



Drug-Free Schools and Campuses Regulations Biennial Review Academic Years 2022-2024

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**Assistant Vice President for Counseling, Health & Wellness on
behalf of the
Hilbert College AOD Task Force**

June 4, 2025

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Introduction/Overview

The Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments require Hilbert College to adopt and implement a program to prevent the unlawful manufacture, distribution, dispensation, possession, or use of illegal drugs or alcohol by students and employees on Hilbert property, in Hilbert facilities, or at Hilbert activities or events and to offer an alcohol and other drug prevention program.

Hilbert College strives to provide a supportive and healthy educational environment for all students, faculty and staff. In order to minimize the significant negative impact alcohol and other drugs have on educational, career and personal pursuits, we commit to policies, practices and opportunities that foster a positive campus environment. Our Biennial Review process affords us the opportunity to review effectiveness of our policies and practices. As a result, we are able to continue our effective efforts and refine and establish new practices for our future.

Program Vision

Hilbert College and the AOD Prevention Task Force will contribute to student and employee success, retention, and student graduation rates by implementing evidence-based strategies to prevent and reduce underage drinking, drinking and driving rates, binge drinking activities, illegal drug use, and other associated high-risk behaviors, while promoting personal health and wellness.

Program Mission

Hilbert College and the AOD Prevention Task Force will work to develop and implement a comprehensive plan for the prevention of underage drinking, high-risk drinking, and substance use and abuse. The AOD Prevention Task Force will keep abreast of current trends and evidence-based strategies and will continue to improve the Institution's policies, educational opportunities, and intervention and referral plans, while increasing the awareness of current issues and trends. Hilbert College will continue to provide education and training to promote positive low risk behaviors among students, staff and faculty and strive to decrease high-risk behaviors and activities.

Biennial Review Process

This report is the Biennial Review for the academic years 2022-2023 and 2023-2024 to certify that Hilbert College has developed policies, programs, and initiatives to prevent and/or reduce the use of alcohol and other drugs among its student and employee populations. This report also certifies that Hilbert College has evaluated the effectiveness of the policies and programs and has implemented changes as necessary. Biennial reviews will continue to be completed by the Hilbert College Alcohol and other Drugs (AOD) Prevention Task Force in even numbered years (for the two prior academic years) and will be on file in the Offices of The President, Human Resources, Campus Safety, The Wellness Center, Financial Aid and the Dean of Students.

The Hilbert College Biennial review is available at www.hilbert.edu. Biennial reviews are maintained in the institutional records for a minimum of seven years.

The AOD Prevention Task Force members included:

- Christopher Siuta, Assistant Vice President of Counseling, Health & Wellness
- Bobbie Bilotta, Director of Human Resources for Franciscan Services & Hilbert College
- Keith Bova, Director of Campus Safety

Annual Policy Notification Process

The Annual Notice is part of the Drug-Free Schools and Communities Act and is a notification to every registered student and employee through college e-mail. The Annual Notice is sent to all registered students via the Office of Student Life and is sent to all faculty and staff through the Human Resources Office. The policy is distributed to students approximately 30 days after the start of the 15th week of the semester, after which no further student enrollment would occur. Employees hired after the initial email distribution receive the policy in their notice of employee orientation.

The Policy on Drugs and Alcohol is included in the Hilbert College Student Handbook. All students sign their acknowledgement of their rights and obligations under the Student Handbook prior to registration every semester for the duration of their enrollment at Hilbert College. Furthermore, it is also posted in the Employee Handbook where faculty/staff sign acknowledgment that they have read and understand the policies and procedures set forth.

The Annual Notice includes:

- Written standards of conduct: Prohibiting unlawful possession, use, and distribution on

institutional property or as part of institutional activities;

- Description of legal sanctions, health risks, and alcohol/drug resources including counseling, treatment, and rehabilitation programs for both students and employees;
- Statement of institutional sanctions for both students and employees.

POLICY ON DRUGS AND ALCOHOL

Introduction

The Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments require Hilbert College to adopt and put into effect a program to prevent the unlawful manufacture, distribution, dispensation, possession or use of illegal drugs or alcohol by students and employees on Hilbert College property, in Hilbert College facilities, or at Hilbert College activities or events, and to offer an anti-drug and alcohol abuse program.

