



BIENNIAL
Drug Prevention
REPORT



 **Aims**
COMMUNITY COLLEGE

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Aims Community College presents the Biennial Drug Prevention report in compliance with the requirements of the Drug-Free Schools and Communities Act (DFSCA).

This report covers the years 2021-2023. The report covers the college's initiatives and efforts to maintain a safe, substance-free environment for its students and employees. This report provides a detailed overview of the institution's policies, programs, and the steps taken to address alcohol and drug abuse. Aims Community College is committed to creating a conducive and healthy learning environment for all its members.

Key sections of this report include information on Aims' policies and procedures, sanctions for violations, and the associated disciplinary actions. Including a discussion of the health risks of substance abuse, emphasizing the importance of prevention and education. The report also highlights the programs available to students, faculty, staff, and administrators, to address alcohol and drug-related issues.

Furthermore, the report provides an in-depth look at Aims' goals for its Alcohol and Other Drug (AOD) programs and its progress in achieving those goals. The report assesses the strengths and weaknesses of the AOD programs and includes various statistical data that help gauge program effectiveness. It offers insights into the programs available to students, faculty, and staff and the resources they can access to address substance abuse issues.

This report concludes with recommendations for revising Aims' AOD programs, aiming to enhance the effectiveness of current initiatives and ensure a safe and healthy environment for the college community. The recommendations span both student and employee programming, emphasizing the need for continuous improvement.

The college hopes this report provides valuable insights into Aims Community College's commitment to addressing AOD-related challenges and its ongoing efforts to create a secure and supportive educational community.



Aims Community College Overview

Aims Community College (Aims) is a public and local tax-supported two-year college. Greeley has been home to the 185-acre main campus for more than 50 years; there are additional campuses in Loveland, Fort Lupton, and Windsor and a Flight Center location. Through concurrent enrollment partnerships, Aims also encompasses several high school locations.

Degrees and Certificates

Aims offers over 200 degrees and certificates from more than 50 academic areas of study. With more than 4,000 daytime, evening, weekend, and online course offerings each year, students are able to complete coursework part-time or full-time. Earning completely online degrees and certificates is also an option.

Aims degrees and certificates are designed to fit into one of two tracks:

- **Transfer Track:** Students can earn an Associate of Arts or Associate of Science degree and then transfer that credit to a four-year university on the path to earn a bachelor's degree.
- **Career and Technical Education Track:** Students may also choose to earn an Associate of Applied Science degree or complete a certificate program which will prepare them to enter the job market upon completion.

Leadership at Aims

The leadership of Aims Community College includes the Board of Trustees, the CEO/President, and members of the Executive Cabinet.

Aims Community College is governed by a five-person Board of Trustees. Each is elected by the public for staggered terms of four years each. Their roles and responsibilities include being an advocate for the college and students, establishing policies that support the college's purpose, mission, and vision, supporting the CEO/President, and monitoring the fiscal health of the college. Dr. Leah L. Bornstein has been the CEO/President of Aims Community College since 2016. The college CEO/President is accountable to the Board. Some of the duties assigned to the CEO/President include: maintaining an effective system of campus governance, representing Aims and the interest of Aims in the community, administering all instructional programs and business affairs of the college, and providing direction to others in leadership positions.

Purpose, Mission, and Vision of Aims

The mission of Aims Community College is: Provide knowledge, skills and support services to advance quality of life, economic vitality and overall success of the diverse communities we serve.

Aims does not have on-campus housing or collegiate sports.

Aims Community College Overview

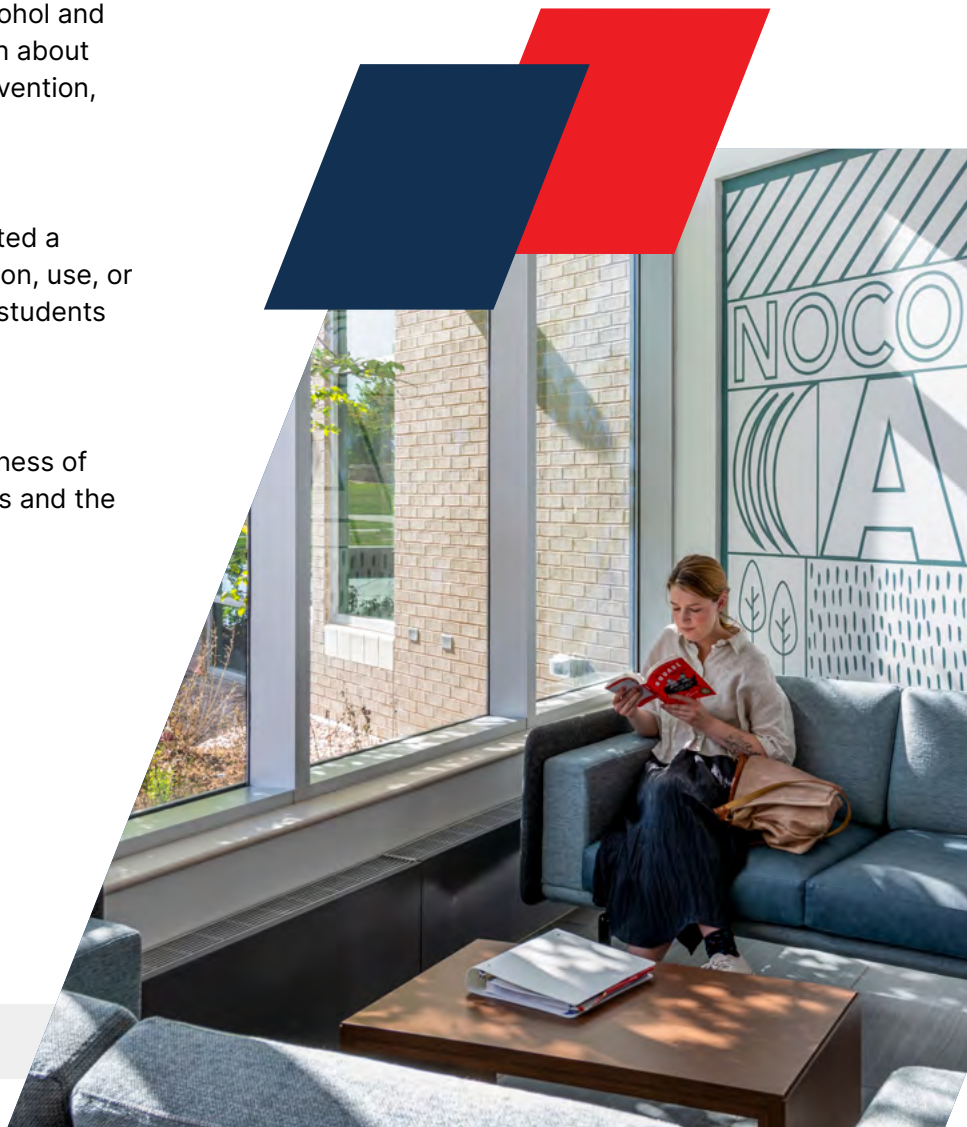
Introduction to The Drug-Free Schools and Communities Act (DFSCA)

