



Biennial Review Report

Curry College

Substance Abuse Prevention Programs

For the period of August 1, 2021 to July 31, 2023
As required by the Drug-Free Schools and Campuses Act

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Curry College
Biennial Review of Curry College
Alcohol and Other Drug Programs
2021-2023

Introduction to Drug Free Schools and Communities Act

The Drug Free Schools and Communities Act of 1989 Amendments required institutions of higher education to design and implement alcohol and illicit drug programs on their campuses. As a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education has to certify that it has adopted and implemented a program to prevent “the unlawful possession, use of distribution of illicit drugs and alcohol by students and employees” on campus property or as part of any campus activity.

This legislation directed Colleges to:

1. To develop a written policy on alcohol and other drugs
2. To develop a process that ensures policy distribution to all students, staff, and faculty
3. To enumerate federal, state, or local sanctions for unlawful possession or distribution of illicit drugs and alcohol
4. To describe health risks associated with alcohol abuse or illicit drug use
5. To describe College drug and alcohol programs available for students and employees
6. To specify disciplinary sanctions imposed on students and employees for policy violations
7. To conduct biennial reviews to assess the effectiveness of its alcohol and drug programs.

Compliance with Drug Free Schools and Communities Act

The law further requires an institution of higher education to review its program to:

1. To determine its effectiveness and implement changes if they are needed, and
2. To ensure that the sanctions developed are consistently enforced

Biennial Review Process

The information and data for the Biennial Review was collected from the following members of the campus community:

Vinnie Eruzione, Director of Athletics

Ashley Woodman, Interim Director of Counseling Center

Kathy Jouce, Director of Health Services

Elizabeth Helmreich, Wellness Coordinator

Chantel Branco, Director of Community Standards & Accountability

Dr. Michael Malone, Director of Residence Life & Housing

This report will be made available to community members on the Curry College website.

AOD Comprehensive Program Goals and Objectives for Biennium being reviewed

1. Collect and provide information on Alcohol and Other Drug efforts to be accessible for the college community in one location.
2. Assess areas of improvement needed for Alcohol and Other Drug educational and preventative efforts. Based on reviewing the data, recommendations will be made regarding future directions of the Alcohol and Other Drug program at Curry College.
3. Coordinate efforts for future reviews.

In order to continue to prioritize the health and safety of Curry College students, alcohol and other drug education efforts are continuously being assessed to improve and increase initiatives provided by this department as well as in partnership with other departments campus wide.

Annual Student Policy Notification Process

The Alcohol and Drug Policies are outlined in the Curry College Student Handbook. This handbook is accessible via the Curry College website for the external community and on the web portal for the internal community. This policy is updated annually and made available to all students each year.

Substance Use and Substance Abuse

The College is committed to promoting an environment free of drug and alcohol abuse through (1) education and counseling programs, and (2) the prohibition of illegal or imprudent use of drugs or alcohol. The College prohibits the unlawful manufacture, distribution, dispensing, possession and use of controlled substances. The term “controlled substances” is defined to include all substances included the federal Controlled Substances Act. Please [click here](#) for more information on substances included in the federal Controlled Substances Act. For the purposes of this policy, the terms “substance” and “controlled substance” also include alcoholic beverages. For more information on the College’s Alcohol and/or Drug policies, please see the [Code of Conduct](#). All members of the community are expected to be familiar with and adhere to the College’s Alcohol and Drug policies.

Health Risks

The use of alcohol and other drugs has both physical and psychological repercussions. Such substances can interfere with memory, sensation, and perception, and impair the brain’s ability to synthesize information. Regular users develop tolerance and physical dependence. Psychological dependence occurs when the substance becomes central to the user’s life and decision-making.

Alcohol consumption may cause a number of marked changes in behavior. Even low doses may significantly impair the judgment and coordination required to drive a car safely. Low to moderate doses of alcohol may increase the incidence of a variety of aggressive acts, including physical attacks. Moderate to high doses of alcohol may cause marked impairments in higher mental functions, severely altering a person’s ability to learn and remember information. Very high doses may cause respiratory depression and death. If combined with other depressants of

the central nervous system, much lower doses of alcohol may produce the effects just described.

Repeated use of drugs and alcohol can lead to dependence. Sudden cessation of substance intake can produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Substance withdrawal can be life-threatening. Long-term consumption of substances, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs, such as the brain and liver. Women who use controlled substances during pregnancy may give birth to infants with fetal alcohol or drug syndrome. In addition, research indicates that individuals with immediate family members who have experienced alcoholism or drug addiction are at greater risk than other individuals of becoming addicted to a substance themselves.

Community Standards Process

Students of Curry College must adhere to appropriate standards of behavior, comply with College policies, follow directions from College officials and act in accordance with the College's Personal Integrity Statement and Community Expectations. Students who do not do so may be asked to participate in the Community Standards Process. When the College receives a report of an alleged violation of College policy, depending on the nature of the situation, the College reserves the right to take immediate action and make decisions in the best interest of the College. In these instances, the College may address situations through administrative decisions rather than a student going through the Community Standards Process. Administrative decisions are determined at the sole and absolute discretion of College administrators and serve as a means for immediate response to provide safety for the campus at large. In keeping with these expectations, the use of alcoholic beverages cannot be an excuse for inappropriate conduct, or for damage to public or private property.

Administrators from the College's Academic Affairs and Student Affairs Offices and their designees, have the authority to determine if a student's actions constitute a violation of the College's policies, standards, and expectations or otherwise warrant discipline and what disciplinary action is appropriate, given the circumstances. Each situation is evaluated on a case-by-case basis, as the facts & circumstances of each individual situation vary. Accordingly, comparisons between disciplinary measures imposed on different students have no bearing on whether any particular disciplinary action is warranted in regard to any one student. Students who are involved in community standards proceedings must realize that the rules which apply to a court matter do not apply to the College Community Standards Process. The College wishes to encourage students to communicate openly and to benefit from this process.

