

Guam Community College

Drug & Alcohol Abuse Prevention Program:

2021 -2023 Biennial Review Report

Guam Community College

Office of the President

Guam Community College (GCC) must 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” both on the College’s premises and as part of any of its activities, regardless of location. This is being done to meet Part 86 of the federal Education Department General Administrative Regulations (EDGAR) requirement, that as condition of receiving funds or any other form of financial assistance under any federal program, GCC must comply with the Drug-Free Schools and Campuses Regulations. In preparation of this certification requirement, I have verified that GCC is including all mandatory components as identified in EDGAR Part 86, Subpart B, Sec. 86.100: 1) annually notifying each employee and student, in writing, of standards of conduct; a description of appropriate sanctions for violation of federal, Guam law, and GCC campus policy; list of the health risks that may be associated with alcohol and drug use; and a list of available drug and alcohol treatment programs on island, 2) has developed a program for annually notifying every student and employee every year, and 3) has prepared a biennial report on the effectiveness of our Drug and Alcohol Abuse Prevention Program (DAAPP) and the College’s adherence to its enforcement. The results of the biennial review are contained within this document. I have reviewed and approved of this report.

Respectfully,

Mary Okada, Ed.D, AIF

President

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(from the “Student Handbook” section of the *GCC Catalog*)

This statement is presented to students and employees to provide information about (1) health risks associated with alcohol and drugs, (2) prevention, intervention, and treatment programs and resources available on campus and in the community and, (3) applicable federal and Guam laws and GCC campus policies.

Health Risks Associated with Alcohol and Drugs

The use and abuse of alcohol and other drugs can lead to accidents, injury, and other medical emergencies. Alcohol, especially in high doses, or when combined with medications or illegal drugs continues to be a major contributing factor that claims the lives of many persons across the United States, especially college students. Driving or operating equipment after the consumption of even relatively small quantities of alcohol will substantially increase a person’s risk of crash involvement or accidental death or injury. Even after just one or two drinks, a person may experience loss of their ability to think about complex problems or accomplish complex tasks. Drinkers may also lose some control over their impulsive behaviors; thus, posing a potential threat to their safety or that of others.

When a person becomes dependent upon chemicals such as alcohol and/or illicit drugs, they put their health and life at risk. Any kind of chemical dependency is a condition in which the use of mind and mood altering substances, such as drugs or alcohol, affect every part of life on a continuing basis. Medical research has long established with very strong evidence that alcohol abuse contributes significantly to various health conditions, including cancer, liver disease, heart disease, and many more diseases. The illicit use of drugs and the abuse of legally-prescribed drugs have also been shown to lead to serious short and long- term health and behavioral issues. There is a huge amount of clear evidence of the serious and negative effects on babies due to use of illicit drugs and alcohol by their mothers during pregnancy. The use of alcohol or drugs often lead to malformations in developing fetuses. Babies are often born with deformities and shortened life-spans.

Information about the health risks of alcohol abuse will be made available on GCC’s website and literature throughout the campus.

A description of health risks associated with the use of illicit drugs and abuse of alcohol will be made available throughout GCC’s campus.

Campus and Community Resources

Keeping oneself educated and informed is an important step in developing and maintaining a healthy lifestyle. It also allows a person to develop appropriate coping skills in response to life’s many pressures. GCC provides relevant and well-defined prevention education and intervention

programs with updated information throughout the year. A variety of departments sponsor workshops and lectures on alcohol and drug related issues to support and encourage healthy, productive, and successful lifestyles. These programs are available through: Assessment and Counseling, 671-735-5563, ext. 5562; Office of Accommodative Services, 671-735-5641, ext. 5597; Student Health Center Services, 671-735-5586, ext. 5577; Student Support Services, 671-735-5555, ext. 5567.

For students with substance abuse problems or concerns, assistance is available at GCC's Student Health Services located in the Student Center, Room 5101. Students who prefer an appointment with a health care provider (e.g. nurse), may contact Student Health Services. If you are aware of problems with friends, roommates, or family members, we encourage you to act responsibly by consulting with the Assessment and Counseling office. Remaining silent or waiting until a situation has escalated is not responsible behavior. GCC supports the belief in students and employees helping each other to cooperatively address and solve alcohol and substance abuse problems as they occur.

Laws and GCC Campus Policy

With few exceptions, it is illegal on Guam for anyone under the age of 21 to purchase or possess alcohol. If you violate this law you may face a fine of \$250 and suspension of your driving license. For more information about Guam laws visit the [Guam Law Library website](#) or the Department of Revenue and Taxation website.

Guam and federal laws define a number of substances as "drugs" with sanctions related to their distribution, manufacture, sale, possession, and use varying by type of substance and quantity. See the [Guam Law Library website](#).

In addition to the Code of Conduct in the GCC Student Handbook, GCC's expectations of responsible student behavior prohibits the unlawful possession, use, or distribution of drugs and alcohol by students on GCC property or as any part of the College's activities. Violators may face suspension or expulsion from the College. In addition, GCC will cooperate with governmental authorities in criminal and civil actions. GCC does not accept alcohol or substance abuse as an excuse, reason, or rationale for any act of abuse, harassment, intimidation, violence, or vandalism.

Possession or consumption of alcohol and drugs on the GCC campus is prohibited at all times. Alcohol has been shown to be a contributing element in many crimes. It lowers the inhibitions of perpetrators and contributes to the vulnerability of victims.

On the GCC campus property, the sale, distribution, knowing possession, and use of alcohol, dangerous drugs or narcotics are prohibited. All persons are also forbidden by Guam and Federal laws to sell, distribute, possess, or use those drugs. GCC does not permit the possession or use of marijuana even with a medical recommendation.

Student organizations have instituted additional policies regarding alcohol and drugs. Please contact relevant administration offices for more information. More information can also be found at the Center for Student Involvement (CSI) website.

Members of the GCC campus community are responsible for their behavior and are fully accountable for their actions. Violation of this policy statement will not go unchallenged within the GCC community. Any GCC student may be expelled, suspended, or placed on probation for violating GCC regulations regarding alcohol or drugs. Additionally, using alcohol or drugs negatively affects your academic performance. A GCC employee will face sanctions to include possible termination of employment.

Student and employees who possess, use, or distribute substances such as, but not limited to, marijuana, cocaine, methamphetamines, or other hallucinogens and narcotics, or who violate statutes regarding alcoholic beverages, are subject to arrest, imprisonment, or a fine according to Guam law. Guam Community College is empowered to enforce all Guam and Federal laws, including public drunkenness, driving under the influence, and possession of alcohol by a minor.