The Drug-Free Schools and Communities Act Amendments (DFSCA) of 1989 and the Drug-Free Workplace Act of 1988, require that all institutions of higher education receiving any form of federal financial assistance provide each student and employee with information regarding alcohol and other drugs.

In compliance with the Drug-Free Workplace Act of 1988, Aims Community College has a longstanding commitment to provide a safe, quality-oriented, and productive work environment. Alcohol and drug abuse pose a threat to the health and safety of college employees, students, and the community and to the security of the college's equipment and facilities. For these reasons, the college is committed to the elimination of drug and alcohol use and abuse in the workplace and learning environment. The content below provides information on college policy, health risks, and legal sanctions associated with alcohol and other drug abuse. Also included is information about campus programs that offer prevention, intervention, assessments, counseling, and referrals.

Aims Community College is required to:

- Certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.
- Send annual notifications to students and employees.
- Prepare a biennial report on the effectiveness of its alcohol and other drug (AOD) programs and the consistency of policy enforcement.



The Biennial Review Taskforce was formed in January 2023. The review was prepared by: Jill Beck (Title IX Coordinator & Compliance Manager), George Bielinski (Director, Human Resources), Jan Cope (Program Director, Center for Professional Development), Whitney Cowling (Student Club Coordinator), Janet Chase (Student Life Director), John Fults (Director, Campus Safety & Security), Alyssa Garcia (Campus Activities Program Manager II), Sarah Lindahl (Student Advocacy Specialist), Shannon McCasland (Dean of Students), Bryanne Ostoyich (Director of Accreditation and Compliance), Les Wiemers (Assistant Director, Campus Safety & Security), Tracey Wiemers (Staff Executive, Dean of Students Office), Jenell Wild (Director, Employee Relations). Copies of the Aims Drug-Free Schools and Communities Act Biennial Review report may be obtained by submitting an email request to the Director of Accreditation and Compliance at Accreditation@aims.edu. The report can also be found on the Aims website under Consumer Information <https://www.aims.edu/about/consumer-information>.

Aims Policies and Procedures

The college is committed to the highest standards of respect for self and others, academic excellence, integrity, and civil discourse. Alcohol and drug abuse pose a threat to the health and safety of college employees, students, and the community and to the security of the college's equipment and facilities. For these reasons, the college is committed to the elimination of drug and alcohol misuse and abuse in the workplace and learning environment.

All students and employees are prohibited from engaging in the unlawful manufacture, distribution, dispensation, possession, use/abuse of illicit drugs or alcohol on any of the Aims campuses or at any Aims-sponsored activity. These activities are not only against Aims' policies but also subject to criminal penalties under local, state, and federal law.

[534 Drug-Free Workplace Policy](#)

[534-01 Drug-Free Workplace Procedure](#)

[1-290 Drugs and Alcohol Policy](#)

[611-01 Student Code of Conduct Procedure](#)

All Aims policies and procedures can be viewed on the Aims website under [Office of the President](#).



Sanctions and Violations

Students who violate the standards set forth under the Aims Substance Abuse Policy (College Policy 1-290) and the Student Code of Conduct (College Procedure 611-01) will be subject to disciplinary actions. College disciplinary sanctions include but are not limited to formal warning, disciplinary probation, suspension, expulsion or termination, and/or referral to the appropriate authorities for prosecution.

Any employee who is convicted of the unlawful manufacture, distribution, dispensation, possession, use/abuse of illicit drugs or alcohol is subject to criminal penalties under local, state, and federal law. Local, state, and federal laws establish severe penalties for violations of drug and alcohol statutes. These sanctions, upon conviction, may range from a fine to life imprisonment. With possession or distribution of illegal drugs, these sanctions could include the seizure and summary forfeiture of property, including vehicles. Any person found in a public place to be under the influence of intoxicating liquor or drugs and unable to care for their own safety or interfering with a public way can be charged with disorderly conduct, a misdemeanor offense. Local police and or state agencies will enforce these laws. Procedures for suspected violations of Aims' policy while on the job can be viewed at this link.

- **Federal Sanctions**

Penalties for federal drug possession charges start with up to one year in prison and a fine of no less than \$1,000. Subsequent convictions face more severe prison sentences (up to three years) and fines (\$5,000). 21 U.S.C. Section 844.

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved. The minimum penalty for a conviction is one year in prison and a fine up to \$100,000, and maximum penalty is life in prison and a fine up to \$10,000,000. If the conviction involves death or serious bodily injury, or an individual has prior drug convictions, the penalties are more severe. 21 U.S.C. Section 841. A complete chart of federal drug trafficking sanctions, maintained by the U.S. Drug Enforcement Agency can be found at this link.

- **State of Colorado Sanctions**

State laws regulating the production, dispensation, possession, and use of alcohol and drugs are generally found in Titles 12 and 18 of the Colorado Revised Statutes.

At the state level, drug offenses are classified as petty offenses, misdemeanors or felonies. Petty offenses may carry a fine up to \$100 and community service. Misdemeanor offenses range from a \$50 fine, to 18 months in jail and/or a fine up to \$5,000. Felony drug offenses range from 6 months to 32 years imprisonment, and fines ranging from \$1,000 to \$1,000,000. C.R.S. Title 18, Article 1.3.

