



2022 Drug-Free Schools and Communities Act Biennial Review

Kalamazoo College

Student Development

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Introduction

Kalamazoo College (K) is committed to maintaining a safe and healthy campus community through education, information, and intervention concerning alcohol and other drugs (AOD). Among other efforts in support of this commitment, the College conducts a biennial review of the effectiveness of its drug and alcohol prevention programs, and the consistency of disciplinary sanctions imposed for violations of standards of conduct pertaining to possession, use, or distribution of illicit drugs and alcohol by students and employees on College property or as part of its programs. This review is required by amendments to the Drug-Free Schools and Communities Act (DFSCA) of 1989 – also known as the Drug-Free Schools and Campuses Act (EDGAR Part 86) – and U.S. Department of Education regulations. Consistent with these requirements, this report explains findings and recommendations for continuous improvement.

Biennial Review Process

The review is intended to be a full, campus-wide review of the effectiveness of how K addresses alcohol and other drugs on its campuses. The review process began in November 2022.

Information contributions were provided by representatives from:

Office of Admission	Dining and Catering
Advancement	Health Center
Office of Alumni Engagement	Human Resources
Athletics	Intercultural Student Life
Campus Safety	Outdoor Programs
Center for Career and Professional Development	Office of Residence Life and Student Conduct
Center for International Programs	Office of Student Activities
Counseling Center	Office of Student Development

The review examined:

1. Current policies pertaining to alcohol and other drugs for students;

2. Current policies pertaining to alcohol and other drugs for employees;
3. Annual notifications to students and employees related to alcohol and other drugs;
4. Programs in place regarding the abuse of alcohol and other drugs;
5. Most recent data collected regarding arrests and violations referred for disciplinary action involving alcohol and other drugs on campus and in College programs; and
6. Results from *Kalamazoo College's Spring 2022 American College Health Association-National College Health Assessment III*, a national research survey collecting data about students' habits and behaviors on the most prevalent health topics.

Departments submitted a list of strengths and improvement areas regarding the alcohol and other drug prevention and intervention programs and policies. From that information, departments and the review committee compiled a list of recommendations for future action.

The report is housed in the Student Development office until a new report is developed. Once a new report is developed, the old report will be preserved in the Kalamazoo College Archives. To request the current report, please reach out to Student Development.

Annual Policy Notification Process

The U.S. Department of Education requires that each institution annually distribute this notification to each student and each employee:

- Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on the school's property or as a part of any of the school's activities;
- Descriptions of applicable legal sanctions under state, local, and federal law;
- Description of health risks of alcohol and other drugs;
- Description of available counseling, treatment, rehabilitation, or re-entry programs; and
- A clear statement that the school will impose sanctions for violations of the standards of conduct and a description of range of sanctions.

The important aspects to this requirement are as follows: 1) the notification must be distributed to each student and each employee. 2) the notification must contain all of the points listed above.

K has developed an email communication that contains all of these elements, notifies all members of the College community through electronic communication, and maintains a record of these communications on the College website (<https://hive.kzoo.edu/>).

Kalamazoo College Campus Alcohol and Other Drugs

Misuse Data

Alcohol and Other Drugs Related Law or Policy Violations

Violation	Location	AY21	AY22
Liquor Law Arrests	On-Campus	0	0
	Residential Facilities	0	0
	Non-Campus	0	0
Liquor Policy Violations Referred for Disciplinary Action	On-Campus	0	0
	Residential Facilities	11	43
	Non-Campus	0	0
Drug Law Arrests	On-Campus	0	0
	Residential Facilities	0	0
	Non-Campus	0	0
Drug Policy Violation Referred for Disciplinary Actions	On-Campus	10	0
	Residential Facilities	10	0
	Non-Campus	0	0

*On-Campus refers to any non-residential building or College-owned property. Non-Campus refers to any property not owned by the College.

Survey Findings

Conducted in Spring of 2022, the ACHA-NCHA III collects information on various aspects of health of students. For this report, the focus of data sharing will be on the information collected about alcohol and drug use. The survey instrument was provided to all students to complete. K participants from the 2022 NCHA III (14.6% response rate, n= 190) reported no use of Heroin, but indicated use of all other drugs or alcohol. Respondents included students of every race, gender, and class standing.

Tobacco A third of participants (33.2%) indicated use of tobacco or nicotine delivery products (cigarettes, e-cigarettes, Juul or other vape products, water pipe or hookah, chewing tobacco,

cigars, etc.), with a fourth (24.2%) of participants using the products within the last 3 months. Responses indicated the top delivery products as E-cigarettes, cigarettes, and cigars/little cigars.

Alcohol (beer, wine, liquor, etc.) Approximately three-fourths (74.3%) of participants indicated use of alcohol, with 62% indicating use within the last 2 weeks. Approximately 19% indicated never using alcohol. Of the students who indicated they drank within the last 3 months, most (68.9%) students indicated have 4 or fewer drinks the last time they drank. Approximately 32% reported consuming five or more drinks in a sitting one or more times within the last two weeks.

Cannabis (marijuana, weed, hash, edibles, vaped cannabis, etc.) Over 50% of participants reported using cannabis nonmedically, with 44% indicating they have used it within the last 3 months. A majority of trans/gender non-conforming participants indicated non-medical use of cannabis, with over half indicating a moderate risk of cannabis use disorder according to the Alcohol, Smoking and Substance Involvement Screening Test (ASSIST).

Other Drugs Participants who reported use of Cocaine, Inhalants, or Methamphetamine did not indicate a risk for substance use disorder. Less than 10% of participants indicated use for any of these substances. 14% of participants reported use of a hallucinogen.

