

NUETA HIDATSA SAHNISH COLLEGE
DRUG AND ALCOHOL ABUSE
PREVENTION PROGRAM
2020-2022



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Drug and Alcohol Abuse Prevention Program

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TABLE OF CONTENTS

Section	Page
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Table of Contents

NHSC AODPP Policy Statement	3
INTRODUCTION	3
Compliance with Drug-Free Schools and Communities Act.....	4
Drug and Alcohol Abuse Prevention Program Goals.....	4
DISTRIBUTION OF DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM	5
Strategies to Address the Misuse and Abuse of Alcohol and Other Drugs at Nueta Hidatsa Sahnish College	5
PROGRAMS ADDRESSING AOD USE AND ABUSE	6
Program Partners.....	6
POLICIES ADDRESSING AOD USE AND ABUSE.....	6
Disciplinary Outcomes:	8
STATISTICS	9
FAQ’S for Students.....	10
CERTIFICATION	11

NHSC AODPP Policy Statement

Nueta Hidatsa Sahnish College is committed to the Drug Free Schools and Communities Act Amendments of 1989:

Accordingly, the manufacture, distribution, dispensation, possession, or use of a controlled substance (as defined in the Controlled Substances Act, 21 U.S.C. §801, *et seq.*), without a valid, lawful prescription (“unlawful controlled substance”), in any NHSC work area or facility or activity is strictly prohibited.

The following misconduct is subject to disciplinary action, up to and including suspension and or expulsion for students or disciplinary action or termination for employees.

- The unlawful possession, use, or distribution of illicit drugs and alcohol by students or employees on College property or as part of any of its activities;
- Being under the influence of, using, selling, possessing, or distributing any alcohol, unlawful controlled substance or any other intoxicant on College property or as part of any of its activities.
- Storing, consuming or transporting alcoholic beverages or unlawful controlled substance in any NHSC vehicle (owned or rented).

INTRODUCTION

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an institution of higher education (IHE) to certify it has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs by students and employees both on its premises and as a part of any of its activities. At a minimum each IHE must annually distribute the following in writing to all students and employees:

- Standards of conduct that clearly prohibit 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 any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students;
- A clear statement that the institution will impose 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.

This information is distributed annually to students and employees via email, NHS College’s website, Human Resource information packets for new employees, and the Admissions packet for potential and new students.

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

- Determine that the effectiveness of the policy and implementing changes to the Alcohol and Other Drug (AOD) program/ Drug and Alcohol Abuse Prevention Program (DAAPP) if they are needed; and,
- Ensure that the disciplinary sanctions developed for violating standards are enforced consistently.
- The biennial review must also include a determination as to:
- The number of drug- and alcohol-related violations and fatalities occurring on the campus or as part of their activities that are reported to campus officials; and,
- The number and type of sanctions the IHEs impose on students or employees as a result of such violations or fatalities.

Nueta Hidatsa Sahnish College acknowledges its legal obligation to conduct a biennial review of compliance with the Drug-Free Schools and Communities Act and authorize an administrative review to be conducted to determine if the College fulfills the requirements of the aforementioned Federal regulations. A copy of the DAAPP and the results of the biennial review will be made available upon request to the public and the Secretary of the Department of Education.

Compliance with Drug-Free Schools and Communities Act

NHSC strives to remain in compliance with the requirements of the Drug-Free Schools and Communities Act. The College has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by students and employees both on its premises and as a part of any of the college's activities. NHSC has a written policy on alcohol and other drugs and distributes this to staff and students through access to the online College Bulletin/Student Handbook, Part 86/DAAPP Handbook, Consumer Information Guide section of the NHSC website. Additionally, the Employee Policies and Procedures Manual also contains the Drug and Alcohol Policy. The materials located on our website contain the following:

- Standards of conduct that prohibit unlawful possession, use or distribution of illicit drugs and alcohol on its property or as a part of its activities;
- A description of the health risks associated with the use of illicit drugs and abuse of alcohol;
- A description of counseling or treatment programs.
- A clear statement and description of the disciplinary sanctions the institution will impose on students and employees. The federally mandated policy about alcohol and other drugs will be discussed in more detail with students during orientation. In addition, the alcohol and drug policy will be presented to all employees with the distribution of the Employee Handbook.

