



CENTRAL CONNECTICUT STATE UNIVERSITY
CONNECTICUT STATE UNIVERSITY SYSTEM

Office of the President

**Central Connecticut State University's
Drug Free Schools Act
2009 Biennial Report**

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

From: John W. Miller, President

Date: April 2009

This report was prepared on behalf of the CCSU Presidential Advisory Council on Alcohol, Tobacco and Other Drugs for President John W. Miller.

Contents Page

- I. Introduction to Central Connecticut State University
- II. A Description of the Alcohol, Tobacco and other Drug Prevention Program at CCSU by Victoria Ginter, MS, CRC, LPC, Associate Director of Counseling and Wellness Center
 - Presidential Advisory Council on Alcohol, Tobacco and other Drugs (ATOD)
 - Alcohol Edu
 - Devil's Den 10pm
 - Natural Helpers/Peer Educators
 - Curriculum Infusion with First Year Experience classes – CHOICES
 - Brief Alcohol Screening for College Students BASICS
 - Research - CORE data 2008
 - Prevention Programming at Orientation
 - Statewide Healthy Campus Initiative
 - SPF community grant
- III. Description of the Counseling and Wellness Center by Timothy Corbitt, Director of Counseling and Wellness
- IV. Description of the CCSU Employee Assistance Program by Anne Alling, Chief Human Resources Officer
- V. Description of disciplinary sanctions for employees by Anne Alling, Chief Human Resources Officer
- VI. Description of disciplinary sanctions for students by Christopher Dukes, University Judicial Officer
- VII. Department of Intercollegiate Athletics – Drug Education and Screening Policy
- VIII. A Description of applicable legal sanctions under State and Federal law
Insert graph www.nicd.us/drugclassifications.html
- IX. Biennial Report Recommendations for Improvement by Presidential Advisory Council on Alcohol, Tobacco and Other Drugs.
- X. Appendices

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 7,400 full time students and 4,200 part time students. CCSU is a dry campus. The President of Central Connecticut State University is John W. Miller.

II. Description of the Alcohol, Tobacco and other Drug Prevention Program at CCSU by Victoria Ginter, MS, CRC, LPC, Associate Director of Counseling and Wellness.

Timothy Corbitt, Director of Counseling and Wellness is responsible for supervising the newly named Alcohol and Drug Education Office and overseeing the Alcohol, Tobacco and other Drug (ATOD) Prevention Program for students at Central Connecticut State University. The following is a brief description of the current 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 Miller. The Chairperson is Dr. Laura Tordenti, Vice President for Student Affairs. Other members include Victoria Ginter, Associate Director of Counseling and Wellness; Christopher Dukes, University Judicial Officer ; Timothy Corbitt, Director of Counseling and Wellness; Lieutenant Paul Tanasi, CCSU Police Department; Peter Morano Faculty, Assistant Professor in the Department of Physical Education and Human Performance; Molly McCarthy, Assistant Director of Compliance for Athletics; Scott Hazan, Director of Student Activities; Lila Coddington, Assistant Director and Project Coordinator of Central Access and Student Development Program and Eileen Hurst, Associate Director of the Center for Public Policy and Social Research; Meagen Wentz, Wellness Program Administrator in Counseling and Wellness Center, Stephanie Moran, University Assistant, David Engwall, CCSU Student and Kelly Looke CCSU Student.

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.

- **Alcohol Edu**

In 2004, Student Affairs invested in a 4 year agreement with the company Outside the Classroom to purchase the online web based course entitled *Alcohol Edu for College Students*. Since 2005, all incoming students have been required to complete the Alcohol Edu program. Incoming students are sent a letter from the Vice President before the fall and spring semesters. The Alcohol Edu for Sanctions program is also utilized by the Judicial Officer for students who violate the alcohol policy on campus. The Alcohol Edu program is also used for training purposes with different students groups such as Natural Helpers and Resident Assistants. Incoming freshman receive a letter in the mail from the Vice President of Student Affairs, and their respective guardians/parents also receive a letter inviting them to become “partners in prevention” with CCSU by participating in Alcohol Edu for Parents. Timothy Corbitt has worked with Dr. Laura Tordenti to secure funds for the Alcohol Edu Program to continue in fall 2009 and spring 2010. A copy of the Alcohol Edu letters sent to incoming students and their parents may be found in the Appendix.

