

**GTCC Drug & Alcohol Abuse Prevention Program
(DAAPP)
BIENNIAL REPORT-2024**

Drug-Free and Communities Act of 1989

The Federal Education Department General Administrative Regulations (EDGAR) Part 86 require, as a condition of receiving funds or any other form of financial assistance under any federal program, that Guilford Technical Community College (GTCC) must certify 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, in order to comply with the Drug-Free Schools and Communities Act of 1989.

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History of the Drug Free Schools and Communities Act of 1989

The Drug-Free Schools and Communities Act of 1989 (Public Law 101-226-20 U.S.C. §1011) was enacted in 1989 in response to George H. W. Bush's national drug strategy. On December 12, 1989, President Bush signed the Drug-Free Schools and Communities Act Amendments (Public Law 101.226) which amended provisions of the original act, and the Higher Education Act of 1965, to require as a condition of receiving funds or any other form of financial assistance under any federal program after October 1, 1990, that a university or college must submit certification that it has adopted and implemented a Drug and Alcohol Abuse Prevention Program (DAAPP) to prevent the unlawful possession, use, or distribution of drugs and alcohol by employees and students on school premises, or as a part of any of its activities. Its implementation regulations are contained in 34 C.F.R. Part 86, sometimes referred to as the Part 86 requirements.

Requirements of the Drug Free Schools and Communities Act of 1989

The Drug Free Schools and Communities Act of 1989 requires institutions of higher education to establish a Drug and Alcohol Abuse Prevention Program (DAAPP) that provides the following:

1. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by employees and students on its property or as part of its activities.
2. A description of applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol.
3. A description of health risks associated with the use of illicit drugs and the abuse of alcohol.
4. A description of available drug or alcohol counseling, treatment, rehabilitation, or re-entry programs.

5. A clear statement that the Institution of Higher Education (IHE) will impose disciplinary sanctions on employees and students (consistent with its school's policies and local, state, and federal law), 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 enumerated in the DAAPP. Disciplinary sanctions may also include completing an appropriate rehabilitation program.
6. The college or university must conduct biennial review of its DAAPP to determine its effectiveness, implement needed changes, and ensure that disciplinary sanctions are consistently enforced.

Biennial Review Purpose Statement

Guilford Technical Community College's biennial review of the College's Drug and Alcohol Abuse Prevention Program serves two primary purposes:

1. To determine the effectiveness of the program and to make changes as needed, and
2. To ensure that violations of student and employee standards of conduct are enforced consistently. Conduct and sanctions related to Guilford Technical Community College's DAAPP are addressed later within this report

Annual Distribution Procedures

Guilford Technical Community College uses the U. S. Department of Education Guide for University and College Administrators to ensure compliance with the requirements of the Drug-Free Schools and Communities Act of 1989. [Part 86 Complying with the Drug-Free School and Campuses Compliance Checklist](#)

An annual notification regarding the college's Drug and Alcohol Abuse Prevention Program will be accomplished by sending a notification to all employees during the Fall Semester of each year. A notification will be sent to students during the Fall and Spring Semester of each year. Notifications will be sent by E-mail.

Drug Free Schools and Communities Act Compliance

To ensure compliance with the Drug Free Schools and Communities Act of 1989 (DFSCA), The following is recommended:

1. The establishment of an institutional Drug and Alcohol Prevention Program Committee (DAAPPC) to oversee compliance with the program and prepare the Biennial Review Report.
2. The creation of a newly designed DAAPP "stand-alone" web page to provide alcohol/drug abuse and prevention information:
 - a. A link to the Drug Free Schools and Communities Act of 1989(DFSCA);

- b. Federal and state laws regarding substance abuse and violations.
 - c. Health risks associated with the abuse of alcohol and drugs.
 - d. Information regarding employee and student drug and alcohol counseling services.
 - e. Local and state resources, including a list of drug and alcohol treatment facilities.
 - f. Online self-help screening tools.
3. Provide a bi-annual DAAPP notification to employees and students regarding compliance with the DFSCA.
 4. Conduct a biennial review and publish a Biennial Report to comply with DAAPP reporting requirements.

