

# Salisbury University Drug and Alcohol Prevention Plan 2020-2025



As our centennial anniversary approaches in 2025, Salisbury University is focused on meeting the emerging needs of students, as well as the community, State and nation.

## INTRODUCTION

Salisbury University is dedicated to a University-wide effort of supporting a variety of departments and individuals that address alcohol, tobacco and other drug issues on campus in a holistic and comprehensive manner. Although many efforts are initiated by the Division of Student Affairs, other University offices, departments and organizations address issues of alcohol, tobacco and other drugs through programs and initiatives. All programs are regularly reviewed for participation and effectiveness.

In order to support the University's efforts to educate students, employees and visitors on the importance of preventing the illegal use of alcohol and other drugs on campus, the following three principles are the focus of the University's Drug and Alcohol Prevention (DAAP) Program:

1. The University will implement an alcohol and other drug (AOD) strategic plan that focuses on nine areas and related subcategories, listed below. Each area contains a status monitoring mechanism and a designated Responsible Office. Additionally, the Student Affairs Wellness Committee will develop assessment mechanisms to assure continuous improvement.
2. The University will facilitate a communications plan to assure that both current and prospective students and employees are made aware of the University's efforts to promote and support a safe campus environment.
3. The University will conduct a biennial review of the DAAP Plan and the accompanying educational and communication strategies in compliance with the Drug-Free Schools and Communities Act (DFSCA) and Part 86 of the Department of Education General Administrative Regulations.

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## Principle

# 1

## Strategic Plan

*The University's alcohol and other drug (AOD) strategic plan focuses on nine areas and related subcategories, listed below. Each area contains a status monitoring mechanism and a designated Responsible Institutional Officer. Additionally, the Student Affairs Wellness Committee will develop assessment mechanisms to assure continuous improvement.*

### **1. Promote collaboration between Salisbury University and local community and statewide/national organizations**

- a. Incorporate off-campus student conduct as it relates to alcohol and other drug (AOD) misuse into the student conduct process by collecting local police reports and adjudicating through the Dean of Students Office
  - i. Status: Currently occurring and ongoing
  - ii. Responsible Office: Assistant Dean for Student Accountability and Community Standards
- b. Meet with off-campus resident students who were reported to the Dean of Students' Office for large gatherings
  - i. Status: Currently occurring and ongoing
  - ii. Responsible Office: Assistant Dean for Student Accountability and Community Standards
- c. Join and participate in the Maryland Collaborative to Reduce College Drinking and Related Problems
  - i. Status: Current member
  - ii. Responsible Office: Vice President of Student Affairs and Student Affairs Case Manager

- d. Join and participate in the Wicomico Goes Purple Campaign to address opioid addiction concerns.
  - i. Status: Current member; sponsored eight programs in the fall 2019 semester
  - ii. Responsible Office: Associate Vice President of Student Affairs and Student Affairs Case Manager

### **2. Increase awareness of University programs related to substance abuse through University website, social media and educational brochures.**

- a. Annually update University website to reflect programs and services available on campus
  - i. Status: New website (2018) reflects updated materials
  - ii. Responsible Office: Chair of Student Affairs Wellness Committee
- b. Purchase brochures for the Counseling Center
  - i. Status: New materials purchased in September 2018
  - ii. Responsible Office: Director of Student Counseling Services



- c. Add web-based instructional and resource materials to Health Center website.
  - i. Status: Created in September 2018 and updated September 2020
  - ii. Responsible Office: Director of Student Health Services
- d. Develop an AOD social media structure and outreach plan
  - i. Status: In Process
  - ii. Responsible Office: Chair, Student Affairs Wellness Committee
- e. Assure annual distribution to all students and employees of AOD/Title IV compliance information, particularly as it relates to standards of conduct; a description of sanctions for violating federal, state and local law and campus policy; a description of health risks associated with AOD use; a description of treatment options; and a biennial review of the program's effectiveness and the consistency of the enforcement sanctions.
  - i. Status: Ongoing; Last distributed September 2020
  - ii. Responsible Office: Dean of Students and University General Counsel

**3. Work with local authorities to discuss high-risk behavior and events involving University students**

- a. Annually meet with local alcohol enforcement agencies
  - i. Status: Ongoing; last met in summer 2020
  - ii. Responsible Office: Associate Dean of Students
- b. Invite local authorities to the regularly scheduled Campus Safety Task Force meetings
  - i. Status: Ongoing
  - ii. Responsible Office: Vice President of Student Affairs
- c. Develop structure to meet with Mayor of the City of Salisbury and the Wicomico County Executive when a student-involved incident impacts the community
  - i. Status: Developed and ongoing
  - ii. Responsible Office: Vice President of Student Affairs

- d. Create a mechanism that regularly brings local landlords, police agencies and University officials together to discuss concerns regarding student residents in local apartment buildings
  - i. Status: Developed and ongoing
  - ii. Responsible Office: Associate Dean of Students
- e. Create a mechanism for local governmental officials and community interests to meet regularly to discuss issues of mutual concern as they relate to alcohol and other drugs
  - i. Status: Developed and ongoing; last meeting occurred September 2020
  - ii. Responsible Office: President's Chief of Staff

**4. Work with the Athletics Department to increase awareness of substance abuse issues among student athletes**

- a. Dean of Students to meet annually with coaches to discuss students' standards of conduct related to alcohol and other drugs.
  - i. Status: In development
  - ii. Responsible Office: Dean of Students and Director of Athletics
- b. Participate in new student athlete orientation and discuss AOD issues and standards of student conduct.
  - i. Status: In development
  - ii. Responsible Office: Dean of Students and Director of Athletics

**5. Enforce a campus-wide no-smoking policy in buildings and outside on campus property**

- a. Develop appropriate signage indicating SU is a no-smoking campus
  - i. Status: Developed and implemented
  - ii. Responsible Office: Director of Maintenance
- b. Review campus no-smoking policy as it relates to vaping
  - i. Status: Completed; policy updated March 27, 2017
  - ii. Responsible Office: Policy Advisory Committee
- c. Develop a protocol for enforcement of no-smoking policy
  - i. Status: Completed
  - ii. Responsible Office: University Police and Dean of Students

## **6. Challenge behaviors that violate the University's AOD policies**

- a. Educate all incoming students on the University's AOD policies
  - i. Status: Ongoing
  - ii. Responsible Office: Assistant Dean for Student Transitions and Assistant Dean for Student Accountability and Community Standards
- b. Annually invite Wicomico County State's Attorney and local police agencies to directly meet with incoming students as part of the orientation process
  - i. Status: Ongoing
  - ii. Responsible Office: Assistant Dean for Student Transitions
- c. Educate fraternity and sorority members on the University's AOD policies
  - i. Status: Ongoing
  - ii. Responsible Office: Coordinator of Fraternity and Sorority Life and Assistant Dean for Student Accountability and Community Standards
- d. Educate student-athletes on the University's AOD policies
  - i. Status: In development
  - ii. Responsible Office: Director of Athletics and Assistant Dean for Student Accountability and Community Standards
- e. Educate residence hall students on the University's AOD policies
  - i. Status: Ongoing
  - ii. Responsible Office: Director of Residence Life and Assistant Dean for Student Accountability and Community Standards

## **7. Establish a culture that actively supports, educates and empowers students to make healthy choices about AOD consumption**

- a. Develop a student affairs committee charged with assessing current efforts and making recommendations to support a contemporary University response.
  - i. Status: In development
  - ii. Responsible Office: Chair of Wellness Committee

- b. Conduct an audit of current wellness activities looking for strengths and gaps in service
  - i. Status: In development
  - ii. Responsible Office: Chair of Wellness Committee
- c. Conduct an audit of current services offered through the Counseling Center
  - i. Status: In development
  - ii. Responsible Office: Director of Student Counseling Center
- d. Conduct an audit of current services offered through Student Health Services
  - i. Status: In development
  - ii. Responsible Office: Director of Student Health Services
- e. Review sanctions for students found responsible for violating the Code of Community Standards
  - i. Status: Ongoing; last reviewed and updated August 2020
  - ii. Responsible Office: Dean of Students

## **8. Expect all incoming students to complete an online AOD education program provided by the University**

- a. Complete AOD training for all incoming students
  - i. Status: Completed and ongoing
  - ii. Responsible Office: Dean of Students and Assistant Dean for Student Accountability and Community Standards
- b. Review efficacy of current efforts and make recommendations for future programs to the Vice President of Student Affairs
  - i. Status: In development
  - ii. Responsible Office: Dean of Students

## **9. Review the structure of the Student Affairs Wellness Committee to assure appropriate communication, potential gaps in service and efficiency**

- a. Charge the Student Affairs Wellness Committee chair with expected additional breadth of expectations
  - i. Status: In process
  - ii. Responsible Office: Vice President of Student Affairs

## Principle

# 2

## Communications Plan

*The University will facilitate a communications plan to assure that both current and prospective students and employees are made aware of the University's efforts to promote and support a safe campus environment.*

The University will annually distribute via email or paper to each current and prospective student and employee the following information:

- a. A description of the Drug and Alcohol Abuse Prevention Plan.
  - b. Information related to health risks associated with AOD use.
  - c. Information for individuals seeking assistance through the University (via Human Resources, Student Health Services and Student Counseling Center) along with local referral services.
  - d. Standards of Conduct, including how to report a concern.
  - e. Potential sanctions for employees and students.
  - f. Local, state and federal law descriptions related to AOD use.
  - g. Federal trafficking penalties.
- 1. Create and send by email or provide on paper the aforementioned information twice a year, in September and January, to current and prospective students and employees**
    - a. Responsible Office: Assistant Vice President of Student Affairs, Dean of Students, Human Resources
  - 2. Maintain current web-based communications related to Salisbury University's DAAP Plan, which can be found at:**
    - a. Student Consumer Information:  
<https://www.salisbury.edu/administration/general-counsel/student-consumer-information.aspx>
      - i. Responsible Office: Assistant Vice President of Student Affairs, Dean of Students
    - b. Student Health Services:  
<https://www.salisbury.edu/administration/student-affairs/student-health-services/health-links/drugs.aspx>
      - i. Responsible Office: Director of Student Health Services
    - c. Student Affairs:  
<https://www.salisbury.edu/administration/student-affairs/student-health-services/health-links/drugs.aspx>
      - i. Responsible Office: Assistant Vice President of Student Affairs, Dean of Students
  - 3. The 2020 Annual DAAP Plan Notice, distributed September 30, 2020, is attached as Appendix A.**