- **Devil’s Den 10pm**

The Presidential Advisory Council recommended that there be an increase in late night alternative activity programming on Thursday nights. To that end, expanded late night alcohol free-expanded alternative programming began on September 7th, 2006 and is working with Dr. Laura Tordenti to funding secured to continue through fall 2010. The program takes place consistently on Thursdays from 10pm – 1am and has been named “Devil’s Den 10pm”. The university’s Student Center has extended their opening hours until 1am on Thursdays (typical closing is 11pm). Devil’s Den 10pm was started by a sub-committee and the vision is for the program to become student run. Sub-Committee members include: Corey Zohlman; Chair of DD10pm and Advising Center Graduate Intern; Maria Santilli, Assistant Director of the Student Center; Victoria Ginter, Associate Director of Counseling and Wellness ; Sarah Rine, Assistant Director of Student Activities; David Engwall, Graduate Student working with Natural Helpers; Kelly Looke & David Engwall Graduate Assistants in the Counseling and Wellness Center; Bernice Malachi, Director of Barrows Hall; Carlton Jones, Student Activities and Leadership Development Intern; Jeffrey

Amboise, Learning Center Intern; Elizabeth Urcinas, Recreation Program Specialist in Student Activities and Leadership Development.

Thursday nights is the known “party night” at CCSU and Devil’s Den 10pm gives students an alternative to drinking and going to off- campus parties.

The mission of Devil’s Den 10pm is to create fun, alternative activities for Central Connecticut State University Students on a consistent basis. The Objectives of Devil’s Den 10pm are listed below:

D = DIVERSE

To provide opportunities for students to interact responsibly in a diverse environment

E = ENTERTAINMENT & FUN

To offer a variety of entertaining programs including recreational opportunities

V = VOLUNTEER OPPORTUNITIES

To create volunteer opportunities for students

I = INTERESTING

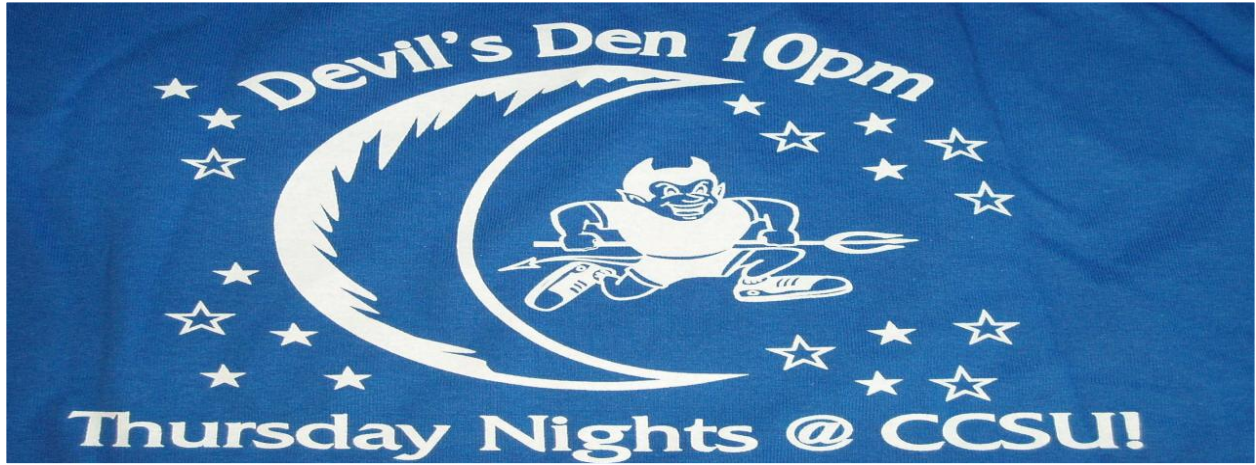
To be interesting and fun for students

L = LEADERSHIP

To develop leadership opportunities for student groups, clubs and organizations.

