



**Drug-Free Schools & Communities Act
13th Biennial Review**

July 1, 2014 – June 30, 2016

Introduction

As a condition of receiving funding under any federal program, the Drug-Free Schools and Communities Act Amendments of 1989 (the “1989 Act”)¹ required that institutions of higher education (“IHE”) certify by October 1, 1990 that they had adopted and implemented a drug and alcohol prevention program. This was a one-time certification requirement. On September 15, 1990, the University of Maryland, College Park certified its compliance with the 1989 Act to the U.S. Department of Education.

The 1989 Act requires that each IHE's drug and alcohol program, at a minimum, include:

- a) the annual distribution to employees and students of a written statement which covers five topics, each of which is specifically defined in the implementing regulations; and,
- b) a biennial review by the IHE of its program. The purpose of the biennial review is to determine program effectiveness and implement changes as needed, and to ensure that the disciplinary sanctions imposed on students and employees for drug and alcohol policy violations are consistently enforced.
- c) the Higher Education Opportunity Act (HEOA), signed into law on August 14, 2008, amends the HEA's biennial review provision to require institutions to determine (i) the number of drug and alcohol-related violations and fatalities that occur on campus or as part of institutional activities and are reported to campus officials and (ii) the number and type of institutional sanctions that are imposed as a result of those violations and fatalities. The University has been capturing this data since the HEA's inception, so no changes are required. HEOA Section 107; 20 U.S.C. Section 1011(i).

Under the 1989 Act, the Secretary of Education is authorized to review annually a representative sample of IHE drug and alcohol prevention programs for compliance with the Act. As part of this review, an IHE is required to provide the Secretary access to personnel records, and any other information requested by the Secretary to review the IHE's adoption and implementation of its program. Upon request, an IHE must provide to the Secretary, and to the public, a copy of the writing provided annually to employees and students, as well as a copy of the IHE's biennial review.

¹ **Public Law 101-226, 34 CFR Part 86.**

Compliance

The University's 13th Biennial Review; covering period of July 2014 to June 2016, of its drug and alcohol prevention program and policies was conducted primarily by the Alcohol and Other Drugs Education Coordinator; along with representatives from the University Health Center, Department of Public Safety, the Office of Student Conduct, Department of Residence Life, and the Department of Fraternity & Sorority Life. In compliance with the 1989 Act, the Evaluating Committee determined that since 2006 the Review should consist of three parts:

1. Documentation and evaluation of the University's compliance with the 1989 Act's requirement that a written statement be sent annually to each employee and student;
2. Documentation and evaluation of the effectiveness of drug and alcohol prevention programs; and;
3. Documentation and evaluation of the enforcement of disciplinary sanctions imposed on students and employees. The 1989 Act requires that similarly situated offenders be treated in a similar manner.

Electronic copies of the Biennial Review are kept in the Alcohol and Other Drugs Education office within the University Health Center and the Office of Legal Affairs. To request a current or past Biennial Review please contact the Office of Legal Affairs. Currently, all past (starting with the 1996 report) and current Biennial Reviews are permanently kept on file in an electronic format.

Annual Distribution of Drug and Alcohol Policy

Distribution to Employees:

President Wallace D. Loh, respectively, sent electronic notice of the University's *Employee Drug and Alcohol Abuse Policy* (Appendix 1) to all University employees at their individual campus email addresses during the fall semesters for each year of the reporting period. Supervisors were instructed to provide written copies of the policy for any employee who does not have access to a computer.

The *University's Employee Drug and Alcohol Abuse Policy* covers the following topic areas:

1. Prohibited Conduct
2. Disciplinary Sanctions that the University will impose on Employees
3. Alcoholic Beverages on University Premises
4. Policy on Possession or Use of Common Containers of Alcohol
5. Purchase of Alcoholic Beverages
6. Legal Sanctions under Federal, State and Local Laws Relating to Alcohol and Drug Use
7. Health Risks
8. Drug and Alcohol Programs Available on Campus

The [University's Employee Alcohol and Other Drug Abuse Policy](#) is also available for review online.

Distribution to Students:

An electronic notice of the University's *Student Alcohol and Other Drug Policy and Resource Guide* (Appendix 2) was sent to each student who was taking one or more classes for any type of academic

credit during the Fall semesters for each year of the reporting period. The electronic delivery method increases the receipt rate as more students maintain their e-mail address than their mailing address; additionally, this method reduces expenses and the environmental impact by the University.

The *Student Alcohol and Other Drug Policy and Resource Guide* covers the following topic areas:

1. Review of Policies and Disciplinary Sanctions
2. Health Risks and Physiological Effects
3. Local, State, and Federal Laws
4. University Programs and Intervention Options
5. Campus and Community Resources

The University's [Student Alcohol and Other Drug Policy and Resource Guide](#) is also available for review on the University Health Center's website.

Alcohol and Other Drug Policies and Enforcement

I. Policy Review

The University of Maryland at College Park recognizes that the illegal or abusive use of drugs or alcohol by members of the campus community jeopardizes the safety of the individual and the campus community, and is inimical to the academic learning process. The University of Maryland is therefore committed to having a campus that is free of the illegal or abusive use of drugs and alcohol. In keeping with this commitment, it is the policy of the University that the illegal or abusive use of drugs or alcohol is prohibited on University property or as part of University activities.

Policies and procedures related to alcohol and other drugs include:

Student Affairs Policies

- [V-1.00\(B\)](#) – Student Code of Conduct
- [V-1.00\(D\)](#) – Resident Life Alcohol Policy
- [V-1.00\(E\)](#) – Resident Life Drug Policy
- [V-1.00\(I\)](#) – Greek Social Policy
- [V-1.00\(J\)](#) – Promoting Responsible Action in Medical Emergencies

Student Athlete Policies

- [V-2.00\(B\)](#) – Drug Policy for Student-Athletes
- [V-2.00\(C\)](#) – Policy on Conduct and Ethics for Student-Athletes

Policies on Use of Alcoholic Beverages

- [VI-8.00\(A\)](#) – Policy on Employee Alcohol and Other Drug Abuse
- [VI-8.00\(B\)](#) – Policy on Student Alcohol and Other Drug Abuse
- [VI-8.00\(C\)](#) – Policy on Possession or Use of Common Containers of Alcohol
- [VI-8.00\(D\)](#) – Policy on Alcohol-Related Advertising, Promotions, or Events
- [VI-8.00\(E\)](#) – Drug and Alcohol Policy and Testing Procedures Applicable to Employees Required by Job Function to have a Commercial Driver's License
- [VI-8.00\(F\)](#) – Fitness for Duty Policy and Procedures

- Athletic Council Policy Manual – [Distribution at Athletic Events](#)
 - Comcast Center - page 18
 - Maryland Stadium (formerly “Byrd Stadium”) – page 77
- Event Management Handbook – [Campus Event Alcohol Policy](#) (page 38)

Policy on Smoking

- [VI-8.10\(A\)](#) – Policy on Smoking at University of Maryland

II. Enforcement

Employees: The University Human Resources Staff Relations Office is responsible for providing advice to employees, administrators, managers, and supervisors on a variety of employee relations issues; including enforcing employee alcohol and other drug policies. Services such as drug testing for employees and the Faculty Staff Assistance Program (FSAP) are housed within the University Health Center. More information on FSAP can be found in the AOD Programs & Interventions Section of this report.

Students: The University has three primary departments that enforce and address student policy violations:

A. University of Maryland Department of Public Safety

The University of Maryland Department of Public Safety is a professional law enforcement organization that employs over 100 dedicated men and women. These individuals provide a complete array of law enforcement and related services to a community of approximately 60,000 members, which includes a student population of approximately 38,140. UMPD Officers are State certified in accordance with Article 41, Section 4-201 of the Annotated Code of Maryland and have all the same powers and authority as any other sworn police officer in Maryland; each officer is empowered by State law to make arrests, investigate crimes, and carry firearms. Furthermore, the University of Maryland Police Force is the primary agency responsible for policing property owned, operated, leased by, or under the control of the University of Maryland System.

Alcohol and Other Drug Incidents	FY15	FY16
Alcohol Violations	38	24
Drug Incidents	227	209
Total Incidents	265	234

Crime/Incident Reports Involving AOD	FY15	FY16
Injured/Sick Person	141	163
Disorderly Conduct	13	11
Property Crimes (Theft, Vandalism, etc.)	5	6

Crimes Against Person (Robbery, Assault, etc.)	10	5
Miscellaneous Reports	69	75
Total Reports	238	260

Drug/Alcohol Arrests	FY15	FY16
DUI Arrests (traffic)	153	160
Arrests/Citations in Lieu of Arrest for Drug/Alcohol Offenses (non-traffic)	265	233
Total AOD Arrests	418	393

B. The Office of Rights & Responsibilities

The Office of Rights and Responsibilities is a unit of the Department of Resident Life and administers rules and adjudicative processes that serve three necessary goals: (1) maintain the safety and necessary order for an academic residence community, (2) determine accountability for prohibited behavior and, (3) to foster among students an understanding of their accountability as community members. The office promotes the Department of Resident Life's Community Living Principles by balancing the needs of individual students with the needs of the community, and strives to educate students about each individual's obligation to help assure a safe, secure, and nurturing academic environment.

