



**Northern Wyoming Community  
College District  
Drug-Free Schools and  
Campuses Regulations  
(Edgar Part 86) Biennial Review  
Calendar Years 2020-2021**

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Primary Oversight:  
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## **I. Overview**

The Northern Wyoming Community College District (NWCCD) serves three separate counties and an estimated 4,000 students annually. The Northern Wyoming Community College District has two campuses, Sheridan College and Gillette College and outreach centers in Buffalo, Kaycee and Wright. NWCCD ensures student success and workforce development through engaging lectures, hands-on learning using state-of-the-art technology, and an enthusiastic faculty and staff.

The Northern Wyoming Community College District offers associate of arts, associate of fine arts, associate of science, and associate of applied science degrees, and certificate programs. NWCCD provides career training, professional development courses and/or vocational/technical programs.

### **NWCCD Mission**

NWCCD welcomes all learners, empowers student success, encourages and strengthens community development.

### **NWCCD Core Values**

- Integrity
- Respect
- Excellence
- Learning

### **Northern Wyoming Community College District Drug Free Schools and Community**

The purpose of the Drug and Alcohol Abuse Prevention regulations is to implement section 22 of the Drug-Free Schools and Communities Act Amendments of 1989, which added section 1213 to the Higher Education Act. These amendments require that, as a condition of receiving funds or any other form of financial assistance under any Federal program, an institution of higher education (IHE) must certify that it has adopted and implemented a drug prevention program as described in this part. (Edgar Part 86)

In accordance with the Drug-Free Schools and Campuses Regulations (34 CFR Part 86 of the Drug-Free School and Communities Act (DFSCA), require an institution of high education (IHE), such as NWCCD, to certify it has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs by college students and employees both on its premises and as a part of any of its activities. At a minimum each institution of higher education must annually distribute the following in writing to all students and employees:

- Standard of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees.
- A description of the legal sanction under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol.

- A description of any drug or alcohol counseling, treatment, or rehabilitation re-entry programs that are available to employees or students.
- A clear statement that the institution will impose 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 violation of the standards of conduct.

The law further requires that the institution conduct a biennial review of its program with the following objectives:

- Determine the effectiveness of programs and policies and make changes as needed.
- Ensure that disciplinary sanctions developed are enforced consistently.

The following campus units provided information for this report:

- Counseling and ADA Services
- Campus Life and Housing
- Human Resources

### **Materials Reviewed**

The following materials were examined for this review:

- Complying with The Drug-Free Schools and Campuses Regulations (EDGAR Part 86, A Guide for University and Campuses Regulations prepared by the higher Education Center
- Northern Wyoming Community College District Policies
- Northern Wyoming Community College District Websites ([www.sheridan.edu](http://www.sheridan.edu))
- Annual reports from various campus units

The outline, listed below, for this report and will serve as the template for future annual reports that review the alcohol and drug education program as part of the Drug-Free Schools and Campus Regulations compliance report.

- Biennial Review Process
- Annual Policy Notification Process
- Policy & Compliance
- Programs & Interventions
- Data & Assessment
- Program Goals & Objectives
- Program Recommendations & Goals

### **Compliance with Drug-Free Schools and Communities Act**

Northern Wyoming Community College District (NWCCD) complies with the requirements of the Drug-Free Schools and Communities Act. NWCCD has implemented a variety of programs and services to prevent the abuse of alcohol and use, unlawful possession, and distribution of illicit drugs both by students and employees, as demonstrated through this biennial review.

## II. BIENNIAL REVIEW PROCESS

The biennial review committee is comprised of the Vice President of Student Affairs, Director of Student Affairs, Counseling and ADA Services (Gillette College), Coordinator of Counseling and ADA Service (Sheridan College), Director of Campus Life and Housing (Sheridan College), and Assistant Director of Campus Life & Housing (Gillette College). Each year, this committee compiles information about drug and alcohol prevention programs and policies. Based on this information, the committee creates the final report for distribution to the campus community. Each individual department will review policy statements regularly. The following documents are examples of the evidence to be reviewed:

- Policy Statement 3019
- Policy Statement 5075
- Consumer Information website
- Foundry AlcoholEDU for Sanctions
- Survey results and attendance numbers from prevention programs
- Individual Program policy statements (Dental Hygiene, Nursing, Massage Therapy, Student Athlete, etc.)
- Disciplinary numbers for drug and alcohol violations

The biennial review report is available by March 30 of each even year and is housed in the Vice President of Student Affairs Office, located in Whitney 156 on the Sheridan College Campus. Individuals may request a copy of the biennial review report by contacting the Vice President of Student Affairs Office at 307-675-0123. Biennial Review Reports are maintained for seven years.

## III. PREVENTION PROGRAM ELEMENTS

Many departments on campus are involved in educating the college community about alcohol and other drugs. Below is a summary of the NWCCD initiatives.

### 1. Alcohol Free Programming

NWCCD offers many late-night alcohol-free programming to students through Student Activities Network (SCAN) and the Campus Programming Board. These programs are offered on Friday and Saturday nights with the goal of providing students with alcohol-free entertainment. Throughout the year there are around 400 alcohol-free programs offered per academic year.

### 2. Horizon's Employee Assistance Program (EAP)

With Horizon's EAP, employees can confidentially address and resolve their day-to-day personal and workplace challenges—resulting in a more focused and productive workforce. NWCCD employees are provided up to 3 face-to-face sessions per employee and household member per issue per year. Counseling services are provided at no charge to employees and their household members. Horizon offers short-term counseling on all aspects of life, including:

- Difficulties in relationships

- Emotional/Psychological issues
- Stress & Anxiety issues with work or family
- Alcohol & drug abuse
- Personal & Life Improvement
- Legal or Financial Issues
- Depression
- Childcare Issues
- Eldercare Issues
- Grief Issues

2020 calendar year

Counselor visits with primary presenting problem of substance abuse: 0

Counselor visits with secondary presenting problem of substance abuse: 0

2021 calendar year

Counselor visits with primary presenting problem of substance abuse: 0

Counselor visits with secondary presenting problem of substance abuse: 0

3. Poster Program

Campus Life and Housing creates/purchases posters on various health and wellness topics to hang up in the residence halls. The purpose is to bring awareness to these issues and create a culture of health and wellness across campus. Several posters are related to alcohol and other drug issues.

