



**DRUG-FREE SCHOOLS AND COMMUNITIES ACT
2022-2024 BIENNIAL REVIEW**

June 11, 2025

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President’s Review and Approval

The Pikes Peak State College 2024 Drug-Free Schools and Communities Act Biennial Review has been reviewed and approved for release and posting to the Pikes Peak State College website.

Lance Bolton
Lance Bolton (Jun 11, 2025 13:35 MDT)

Lance Bolton, Ph.D.
President
Pikes Peak State College

06/11/2025

Date

Section 1: Introduction

Drug-Free Schools and Communities Act (DFSCA)

The Drug-Free Schools and Communities Act (DFSCA) requires all institutions of higher education (IHE) that receive federal funds to conduct a Biennial Review of all alcohol and other drug prevention efforts. The Biennial Review is expected to include an evaluation of efforts to prevent the illicit use of drugs and the abuse of alcohol by students and employees; recommendations for improvement based on that evaluation; and a report on the number of violations to alcohol and other drug standards of conduct, the number of disciplinary sanctions assigned as a result of violations, and the number of alcohol and other drug fatalities. If audited, failure to comply with the Drug-Free Schools and Campuses regulations may cause an institution to forfeit eligibility for federal funding.

Pikes Peak State College (PPSC) strives to educate students, staff, and faculty about the risks of alcohol and drug abuse. The college offers resources to help with these issues and enforces policies to prevent illegal or inappropriate substance use both on campus and at college events. The enforcement of strict policies ensures that the college remains a safe and conducive place for learning and personal development. PPSC is committed to fostering an inclusive and supportive atmosphere where everyone can thrive, emphasizing the importance of mental health and well-being alongside academic success.

DFSCA Compliance

Creating a program that complies with the regulations requires an IHE to do the following:

1. Annually distribute to each student and employee:
 - a. Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees both on school premises or as part of any of its activities;
 - b. A description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
 - c. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
 - d. A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
 - e. A clear statement that the institution will impose sanctions on students and employees (consistent with 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.
2. Conduct a biennial review to:
 - a. Determine the effectiveness of its alcohol and other drug (AOD) programs; and
 - b. Ensure sanctions are consistently enforced.
3. Maintain its biennial review report on file so that the College can submit it to the U.S. Department of Education if requested to do so.

Biennial Review Process

This biennial review encompasses academic years 2022/2023 and 2023/2024 (August 2022 - September 2024).

The biennial review process, which was conducted by a committee of PPSC's key stakeholders, for this period began in January 2023 with a review of both DFSCA requirements and the report from the preceding biennium; study of documents and events from fall 2020; and collaborative reflection upon how to advance previous efforts with particular attention to the assessment of drug and alcohol abuse awareness programming at the College. The committee met in part or as a whole on a semesterly basis throughout the assessment period. Consistent review of the College's AOD education continued through September 2024. Members of the committee included the following:

- Kim Hennessy, J.D., Vice President for Human Resource Services
- Enrique Romo, Ph.D., MBA, Vice President for Student Services
- Maria Mesa, Ph.D., Associate Vice President for Student Services
- Jim Barrentine, Chief of Police and Director of Emergency Management
- Nichole Pritchett Hilliard, Dean of Students
- Moises Hinojosa, Director of Accessibility Services
- Yolanda Harris, Ph.D., Director of the Counseling Center
- Andrea Hernandez, Director of Student Engagement and Leadership
- Jeff Egnor, Campus Police Corporal
- Jason Felts, Recreation and Wellness Coordinator
- Robin Widmar, Emergency Services and Clery Compliance Coordinator

The biennial review process for the current period is complete as of 1 October 2024.

Statistical data regarding drug- and alcohol-related safety issues and criminal cases are maintained by the PPSC Campus Police Department.

Statistical data regarding reported drug- and alcohol-related Code of Student Behavioral Expectations and Responsibilities (Code) violations are maintained by the PPSC Dean of Students Office.

Statistical data regarding reported drug- and alcohol-related employee violations are maintained by the PPSC Office of Human Resource Services (HRS).

Biennial Review Report Maintenance and Retention

PPSC's president acknowledges and certifies the Biennial Report by signed statement. Both the president's signed statement and a final copy of the 2024 report are kept on file at PPSC in the Recreation and Wellness Coordinator's office. This report is maintained in the event the College is audited by the Higher Education Center for Alcohol and Other Drug Prevention, a designee of the U.S. Department of Education. As of the date of this writing, IHEs are not required to submit the certification or report to the U.S. Department of Education.

Copies of the report are also maintained by PPSC's HRS, Dean of Students, and by the Campus Police Department.

PPSC keeps its DFSCA biennial reports on file for a period of five years. Per Colorado Community College System (the System) – [System Procedure \(SP\) 19-30a](#), all colleges within the System must retain biennial reports for no less than three fiscal years after the reporting year.

How to Request Copies of Biennial Reports

Copies of the PPSC Drug-Free Schools and Communities Act Biennial Review report may be obtained by submitting a written request to either the Recreation and Wellness Coordinator, the Director of Student Engagement and Leadership, or to the Vice President for Human Resource Services at 5675 South Academy Boulevard, Colorado Springs, CO 80906.

The report may also be found online on [the College's DFSCA webpage](#).

Section 2: Campus Policies/Procedures Relating to Alcohol and Other Drugs

General

In compliance with the federal Drug-Free Schools and Communities Act Amendments of 1989, PPSC prohibits the unlawful manufacture, dispensation, possession, use, or distribution of a controlled substance (illicit drugs and alcohol) of any kind and of any amount. This prohibition applies even if the Colorado Department of Public Health and Environment (CDPHE) has issued a Medical Marijuana Registry identification card to an individual, permitting that individual to possess a limited amount of marijuana for medicinal purposes. Those with medical marijuana cards are not permitted to use medical marijuana on- campus. These prohibitions cover any individual's actions which are part of any college activities, including those occurring while on college property or in the conduct of college business away from the campus.

PPSC is committed to providing information to students, faculty, and staff regarding the dangers of alcohol abuse and other drugs, and to provide appropriate information and resources to ameliorate such abuse. Faculty, staff, and students are subjected to appropriate enforcement regarding the inappropriate or illegal use or abuse of such substances on campus and at other venues that involve college community members.

Employees

Faculty, staff, and students must not jeopardize PPSC's operations or interests through alcohol or drug use. Employees found to be in violation of this policy will be subject to discipline up to and including termination. Compliance with this policy is a condition of employment for all employees. The Vice President for Human Resource Services sends a campus-wide electronic memo annually to inform staff of the College's AOD policy.

Students

Students who are found to be in violation of this policy will be subject to discipline in accordance with the administration of the PPSC Code of Student Behavioral Expectations and Responsibilities (Code), the disciplinary response ranges from a warning through expulsion from the College. As is the case for many universities and colleges across the United States, AOD efforts directed to PPSC students focus on harm reduction, recognizing the reality of AOD abuse among late adolescents and young adults in this country. At the same time, PPSC fully supports those who choose to remain abstinent from the use of alcohol or other drugs. The College is committed to disrupting the culture of AOD abuse that is common among American college students.

Laws and Statutes

Federal and state laws govern the use and possession of controlled substances. Excerpt from Colorado Revised Statute (CRS) [Colo. Rev. Stat. § 18-18-404](#):

Except as is otherwise provided for offenses concerning marijuana and marijuana concentrate in sections 18-18-406 and 18-18-406.5, any person who uses any controlled substance, except when it is dispensed by or under the direction of a person licensed or authorized by law to prescribe, administer, or dispense the controlled substance for bona fide medical needs, commits a level 2 drug misdemeanor.

Excerpts from [Colorado Revised Statute \(CRS\) 18-18-405](#):

Except as authorized by part 1 of article 280 of title 12, part 2 of article 80 of title 27, or part 2 or 3 of this article 18, it is unlawful for any person knowingly to manufacture, dispense, sell, or distribute, or to possess with intent to manufacture, dispense, sell, or distribute, a controlled substance; or induce, attempt to induce, or conspire with one or more other persons, to manufacture, dispense, sell, distribute, or possess with intent to manufacture, dispense, sell, or distribute, a controlled substance; or possess one or more chemicals or supplies or equipment with intent to manufacture a controlled substance.

[Colo. Rev. Stat. § 18-18-405](#)

Except as specifically authorized under Colorado law, it is unlawful for any person knowingly to manufacture, dispense, sell, or distribute, or to possess with intent to manufacture, dispense, sell, or distribute, a controlled substance; or induce, attempt to induce, or conspire with one or more other persons, to manufacture, dispense, sell, distribute, or possess with intent to manufacture, dispense, sell, or distribute, a controlled substance; or possess one or more chemicals or supplies or equipment with intent to manufacture a controlled substance.

Except as is otherwise provided for offenses concerning marijuana and marijuana concentrate in and for offenses involving minors, any person who violates the foregoing prohibition commits a Felony Offense.

All drug possession charges and penalties are classified by Schedule, except for marijuana possession.

Substance/Drug Charge Potential Sentence for Possession:

18-1.3-501. Misdemeanors classified - drug misdemeanors and drug petty offenses classified - penalties - legislative intent - definitions. (1) (a) Except as otherwise provided in subsection (1)(d) of this section, for offenses committed prior to March 1, 2022, misdemeanors are divided into three classes that are distinguished from one another by the following penalties that are authorized upon conviction except as provided in subsection (1.5) of this section:

Class maximum Sentence: 1) Eighteen months imprisonment, or five thousand dollars fine, or both; 2) 364 days imprisonment, or one thousand dollars fine, or both; 3) Six months imprisonment, or seven hundred fifty dollars fine, or both.

(a.5) Except as otherwise provided in subsection (1)(d) of this section, for offenses committed on or after March 1, 2022, misdemeanors are divided into two classes that are distinguished from one another by the following penalties that are authorized upon conviction:

Class Maximum Sentence: 1) 364 days imprisonment, not more than a one thousand dollar fine, or both.

2) 120 days imprisonment, not more than a seven hundred fifty dollar fine, or both.

(c.5) The maximum consecutive sentence to the county jail for misdemeanor crimes charged in a single case is twenty-four months.

(3)(a) The general assembly hereby finds that certain misdemeanors committed prior to March 1, 2022, which are listed in subsection (3)(b) of this section, present an extraordinary risk of harm to society and therefore, in the interests of public safety, the maximum sentence for such misdemeanors shall be increased by six months.

Alcohol

PPSC does not allow the sale of alcohol on any of its campuses. However, the Substance Abuse Procedure for Employees (see [Appendix A:PPSC Substance Abuse Procedure for Employees](#)) permits the use of alcohol on-campus when approved by the President prior to a function. In that event, if alcohol is served, non-alcoholic beverages must also be made available. No such requests were made during the biennial review period.

All students and faculty traveling as a part of a college course or student club/organization sign waivers that state, in part:

Student: “Students are expected to adhere to the Standards of Conduct and to all policies and procedures of Pikes Peak State College to include, but not limited to dishonesty, forgery, disorderly conduct; indecent or obscene conduct; gambling; infringement upon the rights of others; possession, distribution or consumption of alcohol or illegal drugs. Refer to the Student Guide for a more detailed explanation of misconduct that may subject a student to disciplinary action.”

