NWTC BIENNIAL DRUG AND ALCOHOL PREVENTION PROGRAM REVIEW

IN ACCORDANCE WITH THE

DRUG-FREE SCHOOLS AND COMMUNITIES ACT

Submitted: February 1, 2024

Northeast Wisconsin Technical College Certification

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TABLE OF CONTENTS

I. NWTC Mission, Vision, Values
II. Introduction
III. Biennial Review Process
IV. NWTC Alcohol, Tobacco, and Drug Free Working and Learning Policy
V. Annual Policy Notification Process
VI. Trend Data
VII. AODA Related Incidents
    Number of Violations
    Sanctions
VIII. Programs and Interventions
IX. Biennial Goals and Objectives from Previous Biennium
X. Program Evaluation – Strengths and Weaknesses
XI. Recommendations for Next Biennium
XII. Conclusion

I. NWTC Mission, Vision, Values

Mission: We are a two-year technical college, serving Northeast Wisconsin by providing education, training, and life-long learning opportunities for individuals and businesses leading to the development of a skilled workforce. Our customers stimulate the economic vitality of our district as a result of the application of skills and knowledge acquired through the completion of certificates, degrees, diplomas, and courses.

Vision: NWTC is a cutting-edge, life-long learning college that transforms, strengthens, and inspires.

Values:
Everyone Has Worth
Passion and Inspiration
Creativity and Innovation
Collaboration
Emotional Intelligence
Results and Accountability
Valuing Talent and Well Being
Ethics

II. Introduction

Drug Free Schools and Communities Act (DFSCA) and Part 86 of the Department of Education's General Administrative Regulations (Edgar Part 86) requires Northeast Wisconsin Technical College (NWTC) to provide a biennial program review of alcohol and other drug prevention programs designed to prevent the unlawful possession, use, and distribution of drugs and alcohol on campuses and at campus events.

NWTC cares about the success of its students and employees. For that reason, the College will document and evaluate its prevention efforts. Through this review, NWTC can continually identify opportunities to improve educational and support resources for its community.

III. Biennial Review Process

This biennial review covers January 1, 2022, through December 31, 2023. The review was conducted by the NWTC Drug and Alcohol-Free Schools Team. Members participating in the programming and review include:

Director of Total Rewards -	Josh Cotrell
Dean of Student Development -	John Grant
Associate Dean of General Studies -	Heidi Thomas
Student Conduct and Care Case Manager -	Kelly Schumacher

District Wide Security Coordinator -	Philip Schaefer
Alcohol and Other Drug Abuse Instructor -	Michelle Grimm
Mental Health Counselor -	Wes Johnson
Marketing Content Writer -	Ann Malvitz
Student Involvement Supervisor -	Joe Richter

The assembled team and their designees compiled the relevant data and information for this report. The report was circulated for review and comment and finalized in February 2024. The results of biennial reviews are available to the public via the NWTC website (link is external) and maintained for a minimum three-year period. A printed copy of the report may be requested through the office of the vice president of NWTC Student Services.

IV. NWTC Alcohol, Tobacco, and Drug Free Working and Learning Policy

Northeast Wisconsin Technical College is strongly committed to improving the health and wellbeing of all employees and customers and complying with the state of Wisconsin law. To ensure a safe and effective learning and working environment, the possession, use, sale, transfer, or purchase of alcohol or controlled substances on College property is strictly prohibited. NWTC is also a tobacco free campus, which includes cigarettes, all electronic nicotine delivering devices, and smokeless tobacco. Individuals may use tobacco or e-cigarettes in their personal vehicles; however, disposal of cigarette butts, smoking/smokeless materials, or garbage on campus grounds is strictly prohibited. Violators of this policy will be subject to disciplinary action.

All students and employees are prohibited from being under the influence of alcohol or controlled substances while on College property, conducting College business, or receiving instruction. Employees and/or students seeking assistance in dealing with alcohol or other substance use/abuse are encouraged to use resources available to them, such as seeking assistance from NWTC Counseling Services, Employee Assistance Program, or referral to an appropriate rehabilitation program where possible.

NWTC is committed to the health and wellness of students and staff and supports the use of FDA approved tobacco cessation methods on campus (e.g., gum, lozenges, patches, or medication). Electronic cigarettes are not an approved cessation device and will not be permitted. For additional tobacco cessation resources, please refer to NWTC's Tobacco-Free Campus Policy (link is external).

The College and the Wisconsin Technical College System (WTCS) Board policy forbid the expenditure of tax dollars and/or student activity fees for alcoholic beverages. The advertising of alcoholic beverages is prohibited on College property and in College publications.

