



Make Tomorrow Yours

**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 Amendments of 1989 (the “Act”), each institution of higher education must conduct a biennial review of its Alcohol, Tobacco and Other Drugs (“ATOD”) programs. Although the review is required by law and institutions must 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

The University’s Biennial Review is an evaluation of its ATOD programs and policies for the August 2020 – July 2022 time period. The ATOD program review was conducted by the following offices: Student Affairs (Dean of Students; Office of Student Conduct; Housing and Residence Life; Counseling Center; Student Activities, Organizations, and Leadership; and Center for Student Involvement & Leadership), the Athletics Department, the Salisbury University Police Department and the Office of General Counsel. The review consists of three parts:

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

III. Annual distribution of written ATOD statement

Through the Office of the Vice President for Student Affairs, the University annually distributes to all students the University’s substance abuse policies via the Student Code of Conduct which can be found on the Student Affairs webpage: <https://www.salisbury.edu/administration/student-affairs/office-of-student-conduct/code.aspx>. Additionally, any student that is referred to the Office of Student Conduct receives a brochure that explains the process and includes a link to the Code of Community Standards. Hardcopies are always available upon request in the Dean of Students Office.

Additionally, faculty and staff are provided with the Universities policies concerning alcohol and drugs via the University's policy page:
<https://www.salisbury.edu/administration/general-counsel/policies/index.aspx>.
Members of the non-exempt bargaining unit are also provided with online access to their negotiated contract that includes an ATOD policy.

IV. Evaluation of ATOD prevention programs

A. Description of the ATOD Program Elements

Salisbury University (University) is dedicated to a university-wide concerted effort of having a variety of departments and individuals address alcohol, tobacco and other drug issues on campus. Although many efforts are initiated by the Office of Student Affairs, other departments and organizations at the University address issues of alcohol, tobacco and other drug as well through programs and initiatives that are on-going and continually reviewed for effectiveness. Department programs are listed below, under ATOD programs.

B. Statement of ATOD goals, list of programs and discussion of goal achievement

The University is committed to ensuring that its students, staff and faculty are aware of the dangers of abuse of alcohol and other drugs, having appropriate information and resources to curb such abuse, and that violators of university policies are subjected to appropriate enforcement.

1. Program Goals

General program goals include the following and are sponsored by the campus offices and departments listed under ATOD programs.

- a. Continue to promote collaboration between University departments, the local community, and to utilize statewide and national organizations to increase awareness of substance abuse issues.
- b. Coordinate with Department of Health in Wicomico County to provide alcohol and drug assessments, and treatment referrals.
- c. Increase awareness of university substance abuse related programs through updated University webpages, social media and educational brochures.
- d. Work with local authorities to discuss high risk behavior and events involving University students.
- e. Work with the Director of Athletics to increase awareness of substance abuse issues among student athletes.
- f. Enforce a campus-wide no smoking policy both in buildings and outside on campus property.
- g. Challenge behavior that violates the University's alcohol and drug

- 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. ATOD Programs

a. Office of Student Affairs

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 Up in August 2021, Jan 2022, and August 2022.
2. All new students take an online course through 3rd Millennium titled Alcohol-Wise prior to the start of classes.
3. First Flight contracted with “Shot of Reality” during Fall 2021 (833 attended) and Fall 2022 (1,165 attended) and during January 2022 (75 attended virtual), which covers the realities of alcohol consumption, the consequences, and the power of realistic decisions.
4. The Dean of Student Office provided information to new Families during our Sea Gull Start-Up Program (Summer 2022, in-person) centered around the SU Promise, civility and the behavioral expectations of all Sea Gulls. They also shared tips about campus safety on our campus and the community beyond.
5. First Flight in Fall 2021 (518 attended) and 2022 (932 attended), along with January Orientation 2022 (73 attended) all offered the Community Expectation session presented by the Dean of Students’ Office, OIE, University Police, and State Attorney’s Office which covers laws and behavioral expectations around alcohol, drugs, consent, and medical amnesty.

b. Dean of Students Office

The Dean of Students Office uses the *Alcohol-Wise* program, which is an interactive online course mandatory for all incoming University students. This course is an online alcohol education program designed to promote and enable healthy and informed decisions concerning alcohol use. In addition, students take additional online courses on sexual misconduct (Consent and Respect), and mental health (Kognito). Adult learners (over the age of 25) and graduate students receive versions of the courses designed specifically to meet their needs. Training numbers for the *Alcohol-Wise* program are attached as Appendix C.

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. Office of Student Conduct

The Code of Student Conduct promotes the concept of students taking ownership of their community and taking responsibility for their behavior. One element of the University's Code of Conduct includes student 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. Counseling Center

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 tests. Services are confidential and there are no fees for services.

e. University Police Department

The University Police Department (SUPD) works cooperatively with the Office of Student Affairs as well as allied police agencies to address concerns associated with drug and alcohol use. As there is a large off-campus student housing population, SUPD assists the Salisbury Police Department, Wicomico

County Sheriff's Office, 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 collaboration with other areas of campus to promote an eclectic array health and wellness programs specifically designed for college students. This includes providing support to students with AOD concerns. The scope of practice for SU Cares revolves around: individual and family consultations, assistance with medical withdrawals, class absence notifications, outreach presentations, crisis support, wellness checks and referrals.

Wellness programs at SU help students live healthy balanced lifestyles that incorporate the positive attitudes and productive behaviors related to eight dimensions of wellness. The eight dimensions within the program are: Occupational, Emotional, Physical, Social/Interpersonal, Intellectual, Spiritual, Financial, and Environmental. The effective implementation of wellness programs occurs through a collaborative effort that includes representatives from Dean of Student Office, Housing & Residence Life, Student Health Services, Counseling Services, Career Services, the Center for Student Achievement, the Office of Student Conduct, Fraternity & Sorority Life, the Center for Student Involvement & Leadership, the Disability Resource Center, and the Office of Student Affairs Case Manager.

Related to the eight dimensions, the group also focuses their efforts on ATOD educational programming (as a part of their Physical dimension) with specific goals geared towards educating students and their families about the risks of turning 21 and alcohol consumption. The SU Case Management is also partnering with Wicomico County on their *Wicomico Goes Purple (held annually in September)* campaign to raise awareness about opioid overdose awareness and prevention efforts.

