

# CENTRAL CONNECTICUT STATE UNIVERSITY DRUG FREE SCHOOLS ACT 2024 BIENNIAL REPORT





# Drug-Free Schools Act

2024 Biennial Report

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This report was prepared on behalf of the Central Presidential Advisory Council on Alcohol and Other Drugs for President Zulma R. Toro.

Commencing this reporting year, the University modified the reporting period for our biennial reports. Therefore, this report covers the following academic years: 2021-2022, 2022-2023, and 2023-2024.



## Introduction to Central Connecticut State University

Central Connecticut State University (Central) was founded in 1849 as the New Britain Normal School and is Connecticut's oldest publicly supported institution of higher education. Located at 1615 Stanley Street, New Britain, Connecticut, Central is a fully accredited four-year university with an enrollment of approximately 6900 full time students and 2800 part time students. Central is primarily a dry campus; two floors of a residence hall allow alcohol for those of legal age. The President of Central is Dr. Zulma R. Toro.

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

The Wellness Education Coordinator is responsible for overseeing the Alcohol, Tobacco and Other Drugs (ATOD) Prevention Program for students at Central Connecticut State University. Dr. Kellie Byrd-Danso, Vice President of Student Affairs supervises the Department of Student Affairs. The following is a brief description of the 2021-2024 ATOD programs on campus.

## Presidential Advisory Council on Alcohol and Other Drugs

Central Connecticut State University has a Task Force entitled "The Presidential Advisory Council on Alcohol, Tobacco and Other Drugs," dedicated to monitoring Alcohol, Tobacco, and Other Drugs (ATOD) policies, practices and programs on campus. The Council serves the University by coordinating efforts to reduce the impact of ATOD on the community and contributes to creating optimal conditions for student academic success and personal development. The Council meets eight times during the academic year and sub-committees are formed to conduct ATOD project assignments. Members are appointed by President Zulma R. Toro. The Facilitator is Dr. Jonathan Pohl, Wellness Education Coordinator; other members include: Dr. Kellie Byrd-Danso, Vice President for Student Affairs; Stephanie Reis, Director of the Office of Student Rights and Responsibilities; Dr. Amber Cheema, Director of Health Services; Sergeant Densil Samuda, Central Police Department; Christopher Wethje, Chief Human Resources Officer; Molly McCarthy, Assistant Director of Compliance for Athletics; Marvin Wilson, Director of Residence Life; Dr. Reginald Holt, Chair of the Counselor Education & Family Therapy department; Paige Dragon, Wellness Programs Assistant.

The Advisory Council is specifically charged with:

- Establishing a forum for collaboration, coordination and accountability among the various Central departments delivering programs and enforcing policies relevant to high-risk use of Alcohol Tobacco and Other Drugs (ATOD);
- Developing recommendations for implementing an effective, comprehensive and sustainable ATOD risk reduction strategy for the University;
- Reviewing and recommending revisions as needed to all relevant University policies;
- Initiating appropriate research to assess the effectiveness of programs as well as guide recommendations;
- Preparing a biennial report for the President, with recommendations, which assess the effectiveness of programs in compliance with reporting requirements of the Drug-Free Schools Act. The work of the Advisory Council has resulted in the following activities: e-CHUG for all incoming students, as we return to eCHUG from ECheckUpToGo after using ScreenU for the past 2 years, all incoming

students are encouraged to complete an alcohol awareness program and a sexual violence prevention program.

### ScreenU and e-CHUG/e-TOKE

All incoming students, including first year students, transfer students and international students, are sent an e-mail from the Vice President of Student Affairs before the Fall and Spring semesters. First year students, transfer students and international students are sent a letter inviting them to take ScreenU (Higher Education Center on Alcohol and Other Drugs) or e-CHUG (Electronic Check-Up and Go). Their respective guardians/parents also receive a letter inviting them to become “partners in prevention” with Central. Students are reminded of the anonymity of the program as they are encouraged to complete the surveys. All students are given resources available to them on campus. In the 2021-2023 academic years, approximately 50% of students coming into the University completed ScreenU or e-CHUG. We are unable to mandate the on-line training. A copy of the ScreenU/e-CHUG letters sent to incoming students and their parents may be found in the appendix. ScreenU/e-CHUG and e-TOKE are on-line self-assessment resources available to students and include ways of decreasing or eliminating drinking/smoking. The ScreenU/e-CHUG are interactive web surveys that allow University students to enter information about their drinking patterns and receive feedback about their use of alcohol. Each assessment takes about 20 minutes to complete, is self-guided, and requires no face-to-face contact time with a counselor or administrator. If a student is concerned with the results of ScreenU/e-CHUG, the student can set up an appointment with one of our counselors to discuss the concerns. The electronic THC Online Knowledge Experience (e-TOKE) is a brief cannabis-specific assessment and feedback tool designed to reduce cannabis use among college students. The assessment takes 20 minutes to complete and requires a Javascript enabled browser. It is also self-guided and requires no face-to-face contact time with a counselor or administrator. If a student is concerned with the results of e-TOKE, the student can set up an appointment with one of our counselors to discuss the concerns. The on-line programs, e-CHUG and e-TOKE are used in the following two ways: voluntarily by students who may or may not be in counseling and can be accessed from the website or as mandated by the Office of Student Rights and Responsibilities for students who violate the alcohol policy or cannabis policy on campus as a part of the Brief Alcohol Screening for College Students (BASICS) program (for more information, see BASICS below).

### Peer Education

The Office of Wellness Education hired two peer educators through the Connecticut Healthy Campus Initiative Opioid and Stimulant Education and Awareness mini grant. The peer educators worked toward raising awareness of the use of opioids and stimulants, benefits of not using them, and hopefully reducing the use of stimulants & opioids on and off campus. The peer educators were trained in opioids and stimulants and ways to promote abstaining from use. Peer educators are involved in the creation of events, activities, and posters to make them student friendly.

