



**Drug-Free Schools & Communities Act
14th Biennial Review**

July 1, 2016 – June 30, 2018

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 14th Biennial Review; covering period of July 2016 to June 2018, 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 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 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 (full text provided in Appendix):

- A. Advertising, [VI-8.00\(D\)](#)
- B. Alcohol Intoxication
 - i. Intervening with an Employee Suspected of, [VII-6.00\(A\)](#)
 - ii. Fitness for Duty, [VI-8.00\(F\)](#)
 - iii. Promoting Responsible Action in Medical Emergencies, [V-1.00\(J\)](#)
- C. Alcoholic Beverages
 - i. Advertising of alcohol-related events, promotions, [VI-8.00\(D\)](#)
 - ii. Commercial Driver's License Testing, [VI-8.00\(E\)](#)
 - iii. Common Containers, [VI-8.00\(C\)](#)
 - iv. Use of at UMS Facilities, [VI-8.00\(A\)](#)
- D. Code of Student Conduct, [V-1.00\(B\)](#)
 - i. Prohibited Conduct
 - ii. Off-Campus Jurisdiction
- E. [Distribution at Athletic Events](#)
 - i. Xfinity Center (page 18)
 - ii. Maryland Stadium (page 77)
- F. Drug(s)
 - i. Abuse by Employees, [VI-8.00\(A\)](#)
 - ii. Abuse by Students, [VI-8.00\(B\)](#)
 - iii. Commercial Driver's License, Alcohol and Drug Testing, [VI-8.00\(E\)](#)
 - iv. Education and Testing Procedures for Student Athletes, [V-2.00\(B\)](#)
 - v. Fitness for Duty, [VI-8.00\(F\)](#)
 - vi. Free Work Place, [VII-1.10](#)

- vii. Policy for Student Athletes, V-2.00(B)
- viii. Procedures for Intervening with an Employee Suspected of Being Intoxicated by, VII-6.00(C), VI-8.00(F)
- ix. Sanctions for Student Athletes Testing Positive for, V-2.00(B)
- G. Event Management Handbook
 - i. Campus Event Alcohol Policy (page 38)
- H. IFC/PHA Alcohol Management & Social Event Monitoring (SEM) Policy
- I. Smoking Policy, VI-8.10(A)
- J. Resident Life
 - i. Alcohol Policy, V-1.00(D)
 - ii. Drug Policy, V-1.00(E)

II. Enforcement

Employees:

When questions arise regarding whether an employee can safely and adequately perform the essential duties of their job due to reasonable suspicion of an emergency situation in which an employee appears impaired while at work, a supervisor may direct the employee to undergo a fitness for duty (FFD) examination, in accordance with *USM VI-8.00(F) UNIVERSITY OF MARYLAND FITNESS FOR DUTY POLICY AND PROCEDURES*.

The University Human Resources Staff Relations Office (OSR) maintains strict confidentiality of all medical information while helping the supervisor understand the results of the medical examination as it relates to the employee's ability to work safely. Fitness for duty refers to the physical and/or mental readiness of an employee to perform the essential functions of his or her job. A fitness for duty examination may require substance abuse assessment.

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:

The University has three primary departments that enforce and address campus policy violations: University Department of Public Safety, Office of Student Conduct, and Office of Rights & Responsibilities.

A. University Human Resources Staff Relations (OSR)

OSR 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 is housed within the University Health Center.

From July 1, 2016 to June 30, 2018, OSR assisted with three (3) FFD referrals due to impairment as a result of suspected alcohol/drug use. In each case, testing yielded positive results, referrals for treatment were made, and disciplinary action was imposed by appropriate University officials.

