Drug-Free Schools & Communities Act

Biennial Review

Review Period: August 1, 2020 – July 31, 2022

I. Introduction

As part of the federal compliance requirements for the Drug-Free Schools and Communities Act • ‡ • † • ‡ • – • ‘ ˆ s { z { – Š ‡ ò … – ó á ‡ ƒ … Š ‹ • • – ‹ – — – ‹ education must conduct a biennial review of its Alcohol, Tobacco and Other Drugs ò ó ’ ” ‘ ‰ ” ƒ • • ä Ž – Š ‘ — ‰ Š – Š ‡ ” ‡ ˜ ‹ ‡ ™ ‹ • ” ‡ “ — ‹ ” ‡ † „ › Ž ƒ ˜ retain it in their files, it is not reported to any federal or state agency unless requested. The review has two objectives:

A. To determine the effectiveness of, and to implement any needed changes to the ATOD program; and
B. To ensure that campuses enforce disciplinary sanctions for violating standards of conduct consistently.

II. Compliance

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A.

policies.

h. Establish a culture that actively supports, educates, and empowers students to make healthy choices about alcohol and drug consumption.

i. Expect all incoming students to complete an online ATOD education program provided by the University

2. <u>ATOD Programs</u>

a. <u>Office of Student Affairs</u>

1. Students are provided information on AOD policies through online orientation (First Flight), in June and July 2021. New students attended a face-to-face session AOD session during Sea Gull Start in august 2021, Jan 2022, and August 2022.
2. All new students take an online course through 3rd Millennium titled Alcoh 12 Tf 1 q92 re W* n-BT Bw stud0Q q 0j ET Q q 0 0u73.67 86 (e)9 (w)3 ( )-279 (s)-

In addition to the prevention course, the Office of Student Accountability and Community Standards also uses online education for sanctions by utilizing the following modules:

1. Under the influence or Under the Influence 21: for intervention in alcohol violations
2. Marijuana 101: intervention for campus violations using marijuana
3. Other Drugs: intervention program focused on opiates, stimulants, sedatives, ecstasy, and prescription drug misuse
4. Shoplifting: program to address shoplifting violations
5. Nicotine 101: online program for smoking cessation
6. Conflict-Wise: intervention program providing skills training to resolve conflict and diffuse anger

c. <u>Office of Student Conduct</u>

The Code of Student Conduct promotes the concept of students taking ownership of their community and taking responsibility for their behavior. • ‡ ‡ Ž ‡ • ‡ • – ‘ ˆ – Š ‡ • ‹ ˜ ‡ ” • ‹ – › ï • ‘ † ‡ ‘ ˆ ‘ • † — … – ‹ • … Ž — † ‡ • expectations related to alcohol and drugs. When a student exhibits behaviors that indicate he or she is under the influence of alcohol or drugs, University police or staff will report actions.

Thereafter the Dean of Students Office handles all student conduct referrals and sanctions. A summary of all alcohol and drug related Code of Conduct violations is attached in Appendix A. A guideline for conduct sanctioning is attached in Appendix B.

d. <u>Counseling Center</u>

The Counseling Center provides assessment, individual and group counseling, as well as referral services for more intensive treatment for students with ATOD related matters. The Counseling Center also provides mandated assessments of students for the Office of Student Conduct for alcohol and other drug related situations and for the Athletics Department for students with positive drug

‘ — • – › Š ‡ ” ‹ ˆ ˆ ‹ Fruitland Police Department and Maryland State Police in their respective response to University student violations that occur in these areas. Through a mutual aid agreement with each agency, SUPD ensures responsiveness on the part of the University. Criminal and/or incident reports completed by allied agencies are forwarded to the Office of Student Affairs for the purpose of determining violations of the Student Code of Conduct.

