



Mississippi Gulf Coast Community College

Academic Years 2022-2023

DRUG-FREE SCHOOLS AND COMMUNITIES ACT

Biennial Review Report

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INTRODUCTION

Since its inception, Mississippi Gulf Coast Community College (MGCCC) has seen significant growth in both enrollment and facilities. Recently, the College reported a 6.1% increase in enrollment for the Fall 2024 semester, making it the largest community college in Mississippi. This growth underscores MGCCC's commitment to providing quality education while also meeting the needs of a diverse student body.

Over the years, the College has expanded its campuses and facilities to accommodate its growing student population. Continuing to invest in state-of-the-art facilities and comprehensive student support services, MGCCC attracts students from across Mississippi and neighboring states. The College's growth is a testament to its dedication to academic excellence and its pivotal role in shaping the future workforce of Mississippi.

MGCCC is also dedicated to maintaining a drug and alcohol-free workplace and learning environment. Part of the College's mission is to promote a safe learning and working environment for its students, faculty, and visitors. College administrators certify that MGCCC supports the fight against unlawful drugs in the workplace.

In accordance with Drug-Free Schools and Campuses Regulations (EDGAR Part 86), the College is required to conduct a biennial review of the MGCCC's Drug and Alcohol Abuse Prevention Program (DAAPP).

This review has the following objectives:

- 1) Determine the program's effectiveness by identifying strengths, weaknesses, and areas for improvement.
- 2) Review Policies and Procedures that support the compliance of federal regulations pertaining to the DAAPP.
- 3) Ensure that sanctions imposed for violations of the standards of conduct addressed in the DAAPP are consistently enforced.
- 4) Provide recommendations for revising the program if necessary.

In compliance with the Department of Education, this DAAPP Biennial Review Report, has been approved by the institution's Chief Executive Officer, College President, Dr. Mary S. Graham.

Mary S. Graham, Ph. D., President
Mississippi Gulf Coast Community College

DAAPP OVERVIEW

Universities and Colleges that receive federal funds or financial assistance are required to create and implement a program aimed at preventing the illegal possession, use, and distribution of illicit drugs and alcohol among students and employees. This program must include the following components:

- Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on College property or as part of any of its activities.
- A description of the legal sanctions under local, state, or federal law for the unlawful possession, use or distribution of illicit drugs and alcohol.
- A description of the health risks associated with the use of illicit drugs and abuse of alcohol.
- A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to students and employees.
- A clear statement that the College will impose disciplinary sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.
- A description of the alcohol and drug education programs provided by the College.

This information is distributed to students and employees annually in compliance with appropriate regulations.

ANNUAL NOTIFICATION PROCEDURE

In compliance with appropriate regulations, the College is required to disperse all DAAPP information to employees and students. At the beginning of the academic school year, MGCCC notifies students and employees by email through MyGulfCoast. This notification is dispersed around September 15th of each year. The College Compliance Officer oversees the communication of DAAPP information distribution to students and employees.

DAAPP information is located on the College website at <https://mgccc.edu/disclosures-and-compliances/drug-and-alcohol-abuse-prevention-program/>. Additionally, the MGCCC Student Handbook is also available to all current and incoming students, which contains drug and alcohol policies and procedures.

MGCCC also uses Banner Communication Management (BCM), which is an application that allows administrative users to create, send, and manage communications to constituents across the institution. BCM is used to email DAAPP information to students who enrolled after the initial DAAPP email is sent. The BCM query searches for all students who have registered for a new course and have not received the same communication within a year. This process runs daily to ensure that all students are notified.

Full-time employees and faculty members who are hired after the notification email receive a DAAPP flyer in the new employee personnel hiring packet provided by Human Resources. The Human Resources department notifies employees about MGCCC's drug and alcohol policies during new hire meetings. Those who are hired on a part-time basis receive the same flyer from the Campus that employ the individual.