B. 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	FY17	FY18
Alcohol Violations	47	41
Drug Incidents	483	342
Total Incidents	530	383

Crime/Incident Reports Involving AOD	FY17	FY18
Injured/Sick Person	640	737
Disorderly Conduct	126	127
Property Crimes (Theft, Vandalism, etc.)	548	372
Crimes Against Person (Robbery, Assault, Sex offense, etc.)	43	28
Miscellaneous Reports	545	628
Total Reports	1,902	1,892

Drug/Alcohol Arrests	FY17	FY18
DUI Arrests (traffic)	61	8
Arrests/Citations in Lieu of Arrest for Drug/Alcohol Offenses (non-traffic)	107	126
Total AOD Arrests	168	134

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.

Additionally, the Resident Life Handbook (Community Living) has the following statement about Medical Marijuana: The Department of Resident Life reiterates that under the University of Maryland and Resident Life Drug Policies, the possession, use, sale or provision of marijuana is prohibited. Pursuant to the University of Maryland's obligations under the federal Drug-Free Schools and Communities Act, prescribed marijuana, also known as Medical Marijuana is prohibited under the University and Resident Life Drug policies, regardless of Maryland state laws permitting marijuana to be used for medicinal purposes.

Alcohol and Other Drug Incidents	FY17	FY18
Alcohol as the main policy violation	194	252
Alcohol Transports to Hospital	76	74
Drug-Related Incidents	328	258

Rule 10 Violations (Possession/use of alcohol by a minor, provision of alcohol; possession of alcohol in public; common sources of alcohol)	286	341
Rule 8 Violations (Possession, use, distribution of drugs and/or drug paraphernalia)	123	105
Incidents under the Responsible Action Policy	83	98

D. 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 (2016-2017)*

Alcohol and Other Drug Incidents	AY2016-2017
Alcohol Violations	133
Incidents under the Responsible Action Policy	51
Drug-Related Incidents	107

Reporting Period (2017-2018)*

Alcohol and Other Drug Incidents	AY2016-2017
Alcohol Violations	147
Incidents under the Responsible Action Policy	47
Drug-Related Incidents	82

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

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 history 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.

- 2016-2017: SEM membership included 11 IFC, 9 PHA, 5-8 graduate students
- 2017-2018: SEM membership included 11 IFC, 9 PHA, 5-8 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.

- 2016-2017: 95% (56 of 59) of chapters included AOD programming

- 2017-2018: 96% (55 of 57) 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 on-campus tailgates in the Fall 2016 and the Fall 2017 semesters. These tailgates were well received by the students and significantly reduced alcohol and noise related incidents in the Old Town neighborhood, resulting in better relations with the City of College Park. Each Fall, the IFC and PHA host tailgates before each home football game with an average attendance of 5,500 people. Unlike the environment at many 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 assist in providing a positive developmental living experience for residents living in one of the 34 zoned fraternity or sorority houses. Resident Directors (who report directly to DFSL) live in all ten of the University-owned fraternity houses and in three university-owned sorority houses. 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 20% 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.

Intoximeter Recertification	3 (6 officers annually)
Drug Interdiction	1
Basic Intoximeter	3
Impaired Driving Enforcement	1
DUI Institute	2
Prescription Drugs Take Back Events	3
Standardized Field Sobriety Test	1
Mid-Atlantic DUI Conference	2

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:

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.

- number of presentations in 2016-2017 98
- number of presentations in 2017-2018 79

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. Resident Assistants (RAs) hold Meet and Greet meetings with their new residents on the first night of Fall Welcome to educate students about departmental and university rules and policies regarding alcohol and drugs, as well as provide them with related educational resources and safety information. In 2016, the Protect Your Shell Fair and Terp Market events were merged and transformed into a new event called *Fall Welcome FreeFest*. Fall Welcome FreeFest combined the opportunities to learn about safety messages and resources on campus that were part of the Protect Your Shell Fair with the opportunities to learn about additional resources available on- and off-campus that had been a part of Terp Market into one large-scale, fun, outdoor event. Every year since its inception in 2016, Fall Welcome FreeFest has seen 2,500 – 3,500+ students in attendance at this event on McKeldin Mall. Also, as part of the larger Fall Welcome program, late-night activities (activities stretching until 1:00am) were continued on various days to provide alternatives to alcohol consumption and/or drug use. In both 2016 and 2017, these events included Ultimate Frisbee outside on McKeldin Mall, a dance party, a board game night, a movie screening in the campus movie theater, Midnight Munchies, and Stamp Extravaganza.

