



## **NEBRASKA METHODIST COLLEGE**

Drug and Alcohol Program Biennial Review  
2018-2020

In Compliance with the Education Department General  
Administrative Regulations Part 86 (EDGAR 86).

## Introduction

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The 2018-2020 Nebraska Methodist College Biennial Review fulfills the requirements of the Drug-Free Schools and Campuses regulation mandating institutions of higher education conduct a biennial review of their alcohol and other drug programs and policies (EDGAR Part 86.100).

In accordance with federal regulations, each institution of higher education must annually distribute the following in writing to all students and employees:

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

Further, federal law requires that the institution conduct a biennial review of its program with the following objectives:

- Determining the effectiveness of the policy and implementing changes to the alcohol and other drug programs if they are needed; and
- To ensure that the sanctions developed are enforced consistently. The biennial review must also include a determination as to:
  - The number of drug- and alcohol-related violations and fatalities occurring on the campus or as part of their activities that are reported to campus officials;
  - The number and types of sanctions the institution imposes on students or employees as a result of such violations or fatalities.

The following campus units provide information for biennial review:

- Office of Student Engagement
- Campus Housing
- Campus Security
- Methodist Health System Human Resources
- Education Compliance

The following information was examined for the biennial review:

- Institutional alcohol and drug policies;
- Alcohol and drug information provided to students;
- NMC website, College Catalog, Campus Housing, and Program Handbook policies related to drug and alcohol use on campus and the sanctions imposed for failure to comply;
- Methodist Health System employee policies related to drug and alcohol use by college employees and the sanctions imposed for failure to comply;
- Resources available to students and employees regarding drug and alcohol abuse

- Incident reports and/or safety and security checks related to any possible infractions of the drug and alcohol policy; and
- Local, state and federal rules and regulations.

The purpose of this document is to meet the legal requirements of conducting a biennial review and summarize the programs and activities related to alcohol and drug prevention on Nebraska Methodist College's campus during the 2018-2019 and 2019-2020 academic years.

## Compliance with Drug-Free Schools and Communities Act

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Nebraska Methodist College (NMC) has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by students and employees both on its campus properties and as a part of the college activities. NMC has a policy on alcohol and other drugs that is distributed to students during CARE Days, new student orientation, accessible online on the NMC website as well as Campus Housing Handbook and Program Handbooks. The Methodist Health System employee training reviews a health system wide drug and alcohol policy at employee orientation and during the annual organizational review.

The information located on NMC's website contains the following:

- Standards of conduct that prohibit unlawful possession, use or distribution of illicit drugs and alcohol on its property or as a part of its activities;
- A description of the health risks associated with the use of illicit drugs and abuse of alcohol;
- A description of counseling or treatment programs;
- A clear statement and description of the disciplinary sanctions the institution will impose on students and employees.

Drug and alcohol policy notification is distributed as an e-mail annually. The drug and alcohol policy notification includes information on health risks associated with drugs and alcohol, and legal sanctions, state and federal laws in addition to the actual policy statements. Annual Clery reporting also provides current student and employees along with prospective students or employee a review of NMC's drug and alcohol policies.

## NMC Policy and Culture

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NMC recognizes misuse of alcohol and other drugs and the unlawful possession, use or distribution of illicit drugs and alcohol pose major health problems, are potential safety and security problems, can adversely affect academic, clinical, and job performance, and can generally inhibit the educational development of students. The College is committed to providing students, faculty, staff, and visitors a safe campus and workplace. All employees and students have been notified of this policy by print or electronic publication and on NMC website.

***Provide Alcohol-Free Options:*** All activities on campus are alcohol free. This includes residence hall meetings and activities, CARE Days, welcome week activities, student volunteer events, honors and recognition events, and orientation activities.

**Normative Environment:** The college norm at NMC is that of health and wellness. As a healthcare institution, the campus is dry and has serious sanctions for drug and alcohol violations. In the 2020 NMC Climate survey (n = 171), 97% of respondents reported that it is important for them at NMC to work/study where healthy lifestyles were supported. Since the focus is on patient care and clinical work, classroom and clinical attendance is mandatory and behaviors that indicate drug or alcohol use are addressed promptly. A drug and alcohol test is required before attending clinical as regulated by clinical sites and the college. Violations are addressed. Past violations are discussed with program chairpersons due to the effect this may have on future licensure.