### Curriculum Infusion with First Year Experience (FYE) Classes

Jonathan A. Pohl, Ph.D., Coordinator of Wellness Education, and Paige Dragon, Wellness Programs Assistant work with First Year Experience faculty to bring alcohol prevention and

stress management into the classroom. The “Programs on the Go” (curriculum infusion) efforts offer Choices about Alcohol (a brief alcohol prevention program), and Stress Management to first year experience students. Over the 3 years, 65 students have received drug and alcohol education, and 305 students have received stress management through the “Programs on the Go” presentations. Professors believe that students are struggling more with stress which can have them turn to using alcohol.

### Brief Alcohol Screening for College Students (BASICS)

Jonathan A. Pohl, Ph.D., Coordinator of Wellness Education, and Paige Dragon, a trained Graduate Intern conduct the BASICS program. This program consists of two individual sessions, offering students the opportunity to review current alcohol use, explore alternatives to drinking, and learn about low risk drinking strategies. Most referrals to BASICS have come through the Office of Student Rights and Responsibilities and Residence Life, typically these are students who have violated the alcohol policy on campus for a second time or have been sent to the emergency room because of a high-risk drinking incident. Students may be referred to by SWS Health or SWS Counseling. During the academic years 2021-2024, eight students took BASICS. A brochure describing the BASICS program may be found in the appendix.

### Choices

The Choices program uses an interactive journal in a group format to provide a psycho educational program on alcohol or cannabis. The 90-minute group covers the physical/psychological effects of alcohol or cannabis, low risk behaviors, and ways of managing negative effects of alcohol or cannabis. In Choices about alcohol, students learn about the physical and psychological effects, the laws pertaining to underage drinking and DUI, BAC levels, signs of alcohol poisoning, fake ID is a felony, and tolerance. In Choices about cannabis, students learn about the laws pertaining to cannabis, the physical and psychological effects of cannabis, and recent research in the negative impact of cannabis. As well as laws pertaining to underage cannabis use and that it is illegal to use cannabis on campus. During the academic years 2021-2024, 81 students attended Choices.

### Card 21

Student Wellness Services and The Office of Wellness Education works with the student volunteers with the program Card 21 and have those over the age of 21 purchase alcohol at local liquor stores. Local liquor establishments are encouraged to card (request proof of age) from anyone who appears to be under the age of 25. The students observe the treatment of others and report back on whether they are "carded." If the establishment cards, a letter of gratitude is sent for keeping alcohol out of the hands of underage students. If the establishment does not card, a letter of encouragement is sent to card those who appear to be under 25. Student Wellness Services held an event in Spring of 2023, as the pandemic interfered with the capacity to have volunteers buy alcohol. The six locations students purchased alcohol from: Brookside Package Store, Royal Wine & Spirits, A&S Package Store, Liquor Outlet, Central Wine & Spirits, and Stop & Shop. Only the Stop & Shop store did not card the students.

## Alcohol Awareness Fair

The Alcohol Awareness (AA) fair is a collaborative effort on the part of Central's Student Wellness Services, peer educators, Counseling and Student Development, Health Services, Central Police Department, RECentral, and several Central clubs and organizations, presenting on the barrier alcohol use creates towards academic goals. At the AA fair in Fall of 2022 there were 210 participants with 141 students completing a stamp card. Opioid Awareness at the alcohol awareness fair - helping students understand the connection between alcohol and opioids, had 91 participants.

## Prescription Drug Misuse

Wellness Education secured two years of a Connecticut Healthy Campus Initiative Opioid and Stimulant Awareness and Education mini grant to support efforts to increase the availability of Public Access Naloxone (PAN) on campus as well as Naloxone use training. The grants have also supported tabling efforts, poster campaigns and social media efforts to increase awareness of Fentanyl and Xylazine in street pills, the benefits and costs of prescription drug misuse, sharing prescriptions is unsafe and a felony, and that stimulants do not increase GPA's. We hope future efforts can include videos/TikTok's to provide information in a format student readily use.

## Smoking Cessation in Wellness Education

The Office of Wellness Education did not have any formal smoking cessation group. If a student is considering quitting nicotine use, Dr. Pohl meets with them individually. Post grant, students must pay for their own nicotine replacement. We have focused on the use of Vapes as this is more popular than cigarettes. We have developed tabling and posters focused on raising awareness of harmful effects. We continue to have the smoking huts on campus.

## Prevention Programming at Orientation and Opening Weekend

Student Wellness Services provides information to parents of incoming Freshmen/transfer students during the Summer Orientation. We have returned to an in-person format and have the opportunity to share with students and parents our work in providing information to help students make better choices for themselves. We describe the new SMART (Self-Management and Recovery Training) recovery group.

## Connecticut Healthy Campus Initiative

The Coordinator of Wellness Education and the Wellness Programs Assistant are members of the Connecticut Healthy Campus Initiative organized via the Connecticut Clearinghouse. The vision of the statewide initiative is to foster a campus community that reduces occurrences of high-risk alcohol use, other drug use and the related consequences of high-risk behavior among college students on Connecticut campuses. In 2008, a Key Leadership Award was presented to then Central President Miller, who signed a commitment to support the Connecticut Healthy Campus Initiative, and to work to promote consistent, coordinated health promotion and substance abuse prevention efforts on our university campus (appendix). This Official Statement was also signed by the Commissioners of Mental Health and Addiction Services; Higher Education, and then Governor M. Jodi Rell. Currently,



Central remains active in the initiative. Further information on the Connecticut Healthy Campus Initiative and the strategic action plan may be found at [www.preventionworksct.org/](http://www.preventionworksct.org/) (appendix).

### Town & Gown Coalition

Central Connecticut State University has a vested interest in addressing the problems associated with off campus parties in the surrounding neighborhood. In September 2007, then Central President Miller and Mayor Timothy Stewart of New Britain established a formal community task force. It is known as the “The Town & Gown Coalition”. The Coalition is currently Co-Chaired by Vice President Dr. Kellie Byrd-Danso and Mayor Erin Stewart of New Britain. This coalition addresses problems of underage drinking, works to reduce the incidence of problem house parties, and drinking and driving in the local Belvedere area surrounding the college.

