

**CENTRAL CONNECTICUT STATE UNIVERSITY
DRUG FREE SCHOOLS AND COMMUNITIES ACT
2026 BIENNIAL REPORT**





Drug-Free Schools and Communities Act

2026 Biennial Report

This report covers academic years 2024-2025 and 2025-2026.

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Introduction to Central Connecticut State University

Central Connecticut State University (Central), founded in 1849 as the New Britain Normal School, is Connecticut's oldest publicly supported institution of higher education. Located at 1615 Stanley Street in New Britain, Connecticut, Central is a fully accredited, four-year public university serving a growing student population. Enrollment increased from 9,997 students in Fall 2024 to 11,265 students in Fall 2025, representing an increase of 1,268 students. Approximately 2,500 students reside on campus. Central maintains a primarily alcohol- and drug-free campus environment. Alcohol consumption is permitted only in designated areas of two residence halls for students who meet the legal drinking age requirements and in accordance with university policies and applicable state and federal laws.

The University is committed to maintaining a safe, healthy, and supportive campus environment through comprehensive prevention, education, intervention, and support initiatives addressing alcohol and other drug use. These efforts are coordinated across campus and are designed to promote student wellbeing, reduce substance-related harm, and support compliance with university regulations. The President of Central Connecticut State University is Dr. Zulma R. Toro.

Description of the Alcohol, Tobacco, and Other Drugs Prevention Programs at Central

The Office of Wellness Education, within the Division of Student Affairs, coordinates alcohol, tobacco, and other drugs (ATOD) prevention and education efforts for students at Central Connecticut State University (Central). The Coordinator of Wellness Education, Alison Burge, is responsible for coordinating and supporting prevention initiatives, educational programming, awareness campaigns, and collaborative efforts related to alcohol, tobacco, cannabis, and other substance use.

Dr. Michael Russo, Vice President for Student Affairs, provides leadership and oversight for the Division of Student Affairs, which supports the University's comprehensive approach to student health, wellness, safety, and success.

CCSU's ATOD prevention efforts utilize a collaborative, campus-wide approach that includes prevention education, harm-reduction strategies, policy and environmental initiatives, student engagement, and referrals to appropriate support services. Programs and initiatives are designed to increase awareness of the risks associated with alcohol and other drug use, promote informed decision-making, reduce substance-related harm, and connect students with campus and community resources.

The following sections provide a summary of CCSU's Alcohol, Tobacco, and Other Drugs prevention and education programs and initiatives implemented during the 2024–2026 reporting period:

Presidential Advisory Council on Alcohol and Other Drugs

Central Connecticut State University maintains a Presidential Advisory Council on Alcohol and Other Drugs (PACAOD) dedicated to monitoring and supporting alcohol, tobacco, cannabis, and other drug (ATOD) policies, practices, prevention efforts, and programs across the University. The Council provides a forum for collaboration among campus departments and contributes to creating a healthy and supportive campus environment that promotes student academic success, personal development, and wellbeing.

The Council meets regularly throughout the academic year, with subcommittees established as needed to address specific ATOD prevention, education, policy, and assessment initiatives. Members are appointed by the President of Central.

The Council is co-facilitated by Alison Burge, LPC, Coordinator of Wellness Education and Dr. Michael Russo, Vice President for Student Affairs. Members include Stephanie McCool, Director of the Office of Student Rights and Responsibilities; Sean Grant, Chief of Police at Central; Christopher Wethje, Chief Human Resources Officer; Molly McCarthy, Assistant Director of Compliance for Athletics; Marvin Wilson, Director of Residence Life; Dr. Reginald Holt, Faculty Director of the Central Community Health Education Clinic; and Kristen Dignazio-Drost, Interim Director for Counseling & Student Development.

The Presidential Advisory Council on Alcohol and Other Drugs is charged with:

- **Establishing a forum for collaboration, coordination, and accountability** among Central departments responsible for prevention, education, intervention, policy development, and enforcement related to alcohol, tobacco, cannabis, and other drugs.
- **Developing recommendations** for an effective, comprehensive, and sustainable ATOD prevention and risk-reduction strategy for Central.
- **Reviewing and recommending revisions** to university policies, procedures, and practices related to alcohol, tobacco, cannabis, and other drugs, as appropriate.
- **Supporting assessment and evaluation** of ATOD prevention programs and initiatives to determine effectiveness and inform future programming and recommendations.
- **Preparing the Drug-Free Schools and Campuses Act Biennial Report** for University leadership, including recommendations regarding the effectiveness of Central's alcohol and other drug prevention programs and compliance with applicable federal requirements.

Recent Prevention and Education Initiatives

The work of the Presidential Advisory Council on Alcohol and Other Drugs has supported a variety of prevention and education initiatives for Central students. These efforts include:

- **Fostering collaboration, coordination, and accountability** among Central departments responsible for prevention, education, intervention, policy development, and enforcement related to alcohol, tobacco, cannabis, and other drugs (ATOD).
- **Developing recommendations** for an effective, comprehensive, and sustainable ATOD prevention and risk-reduction strategy for Central.
- **Reviewing University policies and procedures** related to alcohol, tobacco, cannabis, and other drugs and recommending revisions when appropriate.
- **Supporting research, assessment, and evaluation** to measure the effectiveness of ATOD prevention programs and initiatives and to inform future recommendations.
- **Preparing the Drug-Free Schools and Campuses Act Biennial Review** for the President, including recommendations regarding the effectiveness of Central's ATOD prevention efforts and compliance with applicable federal requirements.

The work of the Presidential Advisory Council on Alcohol and Other Drugs has supported the implementation of several prevention and education initiatives. Central utilizes e-CHECKUP TO GO as an alcohol education and screening program for incoming students. Incoming students are encouraged to complete alcohol awareness education and sexual violence prevention education as part of Central's comprehensive approach to student safety, wellbeing, and prevention.

e-CHECKUP TO GO

All incoming students, including first-year, transfer, and international students, receive information about Central's alcohol prevention and education resources prior to the Fall and Spring semesters. Students are encouraged to complete e-CHECKUP TO GO, an online alcohol self-assessment and educational program designed to help students examine their drinking patterns, receive personalized feedback, and increase awareness of the potential risks associated with alcohol use.

e-CHECKUP TO GO is a self-guided and confidential resource that students can complete independently without face-to-face contact with a counselor or administrator. The program provides students with individualized feedback and strategies for reducing or eliminating alcohol use, as appropriate. Students who have concerns about their results or alcohol use are encouraged to connect with appropriate campus resources for additional support.

Participation in e-CHECKUP TO GO is encouraged for incoming students, but is not mandated as a condition of enrollment. The program may also be utilized as part of alcohol education and intervention efforts for students referred through the Office of Student Rights and Responsibilities.

Central provides students with information about available campus resources in conjunction with e-CHECKUP TO GO to ensure that students have access to education, prevention, counseling, and support services related to alcohol use.

Peer Education

Central has initiated a peer education model to strengthen student engagement and expand prevention efforts related to alcohol and other drugs. Faculty from Student Activities and Leadership Development, Residence Life, Counseling & Student Development, and Wellness Education attended the NASPA Certified Peer Educator (CPE) Train-the-Trainer program to strengthen their knowledge and skills in developing and supporting peer educators.

The Train-the-Trainer program prepares participating faculty and staff to provide structured training and ongoing support to students serving in peer education roles. The goal is to better prepare students to serve as knowledgeable and approachable peer resources who can promote healthy decision-making, connect fellow students with campus resources, and contribute to a supportive campus environment.