Topic	2020	2021
Alcohol	6	6
Drugs	3	3
Sexual Assault	5	5
Totals	14	14

4. RA Bulletin Board Program

The RA team has to create an educational bulletin board each month. Topics are determined based on the time of year and include social health, alcohol awareness, sexual health, and others. The boards are approved by the staff to ensure the information is accurate and the message is what the college wants to portray.

5. Alcohol and Drug Programming

A variety of educational programming is conducted throughout the year. The programs are geared to all students and employees but focus on student participation. Program content includes basic alcohol information such as standard drink size and blood alcohol concentration, as well as low-risk drinking tips. These programs are typically in the form of “mocktail parties” and daytime tabling events. Events are partnerships between Campus Police, Campus Life and Housing, and Counseling and ADA Services. In addition to the programs listed below, which are focused on prevention and education, Northern Wyoming

Community College District offers over 400 programs on campus and in the community, which are drug and alcohol-free events.

2020	2021
4	4

Date	Events	Community Entities
2/26/2020	Supaman	SC Campus Life and Housing, Native American Club
8/19/2020	RA Training	SC Campus Life and Housing
8/21/2020	RHA Welcome Back Party	SC Campus Life and Housing, Residence Hall Association
10/21/2020	Alcohol Education Table	SCPD, Campus Life and Housing, Counseling Services
3/19/2021	Blacklight Pong Tournament	SC Campus Life and Housing
8/20/2021	RA Training	SC Campus Life and Housing
8/27/2021	RHA Welcome Back Party	SC Campus Life and Housing, Residence Hall Association
10/21/2021	Alcohol Education Table	Campus Life and Housing, Counseling Services

6. NWCCD also utilizes online educational programs for conduct sanctions
- 1) Foundry AlcoholEDU (Conduct Sanction)
  - 2) Foundry Sexual Assault Prevention Course

**Community Resources**

All NWCCD students may receive alcohol and other drug education and referral services from the NWCCD Counseling Center (307-675-0122 (SC) or 307-681-6082 (GC)). Also, students may seek services in the community at the following locations:

Sheridan Area Resources		
Northern Wyoming Mental Health Center (NWMHC) 1221 W. 5th St. Sheridan, WY 82801 (307) 674-7702	Sheridan County Hospital 1401 W 5th St, Sheridan, WY 82801 (307) 672-1000	Piedmont Addiction Recovery Practice 425 W. Loucks St. Sheridan, WY 82801 (307) 672-2468

Mountain's Edge Counseling 406 W. Loucks St. Sheridan, WY 82801 (307) 673-4647	Volunteers of America – The Gathering Place 360 College Meadows Dr. Sheridan, WY 82801 (307) 673-2510	Volunteers of America – WYSTAR 3322 Strahan Parkway Sheridan, WY 82801 (307) 672-2044
VA Hospital 1898 Fort Rd. Sheridan, WY 82801 (307) 672-3473	Alcoholics Anonymous <a href="http://www.area76wyaa.org">www.area76wyaa.org</a> (307) 672-6257	Cornerstone Church Celebrate Recovery 4351 Big Horn Avenue Sheridan, WY (307) 672-8126
<b>Gillette Area Resources</b>		
Volunteers of America 1299 Raymond St Gillette, WY 82718 307-682-8505	Campbell County Memorial Health Behavioral Health Services 501 S Burma Ave Gillette, WY 82718 307-688-5000 <a href="http://www.ccmh.net">www.ccmh.net</a>	Clear Creek Counseling 801 E 4 <sup>th</sup> St, Suite 14D Gillette, WY 82718 307-686-9422
Substance Abuse Advisory Council 201 East 5 <sup>th</sup> Street Gillette, WY 82718 307-686-5234	Alcoholics Anonymous <a href="http://www.area76wyaa.org">www.area76wyaa.org</a> 307-686-6107	

All NWCCD faculty and staff receive awareness and prevention services for drug and alcohol issues via Passive Programming. Staff and faculty can also receive services in the Northern Wyoming Mental Health Center (307-674-7702) for outpatient services, Sheridan County Hospital (307-672-1000) or Campbell County Memorial Health Behavioral Health Services (307-688-5000) for outpatient and detoxification services or from a mental health professional listed in the telephone directory. Benefitted faculty and staff have access to Horizon Behavioral Services for the employee assistance, WorkLife and managed behavioral healthcare services throughout the United States, its territories, Canada, and other international locations. \*This program is offered in connection with group insurance policies underwritten by Standard Insurance Company.

### **VIOLATIONS AND SANCTIONS**

The Vice President of Student Affairs oversees and enforces the Student Code of Conduct. A variety of sanctions are available depending on the violation and personal need of the student. Educational sanction options include, but are not limited to, online drug and alcohol courses, workshops, reflection paper, research paper, and creating and hosting an alcohol education workshop or tabling event. Other sanctions may include residence hall relocation, parental notification,



probation, suspension, dismissal. Alcohol and drug violations and sanctions for 2020 and 2021 are listed below.

#### Drug and Alcohol Related Violations and Fatalities

	Sheridan College		Gillette College		NWCCD	
	Students		Students		Employees	
	2020	2021	2020	2021	2020	2021
Alcohol Violations	55	19	14	5	0	0
Drug Violations	6	3	0	0	0	0
Alcohol Related Fatalities	0	0	0	0	0	0
Drug Related fatalities	0	0	0	0	0	0

#### Sanction Data

Sanction	Sheridan College		Gillette College		NWCCD	
	Students		Students		Employees	
	2020	2021	2020	2021	2020	2021
Warning	26	8	4			
Restitution						
Fines	30	13		5		
Fees	33	13		5		
Community Service						
Loss of Privileges						
Confiscation of Prohibited Property						
Behavioral Requirement	1					
Educational Program	33	13	8	5		
Restriction of Visitation Privileges						
Housing Probation						
Housing Reassignment						
Housing Suspension						
Housing Dismissal						
Conduct Probation	55	22	10	5		
Eligibility Restriction						
Suspension						
Dismissal						
Other Sanction						

## **IV. PREVENTION PROGRAM GOALS AND DISCUSSION OF ACHIEVEMENT**

### Goals:

- Continue the development of Drug, Alcohol and Sexual Assault (DASA) Prevention Committee.
- Develop a consistent and progressive training program for faculty, staff, and students to be able to identify signs of drug and alcohol abuse and how to report it.
- Continue to increase awareness of services available and policies that affect the faculty and staff.
- Review student code of conduct and conduct procedures to ensure compliance and ease of understanding.
- Develop assessment and data collection tools to determine the needs of the community each year and the effectiveness of programming and prevention efforts.
- Develop a Peer Education program with specific majors and those who are interested in the topics.
- Continue the development of the Bystander Intervention training and safe campus campaigning

### **DISCUSSION OF ACHIEVEMENT**

NWCCD is working towards a comprehensive, environmental approach to address alcohol and other drug use on campus. Through the development of the Drug, Alcohol, and Sexual Assault Prevention Committee, we are developing coordinated programming across the district to ensure comprehension. Due to staff changes, and COVID, DASA has not met regularly nor have SC and GC consistently coordinated regarding programming. Reconvening the group with new members and including community coalitions, will help to revitalize the vision. Gillette College has been successful with their Active Minds group on campus to provide peer education. Sheridan College has started a Peer Health Educator program that is seeing success in many areas.