Further in the 2020 NMC Climate survey, 97% of respondents reported addiction management was not a concern. However, 54% of respondents reported either “very concerned” or “somewhat concerned” with their emotional and/or mental health, which may be a gateway to drug and alcohol usage. NMC has licensed support staff available to the students virtually or on campus in the campus health center, for mental health/stress management/relationship counseling or spiritual guidance. Employee Assistance Program (EAP) & Student Assistance Program (SAP) offers free confidential counseling services to NMC employees (EAP) and for on ground and online students and their spouse and dependents (SAP) 24/7/365.

**Alcohol Availability:** There is no alcohol allowed on campus.

**Marketing and Promotion of Alcohol:** There is no marketing of alcohol allowed on campus.

**Policy Development and Enforcement:** All drug and alcohol laws are enforced both on campus and in the community. Violators are dealt with according to the law and the campus policies.

**Alcohol and Drug Policy:** NMC encourages all members of the college community to maintain civic and social responsibility when making decisions regarding the use of alcoholic beverages. If a student demonstrates unsafe and/or unprofessional behavior and fails to achieve the standard of care, violates professional standards or state practice acts of each academic program, or calls into question the professional accountability of the student, corrective action will follow. Students are expected to adhere to the standards of behavior required of healthcare professionals.

Depending upon the degree of actual or potential harm a client may suffer, a one-time deviation from safe practice may be sufficient to judge a student unsafe. In accordance with the College's position on alcoholic beverages or drugs (illegal or prescribed), students practicing in a clinical setting or coming to class under the influence of alcohol and/or drugs is prohibited and warrants corrective action. The College may require a student to submit to a blood, breath, and/or urine test for drugs or alcohol for reasonable cause. A student may request assistance with a drug or alcohol-related use/abuse problem without risk of penalty, provided the request is not the result of a violation. All such requests will maintain the student's confidentiality. See the NMC website for the reasonable cause testing procedure.

NMC is committed to promoting a safe and healthy environment for all students. NMC's Medical Amnesty policy benefits our campus by encouraging students to make responsible decisions in seeking medical attention in serious or life-threatening situations that result from alcohol and/or other drug abuse and in any situation where medical treatment is reasonably believed to be appropriate. If a student is so intoxicated or drugged that s/he is unable to be awakened, letting that person "sleep it off" is not a reasonable alternative to getting him/her the necessary medical help. This policy seeks to diminish fear of disciplinary and conduct sanctions in such situations and to encourage individuals and organizations to

seek needed medical attention for students in distress from alcohol and drug use. See NMC's Medical Amnesty policy on NMC's website.

**Josie's Village Campus Housing Policy:** The use and/or possession of alcohol/alcohol containers, as well as the manufacture, sale, distribution, use and/or possession of illegal drugs/drug paraphernalia is prohibited on campus. The consequences for each resident involved in an alcohol-related violation are as follows:

- 1st Incident - All guests escorted out of Josie's Village and an alcohol awareness session with a College counselor.
- 2nd Incident - Guest privileges restricted for two weeks, 10 hours of community service at NMC and completion of alcohol education course (course fee of \$250 to be paid by student).
- 3rd Incident - Alcohol evaluation, resident is placed on housing probation and \$500 fine.
- 4th Incident - Eviction from Josie's Village without any refund of rent or deposits paid.

The consequences for each person involved in an illegal drug related violation at Josie's Village will include the following:

- Automatic eviction of the resident(s) from Josie's Village, without any refund of rent or deposits paid; and
- All names referred to College and local authorities where additional College, local, state, and federal sanctions may apply.

Sanctions for either type of violation may also include the immediate dismissal of a student from the College.

**Drug and Background Check Policy:** Students involved in clinical or fieldwork experiences are required to provide evidence that they are drug free, and also submit to a background check before being allowed to participate in any clinical or fieldwork experiences. If the background check and drug screening are not completed, the student will not be permitted to enroll in clinical courses. Background check forms will be turned in at new student orientation. The drug screen will be completed in the semester prior to the start of the student's first clinical course. All necessary directions and forms, and other details associated with the drug and background testing are available on-line and at orientation, including specific details regarding privacy rights and disclosure.

