



Drug-Free Schools and Communities Act
2021 Biennial Review
July 2019 – June 2021

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I. Introduction to Dalton State College

Dalton State College (DSC) is located in the foothills of the Blue Ridge Mountains in northwest Georgia. A 30-minute drive from thriving downtown Chattanooga, TN and a 75-minute drive from Atlanta, GA, Dalton's small-town appeal is surrounded with many opportunities for adventure. Whether you're looking to shop at Tennessee's largest shopping mall in Chattanooga or looking for a national touring concert or sporting event in Atlanta, many nearby attractions exist. Hiking, mountain biking, and rock-climbing as well as numerous other outdoor activities can take place only minutes from campus. Dalton State has many first-generation and nontraditional college students who look to faculty and staff to aid them with understanding the college experience.

Dalton State College is a member institution of the University System of Georgia. Dalton State College is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award two certificates, 9 Associate, and 24 Bachelor degrees within four schools: The School of Arts and Sciences, The School of Education, The School of Health Professions, and The Wright School of Business.

Dalton State College is located on 149 acres, directly adjacent to I-75. Dalton State College was founded in July 1963 as Dalton Junior College and opened its doors in September 1967 with an enrollment of 524. Dalton State College has since grown in enrollment and academic offerings, adding a name change initiated in 1998 by The University System of Georgia to Dalton State College. Further, in 2009, Dalton State opened an extended campus in Ellijay, GA which is currently known as the Mountain Campus. In 2009, Dalton State College acquired campus housing after purchasing Wood Valley Apartments which were located just North of the main campus. Wood Valley housed Dalton State students until the summer of 2016 when Dalton State opened Mashburn Hall, the first residence hall on campus. Athletics followed the establishment of campus housing in 2012, and our Athletics program is a member of the National Association of Intercollegiate Athletics (NAIA).

Currently, DSC is categorized as Georgia's only Hispanic Serving Institution (HSI) with over 25% of our enrollment identifying as Latinx. In addition, DSC is an access institution servicing around 5,000 traditional and non-traditional students. The majority of students enrolled come from a 12-county service area. While most students commute to class, many are choosing to live in Mashburn Hall at Dalton State, which has 365 beds. The average student age is 22 and females comprise 60% of the student population.

Dalton State College's Mission is to provide a diverse student population with opportunities to acquire the knowledge and skills necessary to attain affordable baccalaureate degrees, associate degrees, and certificates and to reach their personal and professional goals. Through challenging academics and rich collegiate experiences, we promote lifelong learning, active leadership, and positive contributions in Northwest Georgia and beyond.

Dalton State College's Vision is for the institution to deliver a transformational education by engaging the unique perspectives of a diverse student population to create sustainable solutions that improve our community and world.

Dalton State College's Values are the essential enduring tenets which guide the Dalton State College community. They set forth what we believe and define how we should conduct our affairs. At the heart of these values is the welfare of our students:

- Opportunity and Access for All: We believe all of our students can succeed and achieve their full potential.
- Excellence in Teaching and Learning: We empower faculty, staff, and students to engage in the pursuit of excellence and innovation in instruction, the acquisition of knowledge and lifelong learning.
- Diversity and Inclusion: We embrace inclusion and cultural diversity among faculty, staff, and students; we strive to be a place where the diversity of ideas, values and perspectives is welcomed and nurtured.
- Commitment to Service and Collaboration: We value a campus culture of service, engagement, and collaboration to advance the welfare of Northwest Georgia and beyond.
- Respect and Collegiality: We are committed to the intentional creation of a community of learners based on respect, civility, courtesy, and appreciation of different points of view.
- Culture of Accountability: We expect integrity, responsibility, and ethical behavior in all of our relationships and hold one another and our institution accountable.