Drug and Alcohol Abuse Prevention Program Goals

NHSC is committed to ensuring, to the best of its ability, that its students, staff, and faculty are

aware of the dangers of abuse of alcohol and other drugs, have appropriate information and resources to reduce such abuse, and are subjected to appropriate enforcement regarding the inappropriate or illegal use or abuse of such substances on campus and at other venues that involve NHSC community members. As is the case for many universities and colleges across the United States, DAAPP efforts directed to NHSC students focus on harm reduction, recognizing the reality of AOD abuse among late adolescents and young adults in this country. At the same time, NHSC fully supports those who choose to remain abstinent from the use of alcohol or other drugs, and it seeks to provide a broad array of activities that are alcohol and drug-free. More generally, the university is dedicated to attempting to change the culture of AOD abuse that is so common among American university students.

DISTRIBUTION OF DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM

Nueta Hidatsa Sahnish College will provide annually to each employee and each student, who is taking one or more classes for any type of academic credit except for continuing education units, a notification of the web link containing the annual report and instructions on how to receive a printed copy.

The Drug and Alcohol Abuse Prevention Program printed materials is distributed to each student as a part of NHSC’s Consumer Information. Any student that enrolls at NHSC will receive the Consumer Information as a part of the application packet. Additionally, the Annual Drug and Alcohol Abuse Prevention Program materials will be located on the NHSC website, in which current students will receive a notice sent to their school email address with the exact electronic address and link to access this information.

The Drug and Alcohol Prevention Program printed materials is provided to each faculty and staff member through the same annual notification. New employees are provided with Consumer Information during a new hire training session. Applicants for hire are directed to NHSC’s website for the Consumer Information in considering NHSC for employment.

Strategies to Address the Misuse and Abuse of Alcohol and Other Drugs at Nueta Hidatsa Sahnish College

Area of Intervention	Individual	Group	Community
Knowledge, attitudes and behaviors	Advisor Training, Guidance Counselor introduction	Training via Student Orientation; guest speakers	Elbowoods Clinic Mental Health shares information with students at various NHSC events
Alcohol Free Alternatives	Points and prizes for participating in alcohol free activities	Live Music, Movie Nights, Flash Mob, Board Games, etc.	Student organizations provide events and other community events are held such as war bonnet dances, bingo and others.
Public Laws, Tribal, Federal and State			
Treatment Options	MHA Circle of Life-Outpatient/ support programs	MHA Circle of Life-Outpatient/ support programs	MHA Circle of Life-Outpatient/ support programs

	Parshall Resource Center- Inpatient		
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PROGRAMS ADDRESSING AOD USE AND ABUSE

Alcohol-Free Activities:

NHSC offers a broad range of alcohol-free activities that involve student clubs and organizations, student services, academic opportunities, social programs, and others. NHSC staff collaborates with MHA Behavioral Health and Substance Abuse Services as well as other MHA departments to provide alcohol and drug free activities.

Behavioral Health Services Counseling:

In-depth services are made available through the Behavioral Health and Substance Abuse Services (BHSAS) at the Elbowoods Clinic. Information for drug and alcohol abuse counseling is available through the Office of Student Services. NHSC employees and students may receive drug and alcohol counseling, treatment, rehabilitation, or reentry programs through community resources. More information is available in the Student Resource Handbook (available in the library, offices of Student Services and Academic Affairs, the Financial Aid Office, and with academic advisors) and the local telephone directory.

Counseling Services:

NHSC counseling services provide students with prevention and awareness programs for behavioral health, suicide prevention, substance abuse, and STI related issues. Services include, but are not limited to awareness programs, case management, community outreach, and referrals for behavioral health counseling. Information regarding health services is available to students through NHSC Student Development and Retention Counselor. Except for referrals, the college does not provide medical services. Therefore, it is the student’s responsibility to make his or her own medical arrangements. For immediate first aid concerns, contact the NHS College Safety Officer. First Aid kits are available throughout the NHSC buildings.

Program Partners

- MHA Nation
- Circle of Life, Three Affiliated Tribes
- Elbowoods Clinic
- Open Door Center
- Parshall Resource Center

New Employee Orientation:

The NHSC Human Resources is responsible for the orientation of new employees. The Employee Drug and Alcohol Policy is located in the Employee Policies and Procedures Manual which is distributed to employees.

POLICIES ADDRESSING AOD USE AND ABUSE

Students may not distribute, transport, serve, possess or consume alcoholic beverages anywhere on NHSC property. Intoxication is a violation of NHSC policy. The possession or use of illegal or harmful drugs, hallucinogens or harmful narcotics is also prohibited.

There are dangerous health risks associated with the use of illicit drugs and the abuse of alcohol. Health hazards include profound alterations in sensation, mood, and consciousness that may involve all the physical senses, as well as experiences that depart from reality. Also, actions by students under the influence may put the safety of others around them at risk.