Additionally, an SUPD representative serves as a member of the Wicomico County Opioid Task Force which addresses prevention, treatment, and enforcement in efforts to combat the opioid epidemic in the county. In addition to enforcement efforts through citations or arrests, officers work diligently on an on-going basis, to provide education and awareness for students on the dangers of drug and alcohol use.

f. Student Wellness Program

The Dean of Students Office through the program SU Cares works in

Student Wellness Programming has included:

1. Joining the Maryland Alcohol Collaborative in 2020.
2. Conducting a campus-wide alcohol and other drug survey in spring 2022.
3. Met with Maryland Collaborative staff on campus in June 2022 to advise and develop program.
4. Planning for a campus-wide alcohol and other drug survey for 2023.
5. The Great American Smoke out – this is a program through the American Cancer Society to invite students on a journey towards a smoke-free life.
6.

students living in University housing. While the programs are on a large variety of topics that are important for students, some of them focus specifically on alcohol and drugs. Some of these programs highlight the dangers associated with alcohol and drug use, and others focus on how to stay safe. Housing and Residence Life also partners with different campus departments/offices to hold programs in order to reach out to students. Below is the list of programs for the last two years:

Most programs this year were held virtually with COVID restrictions. 2020-2021 Programs offered for students living in on-campus housing:

1. Spooky Cookie Party: Halloween program that focused on all things related to Halloween safety. Part of what was discussed was educating students on safe drinking, and how to use SafeRide.
2. Choptank Block Party: Residents were taught many different facts using interactive tri-fold boards. They also had trivia and mocktails.
3. ‘ • ï – – ‡ • – › ‘ — ” Ž — … • ã Š ‹ • ™ ƒ • ƒ • ’ ” ‘ ‰ ” ƒ • ˆ ‘ … — facts, and how to stay safe.
4. Know your BOOze: This program gave residents tips around safe drinking related to Halloween.
5. Drive in Movie: Residents watched a movie, and then discussed different topics about the movie including alcohol awareness and consumption.
6. Fries and Foreign Film: Residents watched a film and talked about safe drinking habits.
7. Healthy Habits: This program gave residents different information on how to develop healthy habits and included habits on alcohol consumption.
8. Thirsty Thursday: This program gave residents tips on how to drink safely.
9. ‘ • ï – ‰ ‡ – ” ‹ … • ‡ † -ze: This program gave residents facts on alcohol, and how to make smart decisions around alcohol consumption.
10. Cocktails with a Twist: This program gave residents a chance to try mocktails, as well as safe drinking tips.
11. Coffee with a Cop: This program is held in conjunction with the University Police department. It was an open forum where students could meet some of the officers. They were able to ask them any questions they wanted. Some of those questions pertained to alcohol and drugs

Residence Life also does passive program in the Residence Halls based on a number of different topics. Some of the 2-22 programs related to Alcohol Awareness were:

3. The University provided ATOD prevention programs to its students, and made assistance programs available to its faculty and staff.
4. The University hired a student Case Manager to assist with responding to the needs of students who have ATOD related issues.
5. The

proposed state legalization of marijuana post state referendum outcomes as well as changes in Federal adjudication.

b. Informing students and their families during the June orientation about University expectations regarding alcohol, tobacco and other drugs.
c. Continue to notify parents of students under the age of 21 when they are found responsible for any alcohol and/or drug violation.
d. Continue to conduct environmental assessments through surveys in order to have a clear understanding of the scope of the issues our campus faces as well as to use the data to conduct a social norms campaign.
e. Through campus collaborations, increase programming that affects ATOD.
f. plan to include wellness initiatives for the entire University community.
g. To continue to train Housing and Residence Life staff.
h. To continue to build the Housing and Residence Life Coffee with a Cop program series to include at least one program in the fall and one in the spring.

C. Continue to provide copies of ATOD related policies to students and employees as appropriate.

D. Below is the language for students and employees as it relates to ATOD policies:

may create a risk of danger to self, others or the University community.

Drugs

The University prohibits the possession, use, consumption, manufacture, sale or distribution of drugs and/or drug paraphernalia.