GCC's commitment to exercising disciplinary powers in cases of illegal alcohol and drug use complements its full measure of support for students and employees who seek help for themselves or their acquaintances. These two approaches, combined with GCC's active prevention education program, provide a strong basis for maintaining college and employment expectations for a safe, healthy, and productive campus community. We hope that all members of the campus community will take advantage of the programs and services available to them, and that they will join us in creating a most viable learning community for our island.

SUBSTANCE ABUSE AWARENESS PROGRAM

GCC has provided substance abuse information in an effort to educate students and all employees about the dangers of drug and alcohol abuse. The nurses at the Student Health Services office and guest presenters provide periodic presentations on the various health risks posed by drugs, alcohol, tobacco, and betel nut.

MARIJUANA ON CAMPUS

Marijuana is prohibited on campus. Potential impacts of marijuana do not fit with GCC's mission as an academic institution. Marijuana use may compromise one's ability to study at or be employed in an environment that may be demanding and stressful at times. The possession, use, and distribution of marijuana is prohibited at all campus and off-campus activities. One basic reason for this is that it is still against federal law for the illegal use of marijuana.

This conflicts with Guam law regarding marijuana. Guam Public Law 35-5 dated April 4, 2019, legalizes certain activities related to marijuana, yet under federal law, GCC, both as a school and an employer, must prohibit and discourage the possession, use, and distribution of marijuana. Marijuana remains illegal under the federal Controlled Substances Act, which prohibits marijuana possession and use. This federal law applies to recreational and medical uses of marijuana. It is not a defense that the person holds a medical marijuana card. Students and employees who violate this policy are subject to discipline by GCC. The use of marijuana in the workplace is also restricted by federal laws such as the federal Drug-Free Workplace Act and the federal Drug-Free Schools and Communities Act. These federal laws require GCC to prohibit the use of marijuana on campus.

Guam Community has a list of substances that may not be used at any GCC event on and off-campus. Campus Security and Student Support Services, enforce the campus-wide prohibition of marijuana, alcohol, tobacco, betel nut, and all illegal substances. GCC strives to maintain a safe and productive campus. Employees who may be under the influence of marijuana, alcohol, or an illegal substance may pose a danger when operating equipment, vehicles, or working with materials or substances in a classroom or on the campus.

While performing their job duties:

GCC employees are prohibited from consulting or assisting with the cultivation, sale, distribution, or use of marijuana

A GCC employee who provides such assistance shall be acting outside the scope of his or her employment and assumes personal liability for such action

GCC is not required to accommodate medical or recreational use of marijuana by anyone covered by this policy.

EMPLOYEE ASSISTANCE PROGRAM

For all employees, Guam Community College follows the Government of Guam Department of Administration's policies and procedures in regards to substance abuse. Employees who test positive will be referred to the Employee Assistance Program where employees may receive education, counseling, or rehabilitation services.

DRUG FREE WORKPLACE PROGRAM

The program establishes a Drug-Free Workplace Program within the Government of Guam, pursuant to Executive Order No. 95-29. It is the policy of the Department of Administration that effective immediately, it is unlawful to manufacture, distribute, dispense, possess or use a controlled substance in the workplace. Violation of this policy will not be tolerated. This policy applies to all Government of Guam employees in non-autonomous agencies and departments, regardless of type of appointment, and all persons providing contractual services with the Government of Guam, and applicants tentatively selected for employment.

<https://doa.guam.gov/drug-free-workplace-program/>

<https://law.justia.com/codes/guam/2021/title-10/division-4/chapter-86/>

DRUG TESTING

A. GCC can require Drug Testing for all current employees.

B. GCC's drug testing program includes the following types of drug testing:

Reasonable suspicion testing

Accident or unsafe practice testing

Follow up testing following completion of Safe Harbor procedures

Voluntary testing

C. Follow-up testing shall be determined by the Human Resources office based on the policies of GCC, availability of resources, and consistency with the duty to maintain a drug-free workplace. It will be conducted no less frequently than twice (2x) annually for the first two (2) years following completion of the Safe Harbor procedures. The Human Resources office will coordinate the dates, times and place of testing.

GCC is obligated to enforce federal and Guam law in this matter without violating the rights and privacy of the employee.

Guam Community College's commitment to drug and alcohol abuse prevention is underscored by the following policies:

Policy 175: Tobacco Product, Electronic Cigarette and Betel Nut-Free Campus

Policy 410: Standards of Conduct Regarding Drugs and Alcohol – Employees

Drug-Free Workplace Program (DFWP) Operating Procedures

E.O. 95-29 Mandatory DT as a Condition of Employment 7/28/2011

Safe Harbor Agreement 2/14/2012

General Notice 2/14/2012

Employee Individual TDP Notice - Revised 3/15/2017

Reasonable Suspicion Form 2/14/2012

https://guamcc.edu/sites/default/files/policy_410.2021_0.pdf

https://guamcc.edu/sites/default/files/ay_2022-2023_annual_drug_and_alcohol_abuse_disclosure_revised.pdf

<https://www.guamcc.edu/sites/default/files/POLICY%2520470.2017.pdf>

<http://www.guamcc.edu/Runtime/uploads/Files/03%20Finance%20and%20Admin/HumanResources/Policies%20and%20Procedures/Resolution6-2008-CODEOFETHICS.pdf>

As adopted by the Guam Community College Board of Trustees.

Drug Law Violations and Consequences

A federal or Guam drug conviction for possession, sale, or conspiring to sell illegal drugs can affect a student's eligibility to receive federal student financial aid, scholarships, and work study. If an offense occurs while the student is receiving federal student financial aid, the student may lose aid eligibility for a certain period of time. Additional information is available from the Financial Aid Office, Room 2115, 671-735-5543, ext. 5544.

Please see the new eligibility guideline for the FAFSA.

<https://studentaid.gov/understand-aid/eligibility/requirements/criminal-convictions>

This pertains to FAFSA eligibility but may not be applicable to the overall alcohol and drug abuse program requirement.

Additional Information

Date: December 6, 2021 Guam Community College is required under the Drug-Free Schools and Communities Act to annually notify employees and students about its Drug and Alcohol Abuse Prevention Program. Guam Community College's commitment to drug and alcohol abuse prevention is underscored by the following policies:

Policy 175: Tobacco Product, Electronic Cigarette and Betel Nut-Free Campus

Policy 410: Standards of Conduct Regarding Drugs and Alcohol – Employees

Drug-Free Workplace Program (DFWP) Operating Procedures

E.O. 95-29 Mandatory DT as a Condition of Employment 7/28/2011

Safe Harbor Agreement 2/14/2012

General Notice 2/14/2012

Employee Individual TDP Notice - Revised 3/15/2017

Reasonable Suspicion Form 2/14/2012

As adopted by the Guam Community College Board of Trustees.

