



BIENNIAL REVIEW
2026
ALCOHOL, TOBACCO, AND OTHER DRUG
POLICIES/PROGRAMS

Prepared in accordance with the United States Department of Education, *Drug Free Schools, and Campuses regulations*

Prepared in Collaboration with:

Academic Advising
Academic Divisions
Director Student Success
Human Resources
Student Involvement
Title IX Coordinator, Students

Introduction

The pages that follow provide an overview of Kishwaukee College Alcohol, Tobacco, and Other Drug (ATOD) policies, as well as a summary of the programs and initiatives addressing ATOD-related topics that were implemented, produced, and/or sponsored by the College from Fall 2023 through Spring 2025.

The purpose of this document is to serve as both a comprehensive record of the College's prevention, education, and compliance efforts, and as a foundation for ongoing assessment and continuous improvement. In alignment with the Drug-Free Schools and Communities Act, this Biennial Review will be maintained on file for a minimum of two years. The document will be accessible through the Director of Student Success Office and made available on the College's website to ensure transparency and compliance.

KC Policies/Procedures Pertaining to ATOD Issues

The following is a listing of Kishwaukee College policies/procedures addressing ATOD issues:

- Drug Free Acts (Board Policy 4.06, College Operations)
- Drug and Alcohol-Free Schools and Communities Act Policy (Board Policy 4.06.01)
- Smoking Policy (Board Policy 4.14)
- Student Code of Conduct (Board Policy 3.06)
- Drug/Alcohol Usage and Testing (Board Policy 2.13.08, College Personnel)
- Section 8.11 of the KC Support Staff Union Contract
- KC Athlete Handbook- Drug, Alcohol and Substance Abuse Policy

Distribution of ATOD policies/procedures for students and employees

The Alcohol, Tobacco, and Other Drug (ATOD) Policy at Kishwaukee College is published within the College's *Annual Security Report*. This report is developed collaboratively on an annual basis by the Director of Campus Safety and Security, the DeKalb County Sheriff's Department, the Vice President of Student Services, and the Director of Student Success.

Employees are notified annually through the College's email system when the Annual Security Report is available for viewing on the Campus Safety and Security webpage. Printed copies are also available from the Director of Student Success Office to ensure accessibility.

ATOD policies and procedures are distributed to students through multiple institutional channels to promote awareness and access. These include, but are not limited to:

- The Annual Security Report
- The Student Online Handbook
- The Student-Athlete Handbook
- The College Online Catalog
- The College website and student portal

In addition, the Annual Security Report is distributed each fall via email to all students and employees, providing direct access to the College's policies, standards of conduct, and available resources related to alcohol, tobacco, and other drugs.

This comprehensive, multi-modal distribution approach ensures that all members of the campus community have consistent and ongoing access to critical ATOD information and resources.

Description of the ATOD Program Elements

The Alcohol, Tobacco, and Other Drug (ATOD) program at Kishwaukee College consists of a comprehensive, multi-faceted approach that integrates prevention, education, policy enforcement, and community partnerships to support a safe and healthy campus environment.

The College offers a variety of events and activities focused on ATOD education and prevention. These initiatives are sponsored by multiple departments across campus, including Student Involvement, Academic Advising/Student Services, Human Resources, and the College Wellness Committee. Programming is designed to increase awareness, reduce high-risk behaviors, and promote informed decision-making among students and employees.

ATOD-related topics are incorporated into the curriculum across academic divisions, ensuring that students are exposed to education on substance use, health risks, and prevention strategies as part of their academic experience.

College policies related to alcohol, tobacco, and other drugs are enforced through a coordinated administrative approach involving the Vice President of Student Services, Director of Student Success, Human Resources, and Campus Security Services, which are staffed by the DeKalb County Sheriff's Office. This structure ensures consistent enforcement of institutional policies and alignment with local laws and regulations.

Kishwaukee College maintains strong partnerships with community-based organizations to support prevention, intervention, and treatment efforts. These partners include:

- Safe Passage
- Braden Counseling Center
- New Hope Counseling Center

- Northwestern Medicine Ben Gordon Center
- Change Counseling
- Sinnissippi Centers

Additional partnerships throughout DeKalb and Ogle counties further expand access to services and resources for students and employees.