Club- Advisor: “I also recognize that this is a college sponsored program/activity and I agree to abide by all college policies, as well as State and Federal laws on the course/program/activity. This includes omitting the use of alcohol and illicit drugs and not bringing or using any weapons. <http://www.pikespeak.edu/app/catalog/current/student-code-of-conduct.htm> and

<http://hlc.pikespeak.edu/documents/PPSC-student-code-conduct/> I am aware that if I choose NOT to abide by college rules and policies, I will be subject to PPSC disciplinary action as well as possible State or Federal charges. I further understand that I may be banned from being a club advisor in the future at PPSC.”

Copies of the complete *Student Travel Responsibility Agreement* (See [Appendix C: Student Travel Responsibility Agreement Form](#)) and the *Club-Advisor Waiver of Rights, Assumption of Risks, and Release of Liability Agreement* are provided in this report. (See [Appendix C: Club-Advisor Waiver of Rights, Assumption of Risks, and Release of Liability Agreement](#))

Other Drugs

The sale, manufacture, distribution, use, and/or possession of illegal drugs are prohibited. Although possession and use of marijuana consistent with the requirements of the Colorado Constitution is no longer a crime in the State of Colorado, the possession and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug-Free Schools and Communities Act, the use and/or possession of marijuana continues to be prohibited while a student is on college owned or college-controlled property, and/or any function authorized or supervised by the College and/or in state owned or leased vehicles.

This prohibition applies even if the Colorado Department of Public Health and Environment (CDPHE) has issued a Medical Marijuana Registry identification card to an individual, permitting that individual to possess a limited amount of marijuana for medicinal purposes. Those with medical marijuana cards are not permitted to use medical marijuana on campus.

System and PPSC AOD Policies and Procedures

The System and PPSC make AOD policies and procedures available to students, staff, and faculty through various means.

Students

- [PPSC Course Catalog](#)

This document includes information on behavioral expectations and required disclosures related to the College’s drug and alcohol policy as indicated for the 2020-2021 and 2021-2022 academic years. (See [Appendix A: Student Behavioral Expectations and Responsibilities Resolution Procedure](#))

- *Code of Student Behavioral Expectations and Responsibilities (Code)*

Available at: [SP 4-30a](#) and [the Dean of Students webpage](#). The link to this policy is also available via the student web portal.

Student Behavioral Expectations and Responsibilities Resolution Procedure is available on [the Dean of Students webpage](#). (See [Appendix A: Student Behavioral Expectations and Responsibilities Resolution Procedure](#)) The Dean of Students oversees drug- and alcohol-related Code violations and

manages the System President's Procedure ([SP 4-30a](#)) for the adjudication of reported violations.

- [PPSC Campus Police Web Page](#)

Scroll to the "Drugs & Alcohol" section of the Campus Police webpage. ([See Appendix A:PPSC Campus Police Web Page – Drugs and Alcohol](#)) for the full text.

- [Student Right to Know Information](#)

Federal regulations require that institutions provide specific consumer information to current students, prospective students and employees about the school and financial aid. All the required disclosure information can be found through the links provided below. This information may also be obtained by contacting the Human Resource Services office.

- [Drug and Alcohol Abuse Prevention](#)

Information on sanctions for AOD violations:

There are legal sanctions for violations of the Standard Code of Conduct. Any student and/or employee who is convicted of the unlawful manufacture, distribution, dispensation, possession, use or abuse of illicit drugs or alcohol is subject to criminal penalties under local, state, and federal law. These penalties range in severity from a fine of \$100 to \$8,000,000 and/or life imprisonment. The exact penalty assessed depends upon the nature and severity of the individual offense.

- [PPSC 2024 Annual Security Reports](#)

See [Appendix A: PPSC 2024 and 2025 Annual Security Reports](#) for full text contained in the annual security reports.

Rules prohibiting intoxication and/or the use of drugs/alcohol are also included in the following:

- [Learning Commons and Library](#)

Listed in General Policies: "Individuals suspected of being intoxicated (Drugs or Alcohol) will be reported to [Campus Police]."

- [Safe2Tell](#)

Safe2Tell is an anonymous reporting program. Community resources listed on the Safe2Tell website include those oriented to alcohol and drug abuse. A link to the Safe2Tell website is on the [Campus Police](#) webpage in the "Anonymous Reporting" section

Staff and Faculty

Both the System's and PPSC's policies on unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on college property, or as part of any college activity, are made available to employees (staff and faculty) through various means.

- [System Procedure for Drug-Free Workplace](#) (See [Appendix A: Colorado Community College System Drug-Free Workplace](#))

- [PPSC Campus Police Web Page](#)
Scroll to the “Drugs & Alcohol” section of the Campus Police webpage. (See [Appendix A:PPSC Campus Police Web Page – Drugs and Alcohol](#))
- [PPSC 2024 Annual Security Reports](#) See [Appendix A: PPSC 2024 and 2025 Annual Security Reports](#) for full text contained in the annual security reports.
- [PPSC Substance Abuse Procedure for Employees](#) (revised March 3, 2010) (See [Appendix A:PPSC Substance Abuse Procedure for Employees](#))
- [Colorado State Employee Assistance Program \(C-SEAP\)](#)
C-SEAP provides a range of support services for Colorado State employees. They may be reached by phone at 303-866-4314 or by their [online form](#).
- [Colorado Crisis Services](#)
Also available by phone at 1-844-493-TALK (8255); text TALK to 38255
Page 9 – Prohibited transactions: Eating Places – Restaurants, bars, cocktail lounges, nightclubs, fast food restaurants.

Section 3: Annual Policy Notification Process

General

All students, staff, and faculty receive annual e-mails about PPSC’s AOD policies, including links to information and resources. Copies of emails sent during the Biennial Review period are included in [Appendix B: Emails Sent to Students and Faculty re: PPSC AOD Policies](#) of this report.

New students, staff, and faculty are informed about the procedures at their respective orientations.

Students

Notifications go to all incoming students, whether they attend classes on-campus or online, regardless of date of enrollment. All students receive the same notifications and notices via the College’s official email system. All students receive e-mails about PPSC AOD policies including links to information and resources. New on-campus students are informed about the policies at their respective orientations.

All students enrolled at PPSC are given access to the myPikesPeak web portal where they may view the Code and PPSC’s policies on unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on college property, or as part of any college activity. Policies and procedures are also publicly posted on the College website at www.pikespeak.edu.

Employees

PPSC's policies on unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on college property, or as part of any college activity, are made available to employees (staff and faculty) through various online sources.

New full-time and part-time employees receive a copy of the Drug-Free Workplace Statement in their new-hire packets, and they are required sign an acknowledgement form that says that they have read and understand the policy. Additionally, the Vice President of the College's HRS department sends out an annual Drug-Free Workplace Statement with the policy attached. (See [Appendix A:PPSC Drug-Free Workplace Statement](#))

Section 4: Review of Alcohol and Other Drug Abuse Prevention Efforts

Programs Addressing Alcohol and Other Drug Use and Abuse

Counseling Center

The Counseling Center makes available to PPSC students "crisis response brief intervention" counseling sessions, alcohol and drug educational awareness materials, and information on community resources pertaining to treatment programs and support groups. The Counseling Center also promotes awareness through social media campaigns. Counseling Center staff place strong emphasis on personal empowerment and greatly respect and value the uniqueness of PPSC's students.

During academic years 2022/23 and 2023/24, the Counseling Center provided individual intervention sessions and community referrals, which consisted of:

- AA/NA Meeting Information
- Community Substance Abuse Program
- Community Substance Abuse Therapist
- Community Substance Abuse Support Groups

The Director of the Counseling Center maintains certification in Addiction Counseling. Additionally, the Counseling Center retains a list of addiction counselors to whom students may be referred when they need long-term counseling services.

New Employee Orientation

PPSC's HRS personnel provide the following handouts to new employees during orientation:

- Drug and Alcohol Abuse Prevention Program

Includes: standard of conduct; legal sanctions; college penalties; health risks; illegal substances; and referral resources.

- Drug-Free Workplace Statement

Describes PPSC and state policy on substance abuse and mandates compliance as a condition of employment.

SUBSTANCE ABUSE POLICY (BP 3-24): PPCC is a state system community college governed by the State Board for Community Colleges and Occupational Education. The Board policy requires the College to comply with the Drug Free Schools and Communities Amendments of 1989 (PL 101-226 in Federal law). Failure to follow appropriate guidelines could result in disciplinary action.

Assessment of Alcohol and Other Drug Use, Behaviors, and Attitudes

The College learned that while we are compliant in compiling a review of AOD programming and processes, there is a clear opportunity to develop a strategic approach to the College's AOD education and assessment. PPSC staff who are responsible to provide community-level AOD education are intentional about the programming and collaborate effectively to maximize resources. Designing a strategy with tactics could provide another way to discuss AOD within the community and another set of assessment tools by which the institution can determine its effectiveness.

Another important insight gleaned from this assessment is that the College has not investigated students' perceptions of policy enforcement for AOD-related incidents. It is typical to hear from students that they were unaware that people could or would violate behavioral standards in a college setting. If students have not internalized student discipline as a necessary aspect of the college experience, it stands to reason students may be unaware that the College would have an AOD response or how consistently the College enforces the process.

Unless otherwise noted, events occurred at all campuses. Participating departments included:

- ACCESSibility Services (AS)
- Campus Police
- Center for Excellence in Teaching and Learning (CETL)
- Counseling Center
- Dean of Students (DoS)
- Employee Wellness Committee
- Fitness Center
- Human Resource Services (HRS)
- Student Activities Board (SAB)
- Student Engagement and Leadership

Summary of Activities Addressing AOD Abuse Awareness and Prevention (Program Inventory)

Events	Dates	Participants Students = (s) Staff/Faculty= (f)*	Materials/ Topic Addressed	Hosting Department
Changing the Narratives a Mental Health Series	10/3/2022 11/10/2022 12/8/2022 1/26/2023	Students	Topic-Depression, Stressors, DV, Substance Use	Counseling Center
St. Patrick's Day Drug/Alcohol Awareness	3/2022	Students	Information about alcohol and drug use in relation to binge drinking and overconsumption in public	Fitness Center
Presentation for the Upward Bound	06/2022	Students	Depression & Anxiety Topic Facts About Alcohol Poisoning; Tips for Cutting Down on Drinking; Drug Myths & Facts; Drugs Change Your Brain;	Counseling Center
Power Hour	8/2022	Students	Students given information about drunk driving	Fitness Center
Halloween Alcohol Awareness	10/2022	314 Students	Introduction to alcohol awareness and how to stay safe over Halloween	Fitness Center
AAA Class	01/2023	Students	Materials- Facts About Alcohol Poisoning; Tips for Cutting Down on Drinking; Drug Myths & Facts; Drugs Change Your Brain	Counseling Center
Mardi Gras	3/2023	311 Students	Banners hung concerning alcohol awareness and Mardi Gras tradition	Fitness Center