NWCCD has reviewed and developed many policies and procedures over the past two years. The student code of conduct is reviewed annually to ensure compliance with Title IX, VAWA, EDGAR Part 86 and Cleary. A full review and assessment of the effectiveness of the student code of conduct will happen in 2022.

Human Resources is reviewing annual employee training to include additional drug and alcohol prevention training. NWCCD will implement a comprehensive training program for students that will promote a drug and alcohol-free environment as well as a culture of safety and upstanding. NWCCD is currently in the process of implementing the Green Dot Bystander Intervention program across the district. All new students also take Foundry courses, which supports peer interventions to prevent drug and alcohol abuse.

## V. PREVENTION PROGRAM STRENGTHS AND WEAKNESSES

### 1. Strengths

The program continues to evolve and develop each year with the staff working to provide preventative efforts. Some strengths that aide in this effort are:

- A partnership with Foundry to offer Alcohol and Drug education programs for sanctions.
- Collaboration with community entities.
- Knowledgeable staff.
- Multi-Department committee to develop programming calendar.
- Strong campus life program to offer alternative alcohol free programming late nights and on weekends.
- Strong relationships with community resources to refer students, faculty, and staff.

### 2. Weaknesses

NWCCD faces many of the same issues other small campuses face. Some of the weaknesses are:

- No department dedicated to prevention efforts as a sole responsibility.
- Budgetary constraints.
- No CORE data on a regular basis to create a baseline and comparisons to determine improvement.
- Lack of participation with faculty and staff.
- No 1-on-1 alcohol or drug education opportunities.
- No specific training for staff on intervention techniques and signs to watch for.
- Significant staff turnover in key positions.
- Loss of Campus Police in 2020.
- COVID-19 Pandemic.

## VI. ANNUAL DISTRIBUTION OF PREVENTION NOTIFICATION PROCESSES

### 1. Distribution of Biennial Review

In March of each even year, the biennial review report is distributed to the NWCCD community via email to the Sheridan.edu email addresses and online at [www.sheridan.edu](http://www.sheridan.edu). Individuals who receive the report via email are faculty, staff, and enrolled students.

### 2. Distribution of Policies and Procedures

The federally mandated policy on alcohol and other drugs is distributed annually each year to all staff and students at NWCCD via email. The college developed a website called *Consumer Information* (<http://www.sheridan.edu/about/consumer-information/>), which contains all

information required to be shared with students and staff at the college. The *Consumer Information* website contains links to the Annual Security and Fire Report, the Biennial Review, Title IX information, and Drug and Alcohol Prevention. The Student Code of Conduct and all Human Resources policies are found on the website on the Board of Trustees page (<http://www.sheridan.edu/about/board/policy/>). All of these items create a comprehensive list of NWCCD's drug and alcohol policies. The information is distributed in the following ways:

- The Student Code of Conduct (procedure number 5075.1) is distributed within the first three weeks of each academic semester via email. Students who enroll after this date will receive the policy at orientation. The policy is also available online (<http://www.sheridan.edu/about/board/policy/>) and in print through the Vice President of Student Affairs Office.
- Human Resources policies are distributed to all new employees at orientation on the first day of employment. The link to the policies is sent at the beginning of each semester in the Title IX and Clery message from the Vice President of Administration and Finance.

## **VII. COPIES OF POLICIES DISTRIBUTED**

### **ALCOHOLIC AND OTHER DRUGS (Procedure 5070.1)**

Authorizations by the District President for consumption of alcoholic beverages in locations other than individual residence hall rooms and in on-campus employee housing shall conform to the following conditions:

- a. Consumption shall be in connection with a substantive event, such as a banquet, official entertainment, reception;
- b. Food and non-alcoholic beverages shall be present;
- c. The event shall be monitored to prevent consumption by persons not of legal age.
- d. Refer to procedure 5330.3 in regards to alcohol and other drugs in the residence halls

Northern Wyoming Community College District strictly prohibits the possession, use, or distribution of marijuana, cocaine, LSD, or any hallucinogens or other controlled substances by anyone in a campus facility or on property owned or controlled by the District. NWCCD policy also prohibits the manufacture, sale, possession, or use of alcohol on District property or at official District activities by students and employees. NWCCD is a drug free campus. Any individual known to be possessing, using, or distributing such drugs or alcohol is subject to disciplinary actions and possible arrest, imprisonment, or fine according to state and federal law. NWCCD policies and procedures, including the enforcement practices of the local law enforcement, are consistent with applicable local, state, and federal laws regarding the possession, use, and/or sale of these substances.

Alcohol and drug offenses shall be deemed as serious, and enforcement will be reflected accordingly. All criminal citations written to NWCCD students for alcohol and/or drug violations result in notification and possible disciplinary action through the Campus Life and Housing Office.

#### Drug and Alcohol Abuse Education

Northern Wyoming Community College District assists students in finding alternatives to alcoholic beverages to promote social interaction and stress reduction. NWCCD also provides services for students who experience alcohol related difficulties.

For students with substance abuse problems or concerns, assistance is available through the campus counseling office. Professional staff offer support for students in an atmosphere of understanding and confidentiality and offer individual assessment and referral to both on- and off-campus resources.

Anyone aware of substance abuse problems that exist with friends, roommates, classmates, District personnel, or family members is encouraged to consult a counselor, or Human Resources. Remaining silent or waiting until the situation is out of control is neither respectful nor responsible.

As required by Section 22 of the Drug-Free Schools and Community Act (1989 Amendments), NWCCD must conduct a biennial compliance review and report. The report is found on the website within the Consumer Information and Student Right to Know pages.

#### **Alcohol and Drug Policy (Policy Series 3019)**

In pursuant to the U.S Department of Education Regulations implementing the Drug-Free Schools and Communities Act Amendments of 1989, Northern Wyoming Community College District has established a drug and alcohol abuse prevention program; please see District Administrative Procedure 5075.3.