Curry Can Call Policy

Curry College is committed to creating and maintaining a community that fosters the health and safety of every student, as well as personal responsibility and decision making. If a student is experiencing an alcohol or drug related emergency, the health and wellness of that student is the most important concern. Curry College encourages students to call for help for themselves or on behalf of others when they witness or are made aware of such an emergency.

As such, any individual who calls for help in a medical emergency related to alcohol or drug use, or who discloses any incident of violence to Curry College officials or law enforcement, and remains with the individual until help arrives, will not be subject to Curry's Community Standards Process for alcohol or drug use policy violations occurring at or near the time of the reported incident. This policy also applies to student organizations and their members involved in the reported incident.

Any person who makes a good-faith report either as a Complainant, Respondent, or a third-party witness, will not be held accountable through the college's Community Standards Process related to alcohol or drug use with respect to the reported incident, but may be required to meet with an administrator for an educational conversation. An administrator may also encourage the student to attend an educational program or utilize on-campus resources. Failure to participate in an educational conversation will result in the student being documented for a Failure to Comply policy violation.

Student Code of Conduct

Alcohol

Alcohol policy violations include but are not limited to:

- a. In the presence of illegal alcohol use or possession: In the presence of any activity involving alcohol that is in violation of local, state, or federal law, or college policies
- b. Possession and/or use of alcohol under the legal drinking age: The possession and/or use of alcoholic beverages is restricted to those persons age 21 or older. Students under the age of 21 and their guests, regardless of age, may not possess, use, or distribute alcoholic beverages or be in attendance where alcohol is present
 - The possession or presence of empty alcohol containers is prohibited in rooms where students are under the age of 21 and will be viewed as evidence of possession or consumption of alcoholic beverages
- c. Possession of alcohol on campus over approved limit: A student of legal drinking age may have in their possession up to no more than the following amounts of alcohol at any given time:
 - twelve 12oz. cans of beer, or
 - one 750ml. bottle of wine, or
 - 750ml. of hard liquor up to 100 proof.
 - The amount of alcohol in a room is limited to the number of occupants present in the room (e.g. a suite with 6 occupants, each resident of that suite may possess 12 beers limiting the total amount of alcohol allowed in the suite at any given time to 72 beers regardless of the number of guests)
- d. Possession and/or consumption of alcoholic beverages is prohibited on the North side of campus, with the exception of Resident Assistants over the age of 21 possessing and/or consuming alcohol in their assigned room. Possession and/or consumption of alcoholic beverages is permitted on Mid Campus and in non-suite style rooms on South Campus where every resident assigned to the room is at least 21 years old. If guests are present

in the space, each guest must be at least 21 years old. Alcohol may not be possessed and/or consumed in the presence of a person under the age of 21. For suite style living on South campus, alcohol may only be consumed and/or possessed in the suite if every resident in the assigned suite and their guest are at least 21 years old. A 21 year old living in a suite with a resident under the age of 21 may not possess and/or consume alcohol in their personal room or in the common room of their suite

- e. Possession or use of common source alcohol containers and related paraphernalia (kegs, beer balls, funnels, flasks, nips, borgs, etc.) are prohibited
- f. Open containers and/or consumption of alcohol in public areas (bathrooms, hallways, lounges, outside, etc.) is prohibited
- g. Alcoholic beverages are generally prohibited at College-sponsored activities, unless approved in writing in advance by the Vice President of Student Affairs. Public Intoxication on the Curry College campus or at College sponsored activities is prohibited. Intoxicated students and their guests will not be permitted entrance to college sponsored activities. Intoxicated students or their guests may be transported to the hospital for emergency care. All costs for transportation and treatment will be paid by the student. Intoxicated students who are disorderly or disrespectful to College staff, or who fail to comply with the directives of same, may be subject to disciplinary actions, regardless of age
- h. Providing alcohol to persons who are not of legal age is prohibited. The delivery of alcoholic beverages to the College mailroom is prohibited even for students of legal drinking age
- i. Participation in drinking games as well as the use of funnels, beers bongs, and similar products is prohibited, with or without the actual presence of alcohol
- j. Driving under the influence of alcohol on campus is prohibited. Students may be subject to arrest from local authorities as a result of this conduct

Drugs

Curry College has the expectation that all students will comply with federal, state, and local laws with regards to controlled substances and the possession and use of all prescription medication. The possession and use of marijuana, medical or recreational, is prohibited on campus. All prescription medication must be stored in the original container with the original label affixed by the pharmacist showing all details as described in M.G.L Chapter 94, Section 21, including patient's name, name of medication, and directions for use. Any other method of storage of prescription drugs may be considered to constitute abuse of the medication or intent to distribute.

Marijuana use and possession remains prohibited at Curry College. In 2016, Massachusetts legalized the growth, possession and personal recreational use of marijuana by adults 21 years of age or older. As a recipient of federal funding, however, Curry College must comply with current federal drug laws that classify marijuana as a controlled substance and prohibit use and possession. Accordingly, Curry continues to prohibit the use, possession, cultivation and sale of marijuana on all College property and at all College-sponsored activities, whether on or off-campus.

A prescription for the use of medical marijuana does not serve as an exemption from the College's policy. If a student has a written medical certification from a qualified physician pertaining to the prescribed use of medical marijuana, the student may schedule an appointment with the Office of Disability Services to engage in an interactive process regarding reasonable alternatives to the use of marijuana on campus. Additionally, the possession and/or use or attempted use of prescription drugs by persons for purposes other than those prescribed by a licensed physician or being in the presence of such activity is prohibited.