Student Wellness Programing 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. Think Before you Drink-is a program about educating students on the effects of alcohol abuse.
7. Arrive Alive Tour-is a program about texting while driving drunk and the program brings a drunk driving simulator on campus.
8. SU annually supports one of the largest Campus Relay for Life programs for an institution our size. The program has raised more than \$1 million over its time.
9. Multiple opportunities for Narcan training.

g. Center for Student Involvement and Leadership

The Center for Student Involvement and Leadership focuses on educating the University's fraternity and sorority population on the dangers of alcohol abuse and drug consumption. In that regard some programming has included:

1. Every year the Office of Fraternity and Sorority Life goes over the expectations surrounding new member recruitment and specifically discusses alcohol use, and expectations. This conversation is directed to current members (sophomores, juniors, and seniors).
2. Implementation of Greek-Wise alcohol education for new members starting in 2021 and is conducted annually.
3. Some additional programs conducted by CSIL during the evaluation period included:
 - Zen Zone with mocktails and 'drunk goggles'; Chat with University Legal Counsel and Counseling Center of ramifications of a DUI; and a virtual MADD discussion.

h. The Office of Housing & Residence Life

Housing and Residence Life staff hold programs throughout the year for

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. Don't test your luck: This was an RA program focused on drinking 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. Don't get Tricked by your BOO-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 21-22 programs related to Alcohol Awareness were:

1. Alcohol can be dangerous, don't go solo.
2. Pick your poison.
3. Watch your booze.
4. Know your positions.

i. Athletics Department

2020-2022 ATOD related programming for student athletes:

1. New Student-Athlete Orientation: Each year the Athletics Department meets with all new freshman and transfer student-athletes to discuss athletic expectations and discuss issues related to both alcohol and drugs. Activities include student-athlete bystander intervention training and general ATOD education.
2. Student Athlete Mentor Program (SAM program): Each sport selects 2 representatives to serve on the SAM committee which is a program designed to promote responsible decision making in the area of overall student wellness and to increase the knowledge and awareness of ATOD issues.
3. NCAA Eligibility Team Meetings: At the beginning of each year all team members are required to sign NCAA and University documentation indicating that they are aware and understand the NCAA drug testing program and ATOD policies contained within the student-athlete handbook are discussed.
4. ATOD policies discussed by coaches for each specific team: Each coach has their own policies that can be more stringent than the University's Athletics Department, but not less than. The coaches discuss the specific expectations and rules regarding ATOD with their respective teams.
5. Drug Testing Program: Random drug testing is conducted 4 times per year and involves 30 student-athletes in each testing period. The number of student-athletes that are selected per sport is based on the roster size of that sport. The full policy can be found: <https://www.suseagulls.com/athdept/drugtestingpolicy>

Other Campus Initiatives

Employee Assistance Programs

The University as an institution within the University System of Maryland has contracted with ComPsych Guidance Resources to offer a wide variety of work/life services through both phone-based and web-based services. All services are private and confidential and are provided at no cost. Additionally, the State of Maryland offers MyMDCARES, an Employee Assistance Program that provides confidential and professional assessment and referral services to

state employees who are experiencing personal/medical problems affecting their work performance. These services are extended to employees that may have ATOD related issues.

a. **Saferide**

Thursday through Saturday nights a student run organization provides students with free, safe and no questions asked rides within a three-mile radius of the University campus during the academic year. The program was initiated to combat drinking and driving.

b. **Student Wellness Fair**

Held every Fall semester, the fair provides students with resources about all aspects of the Student Wellness' initiatives.

c. **Case Manager**

The Dean of Students Office provides a Case Manager who provides support to any student having a difficult time at the University. This person can provide on campus and off-campus resources for students in which alcohol and/or other drugs has been identified as an obstacle to their success.

V. Evaluation of enforcement of disciplinary sanctions imposed

The University uses software, namely, Advocate, to track all student conduct violations and sanctions. When students are found responsible for a violation, they are assigned sanctions with due dates. Students receive reminders regarding deadlines for completing sanctions. If a student misses a deadline, they will receive a reminder and then a hold is placed on their account with the University until the sanction is complete. Holds prevent a student from being able to register for courses for the next semester.

VI. Summary of ATOD Program Strengths and Weaknesses

A. In conducting this review of all University ATOD programs and policies the following strengths and weaknesses have been identified:

Program Strengths:

1. The University provided alcohol and drug policies to its students, faculty and staff.
2. The University maintained records of student violations of the ATOD policies and implemented a sanctioning process.

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 University is engaging its fraternity and sorority life population as well as its student-athletes in making them aware of the dangers of alcohol abuse and drug consumption.
6. The University introduced the online ATOD educational program Alcohol-Wise by 3rd Millennium for all new students.
7. The Office of Housing and Residence Life is conducting many ATOD training programs for its staff that interact with students on a regular basis.
8. The University initiated a staff and faculty wellness initiative that includes Friday emails that include many wellness resources.
9. SU implemented a new family program where information and policies (including information relevant to AOD concerns) are articulated through a campus parent portal (Campus ESP). This portal is for both prospective and current students.
10. The University has joined the ATOD Maryland consortium.
11. The University has developed a strong relationship with Wicomico County to provide assistance with alcohol and drug assessment and referrals.

Program Weaknesses:

1. The University only makes ATOD policies available on its policy page for employees.
2. The University has not widely disseminated among relevant campus departments the results of the ATOD survey/environmental assessment done by Housing and Residence Life. The lack of said dissemination of data prevents departments from making evidenced based more appropriate, student-centered programming.
3. Due to budgetary concerns a full-time alcohol and other drug educator position was placed on hold. Those services are decentralized with decision making occurring at the Vice President and Dean of Students level.
4. We have limited resources and supports for individuals in recovery.

B. Recommendations for Revising the ATOD Program

The University would like to provide a more proactive approach to addressing ATOD issues, and where possible would like to partner with families and the local community to assist in addressing these issues. As such, we are in the process of completing the following changes to the ATOD program:

- a. Need to review and update, if appropriate, marijuana policies as it relates to the

- proposed state legalization of marijuana post state referendum outcome 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 student's attitudes about ATOD.
 - f. Advance the University's development of a comprehensive prevention 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 is appropriate.
- D. Below is the language for students and employees as it relates to ATOD policies:

2020 - 2022 Code of Student Conduct

Alcohol

The University expects Students who choose to drink to make decisions with thoughtful consideration that are guided by the law, common sense, and the information about how alcohol use can impact both the Student and those around them. The use, possession, consumption or distribution of alcoholic beverages by Students, except as expressly permitted by Maryland law and University policy, is a violation of the Code of Community Standards. This includes, but is not limited to:

- Underage possession and consumption of alcohol;
- Possession of an open container of alcohol either on University Property at a location not approved by the University or on public property in an unlawful manner;
- Excessive drinking and intoxication, regardless of age;
- Operating a vehicle under the influence of alcohol, including, but not limited to, motor vehicles, bicycles, scooters and skateboards;
- Purchasing, providing or otherwise making alcohol available to underage persons;
- Any form of rapid consumption of alcohol or participation in drinking games that

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.** The term “drugs” includes any definition found in state and/or federal law, but broadly includes, but is not limited to, any stimulant, intoxicant (other than alcohol), nervous system depressant, or other chemical substance, compound or combination when used to induce an altered state, including illegal drugs and any otherwise lawfully available product used for any purpose other than its intended use (for example, prescription drugs or household product misuse).
- **Drug Paraphernalia.** The term “drug paraphernalia” includes any definition found in state and/or federal law, but broadly includes, but is not limited to, any material, product, instrument or item used to create, manufacture, distribute, use or otherwise manipulate any drug and includes, but is not limited to, hypodermic needles, syringes, baggies, rolling papers, strainers, grinders and/or scales (when used for the purpose of drug use), any devices used to ingest drugs including bongos or pipes.

When students are using or abusing drugs, whether it is illegal or prescription drugs that are being misused, they jeopardize their safety and may negatively affect the entire community. The University expects all members of the community to comply with state and federal laws pertaining to drugs. This includes, but is not limited to:

- The possession or use of any illegal Drug and/or Drug Paraphernalia; and
- The delivery, transfer, intent to deliver or transfer, manufacture, or sale of any illegal Drug or Drug Paraphernalia. This includes the sharing or giving of drugs to even one person, cultivation of drugs, and any other form of distribution or intention of distribution of under Maryland law.

