Biennial Review of Drug and Alcohol Abuse Prevention Program



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College of the Muscogee Nation

Biennial Review of Drug and Alcohol Abuse Prevention Program

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INTRODUCTION

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) 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, CMN'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.

The College of the Muscogee Nation (CMN) 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. The intention of this document is to meet the legal requirements of conducting a biennial review related to alcohol and drug prevention on CMN's campus for the years 2022 and 2023. 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.

The Office of Student Affairs conducted the review process to determine if CMN is in compliance with the requirements of Part 86. The following campus units provided information for this report:

- Office of Student Affairs
- Office of the President
- Office of Admissions
- Campus Security
- Residential Services
- CMN Health and Wellness Program
- Muscogee (Creek) Nation Lighthorse Tribal Police Department
- CMN Office of Human Resources

Materials Reviewed
The following materials and programs were examined for the biennial review:

- The Drug-Free Schools and Campuses Regulations (EDGAR Part 86), *A Guide for University and Campus Regulations* prepared by the Higher Education Center
- College of the Muscogee Nation Drug and Alcohol Prevention Program (DAAPP) Policy and Procedures and DAAPP documents distributed to all faculty, students and staff
- State of Oklahoma Alcoholic Beverage Commission Laws
- City of Okmulgee, Oklahoma Ordinances
- State of Oklahoma Drug Laws
- Federal Drug Laws
- CMN Daily Crime Activity Log
- CMN Campus Safety and Security Annual Reports from years 2018 and 2019
- Office of Post-Secondary (OPE) Campus Safety and Security Statistics website database
- CMN Health and Wellness Program Publications on Alcohol and Drugs
- CMN Catalog
- CMN Student Handbook
- CMN Student Housing Handbook
- College of the Muscogee Nation Human Resource Policies and Procedures

Compliance with Drug-Free Schools and Communities Act
CMN 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. CMN has a written policy on alcohol and other drugs and distributes this to staff and students through access to the online College Catalog/Student Handbook, Part 86/DAAPP Handbook, Student Housing Handbook and Consumer Information Guide section of the CMN 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

CMN 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 ameliorate 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 university community members. As is the case for many universities and colleges across the United States, DAAPP efforts directed to CMN students focus on harm reduction, recognizing the reality of AOD abuse among late adolescents and young adults in this country. At the same time, CMN 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, CMN is dedicated to attempting to change the culture of AOD abuse that is so common among American college students.

DISTRIBUTION OF DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM

The College of the Muscogee Nation 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 CMN's Consumer Information. Any student that enrolls at the College of the Muscogee Nation 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 CMN 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 CMN's website for the Consumer Information in considering CMN for employment.

PROGRAMS ADDRESSING AOD USE AND ABUSE

Alcohol-Free Activities:
CMN offers a broad range of alcohol-free activities that involve student clubs and organizations, student services, academic opportunities, social programs, and others. Some of these activities target evening hours and weekend audiences so as to divert high-risk weekend drinking into pro-social activities. CMN staff collaborates with the Muscogee (Creek) Nation Behavioral Health and Substance Abuse Services (BHSAS) as well as other MCN departments to provide alcohol and drug free activities.

Annual Mandatory Housing Meeting:
This meeting with housing students covers a range of topics regarding residence life, campus alcohol and drug policies, and overall campus safety. The AOD policy is discussed in detail and the CMN Health and Wellness department speaks to students about the dangers of substance abuse.

Muscogee (Creek) Nation Behavioral Health Services Counseling:
In-depth services are made available through the Behavioral Health and Substance Abuse Services (BHSAS) at the Muscogee (Creek) Health Administration office. Information for drug and alcohol abuse counseling is available through the Office of Student Affairs and the CMN Health and Wellness department. CMN 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 Affairs and Academic Affairs, the Financial Aid Office, and with academic advisors) and the local telephone directory.

Health and Wellness Services:
CMN Health and Wellness Services are located in the CMN Administration and Education Building and have been available at CMN since the fall of 2014. CMN Health and Wellness Services focus on providing case management to facilitate students with counseling services for behavioral and mental health issues. Health and Wellness 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. In addition, Health and Wellness Services collaborates with the CMN Admissions office to conditionally refer students with past substance abuse and/or behavioral health issues. Information regarding health services is available to students through the CMN Health and Wellness Services. 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 CMN Safety Officer. First Aid kits are available throughout the College of the Muscogee Nation facilities.