For the Biennial Review to be completed the following areas/offices were utilized to obtain information for the compiled report:

- The Dean of Students' Office
 - Student Conduct
 - Student Life
- The Department of Athletics
- The Department of Health & Wellness
 - The Counseling Center
 - The Ken White Student Health Center
- The Department of Public Safety
- Human Resources
- The Office of Residential Life

This report will be made available on-line and printed copies can be requested through the Dean of Students' Office located in the Pope Student Center, upper level.

II. Objectives of the Biennial Review

In order to be in compliance with the Drug Free Schools and Communities Act (DFSCA), Education Department General Administrative Regulations (EDGAR), part 86, Dalton State College, as a federally funded institution of higher education, conducts a detailed review of all Alcohol and Other Drug (AOD) prevention efforts that include determining effectiveness and reviewing necessary changes, as well as reviewing policies and procedures as they pertain to standards of conduct.

In *Complying with the Drug-Free Schools and Campuses Regulations [EDGAR Part 86]: A Guide for University and College Administrators* (DeRicco, 2006), the required review has two objectives:

1. To determine the effectiveness of, and to implement any needed changes to, the AOD prevention program
2. To ensure that campuses enforce the disciplinary sanctions for violating standards of conduct consistently (p. 13)

Dalton State College's Biennial Review Includes:

1. A brief description of alcohol and other drug programs and services that occur on the DSC campus, the goals of the programs, and a review of goal achievement.
2. Review of program effectiveness, including strengths and weakness.
3. Recommendations for program revision and/or suggestions of implementation of new/needed programs and services.
4. AOD case overview, including quantitative assessment numbers
5. Procedures for distributing annual drug and alcohol notifications to students, faculty, and staff.

III. Alcohol and Other Drug Programs and Services

Alcohol and other drug programs and services are made available to students, faculty, and staff annually. Programs and services are typically provided through Athletics, The Ken White Student Health Center, The Counseling Center, Human Resources, Public Safety, Residential Life, Student Conduct, and Student Life (including Greek Life). Types of programs and services vary year-to-year.

A. Athletics

a. Programs and Services

- i. The athletics department conducts a mandatory orientation program prior to the start of each fall semester. All student-athletes attend for the purpose of reviewing highlighted aspects of the student-athlete handbook. As such, the Head Athletic Trainer reviews the policies regarding alcohol, legal drugs and illegal drugs as stipulated by the NAIA, college and athletics department.
- ii. NAIA banned substances are reviewed and each student is made aware of a link through the athletics website where the banned list is available. Specific reference to taking another student's prescription medication is discussed along with the associated risks. This is a common mistake made by college athletes.
- iii. Specific banned nutritional supplements are also reviewed due to their recreational appeal to college age students.
- iv. We make reference to alcohol use by both underage and those 21 years of age. Special attention is given to the topic of providing alcohol to an underage peer and the associated risks to both individuals. In general, our message is centered on the privilege and responsibility assigned to those 21 years of age and alcohol use.
- v. Student-athletes sign a waiver agreeing to NAIA sponsored drug tests that can occur at NAIA championship events.

b. Strengths

- i. We tackle the tough questions about alcohol and drugs. In what is largely seen as a negative conversation we address the choices and subsequent decision facing college age students on these topics. Using the idea that age affords us more privilege (you can legally drink alcohol) but with that comes responsibility.

c. Weaknesses

- i. It is an annual meeting and the specifics need to be reinforced throughout the year. We remind coaches to do so, but there is not a gathering that allows that message to be reinforced to everyone.

d. Recommendations

- i. The display of poster reminders in high traffic areas our students frequent would be helpful.