### Connecticut Healthy Campus Initiative Opioid Education and Awareness Grant

The Office of Wellness Education was awarded a grant for the university to increase safety measures to include Naloxone on every floor of our residence halls, hiring a peer educator, supports for the health fairs, funding for a half day conference on recovery, and raised awareness of Naloxone on campus, including in the residence halls. We have 19 locations with Public Access Naloxone (PAN) units placed near the Automated External Defibrillators in buildings throughout campus. The PAN units are in areas with heavy foot traffic, adding to Naloxone being available at health services, the athletic training room and in the Central PD vehicles. The grant allowed us to train staff from Student Wellness Services and Athletic Trainers in the use of Naloxone. We took this opportunity to also present on the rise in Opioid use as well as Opioid overdose. In addition, we have trained 11 Central faculty and graduate interns in motivational interviewing techniques used in chemical dependency counseling.

### Wellness Events

- September 2021 (10 students) *Medicine Cabinet Stories*  
Last year with the use of an old medicine cabinet and medication vials, we were able to create 18 fictitious stories involving opioids. Students chose a story through picking a vial with a first name on it. The staff read the story aloud for the student and asked for their reaction. Staff answered any questions the student may ask, and they were given a pair of sunglasses for participation.
- October 2021 (5 students) *Studying Without Stimulants*  
Peer educators tabled in the Student Center presenting on how to study and plan studying time for midterms to avoid the use of stimulants. The students also spoke to the use of stimulants decreasing the GPA.
- October 2021 (47 students and parents) *Signs of Opioid Overdose*  
We tabled at homecoming on the signs of an Opioid Overdose. We were able to give out flyers on Public Access Naloxone and our MOOD (Make Opioid Overdoses Disappear) information card with the mood ring.
- October 2021 (104 students) *Prescription Misuse*  
We tabled at the Student Center Circle on prescription misuse and how to help a friend. We were able to give out flyers on Public Access Naloxone and campus

- safety info, as well as our MOOD (Make Opioid Overdoses Disappear) information card with the mood ring.
- October 2021 (82 students) *Signs of Overdose & PAN*  
We tabled at “A Day in the Apple Orchard” an event with Inter Residence Council. We gave out the MOOD pamphlet with the mood ring and the Public Access Naloxone and safety info card. Signage at the event included the signs of overdose for Opioids and Stimulants.
  - November 2021 (104 students) *Public Access Naloxone (PAN) Awareness*  
We tabled the Student Center Circle and gave out 104 PAN cards and 40 signs of an overdose flyers. Signage at the event included signs of an overdose.
  - March 2022 (18 students) *“I can quit any time”*  
Peer educators presented the challenge of abstaining from a substance once someone has become physically and mentally dependent on the substance. They offered information on the idea that people believe they can quit any time even when unable to do so, giving them a false sense of control. PAN info cards given out.
  - October 2022 (5 students) *In the Green Zone*  
Students given information on the “green zone .05 to .07” getting the positive effects of alcohol without the negative effect.
  - November 2022 (9 students) *Know Your Limit*  
Students assisted in understanding the effects of cannabis to avoid excessive consumption.
  - November 2022 (14 students) *How High*  
Students assisted in understanding the effects of various cannabis products and the effect on the body and the brain.
  - November 2022 (15 students) *Visiting a Friend*  
Regulations and laws on cannabis, including crossing state lines.
  - February 2022 (14 students) *Cycle of Addiction*  
Student Center tabling that provided students with information on how one can become addicted to a substance and then how the cycle is reinforced at various stages.
  - February 2022 (14 students) *Signs of an Overdose*  
Student Center tabling that provided students with the signs of an overdose and actions that should be taken, including calling 911 and use of the Public Access Naloxone (PAN).
  - February 2022 (97 students) *Info on Public Access Naloxone (PAN)*  
Our Fire Environmental Safety coordinator on campus provided information on PAN and the proper use of Naloxone at the My Best Self Health Fair. The health fair was online. Wellness staff provided information on how to help a friend who may be misusing prescriptions.
  - March 2022 (21 students) *Narcan Training*  
Wellness Education, Fire and Environmental Safety and Nursing Education ran two sessions of Narcan training. We trained students in the signs of an overdose, how they can help a friend, and the use of Narcan with a practice dummy for the students benefit.
  - March 2022 (43 students) *Uprooting Addiction Screening*  
The Office of Wellness Education and the Counseling Honors Society sponsored the screening of Uprooting Addiction. The film focused on the lives of people

