



**Drug Free Schools and Communities Act
Biennial Review**

**Academic Years
2023-2024 | 2024-2025**

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Committee Members

1. Mike Crawford, Dean of Students
2. Eric Rauch, Director of Campus Safety and Security
3. Joey Yeako, Investigator in the Office of Campus Safety and Security
4. David Aranda, Executive Director of Health Services
5. Katherine Pawlak, Assistant Vice President for Operations and Director of Human Resources
6. Dr. Amanda Blount, Assistant Dean of Student Support
7. Rick Gebauer, Director of Student Conduct

INTRODUCTION

One of the principles we cherish at Florida Southern College (The “College”) is to demonstrate concern for others, their feelings, and our communal need for conditions that promote personal growth and academic success. For this reason, the College fosters a community where the focus is on developing the whole person – a holistic wellness wheel that develops a student’s mind, body, and spirit.

The College cares about the well-being of our students, where they can develop the life skills and traits, they need to be the best.

The College chooses to be an alcohol-prohibited campus because alcohol does not have a fit as a part of the work of our community, much like most employers do not allow one to drink on the job. This is not a moral stance against alcohol, just a statement on the focus of what we do on the campus. However, the College believes that we are responsible for educating students on ways to make informed and reasonable decisions about alcohol consumption, as the College knows they will be confronted with these decisions when they leave our community.

I. ALCOHOL AND OTHER DRUGS (AOD) PROGRAM ELEMENTS

The College believes the appropriate step as educators is to inform and empower our students to make safe, healthy, responsible decisions. The College has found through honest dialogue and sharing scientifically based information, our students have learned how to handle the responsibility of alcohol, and how to support their peers. In the 2023-2024 and 2024-2025 academic years, the College utilized an online platform for Drug/Alcohol Education program and Sexual Assault prevention education for all incoming students. We believe the results have been very positive.

The College’s Health Services staff provides information regarding Alcohol and Other Drug (AOD) prevention. Included in the prevention efforts are educational programs from the Office of Student Conduct. The Association of Campus Entertainment provides alcohol and drug-free campus entertainment programs each semester. Individual faculty members incorporate AOD information into their curricula.

The College's Counseling Center offers support to students who self-refer or are referred for educational programs or assessment services. Students who are identified as at-risk for alcohol or drug dependence are referred to local providers for treatment intervention.

AOD education and other elements of the Biennial Review are overseen by the Biennial Review Committee.

Just as Florida Southern College believes that the misuse of alcohol and drugs affects our students negatively, the College believes the same for our employees. For this reason, the College has policies that govern employees' actions in the workplace. They are distributed through our Human Resources office.

In keeping with the educational mission of the institution, Florida Southern College will conduct educational programs aimed at preventing drug abuse and illegal drug use. Educational efforts directed to all members of the academic community, will include information about the incompatibility of the use or sale of illegal drugs with the College goals and mission; the health hazards associated with illegal drug use; and the legal consequences of involvement with illegal drugs.

Statement on the Service of Alcoholic Beverages

Florida Southern College affirms The United Methodist Church's position that "those who choose to consume alcoholic beverages, including wine and beer, [should] do so wisely and in moderation." Further, the College affirms the historic United Methodist stance on abstinence "as a safeguard against mental, physical, and spiritual harms caused by excessive drinking."

In hospitably welcoming individuals within the College community who are of legal age and choose to consume alcoholic beverages, Florida Southern may serve such beverages at College-sponsored special events and settings. Further, the College may allow the provision of alcoholic beverages during facility rentals by external individuals or groups.

Student activities remain governed by the Student Handbook, which expressly prohibits an individual student or student organization from possessing, consuming, or dispensing alcoholic beverages on campus or in campus residential facilities.

In respecting that the consumption of alcoholic beverages should be done wisely and in moderation, if at all, any occasion on which such beverages are served must:

- Comply with the laws of the State of Florida, including legal drinking age;
- Employ appropriately trained servers via a qualified vendor as specified in the Florida Responsible Vendor Act;
- Abide by any and all College contractual obligations, including catering services;
- Delimit the specific locations for beverage service and consumption during the event; and
- Obtain appropriate liability insurance specifically naming Florida Southern College as an insured party.

Approved by the Florida Southern College Board of Trustees on February 14, 2025.

