

Salisbury University Annual Security Report

CAMPUS CRIME AND PERSONAL SAFETY 2009-2010

This annual security report is published and distributed in compliance with *The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and Drug-Free Campus/Drug-Free Workplace* legislation. It contains crime and arrest statistics as well as information about campus policies and practices intended to promote crime awareness, campus safety and security. University Police prepares and distributes the report annually via email to all current students and employees. Copies of this report may be obtained from University Police located in the East Campus Complex or by accessing the following Web page: www.salisbury.edu/police/Clery_Compliance/default.asp. In addition, prospective students and employees may call (410) 548-2530 to request a copy.

CAMPUS CRIME AND PREVENTION

University Police Officers' Authority

University police officers are sworn, certified police officers as required by Maryland state law. All officers attend the minimum standards training for police officers as mandated by the Maryland Police Training Commission; annual in-service training is required. Enforcement authority of the University police is derived from the Annotated Code of Maryland Education Article 13-601. University police have enforcement authority on the jurisdiction of the University. The Maryland State Police, Wicomico County Sheriff's Department and the Salisbury Police Department may be called for assistance if requested by the University.

Security Guards

Security officers have the authority to ask persons for identification and to determine whether individuals have lawful business at Salisbury University. These officers perform routine security activities to protect buildings and property and safeguard the community during normal operations and special events. Security officers are **not** law enforcement officers. They have no power of arrest. Criminal incidents are referred to University Police who have jurisdiction on the campus.

Allied Police Support

The Maryland State Police, Wicomico County Sheriff's Office and the Salisbury Police Department are the primary law enforcement agencies responsible for providing public safety to the immediate neighborhood and business areas surrounding campus. These police agencies may be called for assistance if requested by the University. Likewise, if requested, University Police can respond and assist the local police agencies with student-related incidents that occur in close proximity to the campus.

Reporting Crimes and Emergencies

University Police, located in the East Campus Complex, is responsible for personal safety and law enforcement on campus. Officers are on duty 24 hours a day, 365 days a year

All Salisbury University students, faculty, staff and visitors are encouraged to make prompt and accurate reports to University Police if they are a victim or witness of a crime. To contact

University Police dial 410-543-6222 from a public phone, Ext. 36222 from any campus phone, or #787 from a Verizon cell phone. Campus extension phones are situated at various locations in academic buildings and at the main entrances to most of the residence halls. You may also use the “blue light” emergency phones which are placed at various locations on the grounds. In addition, crimes may also be reported to the Dean of Students (410-548-2365), Associate Vice President of Student Affairs (410-543-6084), Vice President of Student Affairs (410-543-6080), Assistant Director for Residence Life (410-548-9165), Director of Housing and Residence Life (410-543-6040) or the Assistant Director for Operations and Judicial Management (410-543-6040).

Campus Security Authorities

The *Clery Act* mandates that institutions must disclose statistics for crimes reported to campus security authorities. The intent of including non-law enforcement personnel as campus security authorities is to acknowledge that many individuals are hesitant about reporting crimes to the police, but may be more inclined to report incidents to other campus-affiliated individuals.

The *Clery Act* regulations define a campus security authority as:

- A member of a campus police department or a campus security department of an institution.
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g., an individual who is responsible for monitoring the entrance into institutional property).
- Any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

Campus security authority cite 34 CFR 668.46(a) definitions

Confidential Reporting

All Salisbury University students, faculty, staff and visitors are encouraged to make prompt and accurate reports to University Police if they are a victim or witness of a crime. If the crime occurred off campus, University Police will direct you to the appropriate law enforcement agency. If you have information about a crime or incident and wish to remain anonymous, you can utilize the “Silent Witness” program that is available on the Internet at www.salisbury.edu/police/Silent_Witness/

Campus professional and pastoral counselors, when acting as such, are exempt from reporting requirements. As a matter of policy they are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

Timely Reporting

An informed public is better prepared to ensure its own safety. Crimes and incidents are reported to *The Flyer*, the campus newspaper, on a weekly basis. The regular column "Crime Beat" contains a summary of occurrences from the previous week. A daily log of incidents is available on the Internet at www.salisbury.edu/police/crimebeat/. Timely notices are made to the campus community via electronic bulletin boards and/or e-mail and other media when serious incidents merit. The weekly campus newsletter, *SU News*, is widely distributed on campus. Each edition contains "personal safety tips" and other relevant information about safety and well-being on campus.