- addicted to opiates and their struggle with recovery. Individuals in all cases had a history of trauma that influenced life choices. At the end of the screening, two individuals in the film were present to answer questions. For the Remembrance Quilt, we gave students the opportunity to add patches prior to the screening.
- May 2022 (150 students) *Stress Reliever Bags*  
Students were provided stress relief bags that included a fidget spinner and stress ball, along with information on how to help a friend who is misusing opioids. Students were encouraged to use counseling services if stressed.
  - August 2022 (69 students) *Return to Campus Health Fair*  
RECentral, the campus recreation department, held a return to campus health fair. We provided information on the Naloxone, campus safety, and provided students with lanyards.
  - September 2022 (8 students) *Narcan Training*  
A Resident Assistant requested a training in the use of Narcan. Wellness Education and Fire and Environmental Safety provided the training to the residents. This included information on the signs of opioid overdose, the use of Naloxone with information on the PAN, and the encouragement to help anyone suffering from a chemical dependence to connect with campus resources.
  - October 2022 (200 students) *Alcohol & Cannabis Infocard and Car Air Freshener Giveaway*  
Students provided with information on detrimental effects of alcohol including alcohol poisoning and cannabis including it remains illegal on campus along with a car air freshener. The info card included resources for the student to seek help.
  - October 2022 (45 students) *Inter-Residence Council Fall Fest*  
Students provided the signs of an overdose of stimulants, opiates and alcohol.
  - October 2022 (160 participants) *Stress Less Stegosaurus*  
Dressed in a Stegosaurus costume where students were given information on stress management tips with Counseling Services contact information.
  - November 2022 (150 participants) *Stress Kits*  
Stress Kits were provided to students for finals that included a stress ball, a pen, a mint, and chocolate for improved academic success.
  - February 2023 (8 participants) *Mentoring Mondays*  
Presentation on mental health and substance abuse co-occurring disorders.
  - September 2023 (56 participants) *Involvement Fair*  
Narcan awareness, the opioid crisis and Public Access Naloxone (PAN) on campus at the Involvement Fair.
  - October 2023 (144 participants) *Safety on Campus*  
Students provided information on naloxone and Public Access Naloxone (PAN) on campus.
  - October 2023 *Unmasking Stigma Conference*  
Central has proudly partnered with the Connecticut Healthy Campus Initiative and the three other Connecticut State Colleges and Universities to present: **"Unmasking Stigma: The Impact of Substance Use on Communities."** This one-day event will take place on Tuesday, October 24, 2023, hosted at Southern Connecticut State University. Our speakers will address the negative impact of stigma, factors that increase vulnerability to developing an addictive disorder and the impact of the drug crisis in our community. Discussion will also include the

- DEA's role in the enforcement of controlled substances laws and how it partners with local and federal agencies to protect our communities.
- October 2023 *Self Care, Mental Health & Substance Use*  
Maintaining self-care and mental health while avoiding substance use.
  - October 2023 *Naloxone Awareness*  
Raising awareness of Public Access Naloxone (PAN) and signs of an overdose.
  - November 2023 *Managing Holiday Stress*  
Ways to cope with stressful holidays and maintain low stress.
  - December 2023 (120 Students) *Stress Kits*  
Stress Kits were provided to students for finals that included a stress ball, a pen, a mint, and chocolate for improved academic success.
  - January 2024/February 2024 (75 Students) *Signs of Opioid Overdose*  
We tabled on the signs of an Opioid Overdose. We were able to give out flyers on Public Access Naloxone and our MOOD (Make Opioid Overdoses Disappear) information card with the mood ring. The number of above represents those receiving information over three tabling events.
  - February/March/April 2024 (112 Students) *Deterra Bag Giveaway*  
Provided students with information on how they can reduce the chance of addiction/overdose and the use of a Deterra medication disposal bag to properly dispose of medications/pills. The number of above represents those receiving information over five tabling events.
  - February/March/April 2024 (71 Students) *Narcan Training*  
Residence Life resident assistants requested Narcan training in the residence halls. In two sessions, we trained the students in the use of Narcan. We reviewed the signs of opioid overdose, and the substances in fake pills which cause the overdose. The number of above represents those receiving information over eight sessions.
  - March 2024 (58 Students) *Fake Pills Info Sheet*  
Students were provided information on the fake pills, the substances added to the pills (Fentanyl/ Xylazine) and the elevated risk of overdose as a result. The info sheets included the signs of overdose and a promotional car air freshener. The number of above represents those receiving information over three tabling events.
  - April 2024 (40 Students) *Signs of an Opioid Overdose*  
Residence Hall presentations that provided students with the signs of an overdose and actions that should be taken, including calling 911 and use of the Public Access Naloxone. The number of above represents those receiving information over five sessions.
  - April 2024 (87 Students) *Narcan Awareness at IRC Event*  
Students were asked to point to where Public Access Naloxone is located on campus and pointed at several buildings. For the students that did not know about Narcan or the availability on campus were given information including signs of an overdose.
  - April 2024 (21 Students) *Narcan training in Choices classes*  
Wellness Education provides alcohol education to students who have violated university standards in Choices classes. We piloted training students in the use of Naloxone during these classes. The number of above represents those receiving training over three sessions.

- April 2024 (11 Students) *Medicine Cabinet Stories*  
We were able to create 18 fictitious stories involving opioids. Students chose a story through picking a vial with a first name on it. The staff read the story aloud for the student and asked for their reaction. Staff answered student questions, and they were given a pair of sunglasses for participation.
- May 2024 (125 Students) *Stress Kits for Finals*  
Students were provided with a stress reduction kit for final exams. Each stress kit included information on the ineffectiveness of stimulants as study aids.
- May 2024 (53 Students) *Coffee Carts*  
Students were provided rocks with inspirational messaging and information on stimulants.
- June 2024 (150 Students) *Orientation Resource Fairs*  
Students were given information on the public access Naloxone on campus. The info card includes information on keeping the campus safe. The number of above represents those receiving information over five sessions as well as the sunglasses promotional.
- July 2024 (100 Students) *Orientation Resource Fairs*  
Students were given information on the public access Naloxone on campus. The info card includes information on keeping the campus safe. The number of above represents those receiving information over three sessions as well as the sunglasses promotional.
- August 2024 (88 Students) *Orientation Resource Fairs*  
Students were given information on the public access Naloxone on campus. The info card includes information on keeping the campus safe. The number of above represents those receiving information over four sessions as well as the sunglasses promotional.
- August 2024 (43 Students) *Drug Education Presentation*  
Resident assistants were trained on opioid and stimulant education including warning signs, impact on academic performance, study drugs, and resources available.