Definitions:

- Drugs. Š ‡ – ‡ ” • ò † ” — ‰ • ó ‹ • … Ž — † ‡ • ƒ • › † ‡ ˆ ‹ • federal law, — • † ‹ • • – ƒ
  but broadly includes, but is not limited to, any stimulant, intoxicant (other than alcohol), nervous system depressant, or other -8 <0 (,)-2 ( )12 (o)-10 (r)9 (ot)5 (0l,)-f >>BDC.hq

2020-22 Code of Student Conduct

Alcohol

In Maryland, individuals must be 21 years of age to consume or possess alcohol. When a student engages in behavior, whether on or off campus, that violates University regulations concerning alcohol and/or drug use and that violation … ‘ — Ž † ” ‡ • — Ž – ‹ • „ ‡ Š ƒ ˜ ‹ ‘ ” á ™ Š ‹ … Š á ‹ • – Š ‡ • ‹ ˜ ‡ ” • ‹ – › ï • • ‘ Ž ƒ „ — • ‹ ˜ ‡ ‘ ” † ‡ – ” ‹ • ‡ • – ƒ Ž – ‘ – Š ‡ • ‹ ˜ ‡ ” • ‹ – › ï • ‹ • – ‡ ” ‡ • – • á – Š ‡ processshall apply and such matters will be processed accordingly, including ” ‡ ˜ ‹ ‡ ™ ‘ ˆ – Š ‡ ƒ ’ ’ Ž ‹ … ƒ – ‹ ‘ • ‘ ˆ – Š ‡ • ‹ ˜ ‡ ” • ‹ – › ï • ‡ † ‹ … ƒ Ž • • ‡ •

a. No person who is less than 21 years of age may purchase, possess or consume any type of alcoholic beverage.
b. Excess

pending charges will be withdrawn, leaving the student with no disciplinary record. If the student fails to successfully complete the program within the required time frame, the University may move forward with disciplinary charges.

Exclusions

1. Relief from disciplinary charges described in this Policy do not extend to charges other than possession or use of alcohol and/or drugs. In addition it shall not provide relief from disciplinary charges pertaining to the alleged possession or use of alcohol and/or drugs, which, if proven, would involve distribution of drugs or the provision of alcohol to a person under the legal drinking age;
2. Students with a prior disciplinary record of alcohol and/or drug-related violations and students previously granted relief under this policy as the person for whom the emergency services were being summoned, shall only be eligible for relief on a case-by-case basis following an assessment by the Dean of Students Office;
3. This Policy does not and cannot offer persons conditional relief, immunity, or protection from criminal complaint, arrest, or prosecution by University police or other law enforcement agency for illegal activity, including the illegal use or possession of alcohol and/or drugs in violation of Local, County, State, or Federal law. However, State law provides that – ò – Š ‡ ƒ … – ‘ˆ •‡‡•‹•‰á ’”‘˜‹†‹•‰ ‘” with the provision of medical assistance for another person who is experiencing a medical emergency after ingesting alcohol or drugs may be used as a mitigating factor in a criminal prosecution of (1) the person who experienced the medical emergency; or (2) any person who sought, provided, or assisted in the provision ‘ˆ •‡†‹…ƒŽ ƒ••‹•–ƒ•…‡äó ••ä ‘†‡ ‘ˆ ƒ”›Žƒ•†á ”‹•‹•ƒŽ ”‘ 1-210(a). This Policy also does not provide relief from any civil suit, fine, or financial obligation to any party (including the University) for loss, damage, or injury associated with alcohol and/or drug use or possession;
4. This Policy does not offer conditional relief to student organizations, which remain subject to University instituted organizational charges for alcohol and/or drug-related violations, including possession and use. The nature of such charges and any resulting disciplinary sanctions, however, will take into account and may be mitigated by the action taken by organizational representatives. A representative of a student organization who summons medical emergency assistance may also be eligible for relief and thus conditional exemption from charges for his or her personal use or possession of alcohol and/or drugs under this Policy.