Students found responsible for alcohol related violations are typically placed on Housing Probation for a minimum of one semester and assigned to complete an online alcohol education assessment and meet with a counselor in the Health Center for a Brief Motivational Interview. Students who require a higher level of intervention receive more intensive counseling through the Health Center. Students found responsible for drug related violations are typically terminated from Housing and suspended from the University. For students who are found responsible for small amounts of marijuana, and who are cooperative, take responsibility, and have no previous history, they may be able to remain in Housing on a probationary status and assigned to take an online marijuana course and meet with a counselor at the Health Center.

Alcohol and Other Drug Incidents	FY15	FY16
Alcohol as the main policy violation	386	281
Alcohol Transports to Hospital	75	72
Drug-Related Incidents	311	347

Rule 10 Violations (Possession/use of alcohol by a minor, provision of alcohol; possession of alcohol in public; common sources of alcohol)	352	308
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Rule 8 Violations (Possession, use, distribution of drugs and/or drug paraphernalia)	81	113
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Incidents under the Responsible Action Policy	83	84
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C. The Office of Student Conduct

The Office of Student Conduct strives to resolve allegations of misconduct under the *Code of Student Conduct* and the *Code of Academic Integrity* in a manner consistent with the core values of fairness, honesty and integrity. Moreover, we acknowledge the importance of balancing the interests of the individual student and the community at large, as well as protecting the integrity of the institution and its values. As a component of our work, we seek to involve students in the judicial process - recognizing the significant responsibility they maintain in the protection of the university community. To foster future leaders and sound citizens, we promise to invest in their learning and character development.

Reporting Period (2014-2015)*

Alcohol and Other Drug Incidents	AY2014-2015
Alcohol Violations	70
Incidents under the Responsible Action Policy	32
Drug-Related Incidents**	34

Reporting Period (2015-2016)*

Alcohol and Other Drug Incidents	
Alcohol Violations	81
Incidents under the Responsible Action Policy	30
Drug-Related Incidents**	95

**Reporting Period specifies the period incidents referred to the Office of Student Conduct between June 1 through May 31.*

***There has been a significant increase in the number of violations involving marijuana use across campus. This increase coincides with the decriminalization of marijuana in the State of Maryland and legalization of marijuana in Washington, D.C. Through the Alcohol Coalition and expansion of the Substance Use Programming, Education, and Resources (SUPER) Peer Education program, there will be an increased focus on substance use in addition to alcohol.*

Students who are found responsible for violations under the *Code of Student Conduct* are issued sanctions for deterrence, education and development, assistance, and punishment. The educative

process allows us to "educate" violators about the effects of their behavior for themselves and others and help in their personal and cognitive/moral development. It also is important for us to address the cause of the behavior - what issues are the student struggling with that may have contributed to the behavior.

For violations involving alcohol and other drugs, the Office of Student Conduct strives to include areas of intervention and education for students to assist them in their academic and personal success. Students sanctioned in this process may be required to complete an intervention program as determined appropriate by the University Health Center based on a student's personal history and risk factors.

Low-level alcohol violations may be referred to complete an online alcohol education course followed by a meeting with a staff member in the Health Center. More serious violations or repeated violations of this nature may be referred for more intensive intervention through the Substance Use Intervention Treatment program.

Students who have committed drug offenses may face a wide range of educational sanctions including online alcohol/drug education, Substance Use Intervention Treatment, and/or voluntary enrollment in the University's Random Drug Testing Program. In aggravated cases, students may be separated from the University and recommended to external AOD treatment programs.

In all cases, the totality of the violation, harm caused, student's demeanor and disciplinary are taken into consideration when determining appropriate interventions and sanctions. OSC aims to take a progressive approach in assigning sanctions and providing educational support when possible.

Alcohol and Other Drug Programs and Interventions

I. Department of Fraternity and Sorority Life

The Department of Fraternity and Sorority Life, in partnership with the Greek governing councils and fraternity and sorority chapter leadership, address alcohol use, abuse, and prevention through the following efforts and initiatives:

A. Alcohol Management and Social Event Monitoring (SEMS): The Panhellenic Association (PHA) and Interfraternity Council (IFC) Social Event Monitors (SEMs) are part of an effort to reduce the number of risky behaviors associated with alcohol use in the Greek community. Along with the executive boards of both councils, SEMs enforce the Greek Alcohol Management and Social Event Monitoring Policy (see details in the AOD Policy and Enforcement section of this report) which establishes regulations by which all fraternities and sororities abide. On Friday and Saturday nights, SEMs walk around Greek housing on Fraternity Row, College Avenue, and Knox Road to ensure that all houses are following the policy.

- 2014-2015: SEM membership included 10 IFC, 8 PHA, 10 graduate students
- 2015-2016: SEM membership included 11 IFC, 9 PHA, 12 graduate students

B. Chapter Expectations Requirement: Guide outlining the minimum investment chapters can make and still receive campus support. To achieve "Meets Expectations", chapters must fulfill eight of twelve programming requirements; one of which is Alcohol and Other Drug programming.

- 2014-2015: 78% of chapters included AOD programming as part of their review

- This requirement changed for the 2015-2016 academic year where the department required all fraternities and sororities to complete an alcohol or other drug program to maintain good standing with the office
- 2015-2016: 95% of chapters included AOD programming

C. Community-wide Speakers and Educational Programs: The governing councils will sponsor programs and speakers to address pressing issues in the community. At least one of these annual speakers addresses alcohol use/abuse. Attendance for IFC and PHA chapter new members is mandatory.

D. Greek Tailgate: The IFC worked in collaboration with the UMD Police Department, Athletics, Department of Transportation Services, and other partners from across campus to successfully plan and implement two on-campus tailgates in the Fall 2015 semester. These tailgates were well received by the students and are believed to have reduced alcohol and noise related incidents in the Old Town neighborhood, resulting in better relations with the City of College Park. In the Fall of 2016, the IFC hosted four tailgates with an average attendance of 6,000 people. Unlike the off-campus tailgates, this organized event provides a safe and monitored environment.

E. House Director/Resident Director Program: In partnership with the Greek governing councils and fraternity and sorority leadership, the HD/RD Program was put into place to protect University-owned housing and to protect the students residing in University-owned housing. Resident Directors (who report directly to DFSL) live in all eleven of the University-owned fraternity and sorority houses and the House Directors (who report to a house corporation board or the national fraternity) live in each of the other housed fraternities and sororities. HDs/RDs are trained to create a healthy living/learning environment for the chapter members, as well as how to appropriately and effectively handle students who have a special need for alcohol/drug counseling.

F. President's Class: Every Spring, DFSL offers a 3-credit upper-level elective class for all chapter presidents. Two-thirds of the chapter's usually participate. One of the classes is spent on alcohol safety and responsibility and the Daniel Reardon case; a pledge of Phi Sigma Kappa, who died from alcohol consumption on "bid night" in 2002.

G. Responsible Party Hosting: Before chapters are allowed to host events with alcohol in their recognized facility, the chapter(s) must have completed a new member alcohol training for the current new member class prior to hosting a registered event. In addition, at least 24 hours prior to hosting its first registered event each semester, each chapter's president, risk manager, and social chair must meet with the IFC VP Risk Management or PHA VP of Social Responsibility to complete training of the SEM Policy and sign the Social Responsibility Contract Failure to compile results in social privileges being withheld by those umbrella organizations until the requirement is met.

H. Sexual Assault Prevention Graduate Coordinator: The coordinator works closely with chapters to raise awareness about sexual assault on campus. Frequently, these conversations include information on how alcohol is linked with sexual assault. The coordinator conducts group meetings with approximately 10% of the members from each chapter before Homecoming Week and Greek Week to discuss chapter expectations and to brainstorm strategies for creating safe environments (i.e. the "buddy system", providing non-alcoholic beverages and food at social gatherings, and being aware of

campus resources). If necessary, meetings will also provide members with alcohol education; such as signs of alcohol poisoning and the University’s Responsible Action Policy.

I. “24/7” Greek Life Housing Alcohol Regulations

The following regulations apply to all on and off campus Greek Chapter houses regardless of the number of people present, unless an exception has been expressly granted by the University or the Department of Fraternity and Sorority Life:

- A. Common containers of alcohol including any type of keg, punch bowl, party ball, funnel, etc. are prohibited.
- B. No alcohol may be purchased through the chapter treasury nor may any collection of funds, including “slush funds,” passing the hat, bank accounts, etc. be coordinated on behalf of the chapter and/or guests for the purpose of purchasing alcohol.
- C. Except in the case of a registered event following proper bar regulations, no alcohol is to be distributed within the house and its surrounding areas to any guests.
- D. Drinking games of any type are prohibited
- E. Each individual who enters a chapter house should be responsible for following all laws and policies.