Evidence of a criminal background and/or history of adult or child abuse as evidenced in the Nebraska Adult and Child Abuse Registry will be referred to the Academic Dean for follow-up. A positive result on a drug test will be forwarded to a counselor at Nebraska Methodist College as well as the student's Academic Dean. Both the Counselor and the Academic Dean will follow up with the student on the ramifications of the positive drug test. Possible consequences will vary depending on the level of severity and the need for additional treatment. At the very least the student will be unable to attend a clinical or field site until cleared to do so by the Counselor as well as the requirement of passing another drug test. Because drug use is illegal, and therefore in violation of the College Code of Conduct, there is also a possibility of suspension from the college or other disciplinary action.

## Enforcement

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NMC students and employees are responsible for complying with applicable state laws and city ordinances. These guidelines establish that:

- No person under 21 years of age may use or be in possession of alcoholic beverages.
- Alcoholic beverages may not be available to minors.
- Misrepresentation of age for the purpose of purchasing alcoholic beverages is a violation of state law.

NMC students and employees are responsible for complying with NMC's Code of Conduct regarding illicit drugs and alcohol. These guidelines establish that:

- It is a violation of the alcohol and drug policy for students to consume or possess alcoholic beverages or illicit drugs on campus.
- Student possession or consumption of alcohol on campus or at any College-sponsored student event shall constitute misconduct. A College-sponsored event is any gathering where students are in attendance that is arranged or endorsed by the College.
- Should a student attend class, clinical, laboratory session, practicum or College sponsored or approved event while under the influence of alcohol or drugs, this shall constitute misconduct.
- Any student or student organization, which violates this policy, will be subject to disciplinary action, which may include immediate dismissal from the College.
- The manufacture, sale, possession, distribution or use of illegal drugs is prohibited.
- Alcohol found by staff will be disposed of immediately. Persons found in violation of this policy will be subject to administrative or disciplinary sanctions listed in the Campus Housing Handbook, Program Handbook, and/or Code of Conduct policy. This includes the presence of empty or full alcoholic beverage containers. Such sanctions may include:
  - Warning and/or probationary period (Disciplinary)
  - Contact with parent/guardian
  - Referral to an alcohol education program
  - Counseling services
  - Suspension from NMC
  - Termination from NMC
  - Possible arrest, imprisonment, or fine according to state alcohol laws.
- NMC will cooperate fully with state and federal laws. Section 5301 of the *Anti-Drug Abuse Act of 1988* states in part, "if a student is convicted of drug distribution or possession, the court may suspend eligibility of Title IV financial aid. If a student is convicted three or more times for drug distribution, he/she may become permanently ineligible to receive Title IV financial aid."

**2018-2020 Drug and Alcohol Policy Violations:** NMC is a private health professions institution with an enrollment of approximately 1,200 students. Fortunately, throughout the years, NMC has not experienced a large number of drug or alcohol violations. According to NMC's Annual Security Report required by the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act)*, in 2018-2019 and 2019-2020 there were no *Clery* reportable drug or alcohol violations. There were no drug or alcohol fatalities at NMC.

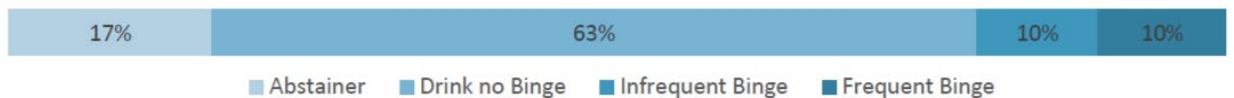
The primary sources on campus enforcing the alcohol and drug policies are the Campus Security officers and Residential Assistants (RAs). Campus Security and RAs work with Office of Student Engagement and Campus Housing Coordinator to handle interventions and/or sanctions. It is the primary responsibility of the Dean of Students to assess instances of infractions by students and to determine sanctions. For 2018-19 and 2019-20, 4 referrals were made to the Dean of Students for drugs and/or alcohol policy concerns. NMC will continue to develop, evaluate, assess and pursue the best practices for our campus to create a safe and healthy environment for our students.