Housing and Residence Life Handbook section related to ATOD in the Residence Halls:

Students of legal drinking age are permitted to consume alcohol only in upperclassman residence halls (Dogwood, Chesapeake, and Sea Gull Square).

Students are permitted to have a limited quantity of alcohol in their room at one time which is deemed acceptable for one person i.e. one wine bottle, one six pack, or one fifth. Students are only permitted to have one of these three options in their space at any given time. If students are found to have more than one of these quantities above, they can be held in violation of the Housing Contract.

If a student is of legal drinking age (21), but is housed with students under 21, all students must adhere to the following policies:

a. Permitted students cannot provide alcohol to those under 21.
b. Permitted students cannot store alcohol in common area (a) refrigerators, closets, cabinets etc.

illegal drugs. The widespread use of illicit drugs threatens the stability and security of a campus community. Possession, use, or sale of drugs is illegal. It is also illegal to possess any drug paraphernalia. Any resident who is in possession, uses, or sells illegal drugs may lose the privilege of living on campus. Any loss of housing due to disciplinary reasons, the student is not eligible to receive any deposit refund.

Those losing their privilege of living on campus will also be prohibited from visiting the residence hall for the length of the disciplinary period. Such action by the University does not preclude legal prosecution of the individual.

VI. 8.00 - SU Policy on the use of alcoholic beverages (as per faculty handbook)

In the matter of the use of alcoholic beverages by faculty and staff, Salisbury University operates under the Executive Order 01.01.1985.05 STATE OF MARYLAND SUBSTANCE ABUSE POLICY (see link below for full text).

Role of alcohol at events sponsored by the University and University-related organizations policy

The University seeks to foster a culture of conversation where meaningful experiences are shared and bonds of community are formed. If the inclusion of alcohol is deemed appropriate at any on- or off-campus event sponsored by any university department or student organization, it should be included in a way that is compatible with the kind of culture the university strives to promote. It should not be included in a way that encourages underage drinking or inhibits the participation of either underage students or those who choose not to drink.

The members of any university department or student organization who are contemplating the inclusion of alcohol at a sponsored event should discuss the issue among themselves and, if alcohol is to be included, should discuss the concrete steps to be taken to ensure that considerations described above are addressed.

The distribution and use of alcohol must be in compliance with state law and university policy (see SU Student Handbook). Faculty/staff advisors and student leaders are especially encouraged to consult the Faculty Handbook and the Guide to Policies and Procedures for Registered Student Organizations for additional information on state alcohol laws and the potential for criminal or civil liability.

VI. 10 - Policy on Smoking at USM Institutions (USM Policy)

PURPOSE AND SCOPE

A. Purpose. The University System of Maryland (USM) seeks to promote a healthy, smoke-free environment for students and employees. In recognition of the health risks of tobacco smoke, this policy establishes standards and requirements to provide a smoke-free environment for all USM faculty, staff, students, and visitors.

B. Scope. This policy applies to all USM students, faculty, staff, contractors and employees of contractors providing services on USM campuses, agents, guests, and visitors.

II. DEFINITIONS

A. ò • • – ‹ – — – ‹ ‘ • ” ‘ ’ ‡ ” – › ó • ‡ ƒ • • ƒ • › ’ ” ‘ ’ ‡ ” – › ‘ ™ • ‡ † á Ž ‡ ƒ • ‡ otherwise controlled or operated by an institution, including buildings, other structures and grounds, and vehicles owned or leased by the institution.

B. ò • ‘ • ‹ • ‰ ó • ‡ ƒ • • … ƒ ” ” › ‹ • ‰ ‘ ” • • ‘ • ‹ • ‰ ƒ Ž ‹ ‰ Š – ‡ † – ‘ „ ƒ … the burning of any material to be inhaled including, but not limited to, cigarettes, cigars, hookahs, and pipes.