II. Department of Public Safety

Along with providing traditional law enforcement services, the University of Maryland Department of Public Safety in College Park is a leader in education -- both of community members and other law enforcement officers. To combat crime, UMPD offers many crime prevention programs that are available to community members at no cost. The Department of Public Safety’s (UMPD) commitment to educate the community is demonstrated through numerous initiatives and programs facilitated by the University Police Officers. Such programs and interventions include:

- a. **University of Maryland Police Academics:** In addition to the Standardized Field Sobriety Testing Program, officers participated in and taught several additional training programs intended to help officers accurately identify impaired drivers. These courses included:

Intoximeter Recertification	3 (8 officers annually)
Basic Street Narcotics	1
Decriminalization of Marijuana	2
Drug Interdiction	2
Clandestine Laboratory Safety and Recognition	1
PBT (Preliminary Breath Test) Instructor	1
Basic Intoximeter	3
Investigation and Prosecution of DUI Cases	1
DUI Institute	2
Prescription Drugs Take Back Events	4
Standardized Field Sobriety Test	1
Mid-Atlantic DUI Conference	2

b. Educational Presentations: University Police Officers conduct numerous educational presentations on and off campus that include information on alcohol and other drugs. Presentations are conducted during crime prevention programs, Campus Orientation, and training courses for students, faculty, and staff. Additionally, UMPD has partnered with the University Health Center, the Department of Resident Life, and local liquor establishments to facilitate demonstrations with the Fatal Vision Googles, Portable Breath Test, and Fake ID Detection.

- i. Number of presentations in 2014-2015 66
- ii. Number of presentations in 2015-2016 101

C. Community Multi-Agency Service Team (CMAST)– In an effort to further the downward trend of violent crime on campus and off campus, CMAST was formed by the University of Maryland Police Department and is comprised of stakeholders from the University Health Center, Office of Student Conduct, Off-Campus Housing Services, Department of Fraternity and Sorority Life, City of College Park, Prince George County Police Department, State’s Attorney’s Office, Prince George County Property Owner’s Association, Fire Marshal, the Prince George’s County Fire Department, and Prince George County Liquor Board. The main function is to discuss, analyze, and address concerns and quality of life issues and collaboratively plan for events within our shared community. The CMAST committee is currently chaired by Chief David Mitchell.

III. Department of Resident Life

The Department of Resident Life aims to promote the existence of an environment where student and community development, academic excellence, respect for individual differences, and constructive social interaction is valued and advanced; and to insure that fiscal and human resources are managed effectively and consistent with University policies and procedures. Understanding that the residence hall environment also has an impact upon the development and well-being of residents, programs and services are provided to shape the quality of the on-campus living experience. Programs related to alcohol and other drugs include:

A. Fall Welcome Program: Fall Welcome is hosted by DRL during every fall opening in order to welcome new first-year students to campus and provide opportunities for residents to interact with each other, learn about the University and its resources, and learn important messages that will help students navigate their residence hall and University experience.

Each year, as part of the program, several activities are designed to provide messages related to responsible decision-making around alcohol and drugs. The Protect Your Shell Fair, which was created in 2008 in collaboration with the Health Center, served as a key program centered on responsible decision-making during the 2014 and 2015 programs. The Protect Your Shell Fair was designed to provide opportunities for students to learn valuable safety messages in a fun and interactive way. Alcohol-related exhibits include the use of fatal vision goggles by the Health Center and University Police as well as information on personal safety, fire safety, sexual assault and relationship violence, and preventing personal and identity theft among other topics. Also, as part of the larger Fall Welcome program, late-night activities (activities stretching until 1am) were continued on various days to provide alternatives to alcohol consumption. In 2014, these events included Stamp Extravaganza, Ultimate

Frisbee, a comedy night, and an outdoor movie on McKeldin Mall. In 2015, these events included Stamp Extravaganza, a board game night, a dance party, and an outdoor movie on McKeldin Mall.

B. Alcohol Talking Points Document: Every year DRL trains all professional and graduate staff about responding to alcohol incidents, and train and educate all Resident Assistants (RAs), Customer Service Supervisors (CSSs), and Community Assistants (CAs) to respond to alcohol incidents and behaviors. DRL requires all supervisors to discuss alcohol use and its impact on students' roles as employees each year, and we have created a brochure that discusses guidelines to be followed, possible consequences, potential scenarios and helpful language that can be used at floor meetings to discuss the topic with students. The Alcohol Talking Points Document was refreshed for fall 2016 to include Gold Code information and renamed, Alcohol Imperatives, Guidelines for UMD Resident Assistants.

C. DRL Web Site and Publications: DRL has created, and updated occasionally, extensive information on our website about alcohol policies, educational information, and specific information geared toward students and parents. The webpage: <http://reslife.umd.edu/policies/alcoholpolicy/> includes links to other important campus and national resources in addition to resources for students and parents that specifically address alcohol use.

D. Alcohol Poster Series: In partnership with Public Safety, the Counseling Center, and the Health Center, our multi-poster series with messaging that addresses behaviors to avoid as a college student, and encouraging students to make smart choices around alcohol was continued in 2015-2016. The series of posters were placed on every residence hall floor and in suites and apartments. Over 12,000 students each year were served with this campaign.

E. Imminent Risk Committee and Partnership with Gold Code: The Department of Resident Life has a committee that looks at issues of Imminent Risk to our students, in particular Alcohol use. The committee has partnered with Health Center Educators to implement the University of Maryland "Gold Code" Examples of things that have been put into place:

- **Fall 2016 RA training** included a session about the Alcohol Imperatives and how to effectively utilize the Gold Code when interacting with residents and having conversations about alcohol use.
- Fall 2015 and 2016, NC and SC CAs received Gold Code training
- **RA Floor/Apartment Meetings:** For fall 15 and 16, RA Meet and Greet and first floor meeting agendas were updated to include information about the Gold Code, a campus-wide alcohol responsibility campaign. During these meetings, the RAs also provided all new-to-housing residents cell phone wallets which outlined the Gold Code message. The RAs instructed residents to place the wallets directly on their phones to reinforce the Gold Code message. All residents received business cards which outlined the Gold Code, "Leave No Terp Behind" which outlined important emergency services information.
- **RA Programs:** Fall 2015, Alcohol education resources were purchased as centralized resources community staff can use to educate residents. A document was compiled with effective alcohol education programs to guide RA programming efforts and includes Gold Code information. One set, referred to as Fatal Vision, is a set of goggles that students wear to simulate what your vision would look like if your blood alcohol content was at a certain level. And the other set, referred to as Standard Unit of Measurement Cups (SUM Cups), are a set of plastic glassware that are used to educate students on proper drink measurements. These tools are

housed in our Student and Community Development Programs unit for community staffs to reserve and utilize in various ways to educate students about alcohol use and safe drinking.

- **Posters and Bulletin Boards:** Fall 15 and 16, all RAs received Gold Code posters and bulletin board materials which were prominently posted on all units at the start of the fall 2015 and 2016 semesters.

F. Community-Based Programmatic Efforts: In addition to campus-wide programming, residence hall communities offer programming designed to meet the needs of their particular population. Examples of community-based and building-based programming included:

- *South Campus Alcohol Mix-Off* – A large-scale program held during the fall semester for all South Campus residents. Held in the South Campus Dining Hall, it attracts over 300 students each year. All SC staff teams (RA, CA and Area Councils) create and serve mocktails and residents are invited to taste them and vote on their most favorite. Alcohol education materials are distributed during the event.
- *South Campus Community-Level Initiatives*— Each community developed special initiatives for addressing issues related to alcohol and drugs. These have included the delivery of information about alcohol and its effects on people via bulletin boards and other means, safety nights incorporating alcohol-related information, and alcohol alternative activities.
- *North Campus Programming* – For several years, Resident Life staff in North Campus halls have been focusing building-wide or community-wide programming on Tuesday, Thursday, Friday, and Saturday nights, nights that are popular drinking nights for students. In addition, Resident Assistants were encouraged to conduct follow-up meetings with students transported for excessive alcohol consumption. RAs are also assigned to earlier duty rounds to confront pre-gaming activities.
- *North Campus Community-Level Initiatives:* Block parties were hosted in each NC Community during the first week of class. As part of the event, Health Peer Educators shared information about the Gold Code through interactive games. Terp-Up: Alcohol-free tailgate event prior to each home football game. Gold Code information was shared via the Health Peer Educators at several of the Terp-Up events. Desk Initiative: Over Halloween weekend all nine NC service desks provided residents with Gold Code information attached to a glow necklace to anyone who was able to explain the Gold Code.

G. RA Floor/Apartment Meetings: RAs host mandatory floor and apartment meetings in the first days of check-in to cover a range of important topics including information related to alcohol and drug policies. These meetings are held at the start of both semesters.

H. RA Programs: In 2014-2015, RAs coordinated 5226 planned and impromptu programs and activities for resident students over the course of the year. In 2015-2016, RAs coordinated 4890 planned and impromptu programs and activities during the year. Impromptu programs included dinner with residents, campus tours, floor movie and discussion nights, etc., and planned events covered various topics: academics, safety, multiculturalism, alcohol/substance awareness, and environmental/sustainability education and awareness.

IV. Department of Transportation Services

The Department of Transportation Services provides a full range of parking and transportation options for the campus community and surrounding areas; including the late-night program Nite-Ride. Nite-Ride is a curb-to-curb service operating seven nights a week from 5:30 p.m. to 7:30 a.m., and serves the immediate campus community. NITE Ride is designed to serve the areas of campus that are not included on the evening service routes. The NITE-Ride program is promoted as a safe transportation option to ensure students are not driving under the influence or walking alone.

V. Faculty Staff Assistance Program

The Faculty Staff Assistance Program provides assessment, referral, and short-term counseling services (up to 10 sessions) to faculty, staff, and family members of employees. The exception to this is for substance abusing employees, who are seen once per week for up to one year, to monitor their progress and provide individual counseling and support. Other problem areas for which employees seek FSAP services include: substance abuse; emotional and psychological problems; relationship and family issues; financial; legal and job problems. Services specifically addressing alcohol and other drugs include:

A. Fitness for Duty Evaluations: FSAP, in collaboration with the Health Center, conducts fitness for duty evaluations for employees who are acutely impaired and dangerous to themselves or others.