BIENNIAL REVIEW PROCESS

MGCCC's commitment to a drug and alcohol-free college is a district-wide effort and includes employees throughout the four-county campus district. The biennial review process is under the direction of the Vice President of Administration and Finance and coordinated by the Compliance Officer. The MGCCC Executive Council approved the organization of the DAAPP Committee for the purpose of conducting the biennial review. The committee consists of members of the Campus Police Departments, Student Services, Residence and Student Life, Student Activities, Title IX Coordinator/Compliance Officer, Human Resources, Business Services, and Director of Administrative Services.

2023-2024 DAAPP COMMITTEE MEMBERS



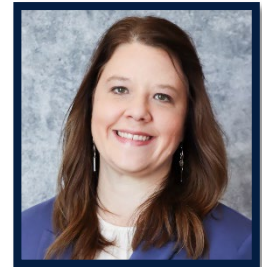
Dr. Jason Pugh
District Office
*Vice President of
Administration & Finance*



Dr. Blythe King
District Office
*Associate Vice President of
Human Resources*



Kortney Woodard
District Office
*Director of
Administrative Services*



Robbie Robertson
District Office
*Title IX Coordinator/
Compliance Officer*



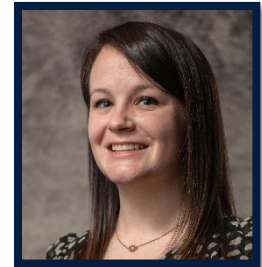
Dr. Kady Pietz
Perkinston Campus
*Dean of Student Services &
Enrollment Management*



Ben St. Cyr
Perkinston Campus
*Director of Residence &
Student Life*



Brandi Fayard
Jackson County Campus
Student Life Coordinator



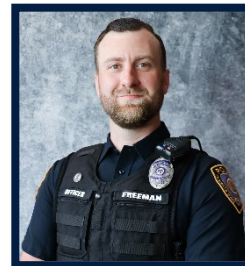
Dr. Ashley Rollin
Harrison County Campus
Dean of Business Services



Carl Short
Harrison County Campus
Chief of Police



Cary Houston
Jackson County Campus
Chief of Police



Nick Freeman
Perkinston Campus
Police Officer

In accordance with the EDGAR Part 86, once the biennial review is approved and signed by the Executive Chief Officer of the institution, the report will be available to students, employees, applicants, parents, and the public for viewing upon request. Any interested party may request a copy by contacting the Compliance Officer at compliance@mgccc.edu or (601) 528-8735.

RESEARCH METHODS AND DATA ANALYSIS

The DAAPP biennial review committee used the following research methods:

- A qualitative analysis of written policies, procedures, and educational materials related to drug and alcohol programs.
- A quantitative assessment of the number of drug and alcohol-related incidents.
- A questionnaire completed by staff and administrators regarding drug and alcohol program activities.

POLICIES AND PROCEDURES

MGCCC employs policies and procedures that govern student and employee violations and sanctions of drug and alcohol usage while on the college's premises. These policies and procedures are in various places that include but are not limited to the MGCCC Policies and Procedures Manual, MGCCC Student Handbook, Student Life webpage, College website and more. The committee has reviewed the policies and procedures listed below for their effectiveness and changes necessary to support the DAAPP.

