



Drug and Alcohol Abuse Prevention Program (DAAPP)

Annual Report 2018-2019

Davenport University

Faculty, Staff, and Students,

Davenport University has a vital interest in maintaining a safe and healthy learning environment for the benefit of its students, faculty and staff, and to ensure its successful operation as an educational institution. Under the Drug-Free Workplace Act and the Drug-Free Schools and Communities Act, the University is required to have an alcohol and other drug policy and distribute the policy annually to all employees and students.

The University has established a Drugs and Alcohol Abuse Prevention Program (DAAPP), which reinforces the University's commitment toward promoting a drug-free learning and working environment. The DAAPP must annually distribute the following in writing to all students and employees:

- I. Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- II. A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- III. A description of the health risks associated with the use of illicit drugs and alcohol abuse;
- IV. A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students;
- V. A clear statement that the institution will impose sanctions on students and employees and description of those sanctions, up to and including the expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct or law.
- VI. A description on how students and employees are notified of the DAAPP; and
- VII. A description of who has oversight of the program

I. Standards of Conduct

- a. It is the policy of Davenport University that the unlawful manufacture, distribution, dispensation, sale, purchase, possession, or use of controlled substances and alcohol is prohibited on University property or as part of its activities. The presence, use, or service of alcohol is prohibited on University property or as part of its activities without advance approval by the President or an Executive Vice President.
 - i. Alcohol is prohibited in Cook, Meijer and South Halls for all residents or guest(s), regardless of age.
 - ii. In Panther Woods and Panther Ridge apartments, only students and guests who are 21 years of age or older may consume and/or store alcohol in the privacy of their apartment, with the door closed and with no minors present with the exception of the roommate(s) assigned to the occupied apartment. Students not assigned to the apartment and/or guests under the age of 21 are not to be present when alcohol is being consumed. Open

containers of alcohol are not permitted in any public areas in or outside the on-campus housing system including elevators, hallways, breezeways, lobbies, balconies, entryways, parking lots, etc.

- iii. Possession or use that creates a danger to self or others, including but not limited to excessive intoxication, is prohibited.
- iv. The sale, gift, or transfer of alcohol to minors is prohibited.
- v. Public intoxication, defined as being under the influence of alcohol or other drugs regardless of age, in circumstances where such behavior causes a disturbance or other concern to the University is prohibited.
- vi. The possession of alcoholic beverage containers is prohibited on campus; this includes collectible empties (i.e., wine bottles, beer cans, etc.) or full alcohol containers and dispensing paraphernalia.

Staff/Faculty: To read the policy in its entirety, please view the [Employee Handbook](#).

Students: To read the policy in its entirety, please view the [Student Code of Conduct](#).

II. Legal Sanctions

a. Federal

- i. Federal law provides criminal and civil penalties for unlawful possession or distribution of a controlled substance. Under the Controlled Substance Act as well as other related federal laws, the penalties for controlled substance violations included, but are not limited to, incarceration, fines, potential for the forfeiture of property used in possession or to facilitate possession of a controlled substance (which may include homes, vehicles, boats, aircrafts, and any other personal property), ineligibility to possess a firearm, and potential ineligibility to receive federal benefits (such as student loans and grants).

b. State

- i. Under current Michigan state law, “a person shall not knowingly or intentionally possess a controlled substance.” If an individual is found guilty of a violation of the state law, they may be subject to large fines and/or imprisonment.

A minor may not “purchase or attempt to purchase alcoholic liquor, consume or attempt to consume alcoholic liquor, possess or attempt to possess alcoholic liquor, or have any bodily alcohol content.” Violation of the law may subject a minor to fines, participation in a substance abuse programs or treatment center, imprisonment, community service hours, and/or out of pocket expenses related to required substance abuse screenings.