Sexual Assault Awareness month	04/2023	Students/Faculty/Staff	Facts About Alcohol Poisoning; Tips for Cutting Down on Drinking; Drug Myths & Facts; Drugs Change Your Brain;	Counseling Center
Peak Experience Fair	4/2023	Students & parents	Facts About Alcohol Poisoning; Tips for Cutting Down on Drinking; Drug Myths & Facts; Drugs Change Your Brain;	Counseling Center
Breathin' Better	5/2023	Students	Students given information about quitting smoking tobacco	Fitness Center
Sexual Assault Prevention	8/2023	Students	Students given definitions and explanation of alcohol/drug facilitated sexual assault	Fitness Center
Chair Academy	10/13/2023	10 (f)	Virtual overview of student disciplinary processes, including AOD expectations and the disciplinary response	DoS
Domestic Violence Awareness month	10/2023	Students/faculty /staff	Tips For Cutting Down on Drinking; Drug Myths & Facts; Drugs Change Your Brain;	Counseling Center/HRS
Tabling Event	11/2023	Students	Facts About Alcohol Poisoning; Tips for Cutting Down on Drinking; Drug Myths & Facts; Drugs Change Your Brain;	Counseling Center
Peak Experience Fair	06/2024	Students	Facts About Alcohol Poisoning; Tips for Cutting Down on Drinking; Drug Myths & Facts; Drugs Change Your Brain;	Counseling Center
SGA Summer Training; Disruptive Behavior	6/28/2024	6 (s)	In-person overview of student disciplinary processes, including AOD expectations and the disciplinary response	AVPSS and DoS
Minority Mental Health Event	07/2024	Students/faculty /Staff	Facts About Alcohol Poisoning; Tips for Cutting Down on Drinking; Drug Myths & Facts; Drugs Change Your Brain;	Counseling Center

PDW: The Importance of Reporting: Knowing How and When to Report Concerning Behavior and Issues.	8/14/2024	4(f)	In-person overview of student disciplinary processes, including AOD expectations and the disciplinary response	DoS and VPHRS Kim Hennessy
Suicide Awareness & Prevention Event	09/2024	Students	Facts About Alcohol Poisoning; Drug Myths & Facts; Drugs Change Your Brain;	Counseling Center
Domestic Violence Awareness Event	10/2024	Students/Faculty/Staff	Facts About Alcohol Poisoning; Tips for Cutting Down on Drinking; Drug Myths & Facts; Drugs Change Your Brain;	Counseling Center
Holiday Tool Kit-Tabling Event	11/2024	Students/Faculty/Staff	Facts About Alcohol Poisoning; Tips for Cutting Down on Drinking; Drug Myths & Facts; Drugs Change Your Brain;	Counseling Center

* Number of attendees without noted designation represents blended attendance of students, faculty, and staff.

Section 5: Alcohol and Other Drug Policy Violations, Sanctions, and AOD Related Deaths

Overview

PPSC maintains a Campus Police Department staffed by fully certified law enforcement officers. PPSC police officers issue citations or summons and execute arrests for drug and alcohol violations on PPSC campuses.

Reported violations involving students are managed in accordance with the Code (administered by the Dean of Students Office). The Dean of Students can refer students to the Counseling Center but cannot mandate such referrals as a disciplinary sanction, nor can they have access to confidential information that may be derived from a student's accessing support through the Counseling Center.

Summary of Violations and Sanctions

Information on drug and alcohol incidents is included in PPSC's Annual Security Reports and crime blotter, both available online at the [Campus Police webpage](#).

The information provided in the tables on the following pages reflects the actual numbers of alcohol or drug violations reported to and acted upon by the PPSC Campus Police Department, those reported to and acted upon by the Human Resource Services Department, and alcohol/drug-related Code violations reported to and acted upon by the Dean of Students Office.

Incidents, Arrests/Citations, and Referrals by PPSC Department of Campus Police

ALCOHOL VIOLATIONS, ARRESTS/CITATIONS, & REFERRALS		
	AY 2023	AY 2024
Alcohol Violations		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0
Alcohol Arrests Made or Citations/Summons Issued		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0
Alcohol Referrals for Student/Employee Disciplinary Action		
Centennial Campus	0	0

Rampart Range Campus	0	0
Downtown Studio Campus	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0

DRUG VIOLATIONS, ARRESTS/CITATIONS, & REFERRALS

	AY 2023	AY 2024
Drug Violations		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0
Drug Arrests Made or Citations/Summons Issued		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0
Drug Referrals for Student/Employee Disciplinary Action		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0

AOD Code Reports, Violations, and Sanctions by Dean of Students

ALCOHOL REPORTS, VIOLATIONS, & SANCTIONS

	AY 2023	AY 2024
Alcohol Reports		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	0
Off-Campus (College-Sponsored Travel/Activities)	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0
Alcohol Violations		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	0

Off-Campus (College-Sponsored Travel/Activities)	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0
Alcohol Sanctions		
Suspension	0	0
Warning	0	0
Probation	0	0
Unresolved	0	0
Unfounded	0	0
TOTAL	0	0

DRUG REPORTS, VIOLATIONS, & SANCTIONS

	AY 2023	AY 2024
Drug Reports		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	0
Off-Campus (College-Sponsored Travel/Activities)	0	0
Online Course Offering	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0
Drug Violations		
Centennial Campus	0	0
Rampart Range Campus	0	0
Downtown Studio Campus	0	0
Off-Campus (College-Sponsored Travel/Activities)	0	0
Center for Healthcare Education and Simulation	0	0
TOTAL	0	0
Drug Sanctions		
Suspension	0	0
Warning	0	0
Probation	0	0
Unresolved	0	0
Unfounded	0	0
TOTAL	0	0

Alcohol and Other Drug Related Deaths

During this biennium there were no AOD deaths reported.

Section 6: AOD Program Goals, Objectives, and Achievements for Biennial Review Period

Consistent with the goals set forth in the previous biennial report, the College focused on presenting materials and programs that were engaging and meaningful to their respective audiences and became intentional in the assessment of learning that occurred as a result of participation in said events. The College aims to equip every member of its community with information about AOD and the consequences associated with abusing AOD so they can make choices that will support their individual goals and the College's aspirations toward maintaining a healthy campus community.

The College persisted in its interdisciplinary approach to the AOD education of the campus community. This was evidenced in the activities noted in the [Summary of Activities](#).

Section 7: Recommendations for Alcohol and Other Drug Abuse Prevention Efforts

Alcohol and Other Drug Abuse Prevention Programs and Services

1. Student Engagement and Leadership will continue to develop, support, and assess campus-wide events to promote AOD awareness, with a goal of one event per semester. Promotional efforts include:
 - Setting up information tables at student fairs. Student Engagement and Leadership hosts a table at the Club Fair each semester.
 - Health and wellness promotion events.
2. The Counseling Center will continue to make available to PPSC students their brief intervention counseling services, Alcohol and Drug Educational Awareness handouts, and information on community resources pertaining to treatment programs and support groups. The Counseling Center will also partner with other departments in providing workshops regarding AOD and mental illness.
3. AOD education directed to students and employees will occur at least annually.
4. Handouts for inclusion in student orientation packets addressing AOD prevention and awareness will be updated.
5. PPSC HRS will continue its, "You Report It, We'll Sort It" program to encourage students, staff, and faculty to report anything of concern, to include persons who appear to be intoxicated or under the influence of drugs or alcohol. This program is included in new-hire orientations and faculty Professional Development Week sessions.

6. PPSC HRS will develop material aimed at enhancing the College community’s “culture of caring” when it comes to dealing with students, staff, or faculty struggling with substance abuse. This will be included in programming (e.g., Employee Health Fair, Campus Safety Fair).

General Recommendations

Examining students and employees’ motivation to use AOD could inform PPSC’s AOD education plan and enhance the efficacy of its AOD programming. A study on people’s drinking behavior early in the pandemic (March 2020), indicated that while consumption overall did not increase during that time, people’s motivation for drinking became more oriented to coping (Prestigiacomio et al., 2021). A study about binge drinking behavior in adults in the U.S. during the pandemic found that lockdown orders and a prior depression diagnosis were specific indicators that coincided with an increase in binge drinking (Weerakoon et al., 2021).

One of the College’s larger challenges has been to assess the effectiveness of its programming related to AOD abuse prevention within the community. Considering the developing body of knowledge related to the implications of AOD use and abuse that coincided with the global pandemic, there is a unique opportunity to gain insight into the motivations PPSC students and staff have to use AOD. Once there is a clear sense of why people use AOD, the College is better positioned to offer healthier alternatives.

To that end, the recommendations are as follows:

1. Departments will continue to coordinate efforts aimed at disrupting the culture of AOD abuse amongst college students in addition to providing education related to prevention, intervention, and harm reduction.
2. The College will continue to keep PPSC-sponsored travel for classes and student organizations alcohol- and drug-free.
 - a. Please note, there are different parameters for college-sponsored study abroad programs.
3. Develop and implement methods for measuring and tracking AOD prevention outreach efforts.
4. Evaluate ongoing efforts to assess effectiveness and modify efforts accordingly to maximize outreach and behavioral and attitudinal modification.
5. Leverage the assessment process in order to replicate successes and mitigate challenges associated with AOD-related programming.
6. Develop programming related to isolating campus constituents’ motivations for AOD use

so the College can enhance its efforts toward educating the campus community with the intent of disrupting unhealthy behaviors.

Sanctions for Alcohol and Other Drug Policy Violations

1. As reported in prior biennial reports, the Dean of Students Office partnered with the Counseling Center to augment the support offered to students who were found responsible for violating the College's Code related to AOD concerns. The enhanced support included a release that would be signed by an implicated student, permitting the Counseling Center to share follow-up information with the Dean of Students Office about whether or not a student had completed the referral process. As this is a specific, limited release, the student's expectation of confidentiality remains intact.
 - a. The Counseling Center and the Dean of Students Office continue to monitor the efficacy of this particular tool with attention toward whether it may be improved for the coming biennium.
 - b. A copy of the release form is provided in this report. (See [Appendix C: Release of Information: Dean of Students/Counseling Center](#))
2. The Dean of Students Office has partnered with the Counseling Center to investigate alternative learning opportunities for students whose actions are found to be in violation of the College's Code related to AOD.
3. The response to employees of the College who find themselves in violation of AOD policy remains static given PPSC's relationship to the Colorado Community Colleges System (CCCS, "the System"). Discipline for employees who are found to be in violation of the College's policies related to AOD may include treatment and/or corrective action, up to and including termination. PPSC should plan regular review of best practices related to managing AOD abuse within an employee population.

Additional Notes

To date, incidents of recidivism for students who have participated in the student disciplinary process for an "Alcohol/Drugs" violation are non-existent. To further enrich student learning in these instances, the Dean of Students Office continues to investigate online alcohol awareness courses as a potential additional sanction, although cost remains a practical factor in obtaining such programs. The Dean of Students Office and the Counseling Center maintain their partnership toward locating or developing resources that would promote students' increased access to the College's prevention and awareness resources for students in need of such support.

Campus Policies/Procedures Relating to Alcohol and Other Drugs

CCCS policies and the College's procedures related to AOD abuse have been in place, with relevant updates, for several years. In the coming biennia, PPSC would be well-advised to

examine its processes, both for effectiveness and for pertinence to the campus community. To further enhance the College's efforts toward encouraging the campus community to embrace healthy attitudes and behaviors, a review schedule specific to this set of procedures should be implemented. This would promote the visibility of the procedures and would facilitate the maintenance process.