This policy is adopted in accordance with the 1989 Wisconsin Act 121, the Drug-Free Schools and Community Acts Amendments of 1989 (Public Law 101-226), and Wisconsin State Statute, Chapter 161, Uniform Controlled Substance Act.

V. Annual Policy Notification Process

An annual notification for all NWTC employees and students will include:

- Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.
- A description of appropriate legal sanctions for violation of local, state, or federal laws for the unlawful possession or distribution of illicit drugs and alcohol.
- A description of the health risks associated with the abuse of illicit drugs or alcohol use.
- A list of drug and alcohol programs (counseling, treatment, rehabilitation, and re-entry) available to employees or students.
- A clear statement that NWTC will impose disciplinary sanctions on students and employees for violations of the standards of conduct and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution.

Notification of the information contained in the Drug and Alcohol Abuse Prevention Program (DAAPP) will be distributed annually to all currently enrolled students at the College via individual email accounts. Notification will also be provided during the registration process and Welcome Online (a visual orientation designed to introduce students to resources), and via the NWTC Student Handbook (link is external) and the NWTC website (link is external).

Notification of the information in the DAAPP will be distributed annually to all current College employees. The information will be provided via individual staff email accounts. Notification will also be provided in written form during all new employee orientation training, as well as online in the NWTC Employee Handbook/Standard Operating Practices document.

VI. Trend Data

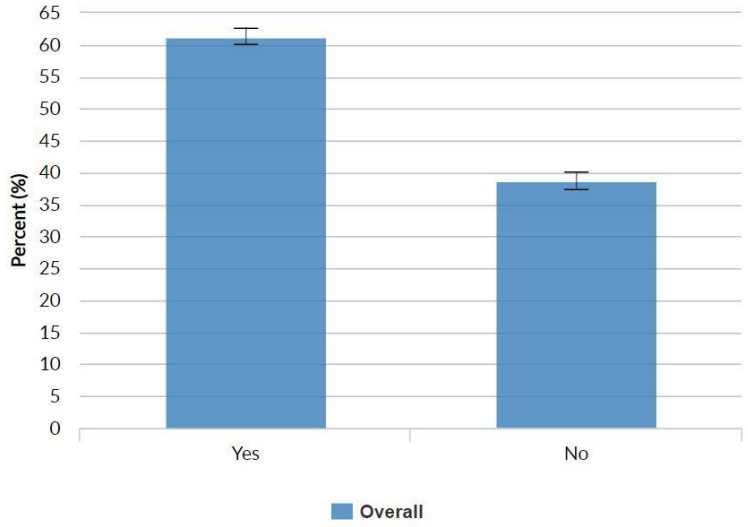
In 2022, Wisconsin ranked third in the country in terms of the percentage of adults who currently consume alcohol (61.3%), behind only Washington D.C. (67.4%) and Colorado (61.4%), and higher than other Midwest states like Minnesota (59.3 %), Iowa (55.8%), Illinois (56.3%), and Michigan (55.2%) [Source: BRFSS Prevalence & Trends Data (link is external)]. Additionally, 20% of Wisconsin adults reported binge drinking compared to the national average of 17% [Source: Behavioral Risk Factor Surveillance System, 2001 (link is external)].

Wisconsin - 2022

Adults who have had at least one drink of alcohol within the past 30 days (Crude Prevalence)

View by: Overall

Response: (All)



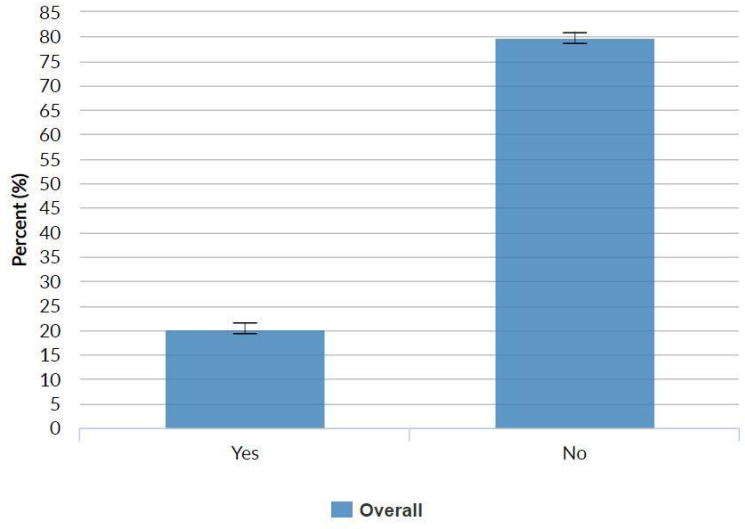
Data Source: Behavioral Risk Factor Surveillance System (BRFSS)