## Assessment & Prevalence Rates

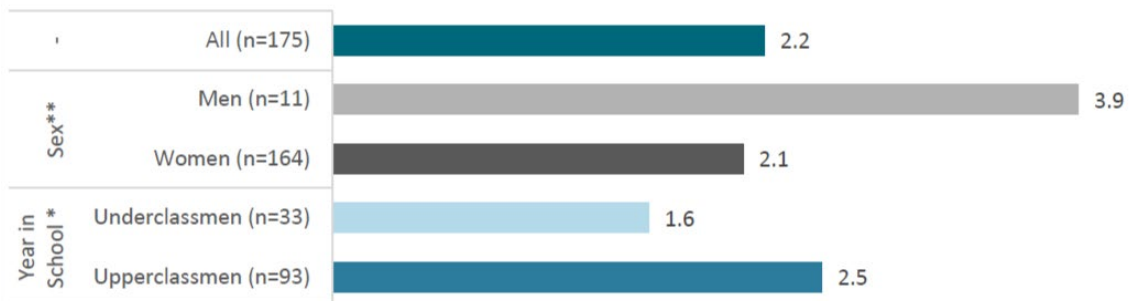
**Methods:** The Nebraska Assessment of College Health Behaviors (NACHB) is a survey designed to assess students' personal attitudes and behaviors related to alcohol, drugs, mental health issues, and personal violence. This survey was offered for the first time in the spring 2020 to the 13 member institutions of the Nebraska Collegiate Consortium (NCC), and is scheduled to be administered every other year going forward. Of the 1,123 NMC students invited to participate in the survey, 210 NMC students participated. The following are some key findings from the 2020 survey:

### Alcohol Use

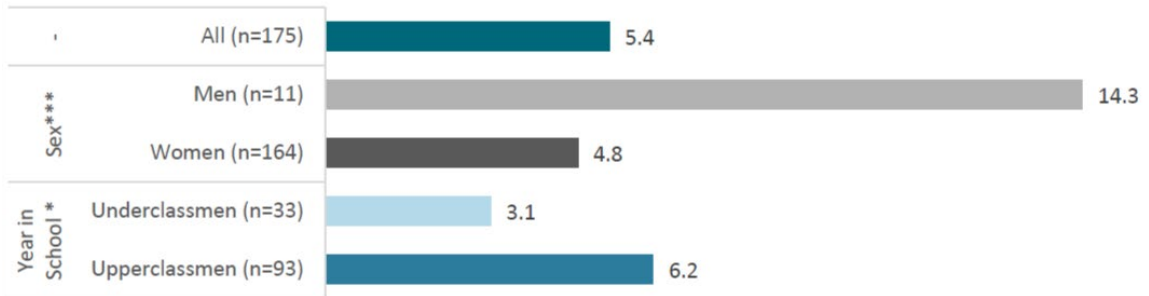
- **Rate of Use:** 17% of NMC students reported they abstain from alcohol use, and 63% reported they drink but do not binge drink.



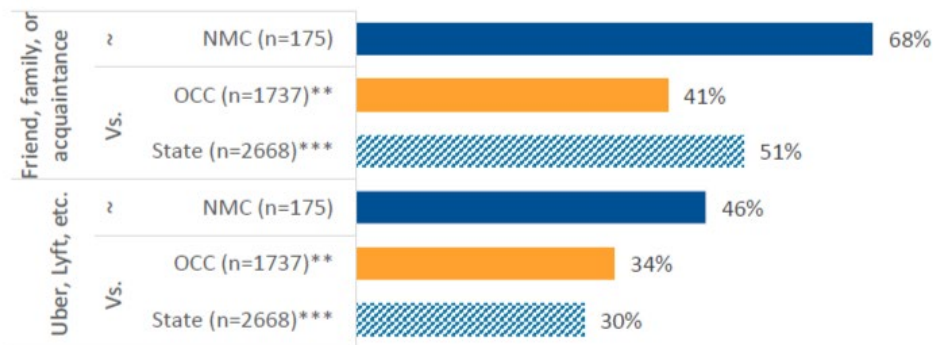
- **Consumption per Occasion:** NMC students who drink reported consuming an average of 2.2 drinks per occasion, with significant differences by sex and year in school.



- **Consumption per Week:** NMC students who drink report consuming an average of 5.4 drinks per week, with significant differences by sex and year in school.

