



Biennial Review of Union College's Alcohol & Other Drug Programs 2020-2022

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INTRODUCTION

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) requires an institution of higher education such as Union College to certify it has implemented programs to prevent the abuse of alcohol and use of illicit drugs both by Union students and employees both on its premises and as a part of any of its activities. At a minimum, each institution of higher education must annually distribute information in writing to all students and employees; these are listed in Union's *Student Handbook* and *Staff Handbook*, and are reiterated in our "Notice to Present Students" and "Notice to Present Employees" documents. They include the following:

- Standards of conduct that clearly prohibit at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees,
- A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol,
- A description of the health risks associated with the abuse or misuse of alcohol or illicit drugs,
- A description of any drug or alcohol counseling, treatment, rehabilitation, or re-entry programs that are available to employees or students,
- A clear statement that Union College will impose disciplinary sanctions on students and employees, and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.

The law further requires that the institution conduct a biennial review of its program with the following objectives:

1. determining the effectiveness of the policy and implementing changes to programs pertaining to alcohol and drugs, if they are needed; and
2. ensuring that the sanctions developed are enforced consistently.

The biennial review must also include the number of drug and alcohol related violations occurring on the campus or as part of their activities that are reported to campus officials, and the number and type of sanctions the school imposes on students or employees as a result of such violations.

Union College acknowledges its legal obligation to conduct a biennial review of compliance with the Drug-Free Schools and Communities Act and authorized an administrative review of the initiatives. The intention of this document is to meet the legal requirements of conducting a biennial review and also summarize the programs and activities related to alcohol and drug prevention on Union's campus during the 2020-2021 and 2021-2022 academic years.

Union College has a comprehensive approach to drug and alcohol abuse that spans a number of departments. The senior staff at the college has committed attention to the issue, and the president has provided significant leadership. Union, as a school in the northeastern US with strong participation and engagement with Greek life and Athletics, attracts a student body demographic that will be more likely to engage in alcohol activities during their time in college. It is, therefore, necessary for us to engage in significant programs for the management of those behaviors.

Drugs and Alcohol Programs and Services

Student Life

EverFi Online Education

Union College shifted from Campus Clarity, an online educational platform, to another service named EVERFI for incoming students to learn more about responsible consumption and dangers of alcohol and drug use. The determination for the shift was that Campus Clarity failed to meet some expectations as a service provider. EVERFI was a satisfactory service for some time, as it also offered additional modules for other needs, and allowed for a more efficient and effective assessment for application and compliance. It was also a very flexible program that allowed for customization, particularly for messaging and the integration of campus cultural markers. However, EVERFI was soon acquired by VECTOR Solutions, and Union College is now assessing if the needs of the students are being met and if another service should be contracted. At this time, Union College utilizes the following modules:

- AlcoholEdu for College
 - This course encourages students to reflect on their drinking and encourages safe decision-making, making campuses safer for all.
- AlcoholEdu for Sanctions
 - Sanctions course for alcohol policy violators.
- AlcoholEdu Ongoing Education
 - Ongoing alcohol and substance abuse prevention training for students.
- Diversity, Equity & Inclusion for Students
 - Shows students how to best display diversity, equity, and inclusion.
- Diversity, Inclusion & Belonging for Students
 - This diversity orientation will introduce university and college students to key concepts within the diversity and inclusion space. Concepts such as inclusion, power, privilege, identities, and communication are covered as well as strategies related to ally behavior, self-care, and creating inclusive spaces. This course will communicate and provide tools to help meet expectations of being an engaged member of a diverse and inclusive community.
- Mental Well-Being for Students
 - Equip students with information and skills to support the emotional well-being of themselves and others.
- Prescription Drug Misuse Prevention, Parts I & II
 - Knowledge, skills, and tools to help students make healthy, informed decisions about prescription medications.
- Sexual Assault Prevention for Adult Learners
 - Title IX and Clery Act training for non-traditional students that emphasizes identifying abuse in long-term relationships and bystander intervention for in-person and online situations.
- Sexual Assault Prevention for Athletes
 - Student athlete training to address the NCAA Policy on Campus Sexual Violence.
- Sexual Assault Prevention for Undergraduates
 - Title IX and Clery Act training that engages undergraduate students in fostering healthy relationships and preparing them to recognize and respond to sexual assault and harassment when it occurs.
- Sexual Assault Prevention Ongoing: Healthy Relationships

- Ongoing training that emphasizes healthy relationship skills, tactics for bystander intervention among close friends, and survivor empathy.
- Sexual Assault Prevention Ongoing: Taking Action
 - Building on previous sexual assault prevention training, learners will strengthen their ability to intervene when friends engage in unsafe or unhealthy behavior, and the importance of bystander intervention. Learners will explore the relationships between identity and taking action, and identity and victimhood. This course satisfies compliance mandates for continuing education as defined in the Clery Act.