Wisconsin - 2022

Binge drinkers (males having five or more drinks on one occasion, females having four or more drinks on one occasion) (variable calculated from one or more BRFSS questions) (Crude Prevalence)

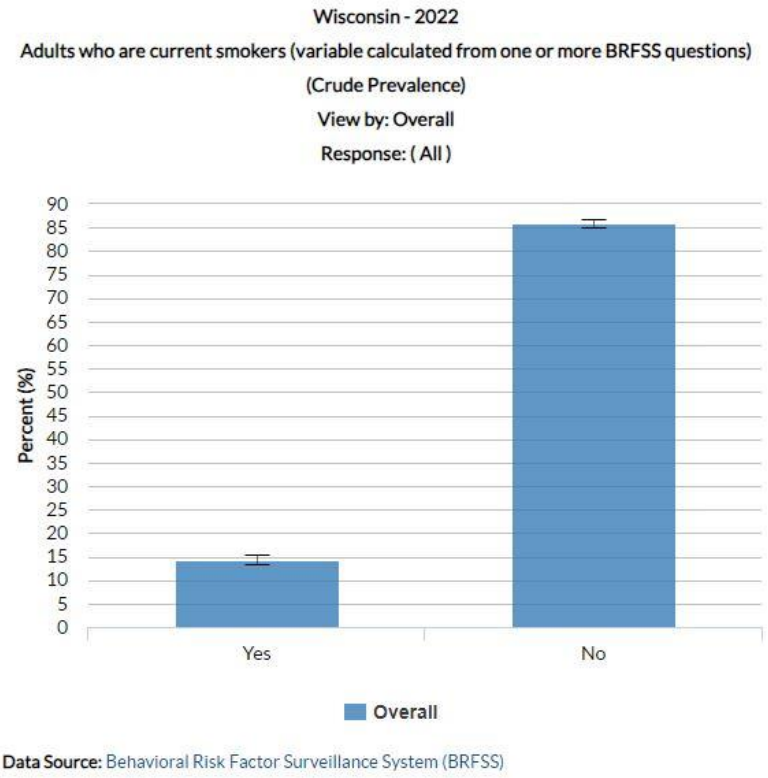
View by: Overall

Response: (All)



Data Source: Behavioral Risk Factor Surveillance System (BRFSS)

In 2022, 14.3% of Wisconsin adults identified as being smokers. This is higher than other Midwest states such as Illinois (12.4%) and Minnesota (12.2%) and lower than Michigan (15.2%) and Iowa (14.7%) [Source: BRFSS Prevalence & Trends Data (link is external)]. During the same period, 1.9% of Wisconsin adults reported using smokeless tobacco every day (chewing tobacco, snuff, or snus). This is higher than Michigan (1.3%) and Illinois (1%) and lower than Minnesota (2.1%) and Iowa (3.2%) [Source: BRFSS Prevalence & Trends Data (link is external)]. Lastly, 3.3% of Wisconsin adults reported using e-cigarettes or other electronic vaping products daily in 2022. This is higher than Illinois (2%) and lower than Michigan (4.1%), Iowa (3.7%), and Minnesota (3.5%). It is worth noting that 19.4% of Wisconsin adults identified as being former e-cigarette users in 2022 [Source: BRFSS Prevalence & Trends Data (link is external)].

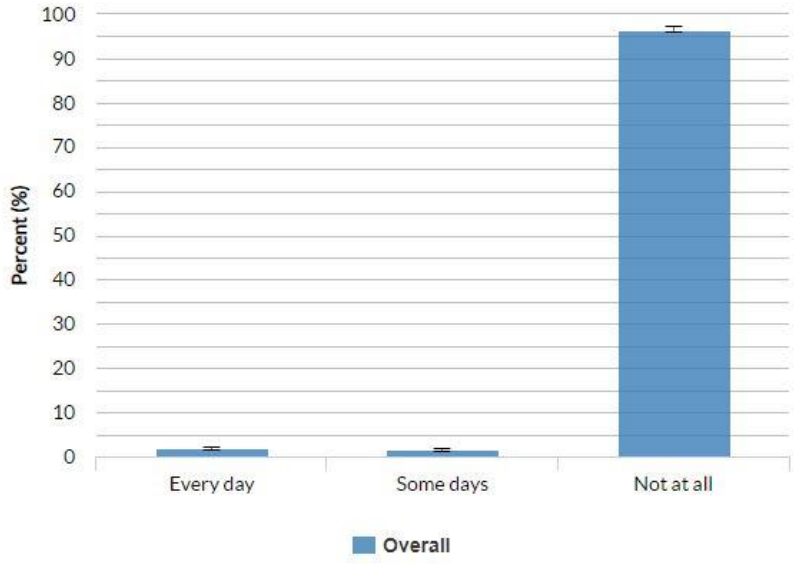


Wisconsin - 2022

Do you currently use chewing tobacco, snuff, or snus? (Crude Prevalence)