S = SOCIAL INTERACTION

To build and sustain a CCSU tradition of a healthy campus spirit through collaboration and socialization between students, faculty and staff.



- **Natural Helpers/Peer Educators**

The group known as the Natural Helpers (approximately 35 volunteer students) work toward reducing substance abuse/use on campus. Members of Natural Helpers take part in a three day camp training retreat. The training includes educational sessions and guest speakers discussing the effects of alcohol and other drugs. Nominated by their peers, these Natural Helpers are 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, Depression Screening Week, The Great American Smoke Out, Eating Disorder Awareness

Week, Healthy Relationships Week, and Stress Busters Week. Natural Helpers disseminate alcohol and other drug prevention messages on campus at their events and during programs. They are trained to help their peers and many conduct alcohol prevention programs on campus, in classrooms and in residence halls. The Natural Helpers Program collaborates extensively with on and off campus departments, groups and organizations. They are used as a campus resource to help prevent substance use and abuse on campus and in the surrounding community. The Natural Helper program also helps to sponsor guest speakers for the Department of Intercollegiate Athletics to provide education on prevention of substance use/abuse and to prevent incidences of drinking and driving. The Natural Helpers also provide a resource table on campus, providing ATOD-related health risk information available to the campus community. They are also affiliated with The Bacchus Network, a university and community based network focusing on comprehensive health and safety issues. The Natural Helper and Bacchus philosophy believe that students play a uniquely effective role – unmatched by professional educators – in encouraging peers to consider, talk honestly about, and develop responsible attitudes toward high-risk health and safety issues. The Natural Helper Program is funded by the Department of Mental Health and Addiction Services and is considered A Best Practice Model Prevention Program. Note: Three graduate level students who hold Graduate Assistant positions at CCSU are also hired to help manage the Natural Helper Program. 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. A brochure describing the Natural Helper Program and brochure describing the resource link the Connecticut Clearing house can be found in the Appendix.

- **Curriculum Infusion – First Year Experience classes – Alcohol 101 & CHOICES**

The Wellness Program Administrator, Meagen Wentz and Graduate Assistants work with First Year Experience Professors to bring alcohol prevention into the classroom. The curriculum infusion efforts offer either Alcohol 101, an online prevention program, or CHOICES, a Brief Alcohol Prevention Program, to first year experience students.

- **Brief Alcohol Screening for College Students BASICS**

The Brief Alcohol Screening Intervention known as the BASICS program is also available on campus. The Wellness Program Administrator, Meagen Wentz and Graduate Assistants are trained to conduct the BASICS program. This program offers two individual sessions to students offering them the opportunity to learn about low risk drinking strategies. Most referrals to BASICS have come from the Judicial Program and Residence Life and are typically students who have been referred to BASICS as a result of violating the alcohol policy for a second time on campus. The BASICS program also serves students who have been sent to the emergency room as a result of a high risk drinking incident. Students may be referred to BASICS after going through a follow up session in the Counseling and Wellness Center. A brochure describing the BASICS program may be found in the Appendix.

- **Research - CORE data 2004, 2006 & 2008**

In 2004, 2006 and 2008, Dr. Douglas Engwall, Professor of Psychology, conducted the CORE Alcohol and Drug survey. The results of these reports have assisted in the ATOD prevention programming plans. The results of the 2008 CORE data were handed out to the Presidential Advisory Council in October 2008. A copy of the CORE survey used may be found in the Appendix.

- **Prevention Programming at Orientation**

The Director and Associate Director of Counseling and Wellness Programs present to parents of incoming freshman in the summer orientation sessions. During orientation, parents are educated about the Alcohol EDU program policies and encouraged to take the course. The session also includes a brief description of the ATOD prevention programming efforts on campus and parents are encouraged to become partners in prevention.

