



Biennial Review of Faith International University's Drug and Alcohol Abuse Prevention Programming

Review Time Frame: Academic Years 2020-2021; 2021-2022

Introduction

Faith International University (FIU or the University) is committed to supporting the safety and health of its students and employees in furtherance of its mission of equipping Christian leaders with a biblical, theological, and practical education empowering them to apply and proclaim the inerrant Word of God for worldwide Christian service. As part of that commitment, the University has implemented a comprehensive Drug and Alcohol Abuse Prevention Policy (DAAPP), geared toward preventing drug and alcohol abuse through the implementation of education, assessment, and other referral or counseling services.

This report is the result of a biennial review of FIU's alcohol and drug prevention programming, in compliance with the Drug-Free Workplace Act of 1988 and the Federal Drug Free Schools and Communities Act of 1989 (34 C.F.R. Part 86).

Biennial Review Process

In support of the safety and health of its students and employees, and pursuant to its obligation to conduct a biennial review of its drug and alcohol abuse prevention programs, FIU has authorized an administrative review of those programs that is completed every other year. The purpose of this review is (1) to consider whether the College is meeting its obligations under the Federal Drug Free Schools and Communities Act and (2) to summarize the programs, as well as related policies and procedures, and to recommend any appropriate enhancements to those programs, policies and procedure.

The University's DAAPP Review Committee reconvened in January 2023 to conduct the 2020-2021/2021-2022 biennial review. The Review Committee is chaired by the University's President/CEO, Dr. Michael J. Adams. Other committee members include:

- Kimberly Adams—Executive Assistant
- Mary Veloni—Chief Compliance Officer and Registrar
- Laura Gunnarson—Financial Aid Director
- John Wheeler—Dean of Students/Executive Vice President
- Kimberly Wheeler—Director of Advancement

In addition, a DAAPP policy review and assessment were discussed at the bi-annual meeting of the Governing Board in July, 2022. The Board made no new recommendations for updating the DAAPP. The following materials and programs were examined as part of this biennial review:

- The Higher Education Amendments of 1998, and the Drug-Free Schools and Communities Act Amendments of 1989.
- U.S. Department of Education, *Complying with the Drug-Free Schools and Campuses Regulations*, <https://safesupportivelearning.ed.gov/sites/default/files/hec/product/dfscr.pdf>
- *The Resurgence of the Drug-Free Schools and Communities Act: A Call to Action*, <https://safesupportivelearning.ed.gov/sites/default/files/hec/product/dfscr.pdf>
- Drug Free Schools and Communities Act: Fitting Into the ASR, http://ncsam.clerycenter.org/wp-content/uploads/NCSAM18_DFSCA-ASR_rev1.pdf

- Faith International University Student Handbook
- Faith International University Academic Catalog
- Faith International University Drug and Alcohol Abuse Prevention Policy (DAAPP)
- Faith International University Application Materials
- Faith International University Consumer Information
- Faith International University Biblical Code of Conduct
- Drug and Alcohol Abuse Prevention Educational Posters and Materials

Annual Notification Process

Starting in July of 2017, the University developed a notice that is distributed to all students and employees by email containing the University's Drug and Alcohol Policy, as well as other Consumer Information, such as the ASR. Additionally, the Drug and Alcohol Policy is distributed to all new Admissions applicants, as well as prospective students seeking information. The Drug and Alcohol Policy contains the following:

- Standards of conduct prohibiting unlawful possession, use or distribution of illicit drugs and alcohol on the institution's property or as part of its activities
- A description of the health and safety risks associated with the use of illicit drugs and abuse of alcohol
- A description of applicable legal sanctions under local, state and federal law
- A description of counseling or treatment programs with contact information
- A clear statement and description of the disciplinary sanctions the institution will impose on students and employees

Policy Inventory

The over-all Drug and Alcohol Abuse Prevention Policy was examined as part of this biennial review and is attached at Appendix C. The policy can be found in the following University publications:

- As part of all program applications
- As part of the Admissions' Office new and prospective student email templates
- On page 14 of the Student Handbook
- On page 7 of the Academic Catalog
- Pages 11, 68, 82 & 85 of the Employee/Faculty Policies and Procedures Manual
- Under the Consumer Information tab on the University website:
<https://www.faithiu.edu/current-students/campus-policies/>

Educational and Treatment Programs

Educational posters on the risks of drug and alcohol usage are kept updated in the Student Lounge on campus. Educational hand-outs from the CDC on Alcohol Use and Your Health and are distributed along with the DAAPP (<http://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm>). A more detailed description of health risks for various drugs is also included in the DAAPP.

Students who have concerns about drug and alcohol usage are encouraged to call the Washington Recovery Help Line, which provides 24-hour help for substance abuse and related problems and can be reached at 866-789-1511. The Washington Recovery Helpline (<https://www.warecoveryhelpline.org/>) website contains information about and links to recovery resources. Also, available online is a [Directory of Certified Chemical Dependency Services in Washington State](#), published by the state Department of Social and Health Services.

