

Phillips Community College of the University of Arkansas  
2025 Biennial Review  
Drug Free Schools and Communities Act

Phillips Community College of the University of Arkansas has policies and procedures in place to effectively prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students in order to comply with the Drug-Free Schools and Campuses Regulations (EDGAR Part 86.100, Subpart B), state laws, and PCCUA Policies.

For more information regarding PCCUA Policies please review at [Policies | Phillips Community College/](#). For questions concerning the biennial review, please contact:

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**PCCUA Policy**

PHILLIPS COMMUNITY COLLEGE BOARD POLICY

Policy: 262

Subject: Drug Free Workplace Act of 1988

Date Adopted: 9/88

Reviewed: 7/19

The Drug Free Workplace Act of 1988 requires institutions of higher education receiving federal contracts and grants of \$25,000 or more awarded on or after March 18, 1989, or significantly amended on or after a said date, to comply with the certification requirements of the Drug Free Workplace Act of 1988, and to apply the restrictions of the Act to all state agencies, regardless of whether they receive federal contracts or grants.

The Governor's Proclamation states,

"It is in the best interest of the people of the state of Arkansas that the standards established by the Drug Free Workplace Act of 1988 be applied to all agencies of the state regardless of whether the agency receives federal contracts or grants. Drug abuse and use of the workplace are subjects of immediate concern in our society. These problems are extremely complex and ones for which there are no easy solutions. From a safety

perspective, the users of drugs may impair the well-being of all employees and the public at large and may cause damage to state property. Therefore, it is the policy of the State of Arkansas that the unlawful manufacture, distribution, dispensation, possession, or use of controlled substance in a state agency's workplace is prohibited. Any employees violating this policy will be subject to discipline up to and including termination.

Each employee is required by law to inform the agency within five (5) days after he or she is convicted for violation of any federal or state criminal drug statute where such violation occurred on the agency's premises. State agencies which receive federal contracts or grants must notify the U.S. government agency with which the contract was made within ten (10) days after receiving notice from the employee or otherwise receiving actual notice of such a conviction.

If an employee is convicted of violating any criminal drug statute while in the workplace, he or she will be subject to discipline up to and including termination.”

#### PHILLIPS COMMUNITY COLLEGE ADMINISTRATIVE PROCEDURE

Administrative Procedure: 262.01

Subject: Drug Free Workplace

Applicable Board Policy: 262

Date Adopted: 2/04

Reviewed: 7/19

PCCUA policy is to employ a work force free from alcohol abuse or the use of illegal drugs. Any employee who violates this policy will be disciplined. This may include termination, even for a first offense.

PCCUA strives to provide a safe and healthy work environment, free from the use of illegal drugs and abuse of alcohol. Employees may not consume alcoholic beverages or take illegal drugs on college premises. Employees may not report to work under the influence of drugs or alcohol or participate in such activities during the workday.

NOTE: Legal drugs include prescribed and over-the-counter drugs which have been legally obtained and used for the purpose for which they were intended. Illegal drugs include any drug which is not legally obtainable, which may be obtainable but has not been legally obtained or which is being used in a manner or for a purpose other than as prescribed.

## **Campus Notification**

Email notifications are sent to students via campus email reminding them to complete their training on the Blackboard platform during the first most of school opening.

Additionally, the Student Code of Conduct provides standards of conduct to students regarding drug and alcohol usage, as well as outlining possible legal sanctions and penalties if found in violation on the college premise.

The Annual Security Report contains policy statements and crime statistics for PCCUA. The policy statements address the school's policies, procedures and programs concerning safety and security. The report reflects three years of statistics which include specific types of crimes that were reported, occurred in or on off-campus buildings or property owned or controlled by the school, and on public property within or immediately adjacent to the campus. To review the campus security report, please review the [Institutional Data/Reports | Phillips Community College](#).

## **Educational Interventions**

It is the intent of PCCUA to establish procedures to help prevent accidents and injuries resulting from the misuse of alcohol or the use of controlled substances by students in specific academic programs. PCCUA strives to comply with educational Board authorities, the Federal Highway Administration (FHWA) and the Department of Transportation (DOT) regulations requiring drug and alcohol testing for students involved in safety-sensitive functions.