The DAAPP Committee Goals

Guilford Technical Community College's Drug and Alcohol Prevention Program (DAAPP) Committee has four (4) goals to guide its' efforts and assessment of program effectiveness:

- To make students and employees aware of Guilford Technical Community College's DAAPP Program, to include information regarding the Drug Free Schools and Communities Act of 1989, and Guilford Technical Community College's code of conduct, sanctions, and health risks associated with alcohol and illicit drug use.
- To provide information to students and employees regarding the availability of support and self-help resources.
- To encourage and facilitate student and employee participation in alcohol abuse and illicit drug use awareness and prevention workshops and training.
- To employ the use of best practices in determining the effectiveness of the Drug and Alcohol Prevention Program, implement needed changes, and ensure that violations of student and employee standards of conduct are enforced consistently.

Policies

Policy I-2.1.7 is the college's Alcohol and Controlled Substance Use policy which defines both Alcohol and Controlled Substances. The policy also provides a pre-approval pathway for serving alcohol responsibly at college sponsored events and for the presence of prescribed drugs on-campus for legitimate medical purposes.

As well as including this policy, the college's Management Manual cites the North Carolina General Statute 90-95(a) which makes it illegal for any person to manufacture, sell or deliver, or possess with intent to manufacture, sell or deliver, a controlled substance; to manufacture, sell or deliver, or possess with intent to manufacture, sell or deliver, a counterfeit controlled substance; and to possess a controlled substance [without a prescription].

Policy IV-3.1.1 is the college's Student Code of Conduct policy which affirms that illicit use or possession of controlled substances on-campus or at a college-sponsored event will constitute a violation. Allegations of such violations will be investigated by the Community Standards Office and, if affirmed, will result in sanctions up to and including separation from the college.

Additionally, the college's Athletics Department maintains an athlete's code of conduct under which student athletes agree not to use any illicit substances and to be subject to random testing as verification of this.

The annual Student Handbook, in addition to publishing the full text of the Student Code of Conduct, clarifies for student the authority under which Campus Police can investigate and intervene in drug and alcohol-related situations to include detention and arrest (NC General Statute 115D-21.1). The Student Handbook also shares health information about the effects of drug and alcohol use and includes annually updated referral resources for drug counseling and rehabilitative services. Contact information for the college's on-campus Counseling Center is also included.

Policy I-2.1.3 is the college's Drug-Free Workplace policy which sets the requirements for employees to avoid inappropriate involvement with substances at work. The policy also describes the method for sanctioning employees who violate these terms of employment up to and including termination.

Assessing Policy and Program Effectiveness

Guilford Technical Community College is dedicated to providing a drug and alcohol-free environment for its employees and students. The following services, events, and activities ensure program effectiveness:

- The College offers drug and alcohol abuse prevention counseling services to students through the GTCC Counseling Center and they may obtain counseling services via the College's Student Assistance Program (SAP). Employees may obtain counseling services via the College's Employee Assistance Program (EAP).
- Assessment and self-help screening tools are available to determine potential abuse of alcohol and drugs.
- A listing of resources for students and employees is provided and will be on GTCC's Drug and the college's Counseling Center's web page and the future Alcohol Abuse Prevention Program web page.
- Drug and alcohol awareness and prevention events are scheduled in October and April at select branch campus locations. The College has committed to conducting at least two drug/alcohol related presentations to the GTCC college community each year in addition to a host of campus wide activities and initiatives designed to increase awareness.

The effectiveness of the DAAPP program is measured by assessing GTCC's alcohol/drug related criminal infractions relative to the total number of criminal infractions during each calendar year of the review period. The DAAPP Committee reviews the logs of GTCC student and employee alcohol and drug related criminal offenses that are published by Public Safety and its yearly [Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act](#) to determine the percentage of GTCC alcohol/drug related offenses compared to the total number of reported criminal infractions. If the percentage is greater than 15% for any calendar year, the DAAPP Committee shall convene to discuss updating its current services, events, and activities, and the development and implementation of new programs to ensure the existence of a drug and alcohol-free college environment. Since the inception of the Drug and Alcohol Abuse Prevention Program at GTCC, the total number of alcohol and drug related criminal infractions per calendar year has consistently fallen substantially below this percentage.