Hilbert College is committed to maintaining an environment free of illegal drugs and drug and alcohol abuse. In compliance with the Federal Drug-Free Workplace Act of 1988, Hilbert College prohibits the unlawful manufacture, distribution, possession and/or use of controlled substances or alcoholic beverages on its premises, in its buildings, or at Hilbert College-sponsored events on or off campus. This prohibition also applies to student sponsored social activities or professional meetings attended by employees that the campus authorizes and/or use any campus resources. The Drug-Free Schools and Communities Act Amendments of 1989 (effective 9/1/90) requires the distribution of the following information to all students and employees. The following list reflects the major sections of this document.

Hilbert College's Policy on Drugs

Sale, use, possession or distribution of prohibited drugs or controlled substances, or loitering with intent to engage in these activities, is prohibited in Hilbert College buildings or grounds and at Hilbert College sponsored events. The term "drug" covers all controlled substances as defined in Section 220.00 of the New York State Penal Law and the Marijuana Reform Act of 1977. Offenders are subject to college discipline, up to and including dismissal from the college or termination of employment, and referral for prosecution, independent of action taken by the civil authorities.

An employee convicted of any violation of the criminal drug statutes for activities in or on property owned or controlled by Hilbert College or at activities sponsored by Hilbert College must notify the Provost, his or her Vice President, or Dean of the conviction, in writing, within five calendar days of conviction. Student workers must notify the Office of Human Resources.

Medical testing may be done if Hilbert College has a reasonable suspicion that an employee is unable to perform job duties due to the misuse of alcohol, controlled substances, or prescription drugs. The Omnibus Transportation Employee Testing Act of 1991 (OTETA) also requires Hilbert College to conduct pre-employment, pre-assignment (promotion), reasonable suspicion, post-accident, random, follow-up and return to duty alcohol and drug testing on all employees whose positions require the possession of a Commercial Driver's License (CDL).

Obligations of Hilbert College

Hilbert College must notify the appropriate federal agency (e.g., Department of Education) of the conviction of any employee or student worker paid in whole or in part by agency funds within ten days of receipt of the notice of conviction. Hilbert College must also make a good faith effort to maintain a drug-free workplace, offer drug awareness education, assist students and employees seeking treatment or rehabilitation, notify employees and students of its policy, and implement and enforce the policy.

Hilbert College's Policy on Alcohol

Employees and students are expressly prohibited from selling, dispensing, or consuming alcoholic beverages on campus except for the following circumstances:

- A) At Hilbert College approved events when permitted
- B) Students 21 years of age or older may dispense and consume alcoholic beverages in the privacy of their own residence hall rooms, subject to the requirements of the Student Code of Personal Conduct, the Residence Hall License and local and state law

Students: Compliance with the provisions of Hilbert College's drug and alcohol policies is a condition of attendance at Hilbert College. Violators of these policies are subject to discipline, up to and including expulsion from Hilbert College and referral to appropriate law enforcement agency and/or discipline, under the judicial procedures specified in the Rules and Regulations for the Maintenance of Public Order and the Student Code of Personal Conduct, and/or corrective action(s) as Hilbert College deems appropriate, including satisfactory completion of an approved drug or alcohol rehabilitation program.

Employees: Compliance with the provisions of Hilbert College's drug and alcohol policies is a condition of employment. Violators are subject to discipline, up to and including termination of employment and referral to appropriate law enforcement agency and/or discipline, under the various negotiated agreements, or corrective action(s) as Hilbert College deems appropriate, including satisfactory completion of an approved drug or alcohol rehabilitation program.

Note: Student workers fall under both the student and employee sections above.

Local, State and Federal Laws – Alcohol

For the dispenser of alcoholic beverages, the following provisions of the New York State law pertain:

“Dram Shop” Law: It is a criminal offense to sell or give alcoholic beverages to a minor (under the age of 21). Anyone who serves a minor, whether knowingly or unknowingly, is liable for the minor's actions under the influence of alcohol. The law makes no distinction as to intent or efforts to determine legal age; the law simply asks whether the person who was served was of legal age and holds the server liable for damages.

Minimum Purchase Age: No person shall sell, deliver, give away, or cause, permit or procure to be sold, delivered, or given away, any alcoholic beverage to someone under or appearing to be under the age of 21 years. The dispenser is obligated to demand proof of legal age whenever in doubt.