References

Prestigiacomo, C. J., Liu, M. A., Plawecki, M. H., & Cyders, M. A. (2021). Early Impact of the U.S. COVID-19 Pandemic on Drinking Motives and Alcohol Use. *Substance Use & Misuse*, 56(9), 1383–1386. <https://doi.org/10.1080/10826084.2021.1928210>

Weerakoon, S. M., Jetelina, K. K., & Knell, G. (2021). Longer time spent at home during COVID-19 pandemic is associated with binge drinking among US adults. *American Journal of Drug & Alcohol Abuse*, 47(1), 98–106. <https://doi.org/10.1080/00952990.2020.1832508>

Appendix A: Policy Distributed to Students, Staff, and Faculty

This appendix contains copies of the actual policies distributed to all PPSC students, staff, and faculty.

Student Right-to-Know – Drug and Alcohol Abuse Prevention

PPSC Course Catalog – Required Disclosure

This may be accessed through the [College's Student Right To Know](#) webpage and by visiting the [Campus Police](#) webpage.

In compliance with the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226), students shall not engage in the unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on college property or as part of any college activity.

Any student who is convicted of the unlawful manufacture, distribution, dispensation, possession, use, or abuse of illicit drugs or alcohol is subject to criminal penalties under local, state, or federal law. The exact penalty assessed depends upon the nature and severity of the individual offense.

The College will impose penalties against students who violate the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226). Violators will be subject to disciplinary action under student disciplinary policies. The sanctions include but are not limited to probation, suspension, or expulsion from the College and referral to authorities for prosecution, as appropriate.

Student Behavioral Expectations and Responsibilities Resolution Procedure

A link to this policy is available via the [Dean of Students Office webpage](#).

Alcohol/Drugs: Use, being under the influence, manufacturing, possession, cultivating, distribution, purchase, or sale of alcohol and/or drugs (illegal and/or dangerous or controlled substance) and/or alcohol/drug paraphernalia while on college-owned or College-controlled property, and/or at any function authorized or supervised by the College, and/or in state owned or leased vehicles.

PPSC Clubs and Organizations Handbook - DRUG & ALCOHOL POLICIES

In compliance with the Drug-Free Schools and Communities Act Amendment of 1989 (Public Law 101-226), students, staff, or faculty shall not engage in the unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs of any kind or any amount on college property or as part of any college sponsored activity on or off campus. This prohibition applies even if the Colorado Department of Public Health and Environment (CDPHE) has issued a Medical Marijuana Registry identification card to an individual, permitting that individual to possess a limited amount of marijuana for medicinal purposes. Those with medical marijuana cards are not permitted to use medical marijuana on campus. These prohibitions cover any individual's actions which are part of any college

activities, including those occurring while on college property or in the conduct of college business away from the campus.

CRS 18-18-404: ALCOHOL VIOLATIONS/DRUG VIOLATIONS

Federal and state laws govern the use and possession of controlled substances. Excerpt from Colorado Revised Statute (CRS) 18-18-404:

Students

Students who are found to be in violation of this policy will be subject to discipline in accordance with the administration of the PPSC Code of Student Behavioral Expectations and Responsibilities (Code); the disciplinary response ranges from a warning through expulsion from the College. As is the case for many universities and colleges across the United States, AOD efforts directed to PPSC students focus on harm reduction, recognizing the reality of AOD abuse among late adolescents and young adults in this country. At the same time, PPSC fully supports those who choose to remain abstinent from the use of alcohol or other drugs. The College is committed to disrupting the culture of AOD abuse that is common among American college students.

Laws and Statutes

Federal and state laws govern the use and possession of controlled substances. Excerpt from Colorado Revised Statute (CRS) 18-18-404: Except as is otherwise provided for offenses concerning marijuana and marijuana concentrate in sections 18-18-406 and 18-18-406.5, any person who uses any controlled substance, except when it is dispensed by or under the direction of a person licensed or authorized by law to prescribe, administer, or dispense the controlled substance for bona fide medical needs, commits a level 2 drug misdemeanor. **Colo. Rev. Stat. § 18-18-404**

Excerpts from Colorado Revised Statute (CRS) 18-18-405:

Except as authorized by part 1 of article 280 of title 12, part 2 of article 80 of title 27, or part 2 or 3 of this article 18, it is unlawful for any person knowingly to manufacture, dispense, sell, or distribute, or to possess with intent to manufacture, dispense, sell, or distribute, a controlled substance; or induce, attempt to induce, or conspire with one or more other persons, to manufacture, dispense, sell, distribute, or possess with intent to manufacture, dispense, sell, or distribute, a controlled substance; or possess one or more chemicals or supplies or equipment with intent to manufacture a controlled substance.

Colo. Rev. Stat. § 18-18-405

Except as specifically authorized under Colorado law, it is unlawful for any person knowingly to manufacture, dispense, sell, or distribute, or to possess with intent to manufacture, dispense, sell, or distribute, a controlled substance; or induce, attempt to induce, or conspire with one or more other persons, to manufacture, dispense, sell, distribute, or possess with intent to manufacture, dispense, sell, or distribute, a controlled substance; or possess one or more chemicals or supplies or equipment with intent to manufacture a controlled substance.

Except as is otherwise provided for offenses concerning marijuana and marijuana concentrate in

and for offenses involving minors, any person who violates the foregoing prohibition commits a Felony Offense.

All drug possession charges and penalties are classified by Schedule, except for marijuana possession.

Substance/Drug Charge Potential Sentence for Possession:

18-1.3-501. Misdemeanors classified - drug misdemeanors and drug petty offenses classified - penalties - legislative intent - definitions. (1) (a) Except as otherwise provided in subsection (1)(d) of this section, for offenses committed prior to March 1, 2022, misdemeanors are divided into three classes that are distinguished from one another by the following penalties that are authorized upon conviction except as provided in subsection (1.5) of this section:

Class maximum Sentence: 1) Eighteen months imprisonment, or five thousand dollars fine, or both; 2) 364 days imprisonment, or one thousand dollar fine, or both; 3) Six months imprisonment, or seven hundred fifty dollar fine, or both.

(a.5) Except as otherwise provided in subsection (1)(d) of this section, for offenses committed on or after March 1, 2022, misdemeanors are divided into two classes that are distinguished from one another by the following penalties that are authorized upon conviction:

Class Maximum Sentence: 1) 364 days imprisonment, not more than a one thousand dollar fine, or both; 2) 120 days imprisonment, not more than a seven hundred fifty dollar fine, or both.

(c.5) The maximum consecutive sentence to the county jail for misdemeanor crimes charged in a single case is twenty-four months.

(3)(a) The general assembly hereby finds that certain misdemeanors committed prior to March 1, 2022, which are listed in subsection (3)(b) of this section, present an extraordinary risk of harm to society and therefore, in the interest of public safety, the maximum sentence for such misdemeanors shall be increased by six months.

Other Drugs

The sale, manufacture, distribution, use, and/or possession of illegal drugs are prohibited. Although possession and use of marijuana consistent with the requirements of the Colorado Constitution is no longer a crime in the State of Colorado, the possession and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled Substances Act and the Drug-Free Schools and Communities Act, the use and/or possession of marijuana continues to be prohibited while a student is on college owned or college-controlled property, and/or any function authorized or supervised by the College and/or in state owned or leased vehicles.

This prohibition applies even if the Colorado Department of Public Health and Environment (CDPHE) has issued a Medical Marijuana Registry identification card to an individual, permitting that individual to possess a limited amount of marijuana for medicinal purposes. Those with

medical marijuana cards are not permitted to use medical marijuana on campus.

18-13-122. Illegal possession or consumption of ethyl alcohol or marijuana by an underage person--illegal possession of marijuana paraphernalia by an underage person--definitions--adolescent substance abuse prevention and treatment fund--legislative declaration

(1)(a) The general assembly finds and declares that it is necessary for the state of Colorado to educate Colorado youth about the dangers of early use of alcohol and marijuana, to actively promote programs that prevent the illegal use of alcohol and marijuana, and to teach Colorado youth about responsible use and the healthy choices available to an adult once he or she is able to legally consume alcohol or marijuana.

(b) The Colorado general assembly finds it is necessary for the state of Colorado to provide more adolescent substance abuse education and treatment in a developmentally, intellectually, and socially appropriate manner. Therefore, it is necessary to create the adolescent substance abuse prevention and treatment fund for that purpose.

(2) As used in this section, unless the context otherwise requires:

(a) “Establishment” means a business, firm, enterprise, service or fraternal organization, club, institution, entity, group, or residence; any real property, including buildings and improvements, connected therewith; and any members, employees, and occupants associated therewith.

(b) “Ethyl alcohol” means any substance which is or contains ethyl alcohol.

(c) “Marijuana” has the same meaning as in section 16(2)(f) of article XVIII of the Colorado constitution.

(d) “Marijuana paraphernalia” has the same meaning as marijuana accessories in section 16(2)(g) of article XVIII of the Colorado constitution.

(e) “Possession of ethyl alcohol” means that a person has or holds any amount of ethyl alcohol anywhere on his or her person or that a person owns or has custody of ethyl alcohol or has ethyl alcohol within his or her immediate presence and control.

(f) “Possession of marijuana” means that a person has or holds any amount of marijuana anywhere on his or her person or that a person owns or has custody of marijuana or has marijuana within his or her immediate presence and control.

(g) “Private property” means any dwelling and its curtilage which is being used by a natural person or natural persons for habitation and which is not open to the public and privately owned real property which is not open to the public. “Private property” shall not include:

(I) Any establishment which has or is required to have a license pursuant to article 46, 47, or 48 of title 12, C.R.S.;

(II) Any establishment which sells ethyl alcohol or upon which ethyl alcohol is sold; or

(III) Any establishment which leases, rents, or provides accommodations to members of the public generally.

(3)(a) Except as described by section 18-1-711 and subsection (6) of this section, a person under twenty- one years of age who possesses or consumes ethyl alcohol anywhere in the state of Colorado commits illegal possession or consumption of ethyl alcohol by an underage person. Illegal possession or consumption of ethyl alcohol by an underage person is a strict liability offense.

(b) Except as described by section 14 of article XVIII of the Colorado constitution and section 18-18- 406.3, a person under twenty-one years of age who possesses one ounce or less of marijuana or consumes marijuana anywhere in the state of Colorado commits illegal possession or consumption of marijuana by an underage person. Illegal possession or consumption of marijuana by an underage person is a strict liability offense.

(c) Except as described by section 14 of article XVIII of the Colorado constitution and section 18-18- 406.3, a person under twenty-one years of age who possesses marijuana paraphernalia anywhere in the state of Colorado and knows or reasonably should know that the drug paraphernalia could be used in circumstances in violation of the laws of this state commits illegal possession of marijuana paraphernalia by an underage person. Illegal possession of marijuana paraphernalia by an underage person is a strict liability offense.

(d) A violation of this subsection (3) is an unclassified petty offense.

(4)(a) Upon conviction of a first offense of subsection (3) of this section, the court shall sentence the underage person to a fine of not more than one hundred dollars, or the court shall order that the underage person complete a substance abuse education program approved by the office of behavioral health in the department of human services, or both.

(b) Upon conviction of a second offense of subsection (3) of this section, the court shall sentence the underage person to a fine of not more than one hundred dollars, and the court shall order the underage person to:

(I) Complete a substance abuse education program approved by the office of behavioral health in the department of human services.