Other treatment and rehabilitation programs for those dealing with substance abuse include, but are not limited to, the following:

- National Council on Alcoholism and Drug Dependence Hopeline (NCADD)
 - Telephone: 1-800-NCA-CALL (622-2255)
 - Website: www.ncadd.org
- Substance Abuse and Mental Health Services Administration (SAMHSA)
 - Telephone: 1-800-662-HELP (4357)
 - Website: www.samhsa.gov
 - Treatment Finder: www.findtreatment.samhsa.gov
- National Institute on Alcohol Abuse and Alcoholism (NIAAA)
 - Telephone: 1-800-662-HELP (4357)
 - Website: www.niaaa.nih.gov
- National Institute on Drug Abuse (NIDA)
 - Telephone: 1-800-662-HELP (4357)
 - Website: www.drugabuse.gov
- Alcoholics Anonymous (AA)
 - Website: www.aa.org
 - To find an AA community near you: www.aa.org/pages/en_US/find-aa-resources
- Al-Anon/Alateen
 - Telephone: 1-888-4AL-ANON (425-2666)
 - Website: www.al-anon.alateen.org
- Cocaine Anonymous
 - Telephone: 1-800-347-8998
 - Website: www.ca.org

Additional referrals may be obtained by consulting the Office of the Executive Vice-President.

All the above information is included in the DAAPP at the time of distribution.

Enforcement Analysis

The Director of Human Resources is responsible for employee conduct violations related to alcohol and drugs. Enforcement of the University's policies and procedures concerning the student body are largely the responsibility of the Office of the Executive Vice President.

The table below summarizes sanctions imposed for student violations of the DAAPP that were reported to campus officials, or that have occurred on campus as part of FIU's activities. There were no employee conduct violations related to alcohol and drugs during the review period covered by this report.

		2020-2021	Range of Discipline		2021-2022	Range of Discipline
Possession or usage in violation of Policy	Alcohol	0			0	
	Illegal Drugs	0			0	
Public Disturbance	Alcohol	0			0	
	Illegal Drugs	0			0	
Property Damage	Alcohol	0			0	
	Illegal Drugs	0			0	
Physical Altercations (including sexual violence)	Alcohol	0			0	
	Illegal Drugs	0			0	
Driving Violations/Accidents	Alcohol	0			0	
	Illegal Drugs	0			0	
Illegal Manufacture, Sale, or Distribution	Alcohol	0			0	
	Illegal Drugs	0			0	
Fatalities	Alcohol	0			0	
	Illegal Drugs	0			0	

Enforcement Consistency Analysis

The Committee has assessed the consistency of imposed sanctions for violations of disciplinary standards and codes of conduct and finds disciplinary actions to be consistent with each circumstance of policy violation. The handling of the situations shows consistency by the University, regardless of the offending students' race, ethnicity, gender, or other protected category or the offending students' involvement in any particular program or student activity.

Assessment

The Review Committee considered the overall effectiveness of the University's drug and alcohol abuse prevention policy. They discussed both the challenges and the benefits of assessing and enforcing drug and alcohol policy among students who are primarily Distance Education students working in churches around the world.

During the course of its review, the Committee identified the following strengths with the University's drug and alcohol abuse prevention program during the two-year review period:

- Consistent sanctioning when enforcing drug and alcohol policies.
- A section on fentanyl was added to the Drug and Alcohol Abuse Prevention Policy due to the prevalence of fentanyl on U.S. streets.
- The Admissions Office is distributing the Drug and Alcohol Prevention Abuse Policy to all new applicants and prospective students.
- A procedure has been developed to ensure a biennial review occurs every other year.
- The development of a Policy Inventory has led to the removal of outdated content from publications and makes it easier to update all needed areas.
- Educational posters and materials on campus have been enhanced to provide education on the health risks associated with substance use and abuse, and the prevalence and dangers of fentanyl.
- The University has the benefit of collaborating its programs with churches who already have comprehensive substance abuse prevention teachings, accountability and treatment programs to assist pastors/ministers-in-training who attend the University.
- The DAAPP has been revised to include an enhanced section of Federal Sanctions for policy violations, and a section on the dangers and prevalence of fentanyl.

During the course of its review, the Committee identified the following areas that need improvement or further consideration with regards to the University's drug and alcohol abuse prevention program:

- Annual survey questions need updating and revision again to further assist in identifying the effectiveness of FIU's drug and alcohol policy.
- Updated questions could be added to anonymous Exit Interviews to assist in determining policy effectiveness.
- The University could undertake a probative inquiry to determine how best to collect assessment data. A task force has been assigned to this inquiry.
- Regular education for Staff and Faculty could improve.

Recommended Policy and Programming Revisions

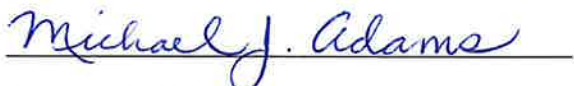
At this time, the Committee does not have any recommended policy revisions. Regarding programming and distribution:

- It was recommended to keep the practice that the ASR and Consumer Information (including the DAAPP) continue to be distributed to all new applicants and prospects, as well as current students and staff annually in July; but that the DAAPP also be distributed separately and distinctly in the first month of the calendar year, and annually thereafter.
- The Daily Crime will continue to include any reported or known drug and alcohol policy violations.
- It is recommended that the existing Incident Report be reviewed and updated to accompany Daily Crime Log notations that concern DAAPP violations.

As the University considers and implements these efforts, the process of evaluation will continue, and adjustments will be made as needed to accomplish the overall goal of emphasizing the importance of drug and alcohol abuse prevention to the campus community.

Approval

This report was presented to and approved by the President in January 2023.

A handwritten signature in blue ink that reads "Michael J. Adams". The signature is written in a cursive style and is positioned above a horizontal line.

President's Signature