As a community of care, Curry College has outlined a protective policy for students who are under the influence of drugs or alcohol and experience an emergency. For information on the Curry Can Call Policy, a resource for individuals in need of medical assistance for any reason, including consumption of alcohol or other drugs, see section the Curry Can Call policy.

Drug policy violations include but are not limited to:

- a. In the presence of illegal drug use or possession: In the presence of any activity involving drugs that is in violation of local, state, or federal law, including, but not limited to, manufacture, cultivation, distribution, sale, and/or misuse of any controlled or illegal substance, including designer drugs and the illicit use or possession of prescription drugs without a valid prescription or with a valid prescription that violates the intended and medically accepted use
- b. Drug paraphernalia: The possession and/or use of drug paraphernalia includes, but is not limited to, grinders, rolling trays, ash trays, water pipes, etc.
- c. Possession and/or use: Curry prohibits the possession and/or use of a controlled substance and/or the misuse of prescription medication
- d. Possession with intent to sell and/or distribute: The sale, attempted sale, distribution, and/or attempted distribution of controlled substances including prescription medications is prohibited.

Failure to Comply with Student Code of Conduct

To ensure the health and safety of the Curry College campus community, it is the expectation that all members of the Curry Community cooperate with college directives. These directives, both verbal and published, are essential to creating and maintaining successful learning environments for students, faculty, staff, and the greater campus community. Failure to comply and interference violations include but are not limited to:

- a. Failure to comply with a college official action in their capacity: Students and their guests are expected to comply with requests or directions of all Public Safety, residence hall staff, faculty members, administrators, student employee staff acting in performance of their duties, and college officials acting in performance of their duties
 - Students are expected to comply with the terms of any sanctions imposed on them as an outcome of a Community Standards Meeting
- b. Failure to comply with published college policies: Violation or attempted violation of any College policy, rule, or regulation published in hard copy or available electronically on the portal or College website is prohibited.

Student Sanctions

Students who are referred to the College's Community Standards Process and/or found responsible for violating the College's Alcohol or Drug policy should review the Community Standards Process and Alcohol and Drug policies in the student handbook. The College will impose disciplinary sanctions for violations of the Alcohol and Drug policies, up to and including expulsion from the College and referral for criminal prosecution. A sanction may include the completion of an appropriate rehabilitation program in the sole discretion of the College. For more information on potential sanctions, please see the Sanctions section of the handbook.

Federal and State Sanctions

Federal, state and local sanctions for unlawful possession or distribution of illicit drugs range from probation to fines and imprisonment. Federal penalties and sanctions for the illegal possession of a controlled substance are detailed in the Controlled Substances Act, available [online](#).

Pursuant to federal law, conviction for violation of any state or federal drug law can lead to ineligibility for any or all federal benefits, including student loans, grants, contracts, and professional commercial licenses, grants and loans. Thus, a drug conviction can make a student ineligible for student loans.

All students should be aware that federal statutes permit Curry to notify a student's parent(s) or legal guardian(s) regarding a student's violation of the College's Alcohol or Drug policy in certain circumstances. For example, designated college administrators or student conduct staff members may notify a student's parent(s)/legal guardian(s) in the case of a student being medically transported for drug overdose or alcohol poisoning. Curry may also notify parent(s)/legal guardian(s) if a student is found responsible for violating the College's Alcohol and/or Drug policy and they are under 21 years old or if the parent(s)/legal guardian(s) claim the student as a dependent for federal income tax purposes.

Alcohol and Other Drug Educational Sanction Programs

The alcohol and other drug educational sanctions are overseen by the Office of Community Standards & Accountability. In the Community Standards process, the following educational sanctions are used as brief educational interventions for students who have been found responsible for violating either the College Alcohol or Drug policy:

1. **E-Chug/E-Toke Online Course** - The e-CHECKUP programs are a personalized, evidence-based, online prevention intervention for alcohol and marijuana developed by counselors and psychologists at San Diego State University. The eCHECKUP TO GO programs are designed to motivate individuals to reduce their consumption using personalized information about their own drinking and risk factors. E-CHUG is used as a sanction for first time, non-serious alcohol offenses. This program is also given to students to use at random during educational events and programs to obtain a wider range of data regarding student alcohol and marijuana use.

2. **Further Assessment** - If the student has completed the online course, further individual assessment may be needed and determined in consultation with the Director of Community Standards & Accountability.

In addition to these sanctions, students who violate the Alcohol and Drug policies may be sanctioned to complete Probationary Review Meetings. This sanction was implemented for students who were at higher risk due to repeat partners of drug and alcohol violations. The students are assigned to a full-time staff member that they see on a bi-weekly or monthly basis. The meetings are designed to connect the student to campus resources as well as to hold them accountable while successively establishing goals with the student.

Other sanctions may include but are not limited to the following: Reflection paper (assigned to all students who are transported for alcohol and other drugs), bulletin board and/or designing program to be completed within residence halls, or other sanction in which the student proposes as sanction option (i.e. attending programs, attending AA meeting, watching video and writing additional reflection paper, journaling, etc.), or required attendance at a College sponsored event.

It appears that students who do not complete their assigned sanction are at a greater risk for attrition from the institution. Students who do not complete their assigned educational sanctions by the date set by the Community Standards officer are charged and found responsible for failure to comply (violation listed in our Student Handbook); subsequently, the student must complete additional sanctions for the failure to comply charge as well as complete the sanctions previously assigned for the alcohol and other drug violations.

Alcohol and Other Drug Educational Sanctions Completion Data

Academic Year 2022-2023

Sanction	Completed	Assigned	Completion Percentage
E-Chug (alcohol)	20	24	83.3%
E-Toke (marijuana)	14	17	82.3%

Academic Year 2023-2024

Sanction	Completed	Assigned	Completion Percentage
E-Chug (alcohol)	13	13	100%
E-Toke (marijuana)	17	22	77.2%

Alcohol and Other Drug Prevalence and Incidence Rate Data

The data below was provided by the Office of Community Standards and Accountability at Curry College. These numbers reflect incidents occurring both on-campus and off-campus that went through the Community Standards Process.

