



# UNIVERSITY OF MARYLAND

## **Drug-Free Schools & Communities Act 17th Biennial Review For the Period: July 1, 2022 – June 30, 2024**

### **Introduction**

As a condition of receiving funding under any federal program, the Drug-Free Schools and Communities Act Amendments of 1989 (the “1989 Act”)<sup>1</sup> requires that institutions of higher education (“IHE”) certify by October 1, 1990 that they have 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 annually review 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.

<sup>1</sup> **Public Law 101-226, 34 CFR Part 86.**

## **Compliance**

The University's 17<sup>th</sup> Biennial Review which covers the period of July 2022 to June 2024, of its drug and alcohol prevention program and policies was conducted primarily by the Substance Use and Harm Reduction Unit, 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. To request a current or past Biennial Review please contact the University Health Center. 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 Darryl Pines sent an 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 2022 and Fall 2023 semesters. 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.

Links to the *Student Alcohol and Other Drug Abuse Policy* are made available in the You-MD Substance Use training sessions for incoming undergraduate students in the fall and spring semesters.

### **Distribution to Students:**

An electronic notice of the University's *Student Alcohol and Other Drug Policy and Resource Guide* (Appendix 2) is sent to each student who is taking one or more classes for any type of academic credit during the Fall semesters. The electronic delivery method increases the receipt rate as more students maintain their email 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.

## **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 careers and beyond.

Programs related directly to substance use prevention, education, and harm reduction include:

#### **A. Alcohol Coalition: *(full detail)***

The Alcohol Coalition meets 4-6 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. Incoming Student Onboarding Substance Use Training: (full detail)**

|   |  |
|---|--|
| Note: Completion rates shown here are determined based on the total number of students enrolled in the mandatory <u>You-MD Substance Use Prevention Training</u> for each semester. |  |
| <b>Fall 2022</b>  | For the 2022-2023 year, incoming first year and transfer students were required to complete the You-MD Substance Use Prevention Training through the University of Maryland’s ELMS platform.<br><br>Completion Rate: 99% |
| <b>Spring 2023</b>  | Completion Rate: 96%   |
| <b>Fall 2023</b>  | For the 2023-2024 year, incoming first year and transfer students were required to complete the You-MD Substance Use Prevention Training through the University of Maryland’s ELMS platform.<br><br>Completion Rate: 98% |
| <b>Spring 2024</b>  | Completion Rate: 97%   |

**C. Substance Use and Harm Reduction Program: (full detail)**

In an effort to meet the growing needs of our university community, the Substance Use and Harm Reduction Program has grown from one Coordinator-level role to a Program Coordinator and Program Manager. The Program Manager, which is now held by the previous Program Coordinator, oversees all educational efforts related to substance use, harm reduction, and student recovery out of the University of Maryland Health Center. Additionally, they are responsible for the implementation of mandated substance use prevention-focused training and collaborating with various departments campus-wide to assist with education and awareness efforts. The Substance Use Program Coordinator position, created in Fall 2023 and filled in Spring 2024, is supervised by the Program Manager, and is

primarily responsible for outreach efforts, particularly as related to rebuilding our collegiate recovery community, Naloxone and Fentanyl Test Strip distribution efforts, and growing off-campus partnerships.

#### **D. Substance Use Peer Education Program:** (full detail)

The peer education program out of the Health Promotion and Wellness Services office has been on pause since 2021, pending decisions about the future purpose and direction of the office. Our office's priorities have shifted over the past few years, and the outreach work that our peer education program once focused upon is currently overseen primarily by the Substance Use and Harm Reduction Program Coordinator.

#### **E. Programming Efforts:** (full detail)

- **Monthly Recovery Brunches:** to reconvene our student recovery community, we have established a monthly breakfast where students in the recovery community can gather, connect with one another, and enjoy a free breakfast spread. Students attending these breakfasts are encouraged to join the Terps for Recovery GroupMe chain, and sign-up to receive communications about other recovery-focused events sponsored by our office.
- **Terps for Recovery Spring Semester Kick-Off Event:** in early February 2024, our office hosted a kick-off event, in partnership with our student arts programming center, Studio A, to welcome students affiliated with collegiate recovery back to campus after Winter Break. The 32 participants enjoyed a snack spread, custom mocktails, and several arts and crafts activities in community together. Terps for Recovery swag was distributed, including pens, stickers, and t-shirts, to promote the student organization dedicated to uplifting our collegiate recovery community at UMD.
- **Harm Reduction Resource Distribution:** expanding these efforts over the past two years has been a major priority. As an ORP site and in partnership with the Maryland Department of Health, we have doubled the number of Naloxone trainings we host at the Health Center, from once to twice a month, and distribute free Naloxone doses to all attendees. These trainings are open to all students, staff, and faculty at UMD, and our new open training model has generated significant interest from the community, despite minimal advertising. Additionally, in an effort to increase awareness and access, we piloted Harm Reduction Resource Tabling events once a month at multiple sites across the campus, where both Naloxone and Fentanyl Test Strips were distributed to anyone interested. This has been a very successful pilot, and we will be expanding these tabling programs to twice a month in Fall 2024.
- **You-MD Substance Use Prevention Training for Incoming Students:** The new in-house alcohol and prescription opioid misuse prevention program, called *"You-MD"*, focuses on the unique challenges that students on our campus face related to alcohol, cannabis, and opioids. This mandatory training covers all substance use prevention information required for incoming first-year and transfer students, as required by the DFSCA and the Start Talking Maryland Act. We added cannabis education into this training because, while not currently required by any federal or state law, the legalization of cannabis in the State of Maryland in Summer 2023 compelled us to ensure our students received a strong foundational education about cannabis risks and relevant policies related to cannabis use as a UMD student, including that its use is prohibited across the entire UMD campus. The training consists of five modules rooted in UMD-focused values (including bystander intervention and help-seeking behavior), and more effectively highlights the programs and resources available at UMD. This training was a monumental (but worthwhile) effort to create, and we have seen a significant increase in

student completion rates since moving to this in-house program. We plan to update this training curriculum every 3 years to ensure the information remains current and relevant to our incoming students.