The Board of Trustees is committed to the education of students, employees, and community members regarding substance abuse prevention, detection, and treatment services; to the continuation of a college-wide substance abuse prevention program and other ongoing efforts which foster such prevention, education and intervention; and to the maintenance of a drug-free environment throughout the College.

The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited at Guam Community College.

College employees, students, and visitors are subject to appropriate disciplinary action for violation of this policy, in accordance with Guam Community College policies and procedures regarding employee and visitor discipline and discharge and in accordance with the student code of conduct.

The President of Guam Community College has been authorized to establish procedures to implement this policy. Per all appropriate BOT Policies, the following standards of conduct are applicable to employees:

A. Employees should report for work fit for duty and free of any adverse effects of illegal drugs or alcohol. This does not prohibit employees from the lawful use and possession of prescribed medications. Employees must, however, consult with their physicians about the medication's effect on their fitness for duty and the ability to work safely and promptly disclose restrictions to their supervisor. Employees should not, however, disclose underlying medical conditions to supervisors, but should do so to the Human Resources Office at Guam Community College.

B. Employees may be required to undergo a medical examination pursuant to policies:

Policy 410: Standards of Conduct Regarding Drugs and Alcohol – Employees

Drug-Free Workplace Program (DFWP) Operating Procedures

Employee Individual TDP Notice - Revised 3/15/2017

Reasonable Suspicion Form 2/14/2012.

Medical Examinations are required when the employee's observable behavior creates a reasonable belief that the employee cannot perform the essential job functions. Or when the employee poses a threat to the health and safety of the employee or others, or to College property, as a result of the effects of drugs or alcohol. The unlawful manufacture, sale, distribution, dispensing, possession or use of controlled substances, and the unlawful use or abuse of alcohol by anyone on Guam Community College property or at a Guam Community College-sponsored activity or function; or in a Guam Community College vehicle is prohibited.

Notification of Criminal Conviction:

1. As required by the Drug-Free Schools and Communities Act Amendments, the Guam Community College BOT Policies and the Department of Administration policies concerning Drug and Alcohol Abuse, and as a condition of employment, employees must abide by the terms of this procedure and notify the Human Resources Office in writing, of any criminal drug statute conviction for a violation occurring on or off Guam Community College property, no later than five calendar days after such conviction. Lack of compliance with these requirements may subject the employee to immediate disciplinary action, up to and including discharge.

2. Upon receipt of notification of a conviction, Guam Community College will take the following actions as required by law:

A. Notify the appropriate federal agencies of such convictions.

B. Take appropriate personnel action against the employee, up to and including termination.

- C. Require the employee to participate in and satisfactorily complete a substance abuse assistance/rehabilitation/treatment program approved for such purposes by a federal or local health and law enforcement agency (?).

Consequences of Alcohol and Drug Abuse

1. The unlawful manufacture, distribution, use, sale, or possession (e.g., on the person or in a desk, or vehicle) of illegal drugs or of opened alcohol while on the job or on College leased or owned property is an offense punishable by termination and may result in criminal prosecution. Any illegal drugs found will be turned over to the appropriate law enforcement agency.
2. The illegal use or abuse of alcohol on campus or as a part of any Guam Community College activity or function is prohibited in accordance with all applicable Federal and Guam laws and Guam Community College's Drug and Alcohol Abuse Prevention Policy. In addition to possible prosecution under the aforementioned laws, employees who violate the prohibitions of these policies are subject to Guam Community College imposed disciplinary actions consistent with its applicable procedures and regulations. Disciplinary actions may include, but need not be limited to suspension, discharge, or referral to appropriate authorities for prosecution. Any disciplinary action imposed may also include the completion of an appropriate rehabilitation or treatment program as a condition of reinstatement or continued employment.

The Drug-Free Schools and Communities Act (DFSCA) is a federal law that requires colleges and universities receiving federal funds to adopt and implement a Drug and Alcohol Abuse Prevention Program (DAAPP). At these institutions, the DAAPP must be designed in such a way as to prevent the unlawful possession, use and distribution of illicit drugs and alcohol abuse on campus and at the institution's sponsored events and activities. The purpose of DFSCA is to ensure that current students, employees, all interested members of the campus community, public and our island community are provided with important information regarding the educational, disciplinary, health and legal consequences of illegal drug use and alcohol abuse. At Guam Community College, the Environmental Health and Safety Office (EHSO) ensures compliance with the Clery Act as well as the Drug-Free Schools and Communities Act (DFSCA). The EHSO submits the annual Clery Report.

Drug and Alcohol Abuse Treatment Resources and Clinical Services:

Free and confidential assistance is provided through the Office of Accommodative Service and Drug and Alcohol Abuse Prevention Program/Substance Abuse Prevention Committee in Room 2139 (Telephone number: 671-735-555641, ext. 5597). For additional information about national and local resources available for drug and alcohol abuse treatment, contact the Guam Behavioral Health and Wellness Center at 671-647-5330. For more information, employees can contact the Human Resources Office at Guam Community College at 671-735-5537, ext. 5536. Guam Community College currently has a contract for mental health and substance abuse treatment with WestCare Corporation. WestCare has a counselor on campus at least once a week. On other days, services can be scheduled by contacting them at 671-9292-4547. Members of the

campus community have been availing of their counseling and substance abuse treatment services for at least 4 semesters.

The following materials will be distributed to each student and employee annually:

1. A description of the applicable legal sanctions under Territorial and Federal Law for unlawful possession, use, or distribution of illicit drugs and alcohol.
2. A description of the health risks associated with the use of illicit drugs and the use of alcohol.
3. A description of drug and alcohol counseling, treatment, and rehabilitation programs that is available on Guam to students and employees. Guam Community College will conduct at least a biennial review of the College's Drug and Alcohol Abuse Prevention Program/Substance Abuse Program to:
 - (a) to determine its effectiveness and implement changes if they are needed, and
 - (b) to ensure that the sanctions are consistently enforced. The DAAPP/Substance Abuse Prevention Committee is charged with this review.

Detailed here are some of the legal sanctions attached by the Territory of Guam to the violation of its laws related to drug and alcohol abuse. This list does not cover all the violations, but does include the ones in which college students are more likely to be involved.

