



RENTON  
TECHNICAL  
COLLEGE®

## 2024 Biennial Review

**Renton Technical College**

**Drug and Alcohol Abuse Prevention Program**

# Purpose

The purpose of the Biennial Review Team is to review Renton Technical College's Drug Abuse and Alcohol Prevention Program (DAAPP) for the purposes of evaluating their effectiveness and ensuring consistent enforcement. As required by the Drug-Free Schools and Communities Act, the Review Team is responsible for collecting information about the program and producing recommendations for continued improvement.

The Biennial Review Team includes, but is not limited to, the following individuals:

Jessica Gilmore English, Vice President of Student Services

Lesley Hogan, Vice President of Human Resources

Matt Vielbig, Director of Campus Security

Anthony Covington, Dean of Student Success

The Biennial Review Team compiles statistics from the college's Annual Security Report, student conduct, Human Resources, and Instruction. These statistics are gathered without disclosing the names of those involved in compliance with the students' FERPA rights.

Dual copies of the Biennial Review will be kept on file in the Human Resources Office and the Campus Security Office for employee and student reporting and accessibility. The Biennial Review can also be found on the Alcohol and Other Drug page of the Renton Technical College website and will be made available upon request to the Renton Technical College Human Resources Office or Campus Security Office.

Renton Technical College  
Human Resources Office, J-202  
Phone: (425) 235-7873  
Email: lhogan@rtc.edu

Renton Technical College  
Campus Security Office, N-103  
Phone: (425) 235-7871  
Email: security@rtc.edu

# Goals of the DAAPP

Renton Technical College is committed to providing a safe work environment and to fostering the well-being and health of its students and employees. This commitment is jeopardized when students or employees engage in the use, distribution, or sale of alcohol or illicit substances. Renton Technical College's DAAPP directly supports its mission to foster a productive, safe, and lawful academic environment.

In December 2024, members of the Biennial Review Team met to review the DAAPP and related policies to meet the standards set in the Drug-Free Schools and Communities Act. This program describes standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on college property or as part of a Renton Technical College sponsored activity. The program and related policies include:

1. Description of legal sanctions under federal, state, or local law for the unlawful possession, use, or distribution of illicit drugs and alcohol;
2. A clear statement of disciplinary sanctions Renton Technical College will impose on students and employees for violations of the standards of conduct;
3. A description of the drug and alcohol counseling and treatment resources available to students and employees; and
4. The guidelines for the policy dissemination to students and employees.

The goals of the DAAAPP are as follows:

1. Provide a safe environment for students, employees and community members who rely on Renton Technical College for education, employment, community-building, or other community services.
2. In recognition of alcohol and substance abuse as treatable medical conditions, connect students and employees acting in good faith to valuable resources to assist them in recovery.

# Results

The Biennial Review Team met on December 2nd, 2024, to assess the strengths and weaknesses of the programs in place at Renton Technical College to ensure compliance with the Drug-Free Schools and Communities Act for the academic years of 2022-2023 and 2023-2024.

## Annual Notification of the Drug and Alcohol Abuse Prevention Program

The Offices of Student Services and Human Resources send an annual email to all students (including apprentices), staff, and faculty during Fall Quarter.

All non-apprentice students are sent the Student Handbook electronically prior to New Student Orientation in Fall, Winter, and Spring Quarters. A link to the Handbook is published in each apprenticeship’s Canvas course. The Handbook provides a brief overview of the College’s Alcohol and Other Drugs Policy and its enforcement. The Student Code of Conduct is also available on the RTC website and contains explicit disciplinary procedures for policy violations.

Apprenticeships distribute an Alcohol and Other Drugs Policy to apprentices in accordance with their respective union policies and collective bargaining agreements as part of their standard onboarding process for new apprentices.

New permanent employees receive a copy of RTC’s Alcohol and Other Drugs Policy, which can also be accessed by employees via the RTC intranet.

Additionally, the Director of RTC Security files the required Clery Annual Security Report. A review of the statistics from the previous two academic years noted the following:

## Student Incident Reports—Alcohol

Academic Year	Number of Offenses	Sanctions/Outcomes
2022-2023	1	Disciplinary warning and referral to Wellbriety Center
2023-2024	0	N/A

*Note: These incidents include both school policy violations and State violations.*

## Student Incident Reports—Drugs

Academic Year	Number of Offenses	Sanctions/Outcomes
2022-2023	0	N/A
2023-2024	0	N/A

*Note: These incidents include both school policy violations and State and Federal violations.*

## Human Resources Incidents for Employees

Academic Year	Incidents in Workplace	Outcomes
2022-2023	0	N/A
2023-2024	0	N/A

## Campus Resources

- Establishment of a Campus “[Wellbriety Center](#)” that acts as a support space for students and employees in recovery. The Wellbriety Center has a resource library of over 100 recovery-related books. The Center is overseen by RTC’s Student Case Manager with additional support provided by work study students. The Center opened on January 10<sup>th</sup>, 2023, and in addition to its day-to-day functions sponsored wellness events and trainings, such as opioid overdose training, in collaboration with other departments on Campus.
- Renton Technical College provides free and confidential [Behavioral Health Counseling](#) services to all currently enrolled students. We have employed a licensed mental health counselor to provide short-term therapy and transitions if additional therapy is wanted, or referrals if the content is out of the therapist’s scope of practice.
  - Behavioral Health Counseling developed a PowerPoint presentation to provide education on the true causes of substance and alcohol misuse and its effects on the brain and behavior and to destigmatize discussion and support of individuals facing it.
  - The Behavioral Health Counselor graduated in a mental health first aid training course and has provided training to multiple departments and workgroups on campus. The training includes specific best practices to provide support for individuals suffering from drug or alcohol misuse.
- Renton Technical College has established informal partnerships with a variety of community programs to which it can refer students needing assistance beyond the scope of what the College can provide.
- Human Resources or individual supervisors can refer employees to the Washington State Employee Assistance Program at no cost to assist employees and their family members resolve personal and professional difficulties associated with alcohol and substance abuse disorders.
- Renton Technical College offers free fentanyl testing strips and naloxone to students, employees, and community members. Both are available in Building C’s vending machines and in the Wellbriety Center. Additionally, naloxone is stored in the offices of Student Life, Advising and Counseling, Human Resources, and Campus Security, as well as in wall-mounted emergency first-aid boxes across Campus.