- **Weeding Out Misinformation:** In preparation for our first semester with cannabis legalization in our state, we created a guide for faculty and staff to answer frequently asked questions from students. This guide was posted on our main Student Affairs website so students, staff/faculty, and families could easily understand why our cannabis-free campus policies do not align with state law, and what the risks of cannabis use can be for students’ physical and mental health, as well as their academic success.
- **The T-Break Guide:** For students who choose to use cannabis, we adapted a resource originally created at the University of Vermont, which guides students through an extended cannabis tolerance break. The guide consists of daily reflection prompts which support students in reflecting on their cannabis use, and what alternative strategies can be used to support common challenges that cannabis is used for, like sleep, stress management, and anxiety. The guide also includes campus resources students can turn to for support. This guide is available for free and anonymously to students through our Health Center website.
- **Cannabis-Free UMD:** Before the Fall 2023 semester, several campus stakeholders gathered together to develop a marketing campaign to reinforce that UMD is a cannabis-free campus. The Substance Use and Harm Reduction Program Manager and the Wellness Strategy Coordinator from HPWS led the content creation efforts, while the Director for Strategic Communications took the lead

#### **F. Smoking Cessation Program: (full detail)**

While the HPWS portion of the UHC’s three-pronged Smoking Cessation program has not seen traction over the past two years, we have continued to make education-focused smoking cessation consultations available to the UMD community. The other two prongs of our Smoking Cessation program include counseling-centered smoking cessation appointments through our Substance Use Intervention and Treatment (SUIT) Unit and smoking cessation medication access through our Pharmacy as well as our new Addiction Medicine physician in the SUIT Unit.

#### **G. Smoking Cessation Program Clients**

|           |   |
|-----------|---|
| 2022-2023 | 0 |
| 2023-2024 | 4 |

Due to the COVID-19 pandemic, all educational consults through HPWS were moved to a virtual format.

#### **H. Student Health Advisory Committee (SHAC): (full detail)**

##### **2022-2023:**

- SHAC representation on the Alcohol Coalition was intermittent.

##### **2023-2024:**

- SHAC representation on the Alcohol Coalition was intermittent.
- SHAC hosted a “Safer Drinking” tabling event promoting the Gold Code Tenets and teaching students about alcohol content in standard drinking servings.

## **Substance Use Intervention and Treatment**

The Substance Use Intervention and Treatment (SUIT) Program is a multidisciplinary team of substance use disorder experts from the fields of Addiction Medicine, social work, and counseling, operating out of the Behavioral Health Services Department at the University Health Center. Together they oversee a spectrum of services for students who may be struggling with alcohol or drug use, through both voluntary and mandatory services. The SUIT team works with students across a full spectrum of substance use severity, whether that is binge drinking that has started to cause problems, cannabis use that has become more compulsive, to severe addiction. The SUIT team works with students to understand and help them reach their own goals, whether that goal is abstinence, harm reduction, or various personal goals.

The SUIT team has significantly expanded its scope of practice to better serve the needs of students. In 2023, Dr. Rachel Alinsky, MD MPH joined the SUIT team as the Inaugural Medical Director. She is a quadruple-board certified physician in Internal Medicine, Pediatrics, Adolescent Medicine, and Addiction Medicine, and her addition to the SUIT team opens up Addiction Medicine treatment for students for the first time. The SUIT program has also been growing with the goal of serving more voluntary students, rather than primary seeing students referred through mandatory sanctions.

### **Program Services**

The program consists of three broad levels of intervention with several sub-levels that can be used alone or in sequence, over the course of a student's tenure at the University, in order to meet the needs of students along the continuum of problematic substance use or addiction. Regardless of the level of need or intervention, motivational interviewing techniques are utilized to explore motivation for and consequences of substance misuse, in order to facilitate students' learning and personal change process. Supplementary components are added based on the students' individual needs and may be provided on-campus or off-campus. These additional components may include participation in collegiate recovery community, sober or substance free living, academic and vocational counseling, nutritional counseling, psychiatric treatment, families or couples counseling, stress management programs, meditation, acupuncture, massage, exercise programs, and referral to a higher level of care when needed.

1. Early Intervention: This secondary prevention program utilizes the evidence-based "eCheckup to Go" online screening and early intervention program paired with a brief intervention administered by our substance use therapists. These interventions are usually assigned and mandated by Resident Life Office of Rights and Responsibilities (R&R) or The Office of Student Conduct (OSC) in response to a low-level risk incident involving alcohol or cannabis.
  - a. The "Healthy Terps program" is designed to reduce high risk drinking. Participants complete a brief online alcohol screening (eCheckup to Go for Alcohol) before attending a 60-minute individual appointment with a substance use therapist to discuss their feedback and how their drinking compares to others.
  - b. The "Cannabis Follow Up" is designed to address both alcohol and cannabis. Participants complete both the online alcohol screening (eCheckup to Go for Alcohol) as well as the online cannabis screening (eCheckup to Go for Cannabis), before attending a 90 minute individual appointment with a substance use therapist to discuss their responses, feedback received, and plan for reducing the risk of recurring consequences.