Residence Halls

Campus residence halls are kept locked 24 hours a day. These facilities are for use by residents and their bona fide guests only. Access is controlled electronically by student Gull Card. Residents are encouraged to keep their doors locked at all times, even if they are only going to be out for a "few minutes." If exterior doors are propped open, an alarm will sound. Guests gain access to residence halls by telephoning residents and having the residents meet them at the door. All students have phone jacks in their rooms and a phone is located at the front of most residence halls.

University Park apartment complex, a public-private partnership on Milford Street, is managed by Allen & O'Hara Education Services, Inc. Allen & O'Hara Education Services, Inc. (410-677-0774; www.myownapartment.com/universityparkstudent/community/) is responsible for the physical security and maintenance of this property. Residents access their unit by a keyless electronic card access system.

Academic and Administrative Buildings

Academic and administrative buildings are normally open from 7:30 a.m.-10:30 p.m., Monday-Friday, and at other times when events are scheduled. Blackwell Library is open seven days a week with hours posted in front. Those needing access at times when buildings are closed may have it if proper authorization is received by University Police from a responsible faculty member or administrator. Key control is maintained by University Police.

Campus Security

Outdoor lighting is surveyed on a monthly basis and repairs are made in a timely manner. Trees and shrubbery are regularly trimmed so that exterior lighting is not blocked and walks and entrances are kept clear. Landscaping is maintained to minimize security risks.

Off-Campus Behavior

Students are expected to conduct themselves in accordance with local, state and federal laws both on and off campus. The University reserves the right to take disciplinary action against individuals/groups for off-campus misconduct detrimental to University interests.

When a Salisbury University student is involved in an off-campus offense, University police may assist with the investigation in cooperation with local, state, or federal law enforcement. The Salisbury Police routinely work and communicate with University Police on any serious incidents occurring in the immediate areas surrounding campus. Salisbury University operates no off-campus housing or off-campus student organization facilities. However, if requested,

University Police will respond and assist the local police agencies with student-related incidents that occur in close proximity to the campus.

Emergency Response Guide

POLICE - FIRE - AMBULANCE	
UNIVERSITY POLICE	Ext. 36222 #787 - Verizon Cell phone
FIRE Call for help immediately. Pull the fire alarm. WALK to the nearest exit. Warn others as you leave the building.	911
Ambulance/Medical Emergency (i.e. serious bleeding, not breathing, unresponsive) Remain calm. Initiate lifesaving measures, if trained in (CPR). Call the University Police after contacting 911 for assistance.	911
Medical Non-Emergency (University Police)	Ext. 36222
Student Health Services (Monday - Friday, 8 a.m. – 5 p.m.)	Ext. 36262
Student Counseling Services (Monday - Friday, 8 a.m. – 5 p.m.)	Ext. 36070
Escort Service (During hours of darkness)	Ext. 36222
Life Crisis	9-410-749-4357

SECURITY AWARENESS PROGRAMS AND EMERGENCY SYSTEMS

During Orientation in August, students are informed of services offered by University Police and the Salisbury Police Department. PowerPoint presentations outline ways to maintain personal safety and residence hall security. Students are told about crime on-campus and in the neighborhoods surrounding the campus. Similar information is presented to new employees. Crime prevention and sexual assault programs are offered on a continual basis.

Periodically during the academic year, University Police, in cooperation with other university organizations and departments, present crime prevention awareness sessions on emergency

response, sexual assault (rape and acquaintance rape), drug awareness, theft, identify theft and vandalism, as well as educational sessions on personal safety and residence hall security. A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others. “You are your own best protection” is a theme taught, and “how to avoid becoming a victim” is also emphasized in the programs.

"Personal Safety Tips" and other relevant information about safety and well-being on campus are included in each edition of SU News, a weekly campus newsletter widely distributed on campus. Information is also disseminated to students and employees through crime prevention awareness pamphlets, security alert posters, displays and videos. Information is also available on the University Police website as a monthly newsletter with articles on different aspects of crime prevention.

When time is of the essence, information is released to the community through security alerts posted prominently throughout campus, through special bulletins sent via campus e-mail and through the Emergency Alert System. Periodically during the year, the University conducts familiarization exercises for the system in order to familiarize the campus community with the sound of the emergency siren.