B. Alcohol Imperatives, Guidelines for UMD Resident Assistants: 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 found at <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 encourage students to make smart choices around alcohol was continued in 2016-2017 and 2017-2018. 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 partnered with Health Center educators to implement the University of Maryland "Gold Code." Examples of things that have been put into place include:

- **Fall 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 CA Training,** NC and SC CAs received Gold Code training
- **RA Floor/Apartment Meetings:** For fall 2016, spring 2017, fall 2017, and spring 2018, RA Meet and Greet and First Floor/Apartment 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.
- **RA Programs:** The alcohol education resources created and purchased in fall 2015 as centralized resources for community staff to use to educate residents about alcohol safety and the Gold Code continue to be housed in the Student and Community Development Programs Office. The purchased resources include two kits: the Fatal Vision Alcohol Impairment Kit, which 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 Standard Unit of Measurement Cups (SUM Cups) Kit, which are a set of plastic glassware that are used to educate students on proper drink measurements. In fall 2017, an additional kit—the Fatal Vision Marijuana Impairment Kit—was purchased. This kit teaches students about the effects of marijuana use and allows them to experience the cognitive impairment associated with recreational marijuana use through a number of activities and simulations. All of these tools are housed in our Student and Community Development Programs Office for community staffs to reserve and utilize in various ways to educate students about alcohol and drug use and safety.
- **Posters and Bulletin Boards:** In fall 2016 and fall 2017, all RAs received Gold Code posters and bulletin board materials that were prominently posted on all units at the start of the semester. In spring 2018, the Gold Code bulletin boards were reposted in all residence halls at the start of the semester to remind students of the Gold Code and alcohol safety messages.

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 South Campus 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 residence 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 North Campus community during the first week of class. As part of some of these events, Health Center peer educators shared information about the Gold Code through interactive games. TerpUp for Gameday is an alcohol-free tailgate event prior to each home football game. Gold Code information was shared via the Health Center Peer Educators at several of the Terp Up events. At the North Campus service desks over Halloween weekend, all nine 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 2016-2017, RAs coordinated 4,684 planned and impromptu programs and activities for residential students over the course of the year. In 2017-2018, RAs coordinated 6,953 planned and impromptu programs and activities during the year. Impromptu programs included dinner with residents, campus tours, floor movie and discussion nights, attending various campus events, etc., and planned events covered various topics: academics, safety, multiculturalism, alcohol/substance awareness, life skills, 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 June 1, 2016 – May 31, 2018, a total of 30 employees were seen for substance abuse problems (compared to a total of 383 employees seen for all problem areas, excluding emergency loan fund clients, of which there were 78). During this period, substance abuse problems accounted for 7% of all employees seen. These numbers only reflect NEW employees seen. They do not account for employees whose cases were opened earlier but were also seen during this time period. 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 delivered a two-hour long Substance Use Training to all frontline, non-supervisory Facilities Management staff.

- During this time period, 49 trainings and orientations were provided to a total of 1,475 supervisors, chairs, new faculty and new staff. They ranged from new employee orientations to specific trainings on substance abuse, managing stress, conflict at work and establishing boundaries. The entire Facilities Management department was given a two hour training on substance abuse. This included 16 trainings that were provided to 641 employees.

VI. Division of Student Affairs

The Division of Student Affairs serves the University of Maryland community—students, parents, faculty, staff, and visitors—through its 15 departments. All departments in DSA work to ensure the success, health, and well-being of our students. In addition, DSA serves parents, faculty, staff, and visitors through our various units and programs.