2. Outpatient Therapy: This second level of care includes a range of tertiary prevention services conducted by our team of substance use therapists. Students access this level of care either by being mandated by R&R or OSC, or through voluntary self-referral or referral from other health care providers.
  - a. Substance Assessment, Intervention and Treatment Program (SAIP): students are assigned and mandated to this program by R&R or OSC in response to a higher-level cannabis, alcohol, or other drug related incident, such as hospital transport, intoxication, EMS call, or mental health concerns in combination with substance use. Students may also access this level of care when mandated by an outside judicial authority. Students begin with a 90-minute initial intake appointment with a substance use counselor, who performs an assessment of their level of substance use/mental health severity. Based on this intake evaluation, the substance use therapist will assign one of the following:
    - i. SAIP Level I: After the intake, lower-risk students are assigned to complete eCheckup to Go for Alcohol and/or eCheckup to Go for Cannabis. This is followed by a 60-minute exit interview with the substance use therapist to review their eCheckup responses, feedback received, and plan for reducing the risk of recurring consequences.
    - ii. SAIP Level II: After the intake, higher-risk students are assigned to complete a six to eight-hour program that follows an individualized treatment plan that may include attending 6-8 counseling sessions; self-directed work followed by motivational interviewing sessions addressing risks, protective factors, goals, psycho-educational information and bystander intervention; 12-step meeting attendance; and/or e-Check up to Go. This concludes with an exit interview in the spirit of motivational interviewing.
  - b. Outpatient Counseling Program: This includes individual and/or group counseling conducted by our substance use therapists. Students access these services voluntarily, either (1) after completion of the SAIP program and continuing to have moderate to severe substance use/mental health concerns and wish to engage in further treatment, or (2) via self-referral or referral by concerned family and friends, academic advisors, or medical providers. Counseling duration and frequency is targeted to the level of students' need, risk, socioeconomic supports, and referrer requirements.
3. Medically Managed Outpatient Care: This third level of care involves voluntary treatment with SUI's addiction medicine physician. Students can self-refer, or be referred from the SUI therapists, other behavioral health providers (at the UHC or counseling center), medical providers, academic advisors/teachers, residence life, sports medicine/psychology, or any other concerned individual. This treatment can include medication for addiction treatment (such as Naltrexone, buprenorphine, nicotine replacement) as well as treatment for co-occurring disorders such as anxiety and depression. This physician will also assess for and manage associated physical health conditions or medical complications of substance use.

**Table A. Total SUI Early Intervention & Outpatient Therapy Appointments**

|           |       |
|-----------|-------|
| 2022-2023 | 1,018 |
| 2023-2024 | 1,094 |

**Table B. Total SUI Medically Managed Outpatient Care Appointments**



|           |     |
|-----------|-----|
| 2022-2023 | 0   |
| 2023-2024 | 166 |

The SUIT program does not offer DUI/DWI classes, though SUIT does offer assessments for students facing DUI/DWI charges and will allow them to complete the SAIP level II program (maximum 8 hours) with the option of adding hours through attending AA meetings. SUIT does not provide intensive outpatient, high intensity outpatient program, residential, or inpatient levels of substance use disorder treatment. When students require a higher level of care, they will be aided in making contact to a higher level of care in the community. In cases where the student refuses referral to a higher level of care, the provider will exercise professional judgment in determining how to best assist the student. Following inpatient, residential, or intensive outpatient treatment, interested students may then seek support from the SUIT programs as part of their continuing care or aftercare.

The Drug Testing Program was moved during this time frame from the SUIT team to be within Occupational Health at the University Health Center. This program is responsible for the ongoing random testing for CDL employees. 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 if they wish to pay out of pocket for confidential testing; students may also elect drug testing through insurance at the regular University Health Center laboratory.

**Stamp Student Union**

The Adele H. Stamp Student Union - Center for Campus Life (Stamp) 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 in, including:

**A. Terps After Dark:**

Now coordinated under Stamp, this divisional initiative aims 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.

**Terps After Dark: Attendance & Event Numbers**

**Fall 2022**

Number of Events: 50 events, not counting athletics games (62 if counting athletics games; 19 events tracked attendance data and were used to report the numbers below)

Total Number of Participants: 3,517

Total Number of Encounters: 4,682

**Fall 2023**

Number of Events: 55 events total (47 events tracked attendance data and were used to report the numbers below)

Total Number of Participants: 7,807 unique participants

Total Number of Encounters: 11,949 (actual # is expected to be closer to 20,000 since 11,949 does not include the #s for large events that did not collect attendance data)

**B. Stamp All-Niter:**

An annual Stamp tradition that provides activities throughout the building 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 early the next morning, providing students with an alcohol-free late-night alternative.

**C. Student Entertainment Events (SEE):**

The campus’ student programming board is responsible for providing leisure time and educational 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 basement level, TerpZone aims to provide services and a facility to support the social, educational, and recreational mission of Stamp. As such, the TerpZone encourages our community not only to utilize its services and facilities 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 gaming systems, cosmic bowling, billiards, and a TV lounge. TerpZone provides students with a place to socialize and gather that does not revolve around alcohol.

## 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 (2022 – 2023) *              |              |
|---|--------------|
| Alcohol and Other Drug Incidents              | AY 2022-2023 |
| Alcohol Violations                            | 83           |
| Incidents under the Responsible Action Policy | 27           |

|   |                     |
|---|---------------------|
| Drug-Related Incidents                        | 29                  |
| <b>Reporting Period (2023 – 2024) *</b>       |                     |
| <b>Alcohol and Other Drug Incidents</b>       | <b>AY 2023-2024</b> |
| Alcohol Violations                            | 94                  |
| Incidents under the Responsible Action Policy | 26                  |
| Drug-Related Incidents                        | 6                   |

*\*Reporting Period specifies the time period in which incidents were referred to the Office of Student Conduct between July 1 - June 30*

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, and/or a meeting with a member of our Substance Use Intervention Treatment (SUIT) team. 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.

## **Office of Community Engagement (OCE)**

The Office of Community Engagement connects the University of Maryland to surrounding neighborhoods by creating mutually collaborative educational, business, government, and community partnerships.

### **A. Alcohol Coalition Participation**

During the 2022-2024, the Office of Community Engagement (OCE) attended the UMD Alcohol

Coalition meetings directed by the Health Center Team that also included other members from various campus units. The purpose of attending the meetings was to learn and discuss potential ideas on how to support the students living off campus and to prevent any alcohol and drugs related issues.

## **B. Knock and Talks**

The Knock and Talks are held the first week of school each year on Monday, Tuesday, and Wednesday nights. We attempt to visit 100 houses for the week in the Old Town and Calvert Hills area of College Park.

There are 2 teams that visit each night comprised of City Code Staff, Code of Student Conduct, UMD Police Department, Prince George's County Police Department.

## **C. Bar Owner/Retailer Training**

College Park bar owners and managers are invited to participate in a training on increasing profits and decreasing liability, hosted by the Maryland Collaborative to Reduce College Drinking and Related Problems. Learn more and register at

<https://marylandcollaborative.org/managing-a-bar-how-to-increase-profits-decrease-liability-2/>  
↓

The Liquor License Stakeholders meeting was held in person and/or virtually for several years. The City hosted on a morning convenient to the primary stakeholders/licensees.