Principle

# 3

## Biennial Review of Alcohol, Tobacco and Other Drug Programs

*The University will conduct a biennial review of the DAAP Plan and the accompanying educational and communication strategies in compliance with Drug-Free Schools and Communities Act (DFSCA) and Part 86 of the DOE General Administrative Regulations.*

**1. Below is a link to the current Biennial review that is posted on the SU website:**

[https://www.salisbury.edu/administration/student-affairs/\\_files/Biennial\\_Review\\_2018-2020.pdf](https://www.salisbury.edu/administration/student-affairs/_files/Biennial_Review_2018-2020.pdf)

**2. The 2018-2020 Biennial Review is attached as Appendix B.**

Appendix

# A

## 2020 Annual DAAP Plan Notice

Dear Faculty, Staff and Student,

In accordance with the Higher Education Opportunity Act of 2008 (HEOA), each postsecondary institution in the United States that participates in Title IV student aid programs must annually distribute, in writing, to each student and each employee, information about the Drug and Alcohol Abuse Prevention Program. This document includes standards of conduct for all faculty, staff, and students, a description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol, a description of the health risks associated with the use of illegal drugs and alcohol, information regarding local drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available, and a statement of our disciplinary sanctions for employees, faculty, staff, and students.

Federal law requires that the University provide the Campus Security Reports to all its students and employees on an annual basis. The Campus Security Report is available online <https://www.salisbury.edu/police/clery-compliance/crime-statistics.aspx>. The report and related documents contain information of a historical nature and includes crimes that were committed on campus last year and the two years prior to that. The crimes are categorized for ease of understanding and identification. You can also request a paper copy by contacting University Police located on East Campus at 410-543-6222.

Please take a few minutes to review these valuable documents. If you have any questions, faculty and staff may contact the Office of Human Resources and students may contact the Dean of Students.



## **I. Drug and Alcohol Abuse Prevention Program**

Salisbury University is committed to an alcohol-, tobacco- and drug-free learning and working environment and adheres to the responsibilities set forth in applicable local, state and federal laws. All members of the University community, visitors and guests are required to comply.

The University provides education and prevention resources related to the use of alcohol, tobacco and other drugs. The University utilizes educational strategies to increase awareness of drug, alcohol or tobacco use. The University reserves the right to refuse any advertising or promotional activities which focus on the consumption of alcoholic beverages, tobacco or drugs that might encourage use or abuse.

For the benefit of our students, faculty and staff, the University complies with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1986, as well as the State of Maryland's Substance Abuse Policy (Executive Order 01.01.1991.16). The University System of Maryland authorizes the University administration to establish, repeal and/or modify regulations and procedures related to ensuring compliance with these laws.

## **II. Health Risks Associated with Alcohol and Drug Use**

### **Alcohol**

Ethyl alcohol, the form of alcohol found in beer, wine and liquor, is a psychoactive drug. It is classified as a central nervous system depressant, although its effects are often misinterpreted as stimulating. Low doses of alcohol significantly impair the judgment and coordination required to safely operate a motor vehicle. Moderate to high doses cause marked impairments in higher mental functions and alter a person's ability to learn and remember information. Very high doses can cause respiratory depression and death. About one in 10 people who find it difficult to control consumption, will have continuing problems associated with alcohol use and will develop the disease of alcoholism. Even those who do not eventually develop alcoholism can experience and/or cause considerable harm to themselves, others, and the community. Individuals with a family history of chemical dependency face a higher chance of developing alcoholism or other forms of drug addiction. Women who drink alcohol during pregnancy may give birth to infants with fetal

alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, alcohol use has been found to be significantly related to the transmission of HIV and other sexually transmitted infections, unplanned pregnancy, fighting, assaults, vandalism, and the incidence of acquaintance rape and other crimes.

### **Stimulants**

Drugs included in this classification include cocaine (e.g., coke, crack), methamphetamine, Ritalin/Adderall, amphetamines (speed), high doses of caffeine and other stimulants. Cocaine has been known to cause sudden death by causing the heart to beat in an abnormal rhythm resulting in a heart attack. The heart attack can be sudden and unexpected and can occur at any time when a person is using cocaine. Stimulants can cause a person to become emaciated, resulting from an increased metabolism and an extremely decreased appetite. Psychologically, cocaine and most amphetamines are extremely addictive and affect the pleasure center of the human brain. Stimulant intoxication can lead to visual, auditory and tactile hallucinations and delusional type thinking. After a person develops dependence upon cocaine or an amphetamine, sudden or gradual cessation in use can cause markedly diminished interest or pleasure in most daily activities. Fatigue, insomnia and feelings of worthlessness are also common and can possibly result in suicide attempts.

### **Narcotics**

Drugs included in this classification include opium, morphine, codeine, heroin, OxyContin, methadone, Percodan, Percocet, and other opium derivatives and synthetics. Narcotics are the most physically addictive illicit drugs. The first or second administration of narcotics results in a tremendous euphoric feeling that cannot be repeated due to the rapid development of tolerance to the drug. This leaves the user with high cravings and low benefits from continued drug use. The user must continue ingesting the drug in order not to develop withdrawal symptoms. A major physical risk associated with the use of narcotics is sudden death resulting from respiratory arrest. Other risks include infection due to IV drug use. Psychologically, cravings for narcotics can be severe.

### **Phencyclidine/Ketamine**

These drugs form a distinct category of their own because the effects produced are unlike any other drugs. Ketamine ("Special K") and Phencyclidine (PCP) act similarly to a hallucinogen, in some respects. In other respects, they act similarly to that of a central nervous system (CNS) stimulant as well as a CNS depressant. Among their side effects are delirium, visual disturbances, hallucinations and severe violence. Some evidence of long-term memory disorders and psychological disturbances resembling schizophrenia also has been linked to the use of these drugs.

### **Hallucinogens**

Drugs in this classification include LSD (acid), mescaline (peyote), mushrooms (psilocybin), amphetamine variants (ecstasy), and other hallucinogens. The greatest short-term risk associated with ecstasy is dehydration and overheating. Additionally, consequences that ecstasy may have on the brain include depression, anxiety and effects on the brain's ability to think and store memories. The greatest risk associated with LSD use is a "bad trip," which can occur at any time, even with individuals who have used the drug many times. A bad trip is a psychological reaction to the ingestion of LSD and is primarily based upon the user's mindset and environment at the time of administration. A bad trip can result in extreme paranoia, panic attacks and a loss of self-control. The most extreme outcome of a bad trip can be permanent psychosis or even death.

### **Nicotine**

Nicotine is the powerfully addictive substance in tobacco that can "hook" a user in as few as three cigarettes. Short-term health effects related to smoking can include wheezing, coughing, frequent colds, and decreased senses of smell and taste. Smoking can also trigger asthma symptoms. Long-term health effects can include chronic bronchitis, lung cancer, or cancer of the mouth, throat, bladder, pancreas or kidney.

### **Inhalants**

Inhalants include a wide variety of breathable chemicals that produce mind-altering results. The three major subcategories of inhalants include volatile solvents, aerosols and anesthetics. The most commonly abused inhalants are gas, glue, paint and nitrous oxide (including whippets). A major physical consequence in inhalant use is sudden death occurring from heart beat irregularities. Inhalants produce an inebriation effect with associated bizarre thoughts, dizziness, numbness and a lack of coordination. The intoxicated person will have problems performing even the most mundane tasks, and serious accidents can result. Long-term effects can include brain damage, poor concentration and memory loss.

### **Cannabis**

Drugs in this classification include marijuana, tetrahydrocannabinol (THC), hashish and hashish oil. Physical risks of marijuana use include damage to the lungs, chromosomes and reproductive system. The most severe consequences of cannabis use affect brain functioning. Chronic marijuana use can result in changes in perception, motor activity, sensation, emotional response, motivation, memory and states of awareness.

### **Depressants**

Drugs in this classification include Rohypnol and other barbiturates, benzodiazepines, Xanax, valium, GHB and other depressants including alcohol. Depressants produce rapid tolerance. Severe withdrawal, including seizures and death, can occur if depressant use is immediately stopped. Depressants also can cause sudden death by respiratory arrest or by stroke resulting from a marked increase in blood pressure. Mixing alcohol with other depressants can be lethal.