Emergency Notification System

As part of ongoing efforts to ensure the safety of the campus community, Salisbury University has implemented an emergency notification system that sends text and voice messages in the event of an emergency. Students, faculty and staff are highly encouraged to sign up for this service and should keep contact information current to maintain the system's accuracy. To register to receive emergency alerts, visit www.salisbury.edu/emergency/notification.html.

Emergency Alert System

In the event an emergency is identified for the campus that requires rapid and widespread dissemination of information to the campus community, University Police will use a two-wave approach to alert and inform. The first wave will require approximately ten minutes to complete. A second wave of information will follow that will provide updates to the emergency, as needed.

First Alert Wave (using pre-recorded messages)

- Siren alert with voice capability to facilitate outdoor communication across the campus
- Voice/text messaging
- E-mail
- Video on campus channel 24

The second wave of information will be used to provide additional sources and/or update information.

Second Alert Wave (could include some or all of the following methods)

- SU home page (www.salisbury.edu)
- Emergency Web page (www.salisbury.edu/emergency)
- E-mail
- Video on campus channel 24

- Signs posted at building entrances
- Building safety personnel

The pre-recorded messages of the First Alert Wave have been developed to address a variety of emergency conditions. It is important that individuals understand the nature of the warnings for the alert system and what to do if a pre-recorded alert is sounded.

Tornado warning – A tornado warning means a tornado has been sighted or is indicated by weather radar in the area of the campus. Individuals in a building should stay inside and shelter in-place in an interior hallway or room that is away from glass doors or windows at the lowest possible level. Visit www.salisbury.edu/healthsafety/buildings for shelter in-place detail by building. Individuals outdoors should immediately seek shelter indoors. If outdoors when a tornado approaches and a building is not accessible, lie down in a low area (ditch, etc.) and cover your head/face. The tornado warning will remain in effect until an all clear notification has been given.

Armed intruder warning – An armed intruder warning means that one or more persons are armed with weapons on or in the immediate area of the campus. If you are indoors you should secure your office/room doors, and stay quiet. Notify University Police if you know the location of the intruder(s). If possible, monitor the second alert wave resources for updates. If you are outdoors, be alert to your surroundings and seek shelter. The armed intruder warning will remain in effect until an all clear notification has been given.

Campus Evacuation – If there is an event that requires the immediate evacuation of the entire campus, everyone is expected to stop what they are doing and leave the campus in an orderly manner. Vehicle traffic will be managed by University Police with possible assistance by county and city agencies, as available. Evacuation will remain in effect until an all clear notification has been given.

Seek Shelter – An event other than a tornado which requires the campus community to seek shelter immediately. Individuals should close windows, doors and take shelter in areas away from glass. Remain indoors until an all clear notification has been given.

Get Information – If an emerging situation occurs that is not described by the other messages, this message is intended to direct individuals to seek the second wave information sources for updates on the nature of the emergency situation. If available, e-mail will be the most likely source of update information.

Campus Safety Committee

During Spring 2008 Dr. Janet Dudley-Eshbach, President of Salisbury University, appointed a Campus Safety Committee—consisting of key University leaders including students, administrators and faculty—to advise her and the University community on actions that can be taken to further the University’s efforts in creating a safe campus environment. The committee developed a series of objectives that are designed to offer a comprehensive approach to addressing campus and community safety issues. For more information about the Salisbury University Campus/Community Safety Initiative visit www.salisbury.edu/parents/SafetyInitiative%20-final.pdf

SALISBURY UNIVERSITY CAMPUS CRIME STATISTICS (by calendar year):

This report contains statistics for the previous three calendar years. The statistics have been compiled from data collected from Salisbury University Police, Student Affairs, Housing and Residence Life, Student Health Services, Salisbury Police Department, Wicomico County Sherriff's Office, and designated campus officials at Cecil Community College in Elkton, Maryland; the Eastern Shore Higher Education Center at Chesapeake College in Wye Mills, Maryland; and, the University System of Maryland at Hagerstown in Hagerstown, Maryland.