Central's peer educators will participate in prevention and wellness initiatives, including the development and delivery of student-centered events, activities, outreach, and educational materials. Peer educators will be encouraged to use their understanding of the student community to help make prevention messages relevant, accessible, and engaging for their peers.

This collaborative approach allows Central to expand its prevention capacity while providing students with leadership, communication, and peer-support skills that can contribute to a healthier campus community.

Collegiate Opioid Overdose Prevention & Recovery Project

Central continues to strengthen its commitment to opioid overdose prevention, substance use education, and recovery support through participation in the Collegiate Opioid Overdose Prevention & Recovery Project, in partnership with SAFE Project and Wheeler Clinic. This initiative supports a comprehensive, campus-wide approach to preventing opioid-related harms and creating a more recovery-supportive campus environment.

Through this partnership, CCSU has access to educational resources, training opportunities, and evidence-informed strategies designed to increase awareness of opioid misuse and overdose prevention while reducing stigma associated with substance use and

recovery. The project also supports the development of campus practices that promote early intervention, harm reduction, and connection to treatment and recovery resources. SAFE Project currently offers a Connecticut Collegiate Opioid Overdose Prevention and Recovery course as part of this initiative.

Curriculum Infusion with First-Year Experience (FYE) Classes

The Office of Wellness Education collaborates with First-Year Experience (FYE) faculty to integrate alcohol and other drug prevention, stress management, and wellness education into the classroom. Through the “Programs on the Go” curriculum infusion initiative, Wellness Education staff provide brief, interactive presentations designed to address topics that are relevant to the experiences and needs of first-year students.

During the 2025–2026 academic year, approximately 350 students participated in Programs on the Go presentations. The continued integration of prevention and wellness education into FYE courses provides an opportunity to reach students early in their Central experience and connect them with resources before concerns related to substance use escalate.

Faculty feedback continues to indicate that students are experiencing significant levels of stress. The program recognizes the connection between stress, coping, and substance use and provides students with alternatives to using alcohol or other substances as a means of managing stress.

Choices

The Choices program is a 90-minute, interactive, psychoeducational group program that uses a guided journal to provide education related to alcohol. The program is designed to increase students’ knowledge of the physical and psychological effects of substance use, promote lower-risk behaviors, and provide practical strategies for managing or reducing the negative consequences associated with alcohol or other drug use.

Choices About Alcohol addresses topics including the physical and psychological effects of alcohol, blood alcohol concentration (BAC), tolerance, signs of alcohol poisoning, laws related to underage drinking and driving under the influence (DUI), and the legal consequences of using a false identification. Students also learn strategies for making informed decisions and reducing alcohol-related risks.

During the 2024–2026 biennial report years, 161 students were sanctioned to complete the Choices program through the Office of Student Rights & Responsibilities. Central has recently revised the referral and follow-up process for the 2026–2027 academic year to increase reminders, communication, and accountability for students assigned to complete Choices. These changes are intended to improve participation and completion rates and strengthen the program’s effectiveness as an alcohol and other drug prevention intervention.

Brief Alcohol Screening for College Students (BASICS)

The Brief Alcohol Screening for College Students (BASICS) program provides students with an opportunity to examine their current alcohol use, identify potential risks, explore alternatives to drinking, and develop strategies for lower-risk decision-making. The program consists of two individual sessions that are designed to provide personalized feedback and support in a nonjudgmental and educational environment.

BASICS is facilitated by Alison Burge, LPC, Coordinator of Wellness Education. Referrals are received through the Office of Student Rights and Responsibilities and Residence Life, typically for students who have had a second alcohol policy violation or experienced an alcohol-related emergency requiring medical attention.

Between 2024–2026, 19 students were sanctioned by the Office of Student Rights and Responsibilities to attend BASICS. The program continues to serve as an intervention and prevention resource for students who may benefit from individualized education and support related to alcohol use.

Alcohol Awareness Fair

The Alcohol Awareness Fair is a collaborative prevention and education initiative designed to increase student awareness of the impact alcohol use can have on academic success, health, safety, and overall wellbeing. The event brings together campus partners, including Wellness Education, Counseling & Student Development, Health Services, Central Police Department, RECentral, and student clubs and organizations. The fair is held during even-numbered academic years and has historically attracted approximately 200 students.

The fair provides students with interactive educational activities, prevention resources, and opportunities to learn about healthy decision-making and strategies for reducing alcohol-related risks. Programming also highlights the connection between alcohol use and other substance-related risks, including the potential dangers associated with combining substances.

The Alcohol Awareness Fair continues to serve as an opportunity for Central departments and student organizations to collaborate on campus-wide alcohol prevention and education efforts and to connect students with available resources and support services.

Prescription Drug Misuse

The Office of Wellness Education secured a three-year Connecticut Healthy Campus Initiative grant to support prescription drug misuse prevention and opioid and stimulant awareness and education efforts. Grant-funded initiatives focus on increasing the availability of Public Access Naloxone (PAN) on campus and expanding opportunities for students and campus community members to receive naloxone education and training.

The grant also supports campus-wide prevention and awareness efforts, including tabling events, educational poster campaigns, and social media messaging. These initiatives provide students with information about the risks associated with prescription drug misuse and the presence of fentanyl and xylazine in illicit and counterfeit pills.

Educational messaging emphasizes the potential health, legal, and academic consequences associated with prescription drug misuse, including the risks of taking medication that has not been prescribed to the individual and sharing or distributing prescription medications. Prevention efforts also address common misconceptions about stimulant use, including the belief that non-prescribed stimulants improve academic performance or increase grade point averages.

Through these initiatives, Central continues to use multiple communication channels to increase awareness, promote safer decision-making, and connect students with prevention resources and support services.

Prevention Programming at Orientation and Opening Weekend

The Office of Wellness Education participates in all new student orientation sessions, including programs for first-year and transfer students, to provide students and parents with information about Central's wellness, prevention, and support services. These sessions provide an important opportunity to introduce students and families to resources before students begin their academic experience at Central.

During orientation, Wellness Education staff provide information about alcohol and other drug prevention, mental and emotional wellbeing, stress management, substance use resources, and strategies that support healthy decision-making. Students and parents are also introduced to available campus resources and encouraged to seek support when concerns arise.

Wellness Education also extends prevention and wellness education into the beginning of the academic year's Week of Welcome. Programming helps students become familiar with available services and encourages them to make informed choices that support their health, academic success, and overall wellbeing.

Central also provides information about recovery support available to students, including the SMART Recovery group (Self-Management and Recovery Training). These efforts help establish awareness of prevention and support resources early in a student's Central experience and encourage students and families to view wellness services as an integral part of student success.

SMART Recovery and Sober Social Programming

Central offers SMART Recovery (Self-Management and Recovery Training) as a recovery support option for students seeking to reduce or abstain from substance use. The program

provides students with practical tools and strategies to support recovery, build self-management skills, and maintain positive behavioral changes.

Through a Youth Recovery CT (YRCT) grant, Central expanded its recovery programming to include on-campus sober social activities that reinforce the skills and strategies introduced through SMART Recovery. These activities provide students with opportunities to socialize, build supportive connections, and participate in substance-free activities within the campus community. During the grant period, these sober social activities reached more than 1,000 students, expanding awareness of recovery resources and creating additional opportunities for students to engage in healthy, substance-free campus experiences.