View by: Overall

Response: (All)



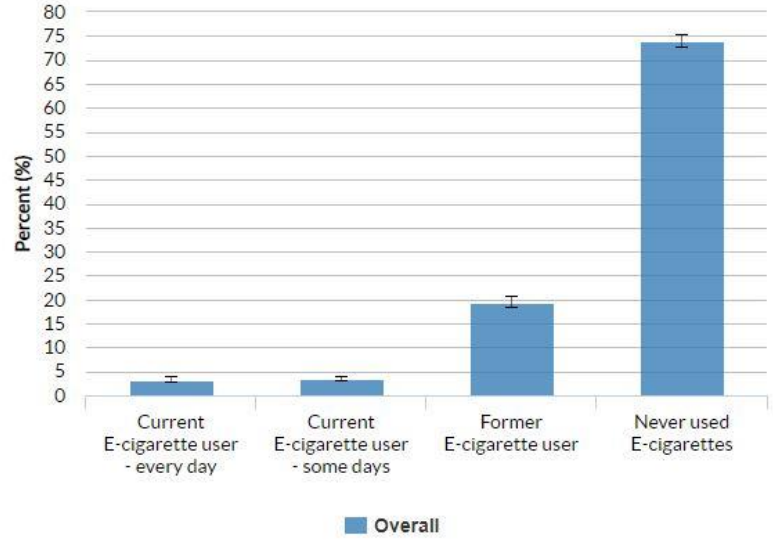
Data Source: Behavioral Risk Factor Surveillance System (BRFSS)

Wisconsin - 2022

Do you now use e-cigarettes or other electronic vaping products every day, some days, or not at all? (Crude Prevalence)

View by: Overall

Response: (All)

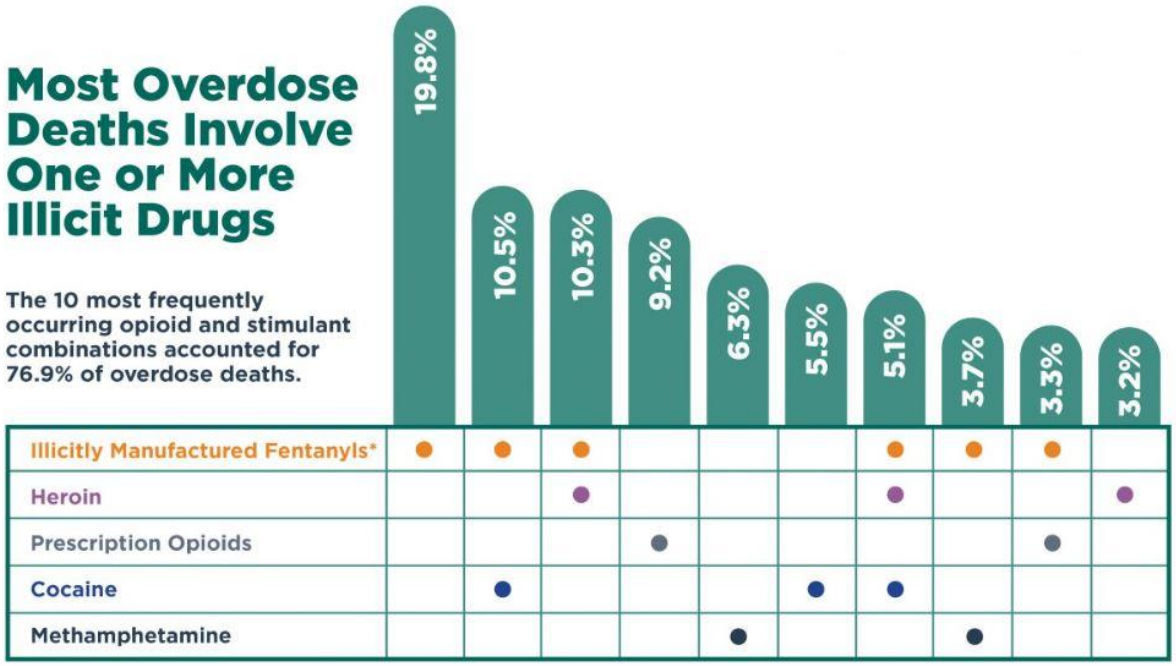


Data Source: Behavioral Risk Factor Surveillance System (BRFSS)

Drug use and subsequent overdoses continue to be a critical and complicated public health challenge across metropolitan/nonmetropolitan areas. The decline in illicit drug use by youth and the lower prevalence of illicit drug use disorders in rural areas during 2012–2014 are encouraging signs. However, the increasing rate of drug overdose deaths in rural areas, which surpassed rates in urban areas, is cause for concern [Source: Morbidity and Mortality Weekly Report (link is external)].