The rules and regulations of Nueta Hidatsa Sahnish College prohibits the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees in buildings, facilities, grounds, or other property owned and/or controlled by NHSC or as part of College activities. In addition, as set forth in state, tribal, and federal laws of drugs and alcohol any person in violation will be subject to the appropriate laws and penalties.

Standards of Conduct:

NHSC is committed to a standard of conduct which prohibits the unlawful possession, use, distribution, or manufacture of illegal drugs and/or alcohol by students and employees on campus premises as well as any college sponsored activity or events on or off campus. The unlawful use of drugs or alcohol is inconsistent with the behavior expected of members of the NHSC community. Violations of this policy may result in criminal action as well as disciplinary action.

Students:

The use, sale, distribution, possession of alcohol, or any drug, including prescription medication used in an unauthorized manner is strictly prohibited and may result in disciplinary action up to, and including, expulsion.

Employees:

While at work, each NHSC employee has a responsibility to deliver service in a safe, efficient, and conscientious manner. Therefore, the use, sale, distribution, possession of alcohol, or any drug, including prescription medication used in an unauthorized manner is strictly prohibited and may result in disciplinary action up to, and including, termination.

It is the policy of NHSC that the consumption of illegal drugs and the abuse of legal drugs while in the work place and intoxication by illegal drugs and the abuse of legal drugs when at work represent a violation of the law and may also represent a threat to personal and public safety and property. Abuse and use of such substances can grossly diminish the productivity and reliability of employees thereby violating a public trust placed in public employees. Therefore, such behavior shall not be tolerated and NHSC shall administer a program to educate employees about the hazards of drug abuse and to eliminate drug abuse amount by employees.

Student Housing Residents:

Drugs:

NHSC is a drug and alcohol free campus. NHSC recognizes illegal, non-prescription drug and alcohol abuse as a potential health, safety, and security problem to the students and the NHSC community. NHSC Student Housing has a zero tolerance policy on the use and/or possession of drugs. Student Residents are expected to comply with all laws regarding the use and possession of

drugs. The possession, manufacture, purchase, sale or use of drugs, synthetic drugs, prescription drugs, narcotics, stimulants, or any other substances for illicit purposes on campus and/or in N student housing is forbidden and prohibited by law. Law enforcement is typically involved in all drug related issues.

Students in violation of the drug and alcohol policy will attend a Discipline Hearing. Drug hearing sanctions may include but are not limited to a referral to the MHA Health and Wellness program, one-year housing probation, or removal from student housing. Other sanctions may be required on a case by case basis. Upon second violation of this policy, the student will be removed from housing.

The NHSC Student Services Development Retention Counselor may coordinate a drug assessment with a licensed clinician. Based on the clinician's recommendations, students will be referred to counseling. The student will not be considered to be in good standing with the Office of Student Services until all sanctions have been satisfied and one full semester has passed. Those considered to not be in good standing with the Office of Student Services are ineligible to hold officer positions within campus student organizations or to participate in off campus NHSC student activities.

NHSC will contact the parents/ guardians of students under the age of 21 in regards to violations relating to alcohol and/or substance abuse.

Alcohol:

The possession and/or consumption of any amount of beer and/or intoxicating liquors anywhere on campus (including off campus consumption of any amount and/or intoxication and returning to NHSC campus under the influence) is forbidden by law and NHSC policy. Any beer, including 3.2 beer, wine or liquor found in a Student-Resident's housing unit or in a Student's possession anywhere on NHSC campus will be confiscated and will result in disciplinary and/or legal action. Student-Residents are expected to comply with all laws regarding the use of alcohol. Irresponsible behavior while under the influence of alcohol is not tolerated and any Student violating this policy will be subject to disciplinary and/or legal action. No decorative alcohol posters, alcohol bottles, alcohol cans or alcohol bottle caps are allowed in the Student- Resident's housing unit/room at any time.

