

The George Washington University

Drug Free Schools and Communities Act Amendments of 1989

Biennial Report

2018-2020

The following units contributed to the development of this report:

Division of Safety and Facilities
Human Resource Management and Development
Office of Ethics, Compliance, and Privacy
Office of Student Life, Health Promotion and Education
Office of Student Life, Student Support
Office of Student Rights and Responsibilities
Office of the General Counsel
Office of the Provost, Faculty Affairs

DRUG FREE SCHOOLS AND COMMUNITIES ACT AMENDMENTS OF 1989
BIENNIAL REVIEW

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DRUG FREE SCHOOLS AND COMMUNITIES ACT AMENDMENTS OF 1989 BIENNIAL REVIEW

Report

I. **Introduction, Background, and Legislative Requirements**

This report constitutes the George Washington University's ("GW" or the "university") biennial report as required by the Drug Free Schools and Communities Act Amendments of 1989 ("DFSCA"). This law requires the university to distribute an annual notice outlining GW's alcohol and other drug ("AOD") policies and penalties as well as to compile a biennial review of GW's AOD programs and policies. This report includes information on the university's AOD programs for the academic years 2018-2019 and 2019-2020.

Though GW has not, in any formal sense, created a consolidated body through which to disseminate information and resources on AOD abuse, the university has invested in several major programs as well as provided a large number of smaller resources containing information on AOD use, abuse, and penalties. The Office of Student Life, specifically the Health Promotion and Education and Student Support units, acts as a chief resources for students to find information on AOD programs in the university.

II. **Descriptions of the University's AOD Programs and Policies**

A. AOD Educational and Prevention Activities and Programs

The following is a list of activities, programs, and resources of the university that pertain either directly or indirectly to AOD education and abuse prevention.

Procedures for Events with Alcohol:

The Procedures for Events with Alcohol, developed by Student Activities, requires registration to host a university-sponsored activity at which alcohol may be present. The Procedures for Events with Alcohol remind students about the policies associated with serving alcohol.

Office of Student Life

Health Promotion and Education:

The Office of Student Life's Health Promotion and Education ("HPE") unit facilitates programs and provides services aimed at educating the GW community about AOD. HPE provides training for the [GW Capital Peers](#), alcohol free activities through GW Late Night programming; information on topics related to AOD; and joins local community consortiums and organizations to minimize risks associated with abuse of AOD. HPE also implements AlcoholEdu, a web-based substance education program offered through Everfi. This education program is required for first year, second year, and transfer undergraduate students.

Medical Services:

The Colonial Health Center's Medical Services is an outpatient clinic staffed by physicians, nurse practitioners, and physician assistants who can evaluate and treat most student medical problems. Psychiatric evaluation and crisis intervention is available. Medical Services staff collaborate with HPE staff on providing health education, outreach programs, and peer education on a variety of topics, including those related to AOD, to the GW community.

Counseling and Psychological Services:

The Colonial Health Center's Counseling and Psychological Services (CAPS) helps students make healthy lifestyle choices and find ways to cope with difficult life circumstances so that they can succeed in college. In addition to the individual counseling services that are available through CAPS, individuals may participate in a variety of workshops and outreach activities throughout the year. Crisis support is available in person during normal business hours and by phone 24/7/365.

New Student Orientation:

GW's Orientation for new students takes place prior to the start of the fall and spring semesters each year. As part of the program, incoming students watch student-produced and recorded skits and discuss regulations, prohibitions, and practices regarding AOD in small group settings.

Division for Student Affairs/Student Life and Campus Living and Residential Education:

The Division for Student Affairs, through Campus Living and Residential Education (formerly GW Housing), administers GW's residential housing. These offices maintain a strong commitment to working with students toward developing a positive community that is conducive to learning. Staff and students work together to ensure that life in the residence halls contributes to the growth of both individual students and student groups through academic discourse, community discussion, and a variety of recreational and cultural events. In addition, Student Life and Campus Living and Residential Education staff answer questions about GW rules and regulations. Student Life staff work in conjunction with Health Promotion and Education to provide alcohol free programs and alternatives.

Employee Assistance Program:

The Wellbeing Hotline serves as the university's Employee Assistance Program ("EAP") and is a confidential counseling resource available at no charge. It offers confidential assistance to GW staff and faculty as well as their immediate family members on a full range of personal matters and

concerns including those having to do with alcoholism and substance abuse. The program offers problem assessment, counseling, and referral services. For more information please visit <https://hr.gwu.edu/wellbeing-programs>.

The George Washington University Police Department:

The George Washington University Police Department ("GWPD") is engaged in data collection, development, and distribution of incident reports including those related to AOD. GWPD receives training regarding AOD and provide services to the residence halls that include discussions regarding alcohol, other drugs and crime prevention. GWPD's responsibilities include enforcement of local and federal statutes.