The following chart shows the number of students who went through the Community Standards Process during the 2022-2023 and 2023-2024 academic years. The numbers below reflect the alleged violations (reported violations) and responsible findings as a result of the Community Standards Process.

	2022-2023	2023-2024
Alleged Alcohol Policy Violations	205	132
Responsible Alcohol Violations	90	57
Alleged Drug Policy Violations	162	104
Responsible Drug Violations	60	53
Total Responsible Findings for Alcohol & Drugs	150	110
Curry Can Call Policy	3	19

Additional Information:

During 2022-2023 academic year, 367 students were referred to the Community Standards Process for an alleged violation of the alcohol and/or drug policies. These referrals include the following statistics:

- 205 students were alleged to have violated the alcohol policy and 90 of them (43%) were found responsible or accepted responsibility
- 162 students were alleged to have violated the drug policy and 60 of them (37%) were found responsible or accepted responsibility
- 3 individuals were transported to the hospital for further evaluation for alleged alcohol or other drug consumption

During 2023-2024 academic year, 236 students were referred to the Community Standards Process for an alleged violation of the alcohol and/or drug policies. These referrals include the following statistics:

- 132 students alleged to have violated the alcohol policy and 57 of them (43%) were found responsible or accepted responsibility
- 104 students alleged to have violated the drug policy and 53 of them (50%) were found responsible or accepted responsibility

Intervention/Treatment/Student Support Services

In order to promote an environment free of substance abuse, the college supports an active program of community awareness and education. This program extends to the misuse or abuse of controlled substances including prescription drugs, alcohol, and other harmful substances.

Curry College Counseling Center

The College offers assistance with access to confidential counseling. Students, faculty, and staff are encouraged to refer students who appear to be affected by drug or alcohol use to the College resources. For students, counseling is available through the Counseling Center (617-333-2182) as well as through referrals for off-campus resources.

The Counseling Center at Curry College is designed to support students' personal growth, development, and academic success. The Center's services provide students with an opportunity to understand emotional wellness and to develop skills they can utilize to make healthy choices. In addition, the services offer students a place to learn about ways to manage stressors that affect them personally, as well as their academic progress and goals. The Counseling Center also provides prevention-based education that promotes mental health to the College community.

Services provided include:

- The Counseling Center provides predominantly short-term individual counseling to help promote personal and academic success at the College. Additional services include:
- Crisis Intervention
- Group counseling or psycho-educational workshops
- Stress reduction via the Mind Spa (relaxation room)
- Consultation to help faculty, staff, parents and students assist a student in distress, or to refer a student to the Counseling Center
- The Counseling Center will provide referrals to students in the event that we are unable to offer appropriate clinical services.

Counseling Center	2022-2023	2023-2024
Referrals to Off Campus Substance Abuse Treatment Programs	0	0

AUDIT Tool: Alcohol Use Disorders Identification Test

The AUDIT tool is an internationally recognized and simple alcohol tool that is currently included in the Counseling Center's electronic medical record (EMR) and scheduling system (Titanium Schedule Software). It offers college students (or patients in other clinical settings) an opportunity to provide self-reported data about their use of alcohol, and thus, helps clinical

staff determine potential areas of clinical treatment need or support. Enclosed is a link to the tool, which Curry College students complete once they consent to participate in an intake appointment. <http://auditscreen.org/>

Curry College Health Services

Curry College maintains an outpatient clinic, staffed by a nurse practitioner, a registered nurse, a medical assistant and a consulting physician. These health professionals work together to provide quality medical care for routine, acute, and chronic health problems and injuries. All full-time students who carry at least 12 credits are eligible to use the Health Services.

Services provided include:

- Evaluation and treatment for most illnesses, injuries and other medical conditions
- Treatment for minor injuries
- Prescriptions for medication when medically indicated
- Testing for Strep Throat, Mono, Covid-19, Flu and UTI's
- Reproductive Health Counseling & Care, Birth Control consult and care
- Sexual Health Counseling & Care, STI testing and treatment.
- Bloodwork, injection, and suture removal
- Flu vaccine clinics in the fall
- Immunization titer blood draws & TB screening
- Supports for students managing chronic & acute medical conditions

Student Education

The Wellness Education Coordinator is available as an educational resource to help students get connected with services and/or self-help meetings to address substance abuse. A student who is concerned about his or her own or another's use of alcohol and/or drugs is encouraged to seek advice and counsel from appropriate College resources. Students who come forward to seek advice and counsel regarding the use of alcohol or drugs will not generally face disciplinary action. The College will preserve student confidentiality concerning such inquiries to the extent possible and appropriate, in the College's discretion. In addition to the services mentioned above, several national hotlines can provide information and referrals to address the use of alcohol or drugs:

Information on Local 12-Step Programs

Alcoholics Anonymous.....Eastern MA Central Service, 617-426-9444
Al-Anon and Ala-teen.....888-425-2666
(Al-Anon is open to anyone whose life has been affected by another person's drinking)
Narcotics Anonymous New England Region..... (866) 624-3578
Marijuana Anonymous..... (800) 766-6779
National Alcoholism and Substance Abuse Information Center Helpline.....(800) 252-6465
Smart Recovery.....866-951-5357

Interventions for Students of Concern

In addition to the educational sanctions for students in the Community Standards & Accountability process, as well as educational and counseling supports (Coordinator of Wellness Education and Counseling Center staff), there are several forms of support and outreach provided by the College who identify students who may be at-risk for issues impeding their success, including substance abuse. Membership of the coordinated teams, noted below, include both college staff and faculty.