Please note that, although Maryland law allows certain uses of cannabis, including for limited medical purposes, federal laws prohibit cannabis use, possession and/or cultivation at educational institutions and on the premises of other recipients of federal funds.^[2] The University is a recipient of federal funds under Title IV of the Higher Education Act of 1965 (i.e. federal grants, loans, and work-study programs) and therefore the use, possession or cultivation of cannabis for medical purposes is not permitted in any University housing or any other University property, nor is it permitted at any University-sponsored event or activity off campus. Lawful possession of a medical cannabis card does not create an exception to this prohibition.

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 could result in behavior, which, in the University's sole judgment, is destructive, abusive or detrimental to the University's interests, the University's conduct process shall apply and such matters will be processed accordingly, including review of the application of the University's Medical Amnesty Policy:

- a. No person who is less than 21 years of age may purchase, possess or consume any type of alcoholic beverage.
- b. Excessive consumption of alcohol is prohibited regardless of age. Excessive consumption would be any amount that limits an individual's ability to engage in normal activities, including driving.
- c. No person may possess an open container of alcohol in a public area.
- d. No person may provide alcohol to any person who is less than 21 years of age.
- e. No person may illegally distribute, sell or manufacture alcohol.
- f. No person may bring any type of alcoholic beverage into an Alcoholic Beverage Control licensed facility or area, and no person may take alcoholic beverages out of a Control licensed facility or area.
- g. No person who appears to be Intoxicated or is Intoxicated may be sold or served alcoholic beverages (as defined below).
- h. No person may operate a vehicle, bicycle, scooter, skateboard, etc. under the influence of alcohol.

Intoxicated for any individual may include, but is not limited to, impaired motor-skill coordination, difficulty communicating, vomiting, glazed/red eyes, the smell of alcohol on one's breath, verbal and/or physical aggressiveness, destructive and/or disruptive behavior, and engaging in any behavior that may endanger oneself or others.

Parents/legal guardians may be notified when a student under the age of 21 is found responsible for an alcohol and/or drug violation under this policy.

Drugs

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

Definitions:

The term “drugs” broadly includes, without limitation, any stimulant, intoxicant (other than alcohol), nervous system depressant, or other chemical substance, compound or combination when used to induce an altered state, including any otherwise lawfully available product used for any purpose other than its intended use (for example, prescription or drugs or household product misuses).

The term “drug paraphernalia” includes any definition found in state and/or federal law, but broadly includes any material, product, instrument or item used to create, manufacture, distribute, use or otherwise manipulate any drug and includes, but is not limited to, hypodermic needles, syringes, baggies and/or rolling paper (when used for the purpose of drug use), strainers, grinders, scales, any devices used to ingest drugs including bongos or pipes.

Specific violations of this standard include, but are not limited to:

- a. The possession, use, manufacture, distribution, and/or sale of drugs
- b. The possession, use, manufacture, distribution and/or sale of drug paraphernalia or other items used in preparing or consuming illegal drugs
- c. The delivery, transfer or intent to deliver, transfer or manufacture any drug or drug paraphernalia
- d. The sale, delivery or transfer of a prescription or prescription drug to another. This includes the sharing or giving of drugs to even one person, cultivation of drugs and any other form of distribution or intention of distribution
- e. A violation of any applicable local, state or federal law relating to drugs or drug paraphernalia An individual may be determined to be under the influence by the identification of symptoms including, but not limited to, impaired motor-skill coordination, difficulty communicating, vomiting, glazed/red eyes, verbal and/or physical aggressiveness, destructive and/or disruptive behavior, and engaging in any behavior that may endanger oneself or others.

Parents/legal guardians may be notified when a student under the age of 21 is found responsible for an alcohol and/or drug violation under this policy.

Responsible Action Protocol (formerly Medical Amnesty Policy) 2020-2022

Student health and safety are of primary concern at the University. As such, in cases of intoxication or overdose due to the consumption or use of alcohol or other drugs, the University encourages individuals to seek assistance for

themselves or others. If assistance is sought due to a serious and immediate risk from the consumption or use of alcohol or drugs, the Dean of Students Office will not pursue disciplinary charges against a Student for violations of the Alcohol Policy, Drug Policy or policies related to the consumption or use of alcohol or drugs on their first incident. Any further incidents may result in disciplinary charges. Additionally, those Students who actively assist an individual under the influence of alcohol or drugs will not receive conduct charges for violations of the Alcohol Policy, Drug Policy or policies related to the use or consumption of alcohol or drugs. For detailed information, please refer to the [Responsible Action Protocol](#).

Policy

1. A student in possession or under the influence of alcohol and/or drugs who summons medical emergency assistance for him/herself or on behalf of a fellow student experiencing a medical emergency will not face disciplinary charges under the Code of Community Standards or Residence Hall Regulations for the possession or use of alcohol and/or drugs, with the exception of the exclusion noted below. In lieu of disciplinary charges and as a condition of such relief, students handled under this policy will usually be required to complete an approved alcohol and/or drug intervention program and other appropriate mandates issued by the Dean of Students or designee.
2. This policy also extends to the student for whom medical emergency assistance has been summoned.
3. A “summons” for medical emergency assistance is deemed to be contacting police, University staff or other officials designated emergency medical providers, and staying with the individual until that help arrives.
4. In cases involving sexual misconduct, a student who reports sexual misconduct to the institution or law enforcement or who participates in sexual misconduct matters as a witness will not be subject to student conduct action for violation of Salisbury University’s drug and alcohol policies if Salisbury University determines that: (1) the violation occurred during or near the time of the alleged sexual misconduct; (2) the student made the report of sexual misconduct, or is participating in an investigation as a witness in good faith; and (3) the violation was not an act that was reasonably likely to place the health and safety of another individual at risk.

Process

Students referred to the Dean of Students Office for alcohol and/or drug use or possession will have their case reviewed by a representative of The Dean of Students office. If the student is eligible for the conditional relief under this policy, the initiation of disciplinary charges will be “deferred” pending successful completion of an approved alcohol and/or drug intervention program. If the student successfully completes the program to the satisfaction of the Office of Student Affairs, the

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 “the act of seeking, providing or assisting 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 of medical assistance.” Ann. Code of Maryland, Criminal Procedure Article, Section 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 refrigerators, closets, cabinets etc.
- c. All alcohol must be confined to the student's bedroom (or personal refrigerator within that bedroom if the bedroom is shared with a student under the age of 21).
- d. If students are in the apartment and not 21, alcohol consumption cannot occur in the common areas of the apartment. All alcohol must be consumed within the student's bedroom.

Appropriate disciplinary action will be taken in all situations where individual behavior infringes upon the rights of others. Repeat offenders, where violations occur during the period of disciplinary probation, will be subject to more severe sanctioning, including, but not limited to, loss of housing for residential students and social probation/restricted access for commuting students.

University Police officers have the authority to issue civil citations for violations which occur on campus.

Alcohol paraphernalia is prohibited in any residential space that is occupied by an individual under the legal drinking age. Examples of paraphernalia include, but are not limited to, collections of alcohol labels and beer caps, cardboard cut outs of alcohol boxes and cleaned alcohol containers used in a decorative manner.