Student Involvement and Leadership

The Student Involvement and Leadership team, a unit within the Office of Student Life, provides leadership, advice, and educational resources to student organizations, including fraternal organizations, as well as to the Inter-fraternity Council, Panhellenic Council, National Pan-Hellenic Council, and Multicultural Greek Council. This unit serves as a liaison to students, campus officials, alumni, and community members who are impacted by fraternity and sorority life.

Peer Education Program:

The university's Peer Education program, the GW Capital Peers is organized through HPE. The primary focus of the Peer Education program is to provide information and education dissemination by GW students through programs, campaigns and various other activities. Peer educators address issues related to general health and wellness, behavioral health, AOD, and sexual health/healthy relationships.

Residence Hall Education:

Each residence hall has Campus Living and Residential Education live-in professional and student leaders who are responsible for providing information to residential students. In addition, HPE staff and GW Capital Peers conduct education and awareness activities in the residence hall facilities.

Student Rights and Responsibilities:

The Office of Student Rights and Responsibilities ("SRR") is responsible for the majority of academic and non-academic student conduct at GW. For medical students and law students, the respective institutions address academic integrity and with respect to the medical school, nonacademic conduct violations internally. SRR provides students, faculty, and staff with information on university policies and regulations, including those having to do with AOD. The office maintains all student conduct records and provides dispute resolution

services to individual students and student organizations. SRR coordinates a tiered system for AOD related education and assessment. Students who violate the *Code of Student Conduct* or other university policies receive education and evaluation aimed at preventing more serious abuse or dependence and repairing harm from incidents that occurred.

Student Support

Substance Use, Intervention, and Recovery Services provides support to students in recovery through the Collegiate Recovery Community (CRC), as well as substance use intervention and education, relative to AOD, for the entire GW community. The AOD education process provides screenings for substance use disorders and the development of personal strategies to manage and prevent substance use disorder. These programs are available to currently registered students and are a requirement for those students involved in the conduct process with SRR, for AOD related sanctions.

Human Resource Management & Development ("HRMD") Business Partners

Human Resource Business Partners (HRBP) are strategic partners embedded in administrative units and schools throughout the university. The HRBP provides guidance and support to employees and managers in identifying and resolving performance and/or conduct concerns that may be related to abuse of AOD. A directory of HRBPs and other services they provide can be found at <https://hr.gwu.edu/meet-our-organization>.

HRMD Equal Employment Opportunity/Employee Relations

HRMD's Equal Employment Opportunity ("EEO")/Employee Relations ("ER") unit ensures compliance with applicable equal opportunity laws through education, consultation services and workplace investigations. The unit also partners with the HRBPs in identifying and resolving performance and/or conduct concerns that may be related to abuse of AOD. Potentially, problems concerning AOD could be an equal employment opportunity concern or warrant an ADA reasonable accommodation. More detailed information on the EEO/ER unit can be found at <https://hr.gwu.edu/equal-employment-opportunity>.

B. Policies and Other Written Materials

The following are policies and other written materials pertaining to AOD. The materials have wide distribution as noted.

Office of Student Life:

Procedures for Events with Alcohol

Campus Living and Residential Education:

Housing License Agreement
Residential Community Conduct Guidelines (2018-2019, later subsumed into the Code of Student Conduct)
Resident Advisor Program Document

Division for Student Affairs:

Code of Student Conduct
Statement of Student Rights and Responsibilities
Alcoholic Beverage Consumption and Distribution Policy
Alcohol and Other Drug Medical Amnesty Policy

DFSCA Annual Notice:

This material is emailed to all students, faculty, and staff on an annual basis. The DFSCA annual disclosure statement is available in hard copy and online through SRR.

Employee Handbook:

The *Employee Handbook* is available on the HRMD website and contains information concerning the university's commitment to a drug-free workplace and the university's substance abuse policy and workplace rules. It also explains the availability of the Employee Assistance Program and other related resources.

Faculty Handbook:

The Faculty Handbook is available on the Office of the Provost website. The Faculty Handbook contains information concerning the university's commitment to an educational environment free of illicit use of drugs and alcohol and promoting high standards of employee health and safety.

The George Washington University Bulletins:

The GW Undergraduate Program, Graduate Program, Law School, and Medicine and Health Sciences Bulletins each contain information concerning the university's commitment to address violations of university policy and the law, which includes AOD related violations. The Undergraduate and Graduate bulletins also specifically refer to a student's obligation to adhere to university policies and the law, as outlined in the *Code of Student Conduct*.

Annual Security and Fire Safety Report:

The Annual Security and Fire Safety Report, produced by the Division of Safety & Facilities contains crime statistics including those involving drug and alcohol violations. The publication is sent to all students, faculty, and staff.

C. Electronic and Media Resources

The following is a brief summary of resources available to the university community.