B. Ken White Student Health Center

a. Programs and Services

- i. The Health Center in conjunction with campus and community partners offer health events on both the main campus and mountain campus. Multiple agencies provide information and resources regarding drug awareness, drug and alcohol screening tools, substance abuse, mental health issues, and responsible substance use.
 - ii. The health center staff participated in annual trainings on responsible opioid prescribing, use of Naloxone to reverse opioid overdoses, and recognition and prompt treatment of drug intoxication and overdose. The staff also participated in training on the role of substance use and sexual assault.
 - iii. Drug and alcohol education related to the STI transmission and sexual assault is also included in the monthly STI/HIV testing program.
 - iv. Additionally, drug and alcohol screening questions are included to the medical health history intake form which is completed by all students who seek services at the health center. This information is reviewed by the provider during their appointment and appropriate counseling and education is provided to the individual student.
- b. Strengths
- i. The health fair on the main campus is widely attended and open to faculty, staff and students. Health and wellness events have been expanded to include drug programming at the Mountain Campus. Community resources are promoted as well as campus resources for those students, faculty and staff who would be more comfortable seeking services off campus. All staff participated in the naloxone policy review and training.
- c. Weakness
- i. Preventative health programming was suspended from March 2020-August 2020 because of the COVID pandemic. When on campus activities resumed, all outreach events offered by Ken White Student Health Center focused on COVID prevention and vaccination. STI testing was limited also due to the pandemic.
- d. Recommendations
- i. When vaccination rates and/or COVID19 cases in our area allow, KWSCH will resume campus wide outreach events and invite community mental health and alcohol and drug prevention and treatment agencies to participate. Preventative health services which include screenings for alcohol and drug use will resume on a limited basis in Fall 2021. KWSHC will support DSC Counseling Services mental health and alcohol and drug prevention efforts on campus.

C. The DSC Counseling Center:

- a. Programs and Services
 - i. DSC Counseling Center hosted weekly SMART Recovery meetings through Doxy.me
 - ii. The Counseling Center also hosted 3 psychoeducational on-campus events for students which provided substance abuse education,

- prevention materials and information about local treatment resources.
- iii. Throughout the semester five Mental Health First Aid courses were hosted for students, faculty, and staff to teach how to effectively respond to AOD crises.
- b. Strengths
 - i. All programs facilitated on campus or in a virtual setting were hosted by a trained facilitator.
- c. Weaknesses
 - i. While most programs hosted by the Counseling Center are free, the Mental Health First Aid program can be costly which may prohibit individuals from attending.
 - ii. The Counseling Center struggled to get attendance and participation in some programs. Low attendance can be attributed to inadequate marketing of programs.
- d. Recommendations
 - i. It is recommended that marketing efforts for programs in enhanced to increase participation in programs and services and that free programs are continually offered to faculty, staff, and students.

D. Human Resources:

- a. Programs and Services
 - i. The Employee Assistance Program (EAP) provides training seminars and webinars for managers and employees on a variety of subjects including alcohol and drugs. In addition, the program provides counseling and other resources to help our employees.
 - 1. At one time or another, most of us will face a personal problem or family care issue that impacts the quality of our home life, relationships, health or ability to do our best at work. Most of the time, we can work these things out ourselves, but at times, we could benefit from professional, objective guidance and support. The EAP is available for this very reason.
 - 2. The services are confidential and free to our employees. The HR Office does receive positive feedback from employees regarding the services. The provider delivers an annual customer feedback report which shows the positive customer satisfaction. In 2021 the EAP implemented a new customizable website, usg.mylifeexpert.com, for employees to create profiles and have that immediate access to assistance at their fingertips.
 - 3. The key to making an EAP successful is the communication. We provide weekly communications to employees regarding the EAP services through our HR Update sent on Mondays.
 - ii. Well-Being Program
 - 1. The University System of Georgia (USG) provides well-being initiatives that include topics ranging from health management to tobacco and smoke free. The objective of the well-being

program is to create a comprehensive approach to achieving well-being that engages and empowers the entire USG community.