(II) If determined necessary and appropriate, submit to a substance abuse assessment approved by the office of behavioral health in the department of human services and complete any treatment recommended by the assessment; and

(III) Perform up to twenty-four hours of useful public service, subject to the conditions and restrictions specified in section 18-1.3-507.

(c) Upon conviction of a third or subsequent offense of subsection (3) of this section, the court shall sentence the defendant to a fine of up to two hundred fifty dollars, and the court shall order the underage person to:

(I) Submit to a substance abuse assessment approved by the office of behavioral health in the department of human services and complete any treatment recommended by the assessment; and

(II) Perform up to thirty-six hours of useful public service, subject to the conditions and restrictions specified in section 18-1.3-507.

(d) Nothing in this section prohibits a prosecutor from entering into a diversion or deferred judgment agreement with any underage person for any offense under this section, and prosecutors are encouraged to enter into those agreements when they are consistent with the legislative declaration of this section and in the interests of justice.

(e) A person convicted of a violation of this section is subject to an additional penalty surcharge of twenty-five dollars, which may be waived by the court upon a showing of indigency, that shall be transferred to the adolescent substance abuse prevention and treatment fund created pursuant to subsection (18) of this section.

(5) It is an affirmative defense to the offense described in subsection (3)(a) of this section that the ethyl alcohol was possessed or consumed by a person under twenty-one years of age under the following circumstances:

(a) While such person was legally upon private property with the knowledge and consent of the owner or legal possessor of such private property and the ethyl alcohol was possessed or consumed with the consent of his or her parent or legal guardian who was present during such possession or consumption.

(b) When the existence of ethyl alcohol in a person's body was due solely to the ingestion of a confectionery which contained ethyl alcohol within the limits prescribed by section 25-5-410(1)(i)(II),

C.R.S. ; or the ingestion of any substance which was manufactured, designed, or intended primarily for a purpose other than oral human ingestion; or the ingestion of any substance which was manufactured, designed, or intended solely for medicinal or hygienic purposes; or solely from the ingestion of a beverage which contained less than one-half of one percent of ethyl alcohol by weight; or

(c) The person is a student who:

(I) Tastes but does not imbibe an alcohol beverage only while under the direct supervision of an instructor who is at least twenty-one years of age and employed by a post-secondary school.

(II) Is enrolled in a university or a post-secondary school accredited or certified by an agency recognized by the United States department of education, a nationally recognized accrediting agency or association, or the "Private Occupational Education Act of 1981", article 64 of title 23;

(III) Is participating in a culinary art, food service, or restaurant management degree program; and

(IV) Tastes but does not imbibe the alcohol beverage for instructional purposes as a part of a required course in which the alcohol beverage, except the portion the student tastes, remains under the control of the instructor.

(6) The possession or consumption of ethyl alcohol or marijuana shall not constitute a violation of this section if such possession or consumption takes place for religious purposes protected by the first amendment to the United States constitution.

(7)(a) An underage person is immune from arrest and prosecution under this section if he or she establishes the following:

(I) The underage person called 911 and reported in good faith that another underage person was in need of medical assistance due to alcohol or marijuana consumption.

(II) The underage person who called 911 provided his or her name to the 911 operator.

(III) The underage person was the first person to make the 911 report; and

(IV) The underage person who made the 911 call remained on the scene with the underage person in need of medical assistance until assistance arrived and cooperated with medical assistance or law enforcement personnel on the scene.

(b) The immunity described in paragraph (a) of this subsection (7) also extends to the underage person who was in need of medical assistance due to alcohol or marijuana consumption if the conditions of said paragraph (a) are satisfied.

(8) Prima facie evidence of a violation of subsection (3) of this section shall consist of:

(a) Evidence that the defendant was under twenty-one years of age and possessed or consumed ethyl alcohol or marijuana or possessed marijuana paraphernalia anywhere in this state; or

(b) Evidence that the defendant was under the age of twenty-one years and manifested any of the characteristics commonly associated with ethyl alcohol intoxication or impairment or marijuana impairment while present anywhere in this state.

(9) During any trial for a violation of subsection (3) of this section, any bottle, can, or any other container with labeling indicating the contents of such bottle, can, or container shall be admissible into evidence, and the information contained on any label on such bottle, can, or other container shall be admissible into evidence and shall not constitute hearsay. A jury or a judge, whichever is appropriate, may consider the information upon such label in determining whether the contents of the bottle, can, or other container were composed in whole or in part of ethyl alcohol or marijuana. A label which identifies the contents of any bottle, can, or other container as “beer”, “ale”, “malt beverage”, “fermented malt beverage”, “malt liquor”, “wine”, “champagne”, “whiskey” or “whisky”, “gin”, “vodka”, “tequila”, “schnapps”, “brandy”, “cognac”, “liqueur”, “cordial”, “alcohol”, or “liquor” shall constitute prima facie evidence that the contents of the bottle, can, or other container was composed in whole or in part of ethyl alcohol.

(10) A parent or legal guardian of a person under twenty-one years of age or any natural person who has the permission of such parent or legal guardian may give or permit the possession and consumption of ethyl alcohol to or by a person under twenty-one years of age under the conditions described in paragraph (a) of subsection (5) of this section. This subsection (10) shall not be construed to permit any establishment which is licensed or is required to be licensed pursuant to article 46, 47, or 48 of title 12,

C.R.S., or any members, employees, or occupants of any such establishment to give, provide, make available, or sell ethyl alcohol to a person under twenty-one years of age.

(11) Nothing in this section shall be construed to prohibit any statutory or home rule municipality from enacting any ordinance which prohibits persons under twenty-one years of age from possessing or consuming ethyl alcohol or marijuana or possessing marijuana paraphernalia, which ordinance is at least as restrictive or more restrictive than this section.

(12) Nothing in this section shall be construed to limit or preclude prosecution for any offense pursuant to article 46, 47, or 48 of title 12, C.R.S., except as provided in such articles.

(13) Sealing of record. (a) Upon dismissal of a case pursuant to this section after completion of

a deferred judgment or diversion or any other action resulting in dismissal of the case or upon completion of the court-ordered substance abuse education and payment of any fine for a first conviction of subsection (3) of this section, the court shall immediately order the case sealed and provide to the underage person and the prosecutor a copy of the order sealing the case for distribution by the appropriate party to all law enforcement agencies in the case.

(b) Upon the expiration of one year from the date of a second or subsequent conviction for a violation of subsection (3) of this section, the underage person convicted of such violation may petition the court in which the conviction was assigned for an order sealing the record of the conviction. The petitioner shall submit a verified copy of his or her criminal history, current through at least the twentieth day prior to the date of the filing of the petition, along with the petition at the time of filing, but in no event later than the tenth day after the petition is filed. The petitioner shall be responsible for obtaining and paying for his or her criminal history record. The court shall grant the petition if the petitioner has not been arrested for, charged with, or convicted of any felony, misdemeanor, or petty offense during the period of one year following the date of the petitioner's conviction for a violation of subsection (3) of this section.

(14) The qualitative result of an alcohol or marijuana test or tests shall be admissible at the trial of any person charged with a violation of subsection (3) of this section upon a showing that the device or devices used to conduct such test or tests have been approved as accurate in detecting alcohol or marijuana by the executive director of the department of public health and environment.

(15) Official records of the department of public health and environment relating to the certification of breath test instruments, certification of operators and operator instructors of breath test instruments, certification of standard solutions, and certification of laboratories shall be official records of the state. Copies of such records, attested by the executive director of the department of public health and environment or his or her designee and accompanied by a certificate bearing the official seal for said department, which state that the executive director of the department has custody of such records, shall be admissible in all courts of record and shall constitute prima facie evidence of the information contained in such records. The official seal of the department described in this subsection (15) may consist of a watermark of the state seal within the document.

(16) In any judicial proceeding in any court of this state concerning a charge under subsection (3) of this section, the court shall take judicial notice of methods of testing a person's blood, breath, saliva, or urine for the presence of alcohol or marijuana and of the design and operation of devices certified by the department of public health and environment for testing a person's blood, breath, saliva, or urine for the presence of alcohol or marijuana. This subsection (16) shall not prevent the necessity of establishing during a trial that the testing devices were working properly and that such testing devices were properly operated. Nothing in this subsection (16) shall preclude a defendant from offering evidence concerning the accuracy of testing devices.

(17) A law enforcement officer may not enter upon any private property to investigate any violation of this section without probable cause.

(18) Cash fund. The surcharge collected pursuant to subsection (4)(e) of this section must be

transmitted to the state treasurer, who shall credit the same to the adolescent substance abuse prevention and treatment fund, which is created and referred to in this section as the “fund”. Money in the fund is subject to annual appropriation by the general assembly to the office of behavioral health in the department of human services, established in article 80 of title 27, for adolescent substance abuse prevention and treatment programs. The office of behavioral health is authorized to seek and accept gifts, grants, or donations from private or public sources for the purposes of this section. All private and public money received through gifts, grants, or donations must be transmitted to the state treasurer, who shall credit the same to the fund. Any unexpended money in the fund may be invested by the state treasurer as provided by law. All interest and income derived from the investment and deposit of money in the fund must be credited to the fund. Any unexpended and unencumbered money remaining in the fund at the end of a fiscal year remains in the fund and must not be credited or transferred to the general fund or another fund.

PPSC Campus Police Web Page – Drugs and Alcohol

Available at: <https://www.pikespeak.edu/campus-police>

The Law

Pikes Peak State College is a state system community college governed by the State Board for Community Colleges and Occupational Education (SBCCOE). Board Policy requires the College to comply with the Drug Free Schools and Communities Amendments of 1989 (PL 101-226 in Federal law). A copy of this law is on file in the Human Resources Services and the Student Engagement and Leadership Office for your reference. The College disseminates the following information in support of its drug- and alcohol-abuse prevention program:

Standard of Conduct

Students and employees shall not engage in the unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on college property or as a part of any college activity.

Legal Sanctions

There are legal sanctions for violations of the Standard of Conduct. Any student or employee who is convicted of the unlawful manufacture, distribution, dispensation, possession, use or abuse of illicit drugs or alcohol is subject to criminal penalties under local, state, or federal law. The exact penalty assessed depends upon the nature and severity of the individual offense.

College Penalties

The College will impose penalties against students and employees who violate the Standards of Conduct. Violators will be subject to disciplinary action under employee and student disciplinary policies and procedures. The sanctions include, but are not limited to, probation, suspension or expulsion from the College or probation, suspension or termination of employment; and criminal charges brought by the institution.

Health Risks

Myriad health risks are associated with drug- and alcohol-abuse. Risks include but are not limited to malnutrition, brain damage, heart disease, pancreatitis, cirrhosis of the liver, mental illness, death, low birth-weight babies, and babies born with drug addictions. Personal relationships, family dynamics, the ability to work and study are also at risk. Further information on health risks is available in the Human Resource Services Office and the Student Engagement and Leadership Office via brochures, videos, and educational programs presented throughout the year.

Illegal Substances

A listing of controlled substances is on file for community reference in both the Human Resource Services Office and the Student Engagement and Leadership Office.