The Following is a Description of our Program Elements:

- The College does not provide alcohol for Athletic events
- Resident Advisor programs are alcohol-free
- Association of Campus Entertainment events provided are alcohol-free
- Athletics and Wellness events are alcohol-free
- The Office of Student Conduct works in collaboration with other departments to provide educational and alcohol-free/alternative events
- Online Education courses
- Ongoing programming from the Office of Student Conduct
- Students are educated about misperceptions of drinking norms
- Alcohol is banned on campus
- Guidelines for off campus parties are disseminated
- The College permits alcohol sales at off-campus venues that the College does not own
- No FSC student or employee events or parties are held at bars
- No alcohol containers are allowed on campus
- Admissions – tells students we are an alcohol-prohibitive campus
- On-campus functions must be registered with Office of Student Involvement, Athletics, the Hollis Wellness Center, through Academic Departments, or Business Affairs (depending on the type of event)
- ID checks at on-campus functions are enforced.
- Campus Safety Personnel observe on-campus events.
- Disciplinary sanctions for violation of campus AOD policies are in place.
- Criminal prosecution of students for alcohol-related offenses is a consideration.
- The local police department works with community sellers/servers to educate them about potential legal liability.
- ID checks at off-campus bars and liquor stores are enforced by the local police department.
- Penalties for selling liquor to minors are enforced by the local police department.
- Laws against buying alcohol for minors are enforced by the local police department.
- Penalties for possessing fake IDs are enforced by Campus Safety personnel and the local police department.
- Undercover operations by the local police department are used at retail alcohol outlets.
- DUI laws are enforced by local law enforcement.
- Open house parties are restricted.

II. PROGRAM GOALS AND ACHIEVEMENTS

The College is dedicated to the intellectual, scholarly and personal enhancement of its students and, as such, expects all members of the academic community to behave in a manner conducive to that end. Faculty, staff and students must maintain the highest standards of personal and professional conduct. The College prohibits members of the college community to use illegal and/or abusive drugs, as it adversely affects the quality of campus life and the mission of the College.

The goals of the policy are to:

1. Prevent drug abuse through a strong educational effort.
2. Encourage and facilitate the use of counseling services and rehabilitation programs by those members of the academic community who require assistance in stopping substance abuse.

3. Appropriately sanction members of the academic community who engage in drug and alcohol related behaviors.

The College prohibits the use and possession of alcoholic beverages by students, student groups, and employees on campus. Further the possession, use, or distribution of illicit drugs and drug-related paraphernalia is prohibited by Florida law and College Policies. This prohibition applies to College events, programs or studies, wherever located, regardless of locally applicable law.

The College aims to achieve its goal through

1. clear communication of policy and expected conduct,
2. education and prevention efforts, and
3. a biennial review of the program's effectiveness.

Policy and Expectations

Violations related to the welfare, health or safety of the College community are committed when a student, student organization, or employee.

- Uses, possesses, distributes, sells, is under the influence or in the presence of narcotics, hallucinogens, dangerous drugs, recreational drugs, or controlled substances (including misuse of prescription medication). Marijuana, including medical marijuana and CBD products, even if prescribed by a licensed physician, is prohibited on the College campus and will be considered an illegal drug.
- Possess alcohol and/or drug paraphernalia on campus or in campus residential facilities. The State of Florida defines "drug paraphernalia" as any equipment, products, and materials of any kind which are used, intended for use, or designed for use in planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, converting, producing, processing, preparing, testing, analyzing, packaging, repackaging, storing, containing, concealing, transporting, injecting, ingesting, inhaling, or otherwise introducing into the human body a controlled substance in violation of the law. Examples include, but are not limited to, Hookah, Water Pipes, Vape Pens, Juul and/or Juul Pods, etc.

Individuals who are present in their own or any other campus residential facility room or campus area where College Policies are being violated are subject to the same accountability action as the host of that room or area.

Members of the campus community are responsible at all times for their guests and/or non-Florida Southern College students' actions, conduct and compliance with the policies of the College and are subject to accountability action for failure of the guests to abide by the policies. Upholding College Policies relating to drugs is the joint responsibility of both the host and the guest.