2. This has proven to be successful in the numerous initiatives we have participated in. Dalton State has received recognition several times over the last two years for the employee engagement in the well-being programs.
3. The program has received great support from the USG institutions as well as the system office. The well-being programs include: Health Management, Stress Management, Financial Well-Being, Tobacco & Smoke Free, Live Health Online Psychology. The program has partnered with our benefits providers, BCBSGa and Kaiser, to offer support and coaching services to our employees. The programs offered are a direct result of an annual prevalence report and benchmarking of employee risk factors.
4. The website provides a vast amount of information and resources. We communicate and market through the weekly HR Update email as well as specific emails sent from USG to assure employees are aware of the resources and programs available.

iii. New Hire Orientation

1. During the new hire orientation Human Resources staff go over Drug Free Policy, Ethics Policy, EAP Resources, and Well-Being Resources. Each policy and resource is used for various reasons, all of which help to educate and communicate the expected behavior in the workplace.
2. The various programs provide lots of different information. New hire orientation can be an overwhelming time for a new employee and they may not be able to recall everything that was communicated during the session. The Human Resources staff are continuously developing resources to ensure employees retain information provided in the New Hire Orientation.
3. In 2021 we revised our new hire process where all new hire documents are now completed electronically, and the new hire has full access to those documents at any time to refer to.
4. All employees participate in annual compliance training to help emphasize the importance of these policies and resources.

E. Public Safety:

a. Programs and Services

i. Drug Awareness Course

1. The Drug Awareness course encompasses a discussion on how illicit drugs work on the body. These drugs include marijuana, cocaine, heroin, meth, ecstasy, and synthetic marijuana. This

course consists of a power point presentation and a display of look-alike drugs and drug paraphernalia.

2. Public Safety's goal with this course is to spread awareness to our campus community of the illicit drugs that are out there and the effects that they have on the body. We have achieved this by offering multiple classes to the campus community which including our faculty, staff, students, fraternities, and sororities.

ii. Alcohol Awareness Course

1. The Alcohol Awareness course encompasses a discussion of different types of alcohol and how it effects the body. This course consists of a power point presentation and if time allows a video that talks about alcohol abuse.
2. Public Safety's goal of this course is to spread awareness to our campus community of the types of alcohol and the effects that it has on the body. We have achieved this by offering multiple classes to the campus community including our faculty, staff, students, fraternities, and sororities.

b. Strengths

- i. We are continually updating information as alcohol and drug trends change to provide the most updated information to our campus community.

c. Weaknesses

- i. Event and course participation is solely based on volunteer attendance due to it not being a mandated class.

d. Recommendations

- i. We would like to look at offering it to scheduled courses on campus, meaning classes such as First Year Experience, Criminal Justice, Health and Science classes

F. Residential Life:

a. Programs and Services

i. Resident Assistant Training

1. Resident Assistant staff complete an intensive two-week long training every August. As part of these trainings, the Resident Assistant staff is trained by representatives from Student Conduct, Counseling, and Public Safety on how to assist and refer students in need - including alcohol abuse.
2. Resident Assistant trains the staff to be able to handle all incidents within the residence hall, especially those pertaining to alcohol consumption and abuse.

ii. Programming and Bulletin Boards

1. Resident Assistants are required to plan and execute several programs and bulletin boards every semester. Resident Assistants planned a total of 6 programs related to substance abuse, with 4 of those focusing on Alcohol Education over the past two years.

2. Programs are a way to actively engage residents in social and educational activities outside of the classroom, while bulletin boards are great to passively educate residents on issues.
- b. Strengths
 - i. The goal is to provide student leaders within the residence hall the necessary skills to detect alcohol abuse within the resident community and assist those students in receiving the necessary help. Programs and bulletin boards are a way to engage residents and students actively and passively throughout Mashburn Hall.
 - c. Weaknesses
 - i. Weaknesses of training include not training other student staff or student leaders that serve the residential community.
 - ii. Weaknesses of programming and bulletin boards include the current programming model places a greater emphasis on social and relationship building programming rather than educational programming.
 - d. Recommendations
 - i. Recommendations for the upcoming academic year are to better train all our student staff and leaders to be able to identify alcohol problems within the residential community and better assist and educate those students.