Malicious Action: Anyone who knowingly supplies alcoholic beverages to an intoxicated person or acts with malicious intent in supplying alcohol to another person is subject to civil suit for compensable damages and punitive damages if intoxication results in injury or damage.

False Identification: Anyone under the age of 21 years who presents false or fraudulent written identification in order to secure alcoholic beverages is guilty of a criminal offense.

Possession of Alcohol by a Minor: A minor can be arrested and fined for possession of an alcoholic beverage with intent to consume it.

Drinking and Driving: All states prohibit drinking and driving. In New York State, it is a DWI violation to operate a motor vehicle with a blood alcohol content (BAC) of 0.08% or higher. There are many factors that can determine an individual's BAC. There is no actual standard to estimate how many drinks would bring a person to a .08 BAC.

Zero Tolerance Law: It is illegal for an individual under 21 years of age to operate a motor vehicle with a BAC of .02 -.07. The Zero Tolerance violation carries a penalty of license suspension and fine.

The rules and penalties for drinking and driving also apply to driving a motor vehicle while under the influence of illicit drugs.

For a summary description of NYS Alcohol offenses and penalties:

<http://dmv.ny.gov/tickets/penalties-alcohol-or-drug-related-violations>

Local, State and Federal Laws – Drugs

New York State Penal Law: The Penal Law lists the various controlled substances, specific offenses, and sanctions ranging from a fine of not more than \$100 to imprisonment for life. It is a crime under New York State law to loiter with intent to use drugs, use or possess drug paraphernalia, and sell or possess controlled substances.

Persons convicted of drug offenses in New York State may be sentenced to any of the following: conditional discharge that may include any amount or kind of community service that the court deems appropriate; probation; shock probation (a combination of 60 days' jail time plus a maximum of three years' probation); intermittent imprisonment, which may include weekdays or work Saturdays; or straight jail time.

New York State Public Health Law: It is a violation of the Public Health Law in New York to sell or possess a hypodermic needle without a doctor's permission, to grow marijuana or knowingly permit it to grow without destroying it (Class A misdemeanor punishable by up to one year in a local correctional facility), or to manufacture, sell, or possess with intent to sell, an imitation controlled substance (Class A misdemeanor; second offense is a Class E felony punishable by a minimum of one year and maximum of four years in state prison). It is also a violation to inhale any glue that releases toxic vapors or fumes (Class A

misdemeanor). A private vehicle, boat or plane that has been used to transport a controlled substance can be seized and forfeited under the law.

Federal Law: Federal drug laws parallel New York State drug laws in many respects. It is a federal offense to manufacture, distribute, or possess with intent to distribute, a controlled substance or an imitation controlled substance. All property associated with the unlawful handling of controlled substances is subject to forfeit to federal authorities.

For a summary description of Federal Drug offenses and penalties:

<https://www.deadiversion.usdoj.gov/21cfr/21usc/index.html> - **See Part D – Offenses and Penalties**

Additional Resources:

<https://www.dea.gov/index.shtml>
<https://www.campusdrugprevention.gov/>

Under federal law, a person convicted of any federal or state offense involving possession of a controlled substance is ineligible to receive any and all federal benefits (e.g., student loans, social security) for a period of up to one year. A person convicted of the distribution of a controlled substance may be ineligible for any or all federal benefits for up to five years.

There are both federal and state laws dealing with the distribution or manufacture of controlled substances in or near schools or colleges or universities. Federal law provides that a drug offense within 1,000 feet of Hilbert College property is punishable by a term of imprisonment and a fine of up to twice the amount authorized for the same offense when it is committed away from Hilbert College property.

Hilbert College's Good Samaritan and Amnesty Policies

Per the Student Code of Conduct, the following policies also apply:

Good Samaritan Policy: Abuse of alcohol and other drugs can create life-threatening situations that require an immediate response from emergency services personnel. In all instances, Hilbert College is concerned that those in need receive prompt medical attention. Hilbert College cannot guarantee absolute immunity from sanctions associated with violations of the Student Code of Conduct or state and federal law. However, efforts will be made to mitigate sanctions associated with alcohol and other drug offenses for "Good Samaritans." These considerations apply only to the individual(s) who may have contributed/participated in the use and abuse of alcohol or other drugs, but who summon aid.