A person under the age of 21 who possesses alcohol or less than two ounces of marijuana, or who consumes alcohol or marijuana, may be subject to a fine up to \$100 and/or mandated substance abuse education for a first-time offense. Subsequent offenses carry higher fines, up to \$250, and possible community service hours. C.R.S. 18-13-122.

Provision of alcohol to any person under the age of 21, a visibly intoxicated person, or a known alcoholic is a misdemeanor and may be punishable by a fine of up to \$5,000 and 18 months in jail. C.R.S. 44-3-901.

Operation of a motor vehicle while under the influence of alcohol and/or drugs can be subject to a \$1,000 fine, up to one year in jail, license revocation, and community service for a first-time offense. Driving while ability impaired, a lesser offense can be subject to 180 days in jail and up to \$500 in fines. Subsequent DUI or DWAI offenses are subject to higher fines and jail time. C.R.S. Title 42, Article 4.

- **Local Sanctions**

Local ordinances in the cities in which Aims Community College is located may also prohibit a variety of offenses for drug and alcohol violations.

Health Risks of Substance Abuse

Health risks of drug abuse include but are not limited to sleep disorders, confusion, hallucinations, paranoia, deep depression, malnutrition, liver and kidney damage, cardiac irregularities, hepatitis, and neurological damage. Alcohol is a depressant. It depresses the central nervous system and can cause serious physical damage. Excessive drinking damages the liver, resulting in cirrhosis. Chronic alcohol abuse also causes hypertension, cardiac irregularities, ulcers, pancreatitis, kidney disease, various forms of cancers, memory loss, malnutrition, and other serious health issues, abuse of alcohol or drugs during pregnancy increases the risk of birth defects, spontaneous abortion, and stillbirths. Short-term and long-term health risks associated with drug and alcohol abuse can include physical and psychological effects, including but not limited to: malnutrition, brain damage, paranoia, psychosis, hepatitis, convulsions, coma, depression, heart disease, death, pancreatitis, cirrhosis of the liver, damage to the central nervous system, elevated blood pressure, respiratory failure, low birth weight babies, babies with drug/alcohol addictions, and an increased probability of intravenous drug users contracting HIV.

An overdose can occur after someone consumes a toxic level of a substance (or multiple substances) and the effects of this overload interfere with their brain and body's ability to function properly. Drug overdose can be fatal; however, when it isn't, overdose-related toxicity can result in several negative short-term and long-term health consequences. Overdose symptoms can vary and sometimes it is hard to differentiate between relatively less severe side effects of a drug and the symptoms of a life-threatening overdose. A wide range of drugs can cause overdose, including: alcohol, opioids (including heroin, fentanyl, and prescription painkillers), benzodiazepines, stimulants (including methamphetamine and cocaine), and many others.



Programs Available to Faculty, Staff, Administrators, and Student Employees

The college will assist and support employees who voluntarily seek help for drug or alcohol problems before becoming subject to discipline or termination under this or other college policies. Such employees will be allowed to use accrued paid time off, placed on leaves of absence, referred to treatment providers and otherwise accommodated as required by law. Employees may be required to document that they are successfully following prescribed treatment and to take and pass follow-up tests if they hold jobs that are safety-sensitive or require driving, or if they have violated this procedure previously. Once a drug test has been initiated under this procedure, unless otherwise required by the Family and Medical Leave Act (FMLA) or the Americans with Disabilities Act (ADA or ADAAA), the employee will have forfeited the opportunity to be granted a leave of absence for treatment and will face possible discipline, up to and including separation of employment.

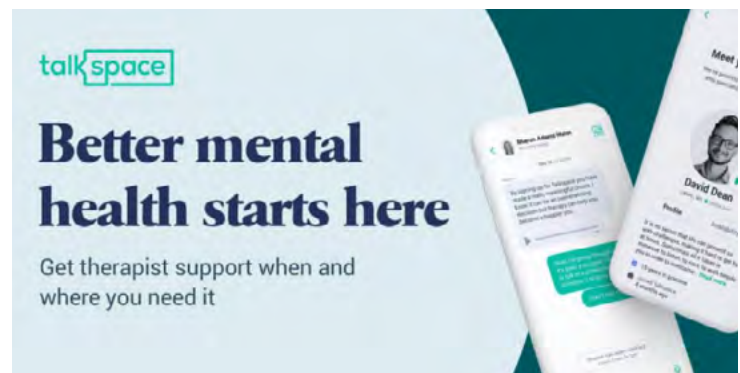
Aims has been named a Certified Healthy Workplace Leader for three years in a row as a reflection of the college's commitment to workplace health and safety. This honor was awarded by Health Links®, a nonprofit program of the Center for Health, Work & Environment at the Colorado School of Public Health. The Certified Healthy Workplace Leader designation is the highest level of recognition offered by Health Links. This certification level is awarded to organizations that have continually demonstrated the highest level of commitment and dedicated resources to team members and community health and safety. Additionally Health Links® provides the college with the Colorado Recovery Friend Workplace Toolkit, which Aims uses as a workplace recovery reference.

Available Employee Resources:

Employee Assistance Program (EAP): Available 24 hours a day, 7 days a week. Employees and household members can confidentially address and resolve personal and workplace challenges, alcohol and drug abuse and more via online resources as well as short-term counseling through the EAP at no cost.

Talkspace: A confidential and secure online therapy service that connects users to a dedicated, licensed therapist via private unlimited text messaging as well as professional counseling, therapy, medication services and mental health support from licensed providers.

Below is an example of a monthly marketing piece from Talkspace:



Programs Available to Faculty, Staff, Administrators, and Student Employees

Biz Library: The college's professional development learning management system offers continuous learning and unlimited access to thousands of interactive learning topics and courses including substance and alcohol abuse. Biz Library is available to employees anytime and can be utilized on an employee's desktop, mobile device or tablet.