Supervisors are instructed to bring the employee to the Health Center, where they are evaluated by a physician, and if appropriate, they are also breathalyzed and drug tested. An FSAP counselor interviews the employee and the supervisor, and must meet with the employee again before they are able to return to work. The employee must pass a follow-up breathalyzer and drug screen to return to work if they failed during the initial FFD exam. The FSAP Counselor also assesses the substance use of the employee and makes recommendations for treatment, if appropriate.

- There were six acute fitness for duty tests conducted during this two year period.

B. Substance Use Counseling: Employees are placed in the “Primary Problem” category when their chemical dependency is the primary cause of all the other assessed problems (i.e. job, financial, legal, and relationship difficulties) as well as the presence of one or more of the following: loss of control, blackouts, high tolerance, or physical withdraw symptoms upon the cessation of alcohol/drugs. A “Secondary Problem” of substance abuse may occur when the employee’s use of substances is in reaction to other life stressors and/or problematic, but not yet to the point where it can be identified as a physical dependency problem.

During the reporting period of July 1, 2014 – June 30, 2016, a total of 41 employees were seen for substance abuse problems (compared to a total of 472 employees seen for all problem areas, excluding emergency loan fund clients, of which there were 92). During this period, substance abuse problems accounted for 9% of all employees seen. A standard approach for working with substance abusing employees includes the following:

- Assessment of their use and abuse;
- Referrals are made, generally to an intensive outpatient treatment program, and/or 12 step meetings (AA, NA or Smart Recovery);

- Weekly individual meetings with an FSAP counselor, to monitor their progress and address any personal and work related issues that are not brought up in group treatment;
- On-going consultations with the referring supervisor and any other involved departments (Staff Relations; Faculty Affairs; Legal office, etc.);
- If there have been any laws violated, a letter is often written and provided to their attorney to summarize what the employee has done to address their problems.

C. Supervisor Trainings: Supervisors and Department Heads are trained in how to recognize and confront a substance-abusing employee. Skills are provided to help the supervisor to understand how not to enable an employee to continue their abuse, and how to appropriately refer them to FSAP in order to receive the help that is needed. Individual consultations are also provided whenever a supervisor finds themselves in a position to confront an employee. Orientations are also provided to all new faculty, staff and administrators so that they can be aware of the policies addressing alcohol and drug issues and so they will be aware of the free and confidential services available to them to address these issues. Starting in 2017, the FSAP will also be delivering an hour long Substance Use Training to all frontline, non-supervisory Facilities Management staff.

- During this time period, 37 trainings and orientations were provided to a total of 931 supervisors, chairs, new faculty and new staff.

VI. Stamp Student Union

The Adele H. Stamp Student Union aims to provide a safe and inviting campus center where all students alumni, faculty, staff, and community members cultivate lifelong relationships founded on engagement, learning, multiculturalism, and citizenship. The Stamp provides a wide-range of alcohol-free alternative activities for students to participate, including:

- A. Stamp All-Niter:** A campus tradition, the All-Niter occurs every fall semester in late-September. The Stamp provides activities throughout the student center starting in the afternoon and into the late-evening hours. This event is an excellent way to get involved on campus as student organizations are encouraged to sponsor events. Additionally, activities continue until almost 4AM; providing students with an alcohol-free late-night alternative.
- B. StampFest:** Occurring at the beginning of every spring semester, StampFest consists of a day full of activities, including an information and organizational fair, games, prizes, and late-night events such as movies and/or live entertainment (i.e. comedy show).
- C. Student Entertainment Events (SEE):** Comprised of undergraduate students and staff advisors, SEE is responsible for providing leisure time and education activities in the areas of concerts, comedy, speakers, films, performing acts, and special events. These programs create a learning environment with opportunities for skill and personal development for the student producers and the participants. Many of the events occur in the evening hours on Thursdays; which serve as an alcohol-free alternative activity.

- D. TerpZone:** Located on the ground floor of the Stamp Student Union, TerpZone aims to provide services and a facility to support the social, educational, and recreational mission of Stamp – Center for Campus Life. As such, the TerpZone encourages our community not only to utilize its services and facility in support of recreational goals, but also to expand upon their social engagements through involvement in leisurely competitive and non-competitive activities. TerpZone remains open into the late-evening hours and provides students with several alcohol-free activities; such as video games, arcade games, cosmic bowling, billiards, and more. TerpZone provides students with a place to socialize and gather that does not revolve around alcohol. As of 2016, we have begun to serve alcohol at designated happy hours. All IDs are checked before purchase, and consumption by the student body has been generally low, although we do not keep specific data about alcohol sales in this venue.

VII. University Health Center – Health Promotion and Wellness Services

The Health Promotion and Wellness Services unit at the University of Maryland Health Center aims to promote the holistic wellbeing of students through comprehensive and collaborative programming, peer education, sharing of accurate and relevant health information and resources, and providing empathic wellness consultations and coaching for the campus community. We recognize that how we think about wellness is affected by our culture and our life experiences. We strive to support inclusive, accessible, and diverse health and wellness opportunities. Our dynamic services are provided to empower students to develop a strong foundation to optimize their capacity to learn, reach their potential, enhance resiliency, and achieve their goals throughout their academic career and beyond.

Programs related directly to alcohol and other drug education include:

- A. Alcohol Coalition:** The Alcohol Coalition meets 5-6 times per year to review and discuss campus policies, programs, and services related to alcohol education and prevention on campus. Meetings include updates on campus initiatives, presentation of current research, and discussion of areas of interest/concern as it relates to alcohol on campus. Department representation includes the Vice President of Student Affairs Office, Department of Resident Life, Department of Fraternity and Sorority Life, Office of Rights and Responsibilities, University of Maryland Public Safety, University Health Center, etc.
- B. AlcoholEdu:** A web-based course that helps students make safer, healthier decisions about alcohol use. AlcoholEdu was first implemented at the University of Maryland in 2005 at the recommendation of the Alcohol Task Force and the university has continued to utilize this program for all incoming first-year students.
- Completion Rate Fall 2014 – 4,581 students
 - Completion Rate Fall 2015 – 4,775 students
- C. Alcohol and Other Drugs Education Coordinator:** The Alcohol and Other Drugs Education Coordinator (formerly the Campus Alcohol Programs Coordinator) oversees the SUPER peer education program, the implementation of AlcoholEdu, and develops alcohol and other drug education initiatives. Additionally, the coordinator collaborates with various departments

campus-wide to assist with education and awareness efforts. The position had been vacant between October 2015 and January 2016, and responsibilities were maintained by the Assistant Director of Health Promotion; however, a new coordinator was hired in January 2016.

- D. SUPER Peer Education Program:** The SUPER (Substance Use Programming, Education, and Resources) peer education program (formerly known as CHOICES) covers topics that include high risk alcohol use, other drug use (such as marijuana), ways to reduce risk if/when engaging in substance use, warning signs of alcohol and drug abuse, warning signs of alcohol poisoning, information on how to help a friend with alcohol poisoning, current drugs trends on campus, and resources for seeking help for family, friends, or for one's self. The peer education program is designed to provide this information in a non-biased, non-judgmental way. Students who participate in the program receive 6 academic credits for a one year commitment.
- E. Programming Efforts:** There have been several programs throughout the past two years which have focused upon alcohol and other drug education and outreach. Some of our more traditional programs, such as "Safer Spring Break", have evolved to include our Step Up Bystander Intervention messaging (it is now called "Step Up for Spring Break"). Additionally, there have been increased efforts to support students in recovery from substance use issues. We created the Recovery Drop-In Space in Spring 2016, which was furnished in Fall 2016. We have also supported the student group Terps for Recovery, which meets regularly in the Drop-In Space, and has grown significantly in membership in the past semester alone – the club, which used to have two board members, has six board members as of February 2017. They have hosted breakfasts in the Drop-In Space, bowling nights at TerpZone, and are looking to host a movie night in the near future.
- F. Smoking Cessation Program:** The Smoking Cessation program is a free service provided by the University Health Center to the campus community. The smoking cessation counselor is available for both individual and group counseling. The program offers CO screenings, stress reducing techniques, coaching and support, NRT products such as the gum and patch along with the option of five acupuncture treatments to support quitting the use of tobacco. The program works with the UHC Pharmacy who makes NRT products available for clients.
- 2014 - 2015: 18 clients (42 visits)
 - 2015 - 2016: 13 clients (21 visits)
- G. Student Health Advisory Committee (SHAC):** The Student Health Advisory Committee (SHAC) acts as a student voice to the University Health Center staff and administration. SHAC members participate in a variety of UHC committees and plan health related events for the campus community.

VIII. University Health Center – Substance Use Intervention and Treatment

The Substance Use Intervention and Treatment (SUIT) Office is located in the University Health Center and provides comprehensive assessment of alcohol and other drug use and related concerns. The counseling approach relies heavily on Motivational Interviewing; a collaborative, client-centered approach to help students consider positive alternatives. All treatment is individualized and determined by a member of the SUIT counseling team.