When the University determines that a state of emergency exists (such as blackouts, severe weather conditions, etc.) an alcohol ban for all residents will be enforced. Alcohol may not be brought in or consumed in any residence hall or space regardless of the age of the occupants.

Refer to the University alcohol policy in the Student Code of Conduct for further details.

Drugs

As a resident you have the right to live in an environment free from the use of

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. "Institution Property" means any property owned, leased, or otherwise controlled or operated by an institution, including buildings, other structures and grounds, and vehicles owned or leased by the institution.

B. "Smoking" means carrying or smoking a lighted tobacco product or 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, administrative buildings, other enclosed facilities, or vehicles, except as provided in Section III(A)3, below.
2. Smoking is prohibited on all institution grounds and property, including walkways, parking lots, and recreational and athletic areas, except as provided in Section III(A)3, below.
3. Smoking in and on institution property will be permitted only as follows:
 - a. For controlled research, and educational, theatrical, or religious ceremonial

purposes, with prior approval of the President or the President's designee;

- b. In limited and specific designated areas on institution grounds, as approved by the President; or
- c. Subject to any other exception to this policy recommended by the President and approved by the Chancellor.

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.

B. Smoking Cessation Information.

The President of each institution shall designate an individual or individuals to answer questions, refer students and employees to on-campus and outside resources, and otherwise provide information about smoking cessation assistance options and opportunities.

V. IMPLEMENTATION PROCESS

A. Communication.

Each institution shall provide initial and ongoing information to communicate the requirements of this policy, including:

1. Dissemination of the key elements of the policy to faculty, staff, students, and others on websites and in appropriate written materials; and;
2. The placement of exterior and interior notices and signs announcing that smoking is prohibited.

B. Community Outreach.

Each institution will engage in outreach to the community, as appropriate, to facilitate coordination with local government authorities and to assist residents and businesses near the institution in preventing trespass and littering that may result if members of the campus community seek to smoke in nearby off-campus areas.

C. Consequences.

Each institution may establish appropriate consequences, which may include fines or disciplinary measures, for violations of this policy.

D. Implementation.

The provisions of this policy shall be implemented at each institution no later than June 30, 2013.

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 the nation, according to the American Nonsmokers' Rights Foundation.

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 said: "I hope that the entire campus community will respect this policy and 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 of all members of our community."

This Smoke-Free Campus Web site contains more useful information about the policy, including cessation programs and resources for those wishing to stop smoking, as well as research on the effects of secondhand smoke. The policy is in its initial phase of implementation and will be refined, along with this site, throughout the coming year.

SU Policy on Smokeless Tobacco in Campus Buildings

Students, faculty, staff and campus visitors are prohibited from using or discarding smokeless tobacco products or tobacco waste in classrooms, restrooms, hallways, lounges, labs, study, and work areas, or any other common area of campus buildings.

Persons violating this policy may be asked to discontinue use or leave the facility. This request may be made by any university official, faculty or staff member. Persons not responding to requests to abide by this policy will be subject to judicial action.

SU Policy on Smoking in Fleet Vehicles

University policy prohibits smoking in all fleet vehicles.

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 employee.

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 university's Human Resources Office or the Counseling Services Office.

MCEA (Non-Exempt Bargaining Unit) MOU Article 19 (Health, Safety and Welfare) Section 19.5 –Drug and Alcohol Use and Possession

Section 19.5 – Drug and Alcohol Use and Possession

The University is committed to maintaining a workplace free from the illegal use, possession, or distribution of alcohol and controlled substances. Employees will comply with the Governor's Executive Order on Substance Abuse.

Employees will comply with the University's Drug and Alcohol Use and Testing Policies and Procedures when approved and implemented campus-wide for all staff. Prior to implementation, the Union shall be given thirty (30) days' notice for comments and review of the policy.

Unlawful manufacture, distribution, dispensation, possession, or use of controlled substances or alcohol by employees in the workplace is prohibited under University policy. It is, however, recognized that

employees may be properly in possession of alcohol and controlled substances in the normal course of their duties.

Reporting to work under the influence of controlled substances or alcohol is also prohibited.

Legal Sanctions

Legal sanctions under Federal, State and Local laws relating to Alcohol and Drug use Students, Faculty and Staff of the University are subject to federal, state, and local laws for the possession, consumption and distribution of illegal drugs.

Additionally, students, faculty and staff are subject to state and local laws for drinking and obtaining alcohol. An example of such a law is the State of Maryland's Substance Abuse Policy (Executive Order 01.01.1991.16):

<https://dbm.maryland.gov/employees/Documents/Policies/SubstanceAbusePolicy.pdf>

Appendix A: Alcohol Awareness and Prevention Programs

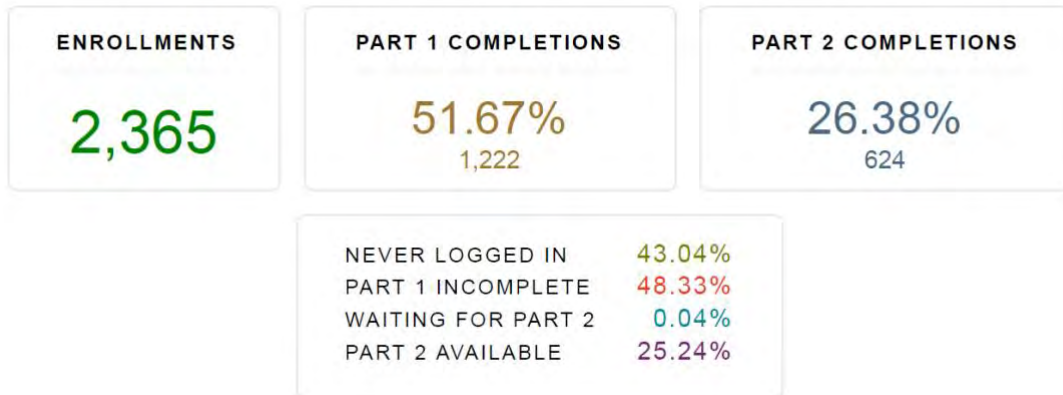
Alcohol-Wise

The University requires all incoming students, regardless of age, to complete the alcohol education and prevention program Alcohol-Wise. Alcohol Wise utilizes the evidence-based eCHECKUP TO GO brief intervention, proven to reduce high-risk drinking behavior. This online course is short, but effective and uses motivational interviewing to provide personalized feedback. Our cost-effective program reduces negative consequences of drinking and when implemented effectively, Alcohol Wise changes campus culture, educates students about the harmful effects of alcohol, raises retention rates, and acts as a prevention tool for future alcohol-related violations.