III. PROHIBITIONS ON INSTITUTION PROPERTY

A. Prohibitions against Smoking

1. Consistent with Maryland law, smoking is not permitted in any institution building, including academic buildings, residence halls,

B. Prohibitions against Sale.

1. The sale of tobacco and smoking-related products is prohibited on institution property.

IV. SMOKING CESSATION ASSISTANCE

A. Assistance Programs.

Each institution may make available smoking cessation assistance to students, faculty and staff, which may include opportunities to participate in smoking cessation seminars, classes, and counseling and the availability of smoking cessation products and materials.

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In accordance with Executive Order 01.01.1992.20, smoking or carrying any lighted tobacco product is prohibited in all university buildings and facilities and in all space rented or leased by the university. Further, smoking in residence halls is prohibited by law.

VI. 8.10 - SU Smoke-Free Campus Policy

Committed to fostering wellness and a safe environment, Salisbury University officially became a smoke-free campus on August 22, 2010 one of only 466 in – Š ‡ • ƒ – ‹ ‘ • á ƒ … … ‘ ” † ‹ • ‰ – ‘ – Š ‡ • ‡ ” ‹ … ƒ • ‘ • • • ‘ • ‡ ” • ï ‹ ‰ Š – •

The policy was first proposed by the Student Government Association and the SU chapter of Colleges Against Cancer, a national organization for students sponsored by the American Cancer Society. Ultimately, a smoke-free campus was endorsed by the majority of University governance groups.

When announcing the initiative, (former) SU President Janet Dudley-Eshbach • ƒ ‹ † ã ò Š ‘ ’ ‡ – Š ƒ – – Š ‡ ‡ • – ‹ ” ‡ … ƒ • ’ — • … ‘ • • — • ‹ – › ™ ‹ Ž Ž ” ‡ • appreciate that it was generated and vigorously debated by campus governance bodies. In the end, the decision to make SU a smoke-free campus was based on widespread input and concern for the health and well-being ofioo oon th

VII. 1.10 - SU Policy on a Drug Free Work Place

Salisbury University, as an employer, strives to maintain a workplace free from the illegal use, possession, or distribution of controlled substances.15 Unlawful manufacture, distribution, dispensation, possession or use of controlled substances by University employees in the workplace is prohibited under university policy.

In addition to any legal penalties under federal and state law, employees found to be in violation of this policy may be subject to corrective action under applicable university personnel policies. Sanctions shall be considered and imposed on a case-by-case basis and may range from required counseling to termination of employment. It is a condition of employment at Salisbury University that all employees, including classified, contractual, faculty and administration whether full or part time, abide by the provisions of this notice and policy and notify the employer of any drug statute conviction for a workplace violation no later than five (5) days after such conviction. The university shall in the event of such conviction impose a sanction upon the employee and/or require treatment for the e(i)7 (c)4 (t)5 (i)7 (o)-10 (nc85 (ra)6 (c)4 ht)5 (i)7 (o)-10 (n)-3 ( )-8 (w)3 (h)-10 5 (n)-3 (g9B.)

August 1, 2020 – July 31, 2021 Completion Statistics

August 1, 2021 – July 31, 2022 Completion Statistics

Greek-Wise

Greek Wise is a fraternity and sorority course that addresses social responsibility, alcohol, hazing, and bystander awareness. The program is assigned to all new fraternity and sorority members.

Greek Wise uses evidence-based strategies, including motivational interviewing and personalized feedback, to provide a very individualized experience for each participant. Upon course completion, every member will receive their own detailed feedback report.

Greek Wise uses top tier strategies for behavior change and integrates the NIAAA-recognized, highly effective eCHECKUP TO GO brief intervention tool that has been

proven to reduce high-” ‹ • • † ” ‹ • • ‹ • ‰ „ ‡ Š ƒ ˜ ‹ ‘ ” ä ‘ ˆ — ” – Š ‡ ” ‹ • † ‹ ˜ ‹ † — ƒ Ž ‹
experience, your organization-specific customizations are integrated into the course.
We combine the topics of alcohol, sexual assault, Title IX concerns, hazing, and social hosting to offer a foundational prevention course for all members.