Referral Resources

Referral for counseling, treatment, rehabilitation, and re-entry programs is available through the College and throughout the community. Below is a partial list of available resources. (See [Appendix B: National Resources Shared with PPSC Faculty, Staff and Students](#) for a more exhaustive list):

- Human Resource Services Office - Room B-200, 719-502-2600
 - El Paso County Health Dept., Drug & Alcohol treatment Clinic - 719-578-3150
 - Pikes Peak Mental Health Center-Chemical Dependency (24 hrs.) - 719-635-7000
 - Alcoholics Anonymous (24 hrs.) - 719-573-5020
 - [Narcotics Anonymous](#) - 719-637-1580
 - Cocaine Anonymous Hotline - (719) 448-0110
 - [Recovered](#) (formerly operated by the National Council on Alcoholism and Drug Dependence) provides resources for AOD addiction support.
- Campus community members may also consult directories (online or printed) for a listing of all private and community-based programs. Check listings under "Alcoholism Treatment" and "Drug Abuse Information and Treatment."

[PPSC 2024 and 2025 Annual Security Reports](#)

The following information is contained in the annual campus security reports required under the Clery Act:

DRUGS AND ALCOHOL ON CAMPUS OR AS PART OF ANY COLLEGE ACTIVITY

In compliance with the Drug-Free Schools and Communities Act Amendment of 1989 (Public Law 101- 226), students, staff, or faculty shall not engage in the unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on college property or as part of any college activity.

Any student, staff, or faculty who are convicted of the unlawful manufacture, distribution, dispensation, possession, use, or abuse of illicit drugs or alcohol is subject to criminal penalties under local, state, or federal law. These penalties range in severity from a fine of \$100 up to

\$8,000,000 and/or life imprisonment. The exact penalty assessed depends upon the nature and the severity of the individual offense. The possession and/or consumption of alcohol by a minor is addressed in Appendix A, 18-13-122.

The College will impose penalties against students who violate the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226). Violators will be subject to disciplinary action under student disciplinary policies. The sanctions include but are not limited to probation, suspension, or expulsion from the College, termination of employment, and referral to authorities for prosecution, as appropriate.

Employees may be subject to corrective and/or disciplinary action as per State Personnel Rules and Regulations, up to and including termination.

Health Risks

Myriad health risks are associated with drug and alcohol abuse. Risks include but are not limited to malnutrition, brain damage, heart disease, pancreatitis, cirrhosis of the liver, mental illness, death, low birth weight babies, and babies with drug addictions. Personal relationships, family dynamics, ability to work and study are also at risk. Further information on health risks is available in the Human Resource Services Office and the Student Engagement and Leadership Office via brochures, videos, and educational programs presented throughout the year.

Treatment and Referral

Referral for counseling, treatment, rehabilitation and treatment programs can be found at the Human Resource Services Office, Student Engagement and Leadership Offices, or throughout the community. Referral programs and resources can be found in [Appendix B: National Resources Shared with PPSC Faculty, Staff and Students](#) for a more exhaustive list.

State Board for Community Colleges and Occupational Education (SBCCOE)

STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION DRUG-FREE WORKPLACE

BP 3-24

APPROVED: February 9, 1989
EFFECTIVE: February 9, 1989
REPEALED: September 14, 2000
READOPTED: August 25, 2001
REVISED: February 13, 2019

REFERENCES:

Drug-Free Workplace Act of 1988, 102, Stat. 4304
Drug-Free Schools and Communities Act Amendments of 1989 (20 USC 1011i)
Controlled Substances Act of 1970 (21 USC, Sec. 801 et. seq.) and Implementing Regulations
Colorado Revised Statutes Section 42-4-1301 and Sections 18-18-203 through 207
System President's Procedure SP 3-24, Drug-Free Workplace
Board Policy 19-30 Drug Free Schools
State Personnel Board Rules and Personnel Director's Administrative Procedures

APPROVED:

/ Dr. Byron McClenney /
Dr. Byron McClenney, Chair

Policy Statement

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the workplace.

Scope

This policy applies to all employees in the Colorado Community College System (CCCS or System).

Sanctions

Observance of this policy is a condition of employment and violation of such will subject the employee to appropriate disciplinary action up to and including termination.

Reporting of Charges/Convictions

Any employee who is charged with or convicted of a criminal drug violation or violation involving alcohol occurring in the workplace or while performing job duties must notify their Human Resources office as outlined in SP 3-24, Drug-Free Workplace, which may trigger additional notification requirements upon the System.

DRUG-FREE WORKPLACE

SP 3-24

EFFECTIVE: April 20, 1989

REVISED: July 1, 1997

RETITLED: September 14, 2000

RETITLED: August 25, 2001

REVISED: January 10, 2019

REVISED: June 17, 2019

REFERENCES:

Drug-Free Workplace Acts of 1988 and 1998 (41 USC, Sec. 81)

Drug-Free Schools and Communities Act Amendments of 1989 (20 USC 1011i)

Controlled Substances Act of 1970 (21 USC, Sec. 801 *et. seq.*) and Implementing Regulations Colorado Revised Statutes Section 42-4-1301 and Sections 18-18-203 through 207

Board Policy 3-24, Drug-Free Workplace

Board Policy 19-30 Drug Free Schools

State Personnel Board Rules and Personnel Director's Administrative Procedures

APPROVED:

/ Joseph A. Garcia /

Joseph A. Garcia, Chancellor

Application

This procedure applies to all employees, as defined in BP 3-10, and volunteers in the Colorado Community College System (CCCS or System)

Basis

CCCS is committed to protecting the safety, health and well-being of its employees, students, authorized volunteers, guests, and visitors through implementation of this procedure outlining the requirements for drugfree awareness programs at each College and the System Office.

Employees impaired by alcohol, controlled substances, or other drugs including prescription and nonprescription medications during work hours may pose safety and health risks. It is the System's intent to comply with each of the provisions of the Drug-Free Workplace Acts of 1988 and 1998 which prohibit the unlawful manufacture, distribution, dispensation, possession and/or use of a controlled substance where CCCS employees work, including while operating any state or CCCS owned vehicles or while conducting business for or representing CCCS. Additionally, it is the intent of CCCS to comply with the Drug-Free Schools and Communities Act Amendments as outlined in Board Policy (BP) and System President's Procedure (SP) 19-30, Drug Free Schools

All employees are encouraged to report dangerous behavior or evidence of impairment in the workplace to their supervisor or Human Resources Department.

Prescription and Prescribed Medication: A written or oral order for a pharmaceutical drug for use by a particular person given by a practitioner in the course of professional practice, including controlled substances prescribed in accordance with the regulations promulgated by the Director of the United States Drug Enforcement Administration, pursuant to the federal drug abuse control laws.

Federal Sanctions

A federal agency may apply the following sanctions when an institution or organization receiving federal grants or contracting with a federal agency fails to comply with the provisions of the Drug-Free Workplace Act:

1. Suspend payments under the contract or grant;
2. Suspend or terminate the contract or grant;
3. Debar or prohibit the institution or organization from receiving federal grants or contracting with the federal government for a period of up to five years.

Compliance

Compliance with the Drug-Free Workplace Act requires an institution that receives federal grants; or that allocates federal funds to individuals; or that contracts with a federal agency; to provide a drug-free workplace and to obtain certification from individuals receiving funds that they will comply with applicable policies and laws related to drugs.

Students who receive grants from federal funds are required to complete the certification form provided by the federal agency, which is the funding source.

Institutions that receive funds allocated for the Perkins Loan, College Work-Study, and Supplemental Educational Opportunity Grant programs, must complete the annual Certification Regarding Drug-Free Workplace Requirements provided by the United States Department of Education.

Procedure

All employees are required to refrain from reporting to work or being subject to duty while their ability to perform job duties is impaired due to on or off-duty use of alcohol or drugs. This procedure applies during all work hours, whenever conducting business or representing CCCS and while on-call. If an employee tests positive for alcohol or other drugs during work hours, he or she may be in violation of this procedure and may be subject to disciplinary action, up to and including termination.

Employees taking prescribed or over-the-counter medications will be responsible for consulting the prescribing physician and/or pharmacist to ascertain whether the medication may affect their ability to safely and efficiently perform their job duties. Any employee whose prescription or over the counter drugs may affect job performance must contact the College's or System's Human Resources office. In order to avoid unsafe workplace practices, if the use of a medication could compromise the safety of the employee, fellow employees or the public, it is the employee's responsibility to notify her/his supervisor and the supervisor must notify Human Resources, or the employee may notify their Human Resources office directly.

Prohibited Behavior

It is a violation of this procedure for an employee to unlawfully possess, manufacture, use, sell or transfer, or be impaired by alcohol, marijuana, controlled substances, over-the-counter drugs, or other intoxicants during working hours, whenever conducting business or representing the System, and while on-call. The illegal or unauthorized use of prescription drugs is also prohibited. If an employee tests positive for alcohol or other drugs during work hours, the employee may be in violation of this policy.

Notification Requirements

Any employee who is charged with or convicted of a criminal drug violation occurring in the workplace or while performing job duties must notify her/his Human Resources office in writing as soon as possible, but no later than within five (5) calendar days of the charge or conviction.

Employees must notify their Human Resources office within the same timeframe of any charges or convictions involving alcohol occurring in the workplace or while performing job duties, as well.

Consistent with the Drug-Free Workplace Act, upon notification from the employee pursuant to this procedure, or actual notification from any other source that an employee has been convicted of violating any criminal drug statute in the workplace, the Chancellor or College President or respective designee(s) shall take the following steps:

1. Within ten days of receipt of notice of the conviction, send notification of such to appropriate federal agency(ies); and
2. Within 30 days of receipt of notice of any relevant conviction, take appropriate personnel action up to and including termination, or require the employee to satisfactorily participate in a drug abuse assistance or rehabilitation program approved by an appropriate federal, state, local, or other agency.

If the College or System receives notice that a classified employee has been convicted of violating a criminal drug statute in the workplace, a copy of the College's or System's notification of such to appropriate federal agencies must be forwarded to the State Personnel Director.

The System or each College receiving federal grants or contracts should refer to its contractual requirements and grant obligations after being notified by an employee convicted of a criminal drug crime occurring in the workplace, as many of these agreements include mandatory reporting requirements by the College or System to a federal component.

Applicable Alcohol and Drug Testing

To ensure the accuracy and fairness of our testing program, the System's alcohol and drug testing vendors will comply with the model collection and drug testing standards issued by the United States Department of Health and Human Services through state price agreements in place for substance abuse testing.

All employees may be required to participate in reasonable suspicion testing when it is determined by the College or System that reasonable suspicion exists to suggest that the employee is under the influence of alcohol or drugs while on the job. Employees may be subject to post-accident testing when they cause or contribute to accidents that seriously damage a state vehicle, machinery, equipment, or property and/or result in an injury to the employee or another employee requiring offsite medical attention.

In addition to reasonable suspicion testing, some employees, depending on the nature and place of their duties or employment, and subject to applicable law including, but not limited to, Federal Motor Carrier Safety Administration regulations, may be subject to the following tests:

- Pre-employment
- Post-accident
- Random
- Return-to-duty
- Follow-up
- Other testing required by third-party affiliates, such as clinical sites

Testing for the presence of alcohol may be conducted by analysis of breath and/or urine. Testing for the presence of the metabolites of drugs may be conducted by the analysis of urine.