Each module is paired with a related survey that is sent to each student after the completion of the module. This survey is intended to identify areas where these modules are effective and ways that they can be improved. These assessment tools are also intended to better understand if students are fully comprehending the material and if that material plays a role in the behavior that students engage in as they move away from the module.

Ongoing & New Educational Initiatives

During the COVID-19 Pandemic, there were new challenges for incoming and enrolled students at Union College who were seeking new ways to engage with the programs offered by the institution but also with each other. Students sought interactions with others that mirrored those before the pandemic adjusted the mechanics by which individuals could engage socially safely. In an effort to provide opportunities for engagement with students, the College contracted COVID-19 Ambassadors to educate students and other community members how they could safely socialize to minimize transmission of COVID-19.

Social Event Management & Town-Gown Relationships

Due to the COVID-19 pandemic, the social life at Union College (which includes casual alcohol and drug consumption) was impacted considerably. While there was a measured decrease in social events (both on- and off-campus), it was a significant challenge to educate students about safe and healthy social behavior. The priority for the campus was the ongoing safety and health of all students, specifically targeting COVID-19 mitigation, and as a result social event management changed from encouraging safe behaviors and social responsibility to significantly restricting social opportunities.

Under conventional circumstances, off-campus social event management would be a priority at the start of the academic year. However, as stated earlier, the focus for administration during this time was the minimization of COVID-19 risk. Prior to COVID-19, all off-campus residents are required to participate in a training that includes social-event management and expectation-setting.

Party Smart

Party Smart programs are small-group events that take place within each residential community during the first 2 weeks of classes. This program contains alcohol and other drug skills training on BAC, self-monitoring, protective strategies, bystander intervention and sexual health risk reduction strategies at Union College. This program is targeted towards the entire first-year class and is paired intentionally with bystander intervention training that takes place during incoming student Orientation. It also partners with multiple stakeholders in the Office of Intercultural Affairs, Residential Life, Greek Life, Community Standards, and Student Activities who all volunteer their time to run these small-group discussions.

Responsible Citizen and Medical Amnesty Policy

The Union College Student Handbook previously included a longstanding policy known as the “Good Samaritan Policy” that enabled hearing officers to forgo conduct charges for students who in good faith reported instances where medical intervention was necessary or requested medical assistance in some way. However, students were not well informed about this policy, and the College was not sharing that information effectively with incoming or current students.

Since the College does hold a fundamental commitment to the safety of the general public and campus community, the Office of Community Standards sought to ensure that safety by bolstering the Good Samaritan Policy. It was split into two separate but equally important policies:

- Responsible Citizen Policy
 - Students or Student Organizations that seek emergency attention for dangerously intoxicated individuals may not be subject to formal disciplinary action, at the discretion of the Administrator (not the responding Campus Safety or other responding officer), based on the safety issues involved.
 - This policy applies specifically to the student or student organization reporting this concern. When students encounter another who may be dangerously intoxicated, the individual is advised to contact Campus Safety or an administrator. While it does not rule out an educational response to the incident (like treatment or assessment), the College will not impose a formal disciplinary action reflected on their educational record.
 - The individual or individuals who are assisted as a result of this reporting will also be offered amnesty, as the College also recognizes that individuals may be hesitant to request assistance in fear of retaliation for “getting a friend in trouble.”
- Medical Amnesty Policy
 - Students that seek emergency attention if they are intoxicated to a degree where their personal safety is compromised may not be subject to formal disciplinary action, at the discretion of the Administrator (not the responding Campus Safety or other responding officer), based on the safety issues involved.
 - The student’s permanent educational record will not reflect formal disciplinary action, but like the Responsible Citizen Policy, the College may engage with educational or supportive interventions such as coaching, counseling, or substance use treatment, to provide individualized support for that student. The policy refers to isolated incidents only and does not protect individuals who flagrantly and/or repeatedly violate the College’s alcohol policy.

These policies were expanded formally to include amnesty for Minor Violations. The College also recognized that students who have been drinking and/or using drugs (whether or not that use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault occurred may be hesitant to report such incidents due to fear of potential consequences for their own conduct. A bystander acting in good faith, or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to College officials or law enforcement will not be subject to code of conduct action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of said violence.

Residential Life

Since 2006, Union College has made a concerted effort to mitigate alcohol and other drug abuse and misuse in residence halls. Full-time, live-in professionals have been living in the residence halls as their primary housing, and are the primary staff handling first-time and low-level alcohol and other drug policy violations. These individuals meet bi-weekly with the Director of Community Standards to discuss ongoing disciplinary cases and general

student conduct, the goal of which is to work collaboratively to address issues related to alcohol and drug use, including other misconduct.