For further information, please reach out to Student Development or the Director of Institutional Research.

Alcohol and Other Drugs Related Emergency Medical Assistance

Assistance Provided	AY21	AY22
Admission to Local ER	0	2
Ambulance Transport or Call for Service	0	2

Alcohol and Other Drugs Related Policies and Enforcement

Policies

Alcohol Policy- Student Development Policy

General Information

Kalamazoo College's alcohol policy is consistent with state law regarding alcoholic beverages and its commitment to helping students be responsible adults. Students twenty-one years and older who choose to use alcohol should do so in a responsible manner and in accordance with state law. Irresponsible drinking may adversely affect academic performance, interfere with personal relationships, or result in illness, injury or death. Drinking should be a considered choice that displays respect for oneself and for the community. Information about the impact of alcohol and treatment of substance abuse can be found in the materials sent to each student annually under the Drug-Free Schools and Communities Act.

Summary of Michigan Law

It is illegal to purchase, consume, or possess alcoholic beverages unless one has attained the age of twenty-one. It is illegal to provide alcoholic beverages to or provide false identification for a person under the age of twenty-one. (Refer to state statutes for the most complete explanation of the laws of Michigan.)

Kalamazoo College Alcohol and Drug Policy

1. Persons under the age of twenty-one may not possess or consume alcoholic beverages, or host drinking in their rooms or on campus.
2. No alcoholic beverages shall be provided to persons under the age of twenty-one.
3. Regardless of age, no person may consume alcoholic beverages or carry open alcoholic beverage containers in the public areas of the campus. (Exception as noted in number eight.) Public areas include, but are not limited to, residence hall hallways, lounges and kitchens, campus buildings, athletic fields and facilities, and campus grounds. Residence hall suites and living/learning housing units are considered private residential rooms.
4. Students aged twenty-one and older may choose to drink alcoholic beverages in the privacy of their residential rooms, providing they do not infringe upon the rights of others in or around the residence.
5. Underage persons may be present when drinking occurs in a private residential room as long as a legal-aged resident of that room is present. It shall be the responsibility of the legal- aged resident to see that alcoholic beverages are not served to or consumed by underage persons.
6. Single source containers (e.g. kegs) and "beer bongs" are prohibited.
7. Intoxication and/or disruptive behavior related to substance use are prohibited.

8. Outside of the residence halls and houses, alcoholic beverages may be served on campus only under the following conditions:
- A College office or department must sponsor the event.
 - A College official must register it at least two weeks in advance with the Dean of Students.
 - The distribution of alcoholic beverages must be served and monitored by a Dining Service bartender or a member of the sponsoring department.
 - Only persons of age may be served.
 - Non-alcohol beverages and food must be served.
 - There shall be no direct or indirect charge for the event and no donations and collections shall be taken at the event.
 - Extra security coverage, at the expense of the host, may be required.

Policy Interpretation

The following interpretation is included to clarify understanding what is and what is not permitted under the alcohol policy.

All residents of a room, suite, living/learning housing unit will be held responsible when a violation occurs in that space unless excused from responsibility by all other involved students.

Persons twenty-one and older:

- MAY drink alcohol in their own residence hall rooms.
- MAY drink alcohol in another residence hall room if the host is twenty-one or older and is present.
- MAY carry unopened containers of alcohol on campus.
- MAY provide alcohol in their own residence hall rooms to others aged twenty-one or older.
- MAY NOT drink alcohol in the residence hall outside of a private residence room.
- MAY NOT drink alcohol in a residence hall room that has no resident of legal age or in which the legal age resident is not present.
- MAY NOT provide alcohol to others under the age of twenty-one.
- MAY NOT charge in any way for alcohol consumption by others.
- MAY NOT possess single source containers.
- MAY NOT permit underage persons to bring in or consume alcohol in their residence rooms.

Persons under the age of twenty-one:

- MAY be in private residence rooms where legal drinking is occurring.
- MAY NOT possess or drink alcohol.
- MAY NOT permit underage persons to bring in or consume alcohol in their residence rooms.
- MAY NOT carry opened or unopened alcoholic beverage containers anywhere on campus.
- MAY NOT provide alcohol to anyone.

All residents of a room, suite, living/learning housing unit will be held responsible when a violation occurs in that space unless excused from responsibility by all other involved students.

Note:

Students who seek appropriate help for others who are intoxicated or otherwise adversely affected by alcohol abuse are considered to be acting in the best interest of the student in need. In most cases, if the person seeking help for another is in violation of the College alcohol policy, they will be exempt from formal disciplinary action because they are acting in the interest of another. The College desires to exempt the student seeking help from formal disciplinary action; however, as every situation is unique, these matters will be considered on a case-by-case basis to determine if extraordinary or unusual circumstances alter the desired practice.

The possession, use, distribution, or sale of illegal drugs or controlled substances, including but not limited to marijuana, LSD or any other hallucinogenic drugs, cocaine, Ecstasy, GHB, barbiturates or other depressants, amphetamines or other stimulants, or the misuse of any prescription drug constitutes a violation of federal, state, and municipal laws and College regulations. Further, the possession, use or sale of drug paraphernalia, including but not limited to pipes, and bongs, is strictly prohibited.

Violators will be subject to the full range of sanctions available to the College, including but not limited to substance abuse assessment, education, probation, removal from housing, suspension and expulsion. Violations involving the distribution or sale of drugs will lead to suspension or expulsion as minimum sanctions.

The College reserves the right to involve the Kalamazoo Department of Public Safety (KDPS) in the possession and use of drugs or controlled substances. Should a student be suspected of distributing or selling drugs, the College will involve the Kalamazoo Department of Public Safety.