SALISBURY UNIVERSITY CLERY ACT STATISTICS				
OFFENSE	LOCATION	2006	2007	2008
Murder/Non-Negligent Manslaughter	On Campus	0	0	0
	Residence Halls**	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Negligent Manslaughter	On Campus	0	0	0
	Residence Halls**	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Sex Offense: Forcible	On Campus	0	4	2
	Residence Halls**	0	4	2
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Sex Offense: Non-Forcible	On Campus	0	0	0
	Residence Halls**	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Robbery	On Campus	1	1	2
	Residence Halls**	0	0	0
	Non-Campus Buildings/Properties	0	0	1
	Public Property Next to Campus	0	3	1
Aggravated Assault	On Campus	1	1	3
	Residence Halls**	1	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	1	1
Burglary	On Campus	4	15	28
	Residence Halls**	0	10	17
	Non-Campus Buildings/Properties	0	0	2
	Public Property Next to Campus	0	0	0
Motor Vehicle Theft	On Campus	2	2	2
	Residence Halls**	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Arson	On Campus	0	0	0
	Residence Halls**	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0

Hate Crimes				
OFFENSE	LOCATION	2006	2007	2008
Hate Offenses* Involving Bodily Injury	On Campus	0	0	0
	Residence Halls**	0	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
*Hate offenses: crimes that manifest evidence of prejudice based on race, religion, sexual orientation, gender, disability or ethnicity.				

Alcohol, Drug, and Weapons Violations				
Number of People Charged Criminally	Location	2006	2007	2008
Liquor Law Arrests	On Campus	80	27	23
	Residence Hall**	52	9	15
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	17	12
Drug Law Arrests	On Campus	21	7	5
	Residence Hall**	13	4	5
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	11	1
Illegal Weapons Possessions	On Campus	1	1	0
	Residence Hall**	1	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	7	0
Number of People Referred to University Judicial System	Location	2006	2007	2008
Liquor Law Violations	On Campus	159	265	382
	Residence Hall**	156	207	370
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Drug Law Violations	On Campus	10	19	21
	Residence Hall**	9	11	16
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
Illegal Weapons Possessions	On Campus	2	0	0
	Residence Hall**	2	0	0
	Non-Campus Buildings/Properties	0	0	0
	Public Property Next to Campus	0	0	0
**Crimes reported in residence halls are included in "on campus" totals.				

SALISBURY UNIVERSITY'S CAMPUS AT THE UNIVERSITIES AT SHADY GROVE (USG)

The Universities at Shady Grove (USG) is a regional center located in Rockville, Maryland, that supports programs from nine different institutions within the University of Maryland System.

Students attend classes at USG but are still considered students of their "home campus." In addition employees at USG can be affiliated with any of the nine institutions.

Please access the link <http://www.shadygrove.umd.edu/about/public-safety/> for the complete USG Safety & Security publication that is compiled and distributed annually in compliance with the Clery Act and contains crime statistics and statements of security policy. In addition to offenses reported to the University Security or the Montgomery County Police Department, the report may contain offenses reported to University offices and officials including: the Office of Student and Academic Services; the Office of Human Resources and the Director Facilities Management. Annually, prior to October 1st, current students and employees are sent an email message providing them with a link to this brochure and notification that the current edition of the Safety & Security publication has been posted on the Universities at Shady Grove website. Printed copies may be obtained from the 24 hour security desk located in the Camille Kendal Academic Center on the Shady Grove Campus.

Crime statistics for USG are reported, in their entirety, by each of the nine institutions that conduct classes at USG.

Disclaimer: The provisions of this brochure are not to be regarded as a contract between the student or employee and Salisbury University. The policies, programs and services described herein are subject to change from time to time at the sole discretion of the University. The policies, programs and services described herein are not intended to be a guarantee of individual safety or the protection of personal property.

SALISBURY UNIVERSITY'S CAMPUS AT THE UNIVERSITIES AT SHADY GROVE CRIME STATISTICS

The *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* (the *Clery Act*) mandates the manner and format in which statistics are to be collected and published. Statistical updates, if any, will be posted online (<http://www.shadygrove.umd.edu/about/public-safety/>).

Universities at Shady Grove STATISTICS	Year	Campus	USG Has No Campus Residential Facilities	Non-campus Buildings or Property	Public Property	Total	Hate Crime Information
CRIME REPORTS							
Murder	2008	0	NA	0	0	0	0
	2007	0	NA	0	0	0	0
	2006	0	NA	0	0	0	0
Manslaughter	2008	0	NA	0	0	0	0
	2007	0	NA	0	0	0	0
	2006	0	NA	0	0	0	0
Sex Offenses - Forcible	2008	0	NA	0	0	0	0
	2007	0	NA	0	0	0	0
	2006	0	NA	0	0	0	0
Sex Offenses - Non Forcible	2008	0	NA	0	0	0	0
	2007	0	NA	0	0	0	0
	2006	0	NA	0	0	0	0