- In 2014-2015, the SUIT office had 636 counseling appointments.
- In 2015-2016, the SUIT office had 660 counseling appointments.

In addition to assessment and referral services, substance use counseling, and co-occurring disorders counseling; programs and interventions provided by SUIT include:

- A. **Athlete Intervention Program:** SUIT provides counseling to student-athletes who fail their drug tests or whose use is of concern to athletic staff. These athletes are seen for a minimum of five sessions and attend a minimum of one 12-Step meeting.
 - 2014-2015: 17 students seen by SUIT team
 - 2015-2016: 13 students seen by SUIT team

- B. **Drug Testing Program:** The Drug Testing Program is responsible for the ongoing random testing for CDL employees and the Office of Student Conduct. This program operates under drug testing policies established by these departments and agreed to by the students and employees who participate in these programs. Drug testing services are also made available to the student population as well to the local community. * Reduction in the number of drug tests administered is a result of changes in student policies.
 - 2014-2015: 384 drug tests administered
 - 2015-2016: 571 drug tests administered

- C. **DUI/DWI Intervention Program:** The DUI/DWI program was initially intended for students who have been arrested and/or convicted of a Driving While Impaired (DWI) or Driving Under the Influence (DUI) charge. The program is being reduced, due to limited need and intensity of staff time required to facilitate the program. Students with DUI/DWI charges may still receive brief counseling intervention as needed for the treatment of Substance Use Disorders or Co-occurring disorders.
 - 2014-2015: this program was reduced to the DUI Level 1 (12 hour) program only. The total number of visits for DUI/DWI counseling was 42 and 2 visits were evaluations only.
 - 2015-2016 this program was being phased out, offering only the DUI Level 1 (12 hour) program. The total number of visits for DUI/DWI counseling was 15 and 2 of the visits were evaluations only.

- D. **Healthy TERPS: Targeting Early Intervention High-Risk Participating Students:** Developed under the auspices of a United States Department of Education grant, the Healthy TERPS (HT) program provides brief motivational interventions (BMI) for first time violators of the alcohol policy (not those with alcohol citations or those that have been transported to the hospital). Most of these students are referred from Resident Life, with some students referred from the Office of Student Conduct, the Department of Intercollegiate Athletics, and the University Health Center.
 - Number of students seen in 2014-2015: 275
 - Number of students seen in 2015-2016: 287

- E. **Marijuana Brief Intervention Program:** The Marijuana 101 follow-up Program was created in response to the Office of Student Conduct (OSC) and Rights and Responsibilities (RR) change in sanctions for students found responsible for simple possession of marijuana or paraphernalia. Students complete Marijuana 101 (provided by 3rd Millennium Classroom online at the cost of \$35 per student) and a facilitated, motivational interviewing based conversation with a SUIT team member. This includes screening/brief assessment. Students with repeated or more severe violations related to marijuana complete intake assessments, psychoeducational and/or counseling programs, and/or drug testing, as appropriate. Partway through 2014-2015 academic year, the Marijuana 101 program was replaced by eCheckup to Go for Alcohol and eCheckup to Go for Marijuana.
- 2014-2015: 72 students completed the Marijuana Brief Intervention Program
 - 2015-2016: 116 students completed the Marijuana Brief Intervention Program
- F. **Outpatient Counseling Program:** Established to provide UMD students facing problems with their substance use with an alternative to community-based treatment programs that provide less of a specific support that college students require to establish lasting recovery programs. Program provides clients who are coping with substance use disorders with accessible medical exams, psychiatric evaluation, nutritional counseling, and complementary medicine such as acupuncture, massage, meditation and stress management, in accordance with each student's needs.
- G. **Substance Assessment and Intervention Program:** Designed as an early intervention program for students found to be in violation of campus judicial policy, the Substance Assessment and Intervention Program (SAIP) has grown to include those students identified by community agencies, including court-based diversion programs as potentially having a problem with alcohol or other drugs. Prior to enrollment in SAIP, each of these students is given a thorough evaluation. After the intake, students are directed to one of two programs. In some instances, students are asked to complete SAIP I, consisting of a web-based intervention entitled e-CHUG, **Electronic Check-Up to Go**, for Alcohol and/or Marijuana and an exit interview (where personalized output summaries are reviewed). Students directed to SAIP II complete the above; attend a 3-session group or additional counseling sessions, and/or 12-Step meetings. At any point in the process, students that appear to be experiencing significant problems associated with their other drug or alcohol use or mental health concerns are given an opportunity for counseling or customized referrals.

2014 -2015: Number of students who –

- Completed an Intake Session: 345
- Completed and Exit Session: 183
- Attended a Class Session: 202

2015 -2016: Number of students who –

- Completed an Intake Session: 342
- Completed and Exit Session: 139
- Attended a Class Session: 93

I. **Recovery Support Group:** This program option was introduced in Fall 2015. Weekly for 1.5 hours during the academic school year, students who were committed to making or maintaining changes in their substance use voluntarily participated in a support group facilitated by a SUIT clinician. This

psychosocial treatment group provides students with the opportunity to meet regularly with other students and discuss topics of concern and engage in a therapeutic environment created by the facilitator. Support strategies include arts/crafts, peer engagement, motivational interviewing, cognitive behavioral approaches, and meditation.

- 2014-2015: 55 individual visits
- 2015-2016: 44 individual visits

Appendix 1 – Employee Annual Distribution Alcohol and Other Drug Policy and Resource Information

Document can be found online at <http://www.umd.edu/pdfs/edaap09.pdf>.

EMPLOYEE DRUG AND ALCOHOL ABUSE POLICY

The University of Maryland is dedicated to the pursuit and dissemination of knowledge. The illegal or abusive use of drugs or alcohol by members of the campus community jeopardizes the safety of the individual and the campus community, and is inimical to the academic learning process. The University is therefore committed to having a campus that is free of the illegal or abusive use of drugs and alcohol. In keeping with this commitment, it is the policy of the University that the illegal or abusive use of drugs or alcohol is prohibited on University property or as part of University activities. The University will not hire anyone who is known currently to abuse drugs or alcohol.

In order to inform all University employees of their responsibilities under this policy, and to meet the University's responsibilities as set forth in the Drug-Free Schools and Communities Act Amendments and the Maryland Higher Education Commission's Policies Concerning Drug and Alcohol Abuse Control, the following information is provided:

- I. Prohibited conduct.
- II. Disciplinary sanctions that the University will impose on employees.
- III. Applicable legal sanctions under federal, state and local laws.
- IV. Health risks associated with the use of illegal drugs and the abuse of alcohol.
- V. Drug and alcohol counseling, treatment and rehabilitation programs available on campus.

I. PROHIBITED CONDUCT

The following policies and rules are consistent with those mandated under the Federal Drug Free Workplace Act of 1988, and the State of Maryland Substance Abuse Policy.

- (1) All employees in the workplace must be capable of performing their duties.
- (2) Employees are prohibited from:
 - (a) Abusing alcohol or drugs;
 - (b) Committing a controlled dangerous substance offense;
 - (c) Committing an alcohol driving offense;
 - (d) Working under the influence of alcohol;
 - (e) Working under the inappropriate influence of prescription drugs or over-the-counter drugs;
 - (f) Working under the influence of a controlled dangerous substance.
- (3) When the University learns or, based on observation or reliable information, suspects that an employee has committed a controlled dangerous substance or alcohol offense at the workplace, the University shall refer the matter to an appropriate law enforcement authority for further investigation and prosecution.
- (4) All employees shall cooperate fully with law enforcement authorities in the investigation and prosecution of suspected criminal violations.

- (5) An employee charged with an alcohol driving offense or a controlled dangerous substance offense shall report a finding of guilty, an acceptance of a plea of nolo contendere, or a probation before judgment to his or her supervisor within 5 work days.
- (6) The supervisor shall report the final conviction of an alcohol driving offense or a controlled dangerous substance offense immediately to the Director of University Human Resources, and in the case of a controlled dangerous substance offense only, to the Director of the Office of Research Administration and Advancement (“ORAA”). In the event it is determined by the University that an employee convicted of a controlled dangerous substance offense which occurred in the workplace was employed in the performance of a federal contract or grant, the Director of ORAA shall notify the sponsoring federal agency within 10 days of receiving notice from the employee or otherwise receiving actual notice thereof.

"Controlled substances" and "illegal drugs" prohibited under this policy are those set forth in Md. Ann. Code Criminal Art., Sections 5-401 through 5-406. "Sensitive employee" means an employee whose classification or position has been designated sensitive by the University. "Sensitive employees" include, but are not limited to, campus police officers and employees whose job duties require them to have a Commercial Driver's License.

II. ALCOHOLIC BEVERAGES ON UNIVERSITY PREMISES

The Stamp Student Union and Campus Programs' Alcohol Policy, found in their Event Management Handbook, controls the use, possession or distribution of alcohol by employees on University premises at University sponsored activities. This policy prohibits the possession or use of alcohol by any person under the age of 21 or the furnishing of alcohol to a person known to be under the age of 21. Alcoholic beverages otherwise may not be possessed, consumed or distributed by employees at University sponsored events occurring on University premises for which a state or local alcohol license is required, unless the sponsor of the event has complied with the Stamp Student Union and Campus Programs' Alcohol Policy guidelines and has obtained advance written approval from the Campus Reservations Office. Copies of the Handbook are available from the Campus Reservations Office in 1133 Stamp Student Union, and at <http://www.union.umd.edu/reservations/handbook.shtml>. Questions about state and local alcohol license requirements may be directed to the Campus Legal Office at 405-4945.