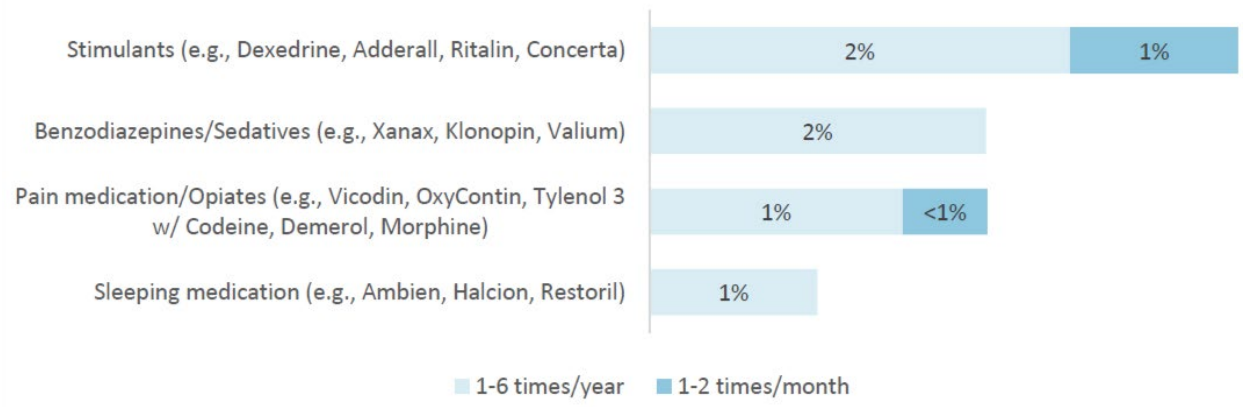


- **Designated Driver:** Compared to the other schools, NMC students were more likely to use someone they knew or a ride share service (such as Uber or Lyft) as a designated driver.



### Prescription Drug Use

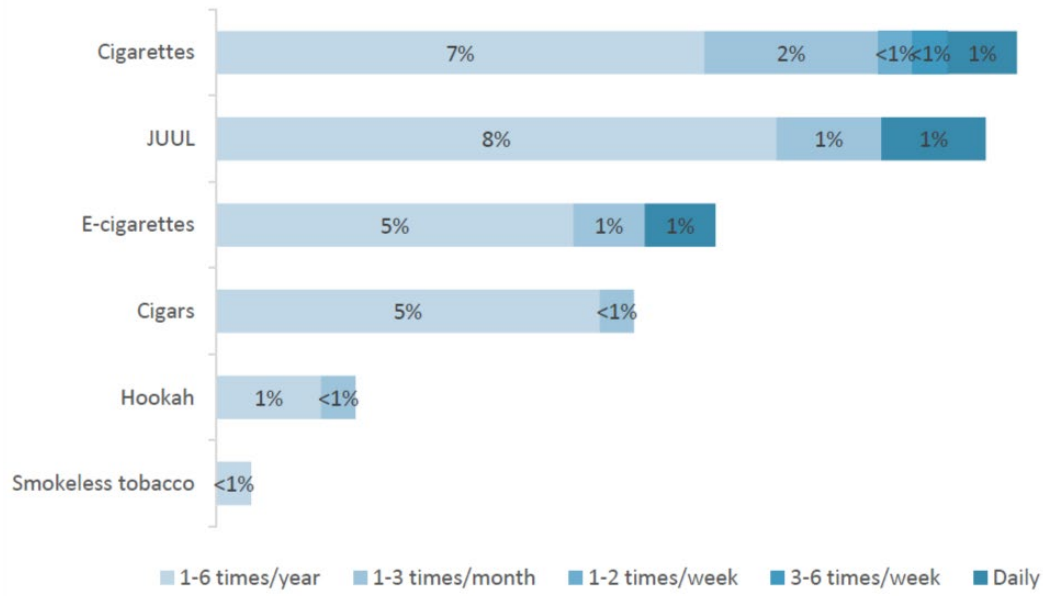
- **Rate of Use:** More than half of Nebraska Methodist students (61%) said they currently took any prescription medication or over the counter drugs.
- **Non-Prescribed Use:** Few students reported non-prescribed drug use in the last year, with stimulants being the most commonly used amongst 4 categories of prescription drug



### Tobacco Use

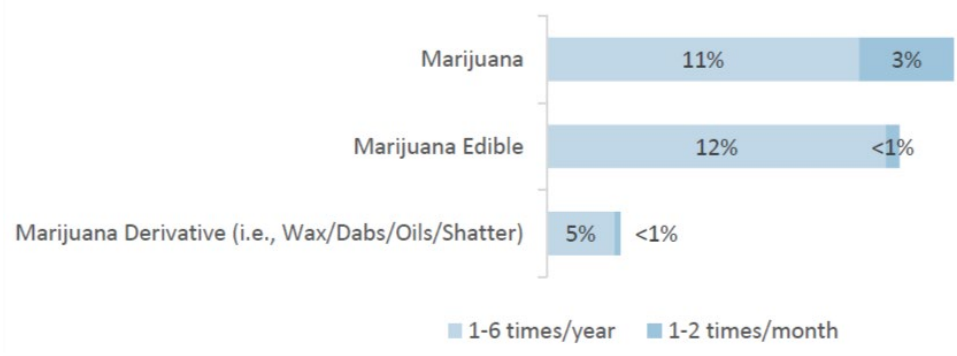
- About 11% of respondents reported tobacco use in the last year, with cigarettes being the most common form of use.