Alcohol Policy- Business Office

Alcohol consumed with a meal, including cocktails and after-dinner drinks, while entertaining College guests or candidates is reimbursable to a maximum of two drinks per person. Moderation with respect to the cost of alcohol is the guiding principle in determining what is reasonable and reimbursable. Personal consumption of alcohol beyond one drink with dinner

while at a conference, professional meeting, or other formally scheduled College-related event is not reimbursable.

Alcohol may not be purchased with Federal grant funding.

Alcohol Policy: Use of Campus Facilities

The alcohol policy for non-student groups considers alcoholic beverages as an amenity for social or business occasions, not as the focus or purpose of an occasion. Any group or sponsoring entity wishing to include alcohol as part of an event must abide by state and local laws relevant to alcohol, to the alcohol policy included in the Student Code of Conduct, and to the requirements that follow.

For purposes of this policy, internal groups include College employees, trustees, as well as alumni and families participating in College-sponsored events. External groups include individuals who have no formal relationship with the College.

During the academic year, the College's residence halls are designated as alcohol-free and cannot be reserved for events in which alcohol will be served. Exceptions will be considered during break periods and/or times when students are not in residence. As a general practice, the Hicks Student Center is also an alcohol-free facility during the academic year.

The College's objective with the following policies is to permit successful, enjoyable and safe events.

General policies and guidelines (for both internal and external groups)

1. *Groups reserving campus space for occasions that include alcohol must complete the [Registration and Activities Form for Events Serving Alcohol](#). Plans for compliance with all applicable policies and laws are required as part of the registration process. Information about food and non-alcoholic beverages must be included as part of the registration process. (Small informal celebrations are exempt from completing the form.)*
2. *All groups (both internal and external) are expected to coordinate the dispensing of alcohol through the dining services provider as follows:*
 - a. *As a general rule, alcohol must be dispensed by a bartender employed or recommended /approved by the campus dining services provider, who is certified in *Michigan Responsible Serving* and who is paid by the sponsoring group. (Small informal celebrations are exempt from using a bartender.)*
 - b. *Dining services provider will make arrangements for purchasing and securing alcohol as follows:*
 - i. *All campus-based groups must coordinate the purchase, storage and dispensing of alcohol through the dining services provider. (Dining services provider will arrange for department to be billed directly.)*
 - ii. *All external groups (weddings, etc.) are required to supply their own alcohol, but must coordinate the storage and dispensing of the alcohol through the dining services provider.*

- c. On rare occasions, groups may seek to sponsor “bring your own” events that include alcohol. These requests should be submitted 30 days in advance of the planned event, and must include:
 - i. Description of the planned event.
 - ii. Rationale for the event as a “bring your own” occasion.
 - iii. Detailed information about the type and amount of alcohol. Single source containers, such as kegs, are not permitted.
3. Food and non-alcoholic beverage options are required at all events in proportion to the number of people and the amount of alcohol served. All groups are strongly encouraged to utilize the dining services provider for the purchase of food and non-alcoholic beverages. For events in the Hicks Center, all groups must use the dining services provider when food is served in Hicks, with the exception of areas in Hicks designated for student groups.
4. *If a group/sponsoring entity intends to provide alcoholic beverages for sale (by drink or through the use of an entrance fee, cover charge, donations, collection, or similar consideration), the sponsoring group must secure a permit to do so from the State of Michigan (see address below) at least 14 days prior to the approved event. (Please note that the permit process may take up to six weeks)*

Michigan Liquor Control Commission (MLCC)
7150 Harris Drive, P.O. Box 30005
Lansing, MI 48909-7505

- a. If a group/sponsoring entity intends to provide alcoholic beverages to guests without charge (that is, with no per-drink charge, entrance fee, cover charge, donation, collection or similar consideration), no permit from the State of Michigan is required.
- b. *A minimum of 14 days prior to a scheduled event, groups unaffiliated with Kalamazoo College must submit to the Events Scheduling Office proof of liability insurance with minimum coverage of \$1,000,000. In addition, the College reserves the right to require groups to provide a certificate of insurance naming Kalamazoo College as an “additional insured” a minimum of 14 days prior to the event.*

Drug Policy

The possession, use, distribution, or sale of illegal drugs or controlled substances, including but not limited to marijuana, LSD or any other hallucinogenic drugs, cocaine, Ecstasy, GHB, barbiturates or other depressants, amphetamines or other stimulants, or the misuse of any prescription drug constitutes a violation of federal, state, and municipal laws and College regulations. Further, the possession, use or sale of drug paraphernalia, including but not limited to pipes, and bongs, is strictly prohibited.

Though legal in Michigan, medical marijuana is not permitted on campus property. The College receives a great deal of federal funding for student financial aid, and federal restrictions on marijuana supersede Michigan state law. Simply put, permitting medical marijuana on campus may jeopardize the ability of the College to receive federal funding. Because of this, medical marijuana is prohibited on campus property.

Violators will be subject to the full range of sanctions available to the College, including but not limited to substance abuse assessment, education, probation, removal from housing, suspension and expulsion. Violations involving the distribution or sale of drugs will lead to suspension or expulsion as minimum sanctions.

The College reserves the right to involve the Kalamazoo Department of Public Safety in the possession, use, distribution, or sale of drugs or controlled substances. Should a student be suspected of distributing or selling drugs, the College will involve the Kalamazoo Department of Public Safety.

Prescription Drugs

Students must keep any medication that is prescribed to them in the original pill bottle. For those who choose to use a pill organizer to manage their intake, they should have ready access to proof of a prescription and the original bottle that they are pulling from. The dosage contained in the pill organizer should correlate with that of the prescription.