Policy for Alcohol and/or Drug Use Amnesty in Sexual and Interpersonal Violence

Cases: The health and safety of every student at Hilbert College is of utmost importance. Hilbert College recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including, but not limited to, domestic violence, dating violence, stalking, sexual harassment or sexual violence occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. Hilbert College strongly encourages students to report incidents of domestic violence, dating violence, stalking, sexual harassment or sexual violence to institution officials. A bystander or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, sexual harassment or sexual violence to Hilbert College officials or law enforcement will not be subject to Hilbert College's Student Code of Conduct for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, sexual harassment or sexual violence.

Health Risks of Alcohol and/or Substance Use and Abuse: Hilbert College is committed to supporting an environment which fosters academic success and continual learning as well as the health and well-being of the members of its community. The use and/or abuse of illegal drugs, tobacco, and alcohol carries possible health risks to the individual user as well as the campus community and community at large. Health risks associated with use and abuse may include damage to major organs such as the brain, heart, lungs and liver as well as medical problems such as high blood pressure, cancer, heart attack, or stroke. Unwanted pregnancy, sexually transmitted infections, unwanted sexual activity, poor academic performance or failure, and physical and mental dependence are also possible health risks associated with use and abuse. The use of alcohol during pregnancy may cause injury to the fetus or Fetal Alcohol Syndrome. Users of needles for the use of drugs such as heroin or crack carry the risk of spreading HIV and Hepatitis from the sharing of those needles. Additional health risks exist for driving under the influence of alcohol or other substances (including those prescribed by a provider) and may result in criminal charges, driving related injuries, and fatalities. Addiction is another very serious health risk associated with the use of alcohol or other substances. Addiction is a primary, progressive, chronic and potentially fatal disease.

Signs and symptoms of addiction may include:

- Drinking or using substances for the relief of withdrawal symptoms
- Increased tolerance or reverse tolerance (drug sensitization)
- Feeling guilt, shame or remorse (as a result of behavior while under the influence of alcohol or other drugs)
- Anxiety, depression, or other mental health diagnosis
- Concern from family and/or friends about drinking or drug use
- Decline in work performance or loss of interest in hobbies and daily activities
- Inability to remember what happened when drinking (blackouts)
- Financial difficulties including making sacrifices for the purchase of drugs
- Having problems with the law through increasingly risky behaviors and impaired judgment
- Denial or not being aware that a problem exists
- Much time dedicated to the use of a substance (obsession)
- Use that continues despite known health problems that have developed from use

Available Resources: If you, or someone you know, have a concern (or suspect a problem) with alcohol or other drug abuse, there are several ways you may seek assistance or support on campus and in the community.

On campus confidential resources include (for students only):

Wellness Center (Counseling Services), St. Joseph Hall

Christopher Siuta, AVP for Counseling, Health & Wellness, 716-926-8930

- Individual and group counseling
- Drug and alcohol preventative programs
- Referrals to drug/alcohol/mental health facilities

Hilbert College's primary medical provider (students and employees):

Inspired Health Group
3671 Southwestern Blvd, Suite 101
Orchard Park, NY 14127
Phone: 716-662-7008

Health Prevention Programs through IHG will include but not limited to:

- Education, educational resources, screening and referrals to agencies & practitioners
- Promotion of wellness and healthy lifestyle choices
- Drug and Alcohol Prevention Workshops at least twice per semester for students, faculty and staff

Additional on campus resources include:

Campus Safety, Campus Center 716-479-1233
(24/7/365 number)

Employee Assistance Program Any New York State employee may contact NYS EAP by calling 1-800-822-0244 or visit their website at www.worklife.ny.gov/eap.

Confidential referral services for all college employees through the Office of Human Resources

Endeavor Health Services
1526 Walden Ave, Suite 400
Cheektowaga, NY 14225
716-895-6700

Endeavor Health Services is a private, not-for-profit organization which provides a wide array of behavioral health services. Serving WNY since 1972. The mission of Endeavor is to collaborate with consumers, families and communities to promote wellness and recovery through an array of mental health and chemical dependency treatment, education and support services. Hilbert College and Endeavor Health Services have partnered in providing mental health and substance use services to the students at Hilbert. Individual and group consultation is available as needed at the HOPE Treatment Center in Orchard Park, NY. Emergency assistance is provided by Endeavor 24/7 for any clinical and/or addictions needs during the school year.