The Vice President’s of Student Affairs Office is responsible for coordinating Terps After Dark. The program was launched in Fall 2015. The goal of Terps After Dark is to keep new students on campus with engaging programming on

weekends during the first six weeks of school, primarily during the 10pm-2am timeframe on Thursday, Friday, and Saturday nights, which are typically time frames in which students engage in risky behaviors, including drinking and the use of other substances.

Attendance & Event Numbers

Fall 2015: 63 Events

Total Participation: 34,576 (this number seems extremely high, and there's not great data for this first year to determine viability)

Fall 2016: 86 Events

Participants: 7,831 (60 Events Swiped)

Fall 2017: 83 Events

Participants: 10,602 (64 Events Swiped)

Fall 2018: 72 Events

Participants: 12,218 (32 Events Swiped)

Card swipes were not used for every event and do not accurately reflect the total guest count. Because of our reliance on card swipe data, we can only provide a conservative estimate based on projected attendance. We are confident that Terps After Dark programs were as successful in Fall 2018 as they were in Fall 2017 (some events appeared to have lower attendance; some events had higher attendance).

VII. 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, Office of Community Engagement, School of Public Health, 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 2016 – 4,592 students
 - Completion Rate Fall 2017 – 4,686 students
- C. Alcohol and Other Drugs Education Coordinator:** The Alcohol and Other Drugs Education Coordinator (formerly the Campus Alcohol Programs Coordinator) oversees the Alcohol and Other Drug peer education program, the implementation of AlcoholEdu and the Prescription Drug Use course, and develops alcohol and other drug education initiatives. Additionally, the coordinator collaborates with various departments campus-wide to assist with education and awareness efforts.
- D. Alcohol and Other Drug/Substance Use Peer Education Program:** The Alcohol and Other Drug/Substance Use peer education program (formerly known as SUPER) 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. A Naloxone education poster was created and funded by the Maryland Parent and Family Association.

- F. Smoking Cessation Program:** The Smoking Cessation program is a low-cost 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 at a low cost.
- 2016 - 2017: 6 clients (14 visits)
 - 2017 - 2018: 10 clients (23 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 2016-2017, the SUIT office had 765 counseling appointments.
- In 2017-2018, the SUIT office had 782 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.
- 2016-2017: 13 students seen by SUIT team
 - 2017-2018: 7 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.
- 2016-2017: 423 drug tests administered
 - 2017-2018: 385 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.
- 2016-2017: 0 students seen
 - 2017-2018: 0 students seen
- 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 2016-2017: 235
- Number of students seen in 2017-2018: 314

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.

- 2016-2017: 147 students completed the Marijuana Brief intervention program
- 2017-2018: 122 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.

- 2016-2017: total number of visits of each type
 - a. Completed an intake session:312
 - b. Completed an Exit Session: 170
 - c. Attended a Class session: 35
- 2017-2018 total number of visits of each visit type
 - a. Completed an intake session: 307
 - b. Completed an Exit Session:192
 - c. Attended a Class session:70

H. 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.

- 2016-2017: 75 individual visits
- 2017-2018: 63 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 impaired 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)

Document can be found online at

https://health.umd.edu/sites/default/files/inline-files/UMD18_HC_DrugAlcoholResourceGuide_R3.pdf

UNIVERSITY OF MARYLAND

Students' Guide to Policies and Resources on Alcohol and Other Drugs

THE MISSION OF THE UNIVERSITY OF MARYLAND, COLLEGE PARK is to provide excellence in teaching, research, and service. The University educates students and advances knowledge in areas of importance to the state, the nation, and the world. The illegal or excessive use of alcohol or other drugs by members of the campus community jeopardizes the safety of the individual and the campus community, and detracts from the academic learning process. The University of Maryland is therefore committed to having a campus that is free of the illegal or excessive 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** applies both on and off campus. It prohibits providing alcohol or alcoholic beverages to a person under the legal age of consumption or possession (21 years old). Furthermore, the Code prohibits the illegal or unauthorized consumption, possession, or sale of alcohol or alcoholic beverages and operating a motor vehicle while intoxicated or impaired by alcohol or other drugs. The Code of Student Conduct was amended in January 2018 and approved by the University Senate, is subject to amendment from time to time, and is available for public inspection online.