The state of Wisconsin had a drug overdose death rate of 31.6 (per 100,000) in 2021 – the highest of all surrounding states when compared with Michigan (31.5), Illinois (29), Minnesota (24.5), and Iowa (15.3). For the sake of comparison, West Virginia had the highest drug overdose death rate (90.9) and Nebraska the lowest (11.4) [Source: National Center for Health Statistics (link is external)]. Like much of the nation, Wisconsin has realized a steep and steady increase in drug overdose deaths over the past decade. In 2014, Wisconsin's drug overdose death rate was 15.1 - less than half of what it was in 2021 [Source: National Center for Health Statistics (link is external)].

Nationally, more than 80% of overdose deaths involved opioids, and most of these deaths specifically involved illicitly manufactured fentanyl (IMFs). IMFs put people at an increased risk for overdose death [Source: Overdose Deaths and the Involvement of Illicit Drugs (link is external)].



VII. AOD Related Incidents

The following table includes the reported drug and alcohol incidents and sanctions for the biennial review period. The reported incidents were much lower than the last biennial review due to the Covid pandemic's impact on student traffic on campus.

Case Number	Date	Location	Incident/Violation	Finding/Sanction
2022019601	1/27/2022	Green Bay Campus-Classroom	Alcohol/Drug Use	A meeting with student occurred and student was given a verbal warning. Student was provided with policy pertaining to drug/alcohol use while on campus and referred to Counseling Services.
2022021501	1/31/2022	Green Bay Campus-Classroom	Alcohol/Drug Use	Meeting with student occurred and student was given a verbal warning. Student was provided with policy pertaining to drug/alcohol use while on campus and referred to Counseling Services.
2022027801	2/24/2022	North Coast Marinette Marine Training Center	Drug Use	Individual was participating in an employer-sponsored training and admitted to selling marijuana while in class but denied using. Individual was removed from employer-sponsored training by employer.
2022093101	10/05/2022	Green Bay Campus-Classroom	Alcohol/Drug Use	Staff met with student. Student denied using alcohol and/or drugs while on campus. Student indicated their behavior may have been related to medication(s) prescribed by healthcare provider. Student was provided with policy pertaining to drug/alcohol use while on campus and referred to campus resources.
2022080201	10/24/2022	Green Bay Campus-Classroom	Alcohol/Drug Use	Staff met with student. Student denied using alcohol and/or drugs while on campus. Student indicated their behavior may have been related to medication(s) prescribed by healthcare provider. Student was provided with policy pertaining to drug/alcohol use while on campus and referred to campus resources. Same student from (2022093101).
2022097101	11/23/2022	Sturgeon Bay	Alcohol Use	Individual was participating in employer-sponsored training and several members in the class, including instructor, reported smelling alcohol on individual. Individual was removed from employer-sponsored training by employer.
2023009001	1/26/2023	Green Bay Campus-Classroom	Drug Use	Staff met with student after other students and staff reported smelling marijuana on student. Student

				denied using marijuana but stated they lived in a home with others who use marijuana for medicinal purposes. Student was provided with policy pertaining to drug/alcohol use while on campus and given verbal warning.
2023016101	2/25/2023	Green Bay Campus-Classroom	Alcohol Use	Individual was attending court-ordered impaired driving class and became disruptive to the point where they needed to be removed from class. The disruption continues and law enforcement was called for assistance in removing the individual. Student has a hold on their account and is required to meet with NWTC Public Safety leadership prior to future enrollment to discuss NWTC's alcohol/drug policy.
2023030801	3/29/2023	Green Bay Campus-Classroom	Drug Use	Student admitted to being under the influence of a synthetic drug. Student reported being self-medicated to control a diagnosed disability. Student was given a verbal warning and provided with a copy of NWTC's alcohol/drug policy.

(Note: NWTC Security does not test for alcohol and/or drug use upon suspicion.)