Assessing Enforcement Consistency

Guilford Technical Community College continues to ensure consistency in the enforcement of sanctions by mandating that similar infractions are treated in a similar manner. Due process is provided to employees and students in the disciplinary process. The Associate Vice President of Human Resources governs the disciplinary process for employees. The Vice President for Student Services, or her designee, governs the disciplinary process for students. A confidential official record is maintained of all discipline referrals and disciplinary actions.

Findings and disciplinary sanctions are determined in accordance with the Guilford Technical Community College Student Code and due process and the burden of proof based upon a preponderance of the evidence. For the purpose of this Biennial report, the table below documents the number of infractions for employees and students over the last two (2) years.

Alcohol and Other Drug Infractions

The charts below show Guilford Technical Community College's number of alcohol and other drug arrests and referrals for disciplinary action as reported in the [Guilford Technical Community College 2023 Annual Campus Safety and Security Report](#).

Jamestown Campus

	Student Alcohol Infractions	Student Drug Infractions	Employee Alcohol Infractions	Employee Drug Infractions
Fall 2022	0	0	0	0
Spring 2023	0	0	0	0
Fall 2023	0	0	0	0
Spring 2024	0	0	0	0

Greensboro Campus

	Student Alcohol Infractions	Student Drug Infractions	Employee Alcohol Infractions	Employee Drug Infractions
Fall 2022	0	0	0	0
Spring 2023	0	0	0	0
Fall 2023	0	0	0	0
Spring 2024	0	0	0	0

High Point Campus

	Student Alcohol Infractions	Student Drug Infractions	Employee Alcohol Infractions	Employee Drug Infractions
Fall 2022	0	0	0	0
Spring 2023	0	0	0	0
Fall 2023	0	0	0	0
Spring 2024	0	0	0	0

Aviation Campus

	Student Alcohol Infractions	Student Drug Infractions	Employee Alcohol Infractions	Employee Drug Infractions
Fall 2022	0	0	0	0
Spring 2023	0	0	0	0
Fall 2023	0	0	0	0
Spring 2024	0	0	0	0

Cameron Campus

	Student Alcohol Infractions	Student Drug Infractions	Employee Alcohol Infractions	Employee Drug Infractions
Fall 2022	0	0	0	0
Spring 2023	0	0	0	0
Fall 2023	0	0	0	0
Spring 2024	0	0	0	0

Union Square Campus

	Student Alcohol Infractions	Student Drug Infractions	Employee Alcohol Infractions	Employee Drug Infractions
Fall 2022	0	0	0	0
Spring 2023	0	0	0	0
Fall 2023	0	0	0	0
Spring 2024	0	0	0	0

Small Business Center

	Student Alcohol Infractions	Student Drug Infractions	Employee Alcohol Infractions	Employee Drug Infractions
Fall 2022	0	0	0	0
Spring 2023	0	0	0	0
Fall 2023	0	0	0	0
Spring 2024	0	0	0	0

Drug and Alcohol Awareness Prevention Program Committee (DAAPPC)

The Drug and Alcohol Awareness Program Committee (DAAPPC) is comprised of representatives from several diverse campus-wide departments.

This concludes the 2022-2024 DAAPP Biennial Report for Guilford Technical Community College. The Report will be issued and posted to the DAAPP webpage biennially during or prior to the month of April of the year following the two-year reporting period. The next Biennial Report will be issued for the 2024-2026 period during or prior to April of 2026 (National Alcohol Awareness Month).

Appendix A

Annual Policy Notification Process for Employees

GTCC is required to send this email to all employees every year to comply with federal regulations.