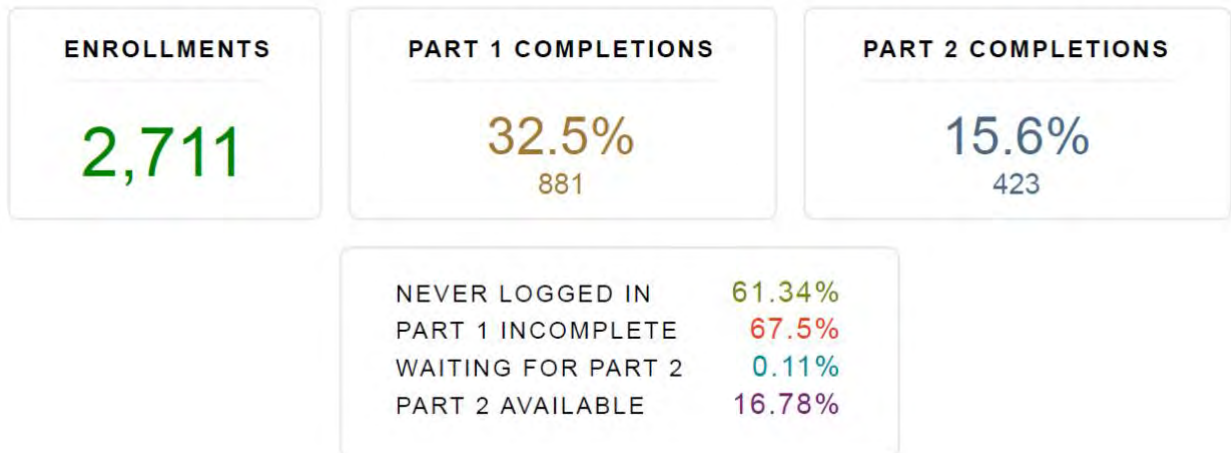
Learning Outcomes of Alcohol Wise:

- Calculate general BAC levels and explore factors affecting BAC
- Clarify personal choices about his or her drinking habits, attitudes, and behavior and how it affects peers
- Describe how alcohol can affect academic progress and social behavior
- Identify high-risk and low-risk drinking patterns
- Refute common misconceptions about drinking norms
- Know how to access campus resources
- Identify personal risk factors for drinking and alcohol dependence
- Understand dangers of drinking and driving
- Learn ways to take care of self and others in environments where drinking is present
- Develop protective behaviors for drinking

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

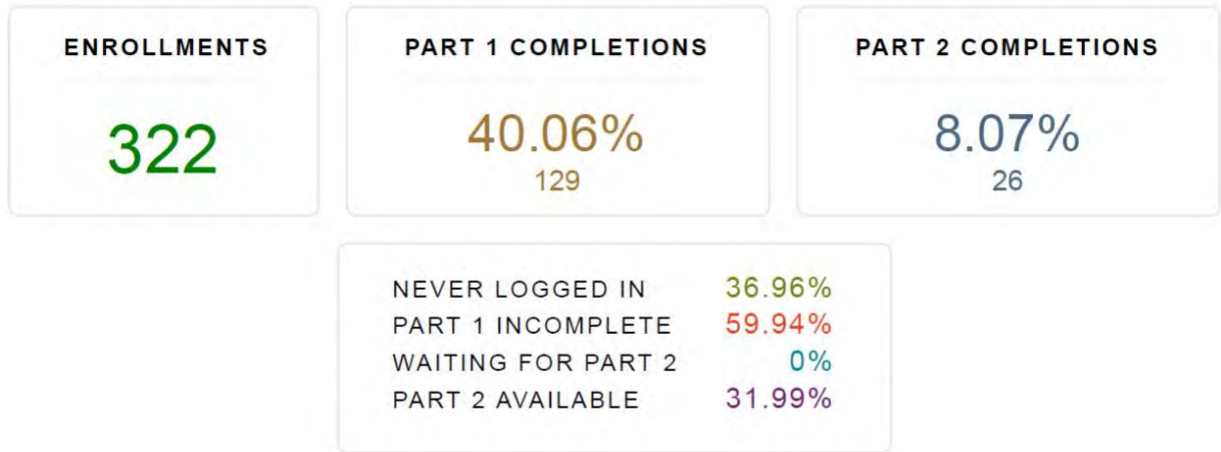
proven to reduce high-risk drinking behavior. To further individualize your members' experience, your organization-specific customizations are integrated into the course. We combine the topics of alcohol, sexual assault, Title IX concerns, hazing, and social hosting to offer a foundational prevention course for all members.

After taking Greek Wise, the individual will be able to:

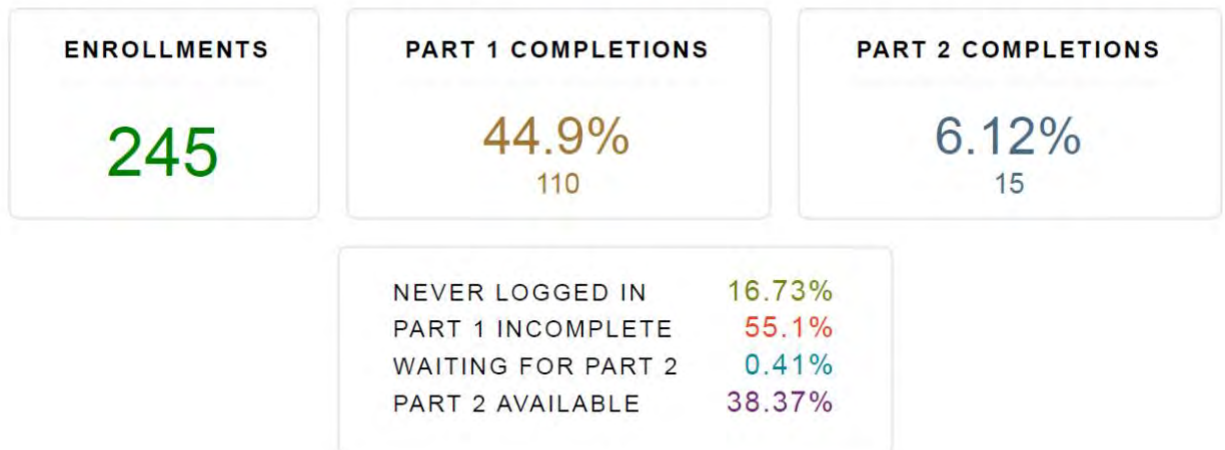
- Recognize hazing situations
- Understand the motivations and consequences of hazing
- Take steps to become an anti-hazing advocate on campus
- Understand metabolism, absorption, and factors that affect BAC levels
- Clarify personal choices about their drinking habits, attitudes, and behavior
- Describe how alcohol can affect their academic progress and social behavior
- Identify drug and alcohol interactions and high-risk patterns
- Apply bystander awareness strategies
- Assess their own behavior and risk categories related to sexual assault
- Understand the legal consequences of underage drinking and social hosting
- Reflect on personal drinking habits on a daily, weekly, and monthly basis
- Discuss dangers of mixing drugs & alcohol
- Develop protective behaviors around drinking
- Discuss their student rights under Title IX
- Give definitions for consent, sexual assault, domestic and dating violence, and stalking
- Develop strategies for reducing the risk of alcohol and drug-facilitated sexual violence
- Develop strategies to bring about change in attitudes about sexual violence on their campus
- Relay steps for reporting and preserving evidence of a sexual assault
- Know how to provide survivors of sexual assault with assistance and support

When implemented effectively, Greek Wise changes campus culture, educates students about the harmful effects of alcohol, raises retention rates, and acts as a prevention tool for future alcohol-related violations.