VIII. Programs, Interventions, Education, and Training

NWTC's Student Involvement team partners with multiple on and off campus presenters, non-profit organizations, and agencies to create and facilitate alcohol and drug awareness programming. The following are offerings from the last two academic years at NWTC:

Alcohol and Drug Abuse Awareness with Jackie Nitschke Center | March 2, 2021
The mission of the Jackie Nitschke Center is to provide affordable, superior alcohol and drug treatment in a home-like environment to improve the quality of life for adult clients and their families. At this event, Larry Connors, CEO of Jackie Nitschke Center, shared the key role the Jackie Nitschke Center plays in Northeast Wisconsin.

Biological, Physiological, and Social Implications of Addiction, Presented by Jackie Nitschke Center | September 16, 2021
Tina Baeten, clinical director/ therapist/ educator/consultant at the Jackie Nitschke Center, presented the biological, psychological, and social implications of addiction.

Talk2EndStigma – Start the Conversation | November 8, 2023
Talk2EndStigma is a program featured at various specialized law enforcement conferences advising departments on program development to assist officers at risk for suicide. Event attendees discussed how the topics of suicide, substance abuse, and mental illness have been

rarely discussed in general, as well as within law enforcement; and how education and training are causing a change in basic assumptions in our communities and within police departments.

Breakfast and Conversation with the Brown County Drug Taskforce | February 27, 2023
This informative presentation covered current issues related to drugs and other illegal substances in our communities. The Brown County Drug Task Force is a full-time investigative unit assigned to investigate narcotics trafficking in the Brown County area. The Drug Task Force is governed by a board of directors which meets quarterly and is chaired by Sheriff Todd Delain. In 2010, Brown County was designated by Congress as a HIDTA (High Intensity Drug Trafficking Area) which is augmented by a Drug Enforcement Administration special agent.

RISE TOGETHER – Prevent Substance Use and Promote Positive Mental Health| April 18, 2023
RISE TOGETHER has been on a mission to educate, engage, and empower young people to use their voices for change for over a decade. They focus on preventing substance use and promoting positive mental health, and they have already reached over 275,000+ students. Through their grassroots efforts, they have ignited a movement of hope, saving lives. RISE TOGETHER is more than just a non-profit organization – they are a community of enthusiastic individuals who believe in making a difference. They are dedicated to their cause, and their impact has been felt far and wide.

Community Conversation on Opiates and Fentanyl – A Partnership between Northeast Wisconsin Technical College, Brown County Public Health, and Oneida Nation | June 5, 2023
The Community Conversation took place at NWTC's Eagle Event Center on Monday June 5th. The following community organizations/partners were invited to host tables at the event: Brown County Sheriff (Drug Task Force); Oneida Nation, NWTC Student Services, Brown County Public Health, and Bellin Health. Josephine Webster, a student at Madison College, offered to speak and share her experience with substance use/misuse.

The following are offerings scheduled for spring of 2024:
The Brown County Drug Taskforce will be doing a similar session to the one they facilitated in February of 2023. Additionally, Bellin Health will be providing NWTC with an emergency room physician who will facilitate a discussion on what is happening in local hospitals and emergency rooms related to drugs, alcohol, and illegal substances. They did a similar presentation for us 10 years ago.

There are numerous interventions and resources available to students and employees of NWTC. Some examples include:

NWTC Counseling Services (link is external) provides students with a safe and non-judgmental space to discuss issues and concerns that are affecting mental health and well-being. NWTC employs one part-time and three full-time licensed professional counselors who serve all students enrolled in at least three credits per year. All counselors at NWTC have many years of experience, are licensed by the state of Wisconsin, and have at least a master's degree.

Additionally, NWTC has recently partnered with BetterMynd (link is external), which offers students virtual counseling options with flexible scheduling and a diverse network of experienced counselors.

NWTC provides an employee assistance program (EAP) which offers counseling services at no cost to benefit-eligible employees and their family members. Prior to January 2024, NWTC's EAP provider was Employee Resource Center (link is external) (ERC). Effective January of 2024, NWTC has partnered with Guidance Resources (link is external) to provide professional counseling services to benefit-eligible employees.

NWTC is pleased to announce a district-wide partnership with Wisconsin Voices for Recovery (link is external). Opioids continue to be the main cause of drug overdose deaths in the United States, including Wisconsin. Despite progress in addressing the opioid epidemic over the past few years, the number of reported suspected opioid overdoses have been increasing in Wisconsin.