The College reserves the right to ask students to verify their prescription when appropriate. If the person in question is unable to do so in the moment, they will be given a timeline by which to do so before the case is referred to the Office of Student Conduct for follow-up. If the proof of prescription has a date that indicates that the medication has expired or that it was written after the discovery and request for verification, the validity of the student's claim will be further scrutinized.

The unauthorized possession and use of prescription medication is a danger to individuals and the community. Students are not only responsible for the safe storage of any medication prescribed to them, but also the safe disposal of any medication that has expired. Many community drug stores provide receptacles in which to do so (e.g. Walgreen's safe medication disposal kiosk).

Students found responsible for behavior that is in violation of this policy will face sanctions through the student conduct system. All state and federal laws regarding the illegal possession and distribution of prescription drugs apply. Should local law enforcement become involved, the responsible party may face criminal charges and possible jail time.

Drug-Free Workplace

Kalamazoo College and its employees must comply with the requirements of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. Kalamazoo College prohibits the unlawful manufacture, distribution, dispensation, possession, use, or being under the influence of a controlled substance in the workplace. In addition, students and employees of Kalamazoo College are prohibited from the unlawful possession, use or distribution of drugs or alcohol while on Kalamazoo College property or as any part of its activities. Employees violating such prohibition will be subject to disciplinary actions, up to and including termination of employment. Furthermore, an employee must notify the College of any

criminal drug statute conviction for a violation relating to the workplace no later than five days after such conviction has occurred.

Employee Assistance Program (EAP)

Your EAP is designed to help you lead a happier and more productive life at home and at work. Call for confidential access to a Licensed Professional Counselor* who can help you.

A Licensed Professional Counselor can help you with:

- Stress, depression, anxiety
- Relationship issues, divorce
- Job stress, work conflicts
- Family and parenting problems
- Anger, grief and loss
- And more

Work/Life Balance

You can also reach out to a specialist for help with balancing work and life issues. Just call and one of our Work/Life Specialists can answer your questions and help you find resources in your community.

Ask our Work/Life Specialists about:

- Child care
- Elder care
- Legal questions
- Identity theft
- Financial services, debt management, credit report issues
- Even reducing your medical/dental bills
- And more

*Up to three visits for free with a Licensed Professional Counselor

Online/phone support: Unlimited, confidential, 24/7.

In-person: You can get up to 3 visits available at no additional cost to you with a Licensed Professional Counselor. Your counselor may refer you to resources in your community for ongoing support.

Who is covered?

Unum's EAP services are available to all eligible employees, their spouses or domestic partners, dependent children, parents and parents-in-law.

Events Serving Alcohol

Any group or sponsoring entity wishing to include alcohol as part of an event must abide by state and local laws relevant to alcohol, to the Alcohol Policy included in the Student Code of Conduct, and to the requirements of the Alcohol and Use of Campus Facilities Policy.

During the academic year, the College's residence halls are designated as alcohol-free and cannot be reserved for events at which alcohol will be served. Exceptions will be considered during break periods and/or times when students are not in residence. As a general practice, the Hicks Student Center is also an alcohol-free facility during the academic year.

Alcoholic beverages may be served on campus under the following conditions:

- An event is properly registered through the [Events Scheduling & Facilities Reservation Office](#).
- A “[Registration and Activities Form for Events Serving Alcohol](#)” [PDF 84KB] must be completed and submitted at least two (2) weeks in advance of the event to, and approved by, the Office of Student Development.
- The distribution of alcoholic beverages must be monitored and event requirements fulfilled in accordance with College policies. Please see [Student Development Alcohol Policy](#) and [Human Resources Alcohol and Use of Campus Facilities Policy](#) for full details.

Kalamazoo College Alcohol Policy- Alumni Engagement

As we welcome our alumni and guests back to campus for Homecoming Weekend, we remind you of the [College's policies regarding alcohol consumption](#) on campus. Appropriate and responsible conduct is expected of guests during Homecoming Weekend, especially in situations where students might be present. Thank you for your compliance, and enjoy your weekend back on campus.

Events with Students

Many events during Homecoming Weekend will enjoy the attendance of alumni, guests, and students. Kalamazoo College's alcohol policy is consistent with state law regarding alcoholic beverages and its commitment to helping students be responsible adults. Students twenty-one and older who choose to use alcohol should do so in a responsible manner and in accordance with state law.

Tailgate Parties

Alcohol is not allowed at athletic fields and facilities per NCAA, MIAA and [Kalamazoo College policies](#).

Please help us ensure that the game is fun, spirited, and compliant with NCAA and conference policies. Those in possession of alcohol risk removal from athletic events and the athletic fields.

Kalamazoo College Athletics Tailgating Policy

Athletics is an important part of the academic experience at Kalamazoo College. We invite alumni, parents, and other fans to share their Hornet pride and cheer on our teams. Tailgating allows an opportunity for fellowship and fun as part of field sport activities.

Tailgating is defined as parking and consuming food and beverages outside the sports event area. This policy establishes guidelines that allow for the safe enjoyment of tailgating for Kalamazoo College field sports and is consistent with MIAA policies and expectations.

Individuals attending events at Kalamazoo College are expected to conduct themselves in a manner respectful of the nature and character of the college. Persons acting in a disruptive, disrespectful, or disorderly manner may be asked to leave the premises or be subject to arrest. Students may also be charged with a violation of the Student Code of Conduct (<http://reason.kzoo.edu/studev/stuconduct/>).

