



UNIVERSITY *of* HAWAII®

MAUI COLLEGE

2018

Drug & Alcohol Abuse Prevention Program

Biennial Review

Prepared in compliance with Drug-Free Schools and Campuses
Regulations (EDGAR Part 86): Academic Years 2016-17 & 2017-18

INTRODUCTION AND COMPLIANCE STATEMENT

UH Maui College (UHMC) is committed to maintaining a drug free learning environment and workplace for our Campus Community. The use of illegal drugs and unauthorized consumption of alcohol at our main campus and outreach centers interferes with this mission and is strictly prohibited. The various federal and state laws and regulations applicable to students and employees of UHMC include: Federal Drug Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226), and Hawaii Revised Statutes.

The Drug Free Schools and Communities Act (DFSCA) requires institutions that receive federal financial assistance to establish a Drug and Alcohol Abuse Prevention Program (DAAPP) for students and employees. In compliance with this mandate, UHMC has adopted a DAAPP to prohibit the possession, use or distribution of illegal drugs and alcohol by students and employees. Notifications of the College's DAAPP and drug & alcohol policy are distributed to all students and employees via the campus website, UH Broadcast Email, and new employee orientation email. This notification will contain the following:

- Standards of conduct that prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on campus property, or as part of the College's activities
- Description of the sanctions under federal, state and local laws for unlawful possession, use, or distribution of illicit drugs and alcohol
- Description of the health risks associated with the use of illicit drugs and alcohol
- Description of drug and alcohol counseling, treatment, or rehabilitation programs available to students and employees
- Clear statement that UHMC will impose disciplinary sanctions on students and employees (consistent with federal, state, and local laws and ordinances) 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. In addition to the disciplinary sanctions listed, violators may also be required to complete a treatment program appropriate for the offense.

BIENNIAL REVIEW

UHMC conducted a biennial review on April 9, 2018 to assess the effectiveness of the DAAPP and to implement needed changes into the program. Another objective of the review is to ensure the College is consistently enforcing disciplinary sanctions for those who violate the standards of conduct.

The effectiveness of the DAAPP was assessed based on an examination of the following evidence based metrics:

1. Employee disciplinary sanctions imposed
2. Student disciplinary sanctions imposed
3. MPD drug & alcohol arrests statistics
4. Campus Security incidents

5. Referrals for counseling or treatment
6. Employee random drug and alcohol testing results
7. Number of students, staff and faculty attending the UHMC Drug and/or Alcohol training sessions
8. Number of approved campus events that alcohol will be served

The agenda also included discussions to address deficiencies found during a program review conducted by the US Department of Education (DOE) in March 2018. The DOE reviewers found that UHMC had failed to properly distribute DAAPP disclosures to ALL students, faculty and staff. They also found that UHMC did not conduct biennial reviews as required by the DFSCA and Part 86 of the Education Department General Administrative Regulations (EDGAR).

The EDGAR Part 86 publication, “Complying with the Drug-Free Schools and Campuses Regulations” was used as a resource guide for the biennial review.

Material Reviewed

- Official Notice to Employees and Students Regarding Drug-Free Workplace Policies
- UHMC General Catalog policies related to drug and alcohol use on campus and the sanctions imposed for failure to comply
- UH Executive Policy 11.201 – “Illegal Drugs, Alcohol and Substance Abuse”
- 2017 Annual Security Report
- UHMC website
- Employee Handbook policies related to drug and alcohol use by UHMC employees and the sanctions imposed for failure to comply
- Various resources available to students and employees regarding drug and alcohol abuse
- Incident reports related to possible infractions of the drug and alcohol policy
- Federal, state and local law

Ad Hoc Committee Membership

The ad hoc committee convened on April 9, 2018 to conduct the inaugural DAAPP biennial review:

- Vice Chancellor for Administrative Services
- Vice Chancellor for Student Affairs
- TLC Director (for Interim Assistant Dean of Instruction)
- Compliance Coordinator
- Chief of Security
- Human Resources Director
- Counseling Department
- Social Sciences Faculty
- Representative of Maui Drug Court

Standing Committee Membership

A standing committee was formed and tasked to conduct future biennial reviews. This committee comprises a broad representation of campus constituents that have a stake in promoting the health

and safety of the campus community. The Special Assistant to the Chancellor will be in charge of coordinating the review process and preparation of the report. The Compliance Coordinator will be responsible to ensure UHMC complies with the biennial review requirement.