### Wellness Trainings

- Fall 2022/Spring 2023 New England PTTC Project ECHO: Cannabis Prevention in the Era of Legalization
- February 2022 SMART (Self-Management and Recovery Training) Recovery group training
- May 2022 Motivational Interviewing
- August 2022 Higher Education Center for Alcohol and Other Drugs Conference
- September 2022 Prevention, Early Identification, and Treatment: Substance Use Disorder Services for Youth and Young Adults
- April 2022 Building Recovery Friendly Campus

### Description of the Student Wellness Services, Counseling by Dr. Michael Russo, 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 seven (8) part-time licensed counselors who are invested in student success. Services are available in both English and Spanish. 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 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. All employees receive an EAP Newsletter from The Lexington Group via e-mail on a quarterly basis, which are also added to the Human Resources website for continual availability to employees. 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. Our focus is to encourage the University to develop strategies for all members of the campus community to better balance their Work-Life arenas. We believe it is necessary and important to work with individuals from various organizations and groups on campus in order to achieve this important endeavor. We believe that it is our responsibility to assist faculty, staff, and students in creating the best work-life balance possible. To this end, we have created various resources to aid in this goal. A Human Resources representative devotes ten percent of his/her workload to managing Work-Life balance resources. This representative serves on CCW's Work-Life Balance Subcommittee, providing support and guidance for campus work-life balance initiatives. With the financial support of CCW and Human Resources, Central is an institutional member of the College and University Work Family Association (CUWFA) which maintains an active website and listserv and holds an annual national conference each year. The association provides advice and support for Work-Life initiatives at institutions of higher learning. CCW has established a website (<https://www.ccsu.edu/ccw/work-life-balance>) that serves as a centralized location for information, services, and programs, on or related to, work-life balance issues.

The Work Life Balance Subcommittee is currently advocating for comprehensive childcare on campus. The center would serve as an academic resource for students and faculty on campus who are researching the effects of early childhood education and to provide a vital resource for Central and New Britain parents seeking comprehensive childcare. To access the student's current needs of childcare, a new Child Care Survey was sent out to all students to take. The survey information will also be used as supportive documentation for the Child Care Access Means Parents in School (CCAMPIS) Program grant. The funds for the grant are to be used to support or establish campus-based childcare programs.

In progress, is a plan to get Central recognized as a Breastfeeding-Friendly Campus by the Connecticut Breastfeeding Coalition (CBC). The University already has several lactation rooms throughout the campus and would like this designation to add to its already supportive environment for breastfeeding students, employees, and visitors of the campus that wish to breastfeed or express breast milk.

Beginning during the Fall of 2019 a federal funded grant was received for evening childcare for the next four years. Qualifying students will have access to free or very low-cost evening childcare at the Early Learning Program (ELP). This licensed and NAEYC accredited off campus program provides nursery and preschool programs for children ages 3-5 years old and after school and evening childcare for children ages 3-14 years old.

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 and Professional Studies.

#### 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 Reis, Director of the Office of Student Rights and Responsibilities

The following behaviors represent types of acts that constitute violations of this Code and are excerpts from the Student Code of Conduct.

17. 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.

18. 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.

### DISCIPLINARY SANCTIONS

Sanctions which may be imposed for violations of the Student Code are listed below. In determining appropriate sanctions, the 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.

a. 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.

b. Fine: A sanction involving the imposition of a specified dollar amount due and payable by a specified date.

c. 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.

- d. Loss of Privileges: Denial of specified privileges for a designated period.
- e. Restitution: Compensation for loss, damage to real or personal property. This may take the form of appropriate service and/or monetary or material replacement.
- f. 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.
- g. 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 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.

For Office of Student Conduct Clery statistics and alcohol and drug violations, please see appendix.

Beginning in Fall 2023, students found responsible for the alcohol and drug violations of the Student Code of Conduct 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, which is flash technology that educates 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 2<sup>nd</sup> 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

CONNECTICUT STATE COLLEGES and UNIVERSITIES DRUG EDUCATION and SCREENING POLICY and PROGRAM FOR STUDENT-ATHLETES The Connecticut State Colleges and Universities (CSCU) 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 to begin to provide them with the tools necessary to live a life free from the problems associated with drug and/or alcohol abuse. Attendance at and participation in these educational programs will be a condition of continuing as a member of a university athletic team. Additionally, Athletic Department personnel, including, but not limited to, all full and part-time coaches, administrators, and athletic training staff, will participate in an education program designed to identify the signs of drug or alcohol dependency among student-athletes and to explain the procedures through which student-athletes may be referred to appropriate personnel for evaluation, and if necessary, treatment.

The Athletics Department has 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 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 so 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 Services - Health 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 the mental and physical health and well-being which is such an important consequence of participation in intercollegiate athletics. More information regarding the procedures for Drug Testing, the Drug Screening Protocol and sanctions may be found by going to the Compliance section and clicking on CSCU Drug Education Program – effective July 1, 2006, on the Athletic department website <http://www.ccsbluedevils.com/athletics/compliance/index>.

#### A Description of Applicable Legal Sanctions Under State and Federal Law

**Sec. 30-89. Purchasing liquor or making false statement to procure liquor by person forbidden to purchase prohibited. Possessing liquor by minor on public street or highway or other public or private location prohibited, exceptions.** (a) Any person to whom the sale of alcoholic liquor is by law forbidden who purchases or attempts to purchase such liquor or who makes any false statement for the purpose of procuring such liquor shall be fined not less than two hundred or more than five hundred dollars.

(b) Any minor who possesses any alcoholic liquor (1) on any public street or highway, or (2) in any other public or private location, shall, for a first offense, have committed an infraction and for any subsequent offense, be fined not less than two hundred dollars or more than five hundred dollars.

**Sec. 30-89a. Permitting minors to illegally possess liquor in dwelling units or on private property or failing to halt such illegal possession. Penalty.** (a) No person having possession of, or exercising dominion and control over, any dwelling unit or private property shall (1) knowingly, recklessly or with criminal negligence permit any minor to possess alcoholic liquor in violation of subsection (b) of section 30-89 in such dwelling unit or on such private property, or (2) knowing that any minor possesses alcoholic liquor in violation of subsection (b) of section 30-89 in such

dwelling unit or on such private property, fail to make reasonable efforts to halt such possession. For the purposes of this subsection, “minor” means a person under twenty-one years of age.

(b) Any person who violates the provisions of subsection (a) of this section shall be guilty of a class A misdemeanor.