2020-2021 Completion Statistics



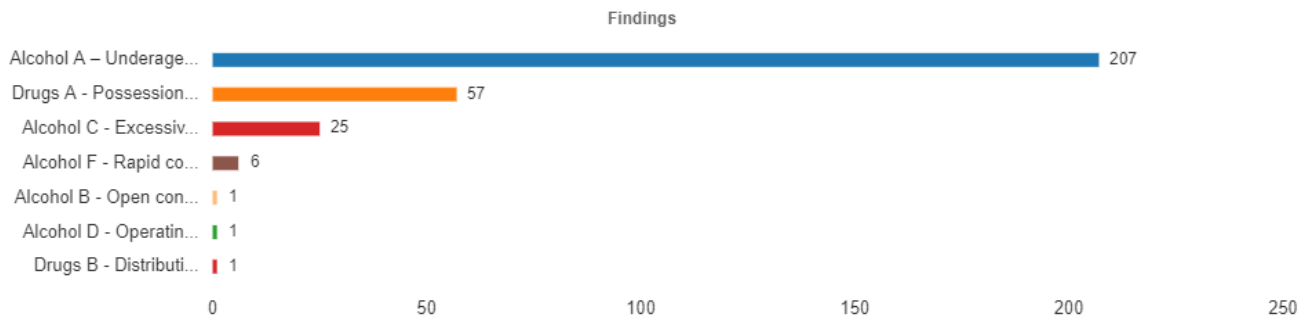
2021-2022 Completion Statistics



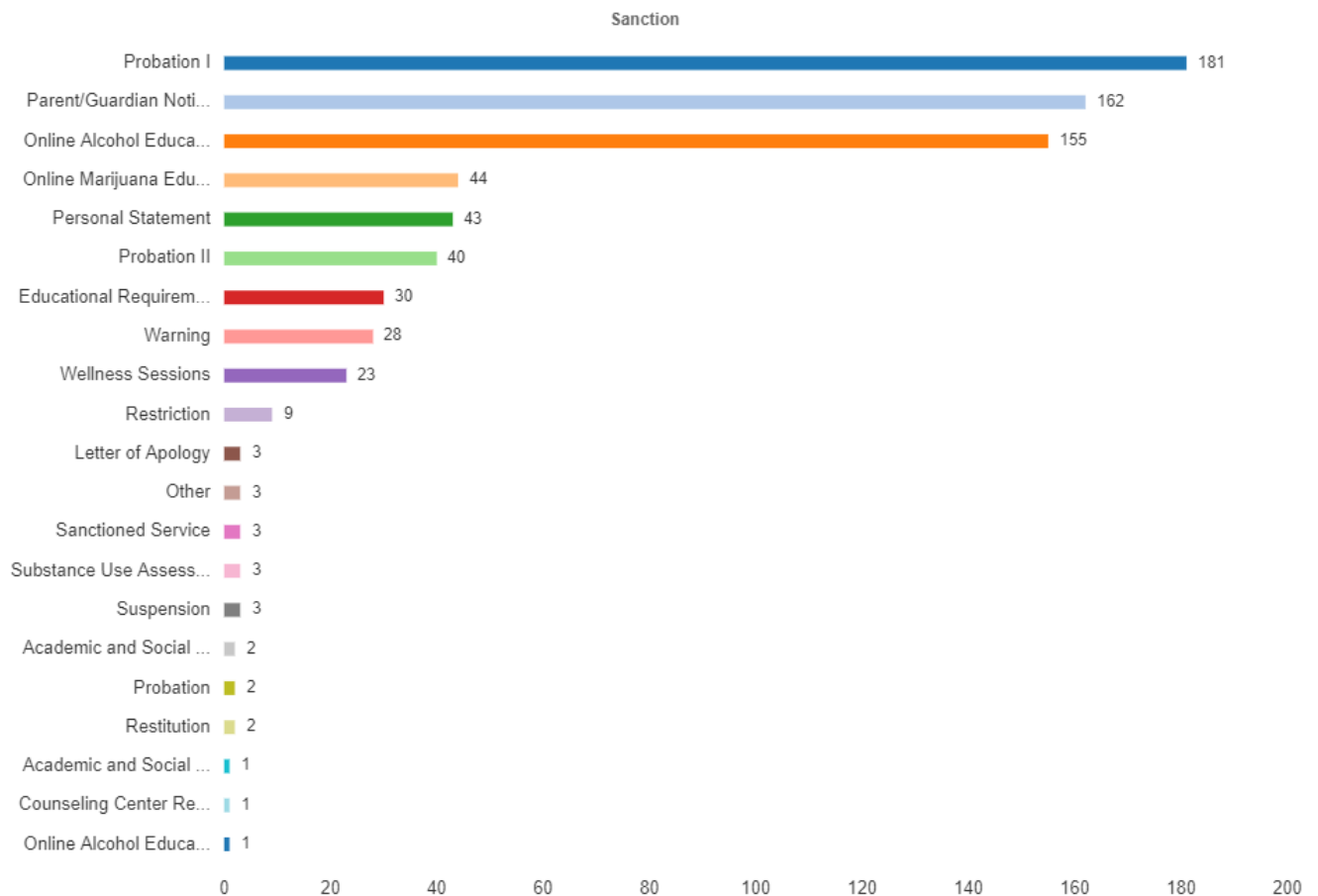
Appendix B: Student Conduct ATOD related Incidents for 2020 – 2021 and 2021 - 2022

ALCOHOL AND/OR DRUG RELATED INCIDENTS August 1, 2020 – July 31, 2021

Charges



Outcomes

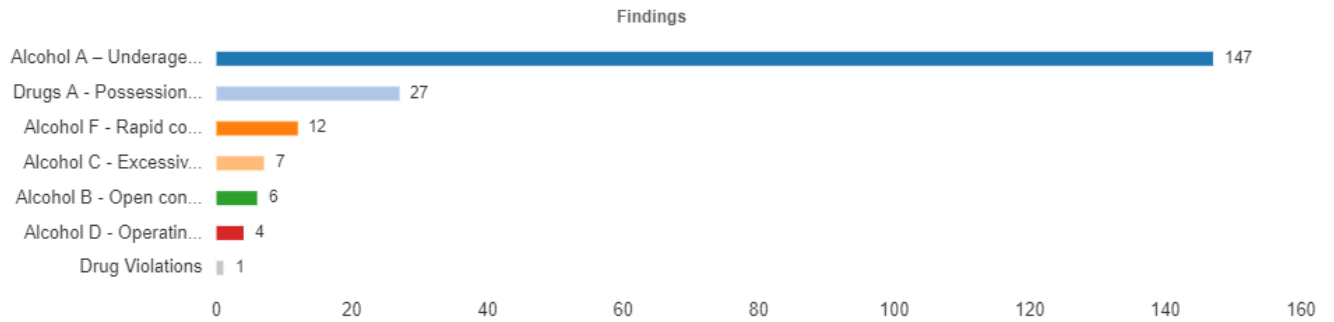


Notes on suspensions and permanent dismissals:

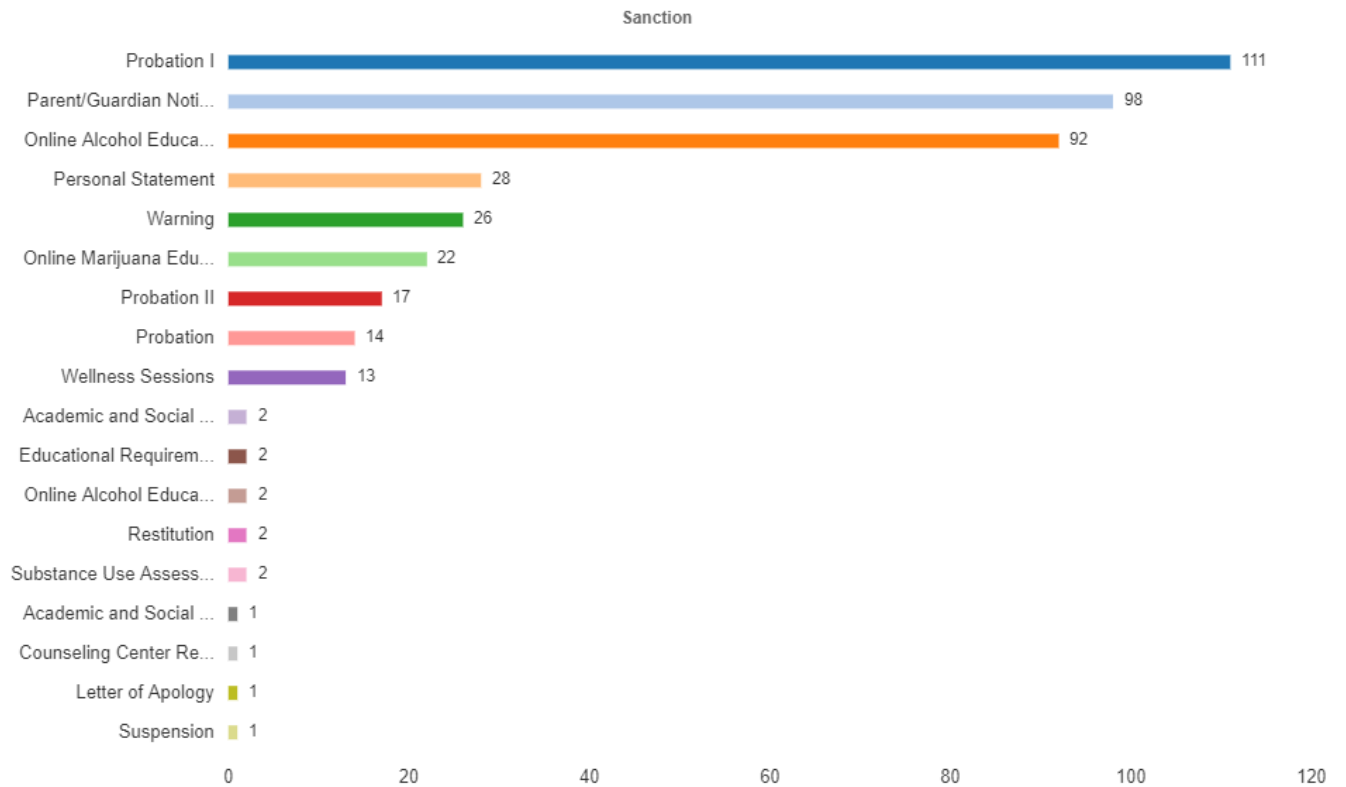
- The outcome of disciplinary hearings reflects the nature and severity of the incident in question, as well as the student's prior disciplinary record. While most alcohol and/or drug-related incidents do not result in a separation from the University, egregious and/or repeated violations of University 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 had multiple prior violations, including multiple drug-related violations, which were considered as part of the sanctioning process. That student was suspended for one semester; before the decision was issued, the student was found responsible for a subsequent drug violation, and his suspension was extended for an additional semester. One student was found responsible for the distribution of drugs and subsequently suspended for a period of two (2) years.

August 1, 2021 – July 31, 2022

Charges



Outcomes



Notes on suspensions and/or permanent dismissals:

The outcome of disciplinary hearings reflects the nature and severity of the incident in question, as well as the student's prior disciplinary record. While most alcohol 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. One student was suspended for an alcohol-related violation during the 2021-2022 reporting period. The student had multiple prior violations, including multiple alcohol-related violations, which were considered as part of the sanctioning process.

INSTITUTIONAL SANCTIONING GUIDELINES

These guidelines provide a uniform set of initial sanctions for common violations of the Student Code of Conduct. Please note that a student's disciplinary record is cumulative. If a student has a prior conduct history, the nature of that history must be examined by the Case Administrator. If the nature of the violation(s) that comprise the student's disciplinary history is similar to the nature of the current violation, these guidelines will help Case Administrators determine appropriate administrative and active sanctions for subsequent occurrences. If the nature of the violation(s) that comprise the student's disciplinary history is not similar to the nature of the current violation, the administrative sanction (i.e., warning, probation, suspension or dismissal) will typically escalate from one incident to the next, where appropriate.

Please note, that the guidelines are not absolute or exhaustive of every potential violation. Ultimately, the sanctions are dependent on the specific circumstances of individual cases and may be modified in response to the circumstances. Please consult the "Step-by-Step: Developing Action Plan" section (page 1) for additional sanctioning considerations.

Violation	Type of Sanction	First Occurrence	Second Occurrence	Third Occurrence
Alcohol (being in the presence of, open container, housing and residence life violation)	Status	Warning	Probation I	Probation II
	Active	<ul style="list-style-type: none"> Online alcohol course 	<ul style="list-style-type: none"> Parental Notification (if under 21) or Personal Statement (if 21+) Wellness Sessions 	<ul style="list-style-type: none"> Parental Notification (if under 21) or Personal Statement (if 21+) Substance use Assessment and Intervention
Alcohol (underage use/possession, noise/disruptive behavior, other disciplinary violations)	Status	Probation I	Probation II	Probation for Tenure or Suspension
	Active	<ul style="list-style-type: none"> Parental Notification (if under 21) or Personal Statement (if 21+) Online alcohol course 	<ul style="list-style-type: none"> Parental Notification (if under 21) or Personal Statement (if 21+) Wellness Sessions 	<ul style="list-style-type: none"> Parental Notification (if under 21) Substance Use Assessment and Intervention Academic and Social Success Planning
Alcohol (providing alcohol to minors, driving under the influence, excessive consumption)	Status	Probation II	Probation for Tenure or Suspension	Suspension or Dismissal
	Active	<ul style="list-style-type: none"> Parental Notification (if under 21) or Personal Statement (if 21+) Wellness Sessions 	<ul style="list-style-type: none"> Parental Notification (if under 21) Substance Use Assessment and Intervention Academic Success Planning 	<ul style="list-style-type: none"> Parental Notification (if under 21) Other sanctions, if applicable, determined on a case-by-case basis
Drugs (use/possession of drugs or drug paraphernalia)	Status	Probation I	Probation II	Probation for Tenure or Suspension
	Active	<ul style="list-style-type: none"> Parental Notification (if under 21) or Personal Statement (if 21+) Online marijuana course 	<ul style="list-style-type: none"> Parental Notification (if under 21) or Personal Statement (if 21+) Wellness Sessions 	<ul style="list-style-type: none"> Parental Notification (if under 21) Substance Use Assessment and Intervention Academic and Social Success Planning
Drugs (distribution)	Status	Suspension or Dismissal		
	Active	<ul style="list-style-type: none"> Parental Notification (if under 21) Other sanctions, if applicable, determined on a case-by-case basis 		

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: "Under the Influence"

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 changes in the student's attitudes and behavior.