### Marijuana Use

- **Rate of Use:** Almost one in six students (14%) reported marijuana use in the past year.

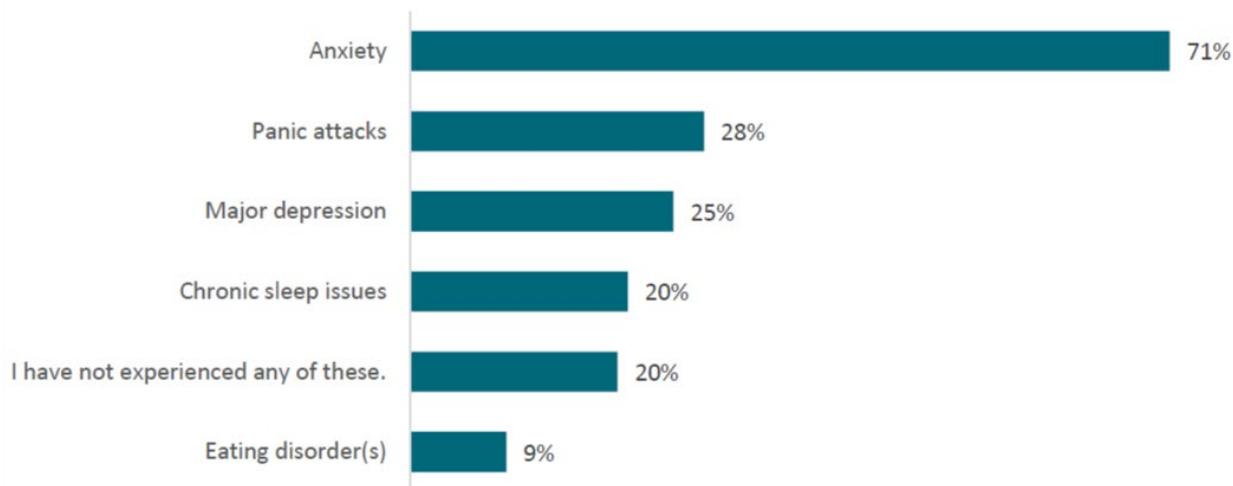


### Mental Health

- When queried about how stressed they felt in the past two weeks, almost half (45%) indicated that they were overwhelmed by their stress or that their level of stress was unbearable.



- Seven out of ten students reported experiencing anxiety in the last year - the most common mental health issue experienced by Nebraska Methodist students.



## Prevention & Intervention

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NMC has several options available for students and employees who need to address alcohol and other drug abuse issues. The college has on campus mental health and spiritual counseling and programming available. NMC also works with local community health organizations to provide counseling for students and staff members. NMC provides several opportunities for drug and alcohol abuse prevention information and programming. This includes the following:

- Provide students with online information via Student Health 101 and social media outlets such as Facebook, Twitter and Instagram.
- Provide health information to students and staff through stall stories posted in the bathroom stalls, video boards, and bulletin boards.
- NMC belongs to the Nebraska Collegiate Consortium (NCC), a group of 27 institutions across Nebraska, and the Omaha Collegiate Consortium (OCC), a group of 7 Omaha-area colleges and universities. Both the NCC and OCC are groups that have come together to address high-risk drinking on their campuses through awareness on campus and digital awareness campaigns.
- NMC Counselor, Student Services and Campus Housing staff attends training and workshops on alcohol programming and prevention strategies.
- Provide educational materials during CARE Days, new student orientation, campus safety, sexual assault, and drug and alcohol awareness weeks.
- EAP and SAP offer free 24/7/365 counseling opportunities for students, NMC employees and their dependents. EAP and SAP provides in person and virtual programming throughout the academic year covering mental health, drug/alcohol use, stress management and self-care topics.