The sanctions (fines and imprisonment) depend on the category under which the offense falls.

- Possession of less than one ounce of marijuana (\$100 fine). • Violations: (Fines up to \$500). • Public intoxication if there have not been two previous convictions within a period of one (1) year.
- Petty Misdemeanors: (Fines up to \$500 and sixty (60) days in jail).
- Public intoxication if there have been two previous convictions within a period of one (1) year.
- For a person under 18 to go into a bar (unless it is a public eating place).
- Selling alcoholic beverages to a person under 18
- Possession of more than an ounce of marijuana.
- For a person under 18 to use a false ID to purchase alcoholic beverages.
- Consuming alcoholic beverages on a public highway or road. • Third Degree Felony (First Offense: 0-3 years in jail; Repeat Offense: 0-5 years).
- Driving while under the influence of alcohol or drugs or both, and, in that condition, causing bodily injury to anyone else.
- Knowingly and intentionally possessing a controlled substance, i.e. an illegal drug, if the drug involved is not marijuana.
- Second Degree Felony: (First Offense: 1-8 years in jail; Repeat Offense: 3- 10 years), or • First Degree Felony: (First Offense: 3-15 years in jail, Repeat Offense: 5-20 years).

- Any person who knowingly and intentionally manufactures, delivers or possesses with intent to sell a controlled substance is guilty of a first degree, second degree or a third degree felony.

This depends on how dangerous the drug in question is. The government lists five different “Schedules” of drugs.

- Possession with intent to distribute, manufacture or deliver a controlled substance is also a violation of federal law. The types and range of penalties are too complex to list in detail. Normally, federal authorities concentrate on more serious offenses and will leave prosecution of less serious offenses to local authorities.

Guam Community College
ANNUAL DRUG AND
ALCOHOL DISCLOSURE AY
2023-2024

Introduction

Guam Community College’s recognition of the adverse effects of drug and alcohol abuse is reflected in its commitment through Policy 175: Tobacco Product, Electronic Cigarette and Betel Nut-free Campus and Policy 410: Standards of Conduct Regarding Drugs and Alcohol – Employees.

Guam Community College explicitly prohibits the possession, use, manufacturing, delivery, cultivating, sale or transfer of drugs, alcohol, tobacco, and betel-nut on its campus and at college-related activities. Impairment through the use of drugs, alcohol, or other substances impairs judgement, affects performance on the job and in the classroom, and may cause physical harm to either the impaired individual or a bystander, or both. Continued abuse of such substances may lead to long term health complications, adversely affecting the quality of life of the abuser.

Standards of Conduct and Sanctions

In accordance with Policy 175: Tobacco Product, Electronic Cigarette and Betel Nut-free Campus and

Policy 410: Standards of Conduct Regarding Drugs and Alcohol Employees, the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited

at Guam Community College. These policies cover standards of conduct found in the Student Handbook and Employee Services website. Enforcement of Federal and Territorial laws shall remain firm and consistent.

Students and employees of Guam Community College are prohibited from being impaired by alcohol or drugs or in possession of illegal drugs or alcohol while on College property or while being a participant in a sanctioned College event. College employees, students, and visitors are subject to appropriate sanctions and/or disciplinary action for violation of this policy.

Drug and Alcohol Abuse Prevention Program Description

Guam Community College implemented a DAAPP to prevent the abuse of alcohol and use or distribution of illicit drugs by GCC students, employees, and visitors both on its campus and at any of its events and functions off-campus. GCC is committed to maintaining a drug-free institution in an effort to promote and maintain a safe campus. It is also committed to assisting all members of the campus community, students, faculty, staff and administrators, who are experiencing issues through the abuse of substances. This compliance with the Drug Free Schools and Campuses Act, is accomplished by GCC through its substance abuse educational training campaign in the following areas:

- Description of the health and other risks associated with illicit drug use and alcohol abuse
- Standards of conduct related to drugs and alcohol for students and employees
- Disciplinary and legal sanctions for students and employees in violation of policy
- Description of drug and alcohol programs/resources that are available to students and employees on campus and off-campus

Additionally, GCC has created both major and ongoing education efforts to train students and employees on alcohol and other drug abuse issues on college campuses. Our ongoing efforts include the dissemination of brochures and posters throughout our campus locations, that inform on the dangers, health risks, and legal repercussions of drug and alcohol abuse.

Office of Accommodative Services staff provide and distribute this information on campus by posting on college bulletin boards, stocking information racks, and keep prominently available in the Student Health Center.

GCC supports an environment with alcohol-free options by creating and marketing alcohol free events and activities through our Center for Student Involvement (CSI). These include participation in a variety of student organizations/clubs, associated student government, honors societies, and guest lecturer/speaker series. The College also actively promotes and disseminates information to students on opportunities to volunteer in our community. By supporting and developing activities for students that provide for an alcohol-free environment, GCC actively contributes to the milieu for student success.

In compliance with the Drug-Free Workplace Act of 1988, Guam Community College is committed to provide a safe, quality-oriented and productive work environment consistent with

the standards of the community in which we operate. Drug and Alcohol abuse possess a threat to the health and safety of GCC students and employees and to the security of the College's equipment and facilities. GCC also promotes maximum efficiency and effectiveness which can be adversely affected by drug and alcohol abuse. For these reasons, GCC is committed to the elimination of drug and alcohol use and abuse in the workplace.

Biennial Review Responsible Offices and Officials

GCC's DAAPP team is responsible for ensuring completion of a biennial review of the DAAP Program and this report. The Office of Accommodative Services, the Assessment and Counseling Office, Title IX Coordinator, faculty, staff, and students are actively involved with this biennial review and report. This group plays an active part in identifying the needs of the GCC campus community in regards to substance abuse. It provides the ongoing process of educating and evaluating the College's efforts regarding drug and alcohol abuse. They have the responsibility for making sure that the College develops and implements the DAAPP, completes a biennial review and an accurate report. GCC, with its limited resources, made use of both on-campus and off-campus materials, persons, and reports. Various members of the campus community besides the DAAPP team have helped in sharing their experiences, ideas, and knowledge of substance abuse. Two on-island organizations include the Guam Behavioral Health and Wellness Center (GBHWC) and TOHGE. GBHWC is the Government of Guam's mental health and substance abuse prevention agency. TOHGE is a non-profit organization made up of individuals who have ceased using drugs and alcohol. Many members of TOHGE are also dealing with mental health issues. The lived experiences of the members of TOHGE provide powerful examples of the ability to successfully deal with addiction and other health issues. These combined efforts have contributed to the assessment and improvement of the DAAPP. The biennial report was reviewed by the DAAPP team and other members of the campus community to ensure the accuracy and integrity of the review and the report. It is supported by the GCC student representatives. Members of the DAAPP include persons across multiple departments and disciplines.