## **Allied Health Program Drug Screening Policy**

PCCUA will require all allied health students to submit to a drug screening under any or all the following circumstances:

- Pre-clinical Drug Testing – Pre-clinical requirements, at the student's expense
  - Drug abuse recovery program - Annual and random testing will be required at the student's expense.
- For-Cause Drug Testing – A drug test, at the student's expense, is required when there is reasonable suspicion and a student's behavior is characteristic of being under the influence of alcohol or other substances. Such behavior may include, but is not limited to:

1. Observed impairment of performance;
2. Abnormal conduct or erratic behavior;
3. Carelessness or disregard for safety;

4. A violation of safe practice;
6. Physical signs that are inconsistent with the student's usual appearance or behavior such as:
  - a. Slurred speech;
  - b. Difficulty walking or standing;
  - c. Unusual appearance or odors;
  - d. Lethargy, drowsiness, confusion, or unusual behavior;
  - e. Impaired coordination, dexterity, or balance.

When a student is required to submit to drug testing under this policy, PCCUA nursing programs require students to complete Drug Screening conducted by a third-party vendor at designated drug testing facilities. Students are responsible for fees associated with drug screening and failure to meet the deadline for drug screening may result in failure to continue in the nursing program.

If a student fails a drug screening as required by this policy, the student will be dismissed from allied health programs, and referred to the Vice Chancellor of Student Services and Campus Life. The respective program director/coordinator will review the PCCUA nursing programs policy with the student that failed the drug screening for guidance.

Students who are dismissed from any and all PCCUA allied health programs for failing a drug screening test in violation of this policy will not be eligible for tuition and fee refunds for allied health courses with a NG/NURS, PNP/PNUR, NA/ISHP, MLS/MLSC, PLB/ALHE, or EMT/EMSC prefix.

### **Readmission After Positive Drug Test**

The readmission process to the same PCCUA allied health program or admission process to another PCCUA allied health program, for a student, who has previously failed a drug test in violation of this policy, to any allied health program will include:

- Attendance at recognized drug treatment program of choice. Evidence of participation must be sent to the Dean of Allied Health and respective program director/coordinator.
- Acceptable evidence from a recognized drug treatment program shall consist of:
  - Written record of at least the date of each meeting
  - Name of group attended
  - Meeting purpose

- Signed initials of the group or district representative of each group attended.
- Acceptable evidence from a drug treatment program of the individual's choice shall consist of:
  - Verifiable completion certificate
- Demonstrate at least six (6) months of drug abuse abstinence immediately prior to readmission to the same allied health program or admission to another allied health program. Testing will be required at the student's expense.
- Provide positive letters of reference from employers, if any, within the last six (6) months.
- If the student is readmitted to the program or admitted to another allied health program and the student fails another drug screening test, the student will be dismissed from the respective program and will not be eligible for readmission to, or provided a reference for, any allied health program.
- The Allied Health Programs readmission policy.

### **Medical Marijuana**

Students enrolled in allied health positions may be required to complete a clinical placement as part of their program. Many of those clinical placements will be in positions considered by the clinical site as safety-sensitive. Students may not use medical marijuana while working in a safety-sensitive clinical placement position. In addition to the drug testing policies outlined above, students may be subject to random drug testing while working in a clinical placement that is designated safety-sensitive by the clinical site. Students who fail random drug tests association with their clinical placement will be subject to the discipline outlined above, including dismissal from allied health programs, regardless of their status as a medical marijuana licensee.

### **Community Partnership**

PCCUA partners with the local Police Department to offer alcohol and drug-free awareness and prevention events for students on campus. These program events are coordinated by the Vice Chancellor for Student Services and Campus Life at events for student activities and Residential Life and Housing.

### **College Responsiveness**

Throughout the academic year, students receive transmission of information designed to increase awareness and prevent alcohol and drug abuse via the following programs:

- **Student Orientation**

The Fall Orientation event welcomes students to campus to provide information to them regarding campus services and resources to prepare them for the academic year. Information is disseminated by college representatives at the event.