New Employee Orientation:
The CMN 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.

Raven Ready New Student Orientation:
The Raven Ready new student orientation session is held before the beginning of the fall trimester. Raven Ready is designed to welcome new and transfer students and to introduce campus services, student organizations, and general information to be successful at CMN. Standards of student conduct and the AOD policy is introduced and discussed with students. Raven Ready is also a time for new and transfer students to meet staff and other students.

POLICIES ADDRESSING AOD USE AND ABUSE

Students may not distribute, transport, serve, possess or consume alcoholic beverages anywhere on CMN property. Intoxication is a violation of CMN 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 College of the Muscogee Nation 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 College of the Muscogee Nation 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:
The College of the Muscogee Nation 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 CMN 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 CMN 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 CMN that the consumption of illegal drugs and the abuse of legal drugs while in the workplace 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 College of the Muscogee Nation 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:
The College of the Muscogee Nation (CMN) is a drug and alcohol free campus. CMN recognizes illegal, non-prescription drug and alcohol abuse as a potential health, safety, and security problem to the students and the CMN community. CMN Resident 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 CMN 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 Student Housing Judicial Hearing. Drug hearing sanctions may include but are not limited to a referral to the CMN 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 without an option of counseling services.

The CMN Health and Wellness program coordinates a mandatory drug assessment with a licensed clinician. Based on the clinician's recommendations, students will be referred to counseling, Life Skills, or both. Students sanctioned by the Student Conduct Committee or Housing Judicial Committee are not in 'good standing' with the Office of Student Affairs. Students not in good standing are required to meet the criteria to return to good standing which includes completing all assigned sanctions and may include maintaining this status until one full trimester has passed. Those not in good standing with the Office of Student Affairs are ineligible to hold officer positions within campus student organizations or to participate in off campus CMN student activities.

CMN 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

CMN campus under the influence) is forbidden by law and CMN policy. Any beer, including 3.2 beer, wine or liquor found in a Student-Resident's housing unit/room or in a Student-Resident's possession anywhere on CMN 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-Resident 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. Please see Alcohol Violation Chart on page 22.

Alcohol Violation Sanction Chart

Alcohol Related Behavior	1st Incident	2nd Incident	3rd Incident
Possession and/or Consumption of any amount on campus or off campus and returning to campus	Research paper, Health & Wellness, community service, parental notification if under 21, and/or $100.00 fine	1 trimester housing probation, research paper, Health & Wellness, community service, parental notification if under 21, and/or	1 year housing suspension, parental notification if under 21
Providing	1 trimester housing probation, research paper, Health & Wellness, community service, parental notification if under 21, and/or	1 year housing suspension, college probation, research paper, Health & Wellness, parental notification if under 21, counseling and/or	College suspension, parental notification if under 21
Intoxication	1 year housing probation, research paper, Health & Wellness, community service, parental notification if under 21, counseling and/or up to $300.00 fine	1 year housing suspension, college probation, research paper, Health & Wellness, parental notification if under 21, counseling and/or up to $400.00 fine	College suspension, permanent housing suspension, parental notification if under 21

Note: MCN Lighthorse Police is contacted for all underage drinking incidents and other alcohol/substance related incidents as needed. Students are subject to arrest if deemed necessary by MCN Lighthorse Police.

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
2024	4	4	0
2025	7	7	0
Drug Law Violations	On-Campus	Residential	Public Property
2024	8	8	0
2025	2	2	0

Student Referrals to MCN Behavioral Health for Alcohol and Drug
(Totals include student conduct and/or housing judicial hearing referrals and all other alcohol and drug referrals received by CMN Health and Wellness.)

Year	Referrals
2024	9
2025	8

Student Drug and Alcohol Violations Sanctions Log:
Year 2024

Violation Type	Date	Location	Disposition
Drug	02/14/2024	Student Housing	Health and Wellness Research Paper
Drug	05/24/2024	Student Housing	Health and Wellness Research Paper 20 Hours Community Service/Parental Notification
Drug	05/31/2024	Student Housing	Health and Wellness Referral 20 Hours Community Service
Drug	06/06/2024	Student Housing	Health and Wellness Referral 20 Hours Community Srvice
Alcohol	09/18/2024	Student Housing	Research paper 5 Hours Community Service
Alcohol	09/21/2024	Student Housing	Health and Wellness Referral 25 Hours Community Service
Alcohol	09/21/2024	Student Housing	Health and Wellness Referral 25 Hours Community Service Probation Research Paper
Drug	09/21/2024	Student Housing	Health and Wellness Referral 40 Hours Community Service Research Paper