The stakeholders were:

- All establishments in the City with valid liquor licenses and some of their legal reps.
- Members of the Prince George's County Board of License Commissioners.
- Public Safety agencies – PGPD and UMPD, primarily.
- UM – Health Dept, Office of Student Conduct and others; and
- [The Maryland Collaborative](#).

## **University of Maryland Police Department**

Along with providing traditional law enforcement services, the University of Maryland Police Department (UMPD) is a leader in education -- both for 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. UMPD's commitment to educate the community is demonstrated through numerous initiatives and programs facilitated by members of the department. Such programs and interventions include:

### **A. Trainings for Officers**

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:

- A.R.I.D.E. – Advanced Roadside Impaired Driving Enforcement
- The University of Maryland DUI Institute
- Breath Test Operator School

- MHSO DUI Conference
- S.F.S.T. Instructor School
- Preliminary Breath Test (PBT) Instructor School
- Drug Evaluation and Classification Program (DRE School)
- Cannabis 101: An Officer’s Guide to Marijuana Enforcement
- Marijuana DUI Investigations
- SFST Refresher Course
- IACP Impaired Driving and Traffic Safety Conference

**B. Community Events**

In partnership with the Drug Enforcement Administration, the University of Maryland Police Department participated in the National Prescription Drug Take Back Day. During these events, members of the community can safely dispose of their unwanted, unused and/or expired prescription drugs at the Pocomoke Building (7965 Baltimore Avenue, College Park, MD). This service is free and anonymous. No questions asked.

April 20, 2022 – Collected approximately 35 pounds of expired and/or unused prescription drugs.

October 29, 2022 - Collected approximately 55 pounds of unwanted, expired and/or unused prescription drugs.

April 22, 2023 – Collected approximately 40 pounds of unwanted, expired and/or unused prescription drugs.

October 28, 2023 – Collected approximately 25 pounds of unwanted, expired and/or unused prescription drugs.

April 27, 2024 – Collected approximately 55 pounds of unwanted, expired and/or unused prescription drugs.

**C. Presentations**

Each summer, UMPD presents to new students at new student orientation on how to be a safe Terp. Topics include information about the department, general safety and security, and alcohol and drugs. UMPD also provides a controlled burn of marijuana presentation to the Department of Resident Life for their new Resident Assistants.

| 2022-2024 Presentations |                         |
|-------------------------|-------------------------|
| Years                   | Number of Presentations |
| 2022                    | 20                      |
| 2023                    | 18                      |
| 2024                    | 19                      |

#### **D. Community Multi-Agency Service Team (CMAST)**

CMAST is comprised of administrators from the university, police and fire department officials, City of College Park managers and leaders, the State’s Attorney’s Office, the city Property Managers Association, and code enforcement.

Started in 2012, CMAST began to focus on ways to improve quality of life concerns, including large house parties, liquor law violations, noise violations, and various other nuisance incidents. The specific strategies include data collection from code enforcement, police, and fire calls for service, notification to residents and property owners, “knock & talk” meetings with code officers, police, and residents, and subsequent meetings with the Assistant State’s Attorney and residents and property owners.

CMAST meets once a month, during the academic year.

### **The Maryland Collaborative**

The Maryland Collaborative to Reduce College Drinking and Related Problems was established in 2012 with funding from the Maryland Department of Health. The Maryland Collaborative brings together colleges and universities—both public and private and both four-year and two-year institutions—to address behavioral health concerns by applying evidence-based approaches at both the individual level (e.g., screening and brief intervention) and the environmental level (e.g., strengthening policies to reduce underage drinking). The number of schools in the Maryland Collaborative has grown from 9 in 2012 to 19 in 2023. Since the inception of this project, the concerns of institutions of higher education in Maryland have grown significantly. Emerging issues include the increased use of cannabis as well as rising numbers of students with mental health problems. The behavioral health expertise of Dr. Arria, Professor in the Department of Behavioral and Community Health at UMD SPH, Director of the Center on Young Adult Health and Development, and the leader of this initiative since its inception, has been integral to meeting these expanding and pressing needs of institutions of higher education in Maryland and ensuring that Maryland remains a national leader in promoting the health, safety, and success of college students.

The UMD School of Public Health was originally selected, along with Johns Hopkins University (JHU) School of Public Health, to provide guidance to the member schools because the UMD team has extensive experience in assessment, evaluation, implementation of individual-level strategies, and parent engagement, while the JHU team has expertise in campus policy development and environmental-level interventions to reduce access and availability of alcohol to underage students and reduce excessive drinking. The overarching strategy of the Maryland Collaborative is to provide training and technical assistance to a wide variety of individuals working at each member school on both kinds of evidence-based strategies.

The University of Maryland College Park joined the Maryland Collaborative in October of 2020.

#### **A. Assessments**

- The Maryland Collaborative conducts the Maryland College Alcohol Survey on member

campuses to assess substance use and related harms, risk factors associated with use, access to and availability of substances, and mental health concerns among college students. The University of Maryland did not participate in MD-CAS in 2022-2023 or 2023-2024 - we plan to participate in Spring 2025. We used aggregate results from the MD-CAS to inform our alcohol-focused efforts.

## **B. Materials**

The Maryland Collaborative provides materials to all member schools, including UMD, throughout the year. Some examples of such materials include:

- A voluntary retail agreement that UMD could give to local bars to ask for their support by adopting responsible management and server practices.
- A list of recommendations for best practices for schools to implement as part of their campus alcohol and cannabis policies.
- A campus roadmap and a family roadmap that helps orient faculty, staff, and parents to the resources available on campus and when these resources might be helpful.
- A family letter template to send to families of incoming students before they arrive on campus encouraging them to talk with their students about substance use before they arrive on campus.
- An example of a letter to parents encouraging them to visit the CollegeParentsMatter.org website and have conversations with their student about alcohol use before they come to campus.
- The link and promotions for The College Parents Matter website, [www.collegeparentsmatter.org](http://www.collegeparentsmatter.org). The website is specifically focused on improving communication between parents and college students. New information is added each year that focuses on a particular high-risk drinking situation or a related problem. For example, recently we added a section on cannabis use and a seasonal checklist for parents to use as a reminder of important events and topics to discuss with their student. We maintain, promote, and refine this website including adding new content pages on emerging topics related to substance use of relevance to parents and guardians of college students.
- The College Parents Matter quarterly newsletter. This newsletter is a way to further promote the website and provide timely reminders of topics for parents to address with their student.