### III. Getting Help

- a. The University provides resources to educate, prevent and address alcohol, tobacco, and other drug use and abuse. Resources, including awareness information, counseling services and referral services are available to faculty, staff and students. A list of community resources is available to students and all employees through the following offices:

Human Resources -

<https://www.salisbury.edu/administration/administration-and-finance-offices/human-resources/index.aspx>

Student Health Services -

<https://www.salisbury.edu/administration/student-affairs/student-health-services/index.aspx>

Student Counseling Center -

<https://www.salisbury.edu/administration/student-affairs/counseling-center/index.aspx>

- b. The University provides resources and referral services for students, faculty and staff confronted with a problem of drug and/or alcohol abuse as part of our substance abuse awareness program. Students may obtain information or referrals from:

i. Area Drug and Alcohol Abuse Services:

White Flint Recovery

207 East Main Street  
Salisbury, MD 21801  
410-749-642

Peninsula Regional Medical Center

100 East Carroll St.  
Salisbury, MD 21801

Resource Recovery Center

726 South Salisbury Blvd.  
Salisbury, MD 21804  
410-749-9482

Atlantic Recovery

108 Christensen Ln.  
Salisbury, MD 21804  
443-944-9896

Chesapeake Treatment Services

1322 Belmont Ave, #201  
Salisbury, MD 21804  
410-831-3904

Hudson Health Services

1505 Emerson Ave.  
Salisbury, MD 21801  
410-219-9000

Eastern Shore Psychological Services

Counseling & Psychiatry  
Dr. Lawrence Pecor (Medical Director)  
Dr. Obais Khalid  
1113 Healthway Drive  
Salisbury, MD 21804  
410-334-6961

Dr. Jay Harkhani

1300 South Division St.  
Salisbury, MD 21804  
410-219-9095

Lower Shore Clinic

Dr. Leynes Batista  
Dr. Shashikala Pathy  
505 East Main St.  
Salisbury, MD 21804  
410-341-3420

Wicomico County Health Department

108 E. Main St.  
Salisbury, MD 21801  
410-749-1244

Dr. Harley Smoot

Children: William Cerrateo  
Adults: Ingrid Orinda  
100 E. Carroll St.  
Salisbury, MD 21801  
410-543-7119  
Fax: 410-677-6675  
Dr. Talmadge Reeves  
233 W. Main St.  
Salisbury, MD 21801  
410-749-0124

Dr. Mark Walsh

106 Milford St.  
Salisbury, MD 21804  
410-677-6500

Dr. Justin Wade, M.D.

19 Bay Street, Suite 2  
Easton, MD 21601  
410-693-8208  
Fax: 410-690-8188

- ii. For regular employees and their families, the University provides an Employee Assistance Program (EAP) that offers a comprehensive set of support services and resources paid for by the University. The services are confidential and available 24 hours a day, seven days a week, 365 days per year. Contact the Office of Human Resources at 410-543-6035.



#### **IV. Standards of Conduct**

The unlawful manufacture, sale, distribution, dispensation, possession or use of illegal drugs or controlled substances, and the unauthorized use or abuse (e.g., being intoxicated) of alcohol by anyone on University property (including any facilities leased or used by the University) or in University vehicles is prohibited. The use of alcohol by anyone under 21 years of age or the abuse of alcohol by anyone at any University sponsored or supervised activity off campus is also prohibited. The University reserves the right to refuse any advertising or promotional activities that focus on the consumption of alcoholic beverages, tobacco or drugs that might encourage use or abuse.

Salisbury University's interest in identifying violators of law and of University policy is not intended to be punitive, but rather to establish clear limits of conduct for members of the campus community. The program is designed to encourage those persons habituated to drugs and/or alcohol to seek rehabilitation.

Conscientious efforts to seek such help will not jeopardize a student's academic standing or employee's job, and all information related to such efforts will be confidential. However, efforts to obtain assistance will not preclude other disciplinary action for any of the usual reasons including policy violation or unacceptable job performance. Students or employees seeking or receiving assistance are subject to all University policies and procedures.

#### **V. Reporting Violations**

Anyone who witnesses or has knowledge of violations of any Alcohol, Tobacco, or Other Drug Use and Awareness policies occurring on University premises or at a University-sponsored activity should contact University Police at 410-543-6222 or activate any of the University emergency blue light phones. Violations of the University's Alcohol and Drug Policies for students, whether occurring on or off campus, may be reported to Student Accountability and Community Standards at 410-677-0022.

#### **VI. Sanctions**

##### **Employees**

As required by the Drug-Free Workplace Act of 1988, and as a condition of employment, employees must abide by the terms of University procedures and notify the Human Resources Office in writing, of any criminal drug statute conviction no later than five calendar days after such conviction. Lack of compliance with these requirements may subject the employee disciplinary action up to and including immediate termination in accordance with USM Policy VII-1.15 (Criminal Background Checks for Faculty and Staff).

Upon receipt of notification of a conviction, the University will take the following actions as required by law: 1) notify federal agencies, as appropriate, of such convictions within 10 calendar days, and 2) take appropriate personnel action against the employee, up to and including termination; and/or 3) require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health, law enforcement or other appropriate agency.

Sanctions for employees may include coaching and counseling, reprimand, suspension with or without pay, or discharge from employment. The University may also require the completion of an appropriate rehabilitation program.

##### **Students**

Any student member of the University community who violates this standard of conduct will be subject to student accountability proceedings by the University. Status sanctions may range from warning to University, and may be accompanied by educational sanctions, interventions, restorative actions, bans and restrictions, fines, etc.

The University typically considers the nature and severity of the incident, institutional sanctioning guidelines, the student's previous disciplinary history, the impact of the student's behavior, and mitigating and/or aggravating circumstances. Violations involving impairment from the voluntary use of alcohol and/or other drugs, (other than medically prescribed) shall be considered an aggravating, not a mitigating, factor in sanctioning.

Detailed information regarding Action Plans and sanctions can be found in the Code of Community Standards, available at [www.salisbury.edu/sacs/code](http://www.salisbury.edu/sacs/code).

## **VII. Local, State and Federal Law Descriptions Related to Alcohol and Other Drug Use**

Students and employees at Salisbury University are subject to federal, state and local laws for the possession and distribution of illegal drugs. Federal law states that it is unlawful to possess controlled substances including marijuana, cocaine, LSD, PCP, heroin, designer drugs, etc.

- (1) If the substance is cocaine, or contains a cocaine base, the penalty for simple possession is a fine and/or imprisonment from five to 20 years. (Federal Law 21 USCA/sections 841 and 844 to 845a (1990)
  - a. In February 2000, a law was enacted to categorize gamma hydroxybutyrate (GHB), also known as a "date rape" drug, as an illegal drug. This means that anyone possessing, manufacturing or distributing GHB may face up to a 20-year penalty.
  - b. For other illegal drugs, the penalty for simple possession is a fine of at least \$1,000 and/or imprisonment up to three years. The penalties increase if the possession includes intent to manufacture, distribute or dispense a controlled substance, especially if done near a public or private elementary, vocational or secondary school or a public or private college or university. Additionally, any person who violates this law shall be liable for an amount up to \$10,000 in civil penalties.
  - c. In addition to federal laws, the State of Maryland has its own laws dealing with distribution, manufacturing and possession of controlled substances. For instance, any person who unlawfully manufactures or distributes a narcotic drug may be fined up to \$25,000 and may be imprisoned for up to 20 years for a first offense.

Students and employees at the University are subject to state and local laws for drinking and obtaining alcohol. It is illegal in the State of Maryland for any person under 21 to drink alcohol. (Md. Code Criminal Art. Section 5-608)

- (2) An individual may not knowingly and willfully make a misrepresentation or false statement as to age (Md. Code Criminal Art. 10-113) and an individual under the age of 21 may not possess a card or document that falsely identifies the age. (Md. Code Criminal Art. 10-115)

- (3) It is also illegal in most situations to furnish alcohol to a person under 21. (Md. Code Criminal Art. Section 10-113)
- (4) The penalty for anyone who violates Art. 10-116 and 10-117, for a first offense, the fine is not to exceed \$2,550; and the second offense no to exceed \$5,000 (Md. Code Criminal Art. Section 10-117). In addition, state law dictates that it is illegal to possess alcohol in an open container in any parking lot of any shopping center or retail store unless given permission by the owner. The penalty is a fine of up to \$100.
- (5) It is also illegal to consume alcohol on any public property or highway unless authorized by the governmental entity that has jurisdiction over the property, with penalties including a fine of up to \$100. (Md. Ann. Code Art. 2B, Section 19-204)
- (6) Students and employees are also subject to state and local laws governing drinking and driving. A person may not drive or attempt to drive while impaired or under the influence of alcohol. (Md. Ann. Code Art. 2B, Section 19-204)
- (7) Individuals under 21 with a blood alcohol level (BAL) of only .02 (approximately 1 drink) will be charged with a violation of restricted license and result in suspended license until the age of 21. (Md. Code Transportation Art. Sections 21-902)
- (8) Any individual with a BAL of 0.08 will be presumed to be driving under the influence of alcohol. An individual with a BAL of .08 or more shall be determined to be under the influence of alcohol per se. (Md. Code Transportation Art. Sections 16-113(b))
- (9) Any of these violations will result in fines, imprisonment, or both. It is also unlawful to drive while impaired by any Controlled Dangerous Substance whether or not it is illicit (prescribed or unlawfully obtained). (Md. Ann. Code Transportation Art. Sections 21-902)
- (10) A person can still be charged with these violations even though they possess a driver's license from another state. (Md. Code Transportation Art. Sections 21-902 (c) and (d))

## Federal Trafficking Penalties

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500 - 4999 gms mixture	<b>First Offense:</b>  Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than \$2 million if an individual, \$5 million if not an individual  <b>Second Offense:</b> Not less than 10 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$4 million if an individual, \$10 million if not an individual	5 kgs or more mixture	<b>First Offense:</b>  Not less than 10 years, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$4 million if an individual, \$10 million if not an individual.  <b>Second Offense:</b> Not less than 20 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$20 million if not an individual.  <b>2 or More Prior Offenses:</b> Life imprisonment
Cocaine Base (Schedule II)	5-49 gms mixture		50 gms or more mixture	
Fentanyl (Schedule II)	40 - 399 gms mixture		400 gms or more mixture	
Fentanyl Analogue (Schedule I)	10 - 99 gms mixture		100 gms or more mixture	
Heroin (Schedule I)	100 - 999 gms mixture		1 kg or more mixture	
LSD (Schedule I)	1 - 9 gms mixture		10 gms or more mixture	
Methamphetamine (Schedule II)	5 - 49 gms pure or 50 - 499 gms mixture		50 gms or more pure or 500 gms or more mixture	
PCP (Schedule II)	10 - 99 gms pure or 100 - 999 gms mixture	100 gm or more pure or 1 kg or more mixture		
<b>PENALTIES</b>				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	<b>First Offense:</b> Not more than 20 years. If death or serious injury, not less than 20 years, or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.  <b>Second Offense:</b> Not more than 30 years. If death or serious injury, not less than life. Fine \$2 million if an individual, \$10 million if not an individual		
Flunitrazepam (Schedule IV)	1 gm or more			
Other Schedule III drugs	Any amount	<b>First Offense:</b> Not more than 5 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual.  <b>Second Offense:</b> Not more 10 years. Fine not more than \$500,000 if an individual, \$2 million if not an individual		
Flunitrazepam (Schedule IV)	30 to 999 mgs			
All other Schedule IV drugs	Any amount	<b>First Offense:</b> Not more than 3 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual.  <b>Second Offense:</b> Not more than 6 years. Fine not more than \$500,000 if an individual, \$2 million if not an individual.		
Flunitrazepam (Schedule IV)	Less than 30 mgs			
All Schedule V drugs	Any amount	<b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.  <b>Second Offense:</b> Not more than 2 years. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		