**CONNECTICUT DRUG POSSESSION AND SALES CRIMES** It is illegal for any person to possess or sell any narcotic, hallucinogenic, or other controlled substance except the legal allowable amount of marijuana (possession only). The penalty for Drug Possession/ Sales in Connecticut depends on a few different factors, including the amount and type of drug, the offender's age, and whether the criminal act was a first or repeat offense. The statutorily authorized sentences for drug possession or sales range from up to one year imprisonment, a \$1,000 fine, or both for a first offense, up to 30 years imprisonment, a \$100,000 fine, or both for subsequent offenses.

Table 1 (see appendix’s B and C) shows the drug possession/sales crimes, the Connecticut General Statutes citation for each offense, and the authorized penalty.

**Decriminalization of Cannabis.** The Office of Student Wellness Services - Wellness Education is using Programs on the Go for FYE (First Year Experience) classes, and posters on campus to educate students that even though recreational cannabis is permitted for those over 21 by the state of Connecticut, cannabis is still prohibited on campus. Our state university receives Federal funding which could be jeopardized if we allow the use of THC on campus.

#### Biennial Report Recommendations for Future Programming

1. The Wellness Education Coordinator will develop a prevention-focused skills-based educational workshop that addresses alcohol and drug prevention strategies.
2. The Wellness Education Coordinator will develop a peer educator program to deliver the prevention-focused skills-based educational workshops during FYE and other classes, orientation sessions, residence hall meetings, student-athlete meetings, etc.
3. The Office of Student Rights and Responsibilities will create and enforce stricter policies for alcohol and drug violations.
4. The Division of Student Affairs will partner with University Marketing and Communications to develop a social media campaign focused on social norms related to alcohol and drug use.
5. The Wellness Education Coordinator will create and implement a campaign for students in the residence halls and student athletes to sign a pledge to refrain from alcohol and drug use.
6. Residence Life will implement a reward system for residence halls with the fewest number of alcohol and drug violations.

7. The Student Affairs Division will build upon the success of the Thursday Night Devel's Den program and pilot an evening weekend programming initiative to promote healthy on-campus student engagement.
8. Human Resources will disseminate Drug-Free Schools Act information at new employee orientation sessions.
9. The Office of Wellness Education will work with the grants department to identify opportunities for new grant programs that address substance misuse and prevention initiatives.

## Appendices

### Appendix A

### Screen-U Letters

January 17, 2022

Dear Student:

At Central Connecticut State University (CCSU), we strive to maintain a safe and healthy learning environment for our students. As part of our awareness program to reduce high-risk behaviors, we provide you and your peers with information about alcohol use. For this reason, we **require** all new students to complete a program on alcohol awareness by **February 25, 2022**. At CCSU, we use a program called **Screen U** (created by Higher Education Center for Alcohol and Other Drugs) for alcohol awareness. If you do not complete the online program by this date, you will be required to attend an online session. For students from Fall 2021, we were in the process of setting up contracts, so you are now being told about this program.

Whether you drink or not, *Screen U* will provide you with helpful information so you can make well-informed decisions about alcohol, including how to help your peers when necessary. There is additional information on the back of this letter. The *Screen U* program includes survey questions. The surveys are individualized to your attitudes, behaviors, and knowledge, and provide a comparison with your peers. Your individual responses will be confidential. Be assured, the University will not receive information about your specific responses. The more honest you are, the more you will learn from the program. The overall results will be used to develop campus-wide programming.

#### **Next Steps**

You will need a computer with internet access and audio capabilities, using any major web browser released within the previous two years. **It takes approximately 30 minutes to complete Screen U.** The online course can be accessed **January 17, 2022**.

1. An e-mail will be sent to you at your campus e-mail address.
2. Complete the alcohol awareness program. When completed Dr. Jonathan Pohl will be notified only of the programs completion.

After completing the program, you can print the results or take a screen shot for your records. The deadline for completing the course is **February 25, 2022**. If you have any difficulty logging in at home, please try a different web browser.

#### **Questions**

If you have any questions about the *Screen U* program, please contact Dr. Jonathan Pohl, Coordinator of Wellness Education in the Student Wellness Center at 860-832-1948. We look forward to seeing you on campus.

Very truly yours,

***John Tully***

John Tully, Ph.D.  
Interim Vice President for Student Affairs

## **When Drinking is Most Risky**

### *Risky Drinking Styles*

- Shots, pre-gaming, tailgating, keg-stands, drinking games

### *Environment/ Activities*

- Remote places, high places, playing sports, sledding, drinking around water

### *Social*

- Being around individuals who pressure you to drink
- Being around individuals who are unable to be social without drinking
- Heavy drinking events/celebrations

## **Physical Signs of Alcohol Poisoning**

Call 911 if you see the following symptoms:

- ✓ Breathing less than 10 times per minute or irregular breathing (check every 2 minutes)
- ✓ Cold, clammy, pale, or bluish skin
- ✓ Cannot be awakened by pinching, prodding, poking, or shouting
- ✓ Vomiting without waking up

***NEVER leave an intoxicated person alone!***

## **Possession of Alcohol by a Minor**

Prohibits possession of alcohol by minor on both public and private property, as well as in a motor vehicle.

### *Penalties*

- First offense = \$136 fine
- 30-90 day suspension of motor vehicle license
- High Risk pool for insurance
- \$175 reinstatement fee

## **Fake/False Identification**

Prohibits the misrepresentation of age or committing deception to obtain; identity card or using another's card.

Prohibits willfully misrepresenting age on an age statement.

### *Penalties*

- Fake ID = Felony
- Up to 30 days in prison, and/or fine up to \$500.
- Subject to a 150-day suspension of motor vehicle license. If not licensed, must wait additional 150 days after eligible for license.