The possession and consumption of drugs or alcohol at any District facility, program, or in any vehicle, regardless of location, is limited to circumstances and conduct expressly permitted by the laws of the State of Wyoming and District procedures. Any employee or student violating this policy may be referred to drug counseling programs, drug rehabilitation programs, or employee assistance programs or may be disciplined, up to and including dismissal. Students will be disciplined in accordance with the student code of conduct, procedure 5075.2.

Any employee whom the District reasonably suspects has consumed drugs or alcohol and that consumption may adversely affect job performance, safety or the work environment will be required to submit to a drug and/or alcohol test. This includes instances when an employee demonstrates behavior that leads to the suspicion that he/she has used drugs or alcohol prior to work time. For the

purposes of this policy, drugs are defined as drugs that are illegal under state or federal law, and include prescription or over the counter drugs that affect the employee's ability to safely and competently perform his or her job.

Supervisors will work with HR and administration to determine whether there is reasonable suspicion to believe an employee has consumed drugs or alcohol such that it triggers testing under this policy. When a determination is made that testing is necessary under this policy, the employee shall be driven, as soon as reasonably possible, by a supervisor to the collection site for testing.

Refusal to submit to drug and/or alcohol testing for any reason may result in termination of employment. An employee who is found to have adulterated, tampered with or substituted another sample for their sample will be terminated. Failure to pass a drug and/or alcohol test may result in immediate termination of employment and such determination will be made in the District's sole discretion. The District may, in its sole discretion, choose not to terminate and instead pursue other measures such as referral to an employee assistance program and random drug/alcohol monitoring. If rehabilitation is considered, the employee must sign an agreement admitting violation of the policy and agreeing that any further violation will result in termination.

#### **Drug Prevention Program (NWCCD Procedure Series 5075.12: Prevention and Education Programs)**

The purpose of the Drug and Alcohol Abuse Prevention regulations (<https://www.ecfr.gov/current/title-34/part-86>), is to implement section 22 of the Drug-Free Schools and Communities Act Amendments of 1989 (<https://www.congress.gov/bill/101st-congress/house-bill/3614>), which added section 1213 to the Higher Education Act. These amendments require that, as a condition of receiving funds or any other form of financial assistance under any Federal program, an institution of higher education (IHE) must certify that it has adopted and implemented a drug prevention program. The most recent NWCCD report can be found within the compliance section of the NWCCD website at: <https://www.sheridan.edu/wp-content/uploads/2022/04/Drug-and-Alcohol-Abuse-Prevention-Information-20-21.pdf>.

In compliance with 34 Code of Federal Regulations, Part 86, the Vice President of Student Affairs releases the following notification regarding:

- standards of conduct;
- descriptions of appropriate sanctions for violation of federal, state, and local law and campus policy;
- a description of health risks associated with alcohol and other drug use; and
- a list of available treatment programs. NWCCD will impose disciplinary sanctions on students and employees in accordance with the policies and procedures referenced below.

- I. Procedure 5075.2: Student Code of Conduct is located at <http://www.sheridan.edu/about/board/policy/>. Specifically, Section 8 addresses alcohol and other drugs procedures and resources. More specifically, Procedure 3015.1: Alcoholic Beverages in District Facilities and Procedure 5330.2: Alcohol & Other Drugs in the Residence Halls outline the alcohol and other drug procedures for the District address alcohol and other drugs on NWCCD campuses.
- II. A list and descriptions of appropriate sanctions for student violations of federal, state, and local law and campus policy are located in Section 7.N of Procedure 5075.2: Student Code of Conduct (<http://www.sheridan.edu/wp-content/uploads/2018/08/5075.2-StudentCode-of-Conduct.pdf>).
- III. Policy Series 3019: Drug Free Campus: In summary, this procedure states that that the sale, use or possession of illegal drugs (controlled substances), on District premises or during working hours, including break or meal periods, or working under the influence of illegal drugs, is strictly prohibited. Any employee or student violating this policy may be referred to drug counseling programs, drug rehabilitation programs, or employee assistance programs and may be disciplined, up to and including dismissal for the first offense.
- IV. Policy Series 3019.1: Drug-Free Awareness Program: In summary, this procedure outlines the responsibility of the District to establish a drug-free awareness program to inform employees and students about the dangers of drug use and abuse and the penalties that may be imposed for violation of drug use and abuse.
- V. Policy Series 3018: Smoke-Free Campus: In summary, this procedure explains that smoking is prohibited in all campus buildings, on all District property, including District owned vehicles. This has been interpreted to include vaping. Employees or students violating this policy are subject to disciplinary actions in accordance with District procedures (see Employee Handbook for employees and Procedure 5075.2: Student Code of Conduct for students).

HEALTH RISKS The health risks of alcohol cited here were retrieved from <https://www.niaaa.nih.gov/alcohols-effects-health/alcohols-effects-body> and those related to drugs were retrieved from Drugs of Abuse: A DEA Resource Guide, 2017 Edition. US Department of Justice. <https://www.samhsa.gov/adult-drug-use> Retrieved 2/25/2022 and <https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts>.

- I. Alcohol - Drinking too much – on a single occasion or over time – can take a serious toll on your health. Here’s how alcohol can affect your body:
  - a. Brain: Alcohol interferes with the brain’s communication pathways, and can affect the way the brain looks and works. These disruptions can change mood and behavior, and make it harder to think clearly and move with coordination.
  - b. Heart: Drinking a lot over a long time or too much on a single occasion can damage the heart, causing problems including cardiomyopathy – stretching and drooping of heart muscle; arrhythmias – irregular heart beat; stroke; and

- high blood pressure. Research does also show that drinking moderate amounts of alcohol may protect healthy adults from developing coronary heart disease.
- c. Liver: Heavy drinking takes a toll on the liver, and can lead to a variety of problems and liver inflammations including steatosis, or fatty liver; alcoholic hepatitis; fibrosis; and cirrhosis.
  - d. Pancreas: Alcohol causes the pancreas to produce toxic substances that can eventually lead to pancreatitis, a dangerous inflammation and swelling of the blood vessels in the pancreas that prevents proper digestion.
  - e. Cancer: Drinking too much alcohol can increase your risk of developing certain cancers, including cancers of the mouth, esophagus, throat, liver, and breast.
  - f. Immune System: Drinking too much can weaken your immune system, making your body a much easier target for disease. Chronic drinkers are more liable to contract diseases like pneumonia and tuberculosis than people who do not drink too much. Drinking a lot on a single occasion slows your body's ability to ward off infections – even up to 24 hours after getting drunk.
- II. Drugs - Most drugs of abuse can alter a person's thinking and judgment, leading to health risks, including addiction, drugged driving and infectious disease. Most drugs could potentially harm an unborn baby; pregnancy-related issues are listed in the chart below for drugs where there is enough scientific evidence to connect the drug use to specific negative effects. (See Chart on page 25)