Connecticut Healthy Campus Initiative

Central continues to participate in the Connecticut Healthy Campus Initiative (CHCI), a statewide initiative coordinated through the Connecticut Clearinghouse. The initiative promotes comprehensive, collaborative approaches to reducing high-risk alcohol use, other drug use, and related consequences among college students throughout Connecticut.

Central's participation supports collaboration with colleges and universities across the state and provides opportunities to share prevention strategies, resources, and promising practices related to alcohol and other drug prevention, wellness promotion, and student health.

The Office of Wellness Education maintains active involvement in CHCI and participates in statewide prevention and professional development opportunities. Central's involvement also supports the University's broader commitment to implementing evidence-informed prevention strategies and strengthening campus-wide approaches to substance use prevention.

Central's participation in the initiative builds upon its longstanding commitment to coordinated health promotion and substance use prevention efforts and continues to provide opportunities to strengthen partnerships with statewide prevention organizations and higher education institutions.

Town & Gown Coalition

Central recognizes the importance of collaboration with the surrounding community to address alcohol and other drug-related concerns that may affect students and neighborhoods beyond the campus. In September 2007, Central and the City of New Britain established a formal community partnership known as the Town & Gown Coalition.

The coalition brings together representatives from Central and the City of New Britain to address community concerns related to student behavior and substance use in the

neighborhoods surrounding the University. The Coalition focuses on prevention and community-based strategies to address underage drinking, high-risk alcohol use, problematic off-campus parties, and impaired driving.

The coalition also provides an ongoing forum for communication and collaboration between the University and the City of New Britain, allowing partners to identify emerging concerns, coordinate prevention efforts, and develop strategies that promote a safe and healthy campus-community environment. The Town & Gown Coalition remains an important component of Central's comprehensive approach to alcohol and other drug prevention by extending prevention efforts beyond campus and strengthening partnerships with the surrounding community.

Connecticut Healthy Campus Initiative Opioid Education and Awareness Grant

The Office of Wellness Education continued its work under the Connecticut Healthy Campus Initiative Opioid Education and Awareness Grant, using grant funding to strengthen opioid prevention, overdose awareness, naloxone access, and substance use education at Central. The grant supported training for staff and students on the use of naloxone and provided opportunities to educate the campus community about opioid use, overdose prevention, and the risks associated with illicit and counterfeit substances.

Central also continued to provide prevention programming and campus outreach throughout the academic year. The Change the Script mobile outreach van was invited to campus for three events, providing students with education, resources, and opportunities to engage in conversations about opioid and substance use prevention. In addition, Wellness Education participated in and supported monthly programming and outreach activities focused on opioid awareness, overdose prevention, naloxone, and healthy decision-making.

The grant also continued to support student and faculty education, health and wellness fairs, and recovery-focused programming. These activities provide students with opportunities to learn about substance use prevention and recovery while connecting them with campus and community resources.

Wellness Education Events

During this reporting period, the Office of Wellness Education provided a variety of prevention, education, and wellness activities in collaboration with campus departments, student organizations, athletics, and community partners. Activities addressed alcohol and other drug prevention, gambling awareness, mental health, suicide prevention, stress management, nutrition, sexual health, self-care, and overall student wellbeing.

Fall 2024 Wellness Education Activities and Participation

Key activities and participation included:

- Alcohol Awareness Fair- 256 students participated
- Programs on the Go (PoGo): Wellness Education provided classroom and residence hall presentations addressing career wellness, substance use, stress management, suicide prevention, and other wellness topics.
- Healthy Lifestyles presentation to residence life resident directors and resident assistants- 75 participants
- Suicide prevention tabling event
- Therapy dogs- Central continued to offer therapy dog sessions throughout the semester as an accessible stress-relief and wellness activity.
- Wellness Wednesdays- addressed a variety of issues focused on the Eight Dimensions of Wellness, including healthy lifestyles, healthy choices, healthy coping skills
- World Series Gambling prevention awareness tabling event- 45 students participated
- Cannabis misuse presentations to student-athletes- approximately 400 student-athletes participated
- Opioid and stimulant tabling event to provide healthy stress reduction strategies to use during finals and have students sign a pledge to refrain from substance use during this period- 305 students participated and signed the pledge

Spring 2025 Wellness Education Activities and Participation

Key activities and participation included:

- CCPG Super Bowl Programming: An interactive Super Bowl-themed wellness activity that promoted gambling risk literacy, responsible decision-making, financial wellness, and awareness of the potential risks associated with sports betting (32 participants)
- Spring Break Safety Events: 125 participants across two events featuring trivia and Spring Break Survival Kits
- March Madness: An interactive wellness activity using March Madness to engage students in healthy decision-making and gambling risk awareness. The program encouraged students to make informed choices while increasing awareness of the potential risks associated with sports betting and gambling. (28 participants)
- Alcohol Awareness Collaboration with the Brotherhood Initiative: Students engaged in “drunk-goggle” activities that simulated the effects of alcohol impairment. The interactive experience promoted alcohol awareness, risk reduction, responsible decision-making, and strategies to prevent alcohol-related harm (30 participants)
- Programs on the Go (PoGo): Wellness Education provided classroom and residence hall presentations addressing career wellness, substance use, stress management, suicide prevention, and other wellness topics. During Spring 2025, 166 students participated in PoGo presentations.

- Therapy Dogs: Central continued to offer therapy dog sessions throughout the semester as an accessible stress-relief and wellness activity. During Spring 2025, 138 students participated across eight therapy dog sessions.
- Athletics Education: Cannabis education presentations were provided to Women's Soccer and Baseball student-athletes, reaching 68 students. Presentations focused on wellness, informed decision-making, potential impacts of cannabis use, and harm reduction.
- My Best Self Health Fair: 238 participants
- Commuter Fair: 63 participants
- Take Back the Night: 19 participants
- Speaking of Justice: 20 participants in a social and emotional wellness program
- Semester Slowdown: 325 participants in gambling prevention programming
- Residence Life Self-Care Presentation: 75 participants
- Spring into Self-Care: 12 participants
- Condom Carnival: 130 participants, with education focused on safer sex practices
- Wake & Bake: 4 students participated in an interactive cannabis education activity focused on wellness, informed decision-making, and harm reduction.
- Barrows Baddies Bash: 90 participants in stress management and self-care programming

Fall 2025 Wellness Education Activities and Participation

Key activities and participation included:

- New Student Orientation: Wellness Education participated in multiple orientation sessions for incoming and transfer students, reaching 1,866 incoming students during June and July.
- QPR Training: Suicide prevention training was provided to student workers, Resident Assistants, and summer Residence Life staff, reaching 67 participants.
- Peer Educator/CPE Train-the-Trainer: 6 faculty members participated in Certified Peer Educator (CPE) Train-the-Trainer programming to strengthen Central's peer education capacity.
- Therapy Dogs: Therapy dog programming was offered throughout the semester, providing students with opportunities for stress relief, connection, and emotional wellness. Documented Fall 2025 participation included 329 students.
- Programs on the Go (PoGo): Wellness Education provided classroom and group presentations addressing substance use, stress management, and other wellness topics, reaching 220 students.
- Fresh Check Day: 375 students participated in this campus-wide mental health awareness and suicide prevention event.
- Opioid Awareness and Overdose Prevention: 32 students participated in opioid awareness programming, with an additional 38 students participating in Naloxone 101: Be a Lifesaver.
- Substance Safety Starts with You: 42 students participated in substance use prevention education.