After taking GreekWise, the individual will be able to:

- Recognize hazing situations
- Understand the motivations and consequences of hazing
- Take steps to become an anti-hazing advocate on campus
- Understand metabolism, absorption, and factors that affect BAC levels
- Clarify personal choices about their drinking habits, attitudes, and behavior
- Describe how alcohol can affect their academic progress and social behavior
- Identify drug and alcohol interactions and high-risk patterns
- Apply bystander awareness strategies

2020-2021 Completion Statistics

2021-2022 Completion Statistics

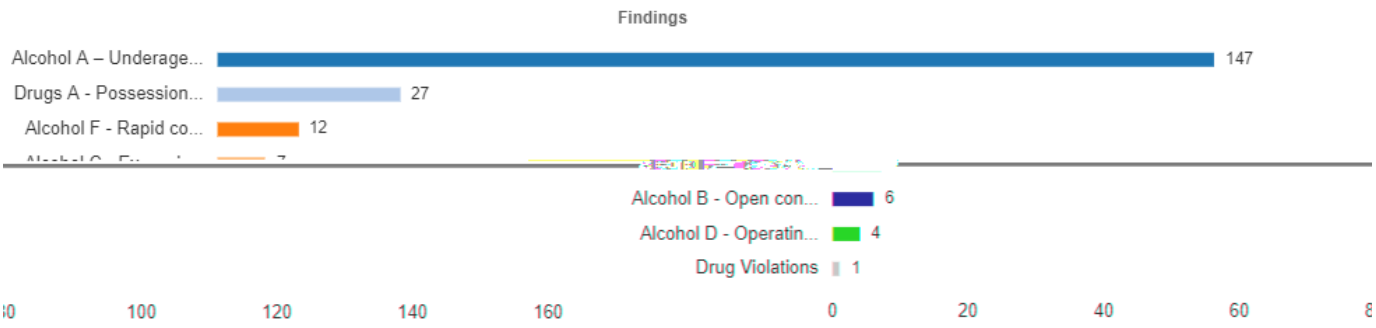
Appendix B: Student Conduct ATOD related Incidents for 2020 2021 and 2021 - 2022

Notes on suspensions and permanent dismissals:

- The outcome of disciplinary hearings reflects the nature and severity of the incident ‹ • “ — ‡ • – ‹ ‘ • á ƒ • ™ ‡ Ž Ž ƒ • – Š ‡ • – — † ‡ • – ï • ’ ” ‹ ‘ ” † ‹ • … ‹ ’ Ž ‹ • ƒ ” › ” and/or drug-related incidents do not result in a separation from the University, egregious and/or repeated violations of University policy may result in suspension or dismissal. Three incidents resulted in suspensions for alcohol and/or drug-related violations in the 2020-2021 reporting period.
- One student

August 1, 2021 July 31, 2022

Charges



Outcomes

Notes on suspensions and/or permanent dismissals:

Appendix C: Index of Alcohol and/or Drug -Related Interventions for Sanctioning

Parental Notification Letter

In accordance with the University's Parental Notification Policy, students are required to write a letter to their parent(s)/guardian(s) notifying them of the incident that resulted in their referral to Student Accountability & Community Standards. This letter provides them with an opportunity to reflect upon their actions leading up to and at the time of the incident, as well as demonstrate the insight they have developed regarding the expectations required of every member of our campus community.

