

**Review Date: 2018-2019**

## **Substance Abuse Prevention (CSAP) Biennial Review Form**

### **Goals**

**Conduct company-wide drug screening in 2018 for all active employees, see attachments**

- Completed 2018

Annual notification to all enrolled students of the consequences of drug use and/or abuse.

✓ Met

Not Met

- ✓ Addressed with new students in Career Life Development orientation in writing
- ✓ Employees written notification is on MCC under HR in two areas
- ✓ New drug related pamphlets and brochures added to first floor resource area

### **Assessment of Data Reviewed:**

**2018**

Student Drug Testing Policy updated on 01/20/2018 and added to MCC and the consumer web site on [www.collegesooner.com](http://www.collegesooner.com).

The Employee Drug Testing Policy was also updated on 01/20/2018 and loaded to MCC.

**2019**

Drug testing policy for Employees and for students were updated on 01/08/2019 and posted to MCC [mycourseconnection](http://mycourseconnection) and the consumer website at [www.collegesooner.com](http://www.collegesooner.com)

B. Educational programs in a variety of formats.

Met

✓ Not Met

C. A multimedia library on drug related topics.

Met

✓ Not Met

Assessment of Data Reviewed: NIDA literature available in public areas. Included information on suicide

D. Alternative programming promoting drug- free fun.

Met

✓ Not Met

Assessment of Data Reviewed: We don't have any alternative programs

E. Procedures followed on positive drug tests.

✓ Met

Not Met



we have always been very consistent in processing positive drug screens for employees and students. We follow policy.

F. Referral information for students.

- ✓ Met
- Not Met

Assessment of Data Reviewed: HR Director updated the treatment centers in Oklahoma and posted them to MCC, and Consumer website. Updated both the employee drug testing policy and the student drug testing policy for 2018 and 2019 with updated list

G. Number of Drug and Alcohol Violations

**Memo:** No employee related violations on campus from employees were noted

**Student Updates:**

We have been testing all the MA and ST externs but now our insurance company, Travelers, has requested we add background screening to all LMT externs along with a drug test. We get occasional requests for DA students as well. Approximately 10-12 reasonable suspicions per year for students, THC and Meth. Two noted alcohol related suspicions in 2019. No students have been suspended due to non-compliance

Note:

**Medical Marijuana**

With the increasing number of people obtaining Medical Marijuana Cards for CBD and Edibles we have noted approximately 15-20 employees, upon Oklahoma legalizing it, who have a card and use THC and or CBD for medical purposes. It was necessary to add a section to the current employee drug testing policy to address this ever growing demand. I take these on an individual bases and require the employee to submit a copy of their card. We will treat any positive employee, with a legitimate card, as any other prescription. I feel we have no choice but to accommodate this need. I personally know these employees and they have never been positive and all of them have a health conditions that reasonably explain their usage, however, that does not suggest they can use at work. Marijuana is still a schedule I drug. Anyone positive without a card would be terminated per our policy. I expect the number of card holders to increase. I have not added anything to the student policy, we have no realistic way to monitor this plus the students would only be tested under reasonable suspicion behavior, accidents or required externship. Therefore that will not change at this time.

**Medical Marijuana Policy Addendum for Employees**

Oklahoma law allows for the controlled use of medical marijuana effective 08/01/2018. Although employees who legally obtain a medical marijuana registration card from the Oklahoma Department of Public Health are allowed to possess and consume certain quantities of marijuana, doing so is not permitted on College property or College sponsored events. Marijuana is classified as a Schedule 1 drug according to the Controlled Substances Act. Thus the use, possession, or sale of marijuana violates federal policy.

CHEI may in its discretion seek to accommodate legally recognized Oklahoma medical marijuana users when possible depending on the employee's position. Employees who obtain a registration card from Oklahoma Department of Public Health must submit a copy to the Director of Human Resources. Medical marijuana will be treated like any other prescription drug.

An employee using marijuana for medical purposes is not permitted to undertake any task under the



influence of marijuana when doing so would constitute negligence

The Oklahoma Drug & Alcohol Testing Act has not changed for Oklahoma state regulations, only DOT changes have been noted in the last two years which is federal and does not apply to us.

Institutional Signatures:

*Brenda Knoff*

Human Resources

01/25/2019

Date

*Raye Manning*

President

01/25/2019

Date