Other pertinent behavioral health resources such as articles, podcasts, webinars, etc. are also shared with subscribers. The audience for the newsletter includes parents of college students, parents of high school students planning for college, community prevention professionals, and campus professionals such as those who work in substance use prevention and family affairs offices. This resource provides prevention-based content related to substance use and mental health to current and future parents of students at member schools and help them prepare their students for the college experience.

The interactive Maryland Collaborative (<https://marylandcollaborative.org>) website provides educational resources for the larger community and facilitates sharing of resources, strategies, challenges, and successes for member schools.

### **C. Annual Meetings and Calls**

Each year the Maryland Collaborative staff hosts the annual Governance Council meeting in early June. The Governance Council is composed of Presidents of each member school. The Presidents are updated on the activities of the Collaborative and trends in substance use on their college campuses. Discussion items also include implementation of both individual-and environmental-level interventions, and decisions to be made on statewide and local policy strategies.

The Maryland Collaborative holds quarterly Peer Exchange Zoom calls, 1 hour in length, each academic year. Representatives from member schools attend these calls, which provides a forum for campus stakeholders to learn how their peers from other member schools have addressed issues such as emerging trends in substance use, implementing policy, supporting students in recovery, and engaging students.

The Campus Council also meets quarterly via Zoom and is composed of one or more president-appointed designees who are responsible for implementation of strategies on campus. Discussions include policies and strategies that could be implemented on campuses, updates on Maryland Collaborative activities, as well as other emerging issues related to college drinking. Maryland Collaborative staff participate regularly in the UMD Alcohol Coalition.

### **D. Trainings**

Maryland Collaborative staff facilitate training opportunities for member schools. These vary each year depending on member schools' needs. Some examples of trainings offered include:

- Virtual training offered for bar owners, managers, and supervisors of establishments in the UMD College Park area on how to conduct responsible beverage service while maintaining or improving profits.
- Webinar training for parents on important facts to know about cannabis and college cannabis use.
- Virtual and in-person training for RA's, Residence Life and Student Affairs staff, faculty and staff, Admissions offices, Accessibility offices, and/or coaches on student-centered approaches to behavior change related to substance use with a motivational-interviewing-based technique of meaningful conversations.

### **E. Maryland Collaborative Student Advisory Board**

The Maryland Collaborative convenes a student group of representatives who provide important, on-the-ground feedback on current substance use and related trends, Collaborative activities, and technical assistance resources. They meet and provide feedback over Zoom and GroupMe platforms. The Student Advisory Board (SAB) is open to students from all of the 19 Collaborative member colleges and universities across Maryland. During its first two years of operation (2022-2023 and 2023-2024 academic years), the University of Maryland has had student representation on the SAB.

## **Department of Fraternity and Sorority Life (DFSL)**

The Department of Fraternity and Sorority Life, in partnership with the fraternity/sorority governing councils and chapter leadership, addresses 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 fraternity and sorority community. Along with the executive boards of both councils, SEMs enforce the [IFC/PHA Alcohol Management & Social Event Monitoring \(SEM\) Policy](#) (see details in the AOD Policy and Enforcement section of this report), which establishes regulations by which all PHA and IFC fraternities and sororities abide. On Friday and Saturday nights, SEMs monitor any events with alcohol being hosted in fraternity and sorority housing on Fraternity Row, College Avenue, and Knox Road. Changes to the SEM Policy were adopted in June 2024.

### B. Chapter Expectations Requirement

Guide outlining the minimum investment chapters can make and still receive campus support. To achieve recognition, chapters must satisfy six programming requirements; one of which is Alcohol and Other Drug programming.

| <b>2022-2023 Chapter Expectations</b> |              |
|---------------------------------------|--------------|
| Included AOD Programming              | 55           |
| Total Chapters                        | 57           |
| <b>Overall Percentage</b>             | <b>96.2%</b> |
| <b>2023-2024 Chapter Expectations</b> |              |
| Included AOD Programming              | 50           |
| Total Chapters                        | 54           |
| <b>Overall Percentage</b>             | <b>92.5%</b> |

### C. Community-wide Speakers and Educational Programs

Chapters participating in the SEM policy must host educational programs with their new members prior to hosting any registered events with alcohol. During Homecoming and SpringFest, participating groups are required to attend required sexual assault prevention programming (including conversations about alcohol), and must host a sober social prior to the week of programming.

### D. IFC/PHA Tailgate

The IFC and PHA 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 2022 and Fall 2023 semesters. These tailgates were well received by the students and 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 a maximum attendance of 5,000 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 fraternity/sorority governing councils and chapter 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 twenty of the University-owned sorority and fraternity 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. DFSL has hired a full-time Coordinator for Equity and Social Justice who will also live on Fraternity Row in The Agora.

#### **F. President's Class**

Each spring semester, the Assistant Director of Advising and Programming teaches a credit-bearing course for chapter presidents across each of the four governing councils. As a component of this course, chapter presidents identify and discuss pressing issues facing fraternities and sororities and identify ways to reduce harm and risk present in social events including alcohol. The assignments within the course ask students to reflect on their risk management and crisis management policies, and identify a change they would make in the community and how they would implement this change. Each year, at least one group focuses on ensuring events with alcohol are safer for attendees. Two-thirds of the chapter presidents usually enroll in the course. One of the classes is spent on alcohol safety and responsibility and the Daniel Reardon case; a new member of Phi Sigma Kappa, who died from alcohol consumption on "bid night" in 2002. The session is facilitated by the Director of Fraternity and Sorority Life.

#### **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 Risk Management 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. In tandem with the CARE Office and DFSL staff, the coordinator conducts group meetings with approximately 20% of the members from each chapter before Homecoming Week, Spring Fest, 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. Additionally ~15-19 chapters participate annually in the Ten Man or Ten Woman Plan program,

an 8-week program for 8-15 students from each chapter to engage more deeply in sexual assault and violence prevention. Several weeks of the curriculum contain strong ties to AOD.