### **SMOKE-FREE CAMPUS (Policy Series 3018)**

Northern Wyoming Community College District has a responsibility to its employees and students to provide a safe and healthful environment. Research findings show smoking and breathing secondhand smoke, constitutes a significant health hazard. In addition to causing direct health hazards, smoking contributes to institutional costs in other ways, including fire damage, cleaning and maintenance costs, and costs associated with employee and student absenteeism, health care, and medical insurance.

Secondhand smoke, also known as environmental tobacco smoke, is a Class A carcinogen. Its many detrimental effects on health are well established and include triggering asthma attacks, causing lung cancer, and causing cardiovascular and lung diseases. Attempts to eradicate exposure to secondhand smoke through limiting smoking to specified spaces is ineffective because smoke can easily travel outside the established boundaries.

#### **Smoking Regulations**

Smoking is prohibited in all campus buildings and in/on all College property, including college vehicles. At the discretion of a College in the District, designated smoking space can be provided; however, it must be placed in such a way to



eliminate environmental smoke hazards to non-smokers. Smoking will be permitted in personal automobiles when parked on campus.

Organizers and attendees at public events, such as conferences, meetings, public lectures, social events and cultural events, using Northern Wyoming Community College District facilities will be required to abide by the College's Smoke Free Policy. Organizers of such events are responsible for communicating this policy to attendees and for enforcing this policy.

For the purposes of this policy, smoking is defined as burning any type of tobacco product.

#### Violations

Employees or students violating this policy are subject to disciplinary actions in accordance with College procedures (see Series 4000.8 for employees and Series 5075.2 and 5075.5 for students).

Campus visitors will be asked to abide by the policy. Repeat offenders will be expelled from College property.

### **LAWS AND REGULATIONS**

All use and distribution of alcohol is subject to federal, state, and local laws and regulations, which include the duties and prohibitions listed below. College employees and students may be subject to additional restrictions set forth by their respective departments.

#### A. Wyoming Laws

1. In accordance with the laws of the State of Wyoming, it is illegal for any person to use, possess or distribute illegal drugs or other controlled substances except as expressly permitted by law.
2. In accordance with the laws of the State of Wyoming, it is illegal for any person under the age of 21 to consume, possess, or otherwise have access to alcoholic beverages.
3. No person or organization may sell, furnish, or give alcoholic beverages to any person under the age of 21.
4. Open containers are not permitted in open areas without first obtaining an authorized permit from NWCCD to possess, consume, and/or serve alcoholic beverages. This includes areas within College academic departments or other College owned or controlled properties. Permission can be requested from the Vice President of Administration.

#### B. NWCCD Regulations Regarding Alcohol and Drugs

1. Hazing, defined as an act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization.

2. Use, possession or distribution of narcotics(s) or other controlled substances except as expressly permitted by the law.
3. Use, possession or distribution of alcoholic beverages except as expressly permitted by the law, or public intoxication (see Series 5070).

If a student is charged only with an off-campus violation of federal, state, or local laws, but not with any other violation of this Student Code of Conduct, disciplinary action may be taken and sanctions imposed for misconduct that demonstrates disregard for the District community. District disciplinary proceedings may be instituted against a student charged with violation of a law, which is also a violation of this Student Code of Conduct. Proceedings under the Student Code of Conduct may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus. The District's disciplinary actions will not be subject to challenges on the ground that criminal complaints involving the same incident have been dismissed or reduced. When a student is charged by federal, state, or local authorities with a violation of law, the District will not request or agree to special consideration for that individual because of his or her status as a student.

If the alleged offense is also the subject of a proceeding before the student conduct/advisory board for violation of the Student Code of Conduct, however, the District may advise off-campus authorities of the existence of the Student Code of Conduct and of how such matters will be handled internally. The District will cooperate fully with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by criminal courts for the rehabilitation of student violators. Individual students and faculty members, acting in their personal capacities, remain free to interact with governmental representatives, as they deem appropriate.

### **SANCTIONS AND ENFORCEMENT**

- A. Employees: As a condition of employment with the College, each employee will abide by the terms, requirements and prohibitions set forth in the Drug Free Policy and shall notify the College Human Resources Office of any criminal drug statute conviction for violation occurring in the work place no later than five days after the conviction. Failure to inform the college of conviction subjects the employee to disciplinary action, up to and including termination for the first offense.

By law, the College must notify federal grant officers within 10 days of receiving notification from an employee or otherwise receiving notice of such conviction.

The College must take one of the following actions, within 30 days of receiving notice of any employee who is convicted of a drug statute violation.

1. Take appropriate personnel action against such an employee, up to and including termination; or

2. Require such employee participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by Federal, State, or local health, law enforcement, or other appropriate agency. If such a program is offered, and accepted by the employee, then the employee must satisfactorily participate in the program as a condition of continued employment. (Series 3019.1)
- B. Students (Policy Series 5075.1 pg. 12-13): The Vice President for Student Affairs (VPSA) is vested with the authority over student conduct by the President of NWCCD. The VPSA appoints a conduct officer to assist with the student conduct process. The VPSA and conduct officer may appoint administrative hearing officials, preliminary inquiry officers, investigators, and appeals officers as deemed necessary to efficiently and effectively supervise the student conduct process.

The conduct officer (or designee) will assume responsibility for the investigation of an allegation of misconduct to determine if the complaint has merit. This investigation may be coordinated with local law enforcement. All administrators functioning in a Title IX capacity will be appropriately trained for their roles. The Title IX Coordinator acts with independence and authority, free of conflicts of interest. To raise any concern involving a conflict of interest by the Title IX Coordinator, contact the NWCCD President, Dr. Walter Tribley.

#### **Gatekeeping/Threshold**

No complaint will be forwarded for a hearing unless there is reasonable cause to believe a policy has been violated. Reasonable cause is defined as some credible information to support each element of the offense, even if that information is merely a credible witness or statement from the reporting party. A complaint wholly unsupported by any credible information will not be forwarded for a hearing.