Resident Advisor (RA) Training

Resident Advisors undergo an annual week-long training orientation prior to the opening of residence halls in early September. This training includes, but is not limited to:

- Drug Training - Campus Safety leads a session dedicated to handling drug violations, how to contact Campus Safety in the event that they are needed (including in the confiscation and handling of drugs and alcohol), to identify signs of drug use and how to protect their personal safety when handling drug violations. Also included is how to identify signs of possible drug abuse and misuse, including overdose. Training in the use of NARCAN is included in this training, and updates are done regularly by the Wicker Wellness Center staff.
- Alcohol Training - The Residence Director staff and Director of Community Standards trains the RA staff to better understand the College's policies pertaining to Alcohol, what resources are available to them, and signs of possible alcohol abuse and misuse, including alcohol poisoning.
- Writing Incident Reports
- "Behind Closed Doors"

Expansion of Brief Motivational Interviewing (BMI) by Resident Advisors (RAs)

Resident Advisors are trained to deliver brief motivational interventions with their residents. By using the semi-directive, non-judgmental, non-confrontational and non-adversarial approach, RAs are able to build rapport and enhance engagement with their residents. RAs utilize these strategies while having one-on-one interactions with each of their residents, allowing them to support the individual needs of each student. This allows RAs to support healthy decision making, reduce risky behaviors and choices around substance use, and facilitate referrals to campus partners for further support as needed.

Community Standards

Students who violate the Student Code of Conduct, including alcohol and drug related policies, are subject to an accountability process. The goal of this process is to educate students about acceptable conduct and how misconduct can negatively impact the College and greater Schenectady community. It is also intended to encourage students to take steps to intervene when witnessing others engage in misconduct. The Code of Conduct also outlines opportunities to utilize and issue appropriate educational and restorative sanctions, not only punitive sanctioning.

Conduct and Accountability

The Office of Community Standards values student empowerment as well as the ability of students to own their decisions and take responsibility for their actions. This includes behavior that may involve the consumption of alcohol and drugs, and actions that result from those decisions. At Union College, the sanctioning explicitly targets behavior change through mentorship and educational opportunities with health care professionals at Union College staffed at the Wicker Wellness Center. Sanctioning includes, but is not limited to: mandatory health assessments for drug and alcohol use and misuse, online educational modules tracked through EVERFI, behavioral agreements, behavioral assessments, discretionary educational-based sanctioning, referrals to motivational interventions including BASICS and CASICS, and privilege restriction.

These hearings and sanctions are tracked through our usage of Maxient, a case management software that is contracted for these purposes. Union College shares the information involving disciplinary outcomes with private information redacted with the College community.

Alcohol and Drugs Responsible Findings 2020-2022

In the chart included below, these are responsible findings for alcohol-related and drug-related charges during the 2020-2022 calendar years. Also included in this chart is a distinction between charges related to beer/wine, alcohol considered “hard,” cannabis/marijuana, and drugs that are not considered cannabis/marijuana. Also included are the locations where these violations took place.

Considerations to note:

- Fox House was an upper-class building until 2020.
- Davidson House was a first-year building until 2020.
- Washington Square is a rental property that is not owned by the College, and was used during the COVID-19 pandemic to de-densify the residential population during its height.
- As stated later in this report, the mitigation of the COVID-19 pandemic and the transmission of the COVID-19 virus was the predominant concern of the College. As a result, the priority for the Office of Community Standards (formerly known as the Student Conduct) was to adjudicate violations of the COVID-19 policy (only in place from spring 2020 to fall 2021) and alcohol/drug violations were secondary.
- The data below identifies responsible findings by person, not by group. Most alcohol violations involved multiple parties. Most drug violations involved singular parties.

Academic Year	Beer and/or Wine	Hard Alcohol	Cannabis/Marijuana	Drugs (Not Cannabis/Marijuana)	Totals
2020-2021	215	22	28	17	282
2021-2022	96	7	25	38	166
Totals	311	29	53	55	311

Parental/Guardian/Stakeholder Communication & Collaboration

It is the hope of the College that stakeholders who are invested in the success of their students engage in regular dialogue about consumption prior to their arrival to campus. The Office of Community Standards will also utilize communication with those stakeholders in the event that a student is found responsible for alcohol and drug policy violations, particularly when those violations are seen as uniquely serious or disruptive to the community, or if that student has violated a policy multiple times even when intervention was applied or considered.

Student Activities

Student Activities developed a Daily Digest for students in Fall 2022. Events that are uploaded into Union College’s online database and open to all students are then compiled into a digest that is distributed six days per week, including a special Weekend Edition sent Saturday, to all students and those faculty/staff who have opted in to receive those messages.

This has increased student awareness of programs and events taking place throughout the week, especially on weekends and during traditionally “late-night” (10 PM - 1 AM) timeframe, which allows for students to more easily identify and attend activities where alcohol and other drugs are not featured or present altogether.

Student Programming Board

Union College’s student programming board, the Association of Campus Events (ACE), provides one late-night program (10 PM - 1 AM) each week, taking place on either a Friday or Saturday night, throughout the academic year. A full list of events offered 2020-2022 is included below. During the COVID-19 pandemic, virtual events were offered – these are not included since students were studying remotely from off-campus locations.