III. POLICY ON POSSESSION OR USE OF COMMON CONTAINERS OF ALCOHOL

(1) Prohibited Conduct

The University prohibits the possession or use of kegs, beer balls, punch bowls, and other common containers of alcoholic beverages of a similar nature on University property, except for possession and use resulting from licensed purchases by the University's Department of Dining Services.

(2) Disciplinary Sanctions

The University may take appropriate legal action, including but not limited to issuance of no access citations or institution of trespass proceedings against any individual found in violation of this policy. If the individual is a student or an employee of the University, additional administrative penalties may also be taken.

IV. DISCIPLINARY SANCTIONS THAT THE UNIVERSITY WILL IMPOSE ON EMPLOYEES

- (1) The first time a sensitive employee is convicted of an at-the-workplace alcohol driving offense, or found under the influence of alcohol while at-the-workplace, the employee shall be suspended for 15 days and required to successfully participate in an alcohol treatment program designated by the University's Faculty/Staff Assistance Program ("FSAP").
- (2) A sensitive employee convicted of an off-the-workplace alcohol driving offense, and a non-sensitive employee convicted of any alcohol driving offense shall:
 - (a) On the first conviction be referred to the FSAP, and in addition, be subject to any other appropriate disciplinary actions;
 - (b) On the second conviction, at a minimum, be suspended for at least 5 days, be referred to the FSAP, be required to participate successfully in a treatment program, and in addition, be subject to any other appropriate disciplinary actions, up to and including termination;
 - (c) On the third conviction, be terminated.
- (3) A sensitive employee convicted of any controlled dangerous substance offense shall be terminated.
- (4) A sensitive employee who tests positive for a controlled dangerous substance as a result of a random drug test shall be suspended for 15 work days and be required to successfully participate in a drug treatment program designated by the FSAP.
- (5) A sensitive employee who abuses a legally prescribed drug or an over-the-counter drug shall, on the first offense:
 - (a) Be suspended for 5 work days; and
Be required to participate successfully in a drug treatment program designated by the FSAP.
- (6) **General Sanctions.** Any employee found to be in violation of any of the provisions of this policy shall be subject to disciplinary action under applicable University personnel policies and applicable penalties contained in the Annotated Code of Maryland, State Personnel and Pensions Article. Disciplinary action includes sanctions up to and including termination. As a condition of continued employment, the University may require an employee to successfully participate in a drug or alcohol abuse assistance or rehabilitation program.

V. LEGAL SANCTIONS UNDER FEDERAL, STATE AND LOCAL LAWS RELATING TO ALCOHOL AND DRUG USE

Employees at the University of Maryland are subject to federal, state, and local laws for the possession and distribution of illegal drugs.

Federal law states that it is unlawful to possess a controlled substance, including marijuana, cocaine, LSD, PCP, heroin, designer drugs, etc.¹ If the substance is cocaine, or contains a cocaine base, the penalty for simple possession is a fine and/or imprisonment from 5 to 20 years. In February 2000, a law was enacted to categorize gamma hydroxybutyrate (GHB), better known as the "date rape drug," like heroin or cocaine. This means that anyone possessing, manufacturing or distributing GHB may face up to a 20-year penalty. For other illegal drugs, the penalty for simple possession is a fine of at least \$1000 and/or imprisonment up to 3 years. The penalties increase if the possession includes intent to manufacture, distribute, or dispense a controlled substance, especially if done near a public or private elementary, vocational, or secondary school or a public or private college or university. Additionally, any person who violates this law shall be liable for an amount up to \$10,000 in civil penalties.

In addition to Federal laws, the State of Maryland has its own laws dealing with distribution, manufacturing, and possession of controlled substances. For instance, any person who unlawfully manufactures or distributes any narcotic drug may be fined up to \$25,000 and may be imprisoned for up to 20 years for a first offense.²

University employees are subject to state and local laws for drinking and obtaining alcohol. It is illegal in Maryland for any person under 21 to drink alcohol.³ It is also illegal for a person under 21 to falsify or misrepresent his or her age to obtain alcohol, or to possess alcoholic

beverages with the intent to consume them.⁴ It is also illegal in most situations to furnish alcohol to a person under 21.⁵ The penalty is a fine of up to \$500 for a first offense, and up to \$1000 for repeat offenses.

In addition, state law dictates that it is illegal to possess alcohol in an open container in any parking lot of any shopping center or retail store, unless given permission by the owner. The penalty is a fine of up to \$100.⁶ It is also illegal to consume alcohol on any public property or highway, unless authorized by the governmental entity which has jurisdiction over the property, with penalties including a fine of up to \$100.⁷

Employees are also subject to state and local laws governing drinking and driving. A person may not drive or attempt to drive under the influence of alcohol or under the influence of alcohol per se.⁸ Individuals under 21 with a blood alcohol level ("B.A.L.") of only .02 (approximately 1 drink) will be charged with a violation of a restricted license and result in suspended license until the age of 21.⁹ A person with a B.A.L. of 0.08 will be presumed to be driving under the influence of alcohol.¹⁰ Also, an individual with a B.A.L. of 0.08 or more shall be determined to be "under the influence of alcohol per se."¹¹ It is also unlawful to drive while impaired¹¹ by any Controlled Dangerous Substances whether or not they are illicit (prescribed or unlawfully obtained).¹² A person can still be charged with these violations even though they possess a driver's license from another state.

¹Federal Law Title 21 USC, Sections 841 and 844 to 845

²Md. Ann. Code Criminal Art., Section 5-608

³Md. Ann. Code Criminal Art., Section 10-114

VI. HEALTH RISKS

Substance abuse, that is abuse of alcohol and drugs, is now recognized as the number one public health problem in the United States. Approximately 30% of all admissions to general hospitals and 50% to psychiatric hospitals have detectable substance abuse. Substance abuse accounts for approximately 150,000 deaths annually. This includes deaths from stroke, diseases of the heart and liver, and all alcohol and drug related suicides, homicides, and accidents. Early detection can minimize or prevent the devastating consequences of substance abuse.

VII. DRUG AND ALCOHOL PROGRAMS AVAILABLE ON CAMPUS

The Faculty/Staff Assistance Program (FSAP)

This FSAP is a free and confidential assessment, referral, and short-term counseling service available to all campus employees. Alcohol and drug problems represent 30-50% of the employees utilizing this service. Other problem areas addressed include: family, marital, mental health, financial, legal, job, and many others. A professional assessment is conducted and referrals will be made to reputable community resources that are financially and geographically feasible, and that will not interfere with the employee's work schedule. In appropriate situations, short-term counseling is provided instead of a referral. Campus employees who are concerned about a family member, friends, or colleague with a possible substance abuse problem are also encouraged to contact this program. Appointments can be made by calling 314-8170.

Alcohol/DWI Programs

The Department of Public Safety, in cooperation with other campus offices, provides educational programs to the University community on the effects of alcohol on the body and the consequences of Driving Under the Influence ("DUI") and Driving While Impaired ("DWI"). For specific information on presentations available, contact the Department of Public Safety at 405-3555. These presentations are available to any group or organization.

Counseling Center

The Counseling Services Division of the Counseling Center offers up to three interviews of initial consultation with faculty and staff. Referral resources in the community are discussed when further counseling is appropriate. For appointments call 314-7651.

Responsible Administrative Office

The Department of University Human Resources shall be responsible for overseeing all actions and

programs relating to this policy. The Director of University Human Resources shall conduct a biennial review of the policy and its implementation to determine its effectiveness, make necessary changes and ensure that disciplinary sanctions are consistently enforced.

⁴Md. Ann. Code Criminal Art., Section 10-113

⁵Md. Ann. Code Criminal Art., Section 10-117

⁶Md. Ann. Code Art. 2B, Section 19-204

⁷Md. Ann. Code Art. 2B, Sections 19-202 and 19-204

⁸Md. Ann. Code Transportation Art., Section 21-902

⁹Md. Ann. Code Transportation Art., Sections 16-113(b)

¹⁰Md. Ann. Code Courts and Judicial Proceedings Art., Section 10-307(g)

¹¹Md. Ann. Code Transportation Art., Section 11-174.1

¹²Md. Ann. Code Transportation Art., Sections 21-902(c)(d)

Appendix 2 – Student Annual Distribution Alcohol and Other Drug Policy and Resource Information

Document can be found online at

[http://www.health.umd.edu/sites/default/files/Student%20Alcohol%20and%20Drug%20Policy%20and%20Resource%20Guide%202015%20final\[1\].pdf](http://www.health.umd.edu/sites/default/files/Student%20Alcohol%20and%20Drug%20Policy%20and%20Resource%20Guide%202015%20final[1].pdf)

STUDENT ALCOHOL AND OTHER DRUG POLICY AND RESOURCE GUIDE

The University of Maryland, College Park is dedicated to the pursuit and dissemination of knowledge. The illegal or abusive use of alcohol or other drugs by members of the campus community jeopardizes the safety of the individual and the campus community, and is inimicable to the academic learning process. The University of Maryland is therefore committed to having a campus that is free of the illegal or abusive use of alcohol or other drugs. In keeping with this commitment, it is the policy of the university that the illegal or abusive use of alcohol or other drugs is prohibited on or off university property or as part of university sponsored activities. Violation of the alcohol and other drug policies may result in university disciplinary action, as provided in the [Code of Student Conduct](#).