- **CARE Team**

The purpose of the CARE Team is to proactively identify students whose behavior raises health or safety concerns for themselves or others and to make recommendations to the Dean/Vice President of Student Affairs Office or other campus officials as appropriate. The ultimate goal of the team is to promote student health, safety and success.

- **CARES Form**

Faculty, staff, students, and others may use this form to provide information about a student exhibiting concerning behavior or a general community concern. Students identified on this form may be contacted by a college staff member and offered assistance as appropriate. Information shared on this form may also be sent anonymously.

Drug-Free Workplace/Alcohol Policy/Resources for Employees

The College is committed to maintaining a drug-free workplace to promote and protect the health and safety of our employees, faculty, students and the general public. The abuse of alcohol and drugs undermines the College's educational mission by endangering the members of our community, tarnishing our reputation, and by lowering our productivity and the quality of our services. Accordingly, the College adopts this Drug-Free Workplace Policy. Alcohol and illegal drugs are prohibited in the workplace.

Alcohol

1. The consumption of alcohol by an on-duty College employee or contractor, whether or not the consumption occurs on the College's premises, is prohibited. An employee who appears to be under the influence of alcohol when reporting for duty or at any time while on duty is subject to discipline whether or not the consumption has occurred on the College's premises. Alcohol consumption by off-duty employees which impairs on-duty performance is prohibited.
2. Possession of alcoholic beverages in or on the College's premises (including parking lots and recreation areas) is prohibited.

Drugs

1. Any use, possession, manufacture, sale or distribution of drugs, whether or not such activities occur during working hours, is strictly prohibited. Working for the College while under the influence of drugs is strictly prohibited. College employees and contractors are, of course, permitted to use prescription drugs or over-the-counter

medications as necessary, but not if such drugs or medications impair job safety or performance. Marijuana use and possession remains prohibited at Curry College. In 2016, Massachusetts legalized the growth, possession and personal recreational use of marijuana by adults 21 years of age or older. As a recipient of federal funding, however, Curry College must comply with current federal drug laws that classify marijuana as a controlled substance and prohibit use and possession. Accordingly, the use, possession, cultivation and sale of marijuana is prohibited at Curry College, on any other College property, or at College sponsored activities, whether on or off campus. Additionally, working for the College while under the influence of marijuana is prohibited. Possession of marijuana paraphernalia is prohibited at Curry College, on any other College property, or at College sponsored activities, whether on or off campus.

Employee Sanctions

Violation of the prohibitions contained in paragraphs above will result in discipline ranging from a warning, suspension without pay, reassignment, and/or other disciplinary measures up to and including immediate termination, depending on the circumstances.

Employee Resources

Treatment: The College strongly encourages employees with drug or alcohol problems to seek professional help. Employees may check with their health plan or with Human Resources to determine what types of help are available and/or covered by the employee's insurance.

Campus Assistance: The Curry Counseling Center is available for consultation and referral (not treatment).

Contact Person: Each employee's manager should be your first point of contact concerning this Policy. However, the Vice President of Human Resources will be principally in charge of the implementation, monitoring, and enforcement of this policy.

Athletics

Curry Colleges Division III NCAA athletic program seeks to provide competition for men and women who have come to the college for both educational and athletics opportunities. Through this competition, the program provides the means for those involved to come to know themselves and to grow physically, emotionally, socially and intellectually. During this process, the College is vigilant in monitoring the overall health and well-being of its student-athletes. Curry College and the Athletic Department holds the overall health and welfare of its student athletes to high regard. As part of nurturing the health and welfare, the following policies and procedures will be put in place to educate, prevent and possibly manage athletes regarding the use of alcohol and drugs.

- The Athletic Director administers online the mandatory, preseason Drug Testing Consent and Results forms to ALL student athletes during the respected sports preseason. The forms include the updated list of NCAA banned substances.
- All student-athletes are required to attend a Sexual Assault Prevention training in the Fall semester with the colleges Coordinator for Wellness Education.
- The Department of Sports Medicine mandates that all student athletes present annual physical exams from their healthcare provider (physicians, physician assistants, and

nurse practitioners) as well as a yearly medical history questionnaire. The Curry Physical Exam form and Medical History Questionnaire ask for the student athlete's use of prescription or over-the-counter medication and any use of performance enhancing supplements or drugs.

- All first-year students are required to complete an on-line alcohol/drug education program. Curry College also provides speakers and videos during orientation.
- All students are given access to a digital copy of the Student Handbook which have chapters dedicated to the Curry College's policy on drugs and alcohol.
- Each year the athletic department invites a speaker to campus to address ALL STUDENT-ATHLETES on a variety of topics which has included Drugs/Alcohol, Sportsmanship, Stress/Anxiety, Do's & Don'ts of social media, Diversity, Sexual Violence among other topics recommended by the NCAA. This is mandatory for all student athletes.
- Posters of the NCAA banned substances as well as educational posters about drug use are posted in the Athletic Training Room and in Miller Gymnasium.
- The Curry College Wellness Center has a counseling center that is prepared to counsel athletes about alcohol and drugs issues. It is open to all student athletes and is confidential. The Department of Athletics may mandate any athlete involved with the misuse of alcohol and drugs to admit themselves to the Counseling center.
- The Department of Sports Medicine is staffed with certified Athletic Trainers and has a retained Team Physician who are educated in recognizing, referring, educating and managing student athletes with concerns about alcohol and drugs.

*All Curry College athletes are responsible to be familiar with and sign the [Hazing Policy](#), [Athlete Code of Conduct](#), and the [NCAA Division III Student-Athlete form](#). The Curry College Athletic Department in partnership with the Wellness Education Office offer speakers and presentations throughout the year to educate and inform athletes.

Wellness Education Outreach Initiatives

Mandatory Online Education

All new incoming students are required to take four online educational training courses over the summer through the Vector online training modules. These interactive courses are designed to give members of our student community the knowledge and tools to have a healthy, respectful, and positive experience at Curry College.