Disciplinary Outcomes:

When a student is found responsible for violation of Nueta Hidatsa Sahnish College policies, one or more of the following actions may be taken:

- a. **Disciplinary Warnings:** The issuance of written warning that indicates the alleged action constitutes inappropriate behavior for a member of the College community. Warnings cannot be appealed.
- b. **Disciplinary Probation:** Continuance at the College but under specific conditions or required activities imposed for a specified period of time resulting from a policy violation. This is period of observation during which time the student is expected to demonstrate a willingness and ability to strictly comply with the College standards. Progressive disciplinary actions will result, including suspension or expulsion, if repeat violations occur, especially during the probationary period.

c. Disciplinary Suspension is a separation from the College for a specified period of time. During the suspension period the student cannot qualify for graduations nor progress toward a degree by registering for, taking, or completing classes at the college. The college reserves the right to deny transfer of credits earned elsewhere during the suspension period. Additionally, the student can't participate in a college sponsored activity or be present on campus without prior approval from the Office of the Vice-President of Academics or Vice President of Student Services. Conditions for readmission may be specified. Notation of such suspension is made on the student's academic transcript. The Notation is removed at the end of the suspension period.

d. Expulsion/Permanent Separation from the College Notation of the expulsion is made on the student's academic transcript. Students expelled for violent behavior will not be allowed on campus.

e. Required Compliance includes such activities as:

- i. Carrying out a college mandate as condition for being admitted, continuing enrollment, or graduating from the College
- ii. Restrictions of privileges
- iii. Withholding of a formal academic transcript or degree for specified time
- iv. Revocation of a degree v. denial of privileges of representing the College in extracurricular activities
- vi. Loss of computer access through the College.

f. Educational Assignments: Mandatory educational activities such as workshops and writing assignments

g. Community Service Assigned volunteer hours on-campus or in the community.

h. Confiscation of goods used or possessed in violation or College regulations.

i. Restitution required services, payment or reimbursement of funds to the college or to other persons, groups, or organizations for damage incurred as a result of a violation of College policies.

STATISTICS

Statistics are gathered without disclosing the names of those involved in compliance with FERPA rights of students. A review of the statistics noted the following:

Student Alcohol and Drug Law Violations

Alcohol Law Violations	On-Campus	Residential	Public Property
2018	0	0	0
2019	0	0	0
2020	0	0	1*non-student community member incident
Drug Law Violations	On-Campus	Residential	Public Property
2018	0	0	0

2019	0	0	0
2020	0	0	0

Student Referrals for Alcohol and Drug

(Totals include student conduct and/or housing hearing referrals and all other alcohol and drug referrals received by NHSC Student/Campus Services.)

Year	Referrals
2018	0
2019	0
2020	0

Employee Alcohol and Drug Law Violations

Year	Incidents
2018	0
2019	0
2020	0

Employee Referrals to Elbowwoods Behavioral Health for Alcohol and Drug Violations

Year	Incidents
2018	0
2019	0
2020	0

Student and Employee Drug and alcohol-related fatalities

Year	Fatalities
2018	0
2019	0
2020	0

FAQ'S for Students

Are their warning signs from someone who is misusing and/or abusing Alcohol and or Other Drugs?

Yes, and some of the signs include (but there may be other signs):

- Withdrawal from Social Situations
- Easily Discouraged
- Violent and Irritable behavior
- Lying
- Missing Class and frequently making excuses for missing class
- apathy

If I feel that I may have a problem misusing and/or abusing alcohol and or other drugs and decide to seek help, would I be dropped from my courses?

No, the important thing is that you have asked for help. Your advisor, the NHSC Development/Retention Counselor and other NHSC Faculty and Staff know to handle your life challenges with confidentiality.

What should I do if I see signs of Possible Substance Abuse in Friends?

First you should, express your concern and be ready to listen.

What shouldn't I do if I see signs of Possible Substance Abuse in Friends?

You should never try to handle the situation alone. Please go to your advisor or another NHSC Faculty of Staff member and ask for help.

Certification

Based upon the review of NHSC's Drug and Alcohol Abuse Prevention Program, NHSC certifies that it has developed and implemented a comprehensive approach to adopted and implemented programs to address, and subsequently prevent, the abuse of alcohol and use or distribution of illicit drugs by NHSC students and employees on its premises and as a part of any of its activities. The College will continue to develop, evaluate, assess, and pursue the best practices for its campus to create a safe and healthy environment for our students that is conducive to learning.

Conclusion

NHSC recognizes the immense responsibility to its students and staff and recognizes the importance of providing a safe place to work and study.

NHSC will make appropriate support services and advice available to students but will also initiate and follow through with disciplinary actions where illegal activities occur, particularly if there is any potential for those activities to endanger the health, wellbeing and security of an individual student, other NHSC students or community visitors to the NHSC campus.

If you want more information: Please contact the Nueta Hidatsa Sahnish College Student Development/Retention Counselor, Deanna Rainbow, at drainb@nhsc.edu (701) 627-8036.

The Nueta Hidatsa Sahnish College President is Dr. Twyla Baker. She can be contacted at tbaker@nhsc.edu (701) 421-3036.