Robbery	2008	0	NA	0	0	0	0
	2007	0	NA	0	0	0	0
	2006	0	NA	0	0	0	0
Aggravated Assault	2008	0	NA	0	0	0	0
	2007	0	NA	0	0	0	0
	2006	0	NA	0	0	0	0
Burglary / B&E	2008	0	NA	0	0	0	0
	2007	0	NA	0	0	0	0
	2006	0	NA	0	0	0	0
Motor Vehicle Theft	2008	0	NA	0	0	0	0
	2007	1	NA	0	0	1	0
	2006	1	NA	0	0	1	0
Arson	2008	0	NA	0	0	0	0
	2007	0	NA	0	0	0	0
	2006	0	NA	0	0	0	0
Hate Crimes Involving Bodily Injury ⁽¹⁾	2008	0	NA	0	0	0	0
	2007	0	NA	0	0	0	0
	2006	0	NA	0	0	0	0
ARRESTS							
Liquor-Law Violations Arrests	2008	0	NA	0	0	0	N/A
	2007	0	NA	0	0	0	N/A
	2006	0	NA	0	0	0	N/A
Drug-Related Violations Arrests	2008	0	NA	0	0	0	N/A
	2007	0	NA	0	0	0	N/A
	2006	0	NA	0	0	0	N/A
Weapons Possession Arrests	2008	0	NA	0	0	0	N/A
	2007	0	NA	0	0	0	N/A
	2006	0	NA	0	0	0	N/A
CAMPUS DISCIPLINARY REFERRALS							
Liquor-Law Violations Referrals	2008	0	NA	0	0	0	N/A
	2007	0	NA	0	0	0	N/A
	2006	0	NA	0	0	0	N/A
Drug-Related Violations Referrals	2008	0	NA	0	0	0	N/A
	2007	0	NA	0	0	0	N/A
	2006	0	NA	0	0	0	N/A
Weapons Possession Referrals	2008	0	NA	0	0	0	N/A
	2007	0	NA	0	0	0	N/A
	2006	0	NA	0	0	0	N/A
Footnotes (USG) - 2008 Stats Reported in 2009							
<p>1. Hate Crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or received Race (RA), Religion (RE), Sexual Orientation (SO), Gender (G), Ethnicity (E), or Disability (D). Numbers in small print parentheses indicate how many of the total number of reported incidents were motivated by each type of bias. Statistics for Hate crimes involving Bodily Injury do not include hate crimes included in other categories, which are also noted by type of bias.</p>							

CRIME PREVENTION SERVICES

Crime Prevention Program

Available services include: speakers for campus groups, including new student seminars as well as new employee orientation seminars; programs to discuss sexual assault, drugs and alcohol, and safety on a university campus; brochures and pamphlets for distribution; publication of crimes and incidents in the campus newspaper; and Operation Identification, through which

engraving devices are loaned or an officer will assist in engraving driver's license numbers on personal property. Operation Identification can prevent thefts, or in the case of theft, assist in the recovery of stolen property.

Rape Aggression Defense Systems (R.A.D.)

R.A.D. is an international self-defense organization that teaches self-defense techniques for all types of confrontations using different levels of force. A University police officer is trained and certified to teach the program. The program is offered several times each semester for students, faculty and staff.

Escorts

An escort service is provided for anyone who feels uncomfortable walking alone on campus or to nearby off-campus locations during the hours of darkness. The Student Government Association operates SafeRide Thursday-Saturday nights to provide transportation to campus.

Bicycle Registration

Students are encouraged to register their bicycles with the University Police at no charge. Registering bicycles assists police in recovering them if they are stolen. Registration forms are available online and in the Parking Services Office located in the East Campus Complex, Room 149. It is highly recommended that U-type locks be used for securing bikes. University Police can assist in selecting locks.

Faculty, staff and students are advised that they are their own best protection by taking common sense security precautions.

SEXUAL OFFENSES

Definitions

In addition to sexual offenses as defined by Maryland Annotated Code, the following definitions have been adopted by the University System of Maryland Board of Regents:

Sexual Assault I - By stranger or acquaintance, rape, forcible sodomy, or forcible sexual penetration, however slight, of another person's anal or genital opening with any object. These acts must be committed either by force, threat, intimidation or through the use of the victim's mental or physical helplessness of which the accused was aware or should have been aware.