Family Medical Leave Act (FMLA): FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. Eligible employees are entitled to leave for a serious health condition such as an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that prevents the employee from performing the functions of the employee's job.

Unpaid Medical Leave of Absence may be granted to eligible employees for absences arising from the employee's illness, injury, etc. This leave may be approved under the following circumstances: The employee is not eligible for FMLA leave, or has exhausted all available FMLA leave.

Americans with Disability Act (ADA): The college will seek to provide reasonable accommodation for individuals with a known disability or, in situations where the disability is not known or apparent to the college, in situations where the individual with a disability requests an accommodation. All information obtained concerning the medical condition or history of an employee will be treated as confidential information, maintained in separate medical files, and disclosed only as permitted by law.

Healthcare Benefits Program for Eligible Employees: Aims health plans generally cover the following services related to substance abuse and addiction treatment: hospitalization, including acute inpatient and partial as well as treatment and detoxification in a residential setting. The specific coverage for each plan can be found in the plan documents associated with each provider.

FAMLI: The Family and Medical Leave Insurance program is a state-run program that will ensure all Colorado workers have access to paid leave to take care of themselves or their families during eligible life circumstances. Beginning in January 2024, care for ones self, a new child, family member, military deployment arrangements and safety needs due to domestic violence and/or sexual assault are potential qualifying reasons to take FAMLI. The State of Colorado will determine eligibility. If eligible most employees will be able to take up to twelve weeks of leave across a rolling annual calendar. The partial pay provided by the state will be based on the employee's income.





Aims Community College has joined the JED Campus program. A nationwide initiative of The Jed Foundation (JED), the program is designed to help schools evaluate and strengthen their mental health, substance misuse, and suicide prevention programs and systems to ensure that schools have the strongest possible mental health safety nets. There are currently over 400 campuses engaged in the JED Campus program.

In collaboration with JED Campus, Aims Community College will implement a comprehensive approach to mental health and substance use prevention for Aims' campuses using the JED Campus model. The JED programs are grounded in an evidence-based model which identifies seven key domains for strategic planning and equitable implementation.

These domains include:

- Promote social connectedness
- Identify students at risk
- Increase help-seeking behavior
- Provide mental health and substance misuse services
- Follow crisis management procedures
- Restricts access to potentially lethal means
- Develop life skills

The seven key domains are used to assess efforts currently being made on campus, as well as identifying the college's existing strengths and areas for improvement. View the Seven Domains infographic. As part of the JED Campus initiative, the college launched the Healthy Minds Survey in Fall 2023. The Healthy Minds Study examines student mental health, service utilization, and related issues among undergraduate students.

Healthy Minds Survey Data can be used to:

- Strengthen grant applications (e.g., SAMHSA Garrett Lee Smith grants)
- Advocate for mental health services and programs on campus
- Evaluate existing programs (e.g., reductions in stigma following a major campaign)
- Assess need for programs and services (see an example of the economic case data deliverable)
- Raise awareness of mental health and campus resources
- Make comparisons with peer institutions

The data collected from the Study will contribute to the Aims JED team taking a comprehensive approach while they develop a strategic plan for the school focusing on suicide prevention, mental health and substance misuse prevention.

Programs Available to Students

Overcoming substance misuse or supporting someone in recovery can be challenging. Aims Community College provides various assistance resources:

- Campus Support and Resources
 - Counseling services (in-person and virtual)
 - Narcan / Fentanyl testing strips dispensed at Fort Lupton, Greeley, Loveland, and Windsor campus locations
 - Campus Safety and Security
- Prevention Programming - visit events calendar
- Community Support
 - North Range Behavioral Health
Crisis Line 1-844-493-8255
Text 'TALK' to 38255
Appointment 970-347-2120
 - Colorado 2-1-1 information line
 - Colorado Addiction Hotline 1-855-789-9197
 - Colorado Drug Abuse Hotline 1-888-603-3774
 - Area Intergroup (AA) Cocaine
 - Anonymous Colorado Narcotics
 - Lines for Life (24/7) - 988
 - Alcohol Abuse Hotline - 1-855-955-0771

Statement of AOD Program Goals and a Discussion of Goal Achievement

Aims seeks to create a supportive environment for all students and employees. Whether folks are already in recovery, looking to start their recovery journey, or supporting someone in recovery, resources are available. Aims' goal is to make recovery accessible to everyone. Through a close-knit recovery community on campus, students and employees can find understanding, encouragement, and a helping hand.

The Student Engagement Inclusion and Success (SEIS) Recovery Steering Team's mission is "To facilitate an accessible recovery community at Aims for students currently in recovery, those with a desire to seek recovery, and those supporting others in recovery."

Within this mission there are five goals encompassed in the team's five year plan: Stigma Reduction, Recovery Leadership Education, Connection: Creating a sense of belonging and community, creating sober community spaces, and program sustainability.

Aims' goal is to nurture an environment where seeking help and support is a sign of strength, and where everyone is encouraged to take advantage of the resources available. The college seeks to create an environment that supports wellness as evidenced by the following line items in the **2018-2023 Strategic Plan**:

- Develop a comprehensive student wellness programming series.
- Increase access and awareness to counseling services and wellness workshops.
- Offer employee training to maximize student referrals to appropriate resources and services.

2023-2024 SEIS Goals: ★ = completed

- Develop a comprehensive Collegiate Recovery Program
- Publish the Aims Little Book of Recovery for all students, alumni, and employees.
- ★ Allyship training
- ★ Human2Human (H2H) speaker for October Recovery Awareness Month
- ★ MarCom Zoom Background/marketing and branding for recovery
- ★ Expand professional development opportunities for staff who work with students
- ★ Attend Association of Recovery in Higher Education Conference / Rethinking Addiction conference
- ★ Research community programs; partner with those doing the work; build bridges
- ★ Campus Activities Program Board Activities
- ★ Train members of Recovery Steering Committee to be SMART Recovery facilitators (Summer 23)
- ★ Offer weekly SMART Recovery groups
- Create and share a recovery syllabus statement for faculty who attend Recovery Zone training
- ★ Gather AOD data via the Healthy Minds survey in Fall 2023
- Included in the **2024-2027 Strategic Plan - dedicated AOD prevention initiative**
 - Aims opens doors by supporting learners throughout the recruitment, enrollment, retention and completion journey by streamlining processes and extending opportunities.
 - Increase student retention
 - Develop a comprehensive campus-wide collegiate recovery program that fosters an environment that is recovery friendly and provides access to a wide range of resources.