Employee, Student and Student Organization Responsibility

- All are expected to abide by local, state, and federal laws as well as College Policies.
- Greek chapters are expected to adhere to the Fraternal Insurance and Programming Group (FIPG) policies and all chapter and national risk management policies (including non-FIPG guidelines).

- Promotions for events will not include any reference, whether direct or indirect, to drugs or alcohol.
- Possession of and/or use of alcohol paraphernalia and containers by student organizations is prohibited. Definition of alcohol paraphernalia and/or containers is at the discretion of the Division of Student Life.
- Excessive, Rapid Alcohol Consumption – engaging in any behavior which encourages, facilitates, or constitutes excessive, rapid alcohol consumption including, but not limited to, keg stands, alcohol luges, beer bong, and drinking games when such activity occurs on campus or on college owned property, or in connection with a college activity, organization, or group is strictly prohibited.
- A sponsoring Student Organization shall not co-sponsor an on or off-campus event with any organization whose primary business is the sale or distribution of alcohol.
- The possession, use, or distribution of illicit drugs and drug-related paraphernalia is prohibited by Florida law and College Policies. This prohibition applies to all College events, programs, or studies, wherever located, regardless of locally applicable law.

Education (promotion) and Prevention

- Campus-wide programming offered by the Lakeland Police Department Crime Prevention Unit
- Alcohol and Drug online education courses for incoming students
- The Nursing curriculum includes patient-centered substance abuse prevention and intervention education in the following courses: NUR 3106: Health Assessment and NUR 3510: Mental Health Nursing
- Drug testing and alcohol policies covered in Administration of Athletic Training course
- Drug and alcohol related crimes covered in Criminology courses
- Online educational courses (drug/alcohol prevention and sexual assault prevention) for all incoming students prior to arrival
- Substance-free programming offered during New Student Orientation
- Extensive employee resources
- Think Before You Drink program by the staff members in the Department of Health Services
- Implementation of the E-Check Up to Go online program by the Department of Health Services

Biennial Review

The College's Biennial Review Committee meets once every two years to determine the effectiveness of the program, implement changes when needed, and ensure the disciplinary sanctions are consistently enforced.

Federal law requires that the College keep these biennial reports for up to three (3) fiscal years.

III. PROGRAM STRENGTHS, WEAKNESS, AND RECOMMENDATIONS

Strengths

- Student involvement (strong engagement in campus-wide educational programming)

- Counseling Center program for self-referral students
- Referral of at-risk students to local providers for further treatment
- Being under the influence on campus is prohibited; existing policies for violations by individuals and organizations
- Prevention Education-partnerships on and off-campus to provide ongoing campus-wide programming
- Campus Police presence (through having 9 officers through the Lakeland Police Department. Officer Leach, an officer through the Lakeland Police Department is called “the Mayor” because of his welcoming personality and for knowing students and investing in their student experience. SGT Sean Finney is also extensively trained in DUI detection and response.
- There is a strong connection of shared information between the Office of Campus Safety & Security, the Office of Student Conduct, and the Lakeland Police Department
- Daily on-campus presence of a narcotics detection canine
- Think Before You Drink program (collaboration between the Department of Health Services, Office of Student Conduct, and the Department of Campus Safety and Security)

Weaknesses

- Alumni is supplying alcohol to fraternities and sororities
- Local establishments serve underage students outside of the law
- Quality of fake IDs has improved
- Florida Southern College is an open-access campus

Recommendations

- Continue campus and community partnerships to provide campus-wide prevention education
- Campus-wide Convocation program on Campus Safety during the 202-2026 academic year
- Addition of Flock Cameras (license plate readers) to identify vehicles linked to crimes

IV. DISTRIBUTION OF ANNUAL NOTIFICATION TO STUDENTS AND EMPLOYEES

An annual notification is sent to all employees and students that includes the following:

- Student Handbook
- Legal penalties for unlawful possession or distribution of illicit drugs and alcohol
- Health risks associated with alcohol and other drugs (AOD)
- AOD programs available to employees and students
- Disciplinary sanctions for violations of standards of conduct

V. POLICIES DISTRIBUTED TO STUDENTS AND EMPLOYEES

There are several Florida Southern College policies that cover substance use and abuse. They are:

Policy Name	Method of Distribution	Available online at:
Employee Drug and Alcohol	All new hires upon hire	https://portal.flsouthern.edu/ICS/Employee_Info/College_Policies.jnz