G. Student Conduct:

- a. Programs and Services
 - i. AlcoholEdu
 1. AlcoholEdu for College is an interactive online program that uses the latest evidence-based prevention methods to create a highly engaging learning experience, inspiring students to make healthier decisions related to alcohol, cannabis, e-cigarettes, and other drugs. AlcoholEdu for College is a University System of Georgia initiative and is the most commonly used alcohol prevention program in higher education. It assists the compliance of the Education Department General Administrative Regulations (EDGAR, part 86) (<https://everfi.com/courses/colleges-universities/alcholedu/>).
 2. The goals for AlcoholEdu for College are to ensure that every incoming student at Dalton State College has an understanding of alcohol as it relates to college life and is better informed when making choices regarding the use of alcohol. These goals are achieved by the following two methods: one, to have every new student (entering first year students and transfer students who have not completed the same or similar program) to Dalton State College complete Part 1 of the assessment and the quiz at the end of the assessment and, two, to have each student achieve a passing score on the end of assessment quiz which is 70%.

3. During the 2019-2020 school year, 1,165 students completed AlcoholEdu for College assessment.
 - a. 89% of the students reported that the course helped them establish a plan ahead of time to make responsible decisions about drinking
 - b. 86% of the students reported that the course prepared them to prevent an alcohol overdose
 - c. 88% of the students reported that the course prepared them to help someone who may have alcohol poisoning
 - d. 71% of the students reported that the course changed their perceptions of others' drinking behavior
 - e. Students, after prevention education, reported that they intend to limit their drinking frequency (70%) or the number of drinks they consume (71%)
 4. During the 2020-2021 school year, 841 incoming students completed the program AlcoholEdu for College.
 - a. 89% of the students reported that the course helped them establish a plan to make responsible decisions about drinking
 - b. 83% of the students reported that the course prepared them to prevent an alcohol overdose
 - c. 86% of the students reported that the course prepared them to help someone who may have alcohol poisoning
 - d. 62% of the students reported that the course changed their perception of others' drinking behavior
 - e. 52% of the students reported that they will change their drinking-related behaviors because of the course.
 - f. 78% of students, after prevention education, reported that they intend to limit the pace of their drinks to one or fewer per hour.
 - g. 80% of students, after prevention education, stated that would set a limit of how many drinks they would have if they planned to drink.
- b. Strengths
- i. The program is successful in terms of student participation and exposure to alcohol education. All incoming students must complete the course. Those that fail to complete Part 1 have a hold placed on their student account preventing them from registering or withdrawing from classes.
- c. Weaknesses
- i. Currently, there is no method of measuring how many students may be simply "clicking-thru" or haphazardly filling out the assessment. Therefore, the information we do gain regarding students' drinking habits and perceptions regarding alcohol can be viewed skeptically at best.

- ii. The program is only offered to first-year students and transfer students (unless a transfer student has completed the same or similar program elsewhere). There is no additional educational assessment tool issued to upper-class students to learn if their attitudes or behaviors have changed over time or to offer additional education based on new life-stages such as turning 21 years old to all enrolled students.

- d. Recommendations

- i. Currently no changes are anticipated for the education of alcohol and drugs to students at Dalton State. Potential collaborations on in person education events will be discussed with other campus partners in the future.

H. Student Life:

- a. Programs and Services

- i. FIPG Compliance Statement

- 1. 100% of fraternity and sorority members signed a compliance statement indicating they have received a copy of the FIPG Risk Management Guidelines, were educated on the FIPG policy, and they certify that all social programs will follow the FIPG policy.
 - 2. Annual education will ensure that all members are aware of the guidelines and will ensure compliance within the organization.

- b. Strengths

- i. By having all members sign a compliance statement, it is ensuring a basic level of awareness of each member.