Statement of AOD Program Goals and a Discussion of Goal Achievement

2024-25 Goals:

- Use Healthy Minds survey data (Fall 2023) to inform planning, programming, and service delivery
- Recommend Aims Little Book of Recovery as the College Read
- Train current student counselor to become Certified Addiction Counselor (CAC) by 2025
- Explore the opportunity for an identified recovery space
- Include recovery initiatives on 2024-2027 Strategic Plan
- Implement Train the Trainer for Recovery Zone Training
- Build the SMART Recovery facilitator team

2025-26 Goals:

- Establish a Brew Bike or Mocktail Bar/Cart for ongoing campus recovery awareness and education
- Create identity-based spaces with focused programming to support those identities in recovery

2026-27 Goals:

- Integrate comprehensive Collegiate Recovery Program
- Host Recovery Symposium
- Recovery Peer Coaching: Explore the feasibility and sustainability of recovery peer coach certification for students
- Identify Champions on campus to serve on committees, volunteer, attend and provide training, etc.



Summaries of AOD Program Strengths and Weaknesses

A task force was created in 2023 to begin the process of complying with the DFSCA. The college is in the beginning phase of assessing AOD program strengths and weaknesses. While many of the programs have been in place for years and current programs continue to grow, the college is working to build a robust assessment of programs. Currently, the college tracks participation in events and programming and can disaggregate the data. Some trainings include pre- and post-training surveys and assessments, and students voice feedback through town halls, needs assessments, and general surveys. In the past, it has been challenging to get students to engage in surveys and feedback opportunities. There is sometimes a stigma connected to AOD issues and students may not want to document their learning, needs, and challenges by participating in surveys and other assessment measures.

Strengths:

- Robust ongoing education of evidence-informed practices
- A rich variety of programs to meet the needs of a diverse student population
- Breadth and depth of national, state, and community collaboration
- Strong college leadership support of prevention, education, and recovery programming

Weaknesses:

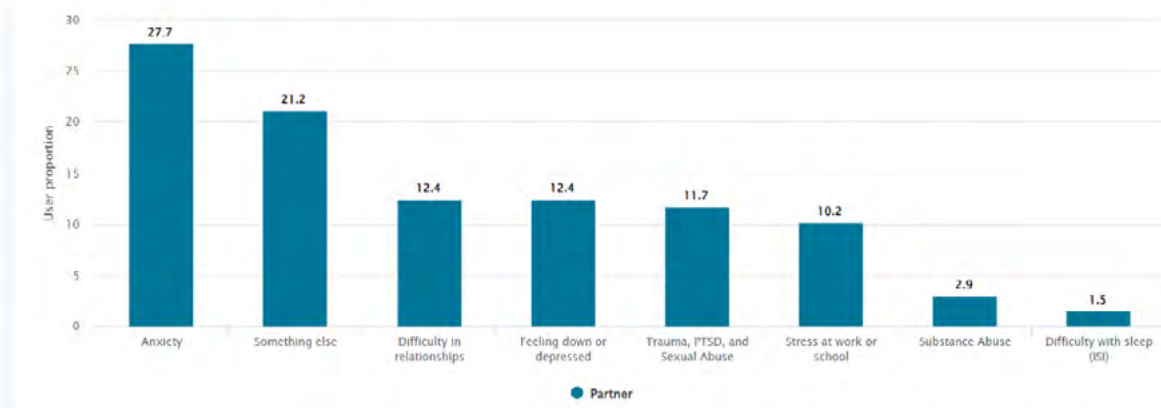
- Access to online and distance options
- Lack of dedicated professional staff member for AOD programming

The prevalence of alcohol and drug abuse, nationally, among community college faculty and staff is not known. However, higher education is an environment that can be stressful and provide significant autonomy. These factors may produce drug and alcohol use. Within the past year, our support resources reported (an increase or decrease percentage) in self-reported alcohol and drug abuse. Drug and alcohol use can be a factor in performance issues that impact the college and can be addressed through available resources.

Strengths:

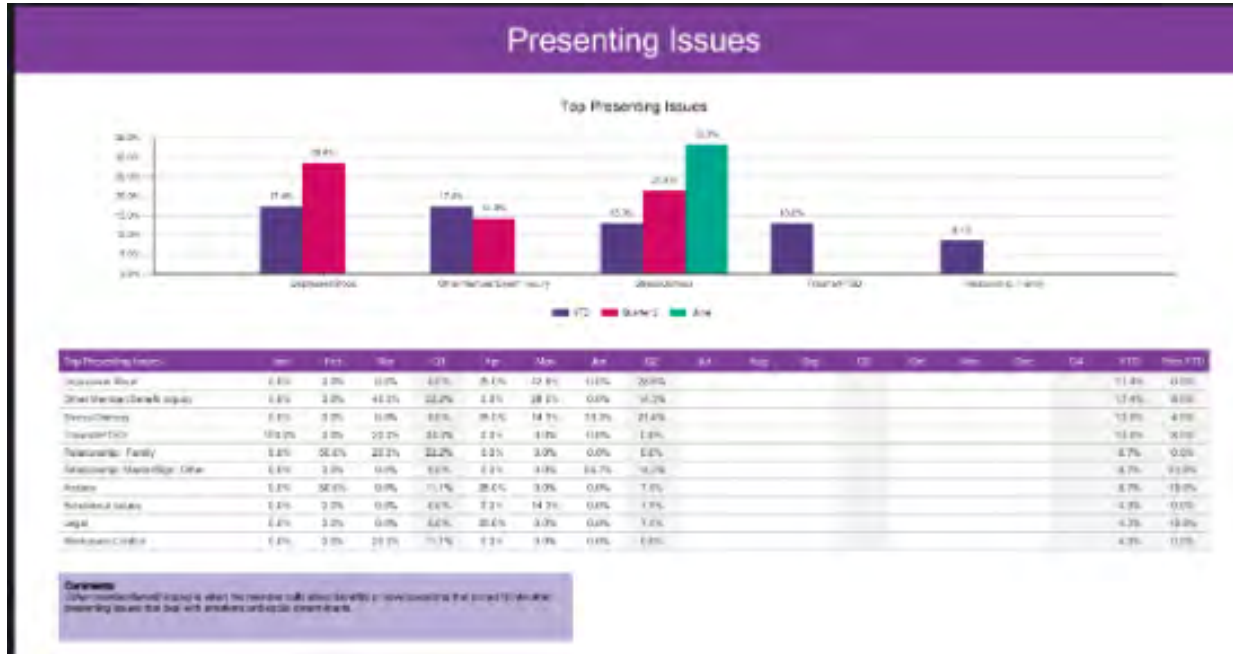
- Through the work of the biennial report, the college is considering the goals and AOD support system and the alignment of policy/procedures and each situation which is evaluated on a case-by-case basis.
- Below are quarterly numbers from Talkspace for 2023 second quarter including a section for substance abuse.