- Pills, Potions & Promotion: 37 students participated in programming addressing prescription drug and substance misuse awareness.
- Gambling Prevention: Programs addressing gambling and responsible decision-making included May the House Be Ever in Its Favor, Toss Your Stress—Not Your Cash, Dollars & Decisions, and other related activities.
- Semester and Campus-Wide Wellness Events: Programming included Light Up the Night, You Matter, Mental Health Myths, Self-Care, Stress Management, and Finals/Academic Stress programming.
- Residence Life Programming: Wellness Education collaborated with Residence Life on self-care, wellness, therapy dog, and substance use prevention initiatives.
- Athletics and Student Engagement: Wellness programming continued to be incorporated into targeted student populations and campus activities to increase access to prevention education in settings where students naturally engage.

Across the documented activities from May through December 2025, the participation tracker recorded 6,016 student engagements. This total reflects participation across orientation, prevention education, wellness programming, training, campus events, and other outreach activities. Because students may participate in multiple programs, the total represents entire student engagement.

Spring 2026 Wellness Education Activities and Participation

Key activities and participation included:

- New Student Orientation: Two orientation sessions reached 280 students.
- QPR Suicide Prevention Training: Training was provided to Residence Life, Student Center, and Athletics populations, reaching 42 participants.
- Behind Closed Doors: 60 Resident Assistants participated in prevention education.
- Programs on the Go (PoGo): Classroom and group-based wellness and prevention presentations reached 134 students.
- Therapy Dogs: Therapy dog programming provided stress relief and emotional wellness support, reaching 202 students across sessions.
- Grounded & Caffeinated: 79 students participated in this wellness and stress-management activity.
- Risky Business: 29 students participated in prevention programming.
- Stacked Against You: 9 students participated in gambling prevention education.
- Betting Isn't Always This Sweet: 200 students participated in gambling prevention programming.
- Accepted Students Day: Wellness Education engaged 895 prospective students across two events.
- My Best Self: 350 students participated in this campus-wide wellness event.
- SMART APG Field Day: 175 students participated in recovery-focused programming and sober social activities.
- Thriving in Color: 75 students participated in this wellness-focused program.
- Open House: 325 prospective students participated.

- Your Semester Survival Station: 29 students participated in wellness and academic success programming.
- Substance Misuse and Overdose Prevention: Programs such as Respond & Revive provided targeted substance use and overdose prevention education.
- Spring Break Safety: 29 students participated in *Break Smart, Stay Safe* programming.
- Self-Care and Stress Management: Activities included Find Your Calm, Mindful Construction, Level-Up Self Care, and Vision & Vibes, providing students with practical strategies for managing stress and supporting wellbeing.
- CHOICES: Alcohol and other drug education continued to be offered to students referred through the conduct process.
- Campus Wellness Events: Additional programs included Spill the Tea, Paws & Relax, Spin-the-Wheel of Love, and Don't Get Framed, providing opportunities for students to engage with wellness education in accessible and interactive formats.

Across the documented January–May 2026 activities, the participation tracker recorded 2,998 students engagements. This represents total participation across events and activities rather than unique individual students, as students may have participated in multiple programs throughout the semester.

Description of the Department of Counseling & Student Development by Kristen Dignazio-Drost, Interim Director of Counseling and Student Development

The Student Wellness Center (SWC) is comprised of the Department of Counseling and Student Development Services (CSD), the Department of Health Services, and the Office of Wellness Education. The CSD department provides mental health counseling, substance use counseling, and other services designed to support students' academic success by assisting them in resolving interpersonal, behavioral, emotional, and other personal challenges. Many students who seek mental health services through the department present with co-morbid substance use. The department partners with Wellness Education to co-lead a SMART (Self-Management and Recovery Training) Recovery Support Group for students struggling with addiction. Counseling Center services are provided by a highly skilled and compassionate team of five (5) full-time and eight (8) part-time licensed counselors who are invested in student success.

Services provided include:

- Individual, family, couples, and group counseling
- Referrals to community providers for specialty, long term, or more intensive services
- Psychiatry evaluations and medication management
- Case management
- Crisis intervention and risk assessment
- Consultation to Central faculty and staff regarding students they are concerned about
- Training for faculty and students on a variety of mental health related issues

All services/programs are confidential, voluntary, and provided at no cost to enrolled students. A Student Wellness Center brochure is found in the appendix. In addition, the department director serves as a member of the University's Student Behavior Response Team (SBRT) wherein concerning student behaviors, including alcohol and drug use, are discussed and action plans for intervention are developed and monitored for student follow-through.

Description of Student Health Services by Dr. Amber Cheema, Director of Health Services/University Physician

The Health Services office offers medical care to both full-time and part-time enrolled students regardless of whether they live on campus or commute. All visits to the Center are confidential and free of charge. The office sees students for a multitude of issues ranging from sick visits, injuries, to well visits. Additionally, Health Services is committed to supporting student health and well-being by providing education, counseling, and referrals related to alcohol and other drug use. Healthcare providers assess concerns related to alcohol and/or drug use when they are identified through clinical encounters, self-referral, or referral from other campus resources. Students experiencing difficulties related to alcohol or drug use are offered consultation, health education, and connections to appropriate treatment and recovery resources, both on and off campus as needed. The clinic's goal is to promote informed decision-making, reduce health risks, and support students in accessing the care and services necessary for their academic and personal success.

Description of the Employee Assistance Program by Christopher Wethje, Chief Human Resources Officer

Central Connecticut State University provides an employee assistance program for all full-time employees, as well as part-time faculty, at no cost to the employee or their family member(s). Administered by The Lexington Group, Inc., the Employee Assistance Program (EAP) provides professional, confidential assistance for employees and their families who are experiencing personal problems that may be affecting them in the workplace. The EAP's objective is to reduce problems in the workforce and to retain valued employees. EAP clinicians are experienced professionals with backgrounds in psychology, substance abuse, and social work.

EAP services are available 24 hours a day, seven days a week to assist employees with such issues as marital and family dilemmas, emotional difficulties, alcohol and drug abuse, addictive disorders, and financial, legal, or career problems. In addition to face-to-face counseling, individuals may also elect the option of online counseling if they so choose. Online counseling is available to employees and their household family members by video, phone, and messaging. This service helps provide more options for quality and convenient care to fit a variety of lifestyles. However, there are three areas The Lexington

Group, Inc. has determined will better benefit from in-person counseling. These exceptions to on-line counseling are substance abuse, issues in the workplace, and suicidal ideation.

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. Employees may contact the EAP 24/7 by calling 1-800-676-HELP (4357). A copy of the EAP brochure may be found in the appendix.

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

- New Employee Onboarding Sessions – during the new Employee Onboarding Sessions, the Employee Assistance Program (EAP) which is a free and confidential service for employees and their household dependents is reviewed. They are given a program brochure which describes the personal and/or work-related services EAP assists with and a business card.
- In conjunction with The Connecticut State Colleges and Universities in partnership with Department of Administrative Services, Human Resources offers a variety of In-Service Training courses to employees for professional development and personal growth, some of which focus on reducing stress and living a healthier lifestyle.
- Working Towards a Stress-Free Life: Exploring Exciting Ways of Balancing Life and Work

The Central Work-Life Balance Committee, a sub-committee of the Committee on the Concerns of Women (CCW), is focused on providing leadership in facilitating the integration of work and study with family/personal life at Central Connecticut State University. Their mission supports the broader goals of creating a healthy and productive environment for men and women throughout their lives while contributing to the well-being of future generations. Over the past decade, academic institutions have increasingly begun to focus attention on the importance of work/family issues for students, faculty, and staff, generating rapid growth in the number and variety of campus programs designed to address work/family needs. The focus is to encourage the University to develop strategies for all members of the campus community to better balance their Work-Life arenas. The committee believes it is necessary and important to work with individuals from various organizations and groups on campus in order to achieve this important endeavor and that it is the committee's responsibility to assist faculty, staff and students in creating the best work-life balance possible.