## Federal Trafficking Penalties - Marijuana

DRUG	QUANTITY	1 <sup>st</sup> OFFENSE	2 <sup>nd</sup> OFFENSE
Marijuana	1,000 kg or more mixture; or 1,000 or more plants	<ul style="list-style-type: none"> <li>• Not less than 10 years, not more than life</li> <li>• If death or serious injury, not less than 20 years, not more than life</li> <li>• Fine not more than \$4 million if an individual, \$10 million if other than an individual</li> </ul>	<ul style="list-style-type: none"> <li>• Not less than 20 years, not more than life</li> <li>• If death or serious injury, mandatory life</li> <li>• Fine not more than \$8 million if an individual, \$20 million if other than an individual</li> </ul>
Marijuana	100 kg to 999 kg mixture; or 100 to 999 plants	<ul style="list-style-type: none"> <li>• Not less than 5 years, not more than 40 years</li> <li>• If death or serious injury, not less than 20 years, not more than life</li> <li>• Fine not more than \$2 million if an individual, \$5 million if other than an individual</li> </ul>	<ul style="list-style-type: none"> <li>• Not less than 10 years, not more than life</li> <li>• If death or serious injury, mandatory life</li> <li>• Fine not more than \$4 million if an individual, \$10 million if other than an individual</li> </ul>
Marijuana	more than 10 kgs hashish; 50 to 99 kg mixture  more than 1 kg of hashish oil; 50 to 99 plants	<ul style="list-style-type: none"> <li>• Not more than 20 years</li> <li>• If death or serious injury, not less than 20 years, not more than life</li> <li>• Fine \$1 million if an individual, \$5 million if other than an individual</li> </ul>	<ul style="list-style-type: none"> <li>• Not more than 30 years</li> <li>• If death or serious injury, mandatory life</li> <li>• Fine \$2 million if an individual, \$10 million if other than individual</li> </ul>
Marijuana	1 to 49 plants; less than 50 kg mixture	<ul style="list-style-type: none"> <li>• Not more than 5 years</li> <li>• Fine not more than \$250,000, \$1 million other than individual</li> </ul>	<ul style="list-style-type: none"> <li>• Not more than 10 years</li> <li>• Fine \$500,000 if an individual, \$2 million if other than individual</li> </ul>
Hashish	10 kg or less		
Hashish Oil	1 kg or less		

Source: <http://www.usdoj.gov/dea/agency/penalties.htm>

## Appendix

# B

## Biennial Review of Alcohol, Tobacco and Other Drug Programs 2017-19

### Drug-Free Schools & Communities Act Biennial Review

*Review Period: August 1, 2018 – July 31, 2020*

#### 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 the 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 2018 through July 2020 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 and 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 Community Standards, which can be found on the Student Accountability and Community Standards website [www.salisbury.edu/sacs/code](http://www.salisbury.edu/sacs/code). Hardcopies are always available upon request in the Dean of Students Office.

Additionally, faculty and staff are provided with the University's 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 program is 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. Increase awareness of University substance abuse related programs through updated University webpages, social media and educational brochures.
- c. Work with local authorities to discuss high risk behavior and events involving University students.
- d. Work with the Director of Athletics to increase awareness of substance abuse issues among student-athletes.
- e. Enforce a campus-wide no smoking policy both in buildings and outside on campus property.
- f. Challenge behavior that violates the University's alcohol and drug policies.

- g. Establish a culture that actively supports, educates, and empowers students to make healthy choices about alcohol and drug consumption.
- h. Except all incoming students to complete an online ATOD education program provided by the University.

##### 2. ATOD Programs

###### a. Office of Student Affairs

1. Orientation 2018: "It Is My Place" theatre group presented on bystander intervention surrounding issues of alcohol, drugs and sexual misconduct.
2. Orientation Spring 2019 and 2020: Office of Institutional Equity, Dean of Students, University Police, State's Attorney's Office talked with students on laws and behavioral expectations around alcohol, drugs, consent and medical amnesty.
3. Orientation June 2020: Presentation by Assistant Dean for Student Accountability and Community Standards on expectations around alcohol and drug choices; Responsible Action Protocol.
4. Orientation June/January 2018-2020: "Campus Expectations" presentation where the Dean of Students Office presents on the University Promise, civility and the behavioral expectations of all students, including policies regarding drugs and alcohol.

###### b. Office of Student Accountability and Community Standards

Student Accountability and Community Standards (SACS) promotes the concept of students taking ownership of their community and taking responsibility for their behavior. One element of the University's Code of Community Standards includes student expectations related to alcohol and drugs. When a student exhibits behavior that indicate they are under the influence of alcohol or drugs, University police or staff will report actions. Thereafter, Student Accountability and Community Standards handles all student conduct referrals and sanctions. A summary of all alcohol and drug related Code of Community Standards violations is attached in Appendix A. A guideline for conduct sanctioning is attached in Appendix B.



In developing Action Plans and sanctions for violations of the University's Alcohol and Drug Policies, Student Accountability and Community Standards balances the need to promote individual responsibility for the student's behavior while challenging and supporting the student to do so through a range of educational sanctions to clarify community expectations and structured interventions to connect students with resources on and off-campus. These include, but are not limited to:

1. Under the Influence: 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.
2. Marijuana 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.
3. Nicotine 101: An online course that provides the necessary tools for students to make healthy choices about tobacco use, Nicotine 101 addresses the behaviors of those who use nicotine and provides valuable information on long-term use and adverse health effects including the dangers of vaping. Presented in a motivational interviewing style, the course empowers students to make their own decisions about nicotine use. It is valuable in aiding college campuses in enforcing new smoke- and tobacco-free policies as well as vaping, e-cigarette, or smoking violations.
4. Other Drugs: This substance abuse prevention course is for use with for prescription drug or other illicit drug violations. In an effort 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.
5. 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 are expected to follow any follow up recommendations made by the Case Manager.
6. Substance Assessment and Intervention: Following an in-depth assessment of their substance use, students schedule two, one-to-one sessions with a counselor at the University's Counseling Center. At the conclusion of these sessions, students may be referred to community providers for more specialized and/or longer-term treatment. Proof of completion of assessment and recommendations must be submitted to Student Accountability and Community Standards. Alternatively, students are permitted to use the counseling provider of their choice at their own expense. Students not currently registered for classes must complete this requirement with an off-campus provider.
7. Parental Notification: In recognition of the fact that parents/guardians are their partners in the mission to foster the development of students, their well-being and continued academic progress, Student Accountability and Community Standards has developed and implemented a Parental Notification Policy, available at [www.salisbury.edu/sacs/parental-notification](http://www.salisbury.edu/sacs/parental-notification). In accordance with this Policy, parents/guardians are notified about a student's involvement in an incident involving alcohol or a controlled substance when the following criteria are met: (a) the student has been found responsible for violation the University's alcohol and/or drug policies; (b) the student is under the age of 21 at the time of the notification to the parent/guardian; and (c) the student is placed on probation, suspended, or dismissed from the

University. It should be noted that less severe instances of disciplinary action may result in warnings to the student, of which parents/guardians are normally not notified.

While Student Accountability and Community Standards is primarily responsible for the enforcement of the University's ATOD policies for students, it recognizes that, whenever possible, prevention is preferable to enforcement. The Assistant Dean for Student Accountability and Community Standards coordinates the implementation of the Alcohol-Wise program, an interactive online course mandatory for all incoming University students. This alcohol class is designed for incoming first-year or transfer students as an alcohol prevention education program. It can also be used as an intervention course: the study's findings were positive for college freshmen and sophomores alike, showing a statistically significant change in drinking behavior and attitudes among both groups. Alcohol-Wise provides normative drinking information, harm reduction strategies, and alcohol education. Students over the age of 21 receive a version of the course designed specifically to meet their needs. Training numbers for the Alcohol-Wise course are attached as Appendix C.

Student Accountability and Community Standards also partners with other campus departments to provide prevention and awareness programs to new and current students, including, but not limited to, New Student Transitions, Housing and Residence Life, Athletics, and the Center for Student Involvement and Leadership.

#### c. 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.

#### d. 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 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 Community Standards.

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.

#### e. Student Wellness Program

The Center for Student Involvement and Leadership coordinates a health and wellness program specifically designed for college students called the Student Wellness Program. Its mission is to help students live healthy balanced lifestyles that incorporate the positive attitudes and productive behaviors related to our eight dimensions of wellness. The eight dimensions within the program are: Occupational, Emotional, Physical, Social/Interpersonal, Intellectual, Spiritual, Financial and Environmental. The Committee meets regularly to develop programming, outreach and education for students. Representatives on the Student Wellness Committee include professionals from Housing and Residence Life, Student Health Services, Career Services, the Center for Student Achievement, the Office of Student Conduct, Fraternity and Sorority Life, the Center for Student Involvement and Leadership, the Disability Resource Center, and the Office of Student Affairs Case Manager.