Users by Presenting Problem



Summaries of AOD Program Strengths and Weaknesses

Below are quarterly numbers from Aetna, for the second quarter 2023. While there is not a specific category for substance or alcohol use, those statistics could be included with the "Other Member/Benefit Inquiry" stats.



The chart below reflects conduct numbers for AY 23.

CASE CREATED DATE	TYPE	Charges:	Findings/Resolutions:	Sanctions/Actions
AY 20-21				
2021-07-12	CARE	Substance abuse	CARE Referral - Counseling	
AY 21-22				
2022-03-31	Conduct	4(c). Controlled Substances - Marijuana Use or Possession	Responsible	Warning
2022-04-13	Conduct	4(a). Controlled Substances - Drugs/Alcohol	Not Responsible	
2022-04-05	CARE	Substance abuse	CARE Case Management - Ongoing	
AY 22-23				
2022-09-28	Conduct	4(c). Controlled Substances - Marijuana Use or Possession	Not Responsible	Warning
2022-12-05	Conduct	4(a). Controlled Substances - Drugs/Alcohol	Responsible	Warning
2023-01-09	Conduct	4(c). Controlled Substances - Marijuana Use or Possession	Responsible	Warning
2023-01-09	Conduct	4(a). Controlled Substances - Drugs/Alcohol	Not Responsible	Warning
2023-01-09	Conduct	4(a). Controlled Substances - Drugs/Alcohol	Unresolved	Account placed on hold until student meets with the DOS
2023-01-23	Conduct	4(a). Controlled Substances - Drugs/Alcohol	Responsible	Warning
2023-01-23	Conduct	4(a). Controlled Substances - Drugs/Alcohol	Responsible	Warning
2023-02-24	Conduct	4(a). Controlled Substances - Drugs/Alcohol	Responsible	Warning
2023-03-17	Conduct	4(a). Controlled Substances - Drugs/Alcohol	Unresolved	Account placed on hold until student meets with the DOS
2023-03-24	Conduct	4(e). Controlled Substances - Misuse of Legal Substances	Responsible	Warning
2023-03-24	Conduct	4(e). Controlled Substances - Misuse of Legal Substances	Responsible	Warning
2023-03-29	Conduct	4(a). Controlled Substances - Drugs/Alcohol	Responsible	Warning
2023-04-03	Conduct	4(a). Controlled Substances - Drugs/Alcohol	Responsible	Probation
2023-04-10	Conduct	4(a). Controlled Substances - Drugs/Alcohol	Responsible	Probation
2023-04-10	Conduct	4(a). Controlled Substances - Drugs/Alcohol	Responsible	Probation
2023-04-11	Conduct	4(a). Controlled Substances - Drugs/Alcohol	Responsible	Warning
2023-04-18	Conduct	4(a). Controlled Substances - Drugs/Alcohol	Responsible	Warning
2023-05-02	Conduct	4(a). Controlled Substances - Drugs/Alcohol	Unresolved	Student withdrawn. Conduct hold placed on account
2023-06-12	CARE	Substance abuse	CARE Referral - Other Community Resources	
2023-07-24	CARE	Substance abuse	CARE Referral - Other Community Resources	

Summaries of AOD Program Strengths and Weaknesses

Additional program statistics are reflected here:

Narcan Kits Distributed: Summer 2022 - Fall 2023; 1,754

Drug Disposal Kits Distributed: Summer 2022 - Fall 2023; 482

Fentanyl Testing Strips Distributed: Summer 2022 - Fall 2023; 576

Student AOD Programs:

- 19 AOD student programs Spring 2019 - Spring 2023
- 2,184 student attendees

Student AOD Conference Attendance and Trainings:

- 13 Conferences focused on AOD, Fall 2019 - 2023
- 142 Student Leaders and eight Staff members attended

Student Recovery Allyship Trainings:

- 11 Trainings offered October 2022 to August 2023
- 54 student and employee attendees

During the time frame from Spring 2019 through Spring 2023, Aims had a total of 16,435 distinct students enrolled (excluding high school concurrent students). The 2,184 students participating in AOD programs represent 13.36% of those students.

Procedures For Distributing Annual AOD Notifications to Students and Employees

Aims Community College emails the required annual notification at the beginning of each term (fall, spring, and summer). The DFSCA notifications are sent to the official Aims email address of all students and employees. The notifications include standards of conduct, applicable federal, state, local, and institutional sanctions, a description of short- and long-term health risks, and a list of AOD programs available to students and employees. Additionally, new employees receive the annual notification during new employee onboarding through the college's Human Resources Information System Workday and students receive the information in the annual Student Handbook and Day Planner.

Copies of the Policies Distributed to Students and Employees

Student letter sample

From: Aims Communications
To: Students All
Subject: Drug-Free Workplace Act of 1988 — Annual Notification
Date: Monday, August 21, 2023 11:33:36 AM

Aims Community College cares about your well-being. In an effort to comply with the requirements of the Drug-Free Schools and Communities Act (DFSCA), the following information is provided to support your success at Aims.