Online Marijuana Education: "THC 101"

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.

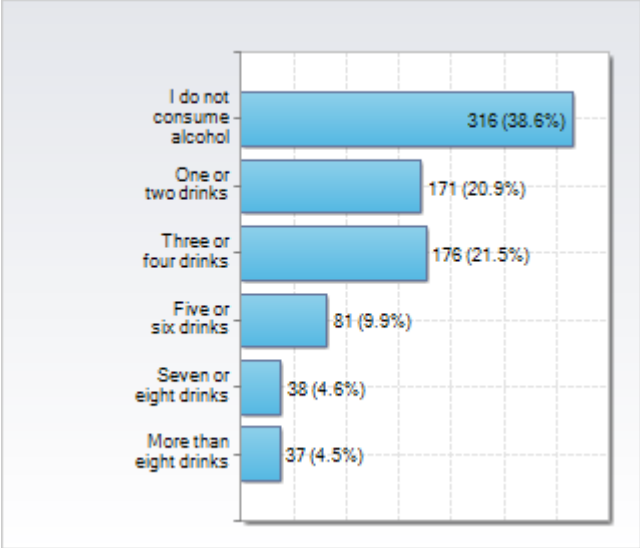
Wellness Sessions

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

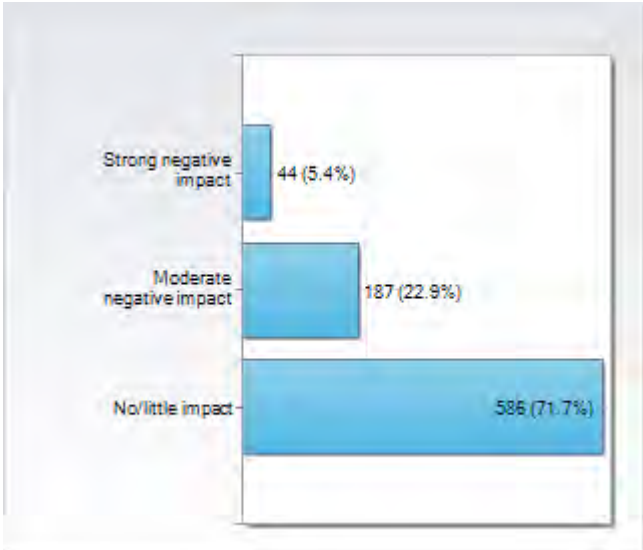
Following an in-depth assessment of their substance use, students will schedule two, one-to-one sessions with a counselor. At the conclusion of these sessions, students may be referred to community providers for more specialized and/or longer-term treatment. Alternatively, students are permitted to use the off-campus provider of their choice but do so at their own expense. Students not currently registered for classes must complete this requirement with an off-campus provider.

Appendix D: Educational Benchmark Inventory Survey for On Campus Housing Experience



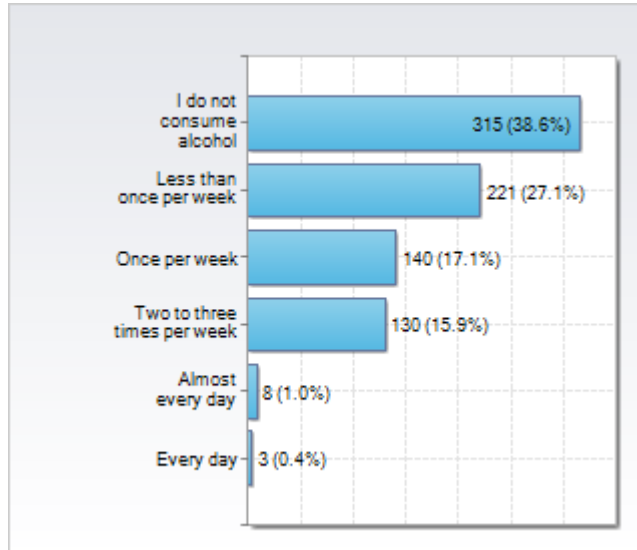
	N	% of Total
I do not consume alcohol	316	38.6%
One or two drinks	171	20.9%
Three or four drinks	176	21.5%
Five or six drinks	81	9.9%
Seven or eight drinks	38	4.6%
More than eight drinks	37	4.5%

% Resp = 89.0%
N = 819

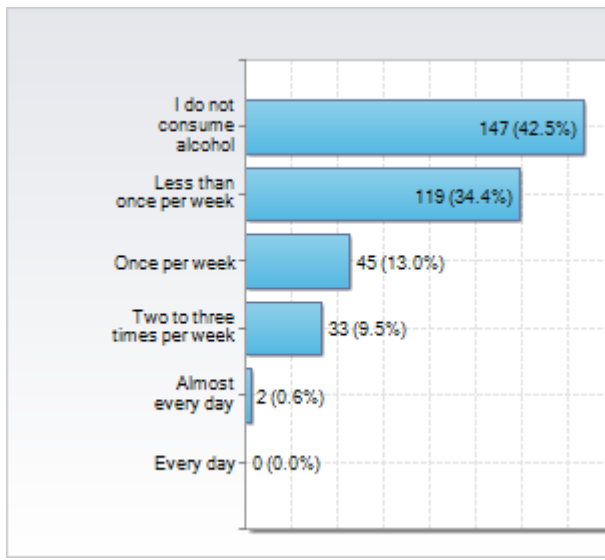


	N	% of Total
Strong negative impact	44	5.4%
Moderate negative impact	187	22.9%
No/little impact	586	71.7%

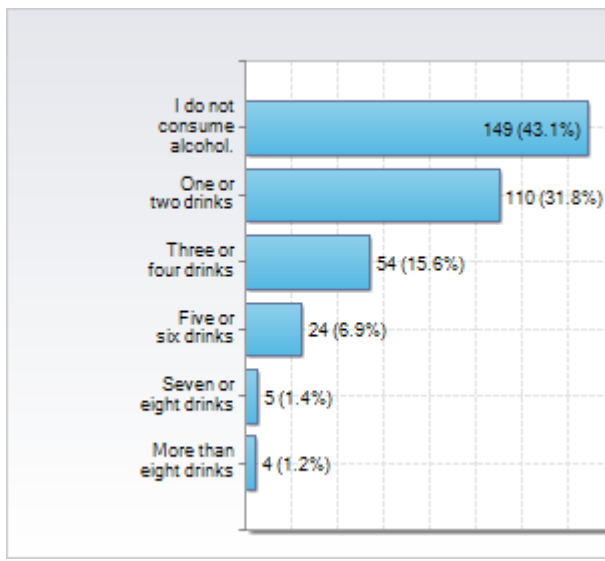
% Resp :88.8%
N :817



	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%



	N	% of Total	% Re = %
I do not consume alcohol	147	42.5%	78.3%
Less than once per week	119	34.4%	
Once per week	45	13.0%	1 = 346
Two to three times per week	33	9.5%	
Almost every day	2	0.6%	
Every day	0	0.0%	



	N	% of Total	% Re = %
I do not consume alcohol	149	43.1%	78.3%
One or two drinks	110	31.8%	
Three or four drinks	54	15.6%	1 = 346
Five or six drinks	24	6.9%	
Seven or eight drinks	5	1.4%	
More than eight drinks	4	1.2%	