Listing of Resources for Off Campus Alcohol and Substance Abuse Services

In addition to our campus resources, there are several local agencies which provide confidential help. They are as follows:

Alcoholics Anonymous	716-853-0388	www.alcoholics-anonymous.org
Al-Anon	716-856-2520	www.al-anon.org
Best Self Behavioral Health	716-822-2117	
Buffalo General Medical Center	716-859-5600	
Chemical Dependency Clinic	716-859-4772	
Catholic Charities	716-856-4494	
Central Referral Services	716-851-5555	
Community Concern	716-648-0650	
Compass House Resource Center	716-884-3066	
Crisis Services Addiction Hotline	716-834-3131	www.crisisservices.org

Erie County Council for Prevention of Alcohol & Substance Abuse

716-831-2298

Erie County Medical Center

716-898-3000

Kids Escaping Drugs

716-827-9462

www.ked.org

Narcotics Anonymous

716-878-2316

National Clearing House for Alcohol & Drug Information

1-800-SAY-NO-TO

Nar-Anon

716-875-0548 or 716-685-1590 www.nar-anon.org

Oishei Children's Hospital

716-323-2000

Substance Abuse Treatment Helpline 1-800-668-HELP

www.findtreatment.samhsa.gov

National Council on Alcoholism

1-800-NCA-CALL

National Institute on Drug Abuse

1-800-729-6686

www.nida.nih.gov

Additional Hotline and 1-800 Agency Phone Numbers for Assistance:

- National Helpline for Substance Abuse Referral Services 1-866-684-6303
- NYS AIDS Hotline 1-800-541-AIDS (2437), en Espanola 1-800-344-7432
- NYS AIDS Counseling & Testing (free and anonymous) 1-800-828-0064
- NYS Alcohol and Substance Abuse Hotline 1-800-522-5353
- National Clearinghouse for Alcohol and Drug Info 1-800-SAY-NO-TO (729-6686)
- Referral Services 1-877-726-4727
- Poison Control Info 1-800-336-6997

Review of 2022-2024 Program Goals

Evaluation of Effectiveness

Hilbert College evaluates the effectiveness of the programs and policies through:

- Breadth of programs the institution offers each year and event evaluations
- Examination of the circumstances involved of AOD incidents, both student and employee
- Implementation and completion of training programs for employees and supervisors
- Number of financial aid impacted students as a result of AOD violations

Summary of 2022-2024 AOD Program Strengths, Opportunities, and Action Steps

- A full and vibrant schedule of day, night and weekend alcohol-free options in the form of programs, events and activities (list of programs for 2022-2024 provided as appendices).
- Campus maintains facility hours that accommodate late-night and weekend opportunities for alcohol-free events through the Student Activities Office and Residential Life.
- CARE Team meets bi-weekly to identify at-risk students for intervention and referral.
- Event planning process in place to determine the number of monitors (officers or otherwise) needed for safe and secure events.
- Event controls in place that allow checking for drugs and alcohol at entrances and throughout events, when such coverage is deemed warranted by Campus Safety.
- Driver's license checks in place for monitoring the use of college vehicles by college employees that check for AOD violations in advance.
- Continued to improve enforcement of AOD policies by Resident Assistants and Residence Directors supervising the residence halls. Provided training for Residence Life staff, increased role playing and case studies related to alcohol and drug use during training sessions.
- The college food provider, Metz Culinary Management, requires its employees who serve alcohol to be trained in accordance with the NYS Liquor Authority.
- Alcohol advertising and industry sponsorship prohibited on campus.
- Refinement of Sanctions Guidelines Document developed by the Director of Community Standards and the process for approval and implementation began.
- Human Resources added required training for all campus supervisors. The training educated supervisory staff on campus policies regarding drugs and alcohol which included; where to find the policies, campus resources, how to help employees and expected reporting practices.
- Residential Life Staff were trained to identify behavioral concerns and implications, particularly as they relate to alcohol use. Training on college student issues and trends

are provided. Counseling staff also provides, as needed, supplemental training on effective intervention and referral.

- Resident Assistants spend considerable time on the skills necessary to have meaningful conversations, how to build relationships, and how to identify concerns in a one-on-one setting. Each resident student has a one-on-one meeting with their Resident Assistants within the first month of each semester. This lays the groundwork for ongoing connection and assessment of an individual student's habits and interests and is often an early detector of problems with alcohol and drugs for an individual student.
- Review and revision of response, protocol and sanctions related to vaping and smoking in residence halls and to tampering with fire safety equipment for the purpose of vaping and smoking. Partnered with both the Hamburg Town Fire department and NYS Fire Inspector to sanction educational training for violations of fire safety (violations are most often related to smoking and vaping.)