The College is committed to the highest standards of respect for self and others, academic excellence, integrity, and civil discourse. Students who violate the standards set forth under the Aims Substance Abuse Policy (College Policy 1-290) and the Student Code of Conduct (College Procedure 611-01) will be subject to disciplinary actions. College disciplinary sanctions include, but are not limited to formal warning, disciplinary probation, suspension, expulsion or termination and/or referral to the appropriate authorities for prosecution.

All students are prohibited from engaging in the unlawful manufacture, distribution, dispensation, possession, use/abuse of illicit drugs or alcohol on any of the Aims campuses or at any Aims-sponsored activity. We want to emphasize that these activities are not only against our policies but also subject to criminal penalties under local, state, and federal law.

Sanctions, Violations, and Disciplinary Sanctions

We want to ensure your safety and protect your future. The following is a non-exhaustive list of drug and alcohol sanctions, which may be amended by subsequent legislation.

Federal Sanctions

- Penalties for federal drug possession charges start with up to one year in prison and a fine of no less than \$1,000. Subsequent convictions face more severe prison sentences (up to three years) and fines (\$5,000). 21 U.S.C. Section 844.
- Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved. The minimum penalty for a conviction is one year in prison and a fine up to \$100,000, and maximum penalty is life in prison and a fine up to \$10,000,000. If the conviction involves death or serious bodily injury, or an individual has prior drug convictions, the penalties are more severe. 21 U.S.C. Section 841. A complete chart of federal drug trafficking sanctions, maintained by the U.S. Drug Enforcement Agency can be found here: <https://www.dea.gov/sites/default/files/2021-12/Trafficking%20Penalties.pdf>.

State of Colorado Sanctions

- State laws regulating the production, dispensation, possession, and use of alcohol and drugs are generally found in Titles 12 and 18 of the Colorado Revised Statutes.
- At the state level, drug offenses are classified as petty offenses, misdemeanors or felonies. Petty offenses may carry a fine up to \$100 and community service. Misdemeanor offenses range from a \$50 fine, to 18 months in jail and/or a fine up to \$5,000. Felony drug offenses range from 6 months to 32 years imprisonment, and fines ranging from \$1,000 to \$1,000,000. C.R.S. Title 18, Article 1.3.
- A person under the age of 21 who possesses alcohol or less than two ounces of marijuana, or who consumes alcohol or marijuana, may be subject to a fine up to \$100 and/or mandated substance abuse education for a first-time offense. Subsequent offenses carry higher fines, up to \$250 and possible community service hours. C.R.S. 18-13-122.

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- Provision of alcohol to any person under the age of 21, a visibly intoxicated person, or a known alcoholic is a misdemeanor and may be punishable by a fine of up to \$5,000 and 18 months in jail. C.R.S. 44-3-901.
- Operation of a motor vehicle while under the influence of alcohol and/or drugs can be subject to a \$1,000 fine, up to one year in jail, license revocation, and community service for a first-time offense. Driving while ability impaired, a lesser offense, can be subject to 180 days in jail and up to \$500 in fines. Subsequent DUI or DWAI offenses are subject to higher fines and jail time. C.R.S. Title 42, Article 4.

Local Sanctions

- Local ordinances in the cities in which Aims Community College is located may also prohibit a variety of offenses for drug and alcohol violations.

The exact penalty assessed depends upon the nature and severity of the individual offense, as well as prior convictions.

Health Risks

We want you to be fully informed about both the short-term and long-term health risks associated with drug and alcohol abuse. These risks include physical and psychological effects, including but not limited to: malnutrition, brain damage, paranoia, psychosis, hepatitis, convulsions, coma, depression, heart disease, death, pancreatitis, cirrhosis of the liver, damage to the central nervous system, elevated blood pressure, respiratory failure, low birth weight babies, babies with drug/alcohol addictions, and an increased probability of intravenous drug users contracting AIDS. If you have any specific questions or concerns about your health in relation to drugs or alcohol, it is strongly recommended that you consult your physician or refer to the resources listed below for assistance.

An overdose can occur after someone consumes a toxic level of a substance (or multiple substances) and the effects of this overload interfere with their brain and body's ability to function properly. Drug overdose can be fatal; however, when it isn't, overdose-related toxicity can result in several negative short-term and long-term health consequences. Overdose symptoms can vary and sometimes it is hard to differentiate between relatively less-severe side effects of a drug and the symptoms of a life-threatening overdose. A wide range of drugs can cause overdose, including: alcohol, opioids (including heroin, fentanyl, and prescription painkillers), benzodiazepines, and stimulants (including methamphetamine and cocaine), and many others.

Drug & Alcohol Programs - Aims programs

We understand that overcoming substance misuse or supporting someone in recovery can be challenging. Aims Community College provides various resources to assist you:

Campus Support and Resources

- Counseling services (in-person and virtual)
- Narcan / Fentanyl testing strips dispensed at Fort Lupton, Greeley, Loveland, and Windsor campus locations
- Campus Safety and Security

Prevention Programming - visit events calendar

Community Support

- North Range Behavioral Health

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Crisis Line 1-844-493-8255

Text 'TALK' to 38255

Appointment 970-347-2120

- Colorado 2-1-1
- Colorado Addiction Hotline 1-855-789-9197
- Colorado Drug Abuse Hotline 1-888-603-3774
- Area Intergroup (AA) Cocaine
- Anonymous Colorado Narcotics
- Lines for Life (24/7) - 988
- Alcohol Abuse Hotline - 1-855-955-0771

Remember you are not alone. Seeking help and support is a sign of strength, and we encourage you to take advantage of the resources available to you.

We hope this email provides you with clear information and valuable resources related to drug and alcohol policies at Aims Community College. If you have any questions or concerns, please do not hesitate to reach out to any of the resources listed above.

Wishing you a safe and successful academic journey.