Students are given an Alcohol Prevention Poster in their orientation packets. Incoming students are also sent a Student Handbook known as the "Survival Guide." This guide explains the Code of Conduct and the Alcohol and other Drug Campus Policies. The Survival Guide can be found at www.ccsu.edu/students/survival/. A sample of the Alcohol Prevention poster for 2008/2009 can be found in the Appendix.

- **Statewide Healthy Campus Initiative**

The Associate Director of Counseling and Wellness is also a member of the Statewide Healthy Campus Initiative organized via the Governor's Prevention Partnership for Safe, Successful and Drug-Free Kids. 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. On 2008 Key Leadership Award was presented to CCSU President Miller 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. This Official Statement was also signed by the Commissioners of Mental Health and Addiction Services; Higher Education; and Governor M. Jodi Rell. More information on The Statewide Healthy Campus Initiative and the strategic action plan may be found at www.preventionworksct.org/.

- **SPF community grant**

In September 2006, Victoria Kate Ginter, Associate Director of Counseling and Wellness, applied for a grant to help reduce underage drinking. In October 2006, Central Connecticut State University was successfully awarded this Connecticut Strategic Prevention Framework (SPF) Grant from the Department of Mental Health and Addiction Services to help reduce underage drinking in the New Britain community. The grant awarded Central Connecticut State University \$60,000.00 annually for three years, for a total of \$180,000.00, covering the period of September 30, 2006 to September 29, 2009. Central Connecticut State University and the CCSU Public Safety Department plan to partner with the New Britain Police Department to help decrease the problems associated with underage drinking in the

community. Grant funds must be used to implement the five steps of the Strategic Prevention Framework at the community level. The steps and tasks involved include; Needs Assessment, Capacity Building, Strategic Planning, Implementation and Monitoring. A copy of the award letter from Governor M. Jodi Rell may be found in the Appendix.

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 Task Force” and is Co-Chaired by Timothy Corbitt, Director of Counseling and Wellness and Jon A. Zipadeli, Landlord and Neighbor, the Task Force addresses the problem of underage drinking and works reduce the incidence of problem house parties and drinking and driving in the local Belvedere area surrounding the college. Members of the Taskforce include: Craig DiAngelo, Neighbor and Landlord; Kenneth Cook, Elmers (local college bar); Christopher Dukes, Judicial Officer; Mark McLaughlin, Associate Vice President for marketing and Communications; William Gagliardi, Chief of New Britain Police; Victoria Ginter, Associate Director of Counseling and Wellness; Jennifer Glaude, President of Natural Helpers & CCSU Student; Peter Gostin, Neighbor; Gloria Hampl, Neighbor; Joanne Heckman, Campus View Apartments; Fatima Lorusso, Campus View; Marilyn Krackowsky, neighbor and Landlady; Stephanie Moran, University Assistant ,Counseling & Wellness; Jason Powell, Chief of CCSU Police; Timothy Stewart, Mayor of New Britain, Timothy Walczak, CCSU Student; Meagen Wentz, Wellness Administrator, Counseling & Wellness Center and Anne B. Alling Chief Human Resources Officer.

III. Counseling and Wellness Center – by Timothy J. Corbitt, MSW, LCSW, Director of Counseling and Wellness

Counseling and Wellness is a department within the Division of Student Affairs. The Counseling and Wellness Center supports the mission of the University by actively collaborating with members of the CCSU community in the process of creating conditions and/or personal attributes which promote physical, intellectual, psychological and spiritual well-being for all members of the University community. The Counseling and Wellness Center offers a range of personal counseling services and wellness programs including Yoga, including comprehensive assessment; individual counseling; psychiatric services; prevention education and resources; peer support (Natural Helper program); 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. More information may be found at www.ccsu.edu/Counseling. A brochure on the Counseling and Wellness Center is found in the Appendix.

