!/>
- MARIJUANA eCHECKUP TO GO | 2022-2023 only
 - <https://echeckup.sdsu.edu/usa/mj/coll/greenriver/>

To increase awareness about the effects of drugs and alcohol, the College continues to display 13 drug and alcohol pamphlets for displays and placed racks in the Campus Corner Apartments and Student Union Building.

In prior years the College purchased a large variety of laminated drug and alcohol posters and placed them on bulletin boards in halls of classroom buildings, library, Student Union, at the Campus Corner Apartments and in the Student Affairs & Success Center during. Those posters were removed at the request of students in recovery who found them stigmatizing and triggering.

Posters from the King County Public Health Department about the warning signs of overdose, as well as information about fentanyl have been placed in the Student Affairs Building and around campus.

The College participated in a seed grant through the Washington Health Care Authority from 2022 to 2024 to develop a collegiate recovery program to assist students in or seeking recovery from substance misuse and addiction to substances. The college continues to provide support now that the grant has ended. The resulting support provided includes:

- Certified Recovery Coach - 20 hour per week to provide one on one recovery coaching
- Recovery Meetings
- Gators Thrive Workgroup - cross departmental work group
- Membership in the Association of Recovery in Higher Education and Washington Recovery Alliance (membership ended when the grant expired)
- Asset Map of local recovery and substance misuse resources:
https://www.google.com/maps/d/edit?mid=1HegQRmfWOjckaSVvirImj20j_ReVG7r5&usp=sharing
- Canvas Page for students involved in the collegiate recovery program
- Participation in Recovery Advocacy in Washington State Legislature
- Inclusion of recovery specific questions in student housing application
- Inclusion of recovery specific questions in Campus Climate Survey launched in Fall 2022
- Distribution of Fentanyl testing strips, Naloxone and drug disposal pouches
- Facilitation of recovery allyship and Naloxone administration trainings

The Gators Thrive committee oversees the Drug and Alcohol Abuse Prevention Program (DAAPP) with the intent of supporting the instructional mission of the College by reducing the number of students and employees who experienced difficulties because of the

¹ The college did not renew the subscription to the eCheckup services for the 2023-24 academic year as the utilization rate was below 5 submissions and there are local community services that provide the same service at zero cost to the institution.

effects of alcohol and drug use/abuse. A broad representation of the College's leadership collaborated to create, implement, review and refine the drug and alcohol prevention programs.

The college did not renew the subscription to the eCheckup services as the utilization rate was extremely low and the college has a designated [Collegiate Recovery](#) program developed by [Center for Transformational Wellness](#). In addition, there are free local community services listed on Center for Transformational Wellness websites such as South King County AA, Battlefield Addiction, Kent Youth and Family Services, and Valley Cities Behavioral Health Care.

DRUG AND ALCOHOL PROGRAM GOALS

1. Increased GRC faculty, staff members and student knowledge about campus policies and laws regarding alcohol and drug use.
 - Knowledge of campus drug/alcohol policies was promoted through the Annual Drug Free Schools and Communities Act Notice.
 - Each new employee (full-time, part-time or student employee was required to sign a Drug-Free Workplace Form (the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989).
 - Drug and alcohol posters were placed throughout campus.
 - Drug and alcohol pamphlets were placed in the Campus Corner Apartments, Lindbloom Student Union, Holman Library, Student Affairs Building.
 - There were drug and alcohol informational segments on the Green River website.
2. Increased awareness of decision-making processes about alcohol and drug use.
 - The Green River website contained information to help students, faculty, and staff make healthy choices and understand that advanced planning was involved in making those choices.
 - The drug and alcohol website content explained the impact of different types of alcohol, blood alcohol levels and ramifications, and addressed ways to reduce risk if drinking.
 - Employees understood that alcohol and drug issues were vital to student success and could impact academic performance.
3. Increased Green River's faculty and staff members' knowledge about where to refer students or colleagues with alcohol and/or other drug problems.
 - Green River College's Counseling Services Office provided short-term mental health counseling and self-care/wellness education. Workshops and consultation services were offered for staff, faculty, and student organizations. Services were free and confidential.
 - The GRC website offered an anonymous online mental health screening and a list of results, and some responses strongly encouraged participants to seek counseling services.
 - New faculty training encouraged student referrals to Counseling Services.
 - Student services employees participated in mental health awareness training in division meetings and were encouraged to refer students to the Counseling Services Office. The focus was to have employees understand the link between healthy minds and bodies and student success.
 - The drug and alcohol portion of the GRC website listed Drug and Alcohol Help Lines, helpful resource links and alcohol and drug self-help and recovery contacts.