Naloxone, a specific, high affinity opioid antagonist has been used for more than four decades, to treat suspected opioid overdoses. It is used in emergency department settings and by first responders such as emergency medical technicians and law enforcement. It can additionally be purchased through a prescription. Boxes like the one shown below will be installed at all NWTC locations:

Currently enrolled NWTC students and active faculty/staff have on-campus access to free health care services for common health ailments. Students, faculty, and staff at NWTC Marinette and Sturgeon Bay campuses have access to Bellin Health near-site clinics [Source: NWTC Campus Care (link is external)].

NWTC offers a Human Services associate degree (link is external). This program trains people to provide education, support, care, advocacy, and/or crisis intervention in a human service agency. Learners acquire the skills needed to work with individuals, groups, and communities. Key components of this degree include cultural awareness and an understanding of diverse cultural groups, a responsible attitude, commitment to serve others, and effective communication skills. Nine courses from NWTC's Substance Abuse Counselor Education technical diploma may be applied toward the Human Services program.

NWTC also offers a Substance Use Disorder Counseling associate degree (link is external). This program is designed for individuals interested in working with addiction issues. The SUDC profession is held to high ethical standards to inspire respect, trust, and confidence. To succeed, skills and character must include emotional stability, maturity, self-awareness, self-discipline, and personal responsibility; a minimum of one year free of substance use-related problems; an interest in collaborating with people and appreciation of cultural diversity; and strong reading, writing, critical thinking, and decision-making skills. Program graduates are eligible for licensure in Wisconsin as substance abuse counselors-in-training, qualifying for entry-level employment in correctional facilities, employee and student assistance programs, and various community and social service agencies.

Not Anymore (link is external) is an interactive, online program available to all NWTC students. The program is introduced during Welcome Online and designed to prevent sexual assault, dating and domestic violence, and stalking while helping meet Campus Save Act and Title IX education mandates. The software includes educational content on drug and alcohol consumption and impact. This is a product of Vector Solutions (link is external).

NWTC offers traffic safety, point reduction, group dynamics, multiple offenders, responsible beverage server, and juvenile AODA education classes aimed at assisting community members and offenders with increasing safety, learning about high-risk behaviors, and making responsible decisions related to drugs and alcohol [Source: NWTC Traffic Safety Classes (link is external)].

NWTC offers Student Orientation and Registration (SOAR), Welcome Online, and Program Orientation (link is external) to incoming program students. These are a series of intentional programs, and the intent is to orient new students to resources, faculty, programming, and expectations. Starting in fall 2020, DFSCA content has been delivered in Welcome Online curriculum; and a was created with drug and alcohol messaging and included in SOAR online.

NWTC has added drug and alcohol questions to the climate survey conducted with students. This was the first time NWTC has collected AODA questions as part of the climate survey and data will be used to evaluate issues and create additional programming related to concerns. The survey was launched in August of 2022 for all credit bearing, adult basic education, and English language learning students. The questions and responses were as follows:

Are you comfortable answering questions regarding alcohol and drug use?		
Response	**n**	**%**
Yes	1427	90%
No	154	10%
Total	**1581**	

Thinking about alcohol use, in the past 6 months have you:			
Statement	**Yes**	**No**	**% of Students Who Did Experience**
Got drunk to help you feel better about a problem?	215	1203	15%
Got drunk to forget school, work, or family pressures?	193	1223	14%
Had problems in relationships because of your drinking (loss of friends, separation, divorce, etc.)?	40	1373	3%
Continued to drink to avoid the pain of withdrawal?	28	1380	2%
Got into trouble on the job, in school, or at home because of drinking?	26	1384	2%
Got into trouble with the law due to alcohol?	25	1388	2%
Sought treatment for alcohol use?	8	1408	1%

Thinking about drug use, in the past 6 months have you:			
Statement	**Yes**	**No**	**% of Students Who Did Experience**
Taken drugs to help you feel better about a problem	82	1306	6%
Taken drugs to forget school, work, or family pressures?	77	1320	6%
Had problems in relationships because of your drug use (loss of friends, separation, divorce, etc.)?	28	1370	2%
Continued to take drugs to avoid the pain of withdrawal?	23	1373	2%
Got into trouble with the law due to drugs?	20	1377	1%
Got into trouble on the job, in school, or at home because of drug use?	17	1371	1%
Sought treatment for drug use?	13	1384	1%

IX. Biennial Goals and Objectives from Previous Biennium

This report attempts to address weaknesses within NWTC AODA programming and provides additional updates on our strengths. The core team at NWTC identified the following priorities after the last review submission:

- Continue ongoing collaboration with other Wisconsin Technical Colleges to identify best practices for implementation.
- Continue ongoing collaboration with other Wisconsin Technical Colleges to identify best practices for implementation.
- Develop training for supervisors through the required Manager Essentials course on how to approach employee concerns regarding drug/alcohol use.
- Develop training for faculty/staff on how to approach a co-worker or students with unusual behavior related to suspected alcohol or drug use.