Drug	09/21/2024	Student Housing	Health and Wellness Referral 50 Hours Community Service Research Paper
Drug	09/21/2024	Student Housing	Health and Wellness Referral 25 hours Community Service Research Paper
Alcohol	11/06/2024	Student Housing	Removal from Housing
Drug	11/06/2024	Student Housing	Removal from Housing

Year 2025

Violation Type	Date	Location	Disposition
Alcohol	04/22/2025	Student Housing	Health and wellness Referral 5 Hours Community Service Research Paper Parental notification
Drug	05/20/2025	Student Housing	Health and Wellness Referral Research Paper
Alcohol	08/28/2025	Student Housing	Health and Wellness Referral 50 Hours Community Service Probation Parental Notification
Alcohol	08/28/2025	Student Housing	Health and Wellness Referral 50 Hours Community Service Probation Parental Notification
Drug	10/16/2025	Student Housing	Research Paper Health and Wellness Referral
Alcohol	10/16/2025	Student Housing	Health and Wellness Referral Research Paper Parental Notification
Alcohol	10/16/2025	Student Housing	Health and Wellness Referral Research Paper Parental Notification
Alcohol	11/21/2025	Student Housing	Health and Wellness Referral 20 Hours

			Community Service Probation Parental Notification
Alcohol	11/21/2025	Student Housing	35 Hours Community Service $200 Fine Probation Extension Parental Notification

Employee Alcohol and Drug Law Violations

Year	Incidents
2024	0
2025	0

Employee Referrals to MCN Behavioral Health for Alcohol and Drug Violations

Year	Incidents
2024	0
2025	0

Student and Employee Drug and alcohol-related fatalities

Year	Fatalities
2024	0
2025	0

FINDINGS

The appointed office conducted an extensive and comprehensive study of the alcohol and drug policy, related programs, services and enforcement practices for the years 2022 and 2023. The findings of the Office of Student Affairs is that CMN has distributed 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; 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.

Furthermore, based on its review, the review has determined strengths and weaknesses of CMN's Drug and Alcohol Abuse Prevention Program:

- Has an effective DAAPP policy; and,
- Consistently enforces the sanctions that have been developed to address any violation of policy and/or standards of acceptable behavior related to AOD abuse.
- Maintains a supportive infrastructure through campus leadership including presidential leadership.
- Collaborates with Muscogee (Creek) Nation Behavioral Health and Substance Abuse Services to strengthen health and wellness services for staff and students.
- Maintains a reasonable budget for intended AOD prevention efforts.
- Does not include an AOD prevention component within campus tours and community outreach visits.
- Does not often include students and/or parents in AOD program planning.

RECOMMENDATIONS

- Continue to provide programs that focus on alcohol abuse while enhancing efforts to address marijuana and prescription drug abuse (alone and in combination with alcohol or other drugs).
- Continue to work towards changing the culture of AOD abuse among college students in addition to prevention, intervention, and harm reduction. Other ideas under consideration include enhanced academic rigor (e.g., increased numbers of Friday classes, segmented paper assignments, and careful scheduling of exams), a community service requirement, and a freshman seminar series related to health and wellness. Additional alternative AOD-free activities, especially at night and on weekends, would be beneficial.
- Continue to develop the role of students in prevention program through formal opportunities (peer educators) and classroom-based efforts (collaboration with academic affairs, service learning, etc.)
- Explore opportunities to include prevention messages in campus tours and community outreach visits.
- Include students and parents in the planning of AOD programming to improve student awareness.
- Continue to compare the data from this report to the statistics of the next biennial review and monitor developing trends and increased activity in AOD violations.
- Alcohol usage trends indicate that there is in increase in alcohol violation during the spring trimesters, therefore staff will offer further alcohol prevention activities and services during the spring trimesters.
- Develop and implement a campus drug and alcohol survey to evaluate, refine, improve, and strengthen the program and refine goals and objectives as appropriate.

- Throughout the next reporting years, CMN will focus on strengthening the program by providing more drug awareness and prevention efforts.
- CMN will increase its use of evidence-based practice, address the salient issues for our campus and community, and assess the readiness level of our campus and community for a particular prevention intervention.

CERTIFICATION

Based upon the review of the College of the Muscogee Nation's Drug and Alcohol Abuse Prevention Program, CMN 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 CMN 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.