A drop-off childcare center opened on campus in 2023. The drop-in care center provides intermittent care for toddlers and pre-k aged children. The center serves students and faculty who need emergency or intermittent care so that they can attend class, meetings, or study/research groups as well as cultural events on campus. It is with great hope that the center will provide comprehensive childcare (infants, toddler and pre-k education) for Central faculty, staff, and students and serve as a lab school for the School of Education.

Description of Disciplinary Sanctions for Employees by Christopher Wethje, 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 Central 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, Central'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.

Description of Disciplinary Sanctions for Students by Stephanie McCool, Director of the Office of Student Rights and Responsibilities

The following behaviors represent the types of acts that constitute violations of the Student Code of Conduct (the Code) pertaining to alcohol and drug use:

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

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

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

- Warning:** A disciplinary warning is a written notice to a student advising him or her that specific behavior or activity constitutes a violation of the Code and that the repetition of such behavior will likely result in the commencement of more serious disciplinary action by the University.
- Fine:** A sanction involving the imposition of a specified dollar amount due and payable by a specified date.
- Probation:** Disciplinary probation is a designated period of time during which a student is given the opportunity to modify unacceptable behavior and/or to complete specific assignments in an effort to regain full student privileges within the University community. Disciplinary probation may involve the imposition of certain restrictions and/or conditions upon the student including, but not limited to, financial restitution, community service, fines, referral for professional services such as counseling, participation in educational programs, parental notification under limited circumstances, and ineligibility to participate in university activities or events. Periodic contact with a designated member of the University community or non-college professional may be required. If the student fully complies with the terms and conditions imposed in connection with the disciplinary probation, full student privileges will be restored to the student upon termination of the probationary period. Failure to comply with the terms and conditions of the probation constitutes prohibited conduct that is separate from and in addition to the conduct for which the probation was imposed. A student accused of violation of probation will be given due notice of the alleged violation and the procedures set forth in this Code shall be followed.
- Loss of Privileges:** Denial of specified privileges for a designated period.
- Restitution:** Compensation for loss, damage to real or personal property. This may take the form of appropriate service and/or monetary or material replacement.
- Discretionary Sanctions:** Work assignments, essays, service to the University, or other related discretionary assignments, referral for professional services such as counseling, participation in educational programs, parental notification under limited circumstances, and ineligibility to participate in university activities or events. Periodic contact with a designated member of the University community or non-college professional may be required.
- Residence Hall Warning:** A written notice to a student advising him or her that specific behavior or activity constitutes a violation of the Code and that the

repetition of such behavior will likely result in the commencement of more serious disciplinary action by the University.

- h. **Residence Hall Probation:** Residence hall probation is a designated period during which an accused student is given the opportunity to modify unacceptable behavior and/or to complete specific assignments in an effort to regain full student privileges within the residence hall in which the student resides. Residence hall probation may include restrictions and/or conditions on the exercise of residence hall activities and privileges. Periodic contact with a designated member of the residence hall staff or professional may be required. If the accused student fully complies with the terms and conditions imposed in connection with the residence hall probation, full residence hall privileges will be restored to the student upon termination of the probationary period. Failure to comply with the terms and conditions of the probation constitutes prohibited conduct that is separate from and in addition to the conduct for which the probation was imposed. A student accused of a violation of probation will be given due notice and the procedures set forth in this Code shall be followed.
- i. **Residence Hall Separation:** Separation of the student from the residence halls for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.
- j. **Residence Hall Expulsion:** Permanent separation of the student from the residence halls.
- k. **Suspension:** Suspension is temporary disciplinary separation from all universities among CSCU and the denial of all student privileges. Suspension shall be effective on the date that notice of the suspension is provided to the accused student, or later, if so, stated in the notice, and shall prescribe the date and conditions upon which the student may petition for readmission to the University. A student separated from all universities within CSCU by suspension may under the terms of the suspension be excluded from the premises of all CSCU premises when in the judgment of the suspending authority, the student's continued presence would constitute a danger to persons or property or a threat to the academic process. Notwithstanding the foregoing, the suspending authority of the suspended student's home University or his or her designee may authorize a suspended student who has been excluded from all University premises to enter the premises of the student's home University for designated purposes.
- l. **Expulsion:** Expulsion is permanent disciplinary separation from all universities within CSCU and the denial of all student privileges. Expulsion shall be effective on the date that notice of expulsion is provided to the accused student, or later, if so, stated in the notice. A student separated from all universities of CSCU by expulsion may under the terms of the expulsion be excluded from all 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. Beginning in Fall 2023, students found responsible for the alcohol and drug violations of the Code are required to attend CHOICES through the Office of Wellness Education to receive in-person education in a group setting regarding the use of alcohol and/or drugs. In

addition, they are assigned a Judicial Educator module; these web-based modules provide educational information to students who are involved in the campus disciplinary process. Randomly generated automatic testing is built into each module and students must earn a 70% or higher in order to pass the test. The modules assigned are specific to alcohol, drugs, and personal decision making. If a student is found in violation for the 2nd time, the student is required to complete BASICS, a more intensive one on one program through the Office of Wellness Education.

Department of Intercollegiate Athletics – Drug Education and Screening Policy by Michael Ansarra & Molly McCarthy

The university's Department of Intercollegiate Athletics follows the Connecticut State Colleges and Universities Drug Education and Screening Policy and Program for Student-Athletes:

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

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

- A. EDUCATIONAL PROGRAMS: It is the intention of the CSCU that all students (including athletes, athletic training students and managers) will participate in an

education program designed to acquaint them with the risks and hazards associated with the use of alcohol and street and performance enhancing drugs.

The education program will identify community and university resources available to assist student athletes should they experience problems of drug and/or alcohol abuse and begin to provide them with the tools necessary to live a life free from the problems associated with drug and/or alcohol abuse. Attendance at and participation in these educational programs will be a condition of continuing as a member of a university athletic team. Additionally, Athletic Department personnel, including, but not limited to, all full and part-time coaches, administrators, and athletic training staff, will participate in an education program designed to identify the signs of drug or alcohol dependency among student-athletes and to explain the procedures through which student-athletes may be referred to appropriate personnel for evaluation, and if necessary, treatment.

The Athletics Department had several speakers visit campus in the past few years to talk about alcohol, drugs and risky behaviors: Derek Greenfield, Elaine Pasqua, Chris Herren, Mike Green. Approximately 300 student athletes attended these presentations.

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

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

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

1. Procedures for Drug-Testing the University's drug-testing program is composed of three different testing regimes for student athletes: a

random testing program, “probable cause” drug-testing; and testing of student athletes prior to their participation in a Championship event or bowl contest where drug testing will likely be performed by the NCAA. Under the random testing program, a random list of student-athletes’ names will be generated on a regular basis. These student-athletes will be contacted by the University’s Drug Testing Administrator and will be required to be present at the drug-testing site at the prescribed time. A student-athlete is 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.

2. The determination of “probable cause” may be made by:
 - a) a physician who identifies specific signs or symptoms during the course of a routine or special physical examination; or
 - b) a coach or athletic trainer who identifies symptoms in a student participant which indicate possible drug use.