Websites:

See <https://studentlife.gwu.edu/well-being-initiatives>. This site has important links to AOD programs and activities at GW.

See <https://studentlife.gwu.edu/substance-use-intervention-recovery-services>. This site contains information about the AOD Education Process and the Collegiate Recovery Community.

See <https://healthcenter.gwu.edu/counseling-and-psychological-services>. This site contains information for counseling services and crisis resources.

See <https://provost.gwu.edu/policies-procedures-and-guidelines>. This site includes the Faculty Handbook which outlines the university's commitment to maintaining a drug-free workplace.

See <https://hr.gwu.edu/policies-and-practices>. This site outlines standards of conduct regarding AOD and the office to report concerns about substance abuse involving an employee.

See <https://hr.gwu.edu/wellbeing-programs>. This site outlines programs available to support staff and their family's well-being as well as the Wellbeing Hotline.

See <https://studentconduct.gwu.edu/>. This site is administered by SRR and contains important links to university policies and programs, including publications like the *Code of Student Conduct*, the *Alcoholic Beverage Consumption & Distribution Policy*, and the *Residential Community Conduct Guidelines (as of 2019, part of the Code of Student Conduct)*. This site also includes an online copy of GW's *DFSCA Annual Disclosure Statement*.

III. **Summary of AOD Program Goals and Achievements**

Part III of this report presents significant evidence of the university's commitment to prevention of AOD abuse. Individual departments within the university, those focused on students, faculty, and staff, have developed substantive programs to meet a variety of challenges. The university's programs form a baseline against which future progress can be measured.

Some historical context, however, must be provided to fully understand the university's AOD plan and progress. While earlier examples of concern exist, in October 1968, the Board of Trustees reaffirmed its position regarding violations of the law including "those laws that proscribe possession, use, sale, or distribution of certain

drugs.” The Code of Student Conduct continues to prohibit the use, distribution, and possession of illegal drugs. In 1981, the university published its first consolidated health material for students, *In Sickness and in Health: A Guide for Students*, which contained information on student concerns about AOD. Though this guide is no longer published, the university has since produced many other publications with information on AOD abuse, many of which are referenced elsewhere throughout this report.

As noted below, particularly in the recommendations found in Section V of this report, GW strives to increase AOD abuse awareness on campus, both among students and employees. This section summarizes these achievements for each population.

A. Students

Since 1990, as required by the DFSCA, all registered students have annually received information concerning laws pertaining to the illicit manufacture, possession, distribution, and use of drugs and alcohol. (The law does not require the university to send information to continuing education students.)

In the early 1990s as a result of the efforts of the then Vice President for Academic Support Services, the Substance Abuse Prevention Center (once CADE and now HPE and Student Support) was organized. Starting in the early 1990s a publication of the Substance Abuse Prevention Center entitled “Think”¹ was distributed to resident students. One particular effort to have students become more aware of problems surrounding misuse of AOD included a week-long drug awareness program sponsored by the Student Association, the Substance Abuse Prevention Center, Dean of Student's Office, Student Health Services, Residence Hall Association, Panhellenic Association, Greeks Advocating Mature Management of Alcohol (GAMMA), Inter-fraternity Council, and Marriott Corporation. The widely diverse groups sponsoring the event are indicative of the scope of educational and prevention programs initiated on campus. Awareness programs of different types sponsored by these and other groups continue to the present.²

Concerned about alcohol, drugs, and the overall environment at GW, the university, under sponsorship of the Substance Abuse Prevention Center and CADE, participated in the nationally recognized CORE Institute alcohol and drug survey (fall of 1991, 1993, 1995, 1997, 1999, 2001, 2003, 2005, 2007, 2009) and the American College Health Association – National College Health Assessment (spring of 2014 and fall of 2016). Data from these studies have been reported under separate cover. The studies provided contemporary

¹ Think. A publication of the Substance Abuse Prevention Center, Dean of Students Office, Division of Student Academic Support Services, The George Washington University, 1990.

² Drug Awareness Week, Promotional Flier, Division of Student and Academic Support Services, The George Washington University, 1991.

information about GW student drug and alcohol use as compared to national norms.

Additionally, beginning in the fall of 2009, the university began to participate in a District of Columbia program, DC - Double Check, facilitated by the Alcoholic Beverage Regulation Administration ("ABRA"). The ABRA - DC Double Check program was designed to educate university students about the dangers of alcohol use/abuse through on-campus programming. This program also assists the District of Columbia in enforcing the laws related to underage possession and consumption of alcoholic beverages.