Annual Notification to ALL Employees

The Drug and Alcohol Abuse Prevention Program (DAAPP) at Guilford Technical Community College (GTCC) is committed to protecting the safety, health, and well-being of all employees, students, and other individuals in our workplace/learning environment. We recognize that alcohol abuse and drug use pose a significant threat to our goals. We have established a drug-free workplace program that balances our respect for individuals with the need to maintain an alcohol and drug-free environment. Employees may view the details of GTCC's DAAPP using the following link: [GTCC'S DAAPP](#) and selecting the Drug and Alcohol Abuse Prevention Program.

One of the goals for our drug-free workplace program is to encourage employees to voluntarily seek help with alcohol and/or drug problems. However, if an individual violates the policy, the consequences are serious. GTCC has long-standing policies prohibiting the unauthorized manufacture, possession, distribution, sale, or use of alcoholic beverages or controlled substances. Employees may obtain information regarding the following policies: I-2.1.7 Alcohol and Controlled Substance Use and I-2.1.3 Drug-Free Workplace by using this link: [Management Manual and College Wide Rules August 2024](#) and selecting the desired policy. Employees may also obtain a copy of the following policies: I-2.1.7 Alcohol and Controlled Substance Use and I-2.1.3 Drug-Free Workplace by contacting the Human Resources Office.

Employees (regular status) who desire more information or confidential assistance with substance abuse may contact the college's Employee Assistance Program (EAP) provider at <https://www.deeroakseap.com/>. The user name is "gtcc" and the password is "gtcc" Deer Oaks EAP Services may also be reached by phone at 1-866-327-2400. Information/assistance is available at no cost to the employee (GTCC pays for this service).

Additional resource links and information sources include:

*<https://insightnc.org/>
www.smartrecovery.org*

In Greensboro:

- *Alcoholics Anonymous Hotline call: 336-854-4278 or Email: help@nc23.org or info@aagreensboronc.com for additional assistance.*
- *Alcohol & Drug Services (ADS) call: 855-801-9817 and press "0" or Local No. call: 336-333-6860 or visit their website: www.adsyes.org or Email: counselor@adsyes.org for additional assistance.*
- *Kellin Foundation call: 336-429-5600*
- *Cone Behavioral Health Hospital call: Inpatient 336-832-9700/Outpatient 336-832-9800*
- *Guilford County Behavioral Health Center call: 336-890-2700*
- *Monarch call: 336-676-6840 or 866-272-7826 or visit their website: www.monarchnc.org or Email: referral@monarchnc.org for additional assistance.*
- *Therapeutic Alternative Mobile Crisis call: 877-626-1772*
- *Narcotics Anonymous call: 866-375-1272 or Email: info@greensborona.org for assistance.*

In High Point:

- *Alcohol & Drug Services (ADS) call: 336-882-2125 or 855-801-9817 or visit their website: www.adsyes.org or Email: jbutler@adsyes.org for additional assistance.*
- *Alcoholics Anonymous Hotline call: 336-885-8520*
- *Mental Health Associates of the Triad call: 336-883-7480 or Email: information@mha-triad.org for additional assistance.*

Sincerely, Human Resources Office

Appendix B

NOTICE TO Guilford Technical Community College Students

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require institutions of higher learning to certify it has implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs by students and employees on its premises and as a part of any of its activities.

Guilford Technical Community College is committed to providing a drug and alcohol-free environment for its employees and students. GTCC expressly prohibits the unlawful manufacture, distribution, dispensation, possession or use of narcotics, drugs, other controlled substances and the use of alcohol on its premises, at its workplace, and in the educational setting.

To ensure compliance with the Drug Free Schools and Communities Act of 1989 the College has established a comprehensive institutional Drug and Alcohol Abuse Prevention Program (DAAPP) that provides the following information to the college community:

- Standards of conduct related to drugs and alcohol for students and employees.
- Disciplinary and legal sanctions pertaining to the unlawful possession or distribution of illicit drugs and alcohol.
- A description of health risks associated with the use of illicit drugs and the abuse of alcohol.
- A description of available drug or alcohol counseling, treatment, or rehabilitation or re- entry programs for students and employees
- A Biennial Review of its [DAAPP](#) to determine its effectiveness, implement needed changes, and ensure that disciplinary sanctions are consistently enforced.