The five courses are:

1. AlcoholEdu for College
2. Prescription Drug Abuse Prevention
3. Sexual Assault Prevention for Undergraduates
4. Diversity, Inclusion & Belonging for Students
5. Mental Well-Being for Students

Co-Curricular Classes

Each fall and spring semester, the Wellness Coordinator is invited into several First Year Seminar/Curry Launch classes to present about student wellness. During these presentations information about services and resources are shared. Students are also educated about BAC, alcohol poisoning, standard drink sizes, and are encouraged to make healthy and informed decisions when it comes to substance use.

Wellness Events

Throughout the school year, the Wellness Coordinator is invited to collaborate with multiple student groups and departments, as well as independently, to carry out health and wellness events. One aspect of these events is Alcohol & Substance Use. The Wellness Coordinator provides this education throughout the year and amps up event programming near the heavier drinking times of the year (Halloween, Spring Weekend, Orientation, etc.). The Wellness Coordinator is also working directly with Athletics to complete the “Athletics Wellness Series” which addresses alcohol and substance use. The required NCAA training for student-athletes on power-based violence also covers AOD.

Orientation and Welcome Weekend

During June orientation and fall Welcome Weekend, information, presentations, and in hall programming is implemented into the schedule. The information addressed by the virtual Vector modules are reinforced through continued community education. Presentations on Wellness and Community Standards are also provided by the Coordinator for Wellness Education and the Director of Community Standards & Accountability.

Residence Hall Programming

Resident Assistants request information and resources from the Health Center and Counseling Center, in addition to resources provided during their training, to assist in the planning and implementation of events/programs the residence halls focused on substance use and overall wellness. These programs help in educating students about alcohol and other drugs and prepare students to make informed decisions that can reduce harmful consequences for themselves and others. Topics covered include marijuana, prescription drugs, warning signs of problematic drinking, tips for responsible drinking, alcohol poisoning identification and Curry Can Call information.

Event Title	Date/Time	Attendees
Pop the Stress Away!	09/05/2019 - 6:30 pm	33
Fall into Self Care	09/06/2019 - 6:00 pm	19
Pass or Smash	09/07/2019 - 12:30 pm	40
Wake & Bake	09/10/2019 - 9:00 am	27

Poppin' The Stress Away	09/10/2019 - 6:00 pm	23
Color Me Stressed!	09/12/2019 - 3:58 pm	19
Thirsty Thursday Mocktails	09/12/2019 - 6:19 pm	3
Pot Brownies	09/12/2019 - 6:30 pm	94
Flip Cup Friday	09/13/2019 - 8:00 pm	25
POP Smoothies	09/15/2019 - 11:30 am	20
Wellness Trivia	09/15/2019 - 12:00 pm	6
Wake & Bake	09/15/2019 - 5:00 pm	27
Spin the STD	09/16/2019 - 5:33 pm	29
Kickin' it With Kyra	09/16/2019 - 8:45 pm	15
Throw Yourself Into Self Care	09/26/2019 - 1:39 pm	6
Beer Pong With RAs Lexi and Brendon	10/03/2019 - 6:10 pm	62
Pot Brownies	10/07/2019 - 6:29 pm	30
Random Acts of Kindness	10/08/2019 - 2:30 pm	36
Netflix and Chill	10/08/2019 - 6:48 pm	25
Trick or Treat Yo' Self	10/08/2019 - 8:23 pm	95
Tricks to Treat Yaself	10/10/2019 - 6:42 pm	20
Consent Traveling Program	10/10/2019 - 7:04 pm	21
Cookies and Condoms	10/10/2019 - 7:15 pm	16
Wellness Unlimited	10/11/2019 - 11:00 am	6
Color. Me. Calm.	10/14/2019 - 1:45 pm	25

Spooky Season and Boo's	10/14/2019 - 8:30 pm	29
Breast Cancer Awareness Month	10/15/2019 - 7:00 pm	9
Sunday Scaries	10/23/2019 - 3:50 pm	22
Build a Bowl	11/06/2019 - 7:44 pm	42
Smoking and Vaping Facts	11/07/2019 - 12:30 pm	31
Color the Stress Away	11/07/2019 - 6:30 pm	20
Jello Shots with RA Ben and RA Z	11/08/2019 - 1:06 pm	16
Sunday Night Football and Pizza	11/10/2019 - 8:00 pm	19
Social Media vs. Reality	11/14/2019 - 7:00 pm	5
Candy Cane Grams with RA Kenzie	12/06/2019 - 3:41 pm	28
Fight the Frost: How to Take Care of Yourself When You're Snowed In	02/06/2020 - 2:28 pm	3
Boo'd Up: Starting a Relationship	02/06/2020 - 7:00 pm	24
Expressive Art!	02/24/2020 - 5:30 pm	23
Be Your Own Bae	02/24/2020 - 8:00 pm	31
That's Not Love	02/25/2020 - 7:44 pm	29
Bring Nutrition to Fruition	02/25/2020 - 8:22 pm	13
Netflix and Chill	03/01/2020 - 2:36 pm	11
Sex Talk 101	03/05/2020 - 2:00 pm	9
Corona Before the Beach	03/06/2020 - 5:00 pm	12
S'more Love	08/28/2020 - 6:50 pm	26
How to Survive Online Learning!	09/13/2020 - 3:20 pm	17