2020

- 1/8/20 - Mind Games Event
- 1/11/20 - Frozen Formal
- 1/17/20 - VR Night
- 1/22/20 - Paint and Jam
- 1/25/20 - Mayor's Cup
- 2/1/20 - Tubing
- 2/5/20 - Comedian Gianmarco
- 2/8/20 - Night at the Rink
- 2/15/20 - Thruway Concert
- 2/19/20 - Magician Martin Brock
- 2/22/20 - All Night Party
- 2/28/20 - Bingo
- 3/4/20 - Free Money Game Show
- Remainder of 2020 events offered virtually

2021

- Events 1/15/21 - 5/7/21 offered virtually, except 4/3/21 and 4/24/21
- 4/3/21 - Wild Goose Chase
- 4/24/21 - Pottery Painting
- 5/15/21 - Fun Fest
- 5/22/21 - Glowcade
- 5/29/21 - Laser Tag
- 9/18/21 - Glowcade & Laser Tag
- 9/22/21 - Pottery Painting
- 9/24/21 - Escape Night
- 9/29/21 - Hypnotist
- 10/2/21 - Sunset Carnival
- 10/6/21 - Movie and Trivia
- 10/9/21 - Total Trivia
- 10/13/21 - Game Night
- 10/15/21 - Dance Workshop
- 10/23/21 - 20's Night
- 10/30/21 - Think Fast Trivia
- 11/5/21 - Arcade Night

2022

- 1/7/22 - VIRTUAL - Black Widow Movie Night
- 1/15/22 - Late Night Skate
- 1/15/22 - Glow Casino
- 1/22/22 - VIRTUAL - Ryan Kelly Comedian
- 1/29/22 - Mayor's Cup
- 2/4/22 - Pinterest + Pancake Party
- 2/11/22 - Mission Improvable
- 2/19/22 - All Night Party
- 3/4/22 - Bingo
- 4/1/22 - Trip to the Local FFF
- 4/9/22 - Glow in the Dark Mini Golf
- 4/15/22 - Bowtie Trip: Fantastic Beasts and Where to Find Them 2
- 4/23/22 - Casino Night
- 5/7/22 - Trip to Skyzone
- 5/14/22 - Basket Bingo
- 5/28/22 - Breazzy Days with ACE
- 9/10/22 - Magic Mayfield's Mentalist & Mind Reading Show
- 9/17/22 - Inflatafest
- 9/24/22 - Fall Festival Carnival
- 10/1/22 - Homecoming Weekend Trivia Night
- 10/7/22 - Escape Rooms
- 10/15/22 - Haunted Hayrides
- 10/22/22 - Trick or Treat Bingo
- 10/28/22 - Glowcade
- 11/5/22 - JUMP at Skyzone!

Student Forum

Student Government at Union College, otherwise known as the Student Forum, has continued to demonstrate a commitment to providing opportunities for students to develop whole-person wellness by encouraging the formation of student clubs and organizations dedicated to wellness and mental health. For example, Active Minds is a newly-reinstated chapter at Union College with a national presence and frequently collaborates with our wellness office to offer programming and discussions revolving around the mitigation of alcohol and drug abuse and misuse.

Minerva Programs

House Coordinators have healthy conversations about violations of policies and actions that might negatively impact the community. They are also instructed to highlight policies including alcohol and drug. The Director of Minerva Programs has one-on-one conversations with students through conduct or care meetings regarding alcohol and other drugs as well as sending out communications from the Minerva Central email to Minerva residents describing the above messages and addressing issues as they arrive.

In addition to the above efforts and messaging, in 2021-2022 the Minervas have started to include events with alcohol called Flight School. These events bring of-age students to a tasting (beer, wine, spirits) and teach them about alcohol, appropriate behaviors when drinking in different settings, and how to pair the beverage flights with food. Flight School will be expanded in the coming academic year, and the Minerva Programs hopes to provide similar educational opportunities in the future. Fall of 2023 will see a relaunch of the program.

The physical residential spaces that the Minerva Programs are responsible for does not have a reported issue with alcohol and/or drugs, but there are peer to peer conversations that occur regularly, which when paired with the messaging sent from the central office has worked well to mitigate unsafe behaviors. Flight School is an exciting and approachable way to discuss alcohol.

The Minervas are working on ways to work with underage students more directly related to alcohol and/or drugs that don't involve conduct or CARE reports. There are also movements to have events with a more mixed attendee population.

Student Health and Counseling Services

Electronic communications are sent to all incoming first year and transfer students through the summer newsletters alerting them to the resources and services available through the Wicker Wellness Center and the Eppler-Wolff Counseling Center including confidential medical and psychological care, health education and outreach. Programs and educational sessions offered throughout the academic year are communicated to current students through social media, RA's, house managers, and U-Engage. The Wicker Wellness Center website includes a multitude of informational resources and referrals in the community for students wishing to seek education and/or treatment for substance use related concerns.