- **Due Process in Student Discipline (Student Code of Conduct) - Statement 717** – “This policy governs all student conduct that occurs in connection with a College program or activity, regardless of the location. In relation to this review violations covered under this policy includes but are not limited to Alcohol Possession, Intoxicated Behaviors, and Drug Violations.”
- **The Guide to Residence Living** – This guide is a supplement to the MGCCC Student Handbook and contains policies and procedures that relate to students living on campus. The full guide can be found on the MGCCC website.
- **Health and Wellness Statement - 212.33** – “All College locations shall encourage engagement in healthy lifestyle choices for physical, social, and behavioral well-being.”
- **Drug Free Workplace – Statement 212.15** – “In compliance with the Drug Free Workplace Act of 1988, the administration of the Mississippi Gulf Coast Community College certifies that the College supports the fight against unlawful drugs in the workplace. Through published and circulated statements, the College notifies employees that compliance with this Act is a condition of employment and unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and action will be taken against employees for violation of such provision. The College also certifies that it will continue to make a good faith effort to continue to maintain a drug free workplace.”
- **Drug Free Schools and Communities – Statement 212.15.1**- “In compliance with the Drug-Free Schools and Communities Act of 1989, Public Law 101-226, Mississippi Gulf Coast Community College must certify that it has adopted and implemented an Alcohol and Other Drug (AOD) program to help prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees both on the institution's premises and as part of any of its activities. Information regarding AOD policies and requirements shall be distributed annually. The program established by the institution is required to

undergo a biennial review conducted by the Compliance Officer. The College shall retain records for a period of three (3) years.”

- **Driver Authorization and Training – Statement 407.1** – “The college Department of Human Resources (HR) shall obtain, maintain, and update, as a part of official employment records, Motor Vehicle Records for all college personnel. Serious violations deemed unacceptable include but may not be limited to operating a vehicle under the influence of alcohol or narcotics or refusing of testing for such.”
- **Progressive Discipline – Statement 212.4.1** – “The College has established a progressive discipline system to serve as a fair and consistent means to enforce College rules and regulations and to address conduct or performance deficiencies of employees. Examples of actions or behaviors that may result in a recommendation for immediate termination without the necessity of prior warnings or attempts at progressive discipline may include but are not limited to the use or possession of or being under the influence of illegal substances or alcohol while at work.”
- **MGCCC Athletic Department – Drug Testing Procedures** – “It is the goal of the Mississippi Gulf Coast Community College Athletic Department to run a drug free athletic program. It is our position that a drug free program is to the benefit of the college, the community, and especially each of the student-athletes contributing to the success of the athletic program.”
- **MGCCC Nursing and Allied Health Programs- Statement 725-** “Nursing students and Allied Health students at MGCCC are strictly prohibited from manufacturing, using, possessing, selling, conveying or distributing any illegal drug or controlled substance in any amount in any manner in the college environment or at a college sponsored/related activity. Additionally, Nursing and Allied Health students are prohibited from using any legal drug in a non-prescribed, irresponsible, or illegal manner. Use of any substance to the extent that it impairs mental acuity, or physical dexterity is strictly prohibited, especially in the classroom, lab, and clinical settings even if the student has a prescription for the substance. The Nursing and Allied Health Programs have a zero-tolerance policy of illegal substance use/abuse and misuse of legal substances.”

DISCIPLINARY SANCTIONS

The College handles cases of alcohol abuse and illegal drug activity by employees or students on an individual basis. Each case is assessed based on its specific details and any legal actions taken against the individual. In addition to federal and state penalties, violators of this policy may face disciplinary actions as specified in the MGCCC Student Handbook or the MGCCC Policies and Procedures Manual, in line with federal, state, and local laws. Sanctions can range from warnings to severe disciplinary actions, including termination of employment or expulsion from the school. Other potential consequences include referral for prosecution and mandatory participation in an approved drug and/or alcohol abuse assistance or rehabilitation program.

Disciplinary Sanctions for College Policy Violations

Students:

As noted in Statement 717 Due Process in Student Discipline, Sanctions for violating the Code of Student Conduct include the following:

1. **Expulsion from the College:** Permanent separation of the student from the College and all College functions or activities. It is the student's responsibility to contact an Enrollment Specialist and properly withdraw from the College. Questions should be addressed to the campus Dean of Student Services.
2. **Suspension from the College:** Suspension for a definite period of time. Temporary separation of the student from the College and all College functions or activities. It is the student's responsibility to contact an Enrollment Specialist and properly withdraw from the College. Students seeking readmission to the College after suspension must contact the campus Dean of Student Services.
3. **Conduct Probation:** Conduct probation with or without loss of designated privileges for a definite period of time. The violation of the terms of conduct probation may be grounds for suspension or expulsion from the College.
4. **Loss of Privileges:** Loss of such privileges as may be consistent with the offense committed and the rehabilitation of the student. Examples include, but are not limited to, removal from the residence hall, suspension from campus activities, i.e., athletic contests, intramurals, other extracurricular activities.
5. **Session(s) with LPC:** Session(s) with Licensed Professional Counselor until behavior is controlled.
6. **Fines:** Fines where appropriate.
7. **Warning:** Written warning.
8. **Other Sanctions:** Other sanctions suggested by the Campus Conduct committee.

Employees:

Employees who violate the Drug-Free Workplace and Drug Free Schools and Communities policy statements will be held accountable for their behavior and will be subject to appropriate disciplinary action, consistent with the Progressive Discipline policy statement (to the extent applicable), other applicable College policy and with local, state, and federal law. Possible sanctions appear in the Progressive Discipline and Drug-Free Workplace policy statements, and includes, but are not limited to mandatory participation in an appropriate rehabilitation program, a warning, a reprimand, strict probation, unpaid suspension from employment, termination of employment, and/or referral to the proper law enforcement authorities for prosecution.

Requirements to Comply with Federal, State, and Local Law

Campus Community members have a personal responsibility to adhere to all applicable federal, state, and local laws and ordinances. Laws and penalties for violating these laws are found at the following locations:

Federal Drug Trafficking Penalties:

<https://www.dea.gov/drug-information/drug-policy>

Mississippi Law for Driving Under the Influence:

<http://billstatus.ls.state.ms.us/documents/2021/html/SB/2500-2599/SB2572PS.htm>

The state of Mississippi has zero tolerance for minors driving under the influence. This is applied when a person under the age of twenty-one (21) years has a blood alcohol concentration of two one-hundredths percent (.02%) or more, but lower than eight one-hundredths percent (.08%). If the person's blood alcohol concentration is eight one-hundredths percent (.08%) or more, the provisions of subsection (2) shall apply. Penalties vary depending on the offense status, but range from \$250-\$10,000 fines, 48 hours -10 years in the penitentiary, restriction of license, and 90 days- 3 years of ignition interlock device.

Review of Offenses and Disciplinary Sanctions

Both drug and alcohol offenses are reflected in the Annual Security Report. Upon reviewing the offenses listed below, the committee found no irregularities or inconsistencies in the disciplinary actions taken during the academic years of 2022 and 2023. Each campus has an appointed conduct committee that meets to determine responsibility of each offense and issues sanctions accordingly depending on the severity of the incident and previous conduct violations. Students and employees who believe any disciplinary process is unfair or unsubstantiated have access to a complaint and grievance process.

Student Incident Reports-Alcohol		
Academic Year	Offenses (including policy and criminal violations)	Sanctions Imposed
2022-2023	7	Sanctions vary based on number of violations, other violations, recurring violations, and severity of violation (such as quantity): warnings, fines, conduct probation, counseling, suspension, expulsion.
2023-2024	9	Sanctions vary based on number of violations, other violations, recurring violations, and severity of violation (such as quantity): warnings, fines, conduct probation, counseling, suspension, expulsion

Student Incident Reports-Drugs		
Academic Year	Offenses (including policy and criminal violations)	Sanctions Imposed
2022-2023	58	Sanctions vary based on number of violations, other violations, recurring violations, and severity of violation (such as quantity): warnings, fines, conduct probation, counseling, suspension, expulsion.
2023-2024	21	Sanctions vary based on number of violations, other violations, recurring violations, and severity of violation (such as quantity): warnings, fines, conduct probation, counseling, suspension, expulsion.