- **Community Resource Fair**

This annual event encourages students to communicate with community agencies and student support offices on campus to ensure their academic and emotional wellness. Students enjoy food, drinks, promotional items, and information regarding the College policy on substance use on the college premise.

- **First-Year Mixer**

An annual event to provide new students with an opportunity to meet their new peers and build a sense of community with one another and at the college. These mixers typically include food, activities, give-a-ways, the promotion of information to assist student in avoiding or eliminating possible barriers to their student success, such as pregnancy prevention, drug and alcohol prevention, and Title IX information. Additionally, information is shared with students regarding depression and suicide prevention.

- **Fall Fest**

This annual event encourages student to participate in events such as volleyball, basketball, board games, give-a-ways, mazes, etc. Students enjoy food, drinks, and the opportunity to review PCCUA Policies concerning student life, specifically policies on Drug and Alcohol, Title IX, student misconduct, weapons on campus, etc.

- **A Rowdy Return Welcome Back event**

This annual event is held in the Spring semester and includes information about a variety of topics including; campus support services, registered student organizations information, study skills, stress management, alcohol and drug awareness and prevention, mental health resources, and Title IX information.

- **Residential Life Programming |**

All residents are provided the Student Code of Conduct which outlines the PCCUA policy regarding drug and alcohol on campus property, tobacco usage on campus, crime prevention, weapons on campus, awareness and prevention of dating violence, domestic violence, sexual assault, and stalking, etc. This information is contained in the Residential Handbook which each resident must sign to confirm their understanding and agreement with the expected standard of living in the communal environment. Additionally, residents are reminded of the policies regularly through passive information distribution at social gatherings and email notifications.

- **Registered Student Organizations**

All student organizations are provided the Student Code of Conduct which outlines the PCCUA policy regarding drug and alcohol on the campus premise, weapons on campus, tobacco usage, crime prevention, awareness and prevention of dating violence, domestic violence, sexual assault, and stalking, etc. to ensure student wellness and campus safety.

- **Campus Life** protocol is addressed online in official documents including the student handbook, the student Residential Life and Housing Code of Conduct and Housing Application, the Student Advocacy site, and Student Code of Conduct on the Discipline website.
- PCCUA offers Student Training through Workday Platform. Modules that are available to students include: Hazing, Sexual Assault Prevention for Community Colleges, and Alcohol and Other Drugs.

### **Campus Monitoring**

PCCUA has a Police Department on campus with 2 officers to provide law enforcement services at the Helena campus. The other PCCUA campuses have identified personnel to assist in securing the campus. Their role on campus is to focus on protection of persons, property, and enforcement of local, state, and college regulations. They patrol the campus and enforce all state underage drinking laws and all federal and state drug laws. They collaborate with the Vice Chancellor of Advancement and Marketing to publish the Annual Security Report which compiles yearly crime logs and statistics. This information can be found at [Institutional Data/Reports | Phillips Community College](#).

### **Counseling, Treatment and Referral Programs:**

PCCUA utilizes its Campus Action and Referral Program to provide information and referrals to private and public facilities, and outpatient and inpatient institutions as needed.

### **Community Resources for Alcohol and Drug Treatment:**

Anchor Mission Ministries (870) 572-3220

Alcoholics Anonymous Arkansas Office (870) 662-280-3435 or (501) 664-7303

Al-Anon Family Groups of Arkansas 1-888-425-2666

Arisa Health Services in Helena (870) 338-3900

Mid-Delta Health Systems in DeWitt (870) 946-4505

Mid-Delta Health Services in Stuttgart (870) 747-1854

### **Future Opportunities**

- PCCUA partners with the Arkansas Collegiate Network (ACN) for training, resources, and grant funding surrounding alcohol and drug prevention and awareness programming.
- Provide more campus wide awareness and prevention programming.
- Participate in annual Arkansas Collegiate Alcohol and Drug Survey.

### **Summary**

PCCUA is meeting its obligations under the Drug-Free Schools and Communities Act. As an institution of higher learning, we are committed to fostering a healthy and safe environment for all campus members, while providing students with an optimal learning experience.