Squeeze Away the Stress	09/21/2020 - 7:00 pm	26
Let's Get Zoomin'!	09/24/2020 - 2:30 pm	7
Squeeze Out Your Stress	09/25/2020 - 2:00 pm	16
Mental Health in Milton Hall	09/25/2020 - 3:00 pm	2
Know Your Sources	09/28/2020 - 3:30 pm	11
Safety First	09/28/2020 - 6:00 pm	16
MF Departure	09/29/2020 - 3:29 pm	58
Lawn Games at North Campus Residence Hall	10/01/2020 - 4:00 pm	24
Fitness in 2020	10/03/2020 - 11:00 am	
COVID Tips & Tricks	10/19/2020 - 8:00 pm	8
Liqu-or Treat	10/19/2020 - 8:00 pm	19
Condom Sense	10/25/2020 - 6:00 pm	45
Stop! In The Name of Love	10/28/2020 - 8:00 pm	7
Zen Garden Starter Kits	01/30/2021 - 4:00 pm	14
Do You Need a Hug	01/30/2021 - 6:00 pm	7
Donut Stress	01/31/2021 - 3:00 pm	28
New Semester? New Goodie Bags!	01/31/2021 - 6:00 pm	
Don't Lose Your Marbles	02/21/2021 - 5:00 pm	35
Be Well BINGO	02/23/2021 - 5:00 pm	8
Journal Away	02/26/2021 - 1:00 pm	4
Stress to Success	02/26/2021 - 7:00 pm	7

You've Got Mail!	03/03/2021 - 4:13 pm	22
Donut Stress	03/10/2021 - 9:40 am	21
You Booze You Loose	03/12/2021 - 4:00 pm	18
Don't Press Your Luck	03/17/2021 - 6:00 pm	9
COVID Vaccine Info	03/19/2021 - 3:00 pm	
Open Gym with RA Brett	03/27/2021 - 9:00 pm	4
DIY Aromatherapy Stress Balls	03/30/2021 - 4:00 pm	4
De-Stress Fast	03/30/2021 - 7:00 pm	
Jello-Sh(not)	03/31/2021 - 6:45 pm	22
Breaking Bad: Letting Go of Stress	04/24/2021 - 5:00 pm	3
Popping the Stress Away!	05/07/2021 - 3:00 pm	18
Make A Mocktail	09/15/2021 - 7:30 pm	21
Condom Sense	10/08/2021 - 6:00 pm	18
Carve Out Your Feelings	10/14/2021 - 5:00 pm	10
Mess Free Stress	10/14/2021 - 7:00 pm	36
C + C (Coloring and (self) Care packages)	10/14/2021 - 7:00 pm	29
156 Fresh Check	10/14/2021 - 7:30 pm	5
Healthy for the Holidays	11/05/2021 - 7:30 pm	50
Mindfulness Coloring with RA Marissa	12/01/2021 - 7:30 pm	
Don't Fry Your Brain	12/03/2021 - 3:00 pm	
Cookies and Condoms	12/07/2021 - 1:00 pm	13

Finals Stress Relief Care Packages	12/13/2021 - 7:30 pm	9
Paint Your Feelings	03/15/2022 - 7:00 pm	6
healthy relationship valentines	03/18/2022 - 4:20 pm	
Yoga & Relax	03/23/2022 - 5:30 pm	
Self Love, Connections, and Community	03/24/2022 - 7:00 pm	
Spin Class!	03/26/2022 - 6:00 pm	
Healthy Relationship Valentine	03/29/2022 - 10:19 am	
consent day	04/07/2022 - 3:15 pm	
Health and Wellness Trivia	04/08/2022 - 2:00 pm	
Popcorn & Personal Wellness	04/11/2022 - 10:15 am	21
Cookies and Condoms	04/14/2022 - 10:19 am	
Goat Yoga w RA Nieyah	09/09/2022 - 12:30 pm	1
Sensory Sensations with LRA Hannah	09/29/2022 - 6:00 pm	13
relaxing activities with RA Mike	10/10/2022 - 8:38 pm	5
Letters of Self Affirmation with LRA Yvonne	12/08/2022 - 7:23 pm	21
DIY Fidget Toys w RA Alora	12/13/2022 - 9:04 am	21
self care valentines with RA Taylor	02/13/2023 - 5:00 pm	23
Concussions & Calmness with RA Chelsea	02/16/2023 - 7:00 pm	20
Sex Education Bingo with RA Mark	02/24/2023 - 6:00 pm	19
Let's Taco 'Bout Sex with LRA Hannah and RA Jem	10/06/2023 - 5:30 pm	31
Grab and Go Self Care with RA Liv	10/18/2023 - 7:00 pm	18

DIY Stress Balls with RA Skylar	11/11/2023 - 2:00 pm	8
Stress Balls w/ RA Soleil	11/14/2023 - 7:00 pm	28
Ways to Stay Healthy on Campus with RA Abey	11/17/2023 - 1:00 pm	10
Alcohol Awareness and Mocktails with RA Maddie	02/01/2024 - 4:00 pm	
Relieve Stress By Making Stress Balls w/ RA Kyla	02/21/2024 - 8:00 pm	4
Cupcakes and Condoms w/ RA Tay	02/22/2024 - 7:00 pm	30
D.I.Y. Zen Gardens with RA Chloe	02/22/2024 - 7:00 pm	5
Red & Green Flags in Relationships with RA Tay and Rachael Cina	02/23/2024 - 2:00 pm	12
Planned Parenthood Trivia	11/06/2022 - 4:00 pm	4
Cookies and Condoms with RA Fiona	02/02/2023 - 8:00 pm	20
Sweets & Safe Sex with LRA Angelina	03/05/2024 - 12:21 pm	25

Outside of the 120 programs listed above, Resident Assistants hosted an additional 415 events in the residence halls during the dates of this report. These programs offered substance-free alternatives and opportunities to connect with other students on a variety of topic areas.