2022-2024 Opportunities and Recommendations for 2024-2026

Campus Opportunities	Action Steps
Lack of faculty representation on the AOD Prevention Task Force Committee	Plan to identify additional Hilbert Staff and/or Students to join the AOD Prevention Task Force Committee
Hilbert College sponsors a minimal number of events with alcohol on or off campus. Clear policies and practices should be established to govern new and existing events.	Re-establish Events Committee and include review of alcohol policies at campus events. Establish more oversight and review by the AOD committee for any event on site that includes alcohol or any event off site where students are in attendance and permitted to purchase alcohol.
Funds were not dedicated toward AOD education.	Create a plan to ensure funding provided is expended in full. Add spending plans to master schedule and responsibilities as outlined in recommendation above.
Changes in staffing may have caused lapse in supervisor training in the 2022-2024 time frame.	Work with the HR AOD representative to ensure continued compliance with supervisor training on AOD policy and practice.
Notice to new employees of the Drug and Alcohol Policy was not distributed in the notice of orientation/onboarding.	The Drug and Alcohol Policy and AOD training will be provided to new employees' orientation session.

2022-2024 AOD Program Goals

- Reduce underage drinking violations by 5% in the Residence Halls through targeted campaign messages and educational activities. Expanded training of Residential Life staff and a focus on hiring staff with increased positive confrontation skills should result in more identification of alcohol and substance abuse behaviors and violations of policy.
- Implementation of additional educational programming tools for violations of AOD policy by Fall 2025.
- Implementation of AOD policy training(s) for supervisors of college employees by Fall 2025
- Work to create a dedicated budget line for AOD educational programming through senior administration by Fall 2025.
- Ensure that 100% of students found responsible for violations of the AOD policy are sanctioned to attend an educational meeting with the Wellness Center.
- Expand and continue the implementation of additional educational programming and tools for violations of AOD policy. The AOD Task Force will research tools for use with students who have violated AOD policies, are showing concerning behaviors, and/or those who request additional resources. Following research, the Task Force will make recommendations for purchase and implementation.
- Implement a campus-wide AOD Survey for Fall 2025.
- Residential Life, The Wellness Center and Campus Safety will partner to increase training for Residential Life staff on current drug use and behaviors to better equip front line staff to identify drug behaviors and patterns.
- Human Resources will ensure that AOD policy training for supervisors of college employees continues on a rolling basis as supervisors are hired or current employees become new supervisors.
- Utilize academic partnerships by collaborating with faculty in relevant disciplines to have student created campaigns and initiatives that can be incorporated for class credit, as well as utilization by the AOD Task Force.
- Add a link to the AOD Biennial Review for Human Resources, Student Life, Campus Safety, and Wellness Center website tabs.

Conclusion

At Hilbert College, it is our priority to have a prevention plan that includes education and programming to educate students about the risks and consequences that are associated with alcohol and other drug use/abuse and to promote responsible drinking.

Hilbert College has developed policies and procedures to lessen the occurrence and recurrence of alcohol and drug related incidents. We will continue to utilize reflection upon our biennial reviews, accumulated data and experiences to evaluate our positive impact on student and employee well-being. Detailed lists of our alcohol-free, late night programmatic and educational efforts, created across a broad set of staff and collaborations, can be found as appendices to this document.

Respectfully submitted,

Christopher Siuta, Ph.D., LMHC
Assistant Vice President for Counseling, Health & Wellness
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Hamburg, New York 14075
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(on behalf of the Hilbert College AOD Prevention Task Force)

HILBERT COLLEGE
Drug-Free Schools and Campuses Regulations
Alcohol and Other Drug Prevention Certification

The undersigned certifies that it has adopted and implemented an alcohol and other drug prevention program for its students and employees that, at a minimum, includes –

1. The annual distribution to each employee, and to each student who is taking one or more classes of any kind of academic credit except for continuing education units, regardless of the length of the student's program of study, of:

- Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities
- A description of the applicable legal sanctions under Local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol
- A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to employees or students
- A clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with State and Federal law), 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 disciplinary sanction may include the completion of an appropriate rehabilitation program.