All disciplinary actions related to violations of the Student Code of Conduct, including those involving ATOD policies, are administered through the Office of the Director of Student Success. This centralized process ensures consistency, accountability, and alignment with institutional standards and federal compliance requirements.

Prevention/Awareness Events Held Within the Last Two Years

Human Resources Programs:

Kishwaukee College is committed to supporting the health and well-being of its employees through a comprehensive range of wellness programs, benefits, and support services. These initiatives contribute to the College's overall Alcohol, Tobacco, and Other Drug (ATOD) prevention efforts by promoting healthy lifestyles, early intervention, and access to care.

1. **Employee Assistance Program (EAP):** The College partners with Reliance Matrix and AllOne Health provide an Employee Assistance Program (EAP) for employees and their family members. The EAP offers confidential counseling and support services addressing:
 - Stress and work-life balance
 - Mental health concerns
 - Substance use issues
 - Other personal challenges

These services support early intervention and provide employees with access to professional resources.

2. **Kish Wellness Committee-**The Kish Wellness Committee promotes the physical, mental, and emotional well-being of employees. The committee serves as a collaborative resource to encourage healthy lifestyle choices and provides wellness-focused programming and initiatives across campus.
3. **Blue Cross Blue Shield Wellness Programs:** Through Blue Cross Blue Shield, employees have access to wellness programs such as the Fitness Program and Well onTarget. These programs offer:
 - Access to participating in fitness centers
 - Personalized wellness tools and resources

- Health assessments and goal tracking

These offerings support preventive health behaviors and overall well-being.

4. **AFLAC Voluntary Benefits:** The College offers voluntary supplemental insurance benefits through Aflac, including:

- Accident coverage
- Critical illness insurance
- Short-term disability
- Hospital indemnity plans

These benefits help reduce financial stress associated with unexpected medical events, supporting employee stability, and well-being.

Student Services Programming:

1. **Behavioral Healthcare Committee Involvement:** The Director of Student Success actively contributes to the Behavioral Healthcare Committee, supporting the review and approval of mental health messaging and informational materials in collaboration with the DeKalb County Community Mental Health Board.
2. **Annual Security Report & Compliance:** An Annual Security Report is distributed each October to students and employees, including the Biennial Review and access to resources related to the Drug Free Schools and Communities Act, Illinois sanctions and penalties, and the National Institute on Drug Abuse.
3. **Accessible Online Resources:** The College maintains a Drug Free Schools webpage, along with accessible links to Alcohol and Narcotic Assistance and the Substance Abuse and Mental Health Treatment Locator to support students seeking services.
4. **Sexual Assault & Domestic Violence Awareness Programming:** The College hosts annual awareness initiatives (Spring 2024 & 2025), including:
 - **Wear Teal Week:** Promoting awareness through visible support (bracelets, ribbons, clothing)
 - **Denim Day:** Campus-wide participation with donations supporting Safe Passage, DeKalb County’s domestic violence and sexual assault agency
 - **Wellness Wednesday – “Let’s Walk” Event:** Promoting participation in *Walk a Mile in Their Shoes* in partnership with Safe Passage
5. **Ongoing Wellness & Prevention Programming:** Wellness Wednesday Fairs are held at least twice per semester (Fall 2023, Spring 2024, Fall 2024, Spring 2025), featuring education on DUI prevention, substance use awareness, and access to community resources.

Student Activities Programming:

Kishwaukee College provides ongoing prevention programming designed to promote healthy behaviors, reduce stress, and minimize risk factors associated with alcohol, tobacco, and other drug (ATOD) use. The following initiatives were implemented during the reporting period:

Fall 2023:

- **Workout Wednesday (Virtual):** Weekly virtual exercise activities offered throughout the semester to promote stress reduction and encourage healthy coping strategies that reduce the likelihood of engaging in unhealthy behaviors.
- **Stress Relief Week:** Conducted each semester, this initiative provides activities and educational resources focused on effective stress management and coping skills.
- **We Care Pregnancy Support Initiative:** On-campus outreach providing resources, education, and support services for expecting students, promoting overall wellness and stability.
- **Therapy Dog Visits:** Therapy dogs were brought to campus to support emotional well-being and reduce stress among students.