Campus Alcohol and Drug Policies

The **Code of Student Conduct** prohibits use or possession of any alcoholic beverage under the age of 21; and knowingly providing alcoholic beverages to a person known to be under the age of 21. These policies, generally described below and subject to amendment from time to time, are available for public inspection during normal business hours in the Office of Student Conduct.

The **Code of Student Conduct** prohibits the unauthorized distribution; use; or possession of any controlled substance or illegal drugs. "Controlled substance" and "illegal drugs" prohibited under the Code are set forth in the Maryland Annotated Code Criminal Law Article Sections 5-401 to 5-406.

The **Resident Life Alcohol Policy** controls the use, possession, or distribution of alcohol in campus residence halls. This policy prohibits the possession or use of alcohol by any student under the age of 21 or the furnishing of alcohol to a person known to be under the age of 21. It prohibits kegs, the sale of alcohol, and parties involving alcohol. Students of legal drinking age may consume alcohol in their rooms, suites, or apartments only.

The **Office of Campus Activities Alcohol Policy** controls the use, possession, or distribution of alcohol by students on university premises or at university sponsored activities. This policy prohibits the possession or use of alcohol by any student under the age of 21 or the furnishing of alcohol to a person known to be under the age of 21. Alcoholic beverages otherwise may not be possessed, consumed, or distributed at events occurring on university premises or at university sponsored events unless advance written approval has been obtained from the Office of Campus Activities.

The university prohibits the possession or use of kegs, beer balls, punch bowls, and other common containers of alcoholic beverages of a similar nature on university property, except for possession and use resulting from licensed purchases by the university's Department of Dining Services. Violation of university drug or alcohol policies, on or off- campus, may result in university disciplinary action, as provided in the *Code of Student Conduct*.

Campus Disciplinary Sanctions

Sanctions for violations of university policies include expulsion, suspension, disciplinary probation, disciplinary reprimand, and restitution, dismissal from university housing, housing probation, work or research projects, and restrictions on further use of university facilities. Students may be accountable to both civil authorities and to the university for acts which constitute violations of law and university policy.

The standard penalty for first time possession or use of illegal drugs is a one year suspension and immediate housing contract termination, if applicable. This penalty may be withheld contingent upon a period of random drug testing and completion of a substance abuse program. The standard penalty for distribution of illegal drugs is expulsion. Disciplinary action at the university will normally proceed during the pendency of criminal proceedings and will not be subject to challenge on the ground that criminal charges involving the same incident have been dismissed or reduced.

Promoting Responsible Action in Medical Emergencies

The health and safety of University students is of paramount concern. All members of the University community are encouraged to act in a responsible manner when an individual may require medical assistance by dialing 911 or 301.405.3333 or seeking a University or Department of Resident Life (DRL) official. It is recognized that in situations in which either a student summoning or requiring help is under the influence of alcohol and/or drugs, the threat of disciplinary sanctions for violating the University's alcohol and/or drug policy is a barrier to seeking help. As such, the University of Maryland will do all that it can to promote student health, safety, and well-being. [Promoting Responsible Action in Medical Emergencies](#) is a policy administered by the Office of Student Conduct (OSC) that will reduce barriers to seeking help in cases of alcohol- and/or drug-related emergencies by providing relief from administrative or disciplinary action on the part of the University if either a University official or other authority is contacted in a timely fashion.

Policy:

1. A student in possession or under the influence of alcohol and/or drugs who summons medical emergency assistance for him/herself or on behalf of a fellow student experiencing a medical emergency will not face disciplinary charges under the *Code of Student Conduct or Residence Hall Rules* for the possession or use of alcohol and/or drugs, with the exception of the exclusions noted below. In lieu of disciplinary charges and as a condition of such relief, students handled under this policy will usually be required to be evaluated by the University Health Center (UHC) staff and successfully complete an approved alcohol and/or drug intervention program.
2. This policy also extends to the students for whom medical emergency assistance has been summoned.
3. A "summons" for medical emergency assistance is deemed to be contacting police, University staff or other officials designated emergency medical providers.

The complete University of Maryland Policy on Promoting Responsible Action in Medical Emergencies can be viewed online at: <http://president.umd.edu/policies/docs/V-100j.pdf>.

Know the Signs of Alcohol Poisoning	Unconscious/Unresponsive, Vomiting (while passed out), Slow Breathing, Cold Skin
Call for Help	911 or 301-405-3333 (UMPD Emergency Line); Residence Hall Service Desk
Care for individual until help arrives	Monitor breathing; Don't leave individual alone; Turn the individual on their side

An answer of yes to as few as two or three of these questions may indicate that you, or someone you know, could be at risk for an alcohol or other drug problem.

Do you or someone you know:

- o Drink or use other drugs to forget about problems?
- o Drink or use other drugs to feel relaxed or comfortable around other people?
- o Have family members with alcohol or other drug problems?
- o Have conflicts with friends after drinking or using other drugs?
- o Ever feel guilty about drinking, drug use, or behavior when under the influence of alcohol or other drugs?
- o Ever have trouble remembering what was done or said while drinking or using other drugs?
- o Ever get drunk or high after making a conscious decision to stay sober/straight?
- o Drink until there is nothing left to drink, or use other drugs until the supply is exhausted?
- o Ever miss a class or work because of a hangover?
- o Sometimes feel like your drinking or drug use is getting out of control?

For help for yourself, a friend, or family member with an alcohol or other drug problem, please contact the Substance Use Intervention and Treatment Unit of the University Health Center at 301-314-8106.



The eCHECKUP TO GO program, offered through the University Health Center, is designed to provide students with personalized feedback on individual patterns of use, specific health consequences, and information about campus and community resources. The program is completely online, self-guided, confidential, and provides immediate results! The eCHECKUP TO GO [Alcohol](#) & [Marijuana](#) programs are available at www.health.umd.edu!

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Health Risks Associated with Alcohol and Other Drug Use

<p>Alcohol</p>	<p>Alcohol is a central nervous system depressant and can cause a number of marked impairments in mental functions and abilities. When taken in low doses, alcohol can lower inhibitions and impair judgment and coordination required to complete activities; such as driving. Moderate to high doses cause impairment in higher mental functions and alter a person's ability to learn and remember information. Very high doses can cause respiratory depression and fatal consequences.</p> <p>Chronic alcohol use can lead to dependence, high blood pressure, heart disease, and liver disease. Those with a family history of chemical dependency face a higher chance of developing alcoholism or other forms of drug addiction. Women who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. In addition, alcohol misuse has been found to be related to the transmission of HIV and other sexually transmitted infections, unplanned pregnancy, fighting, assaults, vandalism, and the incidence of acquaintance rape and other crimes.</p>
<p>Narcotics</p>	<p>Drugs included in this classification include opium, morphine, codeine, heroin, OxyContin, methadone, Percodan, Percocet, and other opium derivatives and synthetics. Narcotics are the most physically addictive illicit drugs. The first or second administration of narcotics results in a tremendous euphoric feeling that cannot be repeated due to the rapid development of tolerance to the drug. This leaves the user with high cravings and low benefits from continued drug use. A major physical risk associated with the use of narcotics is sudden death resulting from respiratory arrest. Other risks include infection due to IV drug use. Psychologically, cravings for narcotics can be severe.</p>
<p>Stimulants</p>	<p>Drugs included in this classification include cocaine, methamphetamine, Ritalin/Adderall, amphetamines, and high doses of caffeine. Cocaine has been known to cause sudden death by causing the heart to beat in an abnormal rhythm resulting in a heart attack. Stimulants can cause a person to become emaciated, resulting from an increased metabolism and an extremely decreased appetite. Psychologically, cocaine and most amphetamines are extremely addictive and affect the pleasure center of the human brain. Stimulant intoxication can lead to visual, auditory, and tactile hallucinations and delusional type thinking. Fatigue, insomnia, and feelings of worthlessness are also common and can possibly result in suicide attempts.</p>
<p>Hallucinogens</p>	<p>Drugs in this classification include LSD, mescaline, mushrooms (psilocybin), and amphetamine variants (ecstasy). The greatest short-term risk associated with ecstasy is dehydration and overheating. Additionally, consequences that ecstasy may have on the brain include depression, anxiety, and effects on the brain's ability to think and store memories. The greatest risk associated with LSD use is a "bad trip." A bad trip can occur at any time, even occurring in individuals who have used the drug many times. A bad trip is a psychological reaction to the ingestion of LSD and is primarily based upon the user's mindset and environment at the time of administration. A bad trip can result in extreme paranoia, panic attacks, a loss of self-control, and in extreme cases permanent psychosis or even death.</p>
<p>Depressants</p>	<p>Drugs in this classification include Rohypnol and other barbiturates, benzodiazepines, Xanax, valium, GHB, and other depressants including alcohol. Depressants produce rapid tolerance. Severe withdrawal, including seizures and death, can occur if depressant use is immediately stopped. Depressants also can cause sudden death by respiratory arrest or by stroke resulting from a marked increase in blood pressure. Mixing alcohol with other depressants can be lethal.</p>
<p>Cannabis</p>	<p>Drugs in this classification include: marijuana, tetrahydrocannabinol (THC), hashish, and hashish oil. The most severe consequences of cannabis use affect brain functioning. Chronic marijuana use can result in changes in perception, motor activity, sensation, emotional response, motivation, memory and states of awareness.</p>
<p>Inhalants</p>	<p>Inhalants include a wide variety of breathable chemicals that produce mind-altering results. The most commonly abused inhalants are gas, glue, paint, and nitrous oxide (including whippets). A major physical consequence in inhalant use is sudden death occurring from heart beat irregularities. Inhalants produce an inebriation effect with associated bizarre thoughts, dizziness, numbness, and a lack of coordination. The intoxicated person will have problems performing even the most mundane tasks, and serious accidents can result. Long term effects can include brain damage, poor concentration, and memory loss.</p>
<p>Nicotine</p>	<p>Nicotine is the powerfully addictive substance in tobacco. Short-term health effects related to smoking can include wheezing, coughing, frequent colds, and decreased senses of smell and taste. Smoking can also trigger asthma symptoms. Long-term health effects can include chronic bronchitis, lung cancer, or cancer of the mouth, throat, bladder, pancreas, or kidney.</p>

For more information on the health risks associated with alcohol and other drugs, please visit the websites for the [National Institute on Drug Abuse](#) and the [National Institute on Alcohol Abuse and Alcoholism](#).