2. A biennial review by the institution of its alcohol and other drug prevention comprehensive program to:

- Determine its effectiveness and implement changes to its comprehensive alcohol and other drug prevention program and policies, if they are needed
- Ensure that its disciplinary sanctions are consistently enforced.

Hilbert College, 5200 South Park Avenue, Hamburg, New York 14075

Dr. Todd Harris
Vice President for Student Life

IRS Employer Identification Number:

Signature:



_166031585_____

Date: June 4, 2025

Clery Drug and Alcohol Statistics - Calendar Years 2022, 2023, 2024

Year		Drug Referrals for Discipline	Alcohol Arrests	Drug Arrests
2022	26	2	0	0
2023	32	2	0	0
2024	35	4	0	0

Data has been combined for on-campus and on-campus student housing

Alcohol and other Drug Prevention Programs and Educational Activities

Fall 2022-Spring 2024 Semester Programs and Initiatives:

Fall 2022: Hosted “**It’s Real**” presented by the **American Foundation for Suicide Prevention** (Open to the public) Much of this program included Alcohol and Drug information

Hosted “**The Dangers & Consequences of Popular Substances**” presented by **Kids Escaping Drugs** (Open to the public) This included a testimonial of a young man who shared his experiences with alcohol and drugs.

Spring 2023: Endeavor Health Services presented on **Alcohol Use and Misuse** to the campus community

Fresh Check Day-open to the campus community focused on mental health and suicide awareness/prevention

Fall 2023: **Drunk Mario Kart Wii**-student activity sponsored by Residence Life-students wore glasses to show impact of driving while impaired by alcohol use-alcohol use/abuse materials presented to students

Endeavor Health Services presented on **Marijuana Use and Misuse** to the campus community

Spring 2024: Endeavor Health Services presented on **Prescription Drugs in the College Community**

Fresh Check Day-open to the campus community focused on mental health and suicide awareness/prevention-SAFE Project assisted with Narcan training and community linkage

DUI Obstacle Course-hosted by Residence Life-students completed an obstacle course while wearing impairment goggles needing to answer questions about alcohol/drug use in relation to campus policies

Fall 2024: Hilbert College Wellness Center held three Wellness Wednesdays servicing 32 total students during the semester. The themes were Alcohol, Marijuana, and Opioid Prevention fostering psychoeducation and group interactions among the Hilbert student attendees.

Complying with Drug-Free Schools and Campuses Regulations

Electronic Distribution

The Student Handbook is available to students via: <https://www.hilbert.edu/student-life/student-handbook>

The Human Resources (HR) Manual is available to all employees and reviewed by Human Resources with all new employees via:

The DAAPP will be distributed via the Hilbert Website and the Blackboard system.

Spring 2025-Fall 2027 Suggested Awareness and Prevention Programs for Clery Act and AOD Compliance

1. Drug and Alcohol Abuse Prevention

- **Alcohol Education and Responsible Drinking Workshop** – Covers the impact of alcohol use, recognizing alcohol poisoning, and making responsible choices.
- **Opioid Awareness and Naloxone (Narcan) Training** – Educates students on opioid addiction and teaches them how to administer **Narcan** in case of an overdose.
- **Marijuana and Prescription Drug Abuse Prevention** – Discusses the risks of prescription drug misuse, dependency on ADHD medication, and the impacts of recreational marijuana use.
- **Sober Socials & Alternative Events** – Organizes alcohol-free events such as **game nights, fitness challenges, and late-night programs** to provide alternatives to substance use.
- **Substance Abuse and the Law** – A panel discussion featuring **law enforcement officers** explaining the legal consequences of underage drinking and drug possession.
- **Campus Recovery Support Groups** – Provides **peer-led support** for students in recovery or struggling with substance use.

2. Violence Prevention and Awareness

- **Self-Defense Workshops** – Teaches students **basic self-defense techniques** and situational awareness.
- **Active Shooter Response Training ("Run, Hide, Fight")** – Provides strategies for responding to active threats on campus.
- **"Escalation Workshop" (One Love Foundation)** – A nationally recognized **film-based discussion program** on recognizing warning signs of relationship violence.
- **Healthy Masculinity and Gender-Based Violence Prevention** – Engages **male students in conversations** about masculinity and preventing violence.
- **Workplace and Campus Violence Prevention** – Trains **faculty, staff, and students** on identifying warning signs of **potential violent behavior** and reporting concerns.