In fall 2019, the university established the Alcohol Programming, Education and Outreach Committee, a cross-campus collaborative committee aimed to address student alcohol behaviors. This committee reviewed current policies and made new programming recommendations. To bolster the current education being provided, AlcoholEdu for College and AlcoholEdu Ongoing Education, web-based trainings offered through Everfi, are now required for first-year undergraduate and second-year undergraduate students respectively; failure to complete the assigned course will result in a Transcript Hold. To address alcohol-use on the weekends, alternative weekend programming is offered through the GW Late Night initiative. This initiative offers campus-wide events continue on Thursday, Friday, and Saturday nights between 8pm and 2am. This days and time were identified as high-drinking times based on findings from the 2018-2019 AlcoholEdu Report.

Today, the university makes widely available online resources related to AOD as well as publications containing alcohol and other drug-related regulations. These publications include the *Code of Student Conduct*, the *Alcoholic Beverage Consumption and Distribution Policy*, and the *Residential Community Conduct Guidelines (which became part of the Code of Student Conduct in 2019)*.

B. Faculty and Staff

Since 1990, information required by the DFSCA has been sent annually to all faculty and staff. Additionally, the university's HRMD's website contains information regarding the university's policies and workplace rules on the illicit use of drugs and alcohol and resources available through the Wellbeing Hotline. At the time of appointment, every faculty member is provided electronic access to the Faculty Handbook which reinforces the university's commitment to a drug-free educational environment. This commitment was reaffirmed in 2015 when the Faculty Handbook was revised.

IV. **Summary of AOD Program Strengths and Weaknesses**

The university has undertaken a number of initiatives and programs to help educate and inform the community about AOD. The number, quality, and continuing evolution

of the programs demonstrate the university's commitment to educating the community and correcting abuses where they might exist.

According to SRR, the total number of Code of Student Conduct violations or potential violations for possession or consumption of alcohol in 2018-2019 for which students were referred for AOD screenings and educational programming was 243 students. In comparison, the total number of violations or potential violations for possession or consumption of alcohol in 2019-2020 for which students were referred for AOD screenings and educational programming was for 202 students.

Additionally, according to SRR, the total number of Code of Student Conduct violations or potential violations for possession or use of controlled substances or paraphernalia in 2018-2019 for which students were referred for AOD screenings or educational programming was 88 students. In comparison, the total number of Code of Student Conduct violations or potential violations for possession or use of controlled substances or paraphernalia in 2019-2020 for which students were referred for AOD screenings or educational programming was 77 students. AOD screenings and programming included: online and in-person assessments and online and in-person educational resources.

V. **Recommendations for the University's AOD Program**

After a thorough review of policies and procedures in a program review conducted in 2019-2020, the university has concluded that it has strong programs directed at education and information concerning the abuse of AOD. While acknowledging this, the university has the following recommendations:

A. Students

The Alcohol Programming, Education and Outreach Committee, recommends that the university continues its awareness and education programming, brief interventions for substance use and other similar programs, along with the orientation sessions. The university plans to implement the American College Health National College Health Assessment (ACHA-NCHA) in Fall 2021 to further determine alcohol-use behaviors. It is also recommended that the university considers the implementation of a social norming campaign aimed to shift attitudes, beliefs, and behaviors regarding alcohol use in college. Additionally, the university should continue its coordination with the city government through the ABRA - DC Double Check program to combat advertisement and promotion of parties and alcohol-focused events directed towards underage consumers by local community establishments and venues.

B. Faculty and Staff

The university should continue its educational programs for staff and faculty offered through its Employee Assistance Program-Wellbeing Hotline and should

continue to communicate available AOD resources to its employees. Additionally, the university should periodically remind administrators and supervisors of their responsibility to report suspected AOD incidents in the workplace to the appropriate office. The university may also consider developing more methods to evaluate the effectiveness of its AOD program and resources with respect to faculty and staff.

APPENDIX A:

AOD Statistics and Reports

HPE AlcoholEdu Reports:

- 2018-2019 Impact Report
- 2019-2020 Impact Report

GWPD Annual Security & Fire Safety Reports:

- 2017
- 2018
- 2019

Student Support-Substance Use Intervention Annual Review:

- 2019-2020

APPENDIX B:

AOD Policies and Resources Available to Students and Employees

This appendix includes the following policies and resources:

- *2020 DFSCA Annual Notice*, available at <https://studentconduct.gwu.edu/drug-free-schools-communities-act>
- *Code of Student Conduct*, available at <https://studentconduct.gwu.edu/code-student-conduct>
- *Alcoholic Beverage Consumption and Distribution Policy*, available at <http://studentconduct.gwu.edu/abcd-policy>
- University Alcohol and Other Drug Medical Amnesty Statement, available at <https://studentconduct.gwu.edu/alcohol-medical-amnesty>
- *HPE website pages*, available at <https://studentlife.gwu.edu/well-being-initiatives>
- *Employee Handbook, Drug Free Workplace and Substance Abuse Prevention*, available at <https://hr.gwu.edu/policies-and-practices>