- Special Assistant to the Chancellor
- Vice Chancellor for Administrative Services
- Vice Chancellor for Student Affairs
- Vice Chancellor for Academic Affairs
- Compliance Coordinator
- Chief of Security
- Human Resources Director
- Health Center Director
- Counseling Department
- Student Life Coordinator
- Representative of Maui Drug Court
- Representative of Aloha House

Revision of DAAPP Disclosures by UH System

On March 8, 2018, DOE institutional review specialists Kevin Roberts & Patricia McAuley held a conference call with the UH System Office of Human Resources (OHR) to inform the latter of deficiencies in the annual DAAPP disclosure notice titled “Official Notice to Employees and Students Regarding Drug-Free Workplace Policies.” Subsequent to that call, OHR provided a revised draft to address those deficiencies. A review of the draft, however, showed that it still did not satisfy the requirements stipulated in the DOE program review report:

“A clear statement that the University will impose disciplinary sanctions on employees that violate standards of conduct concerning the unlawful possession, use, and distribution of drugs and alcohol; including a description of the disciplinary sanctions that may be imposed on employees. That statement must also describe the sanction(s) that may be imposed on employees that violate those standards of conduct. Instead, the University's annual disclosure indicated that "employees with substance abuse problems are encouraged to take advantage of available diagnostic, referral, counseling and prevention services.”

After reviewing the DOE Program Review Report sent on May 29, 2018, the Vice Chancellor for Administrative Services (VCAS) conferred with OHR concerning the need to include the above verbiage in the DAAPP disclosure notice. On June 16, 2018, OHR authorized UHMC to submit a revised draft of the DAAPP disclosure for review. If the draft is approved, the UH System will pursue union consultation. On June 21, 2018, the VCAS submitted the draft DAAPP disclosure to OHR and was approved for union consultation on July 31, 2018.

DAAPP Disclosures Distribution Procedure

Pursuant to a program review conducted by the U.S. Department of Education in March 2018, it was determined that UHMC’s distribution procedure did not have provisions to provide DAAPP disclosure material to students who enroll at a date after the initial distribution, and for employees who are hired at different times throughout the year. The review found that during 2016 and 2017,

UHMC had distributed DAAPP disclosures solely to students who had enrolled during the fall semesters.

The following procedure will be implemented to ensure UHMC is compliant with the DFSCA distribution requirement. This procedure ensures active delivery of DAAPP disclosure materials to every member of the campus community. Delivery will be made to all students who enroll for academic credit and to all employees, regardless of when they are enrolled or hired, and irrespective of the duration of enrollment or employment.

1. Campus website
 - <http://maui.hawaii.edu/daapp/>
2. UH Broadcast Email
 - Every October 1st the UH System will send its “Official Notice to Employees and Students Regarding Drug-Free and Alcohol-Free Workplace Policies” (NOTICE) to all current faculty, staff and students. UHMC will then send its DAAPP to the campus community on or about October 2nd. The UHMC Human Resource Director is responsible for sending the DAAPP to all employees and the UHMC Registrar is responsible to send the DAAPP to all students. A copy of the emails will be archived for evidence of distribution.
 - The NOTICE and DAAPP will be sent two additional times a year to all students by the UHMC Registrar after the census date of the spring and summer terms. A copy of the email will be archived for evidence of distribution.
3. New employee orientation email
 - The NOTICE and DAAPP will be sent by the UHMC Human Resource Director to all new faculty and staff on the date of appointment. A copy of the email will be archived for evidence of distribution.
4. Printed copies.
 - All new employees will receive printed copies of the NOTICE and DAAPP which will be included in all new hire packets.
 - Employees may request printed copies from the UHMC Human Resource Office by contacting (808) 984-3204 or email martinsh@hawaii.edu.
 - Students may request printed copies from the Office of the Vice Chancellor of Student Affairs by contacting (808) 984-3267 or email uhmcar@hawaii.edu.