If the identification of symptoms is made by a physician, then testing (as described below) may take place immediately. If the identification of symptoms is made by a coach or athletic trainer, then the student-athlete will be referred to appropriate personnel immediately for possible testing. Any testing procedure for probable drug use will be done immediately following the determination by a physician that a reasonable suspicion exists that the student athlete is using either "street" or "performance-enhancing" drugs. The student-athlete must be informed of the reasons for such testing procedures prior to being tested. The third testing regimen involves the testing of all student-athletes prior to their participation in a Championship event or bowl contest where drug testing will likely be performed by the NCAA. Positive test results from this testing will be handled in the same fashion as with all other tests. The testing procedure will involve the collection of specimens of urine from the student-athlete. This collection procedure will be observed by the University’s contracted drug-testing provider.

3. Drug Screening Protocol

- A qualified testing laboratory will be utilized and a proper and effective chain of custody of collection specimens will be observed.
- Protocol: The following procedures will be adhered to as part of the chain of custody involving the collection of urine samples for testing:
 - Step 1:** The student-athlete will proceed to the testing site where a log number will be assigned to him or her. All testing and subsequent communication will refer to the log number in order to ensure security and protect confidentiality. The student-athlete will sign the custody log verifying the number assigned and list any prescription or non-prescription medicines currently being taken by him or her and/or any pertinent medical history;
 - Step 2:** The student-athlete will list his or her age, the log number assigned to him or her, and the date upon which the sample is being provided on the test requisition form;
 - Step 3:** The student-athlete will select a urine specimen collection bottle;
 - Step 4:** The student-athlete will provide a urine specimen under direct supervision of a member of the laboratory's screening staff;
 - Step 5:** The specimen collected from the student-athlete will be split into two samples "A" and "B" at the time of collection;
 - Step 6:** The student-athlete will be provided with a security tape and will seal the bottles, write his or her log number on the security tapes sealing the bottles, and place the specimen bottles in the courier case;
 - Step 7:** The testing laboratory will test specimen "A" from the student-athlete, using an immunoassay technique. If by immunoassay a student-athletes' urine specimen is found to contain any of the drugs mentioned above or other street drugs or performance-enhancing substances, a second confirmatory test will be performed by gas chromatography/mass spectrophotometry. If this second test is positive, specimen "B" will be retained for possible later evaluation.

Additional Information:

- Screening results will be reported by the testing laboratory to the Drug Testing Administrator (the University employee charged with implementing drug-testing procedures) within twenty-four to twenty-eight (24-28) hours of the obtaining of test results.
- The Drug Testing Administrator will immediately report the results to the Athletics Director.
- The Athletics Director will immediately inform the Head Coach of the test results.

- The student-athlete will also be notified of test results by the Athletics Director. If no notification is provided within seven (7) days, the student may assume the test results were negative.

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

1. **Pre-Sanction-Appeal** Upon the first positive test, or any subsequent positive test, or a student-athlete indicating the presence of any of the listed street drugs or others in the student-athlete's system at the time of testing, the student-athlete will have a period of five (5) days in which to appeal the test result. This appeal consists of a request that specimen "B", collected at the time of testing and forwarded to the testing laboratory, be tested by the laboratory at the expense of the University. If the second test is negative, no action will be taken by the University. The occurrence of a negative test following an appeal will not eliminate the student-participant from any further testing based upon the random or "probable cause" procedure described above. All student athletes, irrespective of initial test results, may be subject to further selection for subsequent testing.
2. **Sanctions - "Street" Drugs**
 - a. **First Positive Test - Tier I** Upon the first positive test of a student-athlete indicating the presence of any of the listed or other street drugs in the student-athlete's system at the time of testing, the Drug Testing Administrator will notify the Athletics Director and the student-athlete's head coach. The student-athlete whose urine is found to contain the presence of any of the listed or other street drugs will meet with the Drug Testing Administrator to review the test results. Unless the student-athlete appeals the results of the test, the student-athlete will participate in an education and treatment program and will not be allowed to participate in practice or competition for a period of fourteen (14) days. The student-athlete will be retested up to a maximum of three (3) times within ninety (90) days from the date of the first positive test. If the result of any retest proves to be positive with respect to the proscribed substance identified in a prior test, the student-athlete will

enter Tier II automatically. In addition, if a student 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 SWS Counseling, sanctions equivalent to those in Tier II will be levied. A student-athlete who tests positively for proscribed substances will be withheld from competition or participation in athletics.

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

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

3. Sanctions - Performance Enhancing Drugs Educational programs on "performance-enhancing drugs," including steroids, will be conducted periodically during the academic year. Initial testing based upon "probable cause" or an individualized reasonable suspicion of the use of

"performance enhancing drugs" may be conducted as early as thirty (30) days following the initial education program. Student-athletes testing positively for steroid or other performance enhancing drugs at the time of these initial or any subsequent tests will be subject to the sanctions described below. a. First Positive Test: Sanctions A student-athlete who tests positively for the presence of anabolic or other steroids, or other "performance enhancing drugs," shall be barred from the competing in university-sponsored athletic events (including intramural competition) for sixty (60) days. In addition to being barred from competition or participation in intercollegiate or intramural athletic events for sixty (60) days, the student-athlete will be required to participate in an education and counseling program with the appropriate personnel. b. Second Positive Test: Sanctions A second positive test for steroids or other "performance-enhancing drugs" at any time during a student's athletic career at the University will result in sanctions equivalent to those applied for a third positive test for street drugs; i.e., the student will lose his or her athletic grant-in-aid, if any, and will be permanently barred from competition or participation in any University-sponsored athletic event.

- D. SUPPORT SERVICES FOR SUBSTANCE ABUSE PROBLEMS: On-campus counseling for drug and alcohol problems is available. In addition, there are many off campus counseling agencies and self-help groups that offer confidential assistance if you or someone you know has a problem with drugs or alcohol. The campus Student Wellness Center maintains a listing of such agencies and groups.
- E. CONCLUSION: All student-athletes should remember that the intent and purpose of this substance abuse program is educational and preventative rather than punitive. It is designed to ensure that all student-athletes will remain drug-free and will continue to enjoy benefits of being student athletes at the CSCU. It is also intended to provide the assurance that student-athletes will continue to enjoy 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 CSCU Drug Education Program – effective July 1, 2006, on the Athletic department website <http://www.ccsbluedevils.com/athletics/compliance/index>.

Description of Applicable Legal Sanctions Under State and Federal Law

Connecticut Alcohol and Drug Laws

Connecticut General Statutes 30-89 — Purchase and Possession of Alcohol by Persons Under 21

Connecticut General Statutes 30-89 prohibits a person to whom the sale of alcoholic liquor is prohibited by law from purchasing or attempting to purchase alcoholic liquor or making a false statement for the purpose of procuring alcoholic liquor. A violation is punishable by a fine of not less than \$200 and not more than \$500.

The statute also prohibits a person under 21 years of age from possessing alcoholic liquor on a public street or highway or in any other public or private location. The first offense is an infraction. A subsequent offense is punishable by a fine of not less than \$200 and not more than \$500.

Connecticut General Statutes 30-89a — Permitting Illegal Possession of Alcohol by Persons Under 21

Connecticut General Statutes 30-89a establishes legal responsibilities for individuals who have possession of, or exercise dominion and control over, a dwelling unit or private property. Such individuals may not knowingly, recklessly, or with criminal negligence permit a person under 21 to possess alcoholic liquor in violation of 30-89. Individuals who know that prohibited possession is occurring must also make reasonable efforts to halt such possession.

A violation of 30-89a is a Class A misdemeanor. For purposes of this statute, a “minor” is defined as a person under 21 years of age.