Employee Incident Reports-Alcohol		
Academic Year	Offenses (including policy and criminal violations)	Sanctions Imposed
2022-2023	1	Termination
2023-2024	0	N/A

Employee Incident Reports-Drugs		
Academic Year	Offenses (including policy and criminal violations)	Sanctions Imposed
2022-2023	0	N/A
2023-2024	0	N/A

PROGRAMS AND RESOURCES

Programs

Community Awareness Programs: Student Activities staff, residence hall staff and other campus groups organize awareness programs for the campus community. The programs that were held during the 2022 and 2023 academic year are listed in the chart below, along with the attendance number of students, employees, and other community members.

Awareness Programs	Number in Attendance
Alcohol Awareness-Goggles and Golf Carts (DUI)	30
Drunk Goggles Relay	70
Drunk Goggles Relay and Mario Kart	46
Under the Influence Walk	14
Mocktails at Noon	43
Drunk Goggles Obstacle Course	36
Various Spring College & Community Health Fairs	289

Safety Presentations: The residence hall staff, other campus groups/departments, and campus police conduct presentations that address personal safety to include but not limited to alcohol/drug use disorder, sexual assault, dating and domestic violence, stalking, prevention of sexual offenses, holiday and spring break safety tips, state/local laws, fire and weather.

- New Personnel Training- Beginning of each semester.
- Residence Hall Mandatory Meetings-Beginning of each semester.
- Employee Development Training- Annually (Defensive Driving, Dispatch, DUI, Self-Defense)

Printed Prevention Material: Flyers and brochures from the Attorney General's office regarding alcohol and drug awareness are distributed by the Campus Police Department. Also, the College has signs posted at each entrance of every building notifying student, employees, and community members that drugs, tobacco, vaping, weapons, and littering are prohibited on College property. During the spring semester, the Perkinson Campus Residence Halls distribute a newsletter to all residents regarding the dangers of alcohol and drug use along with safety tips.

College Website: The Drug and Alcohol Abuse Prevention Program is available on the College webpage at <https://mgccc.edu/disclosures-and-compliances/drug-and-alcohol-abuse-prevention-program/>

Campus Resources

Counseling Services: MGCCC Licensed Professional Counselors (LPCs) are available to students and employees for free mental health and wellness counseling, along with referrals and support for substance use/abuse.

Other counseling services include:

- Personal counseling
- Crisis support
- Resources and referrals
- Career counseling
- Academic support related to procrastination, time management, and difficulties in classes.

Counseling Services Locations	Contact Information
Jackson County Campus	(228) 497-7752
Harrison County Campus	(228) 896-2504
Perkinston Campus	(601) 928-6268

Campus Police: The Campus Police Departments support the College’s mission by providing a safe and secure environment for students, employees, and campus visitors. This is achieved through excellent customer service, education programs, communication, and community policing efforts. The department has participated in a variety of trainings such as Narcan, One Pill Can Kill, and Driving Under the Influence. Once training is complete, Campus Police conducts internal training for employees and students.

The Campus Police Departments have also partnered with the Mississippi Bureau of Investigations (MBI) and Alcoholic Beverage Control (ABC) to receive training regarding fake Driver Licenses and the newest trends related to alcohol and vaping.

Recently, the Perkinston Campus Police Department partnered with the Mississippi Bureau of Narcotics to conduct operations on or near campus after the Deputy Director of the Department of Public Safety issued a statewide directive for local task forces to focus on college campuses to address the increasing narcotic activity throughout the state.

MGCCC campuses and centers are open to the public and must rely on all employees and students to aid in keeping a safe and secure environment. In the event of an emergency individuals are encouraged to call 911 immediately, then contact Campus Police.

Campus Police Locations	Contact Information
Jackson County Campus	(228) 497-7690
Harrison County Campus	(228) 896-2516
Perkinston Campus	(601) 928-6327
George County Campus	(601) 766-6447
The Bryant Center at Tradition Campus	(228) 267-8669
West Harrison County Center Campus	(228) 563-2251
Advanced Manufacturing and Technology Center Campus (AMTC)	(228) 896-2516

Health and Wellness: Mississippi Gulf Coast Community College partners with Singing River Health Systems to provide health care for employees, their eligible dependents, and students. The on-site Clinics offer a Family Nurse Practitioner and a Lab Tech/Clinic Coordinator.