<https://www.greenriver.edu/students/student-safety/alcohol-and-drug-education/resources--helplines.html>

4. Reduced the percentage of students who consumed alcohol in the past quarter.
 - In order to reduce the number of students who consumed alcohol, the DAAPP program provided information that helped students learn to make healthy choices. The DAAPP program recognized that education about alcohol and drugs, and information about types of friends and surrounding environments had major roles in a person's decision to consume alcohol.
5. Reduced the percentage of students who used cannabis in the past quarter.
 - To reduce the number of students who used cannabis, the DAAPP program provided information that helped students learn to make healthy choices. The DAAPP program acknowledged that education about cannabis and other drugs, information about types of friends and surrounding environment had major roles in a person's decision to use cannabis or other drugs.

DRUG AND ALCOHOL PROGRAM STRENGTHS AND WEAKNESSES

Strengths: The revised drug and alcohol prevention program was off to a positive start as evidenced by the following:

- The marketing regarding the effects of alcohol and drugs was initiated using posters and pamphlets placed in key areas across campus.
- Faculty counselors provided short presentations to various college classes regarding the availability of counseling to support student success.
- The initial CORE Institute Survey of students regarding alcohol and drug use has been completed.
- The Gators Thrive committee continues to oversee the DAAPP program.
- The College has infused drug and alcohol information into different programs.

Weaknesses: Whereas the College had elements of DAAPP programming in place, the institution was in the middle of revamping its efforts to make the elements measurable to determine efficacy. To this end, the following measures/elements needed strengthening.

- No dedicated website to the Drug and Alcohol Abuse Prevention Programs (DAAPP)
 - Information is contained in various silos throughout the website including:
 - [Drug Free Schools and Communities Act](#) | Human Resources
 - [Alcohol & Other Drug Education](#) | Campus Safety
 - [Policies & Requirements](#) | Campus Safety
- Need to increase the resources available to the Gators Thrive committee and increase the participation across the college to ensure it represents all areas of campus to review the DAAPP and make recommendations and implement changes.
- The drug and alcohol information is continuing to be infused into student programming activities. This is an on-going project.
- The potential to work with faculty and embed drug and alcohol information into the curriculum needed to be further explored and developed.

- Follow-up surveys had to be completed and results analyzed to determine whether specific DAAPP elements had any positive effects, and if not, those elements required modification.
- Completion of the DAAPP is time consuming requiring offices to plan and implement annual compliance timelines.

COLLEGE POLICIES

GA-1 Drug Free Campus Policy

<https://www.greenriver.edu/campus/policies-and-procedures/general-administrative-policies/ga-1-drug-free-campus-policy.html>

Green River College views substance abuse as detracting from the health and productivity of the individual and the college community. The purpose of this policy is to promote education and awareness about alcohol and other drugs in multiple ways in order to reach a variety of needs in our college community members, improve attendance, increase retention, and to keep our college drug-free.

The possession, use, or sale of illegal drugs is not tolerated and shall be subject to discipline. Cannabis use is considered illegal under Federal law and permitting its use at Green River College would violate the Drug-Free Schools and Communities Act.

Green River College has infused the Alcohol and Other Drug (AOD) program into other campus programs. Each program provides information, educational materials, and intervention options for employees and students; including the enforcement of the policy and with employees and or the student code of conduct and corresponding disciplinary actions with students. The College does not allow the use of cannabis at college sponsored events or activities whether on-campus or off-campus.

Sanctions for employees may include discipline up to and including termination of employment based upon negotiated employment contracts.

Students found in violation are subject to sanctions or consequences based upon the Student Rules of Student Conduct.

Criminal sanctions may also be involved.

GA-2 Tobacco Use Policy

<https://www.greenriver.edu/campus/policies-and-procedures/general-administrative-policies/ga-2-tobacco-use.html>

All tobacco products and their use are banned on the Green River College campuses. No advertising or sponsorship promoting the use of tobacco is permitted on Green River College property, at Green River sponsored events, or in publications produced by Green River, with the exception of advertising in a newspaper or magazine not produced by Green River, which is lawfully sold, bought or distributed on campus property.

A special exemption will be granted for limited use in a restricted area to accommodate private groups renting College facilities for private events.

Clubs and Organizations Handbook

<https://www.greenriver.edu/students/media/documents/get-involved/clubs-and-organizations/student-clubs-organizations-handbook-2024-2025.pdf>

The Handbook covers student conduct at College sponsored and funded activities both on and off campus. If students are under the influence of liquor, drugs or tobacco use at a club or organization events or meetings, there is a cause for disciplinary action and a club can be placed on probation or suspension.