These provisions are particularly relevant to alcohol-related activity occurring in private residences, student housing, and other locations where individuals exercise control over the premises.

Connecticut Drug Possession and Sales Laws

Connecticut law prohibits the unlawful possession, manufacture, distribution, and sale of controlled substances. Criminal penalties vary based on factors including the type and quantity of substance involved, the circumstances of the offense, and whether the offense is a first or subsequent violation.

Cannabis

Connecticut law permits the possession and use of cannabis by adults who meet the applicable legal age and statutory requirements. However, cannabis remains prohibited on Central’s campus in accordance with university policy and applicable federal requirements. Central’s Office of Wellness Education incorporates cannabis education into prevention programming, including Programs on the Go presentations, First Year Experience classes, residence hall programming, athletics education, and campus awareness campaigns. These programs communicate the distinction between state law and University policy and educate students about the health and safety risks associated with cannabis use. Central receives federal funding, as such, the University

maintains policies governing controlled substances in accordance with applicable federal requirements, including the Drug-Free Schools and Campuses Regulations.

Biennial Report Recommendations for Future Campus Programming

Based on program participation, campus needs, and ongoing assessment of alcohol and other drug prevention efforts, the following recommendations will guide future programming and prevention initiatives at Central:

1. Provide ongoing student support:

The Wellness Education Coordinator will offer monthly Skill Shares, sober social activities, and NASPA Certified Peer Educator (CPE) training to build wellness skills, strengthen peer support, promote substance-free social opportunities, and connect students with prevention resources.

2. Launch peer education initiative:

Wellness Education will formally launch its peer educator program. Peer educators will be prepared to deliver prevention education and wellness programming in First Year Experience classes, orientation programs, residence halls, student organizations, athletics, and other campus settings.

3. Continue comprehensive prevention programming:

Central will continue providing evidence-informed alcohol, cannabis, opioid, stimulant, prescription drug misuse, gambling, and other substance-use prevention programming throughout the academic year.

4. Increase student awareness of available resources:

Wellness Education and campus partners, including the university's Community Clinic, will continue promoting counseling, health, recovery, prevention, and substance-use support resources through presentations, campus events, social media, printed materials, screening events, and other outreach strategies.

5. Strengthen communication and accountability related to sanctions:

Student Rights & Responsibilities will continue to review and refine processes related to alcohol and other drug policy violations, including communication, reminders, educational requirements, and accountability measures for students referred to prevention programs such as CHOICES and BASICS.

6. Expand social norms and prevention campaigns:

Wellness Education will continue developing social media and campus awareness campaigns addressing alcohol and other drug use, correcting misconceptions about student substance-use behaviors, and promoting healthy decision-making.

7. Continue residence hall and athletics outreach:

Wellness Education will collaborate with Residence Life and Athletics to provide

targeted prevention education and wellness programming addressing the specific needs and risk factors associated with residential and athletic populations.

8. Expand substance-use prevention and overdose education:

Central will continue efforts to increase awareness of opioid and other drug-related risks, including fentanyl and xylazine contamination, prescription drug misuse, overdose prevention, and the availability and appropriate use of naloxone.

9. Continue recovery-support programming:

Wellness Education will continue supporting SMART Recovery and other recovery-oriented initiatives that provide students with opportunities for sober social engagement, peer connection, and development of skills that support recovery and healthy decision-making.

10. Promote employee resources:

Wellness Education will work with Human Resources to increase awareness among faculty and staff of substance-use prevention resources and services available through the University's Employee Assistance Program.

11. Continue Drug-Free Schools and Communities Act education for employees:

Human Resources will continue incorporating Drug-Free Schools and Communities Act information and applicable alcohol and other drug policies into employee onboarding and orientation processes.

12. Pursue external funding and partnerships:

The Office of Wellness Education will work with appropriate University departments to identify and pursue grant opportunities and community partnerships that support evidence-informed alcohol and other drug prevention, recovery support, overdose prevention, and wellness initiatives.

13. Evaluate program effectiveness:

Wellness Education will continue tracking participation, program reach, student engagement, and other appropriate outcomes to assess the effectiveness of prevention initiatives and inform future programming.

Appendices

Appendix A- Drug Free Schools Act Combined Letter

Dear Students, Faculty, and Staff,

Central Connecticut State University is committed to promoting a safe and healthy campus environment free from the harmful effects of substance misuse. In compliance with the Drug-Free Schools and Communities Act Amendments of 1989 and in accordance with the Education Department General Administrative Regulations (EDGAR) Part 86, the university is required to notify all students and employees annually about our standards of conduct, legal sanctions, disciplinary sanctions, health risks, and available support services related to alcohol and drug use. As such, please read the following carefully, as this information applies to all students and employees.

Standards of Conduct

All members of the campus community are expected to comply with federal, state, and local laws, as well as university policies. Central prohibits the unlawful possession, use, distribution, or manufacture of illicit drugs and alcohol by students and employees on university property or during any university-sponsored activity. This includes:

- Using or possessing illegal drugs
- Misusing prescription medication
- Possessing or consuming alcohol while underage
- Operating a vehicle under the influence of alcohol or drugs
- Providing alcohol or drugs to minors

Additional information pertaining to the University's alcohol and drug policies can be found at:

Drug-Free Workplace Policy:

<chrome-extension://efaidnbmnnnibpcajpcgiclfindmkaj/https://docs.ccsu.edu/Policy-Drug-Free-Workplace.pdf>

Student Code of Conduct:

chrome-extension://efaidnbmnnnibpcajpcgiclfindmkaj/https://docs.ccsu.edu/Student_Code_of_Conduct.pdf

Legal Sanctions

Violations of drug and alcohol laws can result in serious legal consequences, including:

- Federal and state penalties for possession, trafficking, or distribution of controlled substances, including significant fines and/or imprisonment
- University disciplinary action for policy violations, separate from criminal proceedings

Additional information pertaining to Connecticut drug and alcohol laws can be found at:

https://www.cga.ct.gov/current/pub/chap_420b.htm

Additional information pertaining to federal drug trafficking penalties can be found at:

<https://www.dea.gov/drug-information>

Disciplinary Sanctions

Students and employees who violate Central's drug and alcohol policies may also be subject to university disciplinary action, including but not limited to:

- Warning or probation
- Required participation in substance misuse programs
- Suspension or expulsion (students)
- Suspension or termination of employment (employees)
- Referral to law enforcement for prosecution

University procedures for employee disciplinary action are governed by union specific collective bargaining agreements and the Board of Regents Human Resources Policy for Management Confidential Personnel. University procedures for student disciplinary action can be found in the Student Code of Conduct.

Health Risks Associated with Alcohol and Drug Use

Substance use and misuse can lead to numerous physical, psychological, and emotional health problems, including:

- Liver and kidney damage
- Cardiovascular disease
- Impaired brain function and memory loss
- Increased risk of injury or death
- Mental health disorders such as anxiety and depression
- Addiction or dependence

Additional information pertaining to alcohol and drug related health risks can be found at:

<https://www.ctclearinghouse.org/topics/>

Available Counseling, Treatment, and Rehabilitation Services

Central provides the following confidential support services if you or someone you know is struggling with substance misuse:

For Students:

Student Wellness Center (Counseling, Health, and Wellness Education Services)
Willard-DiLoreto Hall, Room W101

Phone: (860) 832-1926

Website: <https://www.ccsu.edu/student-wellness-services>

For Employees:

Employee Assistance Program (EAP) provided through The Lexington Group

Phone: 1-800-676-4357

Website: <https://www.the-lexington-group.com>

Thank you for helping to keep our campus community a safe and supportive environment for all.