The Code of Student Conduct prohibits the unauthorized distribution of any controlled substance or illegal drug, or the production, manufacture, or possession of any controlled substance or illegal drug for purposes of unauthorized distribution. The Code also prohibits the unauthorized use, production, manufacture, or possession of any controlled substance or illegal drug. This includes cannabis used for medicinal purposes. ("Controlled substance" and "illegal drugs" are defined by Maryland and federal law.)

The **RESIDENT LIFE ALCOHOL POLICY IN RESIDENCE HALLS** establishes expectations regarding the use, possession, or distribution of alcohol in campus residence halls. The Policy clearly states the following:

- Possession/use of alcohol by minors is prohibited.
- Kegs and other common sources of alcohol are prohibited.
- Parties involving alcohol are prohibited.
- Sale of alcohol is prohibited.
- Possession of alcohol in common areas is prohibited for all.

Expectations regarding the responsible behavior of particular student groups are further laid out in the following policies.

The **INTERFRATERNITY COUNCIL AND PANHELLENIC ASSOCIATION MANAGEMENT AND SOCIAL EVENT MONITORING (SEM) POLICY** governs the behavior of fraternities and sororities related to social events and alcohol. It is written with the intent to stress safety, liability, and the mature management of alcohol at social events and within the Greek community while following all of the chapter's national policies and University regulations. The Policy can be found at the link above.

The **UNIVERSITY RECREATION AND WELLNESS AND CLUB SPORTS PROGRAM HANDBOOK** prohibits violation of general University policies, but further specifies that the use or presence of alcohol/drugs at club activities including home/away tournaments, events, practices, travel, fundraisers, and community service events is not permitted. Furthermore, Club Sport funds may not be used for the purchase of alcoholic beverages.

The **POLICY ON CONDUCT AND ETHICS FOR STUDENT-ATHLETES** calls for athletes to abstain from using tobacco, alcohol, and non-therapeutic drugs.

Campus Disciplinary Sanctions

The aims of sanctioning are to protect the campus community, deter future offenses, promote individual accountability, and enhance ethical development. Other factors like a student's previous judicial history, their actions during the incident, and their remorse and cooperation during the conduct process are all also considered, along with the harm and danger that their behavior might have or could have potentially brought to our community.

► What am I allowed to do on and off campus?

21 AND OVER
You are allowed to possess and consume alcohol in your residence hall space, or on campus in an authorized location (i.e. tailgate, stadium at a game).
You are allowed to possess and consume alcohol in private homes, apartments, or bars and restaurants that serve alcohol.

► What is prohibited under the Code of Student Conduct and the Residence Hall Rules?

21 AND OVER	UNDER 21
Sale or provision of alcohol to those under 21.	Use or possession of alcohol, even if the container is closed or it belongs to a friend, and the provision of alcohol to those under 21.
Open containers and consuming alcohol in public. This includes residence hall hallways and the streets of College Park.	Open containers and consuming alcohol in public. This includes residence hall hallways and the streets of College Park.
Kegs and common sources of alcohol in residence halls.	Kegs and common sources of alcohol in residence halls.
Use or possession of illegal drugs or controlled substances; this includes marijuana and medical marijuana.	Use or possession of illegal drugs or controlled substances; this includes marijuana and medical marijuana.
Use or possession of prescription drugs that are not yours.	Use or possession of prescription drugs that are not yours.
Drug paraphernalia in the residence halls.	Drug paraphernalia in the residence halls.
The production, manufacture, or distribution of any illegal drugs or controlled substances.	The production, manufacture, or distribution of any illegal drugs or controlled substances.
Operation of a motor vehicle while intoxicated or impaired by alcohol or drugs.	Operation of a motor vehicle while intoxicated or impaired by alcohol or drugs.
Use, possession, manufacture, or sale of false identification, including the borrowing of identification from a friend.	Use, possession, manufacture, or sale of false identification, including the borrowing of identification from a friend.