Programs, education, and other resources offered centered around Alcohol and Drugs:

- RA training - 1 on 1 conversations, Behind Closed Doors
- House manager training
- TIPS training
- Party Smart
- Floor programs

- Minerva themed events
- Narcan training
- Springfest promotional goods promoting harm reduction
- ACHA-NCHA survey implementation
- BASICS/CASICS, health education, substance use/abuse counseling, referrals to off-campus treatment providers and sobriety support services



In collaboration with several offices and departments within Student Affairs, the Wicker Wellness Center adopted the use of the EVERFI platform for pre-matriculation education on alcohol and other drug use, Title IX, DEIB and mental well-being. This platform allows for continued prevention education as well as educational sanctioning opportunities for students found responsible for alcohol and other drug violations. The Wicker Wellness staff collaborated with The Office of Community Standards, OVW Grant Coordinator and Office of Title IX to create a new bystander intervention curriculum to educate students on ways they can intervene if they should witness moments of harm related to harassment, sexual misconduct, acts of bias, mental health concerns and substance use and abuse. Additionally, the Wicker Wellness Center greatly expanded its social media presence and educational campaigns around alcohol and other drug use during the 2021-2022 academic year including messaging on self monitoring, bystander intervention, decision making and protective strategies to lower personal and community risk.

Significant challenges during the 2020-2022 years arose due to the COVID-19 pandemic response. Policies and procedures implemented to limit COVID exposure resulted in traditional in-person training and programming being restricted or significantly limited from March 2020 - June 2021. While Wicker Wellness staff continued to offer training, education and outreach through remote channels, student attendance and engagement significantly decreased during this time period. A desired area for improvement is to see an increase in students self-referring to the Wicker Wellness Center for education and support regarding substance use related concerns.

The Wicker Wellness Center will continue to expand its social media presence and utilize this as an avenue for disseminating educational content, promote harm reduction strategies and advertise alternative programming to support students in lowering their alcohol and other drug related risk factors. Additionally, the Center plans to partner with the OVW Grant program and the Office of Community Standards to recruit, hire and train peer educators to further our AOD education program. Further collaboration and partnership across campus is also expected through the development of the U-Journey Residential Curriculum.

Greek Life

Fraternity and Sorority life communicates the following to students through presentations and print materials at the beginning of and at various points throughout the academic year.

-  byob policy (1).pdf
-  SocialEventschecklist.pdf
- [Union College Student Handbook](#)

Additionally, fraternity and sorority members are reminded of the Medical Amnesty and Responsible Citizen policy, and are encouraged to seek assistance when it is needed.

Fraternity and Sorority life hosted the Critical Conversation series which offers one of the Party Smart Alcohol and Drugs programs listed in the Wellness programs section of this report. The session is facilitated by Amanda Tommell-Sandy, the Assistant Director for Health Promotion at the College. This session is mandatory for new

fraternity and sorority members.

One new initiative during this time has been the formation of what will be called the Social Certification. This program, a partnership between Title IX Office and Fraternity and Sorority Life, aims to create autonomy in student organizations to promote safety at their social events. The program features a three-part implementation process by which professional staff facilitate workshops for organizational leadership, organizational leadership training for their members, and then the organization will implement and deliver their new plan for safety throughout their communities. This program is in early stages of development.

Fraternities and sororities have the ability to have control over spaces in which the students may choose to consume alcohol. There are policies in place to regulate the amounts of alcohol allowed to be present in spaces and monitor who is consuming alcohol through the social event registration process.

A challenge in this area is that Greek organizations are currently the only student organization category that Union College permits to host social events that have alcohol present. Being one of the only groups on campus with the ability to host these kinds of events comes with immense pressure to continuously engage with substances to provide a “fun experience.” Students who are not members of the fraternity and sorority system often place unreasonable expectations on these organizations to regularly make their spaces available for social events regardless whether those organizations wish to host them or not. As a result, these organizations also face disproportionate repercussions when students violate the Alcohol and Drug policy at Union College.

Currently, Greek Life is considering contracting with Plaid, an educational webinar provider that can supplement the opportunities provided by EVERFI/Vector. Plaid’s curriculum also correlates directly with Fraternity and Sorority issues and concerns that EVERFI/Vector may not be able to provide.

Athletics

Prior to participation on a Varsity Team, Student-Athletes must complete all necessary compliance forms in order to be eligible. Forms that are included in the compliance packet are: The Student-Athlete Code of Conduct; The Annual NCAA Mandatory Serious Misconduct Form; NCAA Banned Substances; Student-Athlete Hazing Agreement; and Student-Athlete Host Policies. The Student-Athlete must sign all forms, acknowledging that they have received, understand and agree to the policies put in place.

During each team’s Compliance meeting at the beginning of the year, Athletics staff discuss all compliance forms (NCAA and Union specific) that were signed. This includes following NYS law with regards to alcohol, illegal drug use, and the College’s zero tolerance policy towards hazing.