Online Alcohol Education ã ò • † ‡ ” – Š ‡ • ˆ Ž — ‡ • … ‡ ó

For use with alcohol violations, this six-lesson course is individualized for each student and integrates feedback through interaction. Students identify goals that will help them make a positive change in their personal alcohol use. The course also includes a 30-day follow-up to measure … Š ƒ • ‰ ‡ • ‹ • – Š ‡ • – — † ‡ • – ï • ƒ – – ‹ – — † ‡ • ƒ • † „ ‡ Š ƒ ˜ ‹ ‘ ” ä

Online Marijuana Education ã ò s r s ó

This course is for use with marijuana, possession of drug paraphernalia, or drugged driving violations. Public education about the dangers associated with marijuana use, presented in a reasonable and balanced manner, is increasingly important to counteract public beliefs that marijuana use is harmless. Motivational enhancement therapy, or motivational interviewing, has been successful in helping inspire internally motivated change for individuals who use marijuana.

Online Drug Education (Other Drugs)

This substance abuse prevention course is for use with for prescription drug or other illicit drug violations. To foster awareness of the consequences of prescription drug abuse, Other Drugs is an online intervention program for individuals charged with an alcohol or drug violation. Other Drugs focuses on prescription drug misuse, opiates, stimulants, sedatives, and ecstasy.

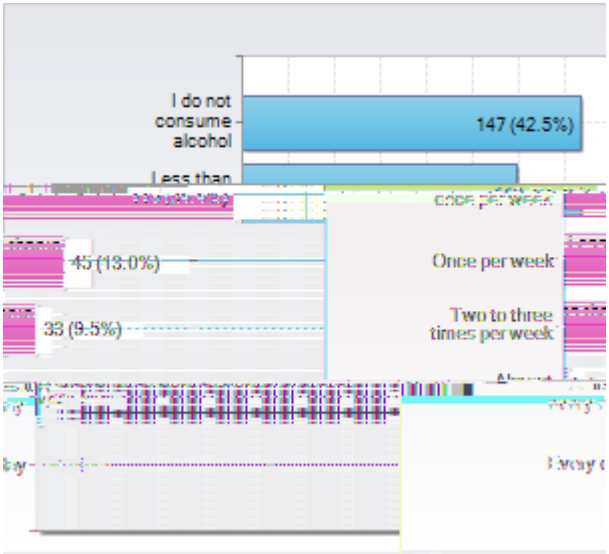
Wellness Sessions

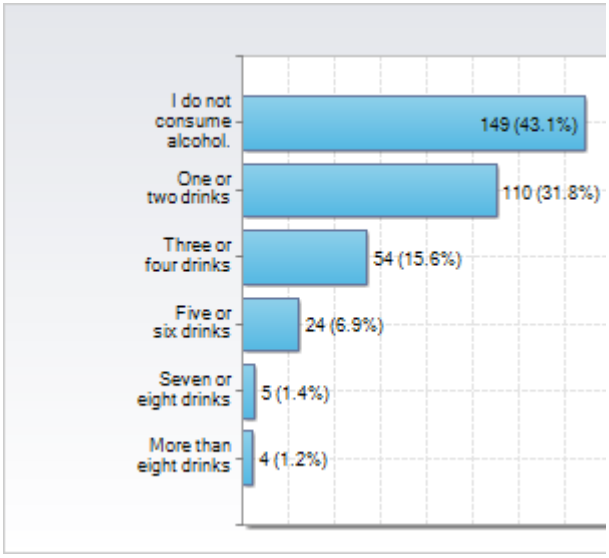
Students are required to meet with the Student Affairs Case Manager to discuss their well-being and the behaviors that resulted in their accountability hearing and finding. Students must follow any follow-up recommendations made by the Case Manager.

Substance Use Assessment and Intervention

Following an in-depth assessment of their substance use, students will schedule two, one-to-one sessions with a counselor. At the conclusion of these sessions, students may be referred to community provideTj ET EMC Q /Pu g /TT2 12 Tf 146. (s)-6h(d)-6 >BDC q 0 0 612 792 re W* n BT 0 g

	N	% of Total
I do not consume alcohol	315	38.6%
Less than once per week	221	27.1%
Once per week	140	17.1%
Two to three times per week	130	15.9%
Almost every day	8	1.0%
Every day	3	0.4%





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