► What happens if I violate one of the rules?

There are no standard sanctions for violations. The sanctions listed below are meant to be a guide and to help students understand what might be the range of sanctions for a violation.

TYPE OF OFFENSE	SANCTION RANGE
Illegal drug distribution	Dismissal from the University (expulsion or suspension), permanent housing termination
Illegal drug production or manufacture	Dismissal from the University (expulsion or suspension), permanent housing termination
Illegal drug use or possession	Suspension, housing termination (one-year, permanent), educational sanctions through the health center upon return or as a condition of withholding suspension
Illegal drug use or possession: first-time marijuana, student is cooperative, takes responsibility, and it is a small amount (under 10 grams)	Disciplinary probation, educational sanctions through the health center, housing probation
Possession of drug paraphernalia in the residence halls	Written warning or housing probation, educational sanction, removal of paraphernalia
DUI: drugs	Suspension, educational sanctions through the health center upon return or as a condition of withholding suspension
DUI: alcohol	Disciplinary probation, educational sanctions through the health center
Underage use, possession of alcohol in the residence halls	Housing probation, educational sanctions through the health center
Underage use, possession of alcohol on or off campus outside of residence halls	Disciplinary reprimand, educational sanctions through the health center
False ID: manufacturing or selling (including other people's IDs)	Dismissal from the University (expulsion or suspension), housing termination
False ID: use or possession (including other people's IDs)	Dismissal from the University (expulsion or suspension), housing termination

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. The complete University of Maryland **POLICY ON PROMOTING RESPONSIBLE ACTION IN MEDICAL EMERGENCIES** can be viewed online at: [HTTPS://PRESIDENT.UMD.EDU/SITES/PRESIDENT.UMD.EDU/FILES/DOCUMENTS/POLICIES/V-100J.PDF](https://president.umd.edu/sites/president.umd.edu/files/documents/policies/v-100j.pdf).

Policy Summary:

1. A student in possession or under the influence of alcohol and/or drugs who summons medical emergency assistance for themselves 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 in the policy. 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 who are designated emergency medical providers.

Do you wonder if your friend has a problem with alcohol or drugs? In the past year, has your friend:

If the answer to any of these questions is yes, please help your friend by referring them to the **University Health Center, Substance Use Intervention and Treatment (SUIT) Program** (301) 314-8106 or contact **The Haven at College Park** (301) 822-1234 or info@thehavenatcollege.com

- Had times when they ended up drinking/using more or longer than they intended?
 - More than once wanted to **cut down** or stop drinking or using, or tried to, but couldn't?
 - More than once gotten into situations while or after drinking or using that increased their chances of **getting hurt** (such as driving, swimming, using machinery, walking in a dangerous area, or having unsafe sex)?
 - Had to drink or use **much more** than they once did to **get the effect they want?** Or found that their **usual number** of drinks or hits had **much less effect** than before?
 - Continued to drink or use even though it was making them feel **depressed** or **anxious** or adding to another health problem? Or after having had a **memory blackout**?
 - Spent a lot of time drinking or using? Or being sick or getting over other aftereffects?
 - Continued to drink or use even though it was **causing trouble** with their family or friends?
 - Found that drinking or using—or being sick from drinking or using—often **interfered** with taking care of their job or school responsibilities?
 - Given up or **cut back** on activities that were important or interesting to them, or gave them pleasure, in order to drink or use?
 - More than once gotten **arrested**, been held at a police station, or had other **legal problems** because of their drinking or use?
 - Found that when the effects of alcohol or drugs were wearing off, they had **withdrawal symptoms**, such as trouble sleeping, shakiness, restlessness, nausea, sweating, a racing heart, or a seizure? Or sensed things that were not there?
- Adapted from Rethinking Drinking, The National Institute on Alcohol Abuse and Alcoholism

Health Risks Associated with Alcohol and Other Drug Use

ALCOHOL

People drink to socialize, celebrate, and relax. Alcohol often has a strong effect on people—and throughout history, people have struggled to understand and manage alcohol's power. 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. The dangerous effects of alcohol are increased when it is used along with other substances.