Student-Athletes are also encouraged to participate in other campus events by Administrative staff and Coaches. The Student-Athlete Advisory Committee (SAAC) has also worked with other campus partners to promote events such as the One Love Escalation workshop and Purple Thursday.

Since COVID, the majority of the programming offered by Athletics has surrounded Mental Health, Sexual Assault violence/harrassment prevention and DEIB. However, educational opportunities involving alcohol and drugs have been incorporated/discussed because of the close connection it may have to previously mentioned programming topics.

The following programs have been offered:

Gambling Harm Education Program (Sponsored by the NCAA): Dan Trolaro from EPIC Risk Management presented his lived experience of gambling addiction to our coaches and staff. Tied into this educational programming was Mental Health and Alcohol addiction. This program is currently scheduled to return in the Fall of 2023. This programming is fully funded by the NCAA in efforts to protect student-athlete well-being and the integrity of college athletics.

Documentation of Programming for NCAA Attestation 2021-22

NCAA Board of Governors Policy on Campus Sexual Violence 2021-22

Each university chancellor/president, director of athletics and campus Title IX coordinator must attest annually to the following [3 NCAA Requirements](#) (Note additional requirements 4 - 6 will be added in the 2022-23 school year):

1. The athletics department is informed on, integrated in, and compliant with institutional policies and processes regarding sexual violence prevention and proper adjudication and resolution of acts of sexual violence.

- The Title IX Coordinator reviewed the [Title IX website](#) with athletics department staff and student-athletes during the initial team compliance meetings for the year.
- Athletics administrators work with the Title IX Coordinator to coordinate educational programming for athletics staff and student-athletes.
- Athletics staff are involved in various campus roles supporting campus Title IX efforts.
 - Sexual Misconduct Adjudication Panel (SMAP) – Jim McLaughlin, Beth Tiffany, Kelly Harchetts
 - Deputy Title IX Coordinator – Joanne Little
 - Committee on Safety and Education – Chris Murphy, Brianne Brinker
 - LGBTQ Affairs Committee - Brianne Brinker

2. The institutional policies and processes regarding sexual violence prevention and adjudication, and the name and contact information for the campus Title IX coordinator, are readily available within the department of athletics, and are provided to student-athletes.

- Policies and processes along with contact information are provided on the [Athletics Title IX Resource Page](#).
- The Title IX Coordinator discussed policies and processes with student-athletes at initial team compliance meetings.

3. All student-athletes, coaches and staff have been educated each year on sexual violence prevention, intervention and response, to the extent allowable by state law and collective bargaining agreements.

Student Educational Programming/Initiatives

- First Year Orientation: Title IX Coordinator
 - Required Everfi online Title IX training.
 - Bystander Intervention and Sexual Violence Awareness.
 - Campus SaVE Act for Students
- Title IX Coordinator attended NCAA team compliance meetings in August and September 2021 to discuss the role of the Title IX officer and procedures.
- Everfi online NCAA Student-Athlete Sexual Assault Prevention:
 - 95% Student-Athletes completed this module., still working to complete

- Committee for Athletics Inclusion - Athletics Department and Student-Athletes
- Campus wide programming attended by athletics teams
 - Spill the Tea on Toxic Masculinity: April 26th
 - Identity Dialogue surrounding myths and misconceptions of sexual assault on our campus: April 26th
 - Denim Day: April 27th
 - A Call to Men: An Evening with Tony Porter: Wednesday April 27 (also co-sponsored by Athletics)

Athletics Administrators/Coaches/Staff

- Title IX Continuing Education led by Title IX Coordinator
 - 4/18/22 and 4/25/22 - offered in 2 sessions - Overview of Responsibilities
- Safe College's online Annual NYS Mandatory Sexual Harassment Training for all employees.
 - Completed Fall 2021

Documentation of Title IX Programming for NCAA Attestation 2020-21

NCAA Board of Governors Policy on Campus Sexual Violence 2020-21

Each university chancellor/president, director of athletics and campus Title IX coordinator must attest annually to the following [3 NCAA Requirements](#) (Note additional requirements 4 - 6 will be added in the 2022-23 school year):

1. The athletics department is informed on, integrated in, and compliant with institutional policies and processes regarding sexual violence prevention and proper adjudication and resolution of acts of sexual violence.

- The Title IX Coordinator reviewed the [Title IX website](#) with athletics department staff and student-athletes during the initial team compliance meetings for the year.
- Athletics administrators work with the Title IX Coordinator to coordinate educational programming for athletics staff and student-athletes.
- Athletics staff are involved various campus roles supporting campus Title IX efforts.
 - Sexual Misconduct Adjudication Panel (SMAP) – Jim McLaughlin, Beth Tiffany, Kevin Trigonis, Kelly Harchetts
 - Deputy Title IX Coordinator – Joanne Little
 - Committee on Safety and Education – Chris Murphy

2. The institutional policies and processes regarding sexual violence prevention and adjudication, and the name and contact information for the campus Title IX coordinator, are readily available within the department of athletics, and are provided to student-athletes.