### I. “24/7” Fraternity and Sorority Life Housing Alcohol Regulations

The following regulations apply to all on and off-campus fraternity and sorority 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:

- Common containers of alcohol including any type of keg, punch bowl, party ball, funnel, etc. are prohibited.
- 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.
- 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.
- Drinking games of any type are prohibited.
- Each individual who enters a chapter house should be responsible for following all laws and policies.

| 2022-2024: Alcohol and Drug Related Events/incidents | Number of Events/ Individuals Involved |
|--|--|
| Intoximeter Recertification                          | 0                                      |
| Drug Interdiction                                    | 0                                      |
| Basic Intoximeter                                    | 0                                      |
| Impaired Driving Enforcement                         | 0                                      |
| DUI Institute  | 0                                      |
| Prescription Drugs Take Back Events                  | 0                                      |
| Standardized Field Sobriety Test                     | 0                                      |
| Mid-Atlantic DUI Conference                          | 0                                      |
| DUI Checkpoint or Saturation Control                 | 0                                      |

## Department of Resident Life

The Department of Resident Life aims to promote an environment where student and community development, academic excellence, respect for individual differences, and constructive social interaction are valued and advanced; and to ensure the effective management of fiscal and human resources consistent with University policies and procedures.

Understanding that the residence hall environment also impacts 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**

To welcome new students to campus and welcome back returning students, Resident Life works with partners across the university to create a program series spanning the four days prior to the start of classes. Fall Welcome provides activities in the evenings on the weekdays and throughout the day on the weekend days aimed to give students fun activities that encourage community development and acknowledgement of the resources and support that exists from them at the University of Maryland.

While not all of our students are moved in by the Thursday before classes, the majority of living-learning students will have arrived to attend their programs' welcome events and participate in leadership and service activities. Resident Life hosted a movie at the Hoff Theater, Game Night on both North and South Campus, and Ultimate Frisbee on McKeldin Mall.

Friday evening marked the moment that the vast majority of new students had moved into the residence halls, and our programming began with a partnership with the Stamp Student Union and Student Affairs partners to host the New Student Welcome. Dr. Pines and Dr. Perillo welcomed our new students to the campus and delivered a number of important messages regarding community, pursuit of excellence, and critical thinking. Resident Life and the Fall Welcome committee picked up the momentum from there and hosted a VIP Night at the University Book Center, Basket Bingo, another film at the Hoff Theater, a roller rink and arcade in collaboration with the Residence Hall Association, and a late night snack event called Midnight Munchies.

Saturday served as the first full day of events and included many of our returning students being available to attend as well. Saturday's events included open hours at the UMD Driving Range, a welcome for students with disabilities, our marquee information festival called FreeFest, a partnership with Maryland Athletics to teach students about cheers and traditions at Welcome to the B1G Show, and a series of events in the Stamp Student Union called Late Night Terp Thing (including an ice cream social, arts & crafts, movie at the Hoff Theater, gaming space, a 360-degree photo booth, and a concert hosted by Student Entertainment Events). With particular respect to FreeFest, a number of the offices and organizations in attendance provided information about alcohol alternatives for social engagement and alcohol safety information.

Sunday served as a transition into the start of the academic year with a combination of events focused on promotion of services and welcomes for various student identity groups. Events throughout the day included a yoga session hosted by the Alumni Association, Find Your Way tours starting at McKeldin Library, Affinity Group Meetups (including for multiracial & transracial adoptees, native & indigenous students, APIDA (Asian, Pacific Islander, and Desi American) students, Latinx students, and LGBTQ+ students), Recreation & Wellness's welcome event on La Plata Beach, and an interfaith prayer session with the University Chapel.

While only a few of the events openly included information about alcohol and drug safety, the rest of the schedule was meant to give students opportunities to positively engage with each other and the university community with the inclusion of alcohol or other substances. Certain events, like Ultimate Frisbee and Midnight Munchies, were included to keep students on campus and provide a fun, worthwhile alternative to parties and the bars along Baltimore Avenue. All of our events throughout the extended weekend were well-attended and received a lot of positive recognition from our students.

## B. Alcohol Imperatives, Guidelines for UMD Resident Assistants

See sample below:

**ALCOHOL IMPERATIVES:  
GUIDELINES FOR UMD RESIDENT ASSISTANTS**

**The Non-Negotiables for RAs**

Failure to abide by any of the following non-negotiables will likely result in termination.

- RAs must remain in good judicial standing.
- No use of alcohol/other drugs and cannot be under the influence of alcohol/other drugs when on duty or performing any aspect of the RA role.
- Any time you are in your residence hall/area of responsibility you must respond to someone who is in distress or needs assistance. At a minimum you must call for help (911 from campus phones or 301-485-5333 from mobile phones) and notify the duty staff.
- Regardless of age, parties with alcohol are not allowed in any of the residence halls on campus, including South Campus Commons and The Courtyards. Never participate in or be present at any parties involving alcohol or in any situation involving underage drinking anywhere on campus (including North Campus, South Campus, South Campus Commons, The Courtyards, etc).
- Not holding your fellow staff members accountable for their behavior will place your job in jeopardy.
- Never provide alcohol to residents.


**Important Expectations**

- One major function of an RA is to be a role model to residents. The impact of being a role model is a powerful one. Making poor alcohol related choices can severely impact your ability to be a role model and thus, put your RA position in jeopardy.
- As an RA you must respond to alcohol incidents and intoxicated individuals even in those situations where the person does not appear to be "seriously" intoxicated. Resident Life staff members are not trained to make medical decisions. In situations involving alcohol intoxication, we need to ensure the person is okay. If you have concerns about someone who is intoxicated, consulting with the RD on duty and calling 911 allow us to let a medical professional assess the situation and make the determination.
- Confrontation, documentation, and personal follow-up after alcohol related incidents are all very important. Following up allows you care even if you had to document a resident.