#### **Conflict Resolution Options**

The conduct officer has the discretion to refer a complaint for mediation or other forms of appropriate conflict resolution. All parties must agree to conflict resolution and to be bound by the decision with no review/appeal. Any unsuccessful conflict resolution can be forwarded for formal processing and hearing; however, at no time will complaints of physical sexual misconduct or violence be mediated as the sole institutional response. The conduct officer may also suggest that complaints that do not involve a violation of the Code of Student Conduct be referred for mediation or other appropriate conflict resolution.

#### **Conduct Hearing**

The conduct officer will be responsible coordinating the hearing process according to the following guidelines: The hearing officer is selected from trained members of the college community. The hearing officer is responsible for assuring that NWCCD procedures are followed throughout the process.

The conduct officer has responsibility for training the hearing officers, investigating or designating an individual to investigate the situation, and ensuring a fair process for the reporting party and responding student.

### **Appeals Panel**

Appeals will be heard by a three-member appeals panel, with the only requirement being that members did not serve on the panel for the initial hearing. The appeals panel will most often include the VPSA and two members of the faculty or staff; however, this will not always be the case. If an all non-student panel was used for the hearing, the appeals panel will also be comprised of non-students.

Members of the appeals panel will be selected from a pool of trained individuals.

The VPSA will have final authority to approve all those serving on the appeals panel. The non-voting advisor to the panel is the conduct officer with responsibility for training the panel, conducting the preliminary inquiry and/or investigation, and ensuring fair process for the reporting parties and responding student. In the event of a resignation from the panel, the conduct officer will solicit a replacement. Decisions made and sanctions imposed by the appeals panel are final. At the discretion of the VPSA, implementation of sanctions may be stayed pending review.

### **Interpretation and Revision**

The conduct officer will develop procedural rules for the administration of hearings that are consistent with provisions of the Code of Student Conduct. Material deviation from these rules will, generally, only be made as necessary and will include reasonable advance notice to the parties involved, either by posting online and/or in the form of written communication. The conduct officer may vary procedures with notice upon determining that changes to law or regulation require policy or procedural alterations not reflected in this Code. The conduct officer may make minor modifications to procedure that do not materially jeopardize the fairness owed to any party. Any question of interpretation of the Code of Student Conduct will be referred to the Vice President for Student 14 Approved August 14, 2017 Affairs, whose interpretation is final. The Code of Student Conduct will be updated annually under the direction of the with a comprehensive revision process being conducted every three years.

### **METHODS USED FOR GENERAL ENFORCEMENT**

In collaboration with local law enforcement and the Department of Campus Life and Housing, monitor and enforce alcohol and drug violations. All incidents or suspected incidents of drug or alcohol violations are reported to the local law enforcement.



## **VIII. RECOMMENDATIONS AND GOALS FOR NEXT BIENNIUM 2022-2023**

The committee recommends that NWCCD continues the use of the Drug, Alcohol, and Sexual Assault Prevention Committee to ensure the development of educational and awareness opportunities.

It is also recommended to:

- Continue the development of the Peer Health Educator group on the Sheridan Campus.
- Develop a comprehensive conduct process based in student development theory utilizing the social change model.
- Develop a college budget line specifically for alcohol and other drug prevention.
- Administer the CORE survey to students on a biennial basis.
- Continuously review campus alcohol and other drug policies and procedures to ensure compliance with federal, state, and local mandates.
- Continue to develop and strengthen community partnerships to address alcohol and other drug use and misuse.
- Increase collaboration with local law enforcement for education and prevention efforts.



## **Annual DFSCA and 34 C.F.R. Part 86 Notification**

The purpose of the Drug and Alcohol Abuse Prevention regulations (<https://www.ecfr.gov/current/title-34/part-86>), is to implement section 22 of the Drug-Free Schools and Communities Act Amendments of 1989 (<https://www.congress.gov/bill/101st-congress/house-bill/3614>), which added section 1213 to the Higher Education Act. These amendments require that, as a condition of receiving funds or any other form of financial assistance under any Federal program, an institution of higher education (IHE) must certify that it has adopted and implemented a drug prevention program. The most recent NWCCD report can be found within the compliance section of the NWCCD website at: <https://www.sheridan.edu/wp-content/uploads/2022/04/Drug-and-Alcohol-Abuse-Prevention-Information-20-21.pdf>. In compliance, Northern Wyoming Community College District releases the following notification regarding:

- standards of conduct,
- descriptions of appropriate sanctions for violation of federal, state, and local law and campus policy,
- a description of health risks associated with alcohol and other drug use,
- and a list of available treatment programs.

Northern Wyoming Community College District will impose disciplinary sanctions on students and employees in accordance with the policies and procedures referenced below.

1. The Student Code of Conduct is located at <http://www.sheridan.edu/about/board/policy/>. Specifically, on page 30 addresses Alcohol and Other Drugs. More specifically, procedures 5075.2 and 5330.3 address alcohol and other drugs on campus.
2. A list and descriptions of appropriate sanctions for violation of federal, state, and local law and campus policy are located on page 22 of the Student Code of Contact (<https://www.sheridan.edu/wp-content/uploads/2020/08/Procedure-5075.2-Student-Code-of-Conduct.pdf>).
3. Alcohol and Drug Policy  
In pursuant to the U.S Department of Education Regulations implementing the Drug-Free Schools and Communities Act Amendments of 1989, Northern Wyoming Community College District has established a drug and alcohol abuse prevention program; please see District Administrative Procedure 5075.3.

The possession and consumption of drugs or alcohol at any District facility,

program, or in any vehicle, regardless of location, is limited to circumstances and conduct expressly permitted by the laws of the State of Wyoming and District procedures. Any employee or student violating this policy may be referred to drug counseling programs, drug rehabilitation programs, or employee assistance programs or may be disciplined, up to and including dismissal. Students will be disciplined in accordance with the student code of conduct, procedure 5075.2.

Any employee whom the District reasonably suspects has consumed drugs or alcohol and that consumption may adversely affect job performance, safety or the work environment will be required to submit to a drug and/or alcohol test. This includes instances when an employee demonstrates behavior that leads to the suspicion that he/she has used drugs or alcohol prior to work time. For the purposes of this policy, drugs are defined as drugs that are illegal under state or federal law, and include prescription or over the counter drugs that affect the employee's ability to safely and competently perform his or her job.