An employee who refuses to cooperate in the testing process, or who adulterates, dilutes, tampers with, or otherwise interferes with accurate testing may be subject to the same consequences as a positive test. Any employee who tests positive will be given the opportunity to provide an explanation for the positive result.

Consequences and Personnel Actions

One of the goals of this procedure is to encourage employees to voluntarily seek help with alcohol and/or drug problems. An employee who violates this procedure may be subject to referral for treatment. In addition, violations of this procedure may result in personnel action, up to and including termination of employment depending on the circumstances involved.

In the case of applicants, if an individual violates this procedure, the offer of employment can be withdrawn.

Violators of the procedure may also be referred to the appropriate authorities for prosecution depending on the circumstances of the violation.

Return to Duty Agreements

If a college or the System determines that it is appropriate for positions requiring a commercial driver's license, a Return-to-Duty (RTD) agreement may be implemented when an employee violates this procedure but remains employed or is otherwise retained by the entity. RTD work agreements are implemented to ensure the employee abides by the provisions set forth in the RTD agreement, while performing their job duties. An employee who violates an RTD work agreement may be subject to corrective and/or disciplinary action, up to and including termination.

Colorado State Employee Assistance Program

The Colorado State Employee Assistance Program (C-SEAP) is available to provide consultation regarding substance abuse issues. When an employee tests positive for alcohol, controlled substances, or other drugs including prescription and over-the-counter drugs or otherwise violates this procedure, and the appointing authority determines that the employee will be retained, the College or System is encouraged to utilize the resources available through C-SEAP.

It is the role and function of C-SEAP to:

- Provide initial assessment, determine and monitor the services necessary and appropriate, and make referrals to community resources; and
- Provide return-to-duty consultation and assistance, including monitoring the employee's compliance and/or progress.
- Any employee referred to C-SEAP under this procedure for mandatory treatment will be required to sign a release of information allowing C-SEAP to report progress to the employee's appointing authority.

An employee may seek assistance from C-SEAP at any time. The C-SEAP staff is also available for consultation with System colleges or System regarding drug-free workplace education and training.

Confidentiality

CCCS respects the privacy of all employees. Therefore, reasonable precautions will be taken to ensure the privacy and confidentiality of an employee throughout the testing process and to administer procedures fairly and consistently. Access to this information is limited to those who have a legitimate "need to know" in compliance with relevant laws and policies. All drug testing information will be maintained in separate confidential records.

Distribution of Policy Statement and Verification

Each college and the System will require that each employee covered by this procedure receive a copy of the Drug-Free Workplace Policy Statement, which is based on BP 3-24, and that each employee signs an Employee Acknowledgment Form verifying receipt and acknowledging compliance as a condition of employment.

Revising this Procedure

CCCS reserves the right to change any provision or requirement of this procedure at any time and the change shall become effective immediately.

Drug-Free Awareness Program

The Colleges and the System shall establish drug-free awareness programs which will inform all employees about this policy. The programs will also inform employees about the dangers of drug abuse and about available drug counseling, rehabilitation, and employee assistance programs.

Procedures

The Chancellor shall promulgate any procedures which may be necessary to implement this policy.

The College has adopted the following Drug & Alcohol Abuse Prevention Program:

Standard of Conduct

Students and/or employees shall not engage in the unauthorized or unlawful manufacture, distribution, dispensation, possession, use/abuse of alcohol and/or illicit drugs on college property or as a part of any College activity.

Legal Sanctions

There are legal sanctions for violations of the Standard Code of Conduct. Any student and/or employee who is convicted of the unlawful manufacture, distribution, dispensation, possession, use or abuse of illicit drugs or alcohol is subject to criminal penalties under local, state, and federal law. These penalties range in severity from a fine of \$100 to \$8,000,000 and/or life imprisonment. The exact penalty assessed depends upon the nature and severity of the individual offense.

College Penalties

The College will impose penalties against students and/or employees who violate the above Standard Code of Conduct. Violators will be subject to disciplinary action and under student and/or employee disciplinary policies. The sanctions include but are not limited to probation, suspension, or expulsion from the College or probation, suspension, or termination of employment, and referral to authorities for prosecution, as appropriate.

Health Risks

A multitude of health risks are associated with drug and alcohol abuse. Risks include but are not limited to: malnutrition, brain damage, heart disease, pancreatitis, cirrhosis of the liver, mental illness, death, low birth weight babies, and babies with drug addictions. Personal relationships, family dynamics, ability to work and study are also at risk.

Illegal Substances

A list of controlled substances is available for your reference in the Human Resource Services Office.



Drug & Alcohol Abuse Prevention Program

THE LAW

Pikes Peak State College is a state system community college governed by the State Board for Community Colleges and Occupational Education.

Board Policy requires the college to comply with the Drug Free Schools and Communities Amendments of 1989 (PL 101-226 in Federal Law). A copy of this law is on file in the Human Resource Services office for your reference.

This information is provided in compliance with the Drug-Free Schools and Communities Amendments of 1989 (PL 101-226).

Referral Resources

Referral for counseling, treatment, rehabilitation, and re-entry programs is available through the College:

- [BetterMynd](#)
Immediate mental health crisis support 24 / 7 / 365
844-BTR-MYND
(844-287-6963)
- [Counseling Center](#) 719-502-4782
- [Colorado Crisis Services](#)
1-844-493-8255
Text "TALK" to 38255
- [Suicide Prevention Lifeline](#) 988
[988lifeline.org](#)
- [Safe2Tell](#)
1-877-542-SAFE (7233)
Text 527CO to 738477
Mobile App: [Safe2Tell CO](#)
- [Peakview Behavioral Health](#)
888-235-9475
- [Alcoholics Anonymous](#)
Colorado Springs Area Service Office-719-573-5020
- [Narcotics Anonymous](#)
719-637-1580
- [SAMHSA National Hotline](#)
800-662-4357 (HELP)
Text 988
Chat at [988lifeline.org](#)
[www.samhsa.gov/find-help](#)
- [Alanon and Alateen](#)
719-632-0063
1-888-4AL-ANON (1-888-425-2666)
- [TESSA](#) (Sexual Assault/Domestic Violence Hotline)
719-633-3819 Safe Line
719-633-1462 Main Line
<https://www.tessacs.org/>
- [Pikes Peak United Way](#)
211 (Information & Referral Hotline)
- [Department of Human Services](#)
Child Abuse & Neglect
1-844-CO-KIDS (Hotline)
1-844-264-5437
Adult Protective Services
719-444-5755
[Humanservices.elpasoco.com](#)

PPSC Drug-Free Workplace Statement



DRUG-FREE WORKPLACE STATEMENT

In 1988, Congress enacted the Drug-Free Workplace Act. This law requires employers who contract with, or receive grants from federal agencies to certify that they will meet certain requirements for providing a "Drug-free workplace." Pikes Peak State College intends to comply with all provisions of the Act. Being an agency of the State of Colorado, the College has chosen to adopt the State's policy with regard to substance abuse. This policy, known as the "Substance Abuse Policy" states in part:

The State of Colorado has a vital interest in maintaining a safe, healthful and efficient working environment for its employees, (students) and the public. Employees impaired by alcohol or other drugs during working hours may pose safety and health risks, not only to themselves, but to others.

Therefore, to ensure a safe working environment, it is the policy of the State of Colorado that use of alcohol, other drugs, or controlled substances that results in job impairment is prohibited. Likewise, it is the policy of the State of Colorado that illegal possession, manufacture, use, sale or transfer of a controlled substance on state property or during work hours by its employees is prohibited. Violations of this policy will be cause of management/supervisor intervention that may result in referral to mandatory treatment and/or to corrective or disciplinary actions up to and including termination.

Pikes Peak State College has in place a drug awareness program which has been designed to inform students and employees about the dangers of drug abuse.

As a condition of employment, the employee will:

- (1) Abide by the terms of the statement.
- (2) Notify the College of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.

Employees who would like more information on counseling, rehabilitation, and/or employee assistance programs are encouraged to contact the Vice President for Human Resource Services, AA/EEO, at 719-502-2600. All such inquiries will be handled in the strictest confidence consistent with Federal/State/College Regulations and policies.

A copy of the law, including a list of controlled substances is available for review in the Office of Human Resource Services, located at the Centennial Campus 5675 South Academy Boulevard, Colorado Springs, CO, 80906, room B-200, 719-502-2600.

Employee Acknowledgement Form Drug-Free Workplace Policy Statement

EMPLOYEE ACKNOWLEDGMENT FORM DRUG-FREE WORKPLACE POLICY STATEMENT

Name of College/System

I, THE UNDERSIGNED EMPLOYEE has received a copy of the Drug-Free Workplace Policy Statement; and I agree to abide by the terms of the policy statement; and

I agree to notify my supervisor if I am charged with or convicted of violating a criminal drug statute in the workplace no later than five (5) days after the date of such conviction.

Employee Name (Printed)

Employee Signature

Date

PPSC Substance Abuse Procedure for Employees

SUBSTANCE ABUSE POLICY (BP 3-24): PPSC is a state system community college governed by the State Board of Community Colleges and Occupational Education. The Board policy requires the College to comply with the Drug Free Schools and Communities Amendments of 1989 (PL 101-226 in Federal law). Failure to follow appropriate guidelines could result in disciplinary action

Appendix B: Emails Sent to Students and Faculty re: PPSC AOD Policies

The following information was emailed to all PPSC staff and faculty during the biennium reported in this document.

Subject: May is Mental Health Awareness Month

Good morning PPSC,

May is Mental Health Awareness month.

We wanted to take this opportunity to share resources available to Faculty, Staff and Students.

Resources for Faculty and Staff

Colorado State Employee Assistance Program is available to all employees.

CSEAP is a confidential resource, and they may be able to provide you with additional assistance and resources. You can check out the services that they provide on their website listed below [.www.colorado.gov/c-seap](http://www.colorado.gov/c-seap)

Also, check out their [Wellbeing Benefits & Resources | Colorado State Employee Assistance Program](#)

Main Phone: 303-866-4314 or Toll Free 800-821-8154

Main Denver Office: [1525 Sherman Street Ste 117 Denver 80203](#)

Fax: 303-866-4388

Hours: Monday - Friday 8:00am - 5:00pm

After hours crisis contact: Colorado Crisis Services 1-844-493-8255 <http://coloradocrisiservices.org/>

Services offered through benefit carriers:

APT and Faculty enrolled in Anthem, please refer to the attached Anthem Behavioral Health Resource Guide.

APT and Faculty enrolled in Kaiser, please refer to the attached Kaiser Mental Health and Wellness Support.

Classified Staff enrolled in Cigna and Kaiser have access to the attached CIGNA EAP Quick Reference and the attached Kaiser Mental Health and Wellness Support.

Resources for PPSC Students

Student Counseling Center 719-502-4782

Telehealth Counseling for Students at [BetterMynd](#).

Basic Needs Assistance including Single Stop at [Basic Needs Assistance | Pikes Peak State College](#)

Resources for PPSC Students, Faculty and Staff

Canvass Community Food Pantries.

Sincerely,

Your Human Resource Services Team



Table of contents

- About behavioral health
- Finding community support
- Your Anthem/CCCS behavioral health benefits and programs
- Adolescent behavioral health
- Meru Health
- Your CCCS EAP

The Colorado Community College System (CCCS) behavioral health resource guide
What to do. Where to turn.