3. Dating Violence, Domestic Violence, and Stalking Awareness

- **Red Flag Campaign** – A **bystander intervention campaign** focused on recognizing and responding to **warning signs** of unhealthy relationships.
- **"In Their Shoes" Simulation** – Interactive exercise allowing participants to **experience scenarios of dating violence and coercive control**.
- **Break the Cycle: Digital Dating Abuse** – Educates students on how **technology and social media are used in dating violence**.
- **Stalking Awareness & Prevention Program** – Explains **stalking behaviors, legal protections, and safety planning**.
- **Safe Exit Strategies in Unhealthy Relationships** – Provides **safety tips and resources** for individuals trying to leave abusive relationships.

4. Bystander Intervention & Sexual Assault Prevention

- **Green Dot Bystander Training** – A **proven violence prevention strategy** that encourages students to intervene in high-risk situations.
- **"Step Up!" Intervention Training** – Teaches strategies to help in situations involving **substance abuse, sexual harassment, or bullying**.
- **Consent & Communication Workshops** – Discusses what constitutes **affirmative consent** and how to have healthy conversations about boundaries.
- **Sexual Assault Survivor Support & Trauma-Informed Response** – Provides guidance on **supporting survivors**, understanding **Title IX rights**, and accessing **campus resources**.
- **Know Your Rights: Title IX and Sexual Misconduct** – Explains **Title IX protections, reporting options, and available resources**.

5. Hazing Prevention & Student Organization Accountability

- **"Hazing Hurts" Awareness Campaign** – An **interactive discussion** about the dangers of hazing and promoting positive team-building.
- **Ethical Leadership and Team Building for Student Organizations** – Teaches leaders **how to create a positive, inclusive culture** without resorting to hazing.
- **Anonymous Hazing Reporting and Support Initiative** – Ensures students can **report hazing without fear of retaliation**.

6. Mental Health Awareness and Suicide Prevention

- **QPR (Question, Persuade, Refer) Suicide Prevention Training** – A nationally recognized program that **teaches students to recognize suicide warning signs** and connect individuals to help.
- **Mental Health First Aid for Students** – Equips students with skills to **support peers struggling with anxiety, depression, or suicidal thoughts**.
- **De-Stress and Self-Care Events** – Activities like **therapy dog visits, yoga sessions, and art therapy** to promote mental wellness.

7. Cyber Safety and Digital Citizenship

- **Cyberstalking & Online Harassment Prevention** – Teaches students about **online safety, legal protections, and reporting harassment**.
- **Social Media & Personal Branding** – Guides students on how their **online presence affects job prospects and personal safety**.
- **Sexting, Revenge Porn, and Legal Consequences** – Educates on the **legal ramifications of sharing explicit images**.

8. Identity-Based Harassment and Discrimination Prevention

- **Diversity & Inclusion Training** – Covers **implicit bias, microaggressions, and fostering inclusive campus communities**.
 - **Preventing Hate Crimes and Bias Incidents** – Provides **tools for recognizing and responding to hate speech and bias-motivated crimes**.
 - **Religious and Cultural Sensitivity Workshops** – Promotes **interfaith and cross-cultural understanding**.
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Program Delivery Methods

To ensure compliance with the Clery Act, programs should be **varied and accessible**. Suggested delivery methods include:

1. **Mandatory Online Training Modules** – Required for all students before the start of the academic year.
2. **Orientation Sessions** – Conducted for **new students, athletes, Greek life members, and student leaders**.
3. **Interactive Workshops & Simulations** – Role-playing and discussion-based training.
4. **Public Awareness Campaigns** – Posters, social media initiatives, and digital content on campus screens.
5. **Peer-Led Education Programs** – Trained student leaders presenting **peer-to-peer workshops**.
6. **Guest Speakers & Panel Discussions** – Featuring **law enforcement, legal experts, survivors, and advocacy organizations**.
7. **Wellness Weeks & Campus-Wide Events** – Awareness days such as "**Sexual Assault Awareness Month**" or "**Alcohol Awareness Week**".
8. **Anonymous Reporting & 24/7 Crisis Hotlines** – Providing confidential support and guidance

Required Training for All Hilbert Employees-Beginning Fall 2025

1. **First Aid-Alcohol & Drug Overdose**
2. **Drug-Free Workplace**