Drug-Free Campus Policy Summary

In accordance with UH Executive Policy 11.201, students, faculty and staff of UHMC are expected to perform their duties free of intoxication by any illegal drugs or alcohol, and to observe laws regulating the use of illegal drugs. Users of illicit drugs may be subject to investigation and/or prosecution for illegal drug use.

UHMC prohibits faculty, staff, and students from manufacturing, distributing, possessing, using, dispensing or be under the influence of illegal drugs as prohibited by state and federal law, at University-sponsored or approved events or on University property or in buildings used by the University for education, research and recreational programs.

Sanctions

A. Student Conduct Code - Prohibited Conduct

Any student found to have committed (or to have attempted to commit) any of the following misconduct is subject to the disciplinary sanctions outlined in Article IV (Due Process):

- a. Use, possession, manufacturing, distribution, or being under the influence of marijuana, heroin, narcotics, or other controlled substances (except as expressly permitted by state and federal law) while on any UHMC premises or at any UHMC sponsored event or ancillary site. Possession of drug paraphernalia is also prohibited on UHMC premises.
- b. Use, possession, manufacturing, distribution, or being under the influence of alcoholic beverages (except as expressly permitted by UH System Policies, state or federal law), or public intoxication while on any UHMC premises or at any UHMC sponsored event or ancillary site. Alcoholic beverages may not, in any circumstance, be used, possessed, or distributed to any person under twenty-one (21) years of age.

Student Sanctions

- a. **Written Warning**—A notice in writing to the student that the student is violating or has violated institutional regulations and a copy of the warning letter is placed in the student's disciplinary file.
- b. **Probation**—Probation is for a designated period of time (which may include the remainder of their enrollment at UHMC) and includes the probability of more severe disciplinary sanctions if the student is found to violate any institutional regulation(s) during the probationary period. This sanction may require the student to meet with the VCSA (or his or her designee) upon request.
- c. **Loss of Privileges**—Denial of specified privileges for a designated period of time.
- d. **Restitution**—Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
- e. **Discretionary Sanctions**—Work assignments, essays, service to UHMC, Community Service or other related discretionary or educational related assignments.
- f. **UHMC No Contact Orders**—No unnecessary contact between the Respondent and the Complainant, witnesses, or other individuals (when appropriate).
- g. **Suspension**—Separation of the student from UHMC for a definite period of time (usually 1 year or less) after which the student is eligible to return. Conditions for readmission may be specified. Suspensions may be effective immediately or deferred.
- h. **Dismissal**—Separation of the student from UHMC for more than 1 year. The student may be eligible for return. Conditions for readmission may be specified. Dismissals will be effective immediately unless otherwise stated.
- i. **Expulsion**—Separation of the student from UHMC permanently. Expulsions will be effective immediately, unless otherwise stated.
- j. **Revocation of Admission and/or Degree**—Admission to or a degree awarded from UHMC may be revoked for fraud, misrepresentation, or other violation of UHMC standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.

B. Employee Sanctions

The sanctions for employees in bargaining units 1 and 10 will be in accordance with the drug and alcohol testing provisions contained within the collective bargaining agreements. For all other employees, progressive discipline will be in accordance with the employee's applicable collective bargaining agreement: possible sanctions may include disciplinary action ranging from reprimand to termination, and may include suspension without pay, disciplinary reassignment, disciplinary transfer, and demotion.

C. Federal Sanctions

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500-4999 grams mixture	First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.
Cocaine Base (Schedule II)	28-279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40-399 grams mixture	Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	400 grams or more mixture	Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Fentanyl Analogue (Schedule I)	10-99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100-999 grams mixture	2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.	1 kg or more mixture	2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
LSD (Schedule I)	1-9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5-49 grams pure or 50-499 grams mixture	2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.	50 grams or more pure or 500 grams or more mixture	2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
PCP (Schedule II)	10-99 grams pure or 100-999 grams mixture		100 gm or more pure or 1 kg or more mixture	
PENALTIES				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual.		
Flunitrazepam (Schedule IV)	1 gram	Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
Other Schedule III drugs	Any amount	First Offense: Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.		
		Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.		
All other Schedule IV drugs	Any amount	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.		
Flunitrazepam (Schedule IV)	Other than 1 gram or more	Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.		
All Schedule V drugs	Any amount	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.		
		Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.