The DAAP Program will work with the Safety and Security Campus Task Force. By working with this group to assist in the review, there will be greater assurance that staff, faculty, students, and community members are involved in the assessment of our DAAP Program. Finally, as part of the review process, the administrative staff responsible for the biennial review completed the Part 86 Compliance Checklist that is available in the U.S. Department of Education's Guide for University and College Administrators for Complying with the Drug-Free Schools and Campuses Regulations.

Biennial Review Purpose Statement

The biennial review of our DAAP Program serves two primary purposes. First, to determine the effectiveness of our program and to make necessary changes. And second, to ensure that violations of student and employee standards of conduct are consistently enforced.

Annual Distribution Procedures

Annually, employees and students are made aware of the GCC Drug and Alcohol Abuse Prevention Program via their GCC individual email account, presentations, and training events. Email messages include links to the GCC webpage that outlines the College drug and alcohol policies with additional links to reference documents, resources, prevention information, etc.

Employee and student email distribution is sent annually after the enrollment period for fall semester has closed. This ensures that all employees and students for the term are notified and included in the notification. In subsequent enrollment terms, additional student contact confirmation data collection is pulled at the close of the semester registration period. All members of the campus community, students, staff, faculty and administrators, throughout the academic year, are provided their annual notice regarding GCC's DAAPP and any changes in federal and Guam law. In addition, information on the DAAPP, related policies, resources, and laws are included in the GCC mandatory new student orientation (held in the fall and spring semesters). The in-person new student orientations are provided a few days prior to the start of fall and spring semesters. Employee distribution is provided via GCC email after the enrollment period for each semester has ended. This information is also provided to new employees by the Human Resources Office (HRO). HRO sends the DAAPP email notification to employees as part of the new employee orientation process for each employee when they get newly hired. This ensures compliance with the required annual notification of all employees, including those newly hired throughout the academic year.

Policies and Guidance

GCC has developed policy, administrative rules, and handbooks that describe our code of conduct for both employees and students. Together these guidelines direct the campus community away from the possible abuse of drugs and alcohol.

The College prohibits the unlawful manufacture, distribution, dispensing, possession, or use of controlled substances and alcohol by employees, students, and visitors on College premises or as part of any College activity. Areas where the use is prohibited include: student campus activities, classrooms, school parking lots, roadways, leisure activity areas, and all offices or work areas considered college property. In compliance with federal regulations, Guam Community College has taken steps to ensure a drug-free workplace. Should an employee be convicted of a violation occurring in the workplace, under any criminal drug statute violation, will be subject to disciplinary action. Employees convicted of any criminal drug statute violation occurring in the workplace must notify the employer no later than five days after the conviction. Those employees that wish to seek help for drug or alcohol related problems are encouraged to coordinate benefits through the Human Resources Office or may seek referral assistance through their supervisor.

The College responds to each alcohol abuse and illegal drug activity by employees or students on a case-by-case basis. Details of each case are taken into consideration along with the outcome of any legal action against the individual. In addition to any penalties under federal and state law, employees and students found to be in violation of GCC's substance abuse policies may be

subject to disciplinary sanctions consistent with the GCC Student Handbook/Code of Conduct/ GCC Employee Handbook, and provisions of federal and Guam laws. Disciplinary sanctions imposed by the College can range from a warning or action up to and including termination of employment or expulsion from school. Other potential sanctions may include a referral for prosecution and may require participation in an approved substance abuse treatment program. The College may report to a local law enforcement agency any employee convicted of violating a criminal drug statute.

Guam Community College Drug and Alcohol Related Violations

Below is a three-year table of the number of drug and alcohol violations on the GCC campus:

	2020-2021 (58 incident reports filed)	2021-2022 (29 incident reports filed)	2022-2023 (63 incident reports filed)
Drug Violation	0	0	0
Alcohol Violation	0	0	0
Total	0	0	0

Guam Community College does not have housing available on campus, which likely explains the low incidental to no reports of alcohol and controlled substance use on campus.

Review of Effectiveness

Guam Community College understands and recognizes the challenges of successfully evaluating the effectiveness of our Drug and Alcohol Prevention program. The population that GCC serves more often than not have heavy family responsibilities and very likely work part time at the very minimum and thus have a less likely tendency to participate with informational sessions. GCC will continue to work to determine more effective means of tracking campus community participation regarding our Drug and Alcohol Prevention program and whether the information being disseminated is helpful and making a difference.

Recommendations:

GCC will continue to serve its mission of providing the highest quality student centered education and job training for Micronesia by providing a safe and healthy learning environment and properly education the college community with the dangerous effects of drugs and alcohol. With the mission of GCC in mind, the following recommendations will be considered to continue to education the GCC community of drugs and alcohol:

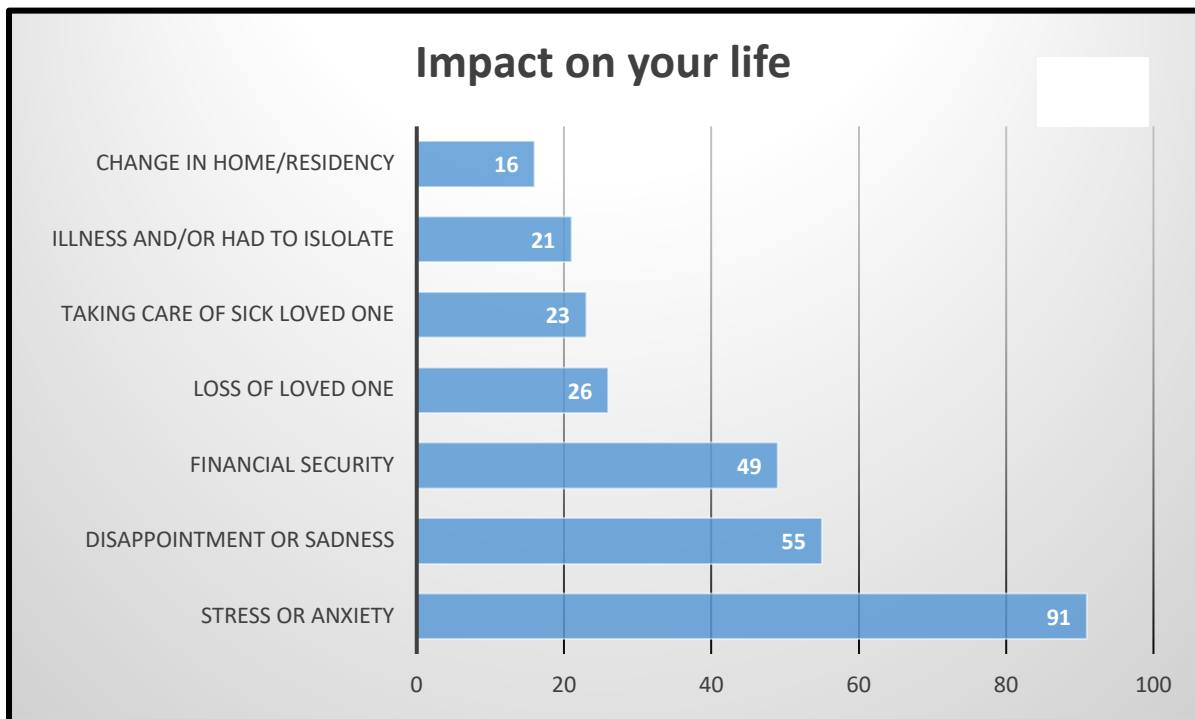
- GCC DAAPP team continue to review drug and alcohol educational content are up to date and best practices are researched and considered for implementation.