- c. Weaknesses

- i. A basic compliance statement does not take into consideration the next steps of education, understanding, and application.

- d. Recommendations

- i. It is recommended that the chapters look at ways to implement strong educational requirements surrounding the FIPG Risk Management Guidelines on an annual basis as well as assess the success in reducing risky behaviors among members.

IV. AOD Student Conduct Case Overview

The information below gathered via Maxient, our on-line database for Student Code of Conduct violations.

Violations Reported:

From July 2019 - June 2021 there were 31 cases reported to student conduct involving alcohol and/or drug misuse.

Violations	July 2019 - December 2019	January 2020 - June 2020	July 2020 - December 2020	January 2021 to June 2021
Alcohol: Possession or Consumption	6	0	4	0
Alcohol: Facilitation	0	0	0	0
Alcohol: Intoxication	0	0	0	0
Drugs: Manufacture and/or distribution	0	0	0	0
Drugs: Possession and/or use	0	0	0	0
Total	6	0	4	0

Violations Case Dispositions:

The table below indicates the outcome of the cases reported to Dalton State College Student Conduct from July 2019-June 2021.

Outcome	July 2019 - December 2019	January 2020 - June 2020	July 2020 - December 2020	January 2021 to June 2021
Case Open	0	0	0	0
No Action Taken	0	0	0	0
Case Closed (Responsible)	6	0	4	0
Case Closed (Not Responsible)	0	0	0	0
No Finding	0	0	0	0

Case Open: Case is awaiting adjudication pending close of investigation.

No Action Taken: Violation occurred, but circumstances did not warrant a finding of responsibility.

Case Closed (Responsible): Case was adjudicated, and respondent was found responsible.

Case Closed (Not Responsible): Case was adjudicated, and respondent was found not responsible.

No Finding: No violation occurred or not enough evidence to prove violation occurred.

Judicial Sanctions:

The table below indicates the number of students assigned to the following sanctions for drug or alcohol offenses this year period, from July 2019 – June 2021.

Sanction	July 2019 - December 2019	January 2020 - June 2020	July 2020 - December 2020	January 2021 to June 2021
Alcohol 101	6	0	4	0
Substance Abuse Education	0	0	0	0
Disciplinary Warning	0	0	0	0
Disciplinary Probation	6	0	4	0
Disciplinary Suspension	0	0	0	0
Disciplinary Expulsion	0	0	0	0
Removal from Housing	0	0	0	0
Other Sanction	6	0	4	0

V. Annual Distribution of Polices

Alcohol and other drug policies are distributed annually via different methods to students, faculty, and staff. Some of the primary methods of delivery include email communication, on-line website links, and verbal communication at New Student Orientations, Fall and Spring Campus Assemblies for faculty and staff, and New Employee Orientation.

- A. Dalton State College Policy and Procedure Manual and other HR Policies:
 - a. Dalton State College Policies and Procedures provided during new hire orientation and always accessible [online](#).
 - b. Human Resources Administrative Practice Manual provided during new hire orientation and always accessible [online](#).
 - c. Policy on Alcohol and Other Drugs provided during new hire orientation (attached, Appendix A).
 - d. [Employee Assistance Program website](#)
 - e. [USG Well-Being website](#)
 - f. Tobacco and Smoke Free [Policy and Initiative](#)
- B. Public Safety Policies and Procedures as related to AODs:
 - a. Public Safety's website houses DSC's Alcohol & Drug Policy found [here](#).
 - b. Dalton State College strictly prohibits the consumption, sale, distribution, or possession of any illegal substance or alcoholic beverage on college property or at events sponsored by Dalton State College. Behaviors which are prohibited include, but are not limited to:
 - i. Being intoxicated on the Dalton State campus or at a college-sponsored activity
 - ii. Operating any vehicle on campus while under the influence of any drug, including alcohol
 - iii. Using club or student activity money to purchase any controlled substance, including alcoholic beverages
 - c. Dalton State College is committed to following Georgia State laws concerning drug and alcohol abuse. Any violation of those laws, which are incorporated into the Dalton State Alcohol and Drug Abuse policy, will result in disciplinary action as decided by the Student Conduct Board. If you have any questions concerning Georgia state laws or Dalton State's policy on alcohol and drug abuse contact Public Safety at (706) 272-4461.
 - i. This policy is included in Public Safety's Annual Safety and Security Report. This report is sent via email to the campus community annually. It is also available on the Public Safety website. A paper copy can be requested through the Public Safety Office.
- C. Residential Life, Housing Contract and the Residential Living Guide:
 - a. All residential students are required to sign a housing contract with Dalton State College and The University System of Georgia each academic year. Within this contract, language that pertain to student's behavior while they reside in Mashburn Hall is referenced, and students are required to acknowledge that they have read [The Residential Living Guide](#). The