The State of Michigan laws can be found at <http://legislature.mi.gov/doc.aspx?chapterindex>.

c. Local

- i. The City of Grand Rapids ordinances include but are not limited to: consumption in public places, possession and use of alcohol by minors, uncapped liquor in passenger compartments of vehicles, and all substance abuse ordinances. Sanctions could range from a civil infraction with attached fines to probation, rehabilitation, or even imprisonment. A full version of the city ordinances can be found at https://www.municode.com/library/mi/grand_rapids/codes/code_of_ordinances
- ii. A full version of city ordinances can found at all Davenport locations:
 1. Detroit, MI
https://library.municode.com/mi/detroit/codes/code_of_ordinances
 2. Flint, MI
[https://library.municode.com/mi/flint_charter_township_\(genesee_co\)/codes/code_of_ordinances](https://library.municode.com/mi/flint_charter_township_(genesee_co)/codes/code_of_ordinances)
 3. Holland, MI
[https://library.municode.com/mi/holland_charter_township_\(ottawa_co\)/codes/code_of_ordinances](https://library.municode.com/mi/holland_charter_township_(ottawa_co)/codes/code_of_ordinances)
 4. Kalamazoo, MI
[https://library.municode.com/mi/kalamazoo_charter_township_\(kalamazoo_co\)/codes/compilation-general_ordinances](https://library.municode.com/mi/kalamazoo_charter_township_(kalamazoo_co)/codes/compilation-general_ordinances)
 5. Lansing, MI
https://library.municode.com/mi/lansing/codes/code_of_ordinances
 6. Midland, MI
https://library.municode.com/mi/midland/codes/code_of_ordinances
 7. Traverse City, MI
https://library.municode.com/mi/traverse_city/codes/code_of_ordinances
 8. Warren, MI
https://library.municode.com/mi/warren/codes/code_of_ordinances

III. Heath Risks

- i. According to the National Institution of Drug Abuse (NIDA), addiction is a chronic, relapsing disease characterized by compulsive drug seeking and use despite negative consequences and by long-lasting changes in the brain. Most drugs of abuse can alter a person's thinking and judgement, leading to health risk, including addiction, drugged driving and infectious disease. Most drugs could potentially harm an unborn baby.
- ii. Commonly abused drugs are:

Alcohol

Mescaline (Peyote)

Ayahuasca	Mathamphetamine
Bath Salts (Synthetic Cathinones)	Cough/Cold Medicines
Cocaine	Dextromethorphan or DMX
DMT	PCP
GHB	Prescription Opioids
Hallucinogens	Prescription Sedatives
Heroin	Prescription Stimulants
Inhalants	Psilocybin
Ketamine	Rohypnol® (Flunitrazepam)
Khat	Salvia
LSD	Steroids (Anabolic)
Marijuana (Cannabis)	Synthetic Cannabinoids
MDMA (Ecstasy/Molly)	Tobacco

For a complete list of short and long term health effects and treatment options, visit <https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts>

IV. Drugs and Alcohol Program

a. Employees

- i. Davenport University has partnered with Unum to provide drug/alcohol assistance, treatment, and support for all full-time staff and faculty. If you or a fellow colleague is in need of help, please contact Unum at (800) 854-1446.
- ii. The University offers an Employee Assistance Program (EAP) for full-time employees and their family access to assistance with everyday challenges of work and home as well as more serious issues involving emotional and physical well-being. The EAP is a benefit paid by the University. Services can be reached at (800) 854-1446 24 hours a day, seven days a week. Employees can get up to three visits available at no additional cost with a licensed professional counselor.
- iii. Employees enrolled in Davenport health plans are offered a Tobacco Cessation Coaching program, which connects the individual with a health coach over a 12-week period.
- iv. Substance abuse needs are also covered by all medical plans offered by Davenport University. Employees pay only their plan's deductible or co-pay for all treatment services.
- v. Leaves of Absence. Davenport offers leaves covered under the Family and Medical Leave Act and those not covered by the Act. Employees may work with Davenport's Human Resources department to request a leave to participate in treatment, and the reason for the leave is maintained confidentially. Leaves may be full leaves, meaning the employee is entirely absent from work, or the employee may take intermittent leave of

absence. Leaves are coordinated through and documented by the employee's treatment provider. Appropriate certification must be presented to the HR office that indicates the employee is capable of the job.