Policy (located in the Employee Handbook)		
Student Handbook	Students receive notification that they've received and acknowledged it in the Student Portal	https://www.flsouthern.edu/campus-offices/offices-directory/office-of-community-living/forms-and-handbooks
Community Living Policies	Through RAs and Community Living professional staff	https://www.flsouthern.edu/campus-offices/offices-directory/office-of-community-living/forms-and-handbooks
Student Organization Handbook	To student organization leaders and organization advisors as well as on the Engage platform	https://www.flsouthern.edu/getattachment/37ed27dd-9b4d-4883-b4ef-ce7d26a12a3d/FSC-Student-Organization-Handbook.pdf

APPENDIX 1: Compliance Checklist

1. Does the institution maintain a copy of its drug prevention program? Yes No
If yes, where is it located? **Office of Student Conduct**

2. Does the institution provide annually to each employee and each student, who is taking one or more classes for any type of academic credit except for continuing education units, written materials that adequately describe and contain the following?
 - a. Standards of conduct that prohibit unlawful possession, use, or distribution of illicit drugs and alcohol on its property or as a part of its activities
Students: Yes No Staff and Faculty: Yes No

 - b. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol
Students: Yes No Staff and Faculty: Yes No

 - c. A description of applicable legal sanctions under local, state, or federal law
Students: Yes No Staff and Faculty: Yes No

 - d. A description of applicable counseling, treatment, or rehabilitation or re-entry programs
Students: Yes No Staff and Faculty: Yes No

 - e. A clear statement of the disciplinary sanctions the institution will impose on students and employees, and a description of those sanctions
Students: Yes No Staff and Faculty: Yes No

3. Are the above materials distributed to students in one of the following ways?
 - a. Mailed to each student (separately or included in another mailing)
 Yes No

 - b. Through campus post offices boxes
 Yes No

 - c. Class schedules which are mailed to each student
 Yes No

 - d. During freshman orientation
 Yes No

 - e. During new student orientation
 Yes No

 - f. In another manner (describe): **Electronic via Email**

4. Does the means of distribution provide reasonable assurance that each student receives the materials annually? Yes No

5. Does the institution's distribution plan make provisions for providing these materials to students who enroll at some date after the initial distribution? Yes No

6. Are the above materials distributed to staff and faculty in one of the following ways?

- a. Mailed
 Staff: Yes No Faculty: Yes No
- b. Through campus post office boxes
 Staff: Yes No Faculty: Yes No
- c. During new employee orientation
 Staff: Yes No Faculty: Yes No
- d. In another manner (describe): **Electronic Distribution**
7. Does the means of distribution provide reasonable assurance that each staff and faculty member receives the materials annually?
 Staff: Yes No Faculty: Yes No
8. Does the institution's distribution plan make provisions for providing these materials to staff and faculty who are hired after the initial distribution?
 Staff: Yes No Faculty: Yes No
9. In what ways does the institution conduct biennial reviews of its drug prevention program to determine effectiveness, implement necessary changes, and ensure that disciplinary sanctions are enforced?
- a. Conduct student alcohol and drug use survey? Yes No
- b. Conduct opinion survey of its students, staff, and faculty?
 Students: Yes No Staff and Faculty: Yes No
- c. Evaluate comments obtained from a suggestion box?
 Students: Yes No Staff and Faculty: Yes No
- d. Conduct focus groups?
 Students: Yes No Staff and Faculty: Yes No
- e. Conduct intercept interviews?
 Students: Yes No Staff and Faculty: Yes No
- f. Assess effectiveness of documented mandatory drug treatment referrals for students and employees
 Students: Yes No Staff and Faculty: Yes No, due to privacy laws
- g. Assess effectiveness of documented cases of disciplinary sanctions imposed on students and employees
 Students: Yes No Staff and Faculty: Yes No
10. Who is responsible for conducting these biennial reviews? **The Biennial Review Committee**
11. If requested, has the institution made available, to the Secretary and the public, a copy of each requested item in the drug prevention program and the results of the biennial review?
 Yes No
12. Where is the biennial review documentation located? The document is housed with Dr. Amanda Blount, Assistant Dean of Student Support; (863) 680-4625; ablount@flsouthern.edu .