D. State of Hawaii Sanctions

Under the Hawai'i Penal Code, crimes are of 3 grades according to their seriousness: felonies, misdemeanors and petty misdemeanors.

- Class A felony: fine not exceeding \$50,000 and/or an indeterminate term of imprisonment of 20 years without possibility of suspension of sentence or probation.
- Class B felony: fine not exceeding \$25,000 and/or imprisonment of not more than 10 years.
- Class C felony: fine not exceeding \$10,000 and/or imprisonment of not more than 5 years.
- Misdemeanor: fine not exceeding \$2,000 and/or imprisonment of not more than 1 year.
- Petty misdemeanor: fine not exceeding \$1,000 and/or imprisonment of not more than 30 days. §706-640,659,660,663, H.R.S.

In addition, promoting (possessing, distributing and manufacturing) drugs (including marijuana) and intoxicating compounds can result in a Class A, B or C felony, misdemeanor or petty misdemeanor. §712-1241-1250, H.R.S.

Consuming or possessing intoxicating liquor while operating a motor vehicle or moped is fined not more than \$2,000 or imprisonment of not more than 30 days, or both. §291-3.1, H.R.S.

Consuming or possessing intoxicating liquor while a passenger in a motor vehicle is a petty misdemeanor. §291-3.2, H.R.S.

A person commits the offense of promoting intoxicating compounds if the person knowingly

breathes, inhales or drinks any intoxicating compound or any other substance for the purpose of inducing a condition of intoxication, stupefaction, depression, giddiness, paralysis or irrational behavior, or in any manner changing, distorting or disturbing the auditory, visual or mental processes; or sells, offers, delivers or gives to any person under 18 years of age, unless upon written order of such person's parent or guardian, any intoxicating compound or any substance which will induce an intoxicated condition when the seller, offeror or deliveror knows or has reason to know that such compound is intended for use to induce such condition. This offense is a misdemeanor. §712-1250, H.R.S.

A person commits the offense of promoting intoxicating liquor to a person under the age of 21 if the person recklessly sells, offers, influences the sale, serves, delivers or gives a person under the age of 21 intoxicating liquor; or permits a person under the age of 21 to possess intoxicating liquor while on property under his control. This offense is a misdemeanor. §712-1250.5, H.R.S.

Employee Disciplinary Sanctions Imposed

	Acad. Yr. 2016-17	Acad. Yr. 2017-18
Employee – Drug Offenses	0	0
Employee – Alcohol Offenses	0	0
Total Employee Drug & Alcohol Offenses	0	0

The above table shows the number of drug and alcohol related offenses by employees for academic years 2016-17 and 2017-18. There were no incidences of alcohol or drug related offenses by employees during either academic year.

Student Disciplinary Sanctions Imposed

	Acad. Yr. 2016-17	Acad. Yr. 2017-18
Student Conduct Referrals – Drug Offense	0	0
Student Conduct Referrals – Alcohol Offenses	1	0
Total Student Conduct Referrals	1	0

The above table shows the number of drug and alcohol related violations of the Student Conduct Code for academic years 2016-17 and 2017-18. There was only one incident involving a student who brought a bottle of Fireball whiskey to campus and stored it inside the refrigerator of the Student Activity Council Office. The alcohol was found by the Student Life Coordinator who filed a Student Conduct complaint against the offender. The student was officially charged by the Student Conduct Administrator and issued a written reprimand and warned that further violations of the Student Code of Conduct may result in more severe disciplinary action.

MPD Drug & Alcohol Arrests Statistics

	Acad. Yr. 2016-17	Acad. Yr. 2017-18
MPD Drug Arrests	0	2
MPD Alcohol Arrests	0	0
Total MPD Drug & Alcohol Arrests	0	2

The above table shows the number of MPD drug and alcohol related arrests made within the UHMC Clery geography for academic years 2016-17 and 2017-18. There were no arrests for alcohol or drug related offenses during academic year 2016-2017. There were two arrests for drug related offenses during academic year 2017-2018. This information was compiled from data provided by the MPD Police Intelligence Research Analyst.

Drug and Alcohol Testing for employees

UHMC conducts drug and alcohol testing on employees from certain bargaining units with the intention of keeping the workplace free from the hazards of alcohol and controlled substance abuse.

