

PHILLIPS COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS

DRUG FREE SCHOOLS AND COMMUNITIES ACT

2026 BIENNIAL REVIEW



INTRODUCTION

Phillips Community College of the University of Arkansas (PCCUA) is committed to maintaining an environment that supports the health and well-being of its' campus members, while seeking to prevent and eliminate the usage of drugs and alcohol. In compliance with the Drug-Free Schools and Communities Act (DFSCA) of 1989 and Department of Education regulations, PCCUA conducts a biennial review of the drug and alcohol policies, programs, and enforcement efforts.

The objectives of the review are to 1) determine program effectiveness and to make improvements, as needed; 2) track the number and type of drug-and alcohol-related violations and sanctions; and 3) ensure sanctions are consistently enforced.

SUMMARY OF POLICIES - STUDENTS

PCCUA 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. Sanctions for violations may include educational sanctions, probation, suspension, or expulsion. Policies are outlined in the [Student Handbook](#) and the Code of Student Conduct at [Student Discipline Policy & Code of Conduct | PCCUA](#)

EMPLOYEES POLICIES

Drug Free Workplace [PCCUA Administrative Procedure 262.01](#)

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.

ENFORCEMENT EFFORTS

PCCUA complies with Arkansas state laws and federal laws related to alcohol and drug use. Examples include DUI/DWI laws, underage possession, furnishing alcohol to minors, and drug possession laws. Review the following policy for more

Drug Free Workplace Act of 1988 [PCCUA Board Policy 262](#)

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.”

ANNUAL NOTIFICATION

PCCUA utilizes campus email and the college website to provide students with information regarding campus safety and security, information regarding standards of conduct, potential legal sanctions, available counseling and treatment resources, and sanctions for violations [Student Discipline Policy & Code of Conduct](#). Additionally, campus notifications are sent to students via campus email to remind them to complete their training on the Blackboard platform.

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 [Institutional Reports](#).

PREVENTION INITIATIVES

PCCUA provides a range of alcohol and drug prevention education programs and resources. These efforts are delivered through Curriculum and Instruction departments, Student Activities, and Housing.

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.

NON-ACADEMIC PROGRAMMING

- **Student Orientation**

The Fall Orientation event provided information to students regarding campus services and resources to prepare them for the academic year.

- **Community Resource Fair**

This annual event encouraged students to communicate with community agencies and student support offices on campus to ensure their academic and emotional wellness: [PCCUA Welcome Week](#)

- **First-Year Mixer**

An annual event provided new students with an opportunity to build a sense of community with peers, faculty, and staff. The mixer included food, activities, and the promotion of information to help students avoid distractions and remove barriers to success. Topics addressed pertained to substance use, dating, mental health, and pregnancy prevention: [Fall Mixer](#)

- **Mental Health Awareness**

A student discussion took place regarding academic journeys and emotional challenges. The activity allowed students to connect their learning to real-life experiences, identify strengths/weaknesses, and develop awareness in their own thought processes and decision-making patterns: [Mental Health Awareness](#)

- **Safety and Security**

The workshop educated students on threat awareness and provided prevention strategies: [Promoting Safety](#)

- **Alcohol Awareness Programming**

The workshops provided students with the health risks associated from using illicit drugs, as well as [Alcohol Awareness](#).

- **A Rowdy Return Welcome Back event**

This annual event was held in the Spring semester and included addressed topics such as

support services, registered student organizations, study skills, stress management, alcohol and drug awareness, mental health resources, and Title IX information; [PCCUA Resources](#).

- **Residential Life Orientation |**

All residents were provided the Residential Life Handbook which provided a comprehensive guide to behavioral standards and practical living guidelines that ensured residents with a safe and secure learning and living environment. The handbook highlighted prohibited substances and items both on and off of the PCCUA property: [Resident life assessment](#).

- **Registered Student Organizations**

All student organizations were provided the Student Code of Conduct which outlined college policies: [student organizations](#).

- **Campus Life**

PCCUA addresses campus life protocol in official documents including the student handbook, the student Residential Life and Housing Code of Conduct, the Student and advocacy site [PCCUA Student Handbooks: Current and Past Editions](#).

- **Suicide Prevention Programming**

Highlighted the connection between depression, suicidal ideation, and substance misuse: [suicide prevention-awareness](#).

- **Rowdy Wellness Alerts**

Supported mental health awareness through intentional emails sent to students to address their overall well-being. [digital check-in..](#)

- **Targeted Prevention Programming – Athletics**

Provided Awareness programs for special populations to ensure student satisfaction at PCCUA: [student athletes and campus resources](#).

- **Arkansas Collegiate Alcohol and Drug Survey**

The student body participated in a Alcohol and Drug Survey to assist in prevention efforts for the state: [Substance-use Prevention](#).

- **Campus Monitoring**

PCCUA has a Police Department on campus with two 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. The police department works in connection with local police department to publish the Annual Security Report which compiles yearly crime logs and statistics. This information can be found [Institutional Reports](#).

- **Campus Programming**

Effective campus programming, policies, and student development coupled together to create inclusive, engaging, and empowering learning environments that support student success, belonging, and growth [encouraging knowledge, leadership and civic engagement](#).

- **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 [connects students with wellness and support-resources..](#)

- **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

ADDITIONAL PLANNING

- **Narcan Distribution**

Narcan administration trainings have been conducted in 2024 to educate students, faculty, and staff with critical, life-saving information. We will provide additional training to the campus community. [Narcan Dispensers](#)

- **Partnership**

PCCUA partners with the Arkansas Collegiate Network (ACN) for training, resources, and grant funding surrounding alcohol and drug prevention and awareness programming.

SUMMARY

The Biennial Review Process shares the current state of compliance and reflects future planning to prevent alcohol and substance misuse and abuse.

CONCLUSION

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.