Spring 2024:

- **Workout Wednesday (Virtual):** Continued weekly virtual exercise programming to support student wellness and stress reduction.
- **Sexual Assault Awareness Programming (April):**
 - *Safe Place Selfie Day*
 - *NOH8 Campaign Photo Shoot*These initiatives promote awareness, advocacy, and education around personal safety and healthy behaviors.
- **Stress Relief Week:** Continued semester-based programming focused on stress management and healthy coping strategies.
- **Community Partner Engagement:** Safe Passage provided on-campus outreach and resources in April to support students impacted by domestic violence and sexual assault.
- **Therapy Dog Visits:** Continued presence of therapy dogs on campus to promote mental health and stress reduction.

Athletics:

Kishwaukee College Athletics maintains standards of conduct that align with the College's overall Student Code of Conduct, reinforcing expectations related to alcohol, tobacco, and other drug (ATOD) use among student-athletes.

The Student-Athlete Code of Conduct includes specific provisions regarding substance use. The current policy states:

"The College policy requires that each student-athlete refrain from the use of illegal substances at all times. The NJCAA prohibits the use of alcohol, drugs, and all tobacco products during any athletic-related event, including scrimmages, practices, travel, or competitions. Failure to comply will be addressed on an individual basis and may result in suspension and/or dismissal from the team. Student-athletes may be subject to random drug testing each semester. Failure to comply with a testing request will be considered an admission of use."(Pg. 5, #4)

In alignment with National Junior College Athletic Association standards, Kishwaukee College enforces these expectations through its athletic programs to promote student-athlete health, safety, and accountability.

Drug Testing and Monitoring

Student-athletes may be subject to random drug testing each semester. This proactive approach supports deterrence, early identification of substance uses concerns, and compliance with institutional and NJCAA policies. Kishkougars.com website:

https://kishkougars.com/general/2024-25/files/Kishwaukee_College_Athletics_Drug_Use_Policy.pdf

Policy Accessibility

The Athletics ATOD policy is publicly available on the College's athletics website (KishKougars), ensuring transparency and accessibility for student-athletes, staff, and the broader campus community.

Spring 2025:

- **Student-Athlete Orientation (Virtual):** ATOD policies, expectations, and available resources were presented to two groups of student-athletes during orientation. This initiative reinforced standards of conduct, promoted awareness of substance use policies, and connected student-athletes to campus and community support services.

Academic Divisions:

Several college-level courses include ATOD-related subject matter within their course content. These courses include:

<i>2024 Biennial Review (Kishwaukee College Drug Free Campuses)</i>						
Subject	Course#	Short Title	FA23	SP24	FA24	SP25
BIO	109	Human Biology	Yes	Yes	Yes	Yes
CRJ	151	Narcotics & Drug Enforcement	No	Yes	No	Yes
CRJ	209	Juvenile Delinquency/Juvenile Justice	No	Yes	No	Yes
EMS	107	Basic Emergency Med Tech	Yes	Yes	Yes	Yes
EMS	210	Paramedic Module I	Yes	No	Yes	No
EMS	211	Paramedic Module II	No	Yes	No	Yes
EMS	220	Paramedic Module I Clinical	Yes	No	Yes	No
EMS	221	Paramedic Module II Clinical	No	Yes	No	Yes
HLT	206	Contemporary Health Concepts	Yes	Yes	Yes	Yes
HLT	210	Drug Use and Abuse	Yes	Yes	Yes	Yes
NUR	123	Orientation to Pharmacology	Yes	Yes	Yes	Yes
NUR	168	Adult Health Nursing I	Yes	Yes	Yes	Yes
NUR	249	Mental Health Nursing	Yes	Yes	Yes	Yes
PE	162	First Aid & Emergency Response	Yes	Yes	Yes	Yes
PSY	216	Abnormal Psychology	Yes	Yes	Yes	Yes
RA	101	Patient Care Techniques	Yes	No	Yes	No
SOC	283	Social Problems	Yes	Yes	Yes	Yes

Nursing and Radiography courses address how to treat patients on drugs and how smoking impacts so much of what professional's address in health care.

Recommendations for Improving ATOD Prevention and Programming

1. Develop yearly programming with Academic Advisors, Director Student Success, Director Safety & Campus Security, Student Services and Student Activities to educate students on ATOD issues and resources.
2. Build partnerships and create programming with community agencies to provide additional resources for students.
3. Enhance communication with students regarding alcohol, tobacco, and other drugs policies on campus.