Sexual Assault II - By stranger or acquaintance, the touch of an unwilling person's intimate parts (defined as genitalia, groin, breast or buttocks, or clothing covering them) or forcing an unwilling person to touch another's intimate parts. These acts must be committed either by force, threat, and intimidation or through the use of the victim's mental or physical helplessness of which the accused was aware or should have been aware.

Sexual Assault Prevention Program

Information on preventing sexual assault is presented as a topic in the New Student Seminar curriculum, a course taken by all freshmen and incoming transfer students who have less than 25 hours. Student Counseling Services, Student Health Services and University Police also schedule outreach programs on request for student organizations, residence hall groups and University classes.

Reporting Sexual Offenses

Victims of sexual assault should immediately contact the police in the jurisdiction where the offense occurred. If assaulted on campus, contact University Police at 410-543-6222. It is the policy of University Police that the health and safety of a sexual assault victim is of paramount importance and to emphasize a compassionate and supportive approach on the part of investigating officers toward the victim. It is important that any evidence of the crime be preserved for the investigating officers. This includes any physical evidence from the victim and from the area where the assault occurred. Victims should specifically avoid bathing or washing clothing or bed linens.

Sex Offender Registry

A Sex Offender Registry may be accessed on the State of Maryland Department of Public Safety and Correctional Services Web site at www.dpscs.state.md.us/sor.

Victim Services

Victim services are available on campus through the Crisis Management Team, which includes professional staff from the Vice President of Student Affairs Office, the Office of Residence Life and Residential Services, Student Counseling Services, Student Health Services and University Police. Similar services can be accessed off campus through the Life Crisis Center (410-749-HELP or 1-800-422-0009).

Services for sexual assault victims include:

- assistance in reporting sexual assault to the proper law enforcement authority,
- counseling,
- health services, and
- assistance in changing academic and/or living situations as requested by the victim if such changes are reasonably available.

Student Disciplinary Procedures

In addition to any criminal or civil remedies available, violation of laws or University System of Maryland policy regarding sexual assault will be subject to the campus judicial system. The range of judicial system penalties for students shall include, but not be limited to, one or more of the following: alteration of class schedule, disciplinary reprimand, loss of privilege, restitution, disciplinary probation, disciplinary suspension, disciplinary dismissal and disciplinary expulsion.

The on-campus procedures shall provide that 1) the accuser and the accused are afforded the same opportunities to have others present during a campus disciplinary proceeding, 2) both the accuser and the accused are informed of the outcome of any campus disciplinary proceeding brought alleging a sexual assault, and 3) the offense must be reported according to federal reporting mandates and Maryland state law.

Faculty and Employee Disciplinary Procedures

In addition to any criminal or civil remedies available, violations of laws or University System of Maryland policy regarding sexual assault will be subject to the appropriate faculty and/or employee disciplinary procedure. The range of employment penalties for faculty and employees shall include, but not be limited to, one or more of the following: counseling, reprimand, suspension or termination of employment.

SUBSTANCE ABUSE

Health Risks

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

Policies and Sanctions for Students

The University actively supports applicable county, state and federal laws pertaining to the illegal use of alcohol and drugs. Violations of the University's Code of Conduct-which involve the unlawful possession, use or distribution of drugs or alcohol, or alcohol abuse by students-will result in disciplinary action up to and including expulsion from the University. Such disciplinary action does not preclude civil and/or criminal prosecution under county, state or federal laws.

Policies and Sanctions for Employees

General Policy

The State of Maryland establishes and adopts the following Substance Abuse Policy for the executive branch of state government (under Executive Order 01.01.1991.16):

- The State of Maryland is committed to making good faith efforts to ensure a safe, secure and Drug-Free Workplace Act as enacted by Congress.
- All employees in the workplace must be capable of performing their duties.
- Employees experiencing substance abuse problems are encouraged to seek assistance through their employer, self-referral to the employer's employee assistance program, or self-referral to an alternative certified rehabilitation program.

An appointing authority may not hire anyone whom it knows currently abuses drugs or alcohol. Employees are prohibited from abusing alcohol or drugs, committing a controlled dangerous substance offense, or committing an alcohol driving offense.

Applicable Legal Sanctions

Students and employees at Salisbury University are subject to federal, state and local laws regarding the possession and distribution of illegal drugs. Federal Law 21 USCA, sections 841 and 844, states that it is unlawful to possess, manufacture, distribute or dispense a controlled substance. In addition, the state of Maryland has its own laws dealing with distribution, manufacturing and possession of controlled substances. Maryland law (Sections 5-601, 5-602 and 5-607, Criminal Law Article) states that any persons who unlawfully manufacture, distribute, dispense or possess a controlled dangerous substance may be subject to imprisonment up to 5 years and fines up to \$25,000.