IV. Description of the Employee Assistance Program – by Anne Alling, 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. 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 for help 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. Annually, Human Resources sends out a letter from The Lexington Group; an EAP brochure; and an EAP business card to all employees. All employees receive an EAP Newsletter from The Lexington Group via e-mail on a quarterly basis. Brochures and business cards are made available in campus departments, and posters are placed on bulletin boards throughout campus buildings. Employees may contact the EAP 24 hours a day by calling 1-800-676-HELP (4357). A copy of the EAP brochure may be found in the Appendix.

Human Resources provided the following Wellness workshops for Faculty and Staff that help reduce stress and offer healthy lifestyle tips:

1. New Employee Orientation – we review the Drug Free Workplace Policy – held on 1/18/07, 7/31/07, 10/29/07, 3/7/08, 7/25/08 and 12/5/08.
2. On 2/6/07 Drug and Alcohol Awareness Training for Supervisors – provided by the Lexington Group (2/6/07)
3. Recognizing and Managing Addictive Behaviors – Lexington Group (2/15/07)
4. Health and Nutrition – Charlene Tucker from the Dept of Public Health (4/24/07)
5. Health and Nutrition – Joy Pacitto, Registered Dietician (4/22/08)
6. How to Beat the Post Holiday/Winter Blues – provided by the EAP (1/27/09)
7. Living Life to the Fullest at Any Age, Secrets to “Successful Aging” for a High Quality Life Carrie Andreoletti, Ph.D., and Marianne Fallon, Ph.D., Psychology Department (4/20/09)
8. Humor in the Workplace, It's When our Lives are Most Hectic That We Need Humor the Most, Tracy Knofla, Co-owner & Consultant, High Impact Training (4/21/09)
9. Finding the Right Work-Life Balance for You, Life Can be More Than Simply Manageable, Beth Frankel Merenstein, Ph.D., Sociology Department, and Leah Glaser, Ph.D., History Department (4/23/09)

V. Disciplinary sanctions for employees – by Anne Alling, 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. Student Disciplinary Sanctions – by Christopher Dukes, University Judicial Officer

In accordance with CSU policy, the following sanctions may be imposed, individually or in various combinations, on any student found to have violated the following provisions of the CSU Student Code of Conduct:

12) Use, possession, purchase, sale or distribution of alcoholic beverages except as expressly permitted by law and University regulations.

13) Use, possession, purchase, sale, distribution or manufacturing of controlled substances and/or drugs, or drug paraphernalia, except as expressly permitted by law.

Expulsion: Expulsion is permanent disciplinary separation from all universities within the Connecticut State University System 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 the CSU System by expulsion may under the terms of the expulsion be excluded from all University 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.

Suspension: Suspension is temporary disciplinary separation from all universities within the system 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 the CSU system by suspension may under the terms of the suspension be excluded from all University 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 University 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.

Disciplinary 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 with University community. Disciplinary probation may involve the imposition of certain restrictions and/or conditions upon the accused student including, but are not limited to, financial restitution, community service, fines, referral for professional services such as counseling, participation in educational programs, parental notification under limited circumstances, or 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 accused 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.

Residence Hall Separation: Residence hall separation is the removal of a student from the University residence hall in which he or she resides. Such separation shall include a restriction of access to all or designated University residence halls.

Residence Hall Probation: Residence hall probation is a designated period 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 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.

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

**CONNECTICUT STATE UNIVERSITY
DRUG EDUCATION AND SCREENING POLICY AND
PROGRAM FOR STUDENT-ATHLETES**

The Connecticut State University 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 Connecticut State University 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 Connecticut State University proposes:

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

I. EDUCATIONAL PROGRAMS

It is the intention of the Connecticut State University 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.

II. DRUG TESTING PROGRAMS

The Connecticut State University'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:

1. "Street drugs," including amphetamines, ecstasy (MDMA), barbiturates, benzodiazepines, cannabinoids (marijuana), cocaine, methaqualone, opiates, and phencyclidine (PCP);
2. "Performance enhancing drugs" including anabolic steroids, including oxymetholone, methandrostenolone, oxandrolone, ethylstrenol, stanozolol, and nandrolone; and
3. 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 Connecticut State University 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.