- Consider including drug and alcohol prevention workshops in regularly held student events and training such as the Need to Lead Conference and The Edge conference.
- Look into the possibility of including drug and alcohol training in regularly held College Assembly sessions.
- Determine feasibility of making stronger integrations of GCC's drug and alcohol policies and available services into student services.

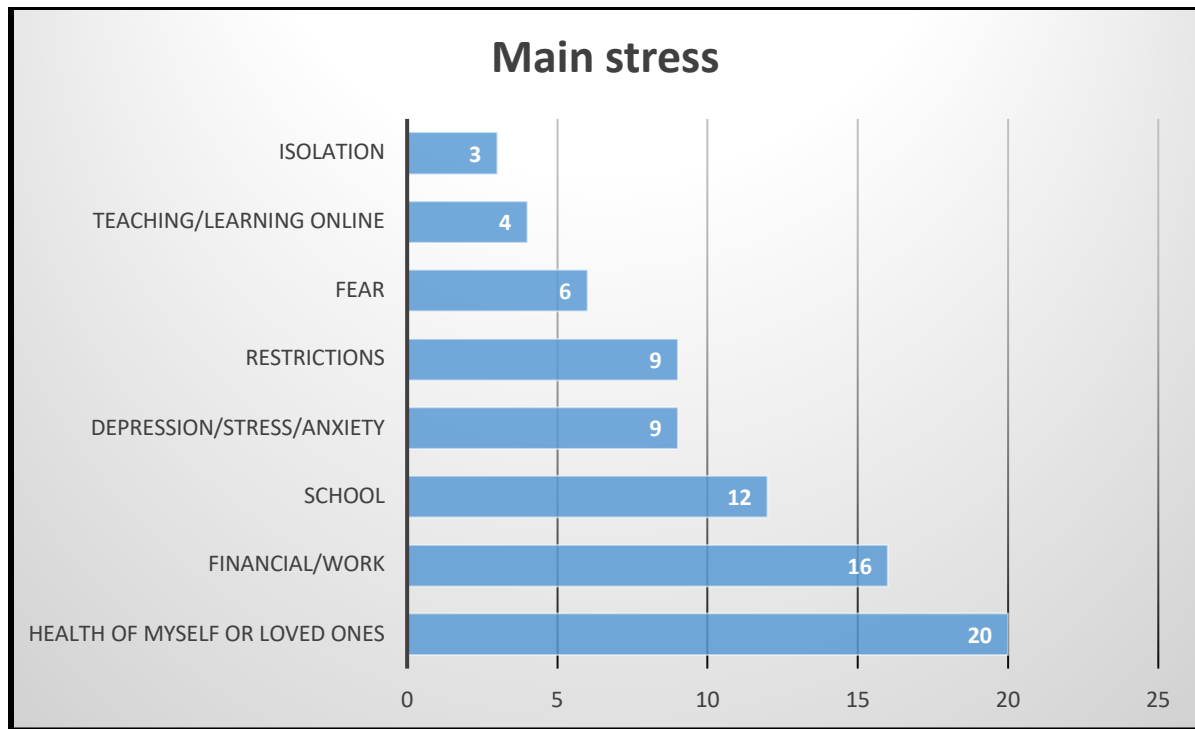
Survey of Needs at GCC: Fall 2021-Spring 2022

Total responses: 107

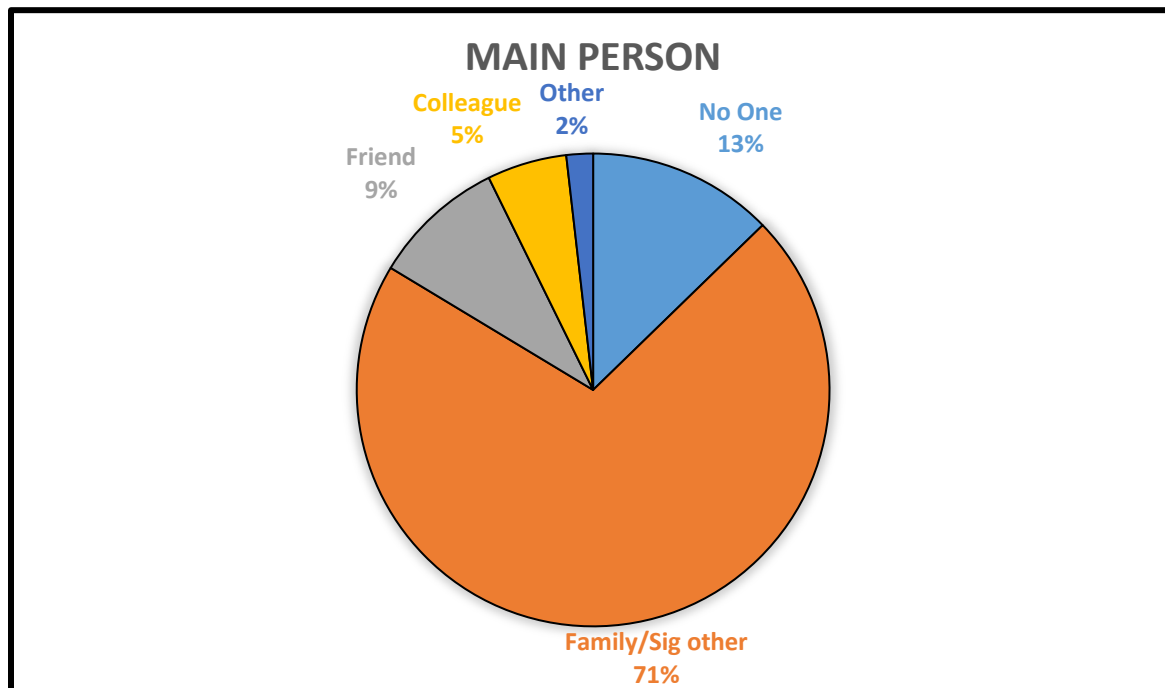
In which of the following ways, if any, your life been affected throughout the past year? Check all that apply.