- Employee Random Testing - UPW Bargaining Unit 1 employees are subject to random alcohol and controlled substance testing.
- Employee Reasonable Suspicion Testing - UPW Bargaining Unit 1 and HGEA Bargaining Units 3 & 4 employees are subject to reasonable suspicion alcohol and controlled substance testing.

For academic year 2016-17, three (3) random alcohol and six (6) random drug tests were conducted. For academic year 2017-18, two (2) random alcohol and eight (8) random drug tests conducted. The results for the above tests were all negative and there were zero (0) reasonable suspicion tests conducted for both academic years.

Drug Testing for Nursing Students

Students of the Allied Health Nursing Program are tested for drugs before being admitted to the program. There is “zero tolerance” for substance use or abuse as stated in the Student Handbook:

“Zero Tolerance” for Substance Use or Abuse

- (A) For purposes of this policy "using or abusing substances" shall mean use of any substance that impairs physical, psychological or mental ability.*
- (B) A student is prohibited from attending nursing class or clinical when using or abusing substances.*
- (C) A student is to inform nursing faculty when he/she is taking a therapeutic prescriptive drug or over-the-counter drug that could alter mental or behavioral performance in class or clinical.*
- (D) The following procedures shall apply when a nursing faculty determines that a student is using or abusing substances.*
 - *If a student's behavior in class or clinical leads faculty to suspect substance use or*

abuse, the student can voluntarily submit to a substance assessment and screen. This process allows the student to contest faculty assessment of substance use. The substance assessment and screen must be done immediately. Nursing faculty will determine the specific substance assessment and screen and inform the nurse practitioner of the UHMC Campus Health Center, who will coordinate the assessment and screen for the student with the clinical laboratory. The student shall sign a release to allow the clinical laboratory to provide the results to nursing faculty. If the student tests negative, the Nursing Program will pay for the testing. If the student tests positive, the student is responsible to pay for the testing.

- *The student will not pass the course and will withdraw immediately. The student will be dismissed from the Nursing Program if one of the following applies:
 - a) *The student admits to substance use or abuse.*
 - b) *The student decides not to voluntarily submit to a substance assessment and screen.*
 - c) *The result of the student's substance assessment and screen is positive.*
 - d) *The student can apply for readmission**

For academic year 2016-17, forty (40) pre-nursing drug tests were conducted. For academic year 2017-18, thirty-two (32) pre-nursing drug tests were conducted. The above tests all yielded negative results.

Alcohol Approved Campus Events

Sale and consumption of alcoholic beverages is forbidden on campus or at any campus-sponsored activity unless approval has been granted by the Chancellor, and in accordance with applicable College/University policies and state law.

For academic year 2016-17, alcohol was approved to be served at four (4) campus sponsored events. For academic year 2017-18, alcohol was approved to be served at fourteen (14) campus sponsored events. The increase of alcohol approved functions during academic year 2017-18 was attributed to an unusually high number of employees retiring, and the promotion of the Blue Zones Wine at 5 by the UHMC Wellness Hui. The higher number of alcohol approved events in academic year 2017-18 did not have a negative impact on the number of employee disciplinary cases during the same period.

Campus Resources

UHMC Health Center: The UHMC Health Center promotes an alcohol and drug free campus environment. Educational materials are available at the Campus Health Center for students and employees. In addition, testing and counseling services are available for alcohol and substance abuse.

UHMC Counseling: UHMC students dealing with drug and/or Alcohol problems are encouraged to seek help through their own resources. Individual counseling by UHMC

counselors is also available for students who need assistance with substance & alcohol abuse issues or referral services.

Employee Assistance Program: UHMC employees dealing with drug and/or Alcohol problems are encouraged to seek help either through their own resources or through the University's Employee Assistance Program (EAP). This program provides confidential, short-term, professional counseling services to employees who may be experiencing personal problems that are affecting job performance. Eligible employees may receive up to a maximum of 3 hours of free counseling. All regular, temporary and exempt employees, casual hires and 89-day hires are eligible for EAP services. WorkLife Hawai'i has been contracted to provide EAP services through a voluntary program that permits employees to seek help on their own.

<http://worklifehawaii.org>

UHMC Wellness Program: : UHMC Wellness Hui's mission is to transform our campus community into a better place to work and study. The Wellness Hui promotes and encourages employees and students to make small changes so they can enjoy healthy and happy lives.