Sincerely,

Michael Russo, Psy.D.

Vice President for Student Affairs

Christopher Wethje

Chief Human Resources Officer

Appendix B- Counseling & Student Development Brochure

What We Do

Our diverse team of highly skilled and compassionate counselors provide mental health counseling and other services designed to support students' academic success by assisting them in resolving social, emotional, and other personal challenges.

We also offer services and programs intended to promote mental health, while helping students acquire the skills and resources needed to thrive in a university setting.

All services are:

- Available to all enrolled students
- No additional cost
- Confidential
- Voluntary
- Year Round

Contact Us

Monday - Friday
8:00am - 5:00pm

(860) 832-1926

Instagram:
@ccsu_counseling

Student Wellness Center
Willard-DiLoreto Hall, W101

For more information
please visit our website.



Department of Counseling and Student Development



Counseling Services

- ❖ Individual, couples, family, and group counseling
- ❖ Psychiatry services and medication management
- ❖ Crisis intervention and risk assessment
- ❖ Referrals to community providers for specialty, long term, or more intensive services

Student Development

- ❖ Psychoeducational trainings, workshops, and webinars on mental health related issues
- ❖ Engagement with campus programs and initiatives
- ❖ Consultation for Central faculty and staff

Counseling Groups

Connections Men's Resource Group

For male students to focus on maximizing their potential and leading healthier, more productive lives.

RelationSHIPS

For students who would like to develop and maintain positive interpersonal relationships.

Woman-Kind

For women who would like to connect with each other to build coping and resiliency skills together.

Calm & Connected

For students to develop core skills for reducing and coping with emotions and stress.

Listen Without Prejudice

For students who identify as LGBTQIA+ to focus on building healthy coping and resiliency skills.

Grief & Loss Recovery Group

For students who experienced any type of loss to focus on receiving support and recovering from grief.

Counseling Groups

SMART Recovery

For students who are seeking a support group that offers an opportunity to look into, and change behavior that hurts themselves or others, such as smoking, gambling, video games, drinking, and/or using other drugs.

Narrative Therapy

For students who wish to reframe and script their life stories by focusing on their abilities, competencies and personal resources needed to create and sustain health.

Injured Student Athletes

For student-athletes to focus on the mental and emotional aspects of recovery while receiving support from others.

Latina Leadership & Personal Development

For students who seek a culturally responsive space that centers around the Latina college experience.



Appendix C- Health Services Brochure

About Us



Central Connecticut State University Health Services is dedicated to supporting the health, wellness, and academic success of our students.

Our team provides accessible, comprehensive healthcare in a welcoming and confidential environment.



More Information :



860-832-1925



SWS@ccsu.edu



Willard-DiLoreto Hall W101



www.ccsu.edu/health-services



CCSU Health Services

Helping Blue Devils Thrive



**Comprehensive healthcare
for all enrolled students**

**Immunization regulation
and compliance via
Medicat Portal**

**Free provider visits with
NO insurance required**

**Optional testing services
may have a nominal fee**



**Offer services by appointment
Monday through Friday
8:00 a.m. to 5:00 p.m.**

**While we are not a 24/7
healthcare facility, we make
every effort to accommodate
students who require same-day
or walk-in care.**



**Evaluate and treat a wide
range of common health
concerns:**

- Upper respiratory infections
- Gastrointestinal illnesses
- Dermatological conditions
- Men's and women's health concerns
- Minor scrapes and injuries

**We also provide FREE
confidential screening for
sexually transmitted
infections (STIs), including
gonorrhea and chlamydia.**

Appendix D- Wellness Education Brochure

Be Part of The Change

**NASPA Certified Peer Educator
(CPE) Training**

Be part of a movement that promotes wellness, connection, and positive change. NASPA CPE training equips students with practical skills to educate and support their peers, facilitate meaningful conversations, promote healthy choices, and connect students with campus resources.

Scan the QR code to express your interest and learn more about upcoming NASPA CPE and QPR training opportunities.



Together, We Create Hope

QPR Suicide Prevention Training

You can make a difference. QPR (Question, Persuade, Refer) teaches students and campus community members how to recognize warning signs, approach someone who may be struggling, and connect them with appropriate support and resources.

Ask the question.
Start the conversation.
Create hope.

TO LEARN MORE:

 aburge@ccsu.edu

 www.ccsu.edu/wellness-education



Central Connecticut State University

WELLNESS EDUCATION

Our mission is to work collaboratively with students to enhance wellness capacity for students' optimal academic success, while minimizing the negative impact of drugs and alcohol.



Follow us on
Instagram



Program Activities

Wellness & Prevention Education

Interactive workshops and presentations on alcohol and other drugs, harm reduction, healthy coping, decision-making, and personal wellbeing.

Skill Shares

Monthly opportunities to learn practical skills for managing stress, building healthy relationships, navigating challenges, and supporting your wellbeing.

Wellness Events & Engagement

Wellness fairs, awareness campaigns, tabling, interactive activities, and campus-wide programs that bring wellness education directly to students.

Paws & Relax

Take a break, de-stress, and recharge with our therapy dogs! Join us each week for connection & comfort while supporting your mental and emotional wellbeing.

Our Goals

- Promote healthy choices and informed decision-making
- Build practical wellness skills for managing stress, relationships, and everyday challenges
- Prevent and reduce substance-related harm through education, risk reduction, and supportive resources
- Strengthen peer support and empower students to make a positive impact on campus
- Create inclusive opportunities for connection through education, engagement, and substance-free activities.



Appendix E- Employee Assistance Program Letter



[The Lexington Group, Inc.](#)

1-800-676-HELP (4357)

The Employee Assistance Program is a free, professional, and confidential service for employees and their family members for any personal and/or work-related problems that could potentially impact job performance, health, mental and emotional well-being. No information regarding your identity or participation may be disclosed to anyone outside of the program, without your specific written consent. In cases involving supervisory or management referrals to help with performance concerns, you may be asked to grant limited consent for reporting follow-through on participation and recommendations. However, neither the nature of recommendations, nor content from any EAP sessions, will be disclosed.

[The Lexington Group, Inc.](#) EAP counselors are available 24/7 for employees and their family members for prompt, confidential assistance with stress, emotional difficulties, marital and family issues, alcohol and drug problems, or financial or legal concerns that may be affecting work performance. Use of the EAP is voluntary, and confidentiality is assured. Six (6) sessions of short-term counseling are provided free-of-charge.

When you call The Lexington Group, a licensed mental health professional will listen to your problem, ask a few questions, and you will be referred to an EAP counselor at a location convenient to you. You then make an appointment to meet with the EAP counselor at a convenient time. After discussing the nature of your problem, the EAP counselor will recommend a course of action. If referral to an outside provider is recommended, your EAP counselor will direct you to the most appropriate resource available while taking into consideration your health care plan. The decision to accept the recommendation for counseling or treatment is entirely up to you. Most employee needs are met by the EAP and do not require referral.

We urge you to take advantage of this benefit. Please feel free to call the EAP 24 hours a day at 1-800-676-HELP (4357) to arrange for a confidential session with an EAP counselor.

Please visit their website for help, resources, and archived newsletters on topics of Addiction, Emotional Stress, Finance and Legal, Health and Fitness, Job Stress, Marriage and Family.

<https://the-lexington-group.com/> (Company Providing Lexington EAP: [CCSU](#))