Related to the eight dimensions, the Student Wellness Committee 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 Student Wellness Committee 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. The Great American Smoke Out – a program through the American Cancer Society to invite students on a journey toward a smoke-free life.
2. Think Before you Drink –a program about educating students on the effects of alcohol abuse.
3. Arrive Alive Tour – is a program about texting while driving drunk and the program brings a drunk driving simulator on campus.

f. Center for Student Involvement and Leadership

In addition to coordinating the Student Wellness Committee, 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. Monthly meetings are held for all active students in fraternity/sorority community. While organizational business is covered, the primary focus of the meeting includes educational topics such as ATOD related issues. In that regard speakers are often brought in to speak, such as, Beth Ohlsson, the Director for the Recovery Resource Center (for individuals recovering from addictions).

Fraternity/Sorority Life programs/training have included:

1. LTA Intake Workshop, IFC Meet the Brothers, Panhellenic PNM Orientation: These programs are an overview of FSL community, hazing, and alcohol policies for all FSL/LTA/IFC and Panhellenic new members or candidates.

2. December 2018, Christine McGill, consultant, visited and spoke with all chapter and council presidents gathering insight and informing them of safe/unsafe behaviors related to alcohol use.

3. February 2019: All NPHC members attended a presentation by Michelle Guobadia about the danger of hazing and alcohol in NPHC organization called "Hazing Makes You a Better Greek, and other Stupid Myths".

4. March 2019, October 2019 and March 2020: All new IFC/Panhel members attended a new member conference provided by Jennifer Hanner, outlining community expectations and did case studies regarding situations where alcohol was used in FSL communities.

5. September 2019: FSL Town Hall – One Night a Pledge – Previous pledge brother of Tim Piazza, Kordel Davis talked about the events of that night and the lack of education surrounding hazing and alcohol abuse.

6. October 2019: Town Hall-Know Your Rights – John Williams, lawyer and FSL alum, talked about what rights and responsibilities students have if they are drinking alcohol, providing alcohol to others, or hosting events with alcohol.

7. November 2019: Town Hall- Student Conduct – All FSL attending a presentation give by the Dean of Students, Assistant Dean for Student Accountability and Community Standards, and Coordinator of Student Life , who provided an overview of the Code of Community Standards, specifically the drug and alcohol policies and the organizational conduct process.

8. January 2020: Greek-Wise – All FSL new members attended an online training platform presented by Assistant Dean for Student Accountability and Community Standards and Coordinator of Student Life to learn about the ways alcohol, drugs, and hazing can be avoided.

g. Office of Housing and 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:

2018-2019 programs offered for students living in on-campus housing:

1. Blackout: This program showed residents the dangers of drinking, and drinking so much that they blackout.
2. Drunk Relay Race: Residents learned the effects that drinking has on their ability to drive.
3. Who Made Your Drink: This program taught the residents the dangers of taking a drink from someone at a party, and how they can be safe.
4. Drunk Bike Race: A race with residents wearing the drunk goggles. Talked about the dangers of drinking and driving, and how alcohol impairs their ability.
5. Drink and Drive: Program detailing the dangers of drinking and driving.
6. Drinking with RA Jen: Served mocktails and talked about some of the dangers of drinking and how residents can be safe when they go to a party.
7. Coffee with a Cop: This was a program 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.
8. Mocktails with a Twist: This is a program geared toward alcohol awareness and how students need to be safe off campus.

2019-2020 programs offered for students living in on-campus housing:

1. Drink with RA Samantha: Residents learned about the impact of drinking in college and how to make safe decisions.

2. Drunk Big Wheel: Learn the effects of drunk driving while using Drunk Goggles.
3. Drunk Tank: Answer questions on alcohol and safety for a chance to dunk an RA.
4. Meet the Police: A Q&A with University Police, including conversations about alcohol and drugs.
5. Wake and Bake: Trivia about drugs using Kahoot.
6. Drink with RA Brad: Served mocktails, and educated residents about alcohol use.
7. Thirsty Thursday: An RA taught about alcohol safety.
8. Zombie Shots (Of Information): A game of alcohol trivia with an RA.
9. Alcohol and Drugs Bingo: Residents learned facts and answered questions about alcohol and drugs while playing bingo.
10. Mocktails with Chesapeake Hall RAs: The purpose of this program is to show residents how easy it would be to be drugged at party and to give them valuable information on how to protect themselves

Housing and Residence Life staff do extensive training with staff on topics related to alcohol and drugs. These training sessions happen every August before the semester starts. They include our Resident Assistants (undergraduate students), Resident Directors (graduate students) and Area Directors (full time masters-level staff). Each year, they try to build upon the trainings of previous years to address some of the different issues seen from prior years. They cover many topics related to alcohol and drugs. They include addressing underage drinking, overconsumption, large parties, drugs, by-stander intervention, possible mental health issues from alcohol and drug use, and signs of possible alcohol poisoning or drug overdoses.

Staff are also trained in how to respond to support students if they may have ingested too much alcohol or are having a bad reaction to drugs. If a student has been transported to the hospital staff learn how to get help, and are trained on how to follow up with that student once they are back. The follow up also includes providing them with campus resources, and

asking if they need help connecting to any of these resources. We also occasionally hold additional trainings throughout the year if we notice a trend or see an issue that we had not previously trained our staff on.

*2018-2020 Training for Housing and Residence Life Staff:*

1. Bystander Intervention Training: Staff were taught how to identify a student in need and to get them assistance or remove them from potentially dangerous situations. They were also taught on how to train the residential students on how to step in to support a fellow student.
2. Emergency Response Training, and Policies and Procedures Training: Staff covered material related through a number of courses, including how to identify the smell of marijuana, helping an intoxicated student, how to respond to alcohol and/or drug situations, emergency response protocol, how to talk to students about alcohol and/or drug use, expectations regarding their use of alcohol or drugs in their position.
3. Behind Closed Doors: This is a session where staff are taken through real-life scenarios they may come in contact with and how to respond. Those sessions include responding to issues regarding alcohol, smoking, drugs and relationship issues. During these sessions, RAs act out scenarios and new staff have to address them.
4. Mental Health First Aid Training: This training included how to respond to mental health issues in the residence halls. This included quick responses for situations that deal with alcohol and/or drugs.
5. Training on Alcohol and Drugs with University Police: University Police trained staff on different scenarios they have seen with our students involving alcohol and drugs, and what has happened with our students. In addition, they talked about what to look for in student spaces to identify possible drugs and drug abuse.

h. Athletics Department

2018-2020 ATOD-related programing for student athletes:

1. New Student-Athlete Orientation: Each year, the Athletics Department has a meeting with all new freshman and transfer student-athletes to discuss athletic expectations and discuss issues related to both alcohol and drugs. Topics include education regarding drugs/alcohol, tobacco/vaping, hazing, and social media.
2. Student Athlete Mentor Program (SAM program): Each sport selects two 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. Activities include student-athlete bystander intervention training and general ATOD education in relationship to conduct and sports performance
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 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 four 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>

### 3. Other Campus Initiatives

#### a. Employee Assistance Programs

The University as an institution within the University System of Maryland has contracted with Inova Employee Assistance 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 has 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.

#### b. Saferide

Thursday through Saturday nights a student-run organization provides students with free, safe and no-questions-asked rides within a 3-mile radius of the University campus during the academic year. The program was initiated to combat drinking and driving.

#### c. Student Wellness Fair

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

#### d. Case Manager

The Office of Student Affairs 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.

#### e. Neighborhood Complaint Program:

The Neighborhood Relations Office of Student Affairs provides oversight of a non-punitive restorative justice program, fondly referred to as The Conversation, to improve relationships with the local communities in which our students reside. The purpose of the program is to cultivate positive relationships between students and the community. Neighbors may contact the Neighborhood Relations Office and the University will reach out to the students living at the identified addresses and are required to schedule a meeting to discuss what is happening at that address to come to an understanding and plan for re-occurrences not to occur. Solid

connections through these conversations have between students and the community have yielded a less than 1% recidivism rate.

#### f. Off-Campus Living Online Transition Program

The Off-Campus Living Online Transition Program is designed to better prepare our residential students who will be moving into our communities at the end of their sophomore year for a rewarding experience in their new environments. Program goals:

- Provide students with pertinent information about living off-campus, such as roommate selection, budgeting, and off-campus living options
- Provide students with practical information about the do's and don'ts of rental leases
- Provide students with information about safety and making healthy lifestyle choices
- Provide students with information on being good neighbors and observing city and local ordinances
- Provide students with information about university Code of Community Standards expectations and how it impacts them as off-campus students
- Provide students with information on how to stay involved in their campus
- Provide students with the resources available to them as members of the local community

Program design includes:

- Introduction/overview of the program and general information
- Seven education modules
- Each module is followed by a quiz that must be completed satisfactorily before they can move on to the next module
- Once the program is completed in its entirety, students will receive a Certificate of Completion



### g Door Knocking Campaign

The Door Knocking Campaign is designed to foster good relationships between neighbors and students and is dedicated to providing valuable information, resources and tips to assist students in making informed decisions regarding safety, good behavior and acting responsibly in their off-campus housing choices. Program goals are:

- Students getting to know their neighbors
- Students and neighbors exchanging contact information early on like names and cell phone numbers
- Students understanding that they should know and limit guests and to be aware that they are not only responsible for their behavior, but the behavior of their guests
- Student safety
- Students knowing their rights as tenants
- Students being aware of city ordinances
- Students being aware of Local, State and Federal Laws
- Students being aware of Salisbury University Community of Standards

## 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 joined the ATOD Maryland Consortium in 2020.
- 2.The University provided alcohol and drug policies to its students, faculty and staff.
- 3.The University maintained records of student violations of the ATOD policies and implemented a sanctioning process.