Those participating in tailgating are expected to adhere to the following:

Locations and Hours

1. Tailgating is permitted only in the athletic field parking lot. This lot is located at the southern end of the complex, off of W. Michigan Ave.
2. The parking lot opens for tailgating two hours before the start of all games and closes one hour after the conclusion of games.
3. Ticket booths and the stadium open two hours before the start of games.
4. No portable restrooms will be available at the tailgating sites.

Behavioral Expectations

1. To ensure a fun and enjoyable tailgating experience, all participants must abide by the law.
2. Tailgating is not permitted during the game or at half time.
3. No cups or containers other than clear, empty water bottles to be filled inside the complex are allowed in the stadium.
4. Pets are not permitted within the facility with the exception of service pets for handicap patrons only.
5. Open flames, including fire pits and charcoal grills, are prohibited. Propane grills are allowed.
6. All entrances and traffic lanes must remain clear at all times.
7. RV's/oversize vehicles are not allowed in the parking lots.
8. No blocking of spaces by anything other than a motor vehicle (no chairs, tents, grills, tables, etc. should take up parking spaces).

Alcohol

Alcohol will be permitted at tailgating, within the following parameters:

1. Serving alcohol to or consumption of alcohol by minors (those under 21 years of age) is a violation of state law (refer to state statutes for a complete explanation of Michigan laws) and College policy. Anyone under the age of 21 found to be drinking will be required to leave the premises and may be charged with a Minor in Possession (MIP). Kalamazoo College students under the age of 21 will be charged with a violation of the Student Code of Conduct.

2. Alcoholic beverages are limited to single-serving non-glass containers. No common sources are permitted, e.g. kegs, beer balls, or other large quantity containers.
3. Individuals consuming alcohol may be asked by security officers to provide legal identification and proof of age as part of monitoring the tailgating area.
4. Consumption of alcoholic beverages outside of tailgating areas is prohibited. Alcohol is not allowed inside the Athletic Field Complex.

Outdoor Programs Drugs and Alcohol Policy

What happens if I have used or am using cigarettes, alcohol, and/or any other recreational drugs?

Any participant using or possessing cigarettes, alcohol, and/or any other recreational drugs will be subject to dismissal from the program and forfeiture of fees including transportation home.

Outdoor Programs Cancellation Policy

Due to the fixed costs associated with the LandSea Program, if for any reason (including, but not limited to: sickness, injury, or personal/family emergencies) you cannot participate in LandSea after completing your deposit, our cancellation policy is as follows:

- All deposits are non-refundable.
- If you notify us **between July 1-16**, you are responsible for 50% of the cost of the trip.
- If you notify us **by July 17th or after**, you are responsible for the entire cost of the trip.
- LandSea prohibits the use of alcohol, cannabis, drugs, or tobacco/nicotine products while on the program (nicotine patches are OK). Students found using these substances during LandSea will be immediately removed from the program and returned home at the cost of the participant (including forfeiture of fees and transportation home).
- Please note that if you arrive on campus and are ill or are displaying signs of a fever you may not be able to participate in the program for your own health and safety, as well as the health and safety of other LandSea participants and staff. If you arrive on campus and are unable to participate in the program because of illness you will not be able to stay on campus and will be required to return home, providing your own transportation and travel accommodations. The general cancellation policy for the LandSea Program that is listed above will be applied to cases like these. We encourage everyone to stay healthy and safe over the weeks prior to the trip in order to ensure that you can join us for the program.

Student-Athlete Handbook

Alcohol Policy

Department of Physical Education and Athletics - Alcohol and Drug Statement Kalamazoo College does not condone the illegal or otherwise irresponsible use of alcohol or other drugs. The Department, its personnel, athletic trainer, and administration strongly believe that the use of

alcohol and illicit use of drugs can be detrimental to the physical and mental well-being of Kalamazoo College student-athletes.

The Department will not tolerate such abuse or use because it can seriously interfere with the performance of individuals as both students and athletes and can be extremely injurious to others, particularly while participating in athletic competition or practice. It is the responsibility of every member of the college community to know the risks associated with alcohol and other drug use and abuse. This responsibility obligates students, faculty, and staff to know relevant college policies, federal, state, and local laws and to conduct themselves in accordance with these policies and laws.

Kalamazoo College has very explicit policies regarding the use of alcohol and other drugs on campus. The Department of Physical Education and Athletics supports these policies and expects the student-athletes and athletics staff to abide by them.

Team Travel (including training trips)

Student-athletes should remember that they are representatives of Kalamazoo College whenever their team is traveling for competition. All Athletic Department and Student Development Code of Conduct policies apply while you are on a College-sponsored trip. The use, possession, or distribution of drugs and alcoholic beverages is absolutely prohibited. Violations of these policies will be met with appropriate Athletic Department and College sanctions. All trips begin when the team leaves campus and end upon return to campus.

Student Activities Programming

Attendees:

Consumption of alcohol and/or any illegal drugs is forbidden at any Student Activities sponsored function. Anyone found in violation will be asked to leave and may be referred to the student conduct process

Program planning:

Program coordinators should not plan or co-sponsor any event that celebrates or promotes excessive alcohol consumption or the culture of alcohol/drug abuse.

Student Funding Board

PROHIBITED REQUESTS

All funding requests must be in alignment with College policy. For this reason, the Student Funding Board cannot finance the following:

- a. Alcohol
- b. Requests that breach the Student Code of Conduct or any other College policy in any way
- c. Any request that does not align with the institutional mission and values of Kalamazoo College

While Abroad: Study Abroad Code of Conduct

Expectations and Consequences: Student Conduct Abroad

The Study Abroad Program has, from its beginnings, minimized formal rules and emphasized individual and group responsibility for appropriate behavior abroad. What is considered appropriate abroad is determined largely by local context, norms, and practices. With certain exceptions, participating students have enjoyed a degree of freedom, both social and academic, generally comparable to that of their local counterparts.