Supervisors will work with HR and administration to determine whether there is reasonable suspicion to believe an employee is has consumed drugs or alcohol such that it triggers testing under this policy. When a determination is made that testing is necessary under this policy, the employee shall be driven, as soon as reasonably possible, by a supervisor to the collection site for testing.

Refusal to submit to drug and/or alcohol testing for any reason may result in termination of employment. An employee who is found to have adulterated, tampered with or substituted another sample for their sample will be terminated. Failure to pass a drug and/or alcohol test may result in immediate termination of employment and such determination will be made in the District's sole discretion. The District may, in its sole discretion, choose not to terminate and instead pursue other measures such as referral to an employee assistance program and random drug/alcohol monitoring. If rehabilitation is considered, the employee must sign an agreement admitting violation of the policy and agreeing that any further violation will result in termination.

### **PREVENTION AND AWARENESS PROGRAMS (Policy Series 5075.12)**

NWCCD manages several prevention and education programs to comply with Title IX, the Violence Against Women Act, Drug Free Schools and Communities Act (DFSCA) and the Clery Act.

- I. Annual prevention and education programs to support the reduction of sexual violence are developed under the leadership of the Title IX Coordinator with assistance from Human Resources, the Vice President for Student Affairs (VPSA), and Campus Life and Housing.
  - a. NWCCD considers all employees as "responsible employees." The Title IX Coordinator provides an information and resource guide to all faculty and staff on annual basis. The guide includes expectations, definitions,



- and resources related to reporting and support.
- b. All first-time students to NWCCD participate in a training program as part of their orientation experience.
  - c. All new employees participate in a training program as part of their on-boarding experience.
  - d. The VPSA will provide annual training to athletic coaches and resident assistants to reinforce an understanding of reporting responsibilities and processes.
  - e. The VPSA manages a system to review Title IX reporting responsibilities and processes with staff and faculty leading student travel experiences.
- II. To comply with the Clery Act, current and prospective students and employees are directed to the Annual Security and Fire Safety Report (ASFSR) on the NWCCD website. The notification is distributed electronically and then referred to as part of new student orientation, new employee orientation, and is made available as part of the student and employee recruitment processes.
  - III. Campus Security Authorities (CSA) are identified and participate in annual training coordinated by the VPSA. CSA include, but are not limited to athletic coaches, student organization advisors, resident assistants, campus life and housing staff. The VPSA manages a system to review CSA reporting responsibilities and processes with staff and faculty leading student travel experiences.
  - IV. To comply with the DFSCA, new students and new employees are provided with the Drug and Alcohol Abuse Prevention Program information as outlined in Procedure 5075.3: Drug Prevention Program.
  - V. Campus Life and Housing staff coordinate prevention and education programs for students and provide a list of programs to include in the Annual Fire Safety & Security Report and the biennial development of the Drug and Alcohol Abuse Prevention Program (DAAPP).

### **SMOKE-FREE CAMPUS (Policy Series 3018)**

Northern Wyoming Community College District has a responsibility to its employees and students to provide a safe and healthful environment. Research findings show smoking and breathing secondhand smoke, constitutes a significant health hazard. In addition to causing direct health hazards, smoking contributes to institutional costs in other ways, including fire damage, cleaning and maintenance costs, and costs associated with employee and student absenteeism, health care, and medical insurance.

Secondhand smoke, also known as environmental tobacco smoke, is a Class A carcinogen. Its many detrimental effects on health are well established and include triggering asthma attacks, causing lung cancer, and causing cardiovascular and lung diseases. Attempts to eradicate exposure to secondhand smoke through limiting smoking to specified spaces is ineffective because smoke can easily travel

outside the established boundaries.

### **Smoking Regulations**

Smoking is prohibited in all campus buildings and in/on all College property, including college vehicles. At the discretion of a College in the District, designated smoking space can be provided; however, it must be placed in such a way to eliminate environmental smoke hazards to non-smokers. Smoking will be permitted in personal automobiles when parked on campus.

Organizers and attendees at public events, such as conferences, meetings, public lectures, social events and cultural events, using Northern Wyoming Community College District facilities will be required to abide by the College's Smoke Free Policy. Organizers of such events are responsible for communicating this policy to attendees and for enforcing this policy.

For the purposes of this policy, smoking is defined as burning any type of tobacco product.

### **Violations**

Employees or students violating this policy are subject to disciplinary actions in accordance with College procedures (see Series 3019 for employees and Series 5075.2 and 5075.5 for students).

Campus visitors will be asked to abide by the policy. Repeat offenders will be expelled from College property.

## **4. HEALTH RISKS**

- a. Alcohol - Drinking too much – on a single occasion or over time – can take a serious toll on your health. Here's how alcohol can affect your body:

#### **Brain:**

Alcohol interferes with the brain's communication pathways and can affect the way the brain looks and works. These disruptions can change mood and behavior, and make it harder to think clearly and move with coordination.

#### **Heart:**

Drinking a lot over a long time or too much on a single occasion can damage the heart, causing problems including:

- Cardiomyopathy – Stretching and drooping of heart muscle
- Arrhythmias – Irregular heart beat
- Stroke
- High blood pressure

Research also shows that drinking moderate amounts of alcohol may protect healthy adults from developing coronary heart disease.

**Liver:**

Heavy drinking takes a toll on the liver, and can lead to a variety of problems and liver inflammations including:

- Steatosis, or fatty liver
- Alcoholic hepatitis
- Fibrosis
- Cirrhosis

**Pancreas:**

Alcohol causes the pancreas to produce toxic substances that can eventually lead to pancreatitis, a dangerous inflammation and swelling of the blood vessels in the pancreas that prevents proper digestion.

**Cancer:**

Drinking too much alcohol can increase your risk of developing certain cancers, including cancers of the:

- Mouth
- Esophagus
- Throat
- Liver
- Breast

**Immune System:**

Drinking too much can weaken your immune system, making your body a much easier target for disease. Chronic drinkers are more liable to contract diseases like pneumonia and tuberculosis than people who do not drink too much. Drinking a lot on a single occasion slows your body's ability to ward off infections – even up to 24 hours after getting drunk.

(Information taken from <https://www.niaaa.nih.gov/alcohol-health/alphabets-effects-body>)

- b. Drugs - Most drugs of abuse can alter a person's thinking and judgment, leading to health risks, including addiction, drugged driving and infectious disease. Most drugs could potentially harm an unborn baby; pregnancy-related issues are listed in the chart below for drugs where there is enough scientific evidence to connect the drug use to specific negative effects.