NICOTINE

Nicotine is the powerfully addictive substance in tobacco. It is also present in electronic cigarettes and other vaping devices. Upon entering the blood, nicotine stimulates the adrenal glands to release the hormone epinephrine (adrenaline). Epinephrine stimulates the central nervous system and increases blood pressure, breathing, and heart rate. As with most addictive substances, nicotine activates the brain's reward circuits and also increases levels of a chemical messenger in the brain called dopamine, which reinforces rewarding behaviors. Short-term health effects related to smoking tobacco can include wheezing, coughing, frequent colds, and decreased senses of smell and taste. Smoking can also trigger asthma symptoms. Long-term health effects of tobacco use can include chronic bronchitis, lung cancer, or cancer of the mouth, throat, bladder, pancreas, or kidney. Vaping is not a consistently effective way to quit smoking tobacco.

CANNABIS

The cannabis plant contains the mind-altering chemical THC and other similar compounds. THC causes altered senses and sense of time, changes in mood, impaired body movement, difficulty with thinking and problem solving and memory impairment. In high doses, THC can cause hallucinations, delusions and psychosis. University of Maryland School of Public Health research demonstrated that cannabis use adversely affects college academic outcomes, both directly and indirectly through poorer class attendance.* College students' brains are especially sensitive to the effects of cannabis, with those heavily using cannabis showing disadvantages in neurocognitive performance, macrostructural and microstructural brain development, and alterations in brain functioning.** Heavy cannabis use may result in loss of IQ points and a decline in general knowledge and verbal ability.

* Arria AM, Caldeira KM, Bugbee BA, Vincent KB, O'Grady KE. The Academic Consequences of Marijuana Use during College. *Psychology of Addictive Behaviors: Journal of the Society of Psychologists in Addictive Behaviors*. 2015;29(3):564-575. doi:10.1037/adb0000108.

** Jacobus J, Tapert SF. Effects of Cannabis on the Adolescent Brain. *Current pharmaceutical design*. 2014;20(13):2186-2193.

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](#).

COCAINE

Cocaine is a powerfully addictive stimulant drug made from the leaves of the coca plant native to South America. Short-term effects include narrowed blood vessels; enlarged pupils; increased body temperature, heart rate, and blood pressure; headache; abdominal pain and nausea; euphoria; increased energy, alertness; insomnia, restlessness; anxiety; erratic and violent behavior; panic attacks, paranoia, psychosis; heart rhythm problems, heart attack; stroke; seizure; and coma.

OPIOIDS

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. In 2017, over 49,000 Americans died as a result of opioid overdose.

(<https://www.drugabuse.gov/related-topics/trends-statistics/overdose-death-rates>)

HALLUCINOGENS

Hallucinogens are a diverse group of drugs that alter perception (awareness of surrounding objects and conditions), thoughts, and feelings. They cause hallucinations, or sensations and images that seem real though they are not. Hallucinogens can be found in some plants and mushrooms (or their extracts) or can be human-made. Common hallucinogens include the following: ayahuasca, DMT, D-lysergic acid diethylamide (LSD), peyote (mescaline), and 4-phosphoryloxy-N, N-dimethyltryptamine (psilocybin), dextromethorphan (DXM), ketamine, phencyclidine (PCP) and Salvia. Potentially dangerous short-term effects include increased heart rate, blood pressure, breathing rate and body temperature, panic, paranoia, and psychosis.

DEPRESSANTS

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.

University Health Center Substance Use Programs and Other Campus Resources

Substance Use Intervention & Treatment Unit

The Substance Use Intervention & Treatment Unit provides students with 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. It works specifically with college students experiencing concerns with or related to alcohol and/or drugs in a non-threatening environment. The program provides individual and group counseling, referral to 12-step support group meetings, psycho-education, and coordination with other treatment professionals. When appropriate, referrals to campus or community prevention and treatment programs can be arranged.