A guest's freedom, however, is different in kind from that of a host and entails certain unique obligations determined in part by the terms of the visit. The Kalamazoo student, as a guest abroad, functions within a context that needs to be clearly understood. Kalamazoo College and the student are jointly responsible for the student's actions to individuals and communities, to host countries, to universities that indirectly subsidize study abroad, and to students who may want to study abroad in the future. Recommended and accepted as someone who desires to take advantage of educational opportunities abroad, a study abroad participant is obligated to take seriously the role of a student, and the College is likewise obligated to see poor academic performance and unacceptable social behavior, even though judged on a somewhat different basis, have at least the same consequences abroad as they have at home.

What, then, constitutes acceptable social behavior? Ideally, acceptable behavior should reflect such qualities as integrity, openness to the new and different, humility, sensitivity to others' needs and a generous portion of compassion. Minimally, it must include compliance with all local laws and regulations and a genuine concern for the mores and social patterns of the homestay host and community, in order that student actions not be offensive either to the homestay or to the community. Student misconduct and poor behavior influenced by the abuse/misuse of alcohol and/or drugs may result in the immediate dismissal from study abroad. More generally, any behavior which in the judgment of the Executive Director of the Center for International Programs or their designate causes pain or serious discomfort to others or which reflects discredit upon the individual or upon the College is considered unacceptable and will subject the offender to dismissal from the program.

Controlled Substances

While studying and living in another country, students are subject to the laws of that country. This applies especially with regard to the use or sale of controlled substances, i.e. drugs and alcohol. The use and sale of drugs is illegal and can result in severe penalties. A U.S. passport or student visa will not protect anyone from arrest or detention. Furthermore, the judicial procedure in many countries provides for lengthy investigatory detention without bail and the Embassy will not be able to assist you to a great extent.

While local customs and laws regarding alcohol use vary greatly, there are laws and ordinances regarding its abuse. It is the student's responsibility to familiarize themselves with these laws. It is the responsibility of each individual to understand the gravity of any violation of local laws, legal requirements, or behavioral norms when in another country. Copies of the U.S. Department of State "Consular Information Bulletins" containing information on penalties for violation of local laws are available on the [Travel.State.Gov](https://travel.state.gov) website.

Enforcement

General enforcement of the above policies includes campus safety and residence life (professional staff, senior resident assistants, and resident assistants). For events or programs off-campus, directors, leaders, or organizers enforce the above policies. Violations of the policies are adjudicated through the Student Conduct Process for students or Human Resources for employees. The executive director and staff of the Center for International Programs are responsible for administration of study abroad policies, while the executive director holds authority in disciplinary or adjudication of policy.

Alcohol and Other Drugs Prevention and Intervention

The following section includes summaries from offices and departments across campus on their prevention and efforts of alcohol and other drug misuse during the reporting period (2020-21 and 2021-22 academic years).

Admissions

The Office of Admissions meets with students through tours, panel discussions and interactions in the office or with visit programs (i.e. high school visits). Tour guides are provided with a knowledge handbook including information on policy around drugs and alcohol. Additionally, the tour guides receive training around discussion of alcohol and drug use on campus. They are encouraged to be realistic, that there is use of alcohol, but that not everyone has to engage in the behavior to still have a social life.

Advancement

The College Division of Advancement hosts programs that provide alcohol. The Senior Gift Program, an annual event for senior students, was not conducted during the reporting period. This event provides alcohol and the organizers have implemented risk reduction such as nonalcoholic beverages, food, and a limit to number of drinks.

President's Student Ambassadors serve as an extension of the president's hospitality at events and gatherings, welcoming alumni and guests of the College. They are trained on topics of professionalism, including the prohibition of alcohol consumption while at events.

Athletics

All athletics team currently maintain a policy around alcohol use. Policies range from 24-48 hours prior to games or practices, while others prohibit alcohol use at all during the season. Some policies include languages about decision-making and guidance around safe decisions for alcohol consumption. Coaches intentionally set late night (during times of high-risk alcohol consumption) or early morning practices to deter from late nights out. Teams meet with Athletic Director during preseason to discuss expectations including NCAA and College alcohol and drug policies. During the trips to competitions, there is a zero tolerance for use of alcohol. These expectations are outlined in the Student-Athlete Handbook as well as their team handbooks.

Alcohol is not provided during sporting events through the concessions. However, tailgating is allowed in certain environments outside of the buildings (i.e. parking lots).

Alumni Engagement

The Office of Alumni Engagement hosts a limited number of specialty events on campus for alumni where alcohol is provided. All events where alcohol is provided are approved by the Director of Campus Safety and the Vice President for Student Development and Dean of Students/Student Conduct via the campus alcohol form. During these events, non-alcoholic beverages, food and a limited number of complimentary beer and/or wine tokens are provided and used, if desired. Alcohol at these events would be served by certified bartenders who are required to check IDs. All current campus policies and procedures are followed at alumni events.

Center for Career and Professional Development

The Center for Career and Professional Development (CCPD) periodically offer events for students to network with alumni on campus. Some of these events are held during times of high-risk behaviors as an alternative activity. Some of these events may include alcoholic beverages,

in which the CCPD checks student IDs, provides a licensed bartender to serve, and provides alcohol-free options for students.