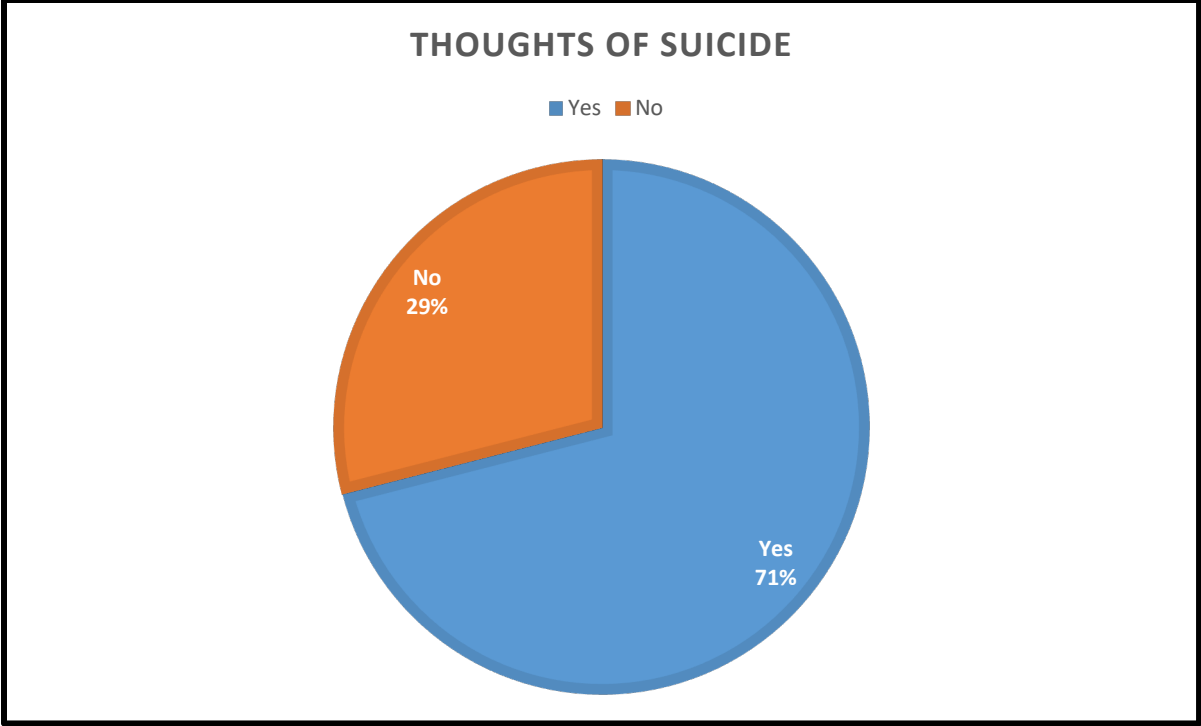
2. What has been the MOST (one) stressful aspect, if anything, for you during this pandemic?



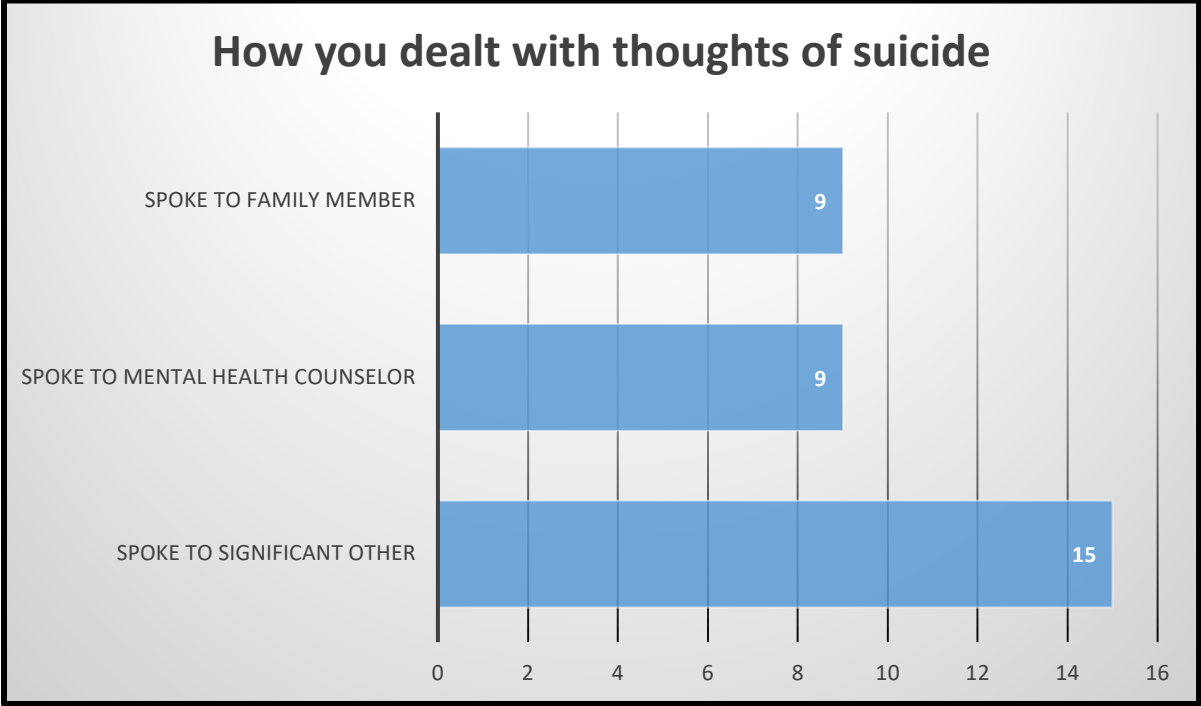
3. Identify the person with whom have had the most interaction during this pandemic. If no one, write 'no one'.