Anthem  |  **COLORADO**
COMMUNITY COLLEGE SYSTEM |  **COLORADO**
Department of Higher Education

UNIVERSITY OF COLORADO

Mental & Behavioral Health Benefits for Cigna Members

ACCESS NEW VIRTUAL BEHAVIORAL PROVIDERS

Your Cigna behavioral network has expanded to include new digital, virtual providers. Use your behavioral benefits to connect with licensed therapists, psychiatrists, and more for virtual care. To find out more information visit myCigna.com

TalkSpace

Connect with a licensed therapist or psychiatrist online, by video, or text using Talkspace, available for Cigna Behavioral customers, ages 13 and up. Visit talkspace.com/cigna to get started.

Meru Health

This 12-week virtual counseling program offers support for people suffering from depression, anxiety, or burnout. The program includes live virtual counseling and private texting with licensed therapists, as well as an online peer support community and other educational resources for ages 18 and above. Visit meruhealth.com/cigna to get started.

MDLive

With behavioral/mental health virtual care, you get the care and attention you'd expect from an in-office visit, wherever and whenever is most convenient for you. Talk privately with a licensed counselor or psychiatrist via video or phone. Have a prescription sent directly to your local pharmacy, if appropriate. Visit myCigna.com, go to "Find Care & Costs" and enter "Virtual counselor" under Doctor by Type.

Ginger

Offering confidential mental healthcare through behavioral health coaching via text-based chats, self-guided learning activities and content, and, if needed, video-based therapy and psychiatry. All from the privacy of your smartphone. Visit ginger.com/cigna to learn more.

iPrevail

On-demand coaching, personalized learning and caregiver support. Complete an assessment, receive a program tailored to your needs, and get connected to a peer coach. Visit myCigna.com to get started

Happify

A self-directed program with activities, science-based games and guided meditations, designed to help reduce anxiety, stress and boost overall health. Sign up happify.com/Cigna



National Resources Shared with PPSC Faculty, Staff and Students

The following is a list of local, state, and national resources related to AOD available to PPSC's campus community:

- Alateen and Al-Anon (Colorado Springs Service Center): 719-632-0063 (11:00 am to 2:00 pm, Monday through Friday)
- [Alcoholics Anonymous](#): 719-573-5020
- [Child Protective Services](#): Child abuse resources: 844-CO-4-KIDS (844-264-5437)
- [Cocaine Anonymous of Colorado](#): 866-768-7709
- [Colorado Consortium for Prescription Drug Abuse Prevention](#) 303-724-8574
- [Colorado Crisis Services](#): 844-493-8255; Text TALK to 38255
- [Crime Stoppers](#): 719-634-STOP (7867)
- [TESSA](#): Support for people experiencing domestic violence and sexual assault; safeline for advocacy and crisis (24 hours/day): 719-633-3819
- [El Paso County Public Health](#): 719-578-3199
- [Heartbeat](#): Suicide survivor/bereavement support group – 719-229-9657
- [Colorado Health Network, Inc.](#): HIV/AIDS education, testing, mental health/substance use counseling – 719-578-9092 in the Colorado Springs area
- [Narcotics Anonymous](#): 719-637-1580 in the Pikes Peak Region
- [National Sexual Assault Hotline](#) (RAINN): 800-656-HOPE (4673)
- [National Suicide Prevention Lifeline](#): Dial 988 in the U.S., or call 800-273-TALK (8255)
- [Safe2Tell](#): 1-877-542-SAFE (7233)

Appendix C: Release of Information and Release of Liability Agreement

Release of Information: Dean of Students/Counseling Center



RELEASE OF INFORMATION

Dean of Students Office – Referral to the Counseling Center

As part of the restorative process following my violation of the Alcohol/Drugs provision of the Pikes Peak State College (PPSC) Student Behavioral Expectations and Responsibilities Resolution Procedure (Code), and in accordance with the Drug-Free Schools and Communities Act of 1989, I acknowledge that I have been provided a referral to the PPSC Counseling Center.

I understand that the purpose of this referral is to support my health, well-being, and success as a PPSC student, along with the safety of the campus community.

By my signature below, **I give my permission to the counseling staff of the Counseling Center to provide to the Dean of Students Office (DoS) and the PPSC Behavioral Intervention Team confirmation that I have accessed Counseling Center services and upon which date.** No additional information will be provided by the Counseling Center to these two or any other entities, except in instances where there may be indication of my intent to harm to others.

I understand that I may revoke this permission at any time by submitting a written request, signed by me, to the Dean of Students Office or the Counseling Center.

If I have any questions, I may contact the Dean of Students Office (719-502-2367) or the Counseling Center (719-502-4782).

Student signature

Date

Printed name

S#

Witness signature (DoS or Counseling
Center staff)

Student Travel Responsibility Agreement Form

STUDENT TRAVEL RESPONSIBILITY AGREEMENT

Students are expected to conduct themselves in a responsible manner and abide by College rules and regulations during all College-sponsored travel and activities. Students are representing Pikes Peak State College and will conduct themselves in an appropriate manner that promotes our goals and mission as an institution of higher education.

Students are expected to adhere to the Standards of Conduct and to all policies and procedures of Pikes Peak State College to include, but not limited to: dishonesty, forgery, disorderly conduct; indecent or obscene conduct; gambling; infringement upon the rights of others; possession, distribution or consumption of alcohol or illegal drugs. Refer to the Student Guide for a more detailed explanation of misconduct that may subject a student to disciplinary action.

Waiver and release:

As a participant of this activity I verify that I am aware of the catastrophic injuries that may occur during my travel. These include, but are not limited to; strains, sprains, broken bones, ligament damage, eye injuries, heart attack, and possible death. I am aware of and accept responsibility during my participation in the (event)

_____ located in (city) _____

and the travel to and from this event. I indemnify and hold Pikes Peak State College and its agents and employees harmless for any loss of any kind resulting from my participation during this activity.

I assume my own risk and agree to act according to the Standards of Conduct as I participate in this activity. I know of no reason why I should not participate in this activity.

I understand that if I do not attend and participate in this event for any reason, I may be required to reimburse the College and/or club for part or all of the cost for my travel.

Name: _____ SID: _____ Date: _____

Note: Participant must be 18 years of age, otherwise a parent or guardian must sign this form.

Parent/Guardian: _____ Date: _____

Club Name: _____

Advisor Name & Title: _____

Please type or print.

Club Advisor Approval: _____

Signature _____ Date _____

Club-Advisor Waiver of Rights, Assumption of Risks, and Release of Liability Agreement

Club Advisor Waiver of Rights, Assumption of Risks, and Release of Liability Agreement

Club: _____

Purpose of Trip: _____

Sponsoring PPSC Employee: _____

Time and Date of Departure: _____

Time and Date of Return: _____

Destination: _____

Means of Transportation: _____

By signing this form, I acknowledge that I am traveling with the club that I am affiliated with here at Pikes Peak State College. I realize that there are inherent risks, hazards and dangers that cannot be eliminated. I acknowledge that these include, without limitation, risks from the activity itself, transportation to and from the activity, risks connected with my physical condition, and actions of other participants. I acknowledge that I am responsible for providing my own health and/or accident insurance while participating in this program or activity. I understand that if I become ill (i.e., a non-injury related event) any medical treatment and transport is at my own expense. I also acknowledge that by refusing medical treatment or transport, I am responsible for any consequences of that action and cannot hold Pikes Peak State College liable for my decision. Advisors agree to report to the Director of Student Life, any incidents that may occur. Advisors also acknowledge that they can suggest medical treatment or transport but the student must make the ultimate decision. Students are not covered by the college's insurance. I acknowledge that I may be photographed, videotaped, and/or recorded while engaged in this college-related activity. I hereby consent to and authorize any use and reproduction by the college or anyone authorized by the college, of any and all photographs/digital images/video tapes/recordings.

I hereby accept full responsibility for any damages that I may cause to PPSC equipment and/or my accommodations, and agree that I am responsible for compensating PPSC or other businesses the full amount of any necessary repair or damage charges. I also recognize that this is a college sponsored program/activity and I agree to abide by all college policies, as well as State and Federal laws on the course/program/activity. This includes omitting the use of alcohol and illicit drugs, and not bringing or using any weapons. <http://www.pikespeak.edu/app/catalog/current/student-code-of-conduct.htm> and <http://hlc.pikespeak.edu/documents/PPSC-student-code-conduct/> I am aware that if I choose NOT to abide by college rules and policies, I will be subject to PPSC disciplinary action as well as possible State or Federal charges. I further understand that I may be banned from being a club advisor in the future at PPSC.

For myself, my heirs, successors, executors, I hereby knowingly and intentionally waive and release, indemnify and hold harmless the college, Pikes Peak State College (PPSC), The State Board for Community College and Occupational Education, The State of Colorado, trustees, officers, employees, agents and volunteers from and against all claims, actions, causes of action, liabilities, suits, expenses and NEGLIGENCE of any kind of nature

arising directly or indirectly out of any damage, loss, injury, paralysis or death in connection with my participation in this course, program or activity and/or use of this equipment and to waive all claims for damages or losses against the state, the Board or the college which may arise from such activities.

Furthermore, I understand that this release shall be forever binding and no rescission, modification or release there from may be made without the express written consent of Pikes Peak State College and State Board for Community Colleges and Occupational Education.

I understand that if I do not attend and participate in this event for any reason, I may be required to reimburse the college and/or the club for part or all of the cost of my travel.

I, _____ (print name) HAVE CAREFULLY READ, CLEARLY UNDERSTAND, AND VOLUNTARILY SIGN THIS WAIVER, ASSUMPTION OF RISKS AND RELEASE AGREEMENT.

S#: _____

Signature: _____

Signature Date _____

Emergency Contact: _____

Emergency Phone: _____

Insurance Carrier: _____

Policy Number(s): _____

Verification of Driver's License and Car Insurance

Copy of Driver's License and Vehicle Insurance verified by Human Resources:

Human Resource Signature: _____

TITLE 9 TRAINING

Print Name: _____

Signature: _____

Date: _____

Completed Title 9 Training

Human Resources: _____

Date: _____








2024 PPSC Biennial DFSCA_Report

Final Audit Report

2025-06-11

Created:	2025-06-11
By:	Maria Mesa (maria.mesa@pikespeak.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAA84bGlRjKC1JWYx7UBFvXu40TR0IU2_oE

"2024 PPSC Biennial DFSCA_Report" History

-  Document created by Maria Mesa (maria.mesa@pikespeak.edu)
2025-06-11 - 4:02:18 PM GMT- IP address: 164.47.161.128
-  Document emailed to Lance Bolton (Lance.Bolton@pikespeak.edu) for signature
2025-06-11 - 4:05:10 PM GMT
-  Email viewed by Lance Bolton (Lance.Bolton@pikespeak.edu)
2025-06-11 - 4:40:55 PM GMT- IP address: 164.47.2.1
-  Document e-signed by Lance Bolton (Lance.Bolton@pikespeak.edu)
Signature Date: 2025-06-11 - 7:35:16 PM GMT - Time Source: server- IP address: 164.47.2.1
-  Agreement completed.
2025-06-11 - 7:35:16 PM GMT