- Renton Technical College hosts two dedicated web pages which provide information and resources related to drug and alcohol misuse. The [Drug & Alcohol Misuse Prevention Program](#) page highlights the above resources, provides information related to College policy, health risks, and legal sanctions, and hosts the archive of Biennial Reviews. The [Opioid Overdose Resources](#) page is focused specifically on opioids and provides resources on and off campus, instructions for responding to an opioid overdose, and links to further education.
- RTC's Learning Resource & Career Center partners with the United Way Benefits Hub to provide students with community resources such as housing and food insecurity assistance, which are common struggles for those suffering from alcohol and drug misuse.

## Current Initiatives & Planning

- The Wellbriety Committee consists of more than a dozen faculty and staff to drive collegiate recovery work on campus. The Wellbriety Committee was incorporated as part of the Student Success Council in RTC's college governance model.
  - Beginning February 12<sup>th</sup>, 2025, the Wellbriety Committee will organize annual opioid overdose response trainings, primarily for students but open to staff and faculty.
- Organizing and strengthening RTC's Behavioral Intervention and Support Team, known as the Assessment and Care Team (ACT) to respond to submitted concerns about individual students exhibiting behavior suggesting assistance might be needed. This will also include revising the RTC website to direct concerned students with a means to report to ACT so that an appropriate response can be taken after deliberation.

## Effectiveness of the DAAPP

Renton Technical College has several advantages in keeping drug and alcohol related incidents low. RTC does not have a student athletics program or residence halls, and the median age of its student body (30) is higher than the national average.

RTC noted only one incident of alcohol misuse resulting in a student disciplinary sanction and no incidents of drug misuse during the previous two academic years. As noted in the 2022 Biennial Review, RTC anticipated an increased need for an effective drug and alcohol misuse program as more students returned to school amidst the aftereffects of the Covid-19 pandemic and correlated increase in substance misuse and overdose (per the U.S. Department of Health and Human Services). Despite the low volume of incidents resulting in disciplinary action, the College is taking a proactive approach to provide resources and assistance to its student body, staff and faculty, with special effort towards fostering a culture of reporting to connect these resources to those who need them and may be unaware they are available. The Wellbriety Center regularly sees a small number of students seeking recovery resources (most visitors seek housing resources). The vending machine which distributes free naloxone and fentanyl testing strips also needs to be regularly restocked, indicating that even if not being directly used by students or employees there is ample need of those resources in the community.

Based on the data, it is reasonable to conclude that RTC's DAAPP is effective, and that its proactive and resource-first approach is providing critical assistance to students, employees and community members who might have otherwise gone unnoticed by the College and thus gone without its help. Continued effort should be made to identify and target subsections of students or employees who might not be aware of resources on

campus, such as students enrolled in Summer quarter classes, online-only students, apprentices, students who are learning English, or students who take only evening classes when traditional office hours are closed. Continued efforts to expand reporting methods should also be made as well as an awareness campaign to make sure students, staff, and faculty know where to report concerns.

### Strengths of Program

- The Wellbriety Committee has many dedicated volunteers consisting of faculty, staff, and students from diverse backgrounds and areas of campus.
- RTC has committed dedicated space for the Wellbriety Center, which provides a safe, sober space for students to relax, study, and connect with other students who are also exploring recovery.
- RTC employs a Behavioral Health Counselor, a Student Benefits Navigator, and a Student Case Manager who work directly with students struggling with drug and alcohol abuse to provide needed care and resources.
- In the 2024 session of the Washington State Legislature, House Bill 2112 was passed to combat the opioid epidemic which requires institutes of higher education to provide opioid and fentanyl prevention education and resources to students. RTC had already met several requirements of the legislation—free naloxone and fentanyl testing strips and training on the emergency treatment of opioid overdoses, which was conducted through the Wellbriety Center.

### Weaknesses of Program

- Lack of survey program to collect data on student alcohol and drug usage and attitudes/perceptions.
- Lack of targeted outreach to online-only students and during Summer quarter classes.
- The majority of campus DAAPP initiatives are funded by grants, which results in great variation in funding amounts from year to year.

### Recommendations for Future Improvements

- Increased grant and in-kind support for DAAPP initiatives.
- Additional staffing to expand the hours of operation for the Wellbriety Center.
- Increased outreach to students enrolled online or in Summer Quarter.
- Implementation and marketing of ACT reporting tool.
- Collaborate with Institutional Research & Development to collect data on statistics or incidents of alcohol & drug misuse that don't result in student conduct violations.

## DAMPP Biennial Review Team



---

Jessica Gilmore English  
Vice President of Student Services

12/12/2024

---

Date



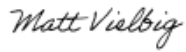
---

Lesley Hogan  
Vice President of Human Resources

12/12/2024

---

Date



---

Matt Vielbig  
Director of Campus Security

12/13/2024

---

Date



---

Anthony Covington  
Dean of Student Success

12/16/2024

---

Date

This report is approved by Renton Technical College's President, Dr. Yoshiko Harden.



---

Dr. Yoshiko Harden  
President

12/16/2024

---

Date