- Policies and processes along with contact information are provided on the [Athletics Title IX Resource Page](#).
- The Title IX Coordinator discussed policies and processes with student-athletes at initial team compliance meetings.

3. All student-athletes, coaches and staff have been educated each year on sexual violence prevention, intervention and response, to the extent allowable by state law and collective bargaining agreements.

Student Educational Programming/Initiatives

- First Year Orientation: Title IX Coordinator
 - Required Everfi online Title IX training.
 - Bystander Intervention and Sexual Violence Awareness.
 - Campus SaVE Act for Students
- Title IX Coordinator attended NCAA team compliance meetings in September to discuss the role of the Title IX officer and procedures.
- Everfi online NCAA Student-Athlete Sexual Assault Prevention:
 - All Student-Athletes completed this module.
 - Student-athletes were required to complete the education training in advance of participation in practices or games.
- Title IX Coordinator completed Zoom sessions with sport programs:
 - Field Hockey 9/29/20 Consent, Confidentiality, Discrimination and Reporting
 - Men's Lacrosse 11/11/20 Culture of Consent
 - Men's Hockey 1/20/21 Culture of Consent
 - Women's Hockey 1/21/21 Culture of Consent
 - Men's and Women's Track & Field 4/8/21 Equity, Discrimination and Bias
 - Football 4/13/21 Culture of Consent
- Committee for Athletics Inclusion formed by Athletics Department and Student-Athletes (launched Winter 2021)

Athletics Administrators/Coaches/Staff

- Title IX Continuing Education led by Title IX Coordinator
 - 10/28/20 and 11/12/20 - broken into 3 sessions - Overview of Consent
 - 3/5/21 and 3/8/21- broken into 3 sessions - Intent, Impact, and an Equitable Environment
- Safe College's online Annual NYS Mandatory Sexual Harassment Training for all employees.
 - Fall 2020 - all athletics staff completed.

The Department of Athletics has recently updated the Athletics Student-Athlete Code of Conduct. This document is provided to and signed by Student-athletes in the beginning of each academic year before they are eligible to participate on a Varsity Team. The Code of Conduct states that each Student-Athlete must act in accordance with all College policies as outlined within the Student Handbook and other College Publications, team rules established by the head coach, and the rules and policies of the Department of Athletics, Liberty League, ECAC Hockey and the NCAA. This includes potential for disciplinary actions if found in violation of rules and/or policies.

Coaches provide a great strength to our education efforts by being mentors to our Student-Athletes. Outside of practice and competition, our coaches continue to have conversations with our Student-Athletes in all areas. This includes Mental Health, Sexual Assault, Hazing, Drugs and Alcohol, and Nutrition.

Another strength is the strong relationship between Sport Medicine and Wicker Wellness Center. This collaboration helps with alcohol and drug programming, education and individual interventions.

Lastly, the NCAA provides many resources to assist its member institutions.

SAAC, which is made up of leaders from each of our 26 varsity sports teams, helps influence their teammates to take part in many campus initiatives. Their peer to peer interaction in promoting events on campus creates a higher yield of Student-Athlete participation.

Since COVID, the primary focus has been on Mental Health, Sexual Violence/Harrassment Prevention, and DEI. Although alcohol and drugs are incorporated to some extent in those trainings, there is definitely room for improvement and new programming opportunities.

We will continue to follow the requirements and guidelines by the NCAA as outlined above in question 2 with programming, resources and staff involvement in Title IX initiatives. The department will continue to support, engage, and lead in attendance and participation at College sponsored educational, awareness and ally events.

In addition we will utilize NCAA DIII's [360 Proof](#) - This is an interactive tool that addresses high risk drinking by students, and its negative impacts on academic and athletic performance. This tool is not a survey to collect data.

To complete the PFI, student-athletes will be given a link, and then complete a series of questions that primarily addresses their alcohol use or non-use, and any unwanted effects they have experienced as a result. Once complete, the student-athlete will receive a PDF of their feedback to keep as well as a list of contacts and resources to use.

Studies show that the PFI can have a significant effect on the student's alcohol use, reducing the total number of drinks consumed per week, frequency of alcohol use after one month, and frequency of drinking after 1 year.

First-Year Experience (Orientation)

While First-Year Experience (FYE) doesn't specifically provide alcohol and drug programming or communications, FYE works with campus partners and departments in delivering this crucial information to students through summer communications and at orientation. Brief information in regard to our EVERFI summer modules which includes a module on substance misuse prevention. FYE hosts virtual sessions beginning in May and throughout the summer to help students transition to college and students hear from many offices on campus and learn about many of the resources available to them as students. During orientation, students hear from Campus Safety, have Residence Life floor meetings, hear specifically about health and wellness resources on campus, and participate in our "It's on U" bystander intervention training put on by staff members in Title IX, Community Standards, Wicker Wellness, and the Office of Intercultural Affairs with additional small group follow-up facilitations led by our Orientation Leaders.