b. Students

- i. An email is sent out all students enrolled in credit courses from the Center for Campus Life. The communication can be viewed at <http:davenport.edu/campus-life>.
- ii. Students at the W.A. Lettinga campus can utilize free, confidential counseling services via Pine Rest Christian Mental Health Services. Students can schedule an on-campus appointment by calling (616) 891-8770.
- iii. The University offers counseling services for students and their family via phone and online through WellConnect. WellConnect counseling can be reached at (866) 640-4777, 24 hours a day, seven days a week. Students can schedule in-person visits at their local area via WellConnect as well.
- iv. Every year, Student Life and Housing and Residence Life sponsor educational programs related to drugs and alcohol. Programs and events can be found at <https://davenport.edu/student-life>.

c. Local Resources

The following drug and alcohol related services and resources are available through local agencies:

- i. **Detoxification Services:** Detoxification is a service for adults intended to help them manage the physical process of withdrawal from substances more comfortably. The goal is to prepare a person for continued treatment for a substance use or co-occurring disorder.
- ii. **Outpatient Services:** Individual and/or group-oriented counseling services for individuals, typically on the basis of scheduled appointments of an hour or more at a community agency.
- iii. **Services for Pregnant Women and Women with Children:** *Eligible pregnant women and women with children are given priority status in accessing substance use disorder treatment.* network180 providers offer many different programs that are gender specific, outreach based, and are designed to work with the whole family. Gender specific services not only provide therapy but also case management, support, and ensuring families basic needs are met.
- iv. **Residential Treatment Services:** Organized system of comprehensive services in a facility setting for individuals with a substance use disorder. A course of treatment will vary according to need, and the focus is on acquiring the skills and resources needed to transition to ongoing community-based care and recovery.
- v. **Methadone:** Counseling, case management and methadone dosing services along with precisely measured doses of methadone to help

individuals with longer histories of opiate use. The program helps individuals manage cravings, reduce the risks they might otherwise take (or present to others) and engage in a process of recovery.

vi. **Specialized Treatment Services:**

1. **Arbor Circle Recovery Management:** Long-term community-based treatment and recovery coaching for men and women with chronic and unstable substance use disorders, family focused treatment and case management services for women with a substance use disorder who also have responsibility for children.
2. **Kent County Correctional Facility-Based Services:** Substance use disorder treatment within the Kent County Correctional Facility
3. **Arbor Circle Northern Kent Outreach Services:** Clinicians provide targeted outreach services to individuals in northern regions of the county. Service locations are accessible and flexible, and are well-integrated with other area social service organizations to allow maximum convenience for the people who are served.

vii. **Regional Resources and Agencies:**

1. **Arbor Circle** (www.arborcircle.org/) **Main Campus** 1115 Ball Ave NE Grand Rapids, MI 49505 (616) 456-6571
2. **Newaygo Campus** 222 E. 82nd St. Newaygo, MI 49337 (231) 652-1780
3. **Mel Trotter Ministries** (<http://www.meltrotter.org/shelter-for-public-inebrates>) 225 Commerce Ave SW Grand Rapids, MI 49503 (616) 454-8249
4. **network180** (<http://network180.org/en/>) 790 Fuller Ave. NE Grand Rapids, MI 49403 (616) 336-3909 or (800) 749-7720
Routine business hours: Monday – Friday 8am –5pm Access Center open 24 hours
5. **OAR – Ottagan Addiction Recovery** (www.oar-inc.org) **Holland Location** 483 Century Lane

For additional resources:

- United Way First Call for Help line – Dial 2-1-1 or visit www.211.org.
- National directory of addiction and recovery programs and treatment centers www.recoverycorps.org.