Drug Class	Risk of Dependence	Possible short-term effects	Possible long-term effects	Effects of overdose
Narcotics	High potential for abuse	Euphoria; warm flushing of skin; dry mouth; heavy feeling in the hands and feet; clouded thinking; alternate wakeful and drowsy states; itching;	Collapsed veins; abscesses (swollen tissue with pus); infection of the lining and valves in the heart;	Can be fatal; constricted pupils, cold clammy skin, confusion, convulsions,

		nausea; vomiting; slowed breathing and heart rate.	constipation and stomach cramps; liver or kidney disease; pneumonia.	extreme drowsiness, and slowed breathing
Depressants	Low potential for abuse	Drowsiness, slurred speech, poor concentration, confusion, dizziness, problems with movement and memory, lowered blood pressure, slowed breathing, euphoria, drowsiness, decreased anxiety, confusion, memory loss, hallucinations, excited and aggressive behavior, nausea, vomiting, unconsciousness, seizures, slowed heart rate and breathing, lower body temperature, coma, death.	Unknown	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death
Stimulants	High potential for abuse	Increased alertness, attention, energy; increased blood pressure and heart rate; narrowed blood vessels; increased blood sugar; opened-up breathing passages.  High doses: dangerously high body temperature and irregular heartbeat; heart failure; seizures.	Heart problems, psychosis, anger, paranoia.	High fever, convulsions, and cardiovascular collapse may precede death
Hallucinogens	High risk of dependence	<b>Sensory Effects</b> <ul style="list-style-type: none"> <li>Hallucinations, including seeing, hearing, touching, or smelling things in a distorted way or perceiving things that do not exist</li> <li>Intensified feelings and sensory experiences (brighter colors, sharper sounds)</li> <li>Mixed senses (“seeing” sounds or “hearing” colors)</li> <li>Changes in sense or perception of time</li> </ul> <b>Physical Effects</b> <ul style="list-style-type: none"> <li>Increased energy and heart rate</li> </ul>	<b>Persistent Psychosis</b> <ul style="list-style-type: none"> <li>Visual disturbances</li> <li>Disorganized thinking</li> <li>Paranoia</li> <li>Mood disturbances</li> </ul> <b>Hallucinogen Persisting Perception Disorder (HPPD)</b> <ul style="list-style-type: none"> <li>Hallucinations</li> <li>Other visual disturbances (such as seeing halos or trails attached to moving objects)</li> </ul>	Respiratory depression, coma, convulsions, seizures, and death due to respiratory arrest, may be fatal

		<ul style="list-style-type: none"> <li>• Nausea</li> </ul>	<ul style="list-style-type: none"> <li>• Symptoms sometimes mistaken for neurological disorders (such as stroke or brain tumor)</li> </ul>	
Cannabis	High potential for abuse	Enhanced sensory perception and euphoria followed by drowsiness/relaxation; slowed reaction time; problems with balance and coordination; increased heart rate and appetite; problems with learning and memory; hallucinations; anxiety; panic attacks; psychosis.	Mental health problems, chronic cough, frequent respiratory infections.	No deaths have been reported in the United States
Steroids	Abuse may lead to moderate or low physical dependence or high psychological dependence.	Mood and behavioral effects; <u>Boys:</u> early sexual development, acne, and stunted growth <u>Adolescent girls and women:</u> permanent physical changes, such as deepening of the voice, increased facial and body hair growth, menstrual irregularities, male pattern baldness, and lengthening of the clitoris <u>Men:</u> shrinkage of the testicles, reduced sperm count, enlargement of the male breast tissue, sterility, and an increased risk of prostate cancer <u>Both:</u> high cholesterol levels, acne, fluid retention, and liver damage	Same and Short Term Effects	Steroids are not associated with overdoses. The adverse effects a user would experience develop from the use of steroids over time
Inhalants	High potential for abuse	Slight stimulations, feeling less inhibition, or loss of consciousness; intoxication and other effects similar to alcohol including slurred speech, inability to coordinate movements, euphoria, and dizziness; drowsy for several hours and experience a lingering headache	Weight loss, muscle weakness, disorientation, inattentiveness, lack of coordination, irritability, depression, and damage to the nervous system and other organs; irregular and rapid heart rhythms and	Loss of consciousness or death

			lead to heart failure and death within minutes	
Tobacco	High risk for dependence	Increased blood pressure, breathing, and heart rate.	Greatly increased risk of cancer, especially lung cancer when smoked and oral cancers when chewed; chronic bronchitis; emphysema; heart disease; leukemia; cataracts; pneumonia	No reports of death due to overdose

<https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts>

*Drugs of Abuse: A DEA Resource Guide*. 2017 Edition. US Department of Justice.

<https://www.samhsa.gov/adult-drug-use> Retrieved 2/25/2022.

#### 4. Available Treatment Programs

Sheridan Area Resources		
Northern Wyoming Mental Health Center (NWMHC) 1221 W. 5th St. Sheridan, WY 82801 (307) 674-7702	Sheridan County Hospital 1401 W 5th St, Sheridan, WY 82801 (307) 672-1000	Piedmont Addiction Recovery Practice 425 W. Loucks St. Sheridan, WY 82801 (307) 672-2468
Mountain's Edge Counseling 406 W. Loucks St. Sheridan, WY 82801 (307) 673-4647	Volunteers of America – The Gathering Place 360 College Meadows Dr. Sheridan, WY 82801 (307) 673-2510	Volunteers of America – WYSTAR 3322 Strahan Parkway Sheridan, WY 82801 (307) 672-2044
VA Hospital 1898 Fort Rd. Sheridan, WY 82801 (307) 672-3473	Alcoholics Anonymous <a href="http://www.area76wyaa.org">www.area76wyaa.org</a> (307) 672-6257	Cornerstone Church Celebrate Recovery 4351 Big Horn Avenue Sheridan, WY (307) 672-8126
Gillette Area Resources		
Volunteers of America 1299 Raymond St Gillette, WY 82718 307-682-8505	Campbell County Memorial Health Behavioral Health Services 501 S Burma Ave Gillette, WY 82718 307-688-5000 <a href="http://www.ccmh.net">www.ccmh.net</a>	Clear Creek Counseling 801 E 4 <sup>th</sup> St, Suite 14D Gillette, WY 82718 307-686-9422

Substance Abuse Advisory Council 201 East 5 <sup>th</sup> Street Gillette, WY 82718 307-686-5234	Alcoholics Anonymous <a href="http://www.area76wyaa.org">www.area76wyaa.org</a> 307-686-6107	
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