Student Rights to Know and Student Conduct:

<https://www.greenriver.edu/media/general-documents/student-affairs/student-rights-to-know-and-student-conduct.pdf>

A student will be subject to disciplinary action or sanction upon violation of any of the following conduct violations:

1. Possession, use, or distribution on campus of any controlled substance as defined by the laws of the United States or the state of Washington, except as permitted by law;
2. Violation of the College policy on alcoholic beverages, which states: "Any student who, while in any College facility or participating in a College-related program, uses possesses, consumes, is demonstrably under the influence of, or sells any liquor as defined in RCW 66.04.01, in violation of law or in a manner which significantly disrupts a College activity, shall be subject to discipline."

Student Code of Conduct:

<https://www.greenriver.edu/students/judicial-affairs/student-conduct-code.html>

Green River College, an agency of the state of Washington, provides a variety of educational opportunities for students, and expects students to conduct themselves as responsible members of the College community. When violations of the rules of student conduct or laws of the state of Washington or the United States are involved, the College will apply sanctions for College policies and refer to appropriate authorities for state or federal infractions. The following list reflects the array of possible sanctions for students.

Disciplinary Action for Students

Disciplinary Action WAC 132J-126-120

The College may apply sanctions or take other appropriate action for violations of the student code of conduct. Disciplinary proceedings shall determine whether and under what conditions the violator may continue as a student at the College.

Disciplinary Terms WAC 132J-126-130

Warning – a written notice that a student is violating or has violated institutional regulations

Probation – (addressed as disciplinary probation or conduct probation) either is a written reprimand for violation of specific regulations

Loss of privileges – a denial of specified College privileges for a designated period

Fines – previously established and published monetary charges

Restitution – compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement

Discretionary sanctions – may include, but are not limited to, work assignments, essays, service to the College, or related discretionary assignments

College suspension – separation of the student from the College for a definite period of time, after which time the student is eligible to return. Conditions for readmission may be specified.

College dismissal – permanent separation of the student from the College

Revocation of admission and/or degree – Admission to or a degree awarded from the College may be revoked for fraud, misrepresentation, or other violation of College standards in obtaining the degree, or for other serious violations committed by a student prior to graduation

Registration hold – Student may have registration privileges blocked pending the completion of specified sanctions/conditions. Holds may be placed and removed only by the vice-president of student affairs or designee

POLICY ENFORCEMENT

When students were found in violation of the Student Code of Conduct, the Student Judicial Officer initiated action by mailing a written notice to the student which directed him/her to attend a disciplinary meeting. The letter briefly outlined the factual allegations, the provision(s) of the conduct code that were alleged to have been violated, the range of possible sanctions and the specific time and location of the meeting. At the meeting, the Student Judicial Officer presented the allegations, and the respondent was allowed to explain what took place. If the student failed to attend the meeting, the Judicial Officer took disciplinary action based upon the available information. If the student was not satisfied with the outcome, the student could have filed a written notice of appeal within 21 calendar days of service of the Student Judicial Officer's decision. Failure to file the notice of appeal on time constituted a waiver of the right to appeal, and the Judicial Officer's decision was considered final.

The sanctions applied varied depending upon the severity of the students' actions—whether there were multiple violations and/or prior occurrences. Violations were adjudicated and sanctions were consistently enforced following the Washington Administrative Code requirements.

Student Code of Conduct:

<https://www.greenriver.edu/students/judicial-affairs/student-conduct-code.html>

During 2022-2023 and 2023-2024, 18 and 11 students respectively, faced disciplinary sanctions for alcohol and/or drug possession and/or use. Sanctions ranged from a letter of warning to disciplinary probation (same as conduct probation), discretionary sanction requiring a written reflection paper, or College suspension in the case of repeated drug offenses.

RECOMMENDATIONS FOR DRUG AND ALCOHOL PROGRAM REVISIONS

1. Create programs that will have measurable outcomes and address gaps in programming efforts. Focus on understanding the impact of alcohol and/or drugs on mental health, sexual assault, poor academics and other consequences of inappropriate alcohol/drug use.
2. Develop more interactive student programming involving drug and alcohol themes to build awareness. Awareness includes promoting healthy choices and understanding the difference between high-risk drinking and responsible use of alcohol.
3. Modify and enhance drug and alcohol information on the GRC website so students will know on-or-off campus resources for dealing with alcohol or drug issues.
4. Conduct needs assessment of CORE Survey data when data collection has been completed to assist in designing programs. Look at frequency, quantity of alcohol daily and maximum drinks a day to determine if binge drinking is a risk. If so, design prevention activities to lower high-risk drinking.
5. Consult with various faculty members to assess their views on drug and alcohol programming enhancements based upon classroom observations and discussions.
6. Create a Student Conduct Code Amnesty policy to encourage reporting.