For questions contact: Dr. Ernest Lawson Director of Counseling and Disability Access Services, DAAPP Program Committee Chair, 336.334.4822 ext. 50323 or elawson@gtcc.edu

Additional resource links and information sources include:

<https://insightnc.org/>

www.smartrecovery.org

In Greensboro:

- *Alcoholics Anonymous Hotline call: 336-854-4278 or Email: help@nc23.org or info@aagreensboronc.com for additional assistance.*
- *Alcohol & Drug Services (ADS) call: 855-801-9817 and press "0" or Local No. call: 336-333-6860 or visit their website: www.adsyes.org or Email: counselor@adsyes.org for additional assistance.*
- *Kellin Foundation call: 336-429-5600*
- *Cone Behavioral Health Hospital call: Inpatient 336-832-9700/Outpatient 336-832-9800*
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- *Therapeutic Alternative Mobile Crisis call: 877-626-1772*
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- *Alcoholics Anonymous Hotline call: 336-885-8520*
- *Mental Health Associates of the Triad call: 336-883-7480 or Email: information@mha-triad.org for additional assistance.*

Sincerely, Counseling Center

Drug and Alcohol Abuse Prevention Programs & Services

Many departments on campus are involved in educating students and parents about alcohol and other drugs both in and out of the classroom setting. These departments include Campus Life, Counseling Center, Human Resources, Athletics and Academics. The coordination of alcohol and drug related programming has become a strength for the DAAPP. Expertise and resources are shared to create value-based education for our student. The GTCC's Counseling Center provides counseling services to students struggling with alcohol and drug related matters, and is capable of referral services to any faculty, full-time, and part-time staff that are struggling with alcohol and drug related matters. Their contact information shall be included in the annual DFSCA disclosure.

National Alcohol Screening Day - GTCC hosts a program on National Alcohol Screening Day each April in which it offers free Alcohol screening and education to faculty, staff and students. Students are presented an AUDIT screening tool via electronic tablet interface and then provided with immediate, confidential feedback regarding their level of risk.

Cannabis Screening Day – Starting in the Spring of 2025, GTCC will host a Cannabis Screening Day in April modeled after Alcohol Screening Day, utilizing the CUDIT-R screening tool.

CARE Team - The Guilford Technical Community Campus Assessment, Response, and Evaluation (CARE) Team facilitates the identification and management of behaviors which may disrupt or interfere with the day to day functions of the college. The CARE Team is composed of GTCC community members who have specific expertise and professional training in the assessment of, and intervention with, individuals who may present a threat to themselves and/or the college community. The CARE Team serves to follow up with persons who display behaviors of concern and connect them with supportive resources as warranted. The CARE Team also educates the campus community about how to identify and promptly report concerning behaviors.

Red Ribbon- The Red Ribbon Week campaign is the oldest and largest drug prevention campaign in the country. The Red Ribbon Campaign was started when drug traffickers in Mexico City murdered DEA agent Kiki Camarena in 1985. This began the continuing tradition of displaying Red Ribbons as a symbol of intolerance towards the use of drugs. The mission of the Red Ribbon Campaign is to present a unified and visible commitment towards the creation of a DRUG-FREE AMERICA.

Counseling Center – The Counseling Center is staffed by licensed clinicians, administrative support, and graduate trainees. The Counseling center is open 8:30am-5:00pm Monday-Friday for both scheduled appointments and same-day emergencies. After-hours and weekend crisis response is also available. Services include alcohol and other drug assessments, pre-treatment counseling and referral to treatment for those requiring off-campus supports.

Employee Assistance Program - The EAP is a free service where trained counselors provide professional assessment, referral and follow-up services for an array of faculty and staff needs including alcohol and other drug abuse. Appointments and services are strictly confidential. The EAP is located off-campus. Full-time faculty and staff members and their immediate families are eligible to use this program. There is no cost to faculty/staff members or their immediate families for using this service.