- 4.Notify parents of students under the age of 21 when they are found responsible for any alcohol and/or drug violation.
- 5.The University provided ATOD prevention programs to its students, and made assistance programs available to its faculty and staff.
- 6.The University hired a student Case Manager to assist with responding to the needs of students who have ATOD related issues.
- 7.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.
8. The University requires that every new member in a fraternity or sorority complete an online training program called Greek-Wise, to educate them about hazing, and responsible decision-making around alcohol.
9. The University introduced the online ATOD educational program Alcohol-Wise by 3rd Millennium Classrooms for all new students in spring 2020, which replaced the Think About It course by Campus Clarity. Alcohol-Wise includes a second part of the course, which is made available 30 days after initial completion, which includes a review of the material and a follow up survey.
10. The Office of Housing and Residence Life is conducting many ATOD training programs for its staff that interact with students on a daily basis
11. The Dean of Students and the Assistant Dean for Student Accountability and Community Standards provide in-person educational sessions to incoming students and their families during June orientation to provide information on University expectations regarding alcohol, tobacco and other drugs.
12. The University has implemented a Parental Notification Policy to notify parents/guardians of students under the age of 21 who are found responsible for alcohol and/or drug violations.

### *Program Weaknesses:*

- 1.The University has not initiated a staff and faculty wellness initiative.
- 2.The University only makes ATOD policies available on its policy page for employees.

3. 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.
4. Expansion of the Wellness Program in areas of education and training in ATOD.

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 parents 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. 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.
  - b. Through campus collaborations, increase programming that effects student's attitudes about ATOD.
  - c. Advance the University's development of a comprehensive prevention plan to include wellness initiatives for the entire University community.
  - d. To continue to train Housing and Residence Life staff.
- C. Copies of ATOD related policies distributed to students and employees Below is the language for students and employees as it relates to ATOD policies:

# 2018-2019 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 results 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.
- 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 papers (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 or drug paraphernalia or other items used in preparing or consuming illegal drugs
- b. The delivery, transfer or intent to deliver, transfer or manufacture any drug or drug paraphernalia
- c. The sale, delivery or transfer of a prescription or prescription drug to another. This includes the sharing of drugs, cultivation of drugs and any other form of distribution or intention of distribution
- d. 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.**



# 2019-2020 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.**

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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 bongs or pipes.

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

- a. The possession or use of drug
- b. The possession or use 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 (Medical Amnesty) 2019-2020

The health and safety of University students is of paramount concern. All members of the University community are encouraged to act in a responsible manner when an individual may require medical assistance by dialing 911 or the Salisbury University Police emergency line at 410-543-6222. After calling for an emergency situation and the situation allows, seek a University or Office of Housing and Residence Life official. It is recognized that in situations in which either a student summoning or requiring help is under the influence of alcohol and/or drugs, the threat of disciplinary sanctions for violating the University's alcohol and/or drug policy may be under certain circumstances, a barrier to seeking help. As such, Salisbury University will do all that it can to promote student, health, safety and well-being. The Medical Amnesty Policy is a policy administered by the Office of Student Affairs that will reduce barriers to seeking help in cases of alcohol and/or drug-related emergencies by providing relief from administrative or disciplinary action on the part of the University under certain circumstances if either a University official or other authority is contacted in a timely fashion.

## 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 Office of Student Conduct 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. Medical Amnesty for 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. In cases not involving sexual misconduct, 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 Office of Student Conduct.

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; (2) any person who sought, provided, or assisted in the provision of medical assistance." Anno. 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.

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 Medical Amnesty 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 that 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 may receive disciplinary action through the Code of Community Standards process.

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 that 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 Code of Community Standards 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.

## **Smoking Policy**

All residence halls are smoke/vape free, including residential rooms and commons areas. Policy violation will be reviewed and sanctions may be imposed based on outcomes of the student accountability process. Visitors must also follow these guidelines.

## **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 Code of Community Standards). 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. 8.10 - Policy on Smoking at USM Institutions (USM Policy)**

### **I. 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 website 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. 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 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**

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: Student Accountability ATOD Related Incidents for 2018-2019 and 2019-2020

## ALCOHOL- AND/OR DRUG-RELATED INCIDENTS

### 2018-2019 INCIDENT STATISTICS

#### Incident Information

# of Reported Incidents	226
# of Reported Individuals	507

#### Charges

Alcohol A. (archived)	333
Drugs A. (archived)	141
Drugs B (archived)	46
Alcohol B (archived)	39
Alcohol C (archived)	24
Drugs (p. 6-7) (archived)	19
Alcohol (p. 5) (archived)	9
Alcohol 6 (archived)	6
Alcohol D (archived)	4
Alcohol A - Underage possession/ consumption	3
Alcohol H (archived)	3
Drugs C (archived)	1
<b>Total</b>	<b>628</b>

#### Outcomes

Probation	264
Parent/Guardian Notification	240
Fine	236
Online Alcohol Education	184
Online Marijuana Education	60
Warning	37
Wellness Sessions	36
Sanctioned Service	31
Personal Statement	24
Educational Requirement	9
Other	9
Alcohol Assessment (archived)	5
Letter of Apology	5
Substance Use Assessment and Intervention	5
Probation I	4
Restitution	3
Suspension	3
Restriction	2
Drug Assessment (archived)	1
Anger Management Assessment	1
Probation II	1
<b>Total</b>	<b>1,160</b>

### Note 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 the majority of alcohol- and/or drug-related incidents does not result in a separation from the University, egregious and/or repeated violations of University policy may result in suspension or dismissal.

Specifically, in the academic year 2018-2020, three students were placed on suspension from the University for alcohol- and/or drug-related violations:

- One student with prior record of violation(s) of the alcohol and/or drug policies was suspended upon being found responsible for subsequent alcohol-related violation also involving disruptive behavior, destruction of property and failure to comply.
- One student with prior record of violation(s) of the alcohol and/or drug policies was suspended upon being found responsible for subsequent alcohol-related violation also involving noise and failure to comply.
- One student with no prior record as suspended upon being found responsible for an alcohol-related violation also involving disruptive behavior, possession of dangerous weapons and threats or actions of violence.

### 2019-2020 INCIDENT STATISTICS

#### Incident Information

# of Reported Incidents	150
# of Reported Individuals	304

#### Charges

Alcohol A – Underage possession/ consumption	225
Drugs A - Possession or use	90
Alcohol C - Excessive consumption	39
Alcohol E - Providing to minors	10
Alcohol in Prohibited Residence Halls	7
Alcohol D - Operating a vehicle	7
Possession of Alcohol Paraphernalia	7
Alcohol B - Open container	5
Drugs A. (archived)	2
Drug Violations	2
Alcohol A. (archived)	1
Drugs B. (archived)	1
Alcohol in Excess of Permitted Quantity	1
Alcohol Policy for those Housing with Students Under 21	1
<b>Total</b>	<b>398</b>

<b>Outcomes</b>	
Parent/Guardian Notification	153
Probation I	137
Online Alcohol Education	125
Online Marijuana Education	39
Probation II	34
Wellness Sessions	27
Personal Statement	20
Civic Reflection Activity	15
Warning	15
Probation	14
Academic and Social Success Planning	11
Substance Use Assessment and Intervention	11
Academic and Social Success Planning - Part 2	8
Educational Requirement	6
Restriction	3
Suspension	3
Anger Management Assessment	2
Counseling Center Referral	2
Fine - Social Host Responsibility	2
Letter of Apology	2
Online Conflict Management Education	2
Other	1
Sanctioned Service	1
<b>Total</b>	<b>633</b>

**Note on suspensions and permanent dismissals:**

The outcome of disciplinary hearings reflects the nature and severity of the incident in question, as well 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.

Specifically, in the academic year 2019-2020, three students were placed on suspension from the University for alcohol- and/or drug-related violations:

- One student with prior record of violation(s) of the alcohol and/or drug policies was suspended upon being found responsible for subsequent alcohol-related violation also involving theft/unauthorized possession and social host responsibility.
- One student with no prior disciplinary record was suspended upon being found responsible for an alcohol-related violation also involving intimidation and/or threatening behavior, failure to comply and disorderly conduct.
- One student with no prior disciplinary record was suspended upon being found responsible for an alcohol-related violation also involving acts of violence.

**EDUCATION AND INTERVENTION PROGRAM INFORMATION**

**Alcohol Education – Think About It (until December 2019)**

You must complete the online Think About It: Alcohol course. If the student was assigned the Think About It module as an incoming student and failed to complete it, the student is required to complete it before starting the alcohol course.

**Drug Education – Think About It (until December 2019)**

You must complete the online Think About It: Drugs course. If the student was assigned the Think About It module as an incoming student and failed to complete it, the student is required to complete it before starting the alcohol course.

Under the Influence and Under the Influence 21+ (implemented January 2020)  
 Marijuana 101 (implemented January 2020)  
 Other Drugs (implemented January 2020)

**Drug Assessment**

Drug assessment from the licensed professional of your choice (SU students may complete this requirement at the Counseling Center) and show completion of all recommended sanctions. Proof of assessment and all recommended sanctions in writing to the Office of the Dean of Students.

**Alcohol Assessment**

Alcohol assessment by a licensed professional (SU Counseling Center or off-campus provider of your choice) and show completion of all recommended sanctions. Proof of assessment and all recommendations, in writing, must be provided to the Office of the Dean of Students by the deadline.

**Parent/Guardian Notification**

The student must write a letter to their parent(s)/guardian(s) notifying them of the incident that resulted in their referral to the Office of Student Conduct. This letter is sent along with a letter from the Office of Student Conduct in accordance with the University’s Parental Notification Policy. However, we highly encourage students to discuss the incident with them before then.

At a minimum, the letter must include the following:

- An address block, including the names and addresses of the student’s parent(s)/guardian(s);
- The student’s name, campus e-mail address and date;



- A description of the incident that resulted in violations of the Code of Community Standards and the student's decision-making process at the time;
- A reflection of how continued behavior of this nature could impact the student's future plans and career goals;
- A reflection as to how this incident will impact future decision-making as the student continues their education at Salisbury University;
- An explanation of all sanctions assigned, and any progress the student has made towards completion;
- That the Office of Student Conduct will not discuss the details of the violation and sanctions unless the student provides a written release; and
- That the Office of Student Conduct will be glad to answer any procedural questions parent(s)/guardian(s) may have. Provide contact information for the Office of Student Conduct.