Singing River Health Systems provides onsite health care clinics on the Perkinston, Harrison County, George County Center, and Jackson County campuses. In addition, MGCCC patients may visit off campus clinics in Biloxi, Gulfport, Hurley, Latimer, Ocean Springs, Pascagoula and Vancleave.

Any student or employee who struggles with an alcohol or drug addiction may visit one of the sites for an evaluation to be referred to another treatment facility or counseling service. Appointments are recommended by calling the clinic appointment line at (228) 897-9290.

PROGRAM STRENGTHS AND AREAS FOR IMPROVEMENT

The following are noted strengths and areas for improvement of the alcohol and drug program at MGCCC.

Strengths

- Drug and Alcohol Prevention information is included in all new employee meetings and hiring packets.
- Annual notifications to current students and employees.
- Training sessions are held for students and employees, at multiple locations throughout the year.
- On Campus Resources such as free counseling by professional LPCs, free healthcare visits and evaluations from a family nurse practitioner, and certified, trained officers to respond to alcohol and drug incidents that occur on college premises.
- DAAPP committee reviews throughout the year for necessary revisions.

Areas for Improvement

- Expand drug and alcohol abuse resources offered to students and employees, specifically external agencies.
- Increase drug and alcohol abuse programming events for students and employees.
- Create a student tier sanction system for drug and alcohol violations.
- Increase methods for evaluating the DAAPP program.

RECOMMENDATIONS

The Biennial Review Committee thoroughly examined the alcohol and drug policies, programs, services, and enforcement practices for the 2022-2023 academic years. MGCCC employs a comprehensive approach to address alcohol and drug use on campus, emphasizing policy, education, enforcement, prevention, and intervention. These elements work in unison to provide students and employees with information and resources that foster a safe and healthy environment, aiming to reduce risks associated with alcohol and drug use. The College remains committed to continually developing, assessing, and implementing best practices to ensure a safe and healthy learning and working environments for all.

Goals for next year include:

- Update the DAAPP to reflect all College policies and procedures, and resources available to students and employees.

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- Increase drug and alcohol programs offered by the College, as well as, increasing student and employee participation.
 - Provide survey questions related to alcohol and drug abuse in the following annual surveys distributed to students and employees for data collection.
 - 1) Annual Residence Life Student Satisfaction Survey
 - 2) Employee Satisfaction Survey
 - 3) Ruffalo Noel Levitz Student Satisfaction Survey
 - Update and revise Policy Statements 212.15, 212.15.1, 212.33.
 - Update “Prohibited on College Campus” signage at each building entrance.

The DAAPP committee will meet throughout the year to evaluate goal progress, and any compliance concerns related to EDGAR Part 86. The next biennial review and report will be completed and available by December 15, 2026.

END OF REPORT.



In compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972 of the Higher Education Act, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and other applicable Federal and State Acts, the Board of Trustees of the Mississippi Gulf Coast Community College (MGCCC) hereby adopts a policy assuring that no one shall, on the grounds of race, religion, color, national origin, sex, pregnancy, age or qualified disability be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination in any program or activity of the College, including in admission and employment. Acts of lawful discrimination, harassment, and retaliation will not be tolerated at Mississippi Gulf Coast Community College. MGCCC is an Equal Opportunity Employer and welcomes students and employees without regard to race, religion, color, national origin, sex, pregnancy, age, or qualified disability.

Compliance with section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, Title II of the Age Discrimination Act, and Title IX of the Education Amendments of 1972 are coordinated by the Compliance Officer, Perkinston Campus, P. O. Box 609, Perkinston, Mississippi 39573, telephone number 601- 528-8735, email address compliance@mgccc.edu.