



RENTON
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2022 Biennial Review

Renton Technical College

Drug and Alcohol Abuse Prevention Program



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 will also be made available 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.

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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 on campus. Renton Technical College’s DAAPP directly supports its mission to foster a productive, safe, and lawful academic environment.

In January 2023, all four 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 DAPP 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.



The Biennial Review Team met on January 12th, 2023, 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 2020-2021 and 2021-2022.

Annual Notification of the Drug and Alcohol Abuse Prevention Program

All non-apprentice students are sent the Student Handbook electronically prior to New Student Orientation in Fall Quarter. The Handbook provides a brief overview of the College’s Alcohol and Other Drugs Policy and enforcement and directs students to contact Human Resources for a more complete brochure. 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, during COVID started to also be distributed to campus annually. This policy can also be accessed by employees via the RTC intranet.

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

Student Incident Reports—Alcohol

Calendar Year	Number of Offenses	Sanctions/Outcomes
2020	0	N/A
2021	0	N/A
2022	0	N/A

Note: These incidents include both school policy violations and State violations. Arrests include criminal citations issues and criminal arrests for both students and non-students on campus.

Student Incident Reports—Drugs

Calendar Year	Number of Offenses	Sanctions/Outcomes
2020	0	N/A
2021	0	N/A
2022	0	N/A

Note: These incidents include both school policy violations and State and Federal violations. Arrests include criminal citations issues and criminal arrests for both students and non-students on campus.



Human Resources Incidents for Employees

Academic Year	Incidents in Workplace	Outcomes
2020-2021	0	N/A
2021-2022	0	N/A

Campus Resources

- 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 content is out of the therapist's scope of practice.
- In 2021, Behavioral Health developed a PowerPoint presentation to provide education on the true causes of substance and alcohol abuse, its effects on the brain and behavior, and to destigmatize discussion and support of individuals facing it.
- In 2022, RTC sent its Behavioral Health Counselor to a mental health first aid training program, which includes training specifically targeted to those suffering with drug or alcohol abuse. As part of the curriculum, graduates of the program can train others in mental health first aid, and RTC is planning additional training sessions with the Behavioral Health Counselor.
- RTC 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.
- Designing of Wellness Survey program in March 2022 to students to collect data on a variety of environmental, medical, and behavioral wellness issues, including drug and substance use and abuse.
- 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 our Student Resources Case Manager. Planning for the Center began in November 2021, and it opened January 10th, 2023.

Current Initiatives & Planning

- The Wellbriety Committee consists of faculty and staff who meet biweekly to drive collegiate recovery work on campus and provide guidance to the Wellbriety Center and its staff. They have planned and held two events in 2022 to promote wellness initiatives, including drug and alcohol programming, and continue to organize more events, including the opening of the Wellbriety Center.
- RTC is an institutional member of the [Higher Education Center for Alcohol and Drug Misuse Prevention and Recovery](#); the Association of Recovery in Higher Education; and the [Washington Recovery Alliance](#).



- RTC is continuing to build relationships with community organizations to formalize official referral programs for students needing additional assistance beyond what RTC can provide.
- In 2022, RTC sent ten faculty and staff through [Recovery Ally](#) training through Connecticut Community for Addiction Recovery, a national leader in recovery training.
- RTC was awarded a Statewide Collegiate Recovery Initiative grant for fiscal year 2022 and renewed the grant for fiscal year 2023. This grant provides scholarships for students in recovery from substance use, dedicated funding for the Wellbriety Center, and a percentage of funding for the Student Resource Case Manager. RTC is an active member of the Statewide Collegiate Recovery Initiative Virtual Learning Community.
- RTC awarded \$10,000 in scholarships to students in recovery during the 2022 fiscal year and will award scholarships again during fiscal year 2023.
- Insertion of a comprehensive DAAPP webpage to the RTC website. It will explicitly detail the goals and policies of the DAAPP, provide an exhaustive list of RTC resources as well as reliable external resources (including our bank of community partners whom we have an established a referral partnership), provide basic health information, and offer links to report incidents or concerns to the appropriate department (Campus Security, Student Conduct Officer, or Assessment and Care Team).
- 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.
- Increasing the frequency of delivering the Student Handbooks from annually at Fall Orientation to once per quarter so that students who begin their RTC careers in other quarters are given notice of the Alcohol and Other Drug Policy promptly.

Effectiveness of the DAAPP

RTC 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 (29) is higher than the national average. For the 2020-2021 and 2021-2022 academic years, no drug or alcohol related incidents were noted.

It should be noted this period comprises campus closures and transition to online and hybrid classes/work due to the COVID-19 pandemic; therefore, a low or zero incident rate is expected as there are fewer opportunities for observable incidents. As noted by the Department of Health and Human Services, substance abuse and overdoses increased on average since March 2020 when the COVID-19 pandemic was declared a national emergency. Additionally, this data does not include instances when narcotics paraphernalia was found on campus, although these incidents are rare and not attributable to a student or employee.

Given these factors, it is reasonable to conclude that RTC's DAAPP is broadly effective, but more improvements can and should be made. The 2022-2023 academic year will see a return of many students and employees to



campus, some of whom may have been struggling with alcohol or substance abuse since the COVID-19 pandemic. As many classes will remain online or hybrid, effort should be made in ensuring students who primarily participate in class online receive information on our DAAPP resources and be offered help should they need it. The focus of RTC's DAAPP is prevention and education in service of its overall commitment to wellness and thus adopts a proactive approach to implementing programs and resources ahead of anticipated community needs.

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 and a Student Resource Case Manager who work directly with students struggling with drug and alcohol abuse to provide needed care and resources.

Weaknesses of Program

- Lack of dedicated RTC website page that outlines and promotes our DAAPP policies and resources.
- 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.
- Publish a dedicated DAAPP webpage to the RTC website to promote its resources and provide other educational materials.
- Build RTC's relationships with community organizations and expand its referral network.
- Develop more comprehensive delivery methods of RTC's AOD policy to non-permanent employees.



DAPP Biennial Review Team

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2/22/23

Date

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2/22/2023

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2/27/2023

Date

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Date

2/23/2023

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

Dr. Yoshiko Harden
President

2/27/2023

Date