January 12, 2022

Dear Parent:

At Central Connecticut State University (CCSU), we strive to maintain a safe and healthy learning environment for our students. As part of our awareness program to reduce high-risk behaviors, we want to provide your student with information about alcohol use. We understand many students do not drink alcohol but may attend events off campus where there is alcohol. For this reason, we **require** all new students to complete a program on alcohol awareness **by February 25, 2022**. Students required to complete this program would be *new incoming students, transfer students and international students*. At CCSU, we use a program called **Screen U** (created by Higher Education Center for Alcohol and Other Drugs) for alcohol awareness. If your student does not complete the online program by this date, your student will be required to attend an online session.

Your student's individual responses will be confidential. Be assured, the University will not receive information about any specific responses. The overall results will be in aggregate form and be used to develop campus-wide programming.

**It will take your student approximately 30 minutes to complete Screen U.** The online course can be accessed beginning **January 17, 2022**.

1. Your student will be sent an e-mail from Screen U providing access information.
2. When completed, Dr. Jonathan Pohl will be notified.

**The deadline for completing the course is February 25, 2021.**

We ask for your assistance in encouraging your daughter or son to complete this mandated training. If they have any difficulty logging in at home, please have them try a different web browser.

**If you have any questions about the program, please email Dr. Jonathan Pohl, Coordinator of Wellness Education at [pohlj@ccsu.edu](mailto:pohlj@ccsu.edu) or call him at 860-832-1948.** We look forward to being a resource for your student.

Very truly yours,

*John Tully*

John Tully, Ph.D.  
Interim Vice President for Student Affairs

<i>Offense Descriptions</i>	<i>Possession</i>
Narcotics (i.e., heroin, cocaine, and crack) Cite: CGS § 21a-279(a)	First offense: up to 7-year jail term, up to a \$50,000 fine Second offense: up to 15-year jail term, up to a \$100,000 fine Subsequent offenses: up to 25-year jail term, up to a \$250,000 fine *Alternative sentence: up to 3-year indeterminate jail term with conditional release by correction commissioner
Dangerous hallucinogens or at least 4 oz. of marijuana Cite: CGS § 21a-279(b)	First offense: up to 5-year jail term, up to a \$2,000 fine Subsequent offenses: up to 10-year jail term, up to a \$5,000 fine *Alternative sentence: up to 3-year indeterminate jail term with conditional release by correction commissioner
Any other illegal drug or less than 4oz. of marijuana Cite: CGS § 21a-279(c)	First offense: up to 1-year jail term, up to a \$1,000 fine Subsequent offenses: up to 5-year jail term, up to a \$3,000 fine
Possession of illegal drugs within 1,500 feet of an elementary or secondary school or a licensed day care center Cite: CGS § 21a-279(d)	Mandatory 2-year jail sentence running consecutively to the jail term imposed for violating other drug possession laws.

<i>Offense Descriptions</i>	<i>Authorized Penalties</i>
Causing the death of a user by selling heroin, cocaine, or methadone Cite: CGS § 53a-54b(6)	Life imprisonment without possibility of early release or a death sentence if the jury finds that aggravating factors outweigh mitigating factors
Sale by a nonaddicted person of at least 1 oz. of heroin, cocaine, or methadone; 5 mg. of LSD; or .5 g. of crack Cite: CGS § 21a-278(a)	Mandatory minimum 5 to 20 years imprisonment with a possible maximum term of life imprisonment
Sale by a nonaddict of at least 1 kg. of marijuana or any amount of narcotics, amphetamines, or other hallucinogens Cite: CGS § 21a-278(b)	Minimum 5-year jail term with a possible maximum term of up to 20 years Subsequent Offenses: mandatory minimum 10-year jail term up to a 25-year maximum term
Sale by nonaddict adult of drugs to a minor at least two years younger Cite: CGS § 21a-278a(a)	Mandatory 2-year jail term running consecutively to jail term imposed for violating the underlying crime
Sale of illegal drugs within 1,500 feet of an elementary or secondary school, a licensed day care center, or a public housing project Cite: CGS § 21a-278a(b)	Mandatory 3-year jail term running consecutively to any jail term imposed for violating the underlying drug sale crime
Hiring a minor to sell illegal drugs in violation of the laws prohibiting illegal drug sales Cite: CGS § 21a-278a(c)	Mandatory 3-year jail term running consecutively to the underlying drug sale crime
Sale of any narcotics or hallucinogens other than marijuana Cite: CGS § 21a-277(a)	First offense: up to 15 years imprisonment, a \$50,000 fine, or both Second offense: up to 30 years imprisonment, a \$100,000 fine, or both Subsequent offenses: up to 30 years imprisonment, a \$250,000 fine, or both Alternative sentence: up to a 3-year indeterminate sentence with conditional release
Sale of any other illegal drug Cite: CGS § 21a-277(b)	First offense: up to 7 years imprisonment, a \$25,000 fine, or both Subsequent offenses: up to 15 years imprisonment, a \$100,000 fine, or both Alternative sentence: up to a 3-year indeterminate sentence with conditional release

Making an Appointment

**HEALTH SERVICES:**

(860) 832-1926

or

General Inquiries:

[SWS@ccsu.edu](mailto:SWS@ccsu.edu)

or 860-832-1925

**Student Wellness Services**

**Information:**

<http://web.ccsu.edu/healthservices/>

**Office Hours**

**Monday to Friday  
8:00 AM to 5:00 PM**

**COUNSELING AND  
STUDENT DEVELOPMENT**  
(860) 832-1926

or

Walk in to be seen by the  
on-call counselor

For Medical or Mental Health

Emergencies:  
DIAL 911

**WELLNESS EDUCATION:**

(860) 832-1948

**101 Willard**



**CCSU**

**Student**

**Wellness**

**Services**



**Health Appointments  
860-832-1926**

**Counseling Appointments  
860-832-1926**



### Health Services

Willard 101

Phone: (860) 832-1926 - appointments

Website: [www.ccsu.edu/health](http://www.ccsu.edu/health)

- Ambulatory medical care by appointment.
  - All students have access to our services regardless of health insurance.
  - Almost all services are free
  - We evaluate and treat acute illnesses and injuries,
  - Refer to appropriate specialty consultants as needed,
  - Provide some laboratory tests,
  - Carry a small stock of commonly prescribed medications
- We are not an emergency facility and do not act as an emergency medical service for the University.*
- Services that carry a fee billed directly to your Bursar's account include:
- Some laboratory tests e.g. rapid strep testing or tests for sexually transmitted infections; pregnancy testing;
  - Prescriptions from medications in stock.