Upon completion, students must submit the letter electronically as a Word Document or PDF to [studentconduct@salisbury.edu](mailto:studentconduct@salisbury.edu) by the deadline specified in their hearing outcome letter. This letter should NOT be sent directly to their parent(s)/guardian(s).

# Appendix B: Conduct Sanctioning Guidelines

## ACTION PLANS AND SANCTIONING GUIDE

### INTRODUCTION

The Office of the Dean of Students developed this guide as a starting point for developing Action Plans and determining sanctions. The accompanying Institutional Sanctioning Guidelines provide a uniform set of initial sanctions for all Case Administrators and promotes fairness through greater consistency. Please note, however, that the guidelines are not absolute or exhaustive of every potential violation. Ultimately, the sanctions are dependent on the specific circumstances of individual cases in accordance with the sanctioning factors outlined below.

### SANCTIONING PHILOSOPHY

While students interacting with the student conduct process may think of the outcome as a form of punishment, the Office of Student Conduct views it as an Action Plan. With the development of Action Plans, we support our efforts to implement a student conduct process that is procedurally- sound, community-focused, and learning-centered.

Case Administrators, acting as the conduct officer, you will have an opportunity to partner with the student to develop a plan of action that promotes student learning, addresses the impact of the student's actions, connects the student's with campus resources, and ultimately sets the student on a successful path as a member of our campus community.

### DEVELOPING ACTION PLANS

When developing Action Plans and assigning sanctions, it is important to keep sanctioning factors in mind to ensure the outcome is both fair to the student and promotes the welfare of the campus community. It is also important to consider the student's perspective with developing Action Plans.

Student who accept responsibility or are found in violation of the Student Code of Community Standards are assigned an administrative sanction and one or more active sanctions as part of their Action Plan, when appropriate. Administrative sanctions describe the student's disciplinary standing with the University, and do not require any action on the part of the student. Active sanctions on the other hand, serve to educate the student and address the impact of the student's behavior, and generally require some sort of action from the student.

In developing Action Plans, the University considers the nature and severity of the incident, institutional sanctioning guidelines, the student's previous disciplinary history, individual and community needs, and mitigating and/or aggravating circumstances. See the below panel for guidance on

how to use sanctioning factors to inform the development of Action Plans.

### STEP-BY-STEP: DEVELOPING ACTION PLANS

- 1) Nature and Severity of the Violation
  - a) Determine specifically what happened in the incident, and what violation(s) of the Student Code of Community Standards occurred; and
  - b) Determine the impact of the student's behavior, actual and/or potential, on individuals and the overall community.
- 2) Previous Disciplinary History of the Student
  - a) Consult the student's record in Advocate to determine the student's previous disciplinary history and how it may impact the sanctions for the current incident.
- 3) Institutional Sanctioning Guidelines
  - a) Consult the Sanctioning Guidelines (page 3) to determine the typical sanctions for each violation.
- 4) Individual and Community Needs
  - a) Consider individual and community needs as it relates to the incident:
    - i) Where is the student developmentally, and what educational requirements may be particularly useful to the student?
    - ii) Is there harm to the community that can be repaired through restorative actions?
- 5) Mitigating and/or Aggravating Circumstances
  - a) Consider whether there are any circumstances that may warrant more lenient or severe sanctions:
    - i) Was it the intent of the student to violate the Code of Community Standards?
    - ii) Is there something going on in the student's life that impacted the student's decision-making?
    - iii) Is the student accountable to their behavior and do they understand why the behavior was inappropriate?
    - iv) Was the student under the influence of alcohol and/or other drugs at the time of the incident? Please note that the use of alcohol and/or drugs is never a mitigating factor.

## INSTITUTIONAL SANCTIONING GUIDELINES

These guidelines provide a uniform set of initial sanctions for common violations of the Student Code of Community Standards. 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 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"> <li>3<sup>rd</sup> Millennium: Under the Influence College</li> </ul>	<ul style="list-style-type: none"> <li>Parental Notification (if under 21) or Personal Statement (if 21+)</li> <li>Wellness Sessions</li> </ul>	<ul style="list-style-type: none"> <li>Parental Notification (if under 21) or Personal Statement (if 21+)</li> <li>Substance use Assessment and Intervention</li> </ul>
Alcohol  (underage use/possession, noise/disruptive behavior, other disciplinary violation)	Status	Probation I	Probation II	Probation for Tenure or Suspension
	Active	<ul style="list-style-type: none"> <li>Parental Notification (if under 21) or Personal Statement (if 21+)</li> <li>3<sup>rd</sup> Millennium: Under the Influence College</li> </ul>	<ul style="list-style-type: none"> <li>Parental Notification (if under 21) or Personal Statement (if 21+)</li> <li>Wellness Sessions</li> </ul>	<ul style="list-style-type: none"> <li>Parental Notification (if under 21)</li> <li>Substance Use Assessment and Intervention</li> <li>Academic and Social Success Planning</li> </ul>
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"> <li>Parental Notification (if under 21) or Personal Statement (if 21+)</li> <li>Wellness Sessions</li> </ul>	<ul style="list-style-type: none"> <li>Parental Notification (if under 21)</li> <li>Substance Use Assessment and Intervention</li> <li>Academic Success Planning</li> </ul>	<ul style="list-style-type: none"> <li>Parental Notification (if under 21)</li> <li>Other sanctions, if applicable, determined on a case-by-case basis</li> </ul>
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"> <li>Parental Notification (if under 21) or Personal Statement (if 21+)</li> <li>3<sup>rd</sup> Millennium: Marijuana 101 College</li> </ul>	<ul style="list-style-type: none"> <li>Parental Notification (if under 21) or Personal Statement (if 21+)</li> <li>Wellness Sessions</li> </ul>	<ul style="list-style-type: none"> <li>Parental Notification (if under 21)</li> <li>Substance Use Assessment and Intervention</li> <li>Academic and Social Success Planning</li> </ul>
Drugs (distribution)	Status	Suspension or Dismissal		
	Active	<ul style="list-style-type: none"> <li>Parental Notification (if under 21)</li> <li>Other sanctions, if applicable, determined on a case-by-case basis</li> </ul>		
Housing/Residence Life violations (possession of alcohol paraphernalia)	Status	Warning	Warning	Probation I
	Active	<ul style="list-style-type: none"> <li>No fine if evidence of alcohol consumption is not present</li> <li>\$25 fine if evidence of alcohol consumption is present</li> </ul>	<ul style="list-style-type: none"> <li>Educational Requirement</li> <li>\$25 fine</li> </ul>	<ul style="list-style-type: none"> <li>\$25 fine</li> </ul>

# Appendix C: Training Numbers for Campus Clarity's Online Think About It ATOD Educational Program

All incoming students are required to complete an online alcohol and/or drug education course prior to their arrival on campus. In spring 2020, the University transitioned from Think About It (Campus Clarity) to Alcohol-Wise (3rd Millennium Classrooms) as the required online course. Information regarding each course is provided below.

## Campus Clarity "Think About It:

Think About It, by Campus Clarity, is a web-based sexual assault prevention and alcohol abuse awareness program. This program will help students make informed decisions regarding alcohol use, empower students to intervene and prevent sexual violence, and give students the tools to address to peers' risky behavior. Think About It will provide students with the information they need to navigate affirmative consent, healthy relationships, and effective communication.

- Think About It: Part I is required for all traditional aged new students coming entering the University.

- Think About It: Graduate students is required for all incoming graduate students to the University.
- Think About it: Adult Learners is the program required for any incoming student over the age of 25; this also includes students on satellite campuses.
- Think About It: Alcohol and Think About It: Drugs, are the programs students must complete in the sanctioning phase of the conduct process.

## 3rd Millennium Classrooms "Alcohol-Wise"

Alcohol-Wise, by 3rd Millennium Classrooms, is an online alcohol education program designed to promote and enable healthy and informed decisions concerning alcohol use. Whether a student drinks or not, Alcohol-Wise will empower them to make well-informed decisions and will help them cope with the drinking behavior of peers. The initial course takes approximately 90 minutes to complete, and a 15-minute follow up module is sent 30 days after the initial course is completed.

- Alcohol-Wise Is required for all incoming students under the age of 21
- Alcohol-Wise 21+ Is required for all Incoming students over the age of 21

## Spring 2019 Training Numbers

Think About It: Part I	Think About It: Graduate Students	Think About It: Adult Learners	Think About It: Alcohol	Think About It: Drugs
<b>Students/Assignments</b> Invited: 1892 / 1893 Signed-Up: 1383 / 1384 Done: 1167 / 1167 Completion Rate: 61.6%	Invited: 190 Signed-Up: 67 Done: 54 Completion Rate: 28.4%	Invited: 110 Signed-Up: 51 Done: 48 Completion Rate: 43.6%	<b>Students/Assignments</b> Invited: 318 / 323 Signed-Up: 261 / 263 Done: 259 / 261 Completion Rate: 80.8%	Invited: 76 Signed-Up: 53 Done: 53 Completion Rate: 69.7%

## Fall 2019 Training Numbers

Think About It: Part I	Think About It: Graduate Students	Think About It: Adult Learners	Think About It: Alcohol	Think About It: Drugs
Invited: 2078 Signed-Up: 1530 Done: 1290 Completion Rate: 62.1%	Invited: 398 Signed-Up: 159 Done: 141 Completion Rate: 35.4%	Invited: 120 Signed-Up: 54 Done: 51 Completion Rate: 42.5%	Invited: 130 Signed-Up: 74 Done: 72 Completion Rate: 55.4%	Invited: 52 Signed-Up: 27 Done: 27 Completion Rate: 51.9%