Students and employees of Salisbury University are subject to state laws for possessing, consuming and obtaining alcohol. It is illegal in the state of Maryland for any person under 21 to falsify or misrepresent his or her age to obtain alcohol or to possess alcoholic beverages with the intent to consume them. It is also illegal in most situations to furnish alcohol to a person under 21 or to obtain alcohol on behalf of a person under 21. The penalty is a fine of up to \$500 for a

first offense and up to \$1,000 for repeat offenses. Under section TR16-113 of the Maryland Annotated Code, licensees under the age of 21 years are prohibited from driving or attempting to drive a motor vehicle while having alcohol in the licensee's blood. Violation of this license restriction may result in a license suspension or revocation and/or a fine.

Alcohol Abuse Policy

Working under the influence of alcohol is a violation of this policy and shall subject the employee to disciplinary action.

An employee charged with an alcohol driving offense must report a finding of guilty, an acceptance of a plea of *nolo contendere*, or probation before judgment to the employee's appointing authority within five workdays.

A sensitive employee shall be suspended for 15 days and required to participate successfully in an alcohol treatment program designated by an employee assistance program the first time the employee is convicted of an at-the-workplace alcohol driving offense or found under the influence of alcohol while at the workplace.

A sensitive employee convicted of an off-the-workplace alcohol driving offense and a non-sensitive employee convicted of any alcohol driving offense shall:

- on the first conviction, be referred to an employee assistance program and, in addition, be subject to any other appropriate disciplinary actions;
- on the second conviction, at a minimum, be suspended for at least five days, be referred to an employee assistance program, be required to participate successfully in a treatment program and, in addition, be subject to any other appropriate disciplinary actions, up to and including termination; and
- on the third conviction, be terminated.

Drug Abuse Policy

Working under the inappropriate influence of prescription drugs or over-the-counter drugs is a violation of this policy and shall subject the employee to disciplinary action.

Working under the influence of a controlled dangerous substance is a violation of this policy and shall subject the employee to disciplinary action.

An employee charged with a controlled dangerous substance offense shall report a finding of guilty, an acceptance of a plea of *nolo contendere*, or probation before judgment to the appointing authority within five workdays.

A sensitive employee convicted of any controlled dangerous substance offense shall be terminated. A sensitive employee who tests positive for a controlled dangerous substance as a result of a random drug test shall be suspended for 15 workdays and be required to successfully participate in a drug treatment program designated by an employee assistance program, as provided for by the appointing authority's drug testing protocol.

A sensitive employee who abuses a legally prescribed drug or an over-the-counter drug shall, on the first offense:

- be suspended for five workdays and
- be required to participate successfully in a drug treatment program designated by an employee assistance program.

Any employee otherwise in violation of this policy shall be subject to appropriate progressive disciplinary actions up to and including termination.

Law Enforcement

When an appointing authority learns or, based on observation or reliable information, suspects that an employee has committed a controlled dangerous substance or alcohol offense at the workplace, the appointing authority shall refer the matter to an appropriate law enforcement authority for further investigation and prosecution.

All employees shall cooperate fully with law enforcement authorities in the investigation and prosecution of suspected criminal violations.

Employee Education

All appointing authorities shall educate and inform their employees about:

- the dangers of drug and alcohol abuse in the workplace and the community at large;
- the State of Maryland's policy of maintaining a drug-free workplace;
- any drug and alcohol abuse counseling, rehabilitation and employee assistance program that is available; and
- the penalties that may be imposed upon employees for violations of this Executive Order.

Implementation

The secretary of personnel and the head of every other personnel system in the executive branch shall adopt such policies and regulations as are necessary or desirable for the implementation of this Executive Order.

All appointing authorities are responsible for implementing, enforcing and monitoring compliance with the requirements of this Executive Order.

All employees are required to acknowledge receipt of a copy of this Executive Order by returning an acknowledgment of receipt to their supervisor for insertion in their personnel file.

Drug-Free Workplace Policy

Salisbury University, as an employer, strives to maintain a workplace free from illegal use, possession or distribution of controlled substances (as defined pursuant to Controlled Substances Act, 21 U.S.C. Sections 802, et seq.). 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.