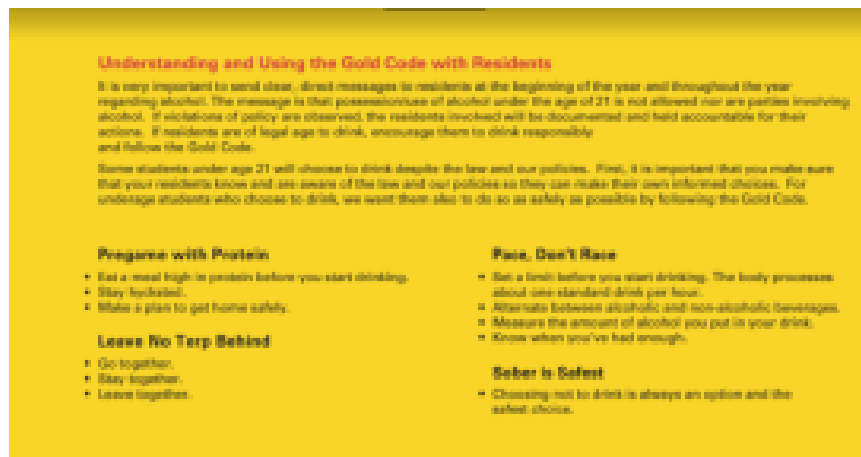
**Questions to Consider**

Take time to talk through these questions with your supervisor so you have an idea of how you will answer them in the future.

- What do you do if you're away from campus and you run into residents at a bar or elsewhere where drinking is occurring?
  - How does a resident seeing you there potentially affect your function as a role model?
  - How does this impact your credibility?
  - What might their perception be?
  - What messages might you be sending?
- What do you do if you are a member of a student organization and an event is held where alcohol is present?
- You're NOT on duty and you choose to get alcohol. What will you do if approached by a resident in need of assistance or in crisis?
- Another RA on your staff tells you that a picture of you drinking with some of your residents was posted on social media.
  - What do you do?
  - How might this affect you?
  - How might this affect your relationship with your residents and fellow staff members?
- How will you balance your role as a role enforcer with your role as a peer helper?
- How will you maintain your credibility with residents in order to effectively hold them accountable but also show an ethic of care?
- What should you do if you are concerned about another staff member's behavior? What are your options?

  
**DEPARTMENT OF  
RESIDENT LIFE**  
 Updated August 2021

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**Convey the Correct Message to Residents**

Send a strong and clear message at the beginning of the semester and carry the message throughout the year.

- Be direct with residents about the rules and the law.
- Never say, "as long as you don't drink here" or "as long as I don't see it". These messages condone the wrong behavior.
- As RAs, discuss expected behaviors that you want to see on your floor/unit with your residents.
- Remember, our primary concern is personal safety and health - encourage residents to get help (i.e. call 911, contact the resident desk, contact an RA) if they are ever concerned about their own or someone else's state of well-being.
- Encourage roommates to discuss alcohol possession/use in their unit ahead of time. For units with residents over and under 21, have residents discuss their own expectations regarding alcohol in the unit. **Responsible**

**Action Policy**

If you are worried about a friend who has been drinking, seek assistance! The Responsible Action Policy provides relief from disciplinary action if a student under the influence of alcohol or drugs calls for medical assistance for a friend or for one's self. For further information please visit <http://reslife.umd.edu/tag/>

**Symptoms of Alcohol Poisoning: Remember CUPS**

A person with any of these symptoms is suffering from acute alcohol poisoning. Call 911 and do not leave the person alone.

- C** old, clammy, pale or bluish skin.
- U**nconscious or semi-conscious and cannot be awakened.
- P**uking while sleeping/passing out and not waking after vomiting.
- S**low or irregular breathing.

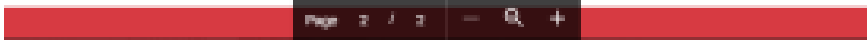
**Alcohol Education**

How will you educate residents about alcohol? Some ideas and resources might include:

- Educate your residents on the Responsible Action Policy.
- Use the Gold Code to spark conversation with residents.
- Incorporate the Gold Code message in active and passive activities.
- Plan alcohol alternative events.
- Ask your RA for alcohol education resources.
- Promote and attend Terp After Dark events with residents.

**Resources Available**

University Health Center | 301-314-8100 | [www.health.umd.edu](http://www.health.umd.edu) | University Counseling Center | 301-314-7000 | [www.counseling.umd.edu](http://www.counseling.umd.edu) | University Police | 301-405-3000 | [www.umdp.umd.edu](http://www.umdp.umd.edu)



**C. Resident Life Website and Publications**

Resident Life hosts a website to help inform and educate students and families about University and state alcohol policies, making safe choices, resources available, and potential consequences related to alcohol use. The webpage found at <http://reslife.umd.edu/policies/alcoholpolicy/> includes links to other important University and national resources in addition to resources for students and families that specifically address alcohol use.

**D. Alcohol Poster Series**

The main series of messages regarding alcohol safety are represented by our Gold Code Campaign. The main tenets of the message include Pregame with Protein, Leave No Terp Behind, Pace Don't Race, and Sober is Safest. While the messaging does include an element of dissuading against drinking, we also recognize that many students will still choose to drink and we can provide them recommendations to engage with alcohol more safely. These messages are represented in a poster that is posted throughout

the buildings at the start of the fall and spring semesters and a bulletin board kit that is included with the fall posters. In addition to the Gold Code campaign, there are a few additional posters that include messages about negative consequences associated with intoxication, including “porcelain prayers are never answered,” “the internet never forgets,” and “don’t snooze through an exam due to a hangover.” With the greater focus on the Gold Code campaign, these other messages are being phased out as we run out of stock of each poster.

### **E. Community-Based Programmatic Efforts**

In addition to campus-wide programming, residence hall communities offer programming designed to meet the needs of their population. Examples of community-based and building-based programming includes:

A Community Development Strategy that allows creativity and autonomy of staff and still requires making sure critical messaging around important areas is covered. Alcohol and other substance use is focused on throughout the year, with a heavy emphasis in August/September, January and March around Spring Break. Programmatic efforts include, passive programming (bulletin boards and other educational materials) throughout the year, planned events that focus on alcohol and other substance education, and alcohol free events to provide students with alternatives to alcohol use.