## Spring 2020 Training Numbers

### 3RD MILLENNIUM CLASSROOM OUTPUT REPORT

Academic Year  
2019-2020

Last update: 9/24/2020 9:58:56 AM

Salisbury University



	<b>73%</b> Avg. Pre-Test Score		<b>85%</b> Avg. Post-Test Score	
607 Total enrollment	149 Part 1 Students	25% Part 1 completion %	54 Part 2 Students	36% Part 2 completion %



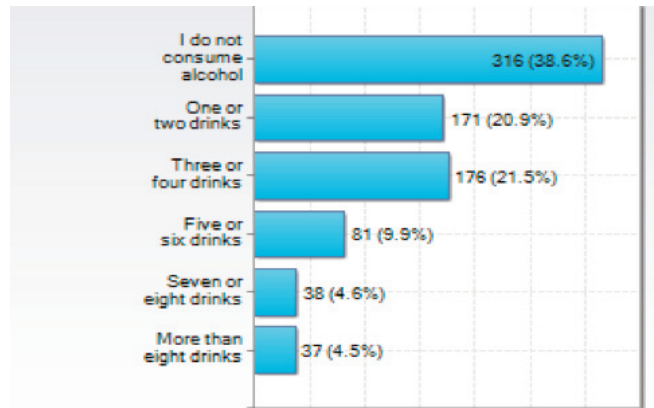
# Appendix D-Educational Benchmark Inventory Survey for On Campus Housing Experience

## 2016-2017 Data Highlights:

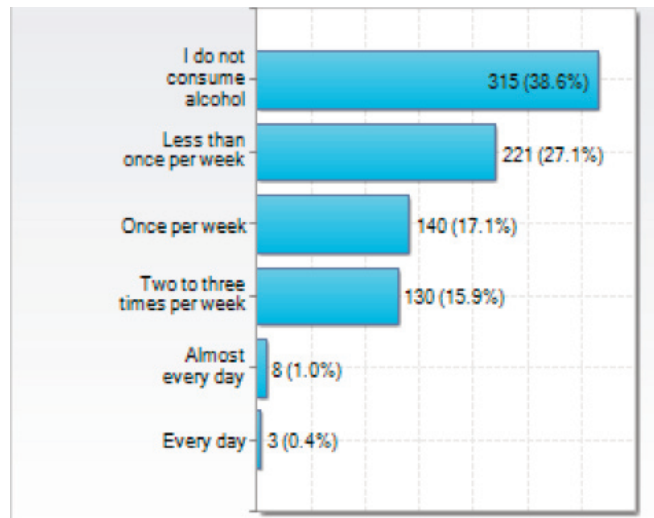
38.6% of our students do not drink. An additional 20.9% if they do drink, only drink 1 or 2 drinks. 9.1% drink 7 or more drinks when they drink.

Roughly 90% of our students have a better understanding of negative consequences of alcohol and drugs because they lived on campus.

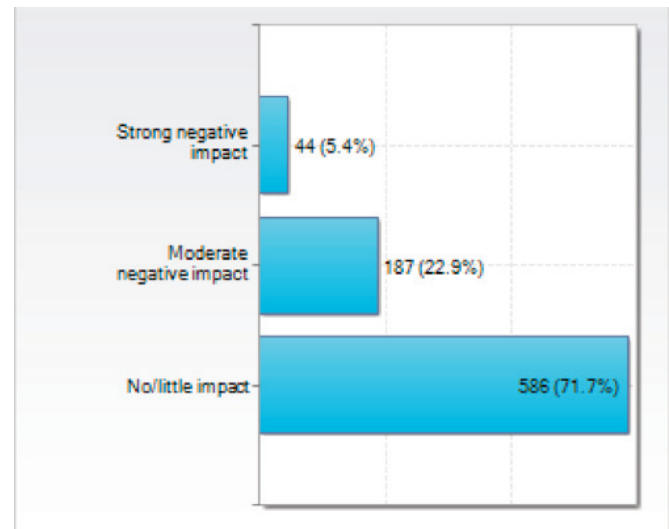
**D105. We are interested in information about alcohol use. This information will be kept confidential and your candid feedback is greatly appreciated. - Demographics: Number of Alcoholic Drinks Consumed Per Event**



**D106. We are interested in information about alcohol use. This information will be kept confidential and your candid feedback is greatly appreciated. - Demographics: Frequency of Alcohol Consumption**



**D107. We are interested in information about alcohol use. This information will be kept confidential and your candid feedback is greatly appreciated. - Demographics: Alcohol Negatively Impacts Quality of Life for Students on Floor**

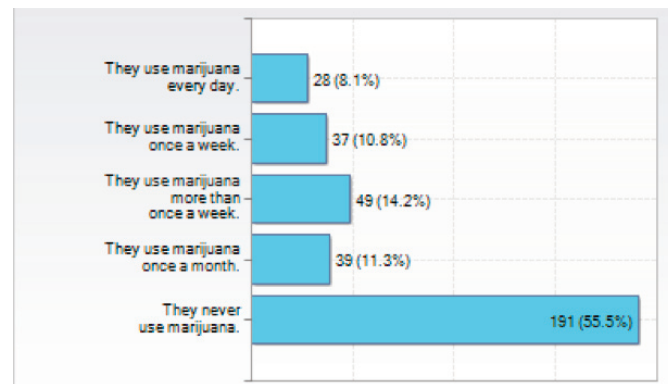


## 2017-2018 Data

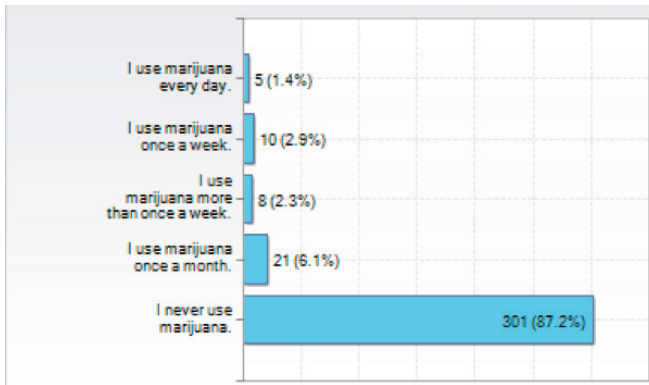
### Marijuana Use Highlights:

87% of our upper-class students do not use marijuana. The impression that our students have of their peers' use is that more people smoke marijuana (55.5% are perceived to smoke) versus 12.8% that self-reported that they actually do.

**Institution Specific Questions How often do your peers use marijuana?**



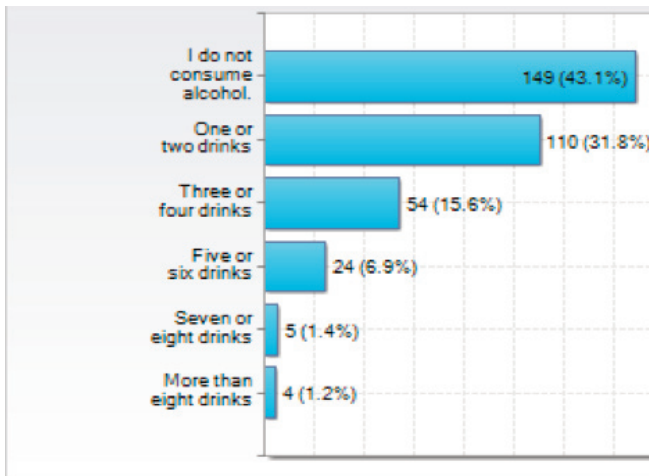
**OQ8. Institution Specific Questions How often do you use marijuana?**



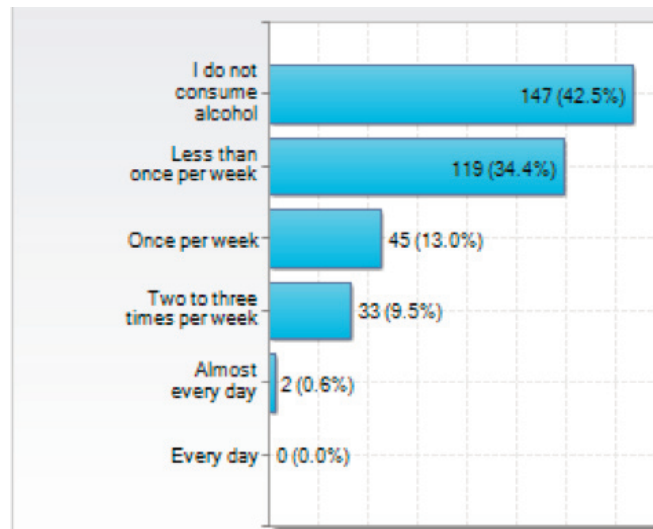
**Alcohol Use Highlights:**

The percentage of our students who do not drink alcohol has increased from 38.6% to 43.1%. The number of students who drink 1 or 2 drinks in a sitting increased from 20.9% to 31.8%. The number of students who drink 7 or more drinks has decreased from 9.1% to 2.6%.

**D113. Alcohol Use We are interested in information about alcohol use. This information will be kept confidential and your candid feedback is greatly appreciated. - How many alcoholic drinks do you typically consume in one sitting when you are drinking (i.e., beer, wine, mixed drinks)?**



**D114. Alcohol Use We are interested in information about alcohol use. This information will be kept confidential and your candid feedback is greatly appreciated. - How frequently do you consume alcohol?**



**Most Recent Biennial Review**

The following link provides the most recent biennial review conducted by Salisbury University:  
[https://www.salisbury.edu/administration/student-affairs/\\_files/Biennial\\_Review\\_2016-2018.pdf](https://www.salisbury.edu/administration/student-affairs/_files/Biennial_Review_2016-2018.pdf)



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The Vice President of Student Affairs serves as the institutional executive officer responsible for oversight of the Salisbury University Drug and Alcohol Prevention Plan.

**[www.salisbury.edu](http://www.salisbury.edu)**

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