Around week six of student's first term on campus, FYE has partnered with Wicker Wellness to put on a Wellness Fair focused on all aspects of wellness and introduce students to resources on and off campus available to them.

A major strength of FYE is that all new students are required to attend orientation and therefore are a captive audience for the delivery of key alcohol and drug abuse/misuse prevention, education, and training conversations.

FYE will continue to partner with other offices to ensure alcohol and drug policy, prevention, education and response information is shared with our incoming students leading up to their arrival on campus and during orientation. As the college's residential curriculum is further developed, FYE will work closely with other offices to implement additional programming and encourage first-year students to attend these events.

Information for Employees

Employees at the College are expected and obligated to review the Employee Handbook when they are hired by the institution, and acknowledge their review by signature. The staff handbook was updated April 4, 2022, and includes a variety of resources such as New York State's Employer Resource Network and the Employee Assistance Programs.

If there is a concern of an employee abusing or misusing alcohol and/or drugs, Human Resources will consult with the Employee Assistance Program. The College also utilizes both the EAP and ERN when looking to educate and promote their services, which includes during New Employee Orientations. These services are made accessible to all employees by displaying posters, magnets, flyers, brochures, and other marketing materials on and around campus with the information required if needed.

The Employee Assistance Program was through LifeScope from January 1st, 2020 to December 31st, 2021, and was replaced by Higher Ed EAP (a division of ESI) on January 1st, 2022. Higher Ed EAP offers help with alcohol abuse and drug addiction.

During the COVID pandemic and as the world emerged from that crisis, the College prioritized the employee well-being as a whole. This included, but was not limited to, bringing more awareness and resources around mental health initiatives because we know that alcoholism, drug-use, and depression increased while people were in quarantine or seclusion.

Drug & Alcohol Program Assessments

NCHA Survey

Union College collects survey data for the American College Health Association National College Health Assessment III on even calendar years, but was skipped in 2020 due to students being remote from the campus due to the COVID-19 pandemic. The most recent assessment took place during the Spring term of 2022. The response rate for the survey was very low (approximately 10%) and not representative of the campus population. For the students sampled, the following points are worth consideration in future planning:

- The median number of alcoholic drinks for students reporting consuming alcohol is four
- For students who reported drinking alcohol in 2021-2022, 28.3 percent of students reported doing something they regretted later, and 14.5 percent of students reported blacking out (forgetting what they did or where they were for large periods of time).
 - This number increases to 39.4 percent when asked about browning out (forgetting what they did or where they were for short periods of time).
 - 40.7 percent of students reported doing two or more of the following items:
 - Did something they later regretted, blacked out, browned out, got in trouble with the police or college/university authorities, had sex with someone without consent or someone had sex with them without consent, had unprotected sex, physically injured themselves or another person, seriously considered suicide, or needed medical help.
 - The percentage of students who responded to the survey that reported negatively impacted academic performance related to alcohol use was 2.7% and cannabis/marijuana 6.5%.

Summary & Conclusions

Strengths

Union College has a strong culture of events encouraging engagement both with and without the presence of alcohol. As stated in the Student Activities section of this report, Student Activities' collaboration with student

organizations like Active Minds in their effort to provide “alternative” late-night programming. At this same time, the College is encouraging more safe behaviors related to alcohol and drug consumption for students uninterested in sober socialization. This includes a robust promotion of the College’s Medical Amnesty and Responsible Citizen policies (seen above in the Community Standards section), and through the implementation of a Bystander Intervention educational program for all students. Also included in this new movement is the College’s support of ‘Skellar Saturdays, a cross-department initiative where students returning from off-campus activities can socialize safely and free food and non-alcoholic beverages are available to all students before they return to their places of residence.

Challenges

Currently, there are cross-departmental challenges, where collaboration has not been fully leveraged. Focusing on potential partnership opportunities between Community Standards and Student Activities or the Wellness offices is a priority.

During and post-COVID pandemic, there has been a significant decline in participation across all events and programs, particularly those that are seen as boring or less valuable for the average student. This is not an exclusively alcohol and drug problem, but with some programs requiring mandatory participation, and the attention-level that can be reasonably expected at an all-time low, demanding the attention of students is an ongoing struggle.

Strategic deployment of financial resources, particularly as the institution emerges from COVID and student needs evolve, requires prioritization among requests for funding.

Areas for Improvement and Growth

Student Activities will continue to support student groups and programs surrounding alcohol and drug initiatives and alternative late-night programming on weekends, and will work with students to strengthen advertising of these programs to increase awareness and traffic.

Conduct a review of alcohol policies related to the party registration process for students over 21 years of age, specifically to determine if students can have more clear direction about responsible party planning and incentivize social events with alcohol for those over 21.