Programming is recorded and reviewed each even year by the Office of Student Engagement.

## Health Risks and Effects

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Substance abuse can cause serious health and behavioral problems, including short-and long-term effects upon the body (physiological) and mind (psychological), as well as impairment of learning ability, memory,

and performance. Alcohol and drug usage causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely. Low to moderate doses of alcohol also increases the incidence of a variety of aggressive acts, including domestic violence and date rape. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. Repeated use of alcohol and drugs can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Long-term consumption of large quantities of alcohol and drugs, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

As mandated by the Drug-Free Schools and Campuses Act, NMC's drug and alcohol policy is distributed to all students, staff and faculty on an annual basis, and during every even year, a biennial review of the comprehensive alcohol and other drug program is conducted. In addition to the materials distributed annually for compliance with the *Drug-Free Schools and Campuses Act of 1989*, several educational programs related to the use/abuse of alcohol and other drugs and alcohol-free activities are held at NMC. These programs serve to increase awareness of the health and safety concerns associated with using/abusing alcohol and/or other drugs and provide fun, healthy alternatives.

- During CARE Days and New Student Orientation, staff members, and orientation leaders present educational programs discussing NMC drug and alcohol policies as well as the campus and community resources available for assistance. Several student groups and the campus housing RAs sponsor alcohol-free activities during Welcome Week.
- Other alcohol-free programs sponsored by student organizations, students, faculty, and staff include, but are not limited to:
  - "A Shot of Reality" Alcohol Awareness (annual event)
  - Virtual social meet ups with new incoming students and parents
  - Virtual social meet ups between student groups
  - Wellness events:
    - Cold kits
    - Stress Awareness information
    - Women's health promotion presentations
    - Tai Chi
    - Wellness Fair
    - Mindset Lunch & Learns
  - Student Housing Fellowship activities
  - Valentine bags—Provided STD information, condoms and healthy relationship tips (annual event)
  - Student Food Pantry
  - All-College Fall Carnival (2017-2019)
  - Easter Eggstravaganza (2013 – 2019)
  - March Mania—basketball games and contests, free nachos (annually in March)
  - Ignite Bible studies (monthly)
  - All-College "coffees" (monthly)
  - Health & Safety week demonstrations and education (annual event)
  - Homecoming activities:
    - Root beer kegger and BBQ (annual event)
    - SAP presentation self-care presentations

- Food truck events
  - Pumpkin Patch and Haunted House tours
  - Drive-in movie
  - Dodgeball Tournaments
  - Campus Housing Bingo
- Methodist Health System SANE/SART presentation on sexual assault prevention
- Pumpkin decorating
- Study week de-stress events:
  - Coffee & donuts
  - Taco bar lunch
  - Coloring book station
  - Ugly sweater contest
  - Yoga class
  - Therapy dogs
  - Pizza lunch
  - Selfie Contest
- Each student organization has monthly meetings with their members
- Each student organization performs at least one community service activity per semester
- Campus Housing offers at least two (2) events a month for their residents

NMC is a member of the Nebraska Collegiate Consortium (NCC). This is a coalition made up of 27 participating Nebraska schools of higher education. Funding comes from the Nebraska State Patrol, grants, and individual schools. The purpose of this group is to share resources and knowledge for an overall state goal to reduce high risk drinking among college students. National experts are brought in to share intervention strategies.

NMC is also a member of the Omaha Collegiate Consortium (OCC). The OCC is an Omaha specific off shoot of the NCC. The OCC focuses on specific projects in the Omaha area and the Omaha area Colleges. Recently, the coalition was awarded a grant (SPF-SIG). The OCC's efforts are as follows:

- Since 2014, NMC has annually sent the "College Alcohol Profile" (Y1CAP) to all first time freshman students. Students utilizing the tool enter in their perception rates and drinking rates and become part of the data set for the next user. The tool itself was created at the University of Nebraska-Lincoln and used by all OCC member institutions. Students participating in the Y1CAP receive alcohol and drug training and pertinent facts throughout the inventory.
- The Y1CAP is designed to educate and poll students via interactive questions and answers. The NCC provides a full report reporting the results of the Y1CAP. This report includes rates that were found from our results and compared to other statistics gathered by Nebraska statewide surveys. The results were used to create a Social Norms campaign that included data specific to alcohol-related behavior among NMC students. This effort includes hanging posters in bathroom stalls and on bulletin boards, video board messaging as well as posting to social media feeds.