Student Assistance Program- The SAP is a free service where trained counselors provide professional assessment, referral and follow-up services for an array of student needs including alcohol and another drug abuse. Appointments and services are strictly confidential. The SAP is located off-campus. Full-time faculty and staff members and their immediate families are eligible to use this program. There is no cost to faculty/staff members or their immediate families for using this service.

Quarterly training -Alcohol and other Drug Abuse Prevention Training (ADAPT) is a 1-hour course of instruction, which focuses on the adverse effects and consequences of alcohol and another drug abuse. The purpose of the Alcohol and Drug Abuse Prevention Training Program is to provide an opportunity to intervene with identified students and staff who have exhibited high-risk substance abuse behaviors through education and awareness activities.

Health Risks and Legal Penalties Associated with Abuse of Alcohol or Drugs

DRUG NAME	EFFECTS OF DRUG	PENALTIES
<p>Alcohol (Beer, wine, liquor, malt liquor)</p>	<ul style="list-style-type: none"> • High blood pressure • Heart disease • Stroke • Liver disease • Digestive problems • Cancer of breast, mouth, throat, liver, and colon • Dementia • Depression and anxiety 	<ul style="list-style-type: none"> • Misdemeanor convictions for work- place and campus drug violations can result in a fine, community service, and incarceration of up to a year • Penalties for violations are based on the classification of the drug or other substance and/or sometimes specified by drug name, i.e., marijuana. A substance doesn't have to be listed as a controlled substance to be treated as a substance for criminal prosecution. • Penalties may include fines up to \$10 million (for an individual) or \$50 million (if other than an individual) or both, and up to life imprisonment without release (no eligibility for parole). <p>See federal drug trafficking penalties at: dea.gov/druginfo/ftp3.shtml</p>
<p>Marijuana & Hashish (Blunt, dope, ganja, pot, reefer, skunk, weed, joint)</p>	<ul style="list-style-type: none"> • Short-term memory impairment • Learning, mental health decline • Decreased ability to focus and coordination • Increased heart rate and risk of psychosis to those who are vulnerable 	
<p>Cocaine/Crack (Blow, bump, C, candy, Charlie, flake, rock, snow)</p>	<ul style="list-style-type: none"> • Severe consequences impacting heart, respiratory, nervous and digestive systems. 	
<p>Opiates (Heroin, morphine, opium, codeine, vicodin)</p>	<ul style="list-style-type: none"> • Increased risk of choking • Low blood pressure • Potential for breathing to stop and/or coma • Hepatitis • HIV • Addiction and fatal overdose 	
<p>Hallucinogens (PCP, LSD, peyote, magic mushrooms, ecstasy, mescaline, psilocybin)</p>	<ul style="list-style-type: none"> • Unpredictable effects • Possible visual, auditory, and tactile hallucinations • Flashbacks and perception disorders 	
<p>Amphetamines (Benzedrine, dexedrine, speed, crystal, crank)</p>	<ul style="list-style-type: none"> • Various harmful and long-lasting effects to the brain • Heart problems • Seizures 	
<p>Sedatives and Antianxiety (Valium, Quaalude, reds, phennies)</p>	<ul style="list-style-type: none"> • Memory problems • Low blood pressure • Slowed breathing; may also cause coma or death 	

Title 21 of the U.S. Code (USC) Controlled Substances Act (CSA) describes the acts and criminal penalties associated with illicit drugs and actions related to alcohol abuse. Read a full version of the code at: <http://www.deadiversion.usdoj.gov/21cfr/21usc/index.html>

(Subchapter 1; Control and Enforcement Part D — Offenses and Penalties, Sections 841 through 865.) Similar to the Federal Controlled Substance Act (1970), the North Carolina Controlled Substance Act (G.S. 90-86) defines controlled substances and places them into one of six categories called “schedules”. The placement of a controlled substance into a schedule is determined by a set of defined criteria that evaluate the substance’s potential for abuse, medical use, and safety or dependence liabilities. Minimum punishments for violations may also be found in the North Carolina Controlled Substance Act.