University Health Center Substance Abuse Programs & Resources

Substance Use Intervention & Treatment Unit

The Substance Use Intervention & Treatment Unit provides students an opportunity to meet individually with a professional counselor and discuss concerns they may have about their own, a friend's, or a family member's use of alcohol and/or drugs. The program is established to work specifically with college students experiencing concerns with or related to alcohol and/ drugs in a non-threatening environment. The program provides individual and group counseling, 12-step support group meetings, education, and coordination with other treatment professionals. When appropriate, referrals to campus or community prevention and treatment programs can be arranged. For more information, please call 301-314-8106.

Substance Use Intervention & Treatment also provides an early intervention and education program intended for UMCP students who have been charged with an alcohol or other drug-related violation (other than DUI or DWI) of campus judicial policy or state law. The program focuses on alcohol and other drug information, values clarification, and dealing with the consequences of misuse. There is a charge for the service. For more information or to enroll in the program, please call 301-314-8106.

Drug Testing

For individuals who are required to be drug tested (i.e. court system, treatment providers, Office of Student Conduct), the University Health Center offers confidential urine collection and drug screening. The cost for this service depends on the type of tests necessary. For more information, please call 301-314-8106.

Health Promotion & Wellness Services

The Campus Alcohol Programs Coordinator is housed in Health Promotion & Wellness Services and oversees campus-wide educational programming efforts as it relates to alcohol and other drugs; including AlcoholEdu and the CHOICES Peer Education Program. Students who participate in the peer education program complete a three credit course in which they are trained to present workshops to other students on a variety of alcohol and other drug topics. The Coordinator is also available to meet with students on an individual basis to discuss any questions or concerns about their alcohol use or the use of a friend. To find out more about the program, please call 301-314-8123.

Healthy TERPS Program

With the goal of reducing high-risk drinking and associated negative consequences through the use of brief motivational interventions, participants complete a brief online alcohol assessment before meeting with the project coordinator for a 15-30 minute discussion about their current drinking habits and goals as students at Maryland. For more information or to schedule a meeting, please call (301) 314-8106.

Tobacco Cessation Program

Individual Counseling and self-help materials are available for smokers who wish to quit. Individuals can learn more about their smoking behavior, the best strategies for quitting, and measures to avoid relapse. For more information, please call 301-314-9629.

Campus Resources

University of Maryland Department of Public Safety provides educational programs on the effects of alcohol on the body and the consequences of Driving Under the Influence (DUI) or Driving While Impaired (DWI). For more information, please call 301-405- 3555.

The Counseling Center offers initial consultation and assessment, individual, couples, and group counseling to students with alcohol and/or drug abuse concerns. For more information, call 301-314- 7651.

The Center of Substance Abuse Research (CESAR) is dedicated to informing the public about issues associated with substance abuse. CESAR maintains an extensive library of materials on related topics available on its website: www.cesar.umd.edu.

Community Resources

Outpatient Services:

UMCP Outpatient Program	401-328-8667
Montgomery Medical Center	301-774-8874
Kolmac Clinic	301-589-0255
Suburban Hospital	301-896-2036

Hotlines

Alcohol Hotline	800-ALCOHOL
Treatment Referral	800-622-HELP
LGBT Lifeline	866-488-7386

Websites

[National Institute on Alcohol Abuse and Alcoholism](http://www.niaaa.nih.gov)
[National Institute on Drug Abuse](http://www.nida.nih.gov)
[Marijuana Anonymous](http://www.marjuanadefiance.org)
[Alcoholics Anonymous](http://www.alcoholicsanonymous.org)
[Narcotics Anonymous](http://www.narcoticsanonymous.org)

Local, State, and Federal Law Descriptions Relating to Alcohol & Other Drug Use

Students and employees at the University of Maryland at College Park are subject to federal, state, and local laws for the possession and distribution of illegal drugs. Federal law states that it is unlawful to possess controlled substances including marijuana, cocaine, LSD, PCP, heroin, designer drugs, etc. (1). If the substance is cocaine, or contains a cocaine base, the penalty for simple possession is a fine and/or imprisonment from 5 to 20 years. In February 2000, a law was enacted to categorize gamma hydroxybutyrate (GHB), also known as a "date rape drug", as an illegal drug. This means that anyone possessing, manufacturing, or distributing GHB may face up to a 20 year penalty.

For other illegal drugs, the penalty for simple possession is a fine of at least \$1000 and/or imprisonment up to 3 years. The penalties increase if the possession includes intent to manufacture, distribute, or dispense a controlled substance, especially if done near a public or private elementary, vocational, or secondary school or a public or private college or university. Additionally, any person who violates this law shall be liable for an amount up to \$10,000 in civil penalties.

In addition to Federal laws, the State of Maryland has its own laws dealing with distribution, manufacturing, and possession of controlled substances. For instance, any person who unlawfully manufactures or distributes any narcotic drug may be fined up to \$25,000 and may be imprisoned for up to 20 years for a first offense (2).

Students and employees at Maryland are subject to state and local laws for drinking and obtaining alcohol. It is illegal in the State of Maryland for any person under 21 to drink alcohol (3). It is also illegal for a person under 21 to falsify or misrepresent his or her age to obtain alcohol, or to possess alcoholic beverages with the intent to consume them (4). It is also illegal in most situations to furnish alcohol to a person under 21 (5). The penalty is a fine of up to \$2,500 for a first offense, and up to \$5,000 for repeat offences (6).

In addition, state law dictates that it is illegal to possess alcohol in an open container in any parking lot of any shopping center or retail store, unless given permission by the owner. The penalty is a fine of up to \$100 (7). It is also illegal to consume alcohol on any public property or highway unless authorized by the governmental entity which has jurisdiction over the property, with penalties including a fine of up to \$100 (8).

Students and employees are also subject to state and local laws governing drinking and driving. A person may not drive or attempt to drive while under the influence of alcohol (9). Individuals under 21 with a B.A.L. of only 0.02 (approximately 1 drink) will be charged with a violation of restricted license and result in suspended license until the age of 21 (10).

Any individual with a B.A.L. of 0.08 will be presumed to be driving under the influence. An individual with a B.A.L. of 0.10 or more shall be determined to be under the influence of alcohol per se (11). Any of these violations will result in fines, imprisonment, or both.

It is also unlawful to drive while impaired by any Controlled Dangerous Substance whether or not it is illicit (prescribed or unlawfully obtained) (12). A person can still be charged with these violations even though they possess a driver's license from another state.

1. Federal Law 21 USCA/sections 841 and 844 to 845a (1990)
2. Md. Code Criminal Art. Section 5-608
3. Md. Code Criminal Art. Section 10-114
4. Md. Code Criminal Art Section 10-113
5. Md. Code Criminal Art. Section 10-117
6. Md. Code Criminal Art. Section 10-121
7. Md. Ann. Code Art. 2B, Section 19-204
8. Md. Ann. Code Art. 2B, Section 19-204
9. Md. Code Transportation Art. Sections 21-902
10. Md. Code Transportation Art. Sections 16-113(b)
11. Md. Ann. Code Transportation Art. Sections 21-902
12. Md. Code Transportation Art. Sections 21-902 (c) and (d)

Dear Student,

The Drug-Free Schools and Communities Act, Public Law 101-226, requires that as a condition of receiving financial assistance under any federal program, all institutions of higher education must implement programs to prevent the unlawful possession, use, distribution of illicit drugs and alcohol by students and employees. The University of Maryland has such programs in place.

The Student Alcohol and Other Drug Policy and Resource Guide describes the University's policies and programs and contains information to be distributed to all students annually under the Drug-Free Schools and Communities Act and under the Maryland Higher Education Commission's Policies Concerning Drug and Alcohol Abuse Control.

All students must be aware of the information contained in this document and understand that the University is seriously committed to maintaining a drug-free campus. Please read the document carefully. If you have any questions, please call the Office of Student Affairs at (301) 314-8428.

Sincerely,



Wallace D. Loh
President

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This guide was produced by the University Health Center in cooperation with the Office of General Counsel.