Center for International Programs

The Center for International Programs (CIP) encourage safety measures and discuss consequences of the behavior that may be the result of heavy alcohol consumption, during orientations throughout the abroad programs, specifically during the International Student Orientations led before Fall term begins and Health and Safety Orientations that are mandatory for study abroad participants to attend before departure. Additionally, CIP asks that Resident Directors onsite of applicable study abroad programs reiterate in-place policies and safety measures once students are at their place of study in Safety and Risk Management Orientations.

During the academic year, CIP has provided events during the evening for students. The events offered opportunities to listen or reflect on study abroad or away experiences, or experiences of international students attending K.

Counseling Center

The Kalamazoo College Counseling Center offers individual counseling to students, including those dealing with substance abuse. Due to capacity of counseling center, many students with higher level substance abuse issues are referred to outside counseling for more intense, long-term addictions counseling.

Dining and Catering

Dining services provides drug and alcohol training, serve safe, to all new employees. The training provides education on procedures dealing with alcohol. Employees are required to take an online service exam in addition to the training.

Human Resources

Human Resources works with Employee Assistance Program to provide 24/7 access to free and confidential services, including alcohol and drug abuse support and three free sessions with a licensed professional counselor. Reminders are shared regularly, including throughout the acute phase of the pandemic and periodically throughout the year. Additionally, Human Resources provides workplace accommodations for a variety of needs, including accommodations to attend group meetings for substance abuse. Health insurance plans through the College provide coverage for seeking inpatient or outpatient services for mental or behavioral health, or substance abuse services.

During the reporting period, trainings were offered to employees on mental health first aid, Americans with Disabilities Act, the Drugs Free Workplace Act, the Family Medical Leave Act, response to Opioid overdose, alcohol and drug abuse, and more.

Intercultural Student Life

During the academic year, Intercultural Student life has provided events during the evening for students. The events provide food and a space for dialogue on topics including healthy coping techniques and decision making. It is important to note that the director position was in transition for about half of the reporting period.

Outdoor Programs

Outdoor programs offer late-night programs during times of high-risk alcohol consumption, as alternative, alcohol and drug-free programs for students. Additionally, Outdoor programs offer summer and break trips through Land Sea. The trips provide opportunities to build connections with other students, create feelings of belonging and campus involvement, and aid in transition to college. Break trips are offered during winter and spring breaks, offered as alternatives to going home, or on vacations where potential high-risk behavior can occur.

Residence Life

During the 21-22 academic year, residence life provided several alcohol education programs in the hall for students. Programs included alcohol education trivia, obstacles course with impairment (“drunk”) goggles, and education around drink safety. During the 20-21 academic year, residence life held programs virtually, none of which covered topics of alcohol or other drugs education. Residence life provides sober events during high-risk drinking times that offer an alternative to students.

Office of Student Activities

The Office of Student Activities (OSA) oversees Orientation which includes mandatory programming addressing alcohol and drug use. The program address choices and consequences of alcohol and other drug use, expectancy vs. reality discussion, and decision making.

OSA currently offers weekly programs during high risk times for alcohol and drug consumption. The programs, Wellness Wednesdays, Game Nights (Fridays), and Zoo After Dark (Saturdays), offer alternative substance-free spaces for students who do not want to consume alcohol or be in an atmosphere where alcohol or drugs may be consumed.

Student Health Center

The Student Health Center (SHC) Clinic provides an intake form prior to arriving to an appointment. In the past, the special topics section of the intake form has focused on vaping and E-cigarettes. The intake questions lead to an open conversation with the nurse or physician's assistant. During an appointment, staff will ask about smoking nicotine or cannabis and alcohol use. Information can be provided for smoking or drinking cessation, and referrals can be made. The staff and the Health Center website provide information on treatment for substance disorders.

The SHC participates in events across campus to engage with students on a wide range of topics. During these events and outside of the center, brochures are provided and students are given the opportunity to ask questions surrounding topics of prescription and non-prescription drug-use, alcohol, and nicotine abuse. The SHC participates in the Study Abroad Health and Safety Lecture that highlights personal safety and substance use and abuse in other countries.

Wellness and CARE Coordinator

The position of Wellness and CARE Coordinator was established in October of 2022, after the reporting period. As seen in the Analysis section, the position has added goals to be completed and reported on for the following reporting period.

Analysis of Current Efforts

Representatives from the previously identified offices (See Introduction: Biennial Review) reviewed current prevention, intervention, and treatment measures put in place by their offices. From the information collected, representatives identified strengths, weaknesses and goals for the upcoming reporting period. Below is a summary of the findings.

Strengths and Weaknesses

The following strengths and weaknesses are identified themes of information submitted by the Biennial review team. Strengths included risk mitigation practices used for events serving alcohol, resources for treatment or intervention of substance misuse, and alternative programming for high-risk times for alcohol and other drug consumption. Weakness themes included a need for policy revision or development, development of education and prevention programs, or education on cannabis misuse.

Offices that held events with alcohol indicated an established practice of risk mitigation including providing alternative beverage options and food, controlled alcohol distribution and a certified bartender to serve the alcoholic beverages. Student Involvement offices offer several series programs that provide alternative, dry programming for students to attend and may help students avoid events or activities that involve alcohol or drug use.

Employee serving offices offer information and education around restrictions of alcohol and other drug use. Flexibility is provided to employees to access support and messaging is sent about support services regarding substance misuse. Student serving support offices offer services and connect students to outside agencies to provide more intense care that cannot be offered within the College due to capacity of the offices.

Several offices noted a need for policy revision or policy development to update current policy language for clarity, or address situations that had not been present previously, or include new protocols. Additionally, some offices indicated a lack of a comprehensive smoking policy and education which includes to use of cannabis and vapes on campus.