Substance Use Intervention & Treatment also provides an early intervention and education program intended for UMD 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 about Substance Use Intervention & Treatment Unit programs, please call (301) 314-8106.

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- to 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.

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 Alcohol and Other Drug 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 Substance Use Peer Education Program. Students who participate in the peer education program complete credit bearing courses 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 or drug use or the use of a friend. To find out more about the program, please call (301) 314-8128.

Tobacco Cessation Program

Individual Counseling and self-help materials are available at the University Health Center 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.

Terps for Recovery/ TFR (Student Organization)

Terps for Recovery seeks to provide collegial, informal, peer-to-peer support for students in recovery. College campuses can be a difficult environment for students to maintain their sobriety. This is due to many factors, including living away from home, insufficient on-campus support services, and, most notably, a drinking culture that can dictate the social environment. However, social support has been shown to be a significant protective factor against relapse. Therefore, providing opportunities for students in recovery or considering recovery to connect with others is therefore an important aspect of fostering an environment that promotes success among students in recovery. Find TFR on ORGSYNC.COM.

On-Campus Recovery Meeting

An open 12-step recovery meeting is held weekly and is attended primarily by undergraduate and graduate UMD students. This and other local sanctioned meetings can be found on the [WASHINGTON AREA INTERGROUP ASSOCIATION](#) web page.

Recovery-Oriented Housing

UMD has partnered with The Haven at College to provide a Recovery Residence in College Park. For more information, contact [THE HAVEN AT COLLEGE](#) or call (301) 314-8106.

Overdose Response and Prevention

All University of Maryland Police Department (UMPD) officers are trained to recognize opioid overdose and provide naloxone. Naloxone is available with officers on patrol. The University Health Center is approved as an education and training site for overdose response. For more information, please call (301) 314-8106.

The Counseling Center

The [COUNSELING CENTER](#) offers initial consultation and assessment, and 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)

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 on its website: CESAR.UMD.EDU.

The Center on Young Adult Health and Development

The [CENTER ON YOUNG ADULT HEALTH AND DEVELOPMENT](#) is the first such center in the United States specifically dedicated to understanding the health and development of young adults. Its [RESEARCH BRIEFS](#) cover a variety of issues related to young adult drug and alcohol use.

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

Students and 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 controlled substances including cannabis, cocaine, LSD, PCP, heroin, designer drugs, etc. (1). Possession and use of medical cannabis is a violation of the federal Controlled Substances Act, and compliance with Maryland State medical cannabis laws is not a legal defense to a violation of federal law. The U.S. Department of Justice (DOJ) has the authority to enforce federal cannabis laws, even in states with authorized medical cannabis programs. 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 \$1,000 and/or imprisonment up to three 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 offenses (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 blood alcohol level (BAL) of only 0.02 (approximately one drink) will be charged with a violation of restricted license and may result in a suspended license until the age of 21 (10).

Any individual with a BAL of 0.08 will be presumed to be driving under the influence. An individual with a BAL 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. Maryland Code Criminal Article Section 5-608
3. Maryland Code Criminal Article Section 10-114
4. Maryland Code Criminal Article Section 10-113
5. Maryland Code Criminal Article Section 10-117
6. Maryland Code Criminal Article Section 10-121
7. Maryland Code Alcoholic Beverages Article Section 19-204
8. Maryland Code Alcoholic Beverages Article Section 19-2024
9. Maryland Code Transportation Article Sections 21-902
10. Maryland Code Transportation Article Sections 16-205(d-1)
11. Maryland Code Transportation Article Sections 21-902
12. Maryland Code Transportation Article Sections 21-902(c) and (d)

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

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, or 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 there are any questions, please call the Office of Student Affairs at (301) 314-8428.

Sincerely,



Wallace D. Loh
President