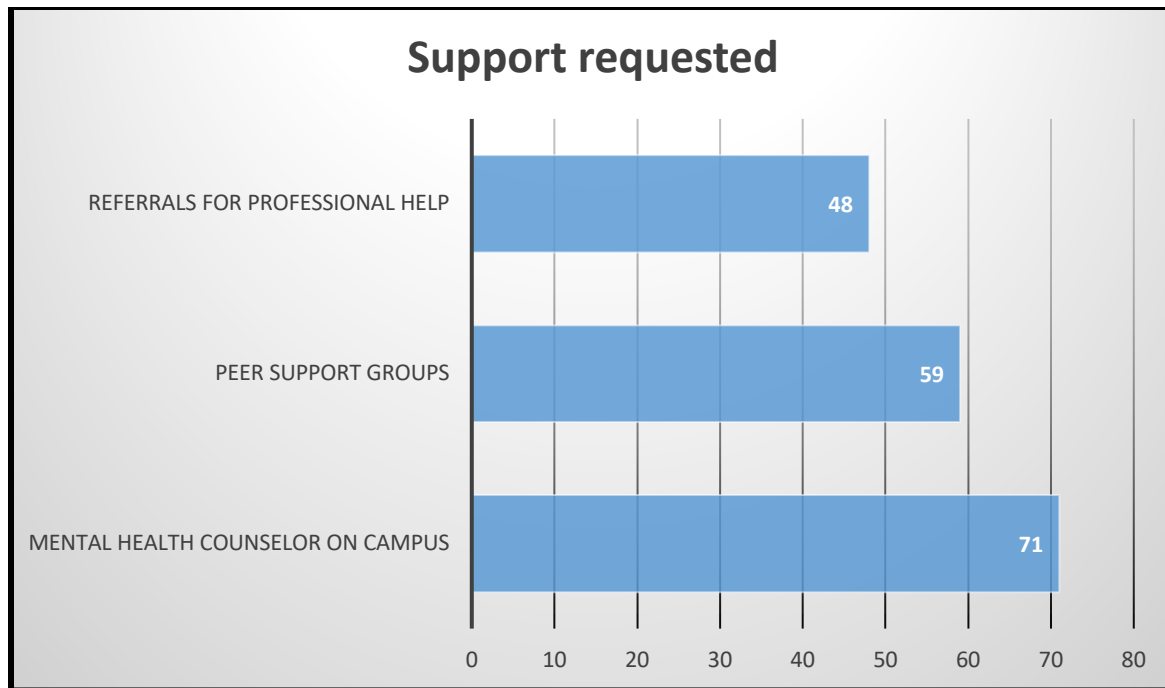
4. Have you experienced thoughts of suicide?



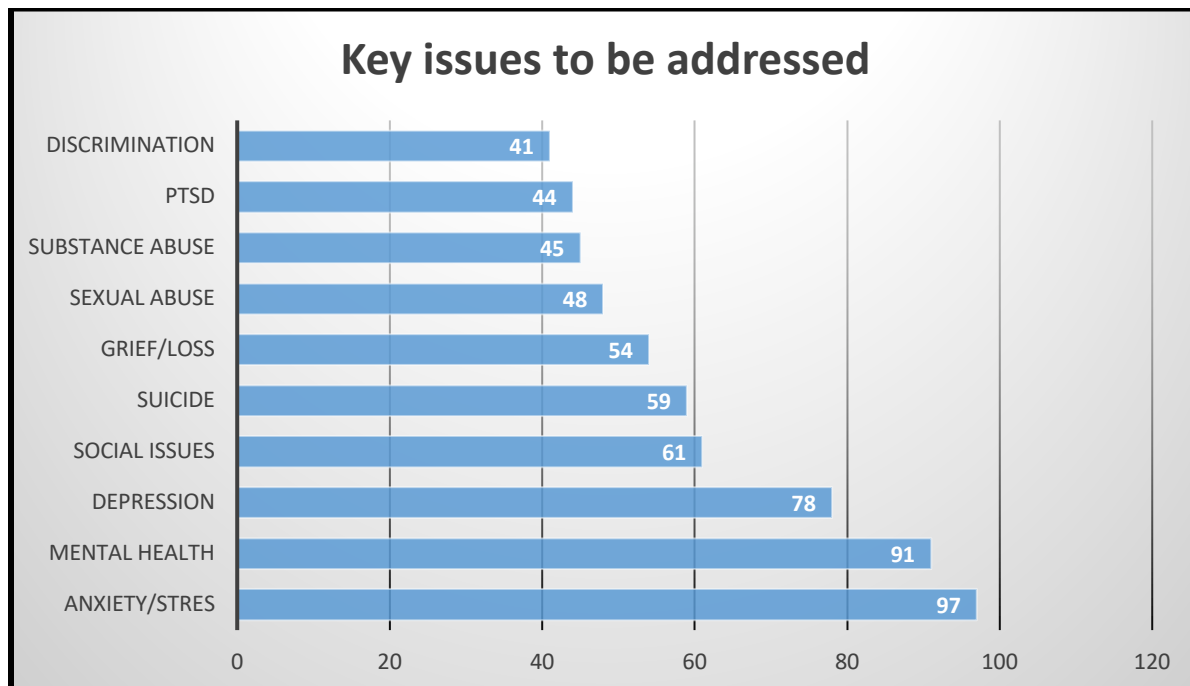
5. If you answered 'yes' to #4, what did you do to deal with these thoughts? (choose all that apply)



6. What, if anything, would you like to see GCC do to provide you or others in the way of support? (check all that apply)



7. If peer-led support groups were developed for GCC, what issues/topics would you like to be discussed? Choose all that apply.



Demographics

Gender Identity:

Female	82%
Male	18%

Ethnicity:

	<u>N</u>	<u>Percent (%)</u>
CHamoru	49	46%
Filipino	23	21%
Chuukese	7	6%
Other	28	26%

Age:

	<u>N</u>	<u>Percent (%)</u>
Age 18-25	72	67%
Age 26-79	35	33%

Veteran Status:

	<u>N</u>	<u>Percent (%)</u>
Yes	104	97%
No	3	3%

Respectfully compiled and reported to DAAPP Team on March 29, 2022

~ Deborah Ellen, Ed.D.

A special thank you to all the staff, students, faculty, and community members who assisted in the assessment, development, and review of the GCC 2023-2024 Biennial Review and Report.