A. 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: 1) a physician who identifies specific signs or symptoms during the course of a routine or special physical examination; or 2) 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.

B. Drug Screening Protocol

1. A qualified testing laboratory will be utilized and a proper and effective chain of custody of collection specimens will be observed.
2. 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-athlete's 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.

C. Additional Information

1. 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.
2. The Drug Testing Administrator will immediately report the results to the Athletics Director.
3. The Athletics Director will immediately inform the Head Coach of the test results.

4. 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.

III. SANCTIONS FOR SUBSTANCE ABUSE

The primary purpose of the Connecticut State University'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 Drug and Alcohol Coordinator 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.

A. 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.

B. Sanctions - "Street" Drugs

1. 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-athlete's 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 Counseling Center, 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.

2. 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 Connecticut State University, 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).

3. 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 Connecticut State University. 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.

C. 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.

1. 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.

2. 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.

IV. 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 Health Service maintains a listing of such agencies and groups.

V. 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 insure that all student-athletes will remain drug-free and will continue to enjoy benefits of being student athletes at the Connecticut State University. 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://ccsubluedevils.cstv.com> 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 Lieutenant Paul Tanasi, CCSU Police Department

Copies of the state and federal penalties for possession and distribution of controlled substances are available at The Counseling and Wellness Center, 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: <http://www.nicd.us/drugclassifications.html> & <http://www.cga.ct.gov>.

IX. Biennial Report Recommendations

1. That the University help support the ATOD prevention program by allocating university funds for substance abuse prevention personnel and programs, as opposed to relying solely on grant funds.
2. That a private resource room be made available for those who may wish to seek support and resource material related to alcohol, tobacco and other drugs. The Counseling and Wellness Center should develop such a resource room that will serve the campus community.
3. That the university continues to support Devil's Den 10pm as it offers underage students an alternative activity to drinking on Thursday nights.
4. That the Drug Free Schools Act information be made available online on the CCSU website.
5. That the Lexington Group, Inc., the employee assistance provider, continue to make themselves known and available to provide counseling support and Wellness workshops that help prevent substance abuse.
6. That Human Resources disseminate Drug Free Schools Act information at New Employee orientation. This orientation occurs four times a year and is mandatory for new employees.
7. That Human Resources continues to offer Wellness related workshops that encourage faculty and staff to maintain a healthy lifestyle thus preventing substance abuse.
8. That President Miller 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.
9. That the Orientation committee implement enhanced alcohol and drug education presentations during fall Orientation.
10. That a Town Gown Committee 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 will be supported by President Miller, New Britain Mayor Timothy Stewart, the Belvedere Neighborhood Association, local merchants, and landlords.
11. That the Counseling & Wellness Center continues to provide counseling and referrals to Student athletes who may test positive for drugs.

12. That the Presidential Advisory Council on Alcohol Tobacco and other Drugs meet six times 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.
13. Continue with implementation of Alcohol Edu for all incoming freshman.
14. That the Presidential Advisory Council on Alcohol, Tobacco and other Drugs make some recommendations to the university to reduce the risks associated with providing alcohol to students during events such as “Homecoming”.

X. Appendices:

- A. Drug Free Schools Act e-mail distributed by President Miller
- B. Alcohol Edu Letter to incoming Students and to Parents
- C. The Natural Helper Brochure
- D. Brochure describing the resource link to the Connecticut Clearinghouse
- E. BASICS brochure
- F. CORE data questionnaire
- G. Alcohol Poisoning Prevention Poster
- H. CASA brochure
- I. Letter of Commitment signed by President Miller to support the Connecticut Statewide Healthy Campus Initiative
- J. Statewide Healthy Campus Initiative Strategic Action Plan
- K. A copy of the Strategic Prevention Framework grant award letter from Governor M. Jodi Rell
- L. Counseling and Wellness Center Brochure
- M. Employee Assistance Program – Lexington Group Brochure
- N. The legal sanctions for the unlawful possession or distribution of illicit Drugs and Alcohol