- Analyze survey results on student drug and alcohol experiences and perceptions and use new data/information to set updated priorities.
- Investigate creating a "homegrown" AODA training module that aligns with a similar module that will be created for Title IX training.

X. Program Evaluation – Strengths and Weaknesses

Strengths

- Programming available to students and staff at NWTC.
- Annual notifications provided to students and staff at NWTC.
- NWTC continues to be a tobacco free campus environment.
- Alcohol and drug use at NWTC are violations of the student code of conduct.
- Resources for students and staff who seek help are provided.
- Very few incidents related to alcohol or drug use on campus.
- NWTC employs full-time and part-time security staff (including students).
- NWTC uses Maxient (link is external) software to track and report conduct.
- NWTC Climate Survey now includes questions related to drug and alcohol use.
- NWTC website developed for drug and alcohol policies and programs at NWTC.
- NWTC has committed a full-time position to student conduct and care – effective January 2024.
- AODA notifications for policies, programs and behavioral expectations have been added to both student and staff orientations.
    - 1/17/2022
    - 6/06/2022
    - 8/15/2022
    - 1/17/2023

Weaknesses

- Programming could be more comprehensive and promoted more heavily.
- Lack of training for staff and faculty who suspect a student is under the influence on campus.
- Student engagement in drug and alcohol awareness events could be better tracked.
- No current tool or software specifically designed for alcohol and drug education for students currently exists at NWTC (NWTC will create an in-house student training in Articulate.)
- There is no singular office that oversees alcohol and drug violations or programming.

XI. Goals and Objectives

- Build intentional drug and alcohol information programming for students and track attendance.
- Develop training for supervisors to better recognize warning signs of alcohol and drug concerns of employees.
- Develop training for faculty/staff on how to approach a co-worker or students with unusual behavior (in process).
- Utilize student climate survey data to learn about student AODA experiences and perceptions.
- Investigate educational software that will education students related to drugs and alcohol (NWTC will now be building our own educational training for students).

Review climate survey data for gaps in training and education/interventions.

XII. Conclusion

Our previous submission touched on the effects of the COVID-19 pandemic and how our college, like many, had been impacted. Some lasting effects continue to shape and influence how we connect and interact with students inside and outside of the classroom. That said, we continue to prioritize the health and well-being of all students and college employees.

We continue to offer fewer classes on campus and more hybrid and fully online classes. As a result, we have found balance in offering co-curricular learning opportunities in-person, fully online, and hybrid. Student engagement relative to cultural programming, social topics, and issues related to AODA continues to be top priority. Much of this programing is fully funded by student activity fees, with students being the primary targeted audience. We are particularly satisfied with the inclusion of AODA questions in our climate survey. We are also pleased with the quantity and quality of the AODA-related programming available to our college community over the past two years.

Over the past 9-12 months, our organization has been working towards a common definition of co-curricular activities. We have also been working on building a standardized method of assessing student learning inside and outside of the classroom. Although this foundational work is still in progress, we look forward to our next report that will contain effectiveness of our AODA programming.

Our college is also taking a critical look at our new student onboarding processes. We made substantial changes to many of our onboarding efforts as a result of the pandemic. Many of those changes have remained, and we are making it a priority to create an intentional "first year experience" for incoming students. This series of checkpoints will include critical information and resources related to student wellbeing including AODA.

Additionally, we will be replicating two of our Title IX best practices to establish new and/or improved programming related to AODA. We are in the process of designing new Title IX training modules (for students and staff) and will do the same with AODA training, all through Articulate. Also, we have ongoing partnerships with local agencies related to domestic abuse and sexual assault. These agencies have been provided with space on our campus to meet with students for a few years. We will be replicating this effort for students with concerns related to AODA abuse and addiction. Our aim is to identify and solidify local AODA partners to hold space on campus to meet with students who have needs related to AODA.

NWTC recognizes that we still have room for improvement, including training opportunities for faculty and staff – especially around having crucial conversations with staff and/or students who are believed to be under the influence of alcohol and/or drugs on campus. We will leverage the expertise of faculty who teach in our AODA/Human Services area and our campus partner, Bellin Health.

Our goal continues to be continuous improvement of the entire student experience, which includes increasing student awareness and ability to make sound choices related to alcohol and drugs. Going forward, NWTC continues to be committed to reviewing and improving its drug and alcohol programming on a consistent cycle. We are committed to this work not only because we are required to, but because it is the right thing to do. The vitality of our community depends on the work we do.