### Counseling

Willard 101

Phone: (860) 832-1926 - appointments

Website: [www.ccsu.edu/counseling](http://www.ccsu.edu/counseling)

- All students have access to our services which are free and confidential.
- If in urgent need, walk in to the Marcus White Annex
- Students are seen for personal, psychological or behavioral concerns that interfere with well-being and academic performance.
- In most cases, problems can be resolved through brief individual, group and/or family counseling sessions.
- Referrals are made to appropriate specialty consultants as needed,
- We help clients identify goals and potential solutions to problems which cause emotional turmoil
- We seek to improve communication and coping skills
- We strengthen self-esteem
- We promote behavior change and optimal mental health."

### Wellness Education

Willard 101

Phone: 832-1948

Website: <http://www.ccsu.edu/page.cfm?p=3737>

- Provides, supports, advises, coordinates, and facilitates all manner of wellness-related educational programs .
- Gives participants the information and skills to help them improve and maintain their emotional, behavioral, and physical health.
- Topics: healthy eating, coping with grief and loss, alcohol, tobacco and other drug use and misuse, stress management, sexual health, time management, engaged bystander training, and healthy relationships.
- Peer educators provide support and address students' wellness education needs.
- Initiatives include engaged bystander for suicide prevention, low-risk/no-risk nicotine/alcohol use, stress management, wellness education, and healthy relationships.
- Specialized alcohol and marijuana education for those sanctioned



## Employee Assistance Program



[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)

Connecticut Clearinghouse is happy to respond to your general inquiries about resources and information regarding mental health and substance use disorders, prevention and health promotion, recovery, and related topics. Please call or use the form below to contact us.

If you are in crisis, call the National Suicide Prevention Lifeline at 1-800-273-8255 or 211 in Connecticut.

334 Farmington Avenue  
Plainville, CT 06062

Toll-Free Phone: 800.232.4424

Local Phone: 860.793.9791

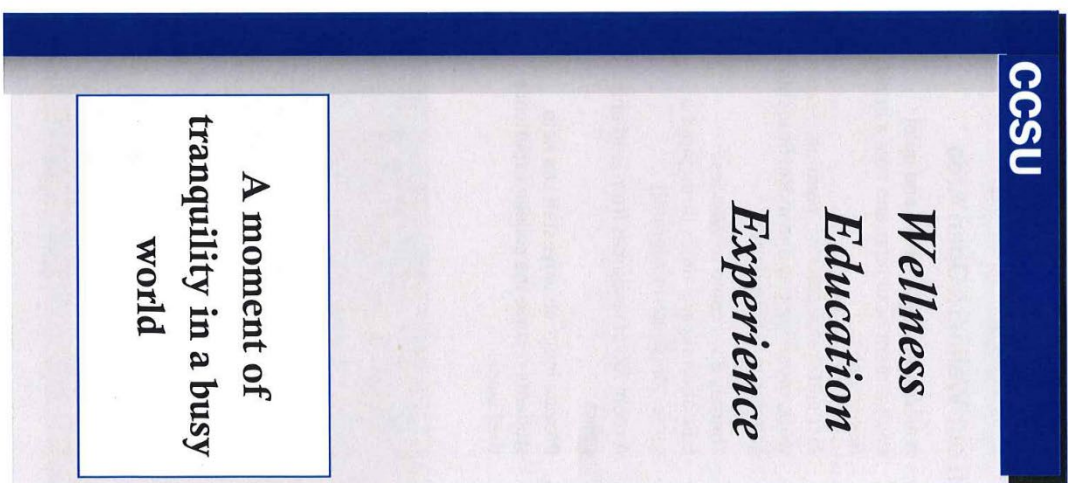
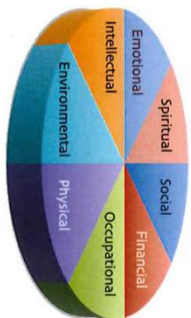
Fax: 860.793.9813

**WELLNESS EDUCATION:**  
**(860) 832-1948**

**101 W  
Dioreto/Willard Hall**

**Office Hours**  
**Monday to Friday**  
**8:30 AM to 4:30 PM**

For upcoming events follow  
[IG@ccsu\\_wellness](mailto:IG@ccsu_wellness)





### **In our Wellness Open Area**

- A place to study in a calm and quiet environment or to relax and take a break from studies
- Arts and Crafts: coloring, painting, bead work, modeling clay and more! Students gain focus, create clarity.
- Therapy dogs come to Wellness Education several times throughout a semester (check Instagram!)
- A room full of resources from staff and peers
- Provide input on ways staff can help students receive the college experience they want!



### **Presentations**

We provide interactive informative sessions around campus. Stop by our programs to learn about Wellness.

- Tables include:
- Suicide Prevention
  - Alcohol
  - Relationships
  - Study Aids, Opioids and dependency
  - Managing stress in many forms
  - Off-campus support lines
  - Nutrition and more!



Presentations are upon request, as we will present in classrooms, residence halls, and for club and organizations. Wellness presentations can be anything listed above or can be tailored to the audience.

### **Student work, interns and volunteers**

Wellness Education accepts ...

- Work study students
- Grant-based student positions

These students are involved in almost every process within Wellness Education, from designing posters and activities to presenting information at tables.

- 1 Graduate Intern
- Social Work Interns

Interns learn the “how to’s” of tabling, grant management, planning and implementation of big events, collaboration, communication through various mediums and the importance of positivity. They are integral to the brainstorming process and design of programming .