As a College, there is a lack of comprehensive alcohol and other drug prevention for students. First-year students receive a training during orientation, however, all other students are provided with stand-alone programs through other offices and these efforts did not reach all students. Some offices indicated the inclusion of training or discussion around drug and alcohol misuse. These offices often collaborated with other offices to do tailored training to the population they served.

Goals

The following goals were collected to be completed and reported on for the Biennial Review conducted in the Winter of academic year 25.

Admissions

1. The Admissions office will provide education and training on cannabis laws and campus policies for staff and tour guides.
2. The Admissions office will continue to attract a group of tour guides who represent our richly diverse student body.
3. The Admissions office will highlight College-sponsored activities on tours and meetings with prospective students and their families.

4. The Admissions office will highlight College-sponsored activities in publications and print marketing

Advancement

1. The Division of College Advancement will develop a written outline of expectations for President's Student Ambassadors.
2. The Division of College Advancement will develop a written protocol for attendance and alcohol distribution for senior philanthropy/gift programming.
3. The Division College Advancement will develop President's Student Ambassador training events and/or materials around substances other than alcohol.

Alumni Engagement

1. The Office of Alumni Engagement will continue to adhere to federal, state and campus policies regarding the use of alcohol and other drugs for campus events.
2. The Office of Alumni Engagement will update their "Frequently Asked Questions" on the Homecoming website to reflect up-to-date information on alcohol and other drug use on-campus as policies change or are created.

Athletics

1. Coaches will receive an educational module and/or training on prevention and intervention of alcohol and/or drug use
2. The Athletics division will identify high risk times for their teams and identify potential alternative events and partnerships to hold during these times.
3. The Athletics division will develop a departmental policy around alcohol and drug use for coaches to use as a foundation to their individual policies.

Campus Safety

1. The Office of Campus Safety will develop a protocol for response to passed out students.

Center for Career and Professional Development (CCPD)

1. The CCPD will add language to website about guidelines, recommendations and best practices for networking events/activities with employers or alumni that may include alcohol.
2. The CCPD will gather information from employer partners around policies regarding cannabis use and testing.
3. The CCPD will develop materials to educate students about employer policies regarding cannabis testing even if company is in a state where cannabis is legalized.
4. The CCPD will continue to provide guidance to students around maintaining an online professional presence, encouraging them to limit posts, images and videos that include alcohol or cannabis use.

Center for International Programs (CIP)

1. The CIP will remind students of the education options and programs available to them, on campus, around alcohol and other drugs. These educational options and programs will share how knowledge and participation in these programs will give them additional tools as they process new experiences while studying abroad.
2. The CIP will develop support resources for substance abuse for students abroad.
3. The CIP will develop intentional programming around making healthy choices while abroad.

Counseling Center

1. The Counseling Center will develop materials to educate students, faculty, staff and parents on cannabis use and the potential impact of use.
2. The Counseling Center will establish a more vigorous screening process for cannabis use to address impact of cannabis use on students.

Dining and Catering

1. Dining Services will update the catering policy for use and distribution of alcohol.
2. Dining Services will work with Facilities to develop signs notifying staff of tobacco use and prohibition of cannabis on campus.
3. Dining Services will develop a stronger policy for student workers, educating them on professionalism and expectations regarding alcohol and other drug use.

Human Resources

1. Human Resources will ensure that the annual Notice of Alcohol and Drug Policies is disseminated according to regulations.
2. Human Resources will develop and communicate community support resources such as Alcoholics Anonymous, Al-Anon, Marijuana Anonymous, etc.

Intercultural Student Life

1. The Office of Intercultural Student Life will develop two programs covering topics of intervention and prevention of alcohol and other drug misuse.

Outdoor Programs

1. Outdoor Programs will formalize curriculum for student leaders on trips (specifically around alcohol and other drug use, and experiences during the college career).

Residence Life and Student Conduct

1. The Office of Residence Life and Student Conduct will explore and assess options for substance-free housing communities.
2. The Office of Residence Life and Student Conduct will review and update the Student Conduct Policy to include explicit statements on violations and sanctioning for alcohol and other drug use, possession, and distribution.
3. The Office of Residence Life and Student Conduct will develop a true and full amnesty policy.
4. The Office of Residence Life and Student Conduct will explore and assess options for a smoke-free campus.
5. The Office of Residence Life and Student Conduct will explore options for educational sanctions and assess capacity of campus staff.

Office of Student Activities

1. The Office of Student Activities will update policies to more clearly outline cannabis use and how it should be handled
2. The Office of Student Activities will update policies about alcohol at certain events, beginning with off-campus vendors using best practices.
 - a. Discover what is needed from an insurance and risk management liability perspective
 - b. Develop guidelines for vendor contracts on how to handle alcohol.
 - c. Develop student staff training around alcohol use at on and off campus events
3. The Office of Student Activities will assess student and campus needs for substance-free programs and explore successful practices of other schools.

Student Health Center

1. The Student Health Center will offer an Opioid Education Program and Narcan training during the academic years of 2022-23 and 2023-24.
2. The Student Health Center will continue to offer, and annually update the travel abroad safety in-service, including best practices.

Wellness and CARE Coordinator

1. The Wellness and CARE Coordinator will complete a biennial report containing information on previous prevention, intervention, and treatment of substance misuse, and goals to complete for the next reporting period.
2. The Wellness and CARE Coordinator, in partnership with Human Resources and the Assistant Dean of Students, will develop and disseminate the Annual Drugs-Free Schools and Communities Act Notification.
3. The Wellness and CARE Coordinator will develop an educational program for upper-class students living off-campus, around alcohol misuse, risk mitigation, and response options.
4. The Wellness and CARE Coordinator will explore options for marketing and educating on sober-friendly events.