NMC's "Power of Parenting" website is a valuable parental resource available via the following link <http://www.powerofparenting-nmc.com/> and is highlighted during CARE Days and orientation. In addition to education about the NMC rules and policy's, parents were directed to speak with their children about family expectations in relation to alcohol use. As with the Y1CAP, this website is tailored to NMC both visually and with specific referral sources and contact information.

The OCC Executed a Bystander Intervention Media Campaign with the NCC, which targets college age populations. Education at student sponsored events, posters, and a media campaign urged students to get involved in curbing poor decisions made by their peers related to alcohol use.

## Recommendations for Improvement

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The following recommendations are intended to provide additional support to the existing Drug and Alcohol Prevention Program:

- Expand communication methods—alternatives to email communication to increase awareness, education and availability of resources. NMC has deployed in person and virtual options for SAP training and information delivered during health and safety weeks.
- Expand distribution of information about the Employee Assistance Program (EAP) for employees and separately promote available coverage for students (SAP).
- Integrate SAP usage and outcomes assessment to drive marketing and programming needs.
- NMC is presently evaluating how information from the Nebraska Assessment of College Health Behaviors (NACHB) is a survey and NMC’s 2020 climate survey can be used to design and implement future drug and alcohol prevention education and training.

## Resources for Assistance

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All students and employees are encouraged to seek early help if they feel they have a problem with alcohol and/or other drugs, and to learn how to assist others with substance abuse problems. With early assistance it is less likely that serious consequences will result from an alcohol or other drug problem. There are resources on campus and in the community for assistance. Questions should be directed to the Dean of Students.

Short-term alcohol and other drug counseling are available on campus to students through NMC’s Counseling Center. Students may be referred through the Counseling Center to other treatment programs for more intensive treatment. Through NMC’s Human Resources department, Methodist Health System Employee Assistance Program/Licensee Assistance Program offers employees additional education and counseling, as well as appropriate referrals.

**Special Note:** Please be aware that healthcare providers hold a special responsibility to the public. Drug and alcohol violations are taken seriously due to the professional nature of NMC. The State of Nebraska licensing boards require an explanation and description of any misdemeanor or felony before State Boards can be taken.

Within Omaha, the following community agencies exist.

### HEALTH CARE

Douglas County Health Department..... 402-444-7476  
Methodist Hospital Emergency Department..... 402-354-4424

### LEGAL SERVICES

Abrahams Legal Clinic @ Creighton University (Douglas County Residents Only) .. 402-280-3068  
 Lawyer Referral Service ..... 402-280-3603  
 Legal Aid of Nebraska..... 402-348-1069

**MENTAL HEALTH**

Douglas County Community Mental Health Center ..... 402-444-7000  
 CHI Health Psychiatric Associates ..... 402-717-5550  
 Nebraska Family Support Network..... 402-345-0791

**SUBSTANCE ABUSE**

Marijuana Helpline..... 888-328-2518  
 Al-Anon/Alateen ..... 402-553-5033  
 Alcoholics Anonymous (24 hours) ..... 402-556-1880  
 NOVA Therapeutic Community..... 402-455-8303  
 MADD – Mothers Against Drunk Driving ..... 402-434-5330  
 Narcotics Anonymous ..... 402-660-3662  
 Overcomers in Christ (Addictions/Dysfunction) ..... 866-573-0966  
 United Way of the Midlands..... 402-342-8232

For additional community resources and contact information, visit <http://uwmidlands.org/directory/>. This website is provided by United Way of the Midlands and is entitled “2-1-1/First Call for Help Community Resource Directory”. The site includes information about services throughout Eastern Nebraska and Southwest Iowa.

Also, community resources are available at Methodist Community Counseling Program—(402) 354-6891 and Jewish Family Services—(402) 330-2024.

Many of these agencies provide a variety of services, which may include intake/evaluation, social setting detoxification, intensive residential program, chemical dependency programs, etc. Interested individuals are encouraged to contact each agency for additional information regarding specific services and costs.

For the most up-to-date information regarding NMC’s Alcohol and Drug Policy, please visit: <http://www.methodistcollege.edu/about/policies-and-guidelines/personal-conduct>, the Employee Handbook, or Campus Housing Handbook. See also NMC’s Code of Conduct Policy, Drug Prevention Program, and Medical Amnesty Policy.