The University supports programs aimed at the prevention of substance abuse by University employees. Employees are encouraged to seek assistance for substance-dependency problems. Employee assistance counseling and leaves of absence to attend rehabilitation programs are

appropriate means for dealing with these problems. To determine the availability of such prevention programs, including counseling, inquiries should be directed to the Human Resources Office or Student Counseling Services.

Approved January 2, 1989

ALCOHOL AND OTHER DRUG PROGRAMS

The University provides an effective Alcohol and other Drug Education Program which is offered to students who violate both on and off-campus alcohol or marijuana policies and laws. The University works with the Office of the State's Attorney, the University and Residence Life Judicial Boards, faculty, coaches, and other administrators to provide education to approximately 500 students annually. The program is well-regarded within the local court system and utilized by the state's attorney and judges. For more information contact Student Health Services at 410-543-6262 or visit www.salisbury.edu/health/alcohol_and_other_drug_education.html

University resources to support preventive and educational outreach efforts have improved due to the development of a risk management/wellness educator position who works with Greek organizations, student athletes, residence hall staff and other campus entities to provide programs and services. Offices within Student Affairs have worked both internally and with academic departments to pool remaining resources to try to meet basic education needs. These efforts include:

1. The Office of New Student Experience co-sponsors large campus events with other campus offices that are mandatory for new students to attend at the beginning of their college experience. Date rape, alcohol and other drugs, DUI, STD and pregnancy prevention are topics typically covered.
2. The Office of Student Activities and Organizations co-sponsors events throughout the academic year that address these topics and are related to academic and co-curricular efforts including course-based instruction and national awareness months.
3. Student Health Services works with instructors in the Physical Education department, Health Education track, Psychology, Nursing and other academic departments to provide in-class presentations and campus events like Wellness Day. Examples of academic in-class experiences addressing alcohol and other drug issues include:
 - a. General Psychology – effects of use on the brains
 - b. Abnormal Psychology – additions and treatment
 - c. Psych 313 – Drugs and Behavior
 - d. Nursing – assessment, intervention and treatment
 - e. Nursing – adolescent health and use
 - f. Nursing - adult medicine and social consequences
 - g. Music – wellness in performance
 - h. Social Work – alcohol intervention and treatment issues
 - i. PE 106 – high risk behaviors (required for graduation)

Salisbury University Alcohol and Other Drug Programs Bi-annual Review 2007 – 2008 (Wellness Report)

CAMPUS AND COMMUNITY RESOURCES

Referral and Resource Program

Students interfacing with alcohol or other drug issues can be referred from any source (Student Health Services, campus judicial system, faculty, parent) or self-refer and receive an appointment to be informally assessed and obtain information regarding off-campus resources including: treatment programs, 12-step programs and individual counseling. The Wellness Coordinator works closely with on-campus departments, especially Student Health Services and the Counseling Center, to engage students in counseling or other support services as need.

Alcohol and Drug Counseling and Treatment Programs

Employee Assistance Program

State of Maryland EAP	410-767-1012
	800-411-5123

Self-Help Programs

Alcoholics Anonymous	410-543-2266
	410-546-8700
	410-289-6400
Narcotics Anonymous	800-229-7244
Twelve Steps	410-749-9482
Al-Anon and Alateen of Salisbury (family support)	410-742-2504

Outpatient Programs

Dorchester County Addiction Services	410-228-7714
Somerset County Addiction Services	410-651-5660
Wicomico County Addiction Services	410-546-5696
Worcester County Addiction Services	410-632-1100
Charter Behavioral Health System (private)	410-548-2300
Peninsula Regional Medical Center Chemical Recovery Center (private)	410-546-6400

In-Patient Programs

Hudson Center	410-742-0151
Charter at Warwick (private)	800-344-6423

Campus

Student Counseling Services	410-543-6070
Student Health Services	410-543-6262
Cheers To You! (Support Group)	410-543-6262

Equal Opportunity Statement

Salisbury University has a strong institutional commitment to diversity and is an Equal Opportunity/Affirmative Action employer, providing equal employment and educational opportunities to all those qualified, without regard to race, color, religion, national origin, sex, age, marital status, disability, or sexual orientation. The University adheres to the EEO/AA policies set forth by federal and state governments.

Salisbury University values diversity among our students, faculty, and staff and believes that interactions with those holding varying perspectives, backgrounds, and beliefs contribute to a well-rounded educational experience and promotes personal and professional development. Understanding and acceptance of others is of ever-increasing importance in today's world.