Residential Living Guide is a resource for both students and their families to ease the transition into our residential community. Furthermore, this guide permits us to establish standards for our students to reside within a community of scholars.

D. RSO Manual

- a. The RSO Manual is a handbook containing policies and procedures that all RSOs and their members must adhere to. The RSO Manual is distributed to RSO presidents and advisors on an annual basis at the start of each fall semester when registered student organizations (RSO) complete their annual registration process. The manual is also continuously available online on the [RSO website](#).

E. The Student Code of Conduct

- a. The Student Code of Conduct is a manual containing the proscribed standards of behavior that all students at Dalton State College are expected to adhere to. The Student Code of Conduct is available to all members of the Dalton State College community via the [Student Code of Conduct](#). The Student Code of Conduct is also discussed at New Student Orientations, and it is in the Dalton State Catalog.

F. The Student Handbook

- a. The Student Handbook can be found in the [Academic Catalog and Student Handbook](#). The Handbook is a central location for [campus information](#), [policies](#), [grievance procedures](#), and [other student resources](#).

G. Student Travel Registration and Waiver

- a. The Student Travel Registration and Waiver is an electronic document that is completed by students traveling off campus on behalf of the institution. In the waiver it states the Alcohol, Drug, and Tobacco policies for Dalton State College and requires that students sign that they understand that while traveling on behalf of the institution, they are responsible for following the policies and should they violate the policies they can be held liable through the institution, criminally and civilly. The Student Travel Registration and Waiver is located on the Dean of Students' Office website under [Forms/Resources](#).

VI. Signatures of College Officials


Dr. Margaret Venable, President

9/22/2021
Date


Dr. Jodi Johnson, Vice President for SA&EM

9/21/21
Date


Dr. Jami Hall, Dean of Students

9-27-2021
Date

VI. References

DeRicco, B. *Complying with the Drug-Free Schools and Campuses Regulations [EDGAR Part 86]: A Guide for University and College Administrators* (Washington, DC: US Department of Education, Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention, 2006).

EverFi, Inc. (2019), <https://everfi.com/offerings/listing/alcoholedu-for-college/> (retrieved August 20, 2019)

Appendix A



POLICY ON ALCOHOL AND OTHER DRUGS

Dalton State (hereinafter the Institution) employees must not perform job duties while using any substance in any manner that has a negative effect on performance of assigned duties or adversely affects Institution business. In accordance with federal and state laws and because of the potential detriment to the health and well-being of Institution employees, all employees are prohibited from engaging in the unlawful use, possession, manufacture, distribution, dispensation, or sale of alcoholic beverages, controlled substances (including marijuana), or other dangerous drugs on campus (including all property owned or leased by the Institution) and at all Institution activities on or off campus.

[Click here](#) to review our full Policy on Alcohol and Other Drugs:

SIGNATURE:

By initialing below, I certify that I have read the above information, and I agree to the conditions of hiring.

Your Initials: _____