Wellness Wednesdays

Created in the spring 2014 by the Wellness Council and revamped and began again in October of 2024, the mission of Wellness Wednesdays is to help students explore their personal well-being and provide them with support throughout their educational experience at Curry. Each week, the Wellness Coordinator, Health Promotion Assistants, and Curry Relationship Ambassadors, will lead an interactive wellness activity and tabling in the Student Center from 12pm – 2pm focusing on the eight dimensions of wellness (social, physical, intellectual, spiritual, occupational, environmental, financial, and emotional). The platform Involve will be used to provide data and attendance of each Wellness Wednesday event.

Great American Smoke Out

On the third Thursday in November, we celebrate Great American Smoke Out, informational table encouraging students to abstain or quit smoking tobacco and chewing tobacco. Information about smoking cessation tips and services sponsored by Health Services are advertised and available. Education on “Juuling” or vaping has been added to this program as we have seen an increase in usage within our student population.

Alcohol Awareness Month (Spring Weekend Wellness)

In recognition of April being Alcohol Awareness Month, the Office of Wellness Education sponsor's activities and speakers during the week of Spring Weekend in order for students to learn the effects and consequences of alcohol use and abuse, including binge drinking, alcohol poisoning, and tips to drink responsibly.

Sexual Assault Awareness Month

In honor of April being recognized as National Sexual Assault Prevention Awareness Month, members of the college including students put together Consent Day, an evening of education about healthy sexual relationships, the meaning of sexual consent and how students can help prevent sexual misconduct on their campus. Consent Day was collectively sponsored by the following departments and offices: Office of Wellness Education, Title IX Office, Curry Consent, Department of Criminal Justice and Sociology, Counseling Center, Women's and Gender Studies Program, First Year Studies, Student Activities Office, Residence Life and Housing, Health Services, HIPS, Student Affairs, Athletics, Fitness and Recreation, and the Student Center.

Presence of Wellness Education

The Wellness Coordinator provides education across the Curry College campus and virtually. Every Tuesday from 2-3pm the Wellness Coordinator is across campus at the PAL building providing "Wellness Walk-Ins" where students can discuss any wellness concerns with the coordinator.

- Social media – Instagram account @CurryWellness
- Ongoing programming and collaboration
- Using Involve software to college data from educational facilitation, events, Wellness Wednesdays, and PAL Wellness Walk-Ins

Wellness Education Strengths, Successes, Challenges and Improvements

Strengths and Successes include:

- Offers a variety of educational programming throughout the academic calendar including National Collegiate Alcohol Awareness Week, Alcohol Awareness Month, Mental Health Fair, Consent Day and other sexual assault awareness and prevention programming.
- Strengthened relationship with Athletics through collaboration and start of the Athletics Wellness Series.
- Provides non-judgmental feedback and safe strategies to students regarding their own substance use through motivational interviewing
- Provides educational sessions during summer Orientation and Welcome Weekend addressing alcohol and other drug awareness (risks and responsibilities).
- The Office of Wellness Education established student workers, named "Health Promotion Assistants".

- Host alcohol educational programming to communicate educational messages and promote healthy choices during high-risk times of the semester including the first six weeks of the fall semester, Halloween, Spring Break, Spring Weekend and Senior Week Celebrations.
- Successful and continual partnerships created with First Year Studies, including in class presentations and distribution of campus resources
- Collaborates with the Sexual Violence Prevention Educator on violence prevention programming including sexual assault awareness, intimate partner violence, and domestic abuse.
- Wellness Coordinator is an advisor for the Student Health Advisory Council (SHAC). SHAC is comprised of students who are interested in creating health policies and programming on the Curry College campus.
- Host alcohol educational programming to communicate educational messages and promote healthy choices during high-risk times of the semester including the first six weeks of the fall semester, Halloween, Spring Break, Spring Weekend and Senior Week Celebrations.
- Provides non-judgmental feedback and safe strategies to students regarding their own substance use through motivational interviewing.
- Residence Life and Housing created a system to record all RA AOD programming happening in the halls.
- Facilitates summer training for Resident Advisors.
- Provides educational sessions during summer Orientation and Welcome Weekend addressing alcohol and other drug awareness (risks and responsibilities).
- Secures dynamic outside speaker/educator for all first-year students during Welcome Weekend to interact with students in an engaging manner about students' successful decision-making skills and sexual assault awareness.
- Maintains a web page with links to self-help groups, facts sheets, links to state, federal and other resources regarding alcohol and other drug information and services.
- Wellness Education Coordinator serves as a member of the New England Health Educators Network (NEHEN) a local recognized community-based network focusing on comprehensive health and wellness initiatives within Higher Education.
- Successful and continual partnerships created with First Year Studies, including in Curry Launch classes presentations and distribution of campus resources
- Offers E-Chug and E-Toke through eCHECKUP To Go, an interactive online educational tool for students. This online program is used to educate students on the impact and campus norms of alcohol and marijuana use. E-Chug and E-Toke provides individual and personalized feedback to each student.
- Collaborates with the Title IX Coordinator on violence prevention programming including sexual assault awareness, intimate partner violence, and domestic abuse.

Challenges and Improvements include:

- Continue to assess the effectiveness of the educational sanctioning process in partnership with the Office of Community Standards and Accountability
- Increase partnership with local AOD treatment centers, substance abuse counselors, and recovery resources for students
- Work with student organization HIPS, to provide fun and educational programming around AOD trends from the student perspective
- Conduct regular AOD climate assessments (i.e., CCHA) every three years to help collect data on student health, protective behaviors, risk behaviors, and perceived norms.
- Recruit and retain students who are interested in wellness for internships and participation on Wellness Council.
- Continue to partner with Residence Life and Housing on substance abuse programming and creating incentives for RAs to enhance the quality of alcohol and other drug programs in the Residence Halls.

Goals for next Biennial Review (2024-2026)

1. Conduct the CCHA in 2025 and assess the data obtained.
2. Establish stronger relationships with student advocates and internal/external campus partners to address the current trends our students are facing in regards to drugs and alcohol