From: Aims Communications To: Employees All
Subject: Drug-Free Workplace Act of 1988 — Annual Notification
Date: Thursday, August 17, 2023 8:01:45 AM

All Aims Community College Employees,

You are receiving this notification in accordance with the federal Drug-Free Schools and Communities Act Amendments (DFSCA) of 1989 and the Drug-Free Workplace Act 1988, which requires that all institutions of higher education receiving any form of financial assistance provide each student and employee with information regarding alcohol and other drugs.

You are receiving this email as part of our compliance with the Act's requirements; you are not receiving this due to any violation of policy. In compliance with the Drug-Free Workplace Act of 1988, Aims Community College has a longstanding commitment to provide a safe, quality-oriented and productive work environment. Alcohol and drug abuse pose a threat to the health and safety of College employees, students, and community and to the security of the College's equipment and facilities. For these reasons, the College is committed to the elimination of drug and alcohol use and abuse in the workplace. The content below provides information on our College policy, health risks, and legal sanctions associated with alcohol and other drug abuse. Also included is information about campus programs that offer prevention, intervention, assessments, counseling, and referrals.

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Standards of Conduct

As a condition of employment, all Aims Community College employees (faculty, staff, administrators and student employees) must comply with the Aims Drug-Free Workplace Policy. The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance by any employee, contractor, volunteer, or anyone providing services to or on behalf of Aims Community College is prohibited. Aims employees should report to work fit for duty and free of any adverse effects of illegal drugs or alcohol.

You can find the Aims Community College Drug-Free Workplace Policy at this link.

Possible legal sanctions and penalties

Any employee who is convicted of the unlawful manufacture, distribution, dispensation, possession, use/abuse of illicit drugs or alcohol is subject to criminal penalties under local, state and federal law. Local, state, and federal laws establish severe penalties for violations of drug and alcohol statutes. These sanctions, upon conviction, may range from a fine to life imprisonment. With possession or distribution of illegal drugs, these sanctions could include the seizure and summary forfeiture of property, including vehicles. Any person found in a public place to be under the influence of intoxicating liquor or drugs and unable to care for his/her own safety or interfering with a public way can be charged with disorderly conduct, a misdemeanor offense. Local police and or state agencies will enforce these laws.

You can find procedures for suspected violations of Aims' policy while on the job at this link.

Health Risks of Substance Abuse

Health risks of drug abuse include but are not limited to sleep disorders, confusion, hallucinations, paranoia, deep depression, malnutrition, liver and kidney damage, cardiac irregularities, hepatitis, and neurological damage. Alcohol is a depressant. It depresses the central nervous system and can cause serious physical damage. Excessive drinking damages the liver, resulting in cirrhosis. Chronic alcohol abuse also causes hypertension, cardiac irregularities, ulcers, pancreatitis, kidney disease, various forms of cancers, memory loss, malnutrition, and other serious health issues, abuse of alcohol or drugs during pregnancy increases the risk of birth defects, spontaneous abortion and stillbirths.

Aims' programs available to faculty, staff, administrator and student employees

The College will assist and support employees who voluntarily seek help for drug or alcohol problems before becoming subject to discipline or termination under this or other College policies. Such employees will be allowed to use accrued paid time off, placed on leaves of absence, referred to treatment providers and otherwise accommodated as required by law. Employees may be required to document that they are successfully following prescribed treatment and to take and pass follow-up tests if they hold jobs that are safety-sensitive or require driving, or if they have violated this procedure previously. Once a drug test has been initiated under this procedure, unless otherwise required by the Family and Medical Leave Act (FMLA) or the Americans with Disabilities Act (ADA or ADAAA), the employee will have forfeited the opportunity to be granted a leave of absence for treatment, and will face possible discipline, up to and including separation of employment.

Employee Resources

Aetna - Employee Assistance Program (EAP)

Aims' Employee Assistance Program (EAP) is confidential and available 24 hours a day, 7 days a week. 866-252-4468
www.resourcesforliving.com Username: acc Password: eap

Talkspace- <https://www.talkspace.com/AimsCC>

Recommendations for Revising AOD Programs

Student Programming Recommendations

The taskforce identified the following recommendations for AOD program revisions:

- Explore the opportunity to add distance/remote programming options.
- Expand assessment efforts to include AOD programming.
- Develop a recovery academic scholarship.
- Decipher ways to work with marginalized populations/affinity groups in recovery.
- Optimize AOD programming impact through increased collaborative campus partnerships.
- Implement Recovery Ally Syllabus Statement(s)- “As a faculty member who cares deeply about my students’ health and well-being, I have taken the Recovery Zone Training provided by Artie’s Recovery Allies. While this does not make me an expert in substance use, treatment or recovery, it does indicate my desire to listen to my students empathetically and to help connect them to resources. Please feel free to approach me, so I can help you connect to resources for you or for a loved one.”
- By 2025 employ one counselor who is a Certified Addiction Counselor (CAC).
- Identified sober-community space as well as identity-based space
- Explore the opportunity to create a part-time or full-time FTE position dedicated to AOD programming including a grad-assistantship.
- Create a recovery webpage.
- Explore the idea of having Aims Little Book of Recovery as the 2025 college Common Read
- Formalize Recovery Steering Team through a charter.
- Explore implementing “Time to Ungrind” campaign toolkit developed by Coalition of Colorado Campus Alcohol & Drug Educators (CADE). This evidence-based campaign addresses how students often find themselves trapped in a culture that glorifies relentless productivity at the expense of their overall well-being. This grind culture places excessive pressure on individuals, leading to adverse consequences including initiation, overuse, and dependence on alcohol and other substances. The Time to Ungrind campaign revolves around three core concepts: well-being, designing programs that prioritize balance, and redefining success. This is a sustained campaign that includes implementation, evaluation, and assessment. The hope is to implement this campaign in the fall of 2024.

Employee Programming Recommendations

- Beginning in Spring 2024, add AOD information to the Staff Orientation.
- Beginning in Spring 2024, add AOD information to the Faculty onboarding session.
- Update the Employee Resource Guide to include AOD programming information.
- Create a Communication Plan to highlight AOD programming opportunities for employees.
- Increase monitoring and assessment of AOD formalized programs.
- Respond to the assessment and add additional resources as applicable.



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