### **F. RA Floor/Suite/Apartment Meetings**

In opening floor/suite/apartment meetings, the following information is shared. Underage drinking and illegal drugs, including marijuana, are against the law and residence hall rules, and are a violation of university policy. If you are under the age of 21 and you are found using or possessing alcohol, or consuming alcohol in public areas in the residence halls, you will be documented and held accountable. Residents are informed that “if you do choose to drink alcohol, we want you to make safe and responsible decisions.”

Know the Gold Code! Here are the 4 tenets (see the Gold Code posters/bulletin boards to learn more):

1. Pre-Game with Protein: Eat a meal high in protein before consuming alcohol. This will slow the absorption of alcohol in your system.
2. Pace, Don’t Race: Teach residents about standard drink sizes and to alternate alcoholic beverages with non-alcoholic beverages. Residents should know what’s inside their cup before consuming it.
3. Leave No Terp Behind: Terps take care of each other and make the call if someone is in trouble. Remind residents about the Responsible Action Policy. Leave as a group, stay with your group, and go home as a group.
4. Sober is Safest: You can ALWAYS make the choice to NOT drink.

If you have any new-to-housing residents who missed the Meet & Greet, give them a Gold Code cell phone wallet for their phone

Know the signs of alcohol poisoning and get help immediately if you observe the following (remember CUPS):

**C**old/clammy skin

**U**nconscious or unresponsive

Puking (while passed out)  
Slow or irregular breathing

- Remind students of the Responsible Action Policy (RAP): Students in possession or under the influence of alcohol or drugs who request medical emergency assistance for themselves or for another student experiencing a medical emergency will not normally face disciplinary charges under the Code of Student Conduct or Residence Hall Rules. If in doubt, make the call!

### **G. RA Programs and Front Desk Education**

With nearly 300 Resident Assistants (RA's) across campus, a host of local, building-wide and community-wide programs have been held that focuses on alcohol and other drug education, the Gold Code, cannabis safety and rules, and other tenants of substance use-related safety. In addition, our front desks (which see a very high volume of daily traffic) contain critical information related to substance use education.

### **H. Rights and Responsibilities Outreach and Education Programming**

The Office of Rights and Responsibilities (R&R) manages an outreach and education program that focuses, in part, on alcohol and other drug education. R&R collaborates extensively with other units within DRL, and externally to support and host events and programming. Among R&R's partners are: community staff, such as Resident Directors and Resident Assistants; the Residence Hall Association (RHA), composed of student leaders; UMPD; and the Office of Student Conduct. R&R supports alcohol education campaigns both on a large-scale level (DRL-wide) as well as local efforts within the residence halls.

Selected Examples include:

- Gold Code Fair
- Alcohol Safety and Education tabling at various events
- RA and other student staff Training focusing on the Responsible Action Policy (RAP)

## **Faculty Staff Assistance Program (FSAP)**

### **A. Fitness for Duty Evaluations**

Fitness for Duty Evaluations (FFD's) are provided on an acute basis whenever a supervisor notices unusual behavior in an employee and suspects that it might be caused by alcohol or drug use. The employee is brought to the Health Center where they are provided a neurological exam by one of our physicians and if they notice anything suspicious, the employee is then asked to submit to a breathalyzer and a drug test. The employee has to get a ride home (they cannot drive themselves) and



are not allowed to return to campus until the results of the test are reviewed by our Medical Review Officer. If they are positive, they are required to meet with the FSAP Counselor who conducts a substance use evaluation and makes referrals based on the outcome. The employee is monitored for up to one year to ensure that they are following through on our recommendations and that they are fully able to continue the functions of their job. For this report period FSAP received 14 FFD requests for evaluations. This is an increase from subsequent years largely in part to an increased acuity of mental health concerns and of course societal awareness on wellbeing. FSAP works closely with Staff Relations, Faculty Affairs, Legal, UHC medical team and an outside consulting psychiatric provider, and substance abuse treatment providers to ensure the fidelity of our fitness for duty process. On occasion, at employee request, the employees medical team is involved with care provision as well. Our primary focus for fitness for duty process is to 1)Ensure that the employee is physically and mentally able to perform their job duties safely and effectively, protecting their own well-being; 2)Identify any necessary accommodations or adjustments that might be needed to support the employee in their role, promoting a healthier work experience; 3)Compliance with UMD fitness for duty policies and finally 4) Safety- Protect the safety of other employees by ensuring that all team members are fit to perform their roles without compromising the health and safety of their colleagues.. .

## **B. Substance Use Counseling**

12 individuals were referred to the Faculty and Staff Program for substance use support. Of these, 5 successfully completed outpatient substance abuse services with a community provider and resumed work status with no duty limitations. Four declined to participate in the offered services and 3 attempted treatment; however had unsuccessful treatment outcomes and were subsequently terminated from their employment at the University of Maryland.

## **C. Supervisor Trainings**

Twenty-eight training sessions were conducted with 20-35 leaders in each session, focusing on various aspects of professional development. The supervisor training included topics on stress management, ethics of leadership, effective leadership styles, creating psychological safety for leaders. Each session was designed to equip participants with essential skills and knowledge to enhance their leadership capabilities, manage stress effectively, and foster a psychologically safe environment within their teams.

# **University Human Resources**

## **Staff Relations (OSR)**

### **A. Staff/Faculty AOD Prevention Efforts**

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 are housed within the University Health Center.

**B. Staff/Faculty AOD Data**

From July 1, 2022 to June 30, 2024, OSR assisted with one (1) FFD referral due to impairment as a result of suspected alcohol use. In the stated case, testing yielded positive results, a referral for treatment was made, and disciplinary action was imposed by appropriate University officials.

**UNIVERSITY OF MARYLAND  
Drug-Free Schools and Campuses Regulations [EDGAR Part 86]  
Alcohol and Other Drug Prevention Certification**

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

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

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

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

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

University of Maryland  
2108 Mitchell Building  
College Park, MD 20742

\_\_\_\_\_  
Typed Name of Chief Executive Officer

\_\_\_\_\_  
IRS Employer Identification Number

Signature of the Chief Executive Officer

Telephone Number

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Date

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e-mail address