UHMC Team Malama: Team MALAMA is an interdisciplinary group of UHMC professionals that meet on a regular basis to discuss and implement proactive strategies for supporting individual students identified by their level of need. This forum enables the campus to support individual students in a more comprehensive and holistic manner. The team works to provide a coordinated and streamlined response to students who need access to services such as counseling, mental health support, and behavioral health support. This proactive approach to identify and address safety concerns on campus is based on recommendations for best practice by the American College Counseling Association.

UHMC ULifeLine: ULifeline is a confidential online resource center where college students can seek help for all types of mental stress and depression, including alcoholism and drug addiction. ULifeline is a project of The Jed Foundation, a leading organization working to protect the emotional health of America's college students, and was developed with input from leading experts in mental health and higher education.

<http://www.ulifeline.org/maui/>

Alcoholics Anonymous: The UHMC Personal Support Counselor coordinates Alcoholics Anonymous (AA) meetings on campus twice per week. This resource is available for students, employees and members of the community.

Community Resources

Maui	Phone	Address and website
Al-Anon	242-0296	Wailuku Location(s) (http://hi.al-anon.alateen.org)

Alcoholics Anonymous (AA)	244-9673	70 Central Ave, Suite 1, Wailuku, HI 96793 (http://www.aamaui.org)
Aloha House, Inc.	579-8414 ext. 8702	200 Ike Drive, Makawao, HI 96768 (http://www.aloha-house.org)
Malama Family Recovery Center (Women & Children)	877-7117	388 Ano Street, Kahului, HI 96732 (http://www.malamafamilyrecovery.org)
Mental Health Kōkua	244-7405	105 N Market Street Suite 102, Wailuku, HI 96793 (http://www.mentalhealthkokua.org)
Lānaʻi	Phone	Address and website
Aloha House, Inc. Outpatient Program	565-9566	Old Dole Administration Building 730 Lānaʻi Ave, Suite 127, Lānaʻi City, HI 96763 (http://www.aloha-house.org)
Molokaʻi	Phone	Address and website
Ka Hale Pomaikaʻi, Inc.	558-8480	HC-01 Box 372 Kamehameha V. Highway, Kaunakakai, HI 96748 (http://www.kahalepomaikai.org)

RECOMMENDATIONS

After reviewing the College’s DAAPP, the primary recommendations to enhance strengths and remedy weaknesses include the following:

- Establish a DAAPP Committee under the administration of the Chancellor’s Office. This committee will be comprised of Vice Chancellors, Compliance Coordinator, Campus Security, Human Resources, Health Services, Student Life, Counseling and subject matter experts from the community. This committee should meet quarterly to continue review and revise policies and procedures, as needed, to bring the DAAPP into full compliance.
- Ensure the DAAPP is updated with the most current resources available for drug and alcohol abuse education, prevention and treatment.
- Implement distribution procedure that will ensure active delivery of DAAPP disclosure materials to all students and employees, regardless of when they are enrolled or hired, and irrespective of the duration of enrollment or employment.
- Improved coordination with state and local organizations charged with substance abuse prevention and treatment.
- Improved promotion of alcohol and substance abuse prevention strategies and treatment options to students and employees, including on-campus meetings and workshops.

SUMMARY

UHMC certifies that it has adopted and implemented a program that prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on campus property, or as part of the College's activities. Additionally, the College has taken steps to ensure the following will be complied with:

- Established written policies specifying the standards of conduct against the possession or use of unlawful drugs and alcohol for students and employees
- Implemented a procedure that ensures DAAPP disclosure materials are distributed to all students and employees
- Provided a description of the sanctions under federal, state and local laws for unlawful possession, use, or distribution of illicit drugs and alcohol
- Described the health risks associated with the use of illicit drugs and alcohol
- Identified drug and alcohol counseling, treatment, or rehabilitation programs available to students and employees
- Stated that UHMC will impose disciplinary sanctions on students and employees (consistent with federal, state, and local laws and ordinances) 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. In addition to the disciplinary sanctions listed, violators may also be required to complete a treatment program appropriate for the offense.

APPROVAL

Lin K. Hokoana

UH Maui College Chancellor

21, September 2018

Date