V. Disciplinary Sanctions

Davenport University will impose sanctions on both students and/or employees if found in violation of policies and standards of conduct laid out in the Student Code of Conduct and Employee handbook (consistent with federal, state, and local laws).

Written reprimands, suspensions, expulsion, termination, and referral for prosecution

will be considered as applicable. Below is a list of possible sanctions as outlined in the Student Code of Conduct and Employee handbook:

a. Employees

- i. Any faculty or staff member who is found to have violated the policy will be subject to sanctions by the University, which may include suspension, termination, and referral for prosecution. Specific criminal penalties are applicable to unlawful activities as identified above and may include imprisonment and fines.
- ii. It is the policy of Davenport University that employees bringing illegal, non-prescription drugs and controlled substances, prescription drugs for unintended or non-prescribed use, or alcoholic beverages to work, being under the influence of such substances while working, using them while working, or dispensing, distributing, or illegally manufacturing, selling or purchasing them on University premises and work sites, will be subject to disciplinary action, up to and including termination. Off-duty employee conduct can be a basis for action under this policy if, in the judgment of the University, such conduct could impact the University's reputation, the employee's availability for work, or the employee's fitness for employment.
- iii. Based upon reasonable suspicion and with the approval of human resources, employees may be required to take a test at any time to determine the presence of drugs, narcotics, or alcohol. Testing positive for drugs or alcohol is a violation of this policy and an employee may be subject to disciplinary action up to and including termination for violation. Refusal to take the test will be treated as insubordination.
- iv. Employees convicted of any criminal drug violation occurring in the workplace must report, in writing their conviction to the Human Resources Office, no later than 5 calendar days after such conviction.

b. Students

- i. The Director of Student Conduct and Care or, Campus Life designee handles disciplinary matters for students at Davenport University.
- ii. The standard of practice at Davenport University regarding sanctions is as follows: 1. Verbal warning 2. Formal warning 3. Probation 4. Suspension 5. Expulsion 6. Additional sanctions
- iii. Terms of a probationary period will be determined at the time that the sanction is imposed, and is considered a period of time for observation and review. A suspension will result in an immediate dismissal from classes, and/or the residence halls, and/or athletics, and/or activities at the University. A suspension may last for the remainder of the session/semester in progress and/or a specified period of time thereafter. An expulsion results in an immediate dismissal and permanent separation from the University at the time specified.

- iv. Additional sanctions may be imposed instead of, or in addition to those outline above. These may include, but are not limited to: restriction from certain University facilities or property, either physical or virtual, for a defined period of time, fines as they relate to property damage, theft, or other violations that result in inconvenience or cost to others and/ or the University; a parental notification; restitution, meaning compensation for loss, damage, or injury which may take the form of appropriate service and/or monetary or material replacement; educational sanctions such as a paper or community service; loss of privileges for a specified period of time, or disqualification from receipt of institutional financial aid while the sanction is imposed or possibly thereafter.

VI. Notifications of the DAAPP

a. Employer Notification

- i. Notification of the information contained in the DAAPP is distributed to all current employees of the university on an annual basis via an all-staff email. New employees will receive notification during their Orientation process. The DAAPP is also available for review online. It can be accessed at www.davenport.edu/human-resources/policies-procedures

b. Student Notification

- i. Notification of the information contained in the DAAPP is distributed to all currently enrolled students each major semester via email. Queries are run to ensure all late-starting students are notified. The DAAPP is also available for review online. It can be accessed at www.davenport.edu/campus-life/student-conduct/alcohol-and-other-drugs

VII. Oversight Responsibility

- a. The Center for Campus Life and Human Resources shall serve as the main contacts that will have oversight responsibility of the DAAPP including, but not limited to: updates, coordination of information required in the DAAPP, and coordination of annual notifications to employees, students, and the biennial review.