

Drug-Free Schools and Communities Act

Texas Wesleyan University

Spring 2018

The Drug-Free Schools and Communities Act (DFSCA) of 1989 - also known as the Drug-Free Schools and Campuses Act - requires institutions of higher education to establish policies that address unlawful possession, use, or distribution of alcohol and illicit drugs. The DFSCA also requires the establishment of a drug and alcohol prevention program (DAAPP). This document must describe:

- a. The annual distribution to each employee, and to each student who is taking one or more classes for any type of academic credit except for continuing education units, to report on the following:
 - i. Standards of conduct that clearly prohibit at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
 - ii. Legal sanctions under federal, state, and local law for the unlawful use, possession, or distribution of illicit drugs and alcohol;
 - iii. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
 - iv. A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
 - v. A clear statement that Texas Wesleyan University will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required by paragraph (a)(i) of this section.

- b. A biennial review by Texas Wesleyan University of its program to:
 - i. Determine its effectiveness and implement changes to the program if they are needed; and
 - ii. Ensure that the disciplinary sanctions described in paragraph (a)(v) of this section are consistently enforced.

Distribution of Report

All members of the Texas Wesleyan University community are encouraged to review the information on the following pages. This document will be included in the Texas Wesleyan University Annual Security Report (ASR) and distributed annually via electronic media to all current students and employees. It will also be distributed along with ASR to all prospective students and employees. At least once per semester, an e-mail notification is sent to all enrolled students, faculty and staff, and prospective students and employees of the report's availability. Please contact the Division of Student Affairs (via phone at (817) 531-4872, via email at deanofstudents@txwes.edu, or in person in the Student Affairs suite on the first floor of the Brown-Lupton Center) for additional information and resources.

The responsibilities to distribute DFSCA and DAAPP via the ASR will be as follows:

- a. Current employees
 - i. Includes all faculty and staff members at Texas Wesleyan University including adjunct faculty and temporary staff appointments.

- ii. Will be notified via email by the Division of Student Affairs at least once a year on or before October 1st.
 - iii. Hard copies of the ASR will be made available through the Division of Student Affairs.
 - iv. Independent of the ASR, the DFSCA and DAAPP report will be made available through the Texas Wesleyan University website.
- b. Current students
 - i. Includes all individuals who are taking one or more classes for any type of academic credit except for continuing education units and regardless of length of program of study.
 - ii. Will be notified via email by the Division of Student Affairs at least once a year on or before October 1st.
 - iii. Hard copies of the ASR will be made available through the Division of Student Affairs.
 - iv. Independent of the ASR, the DFSCA and DAAPP report will be made available through the Texas Wesleyan University website.
- c. Prospective Employees
 - i. Includes all individuals who contact Human Resources about an open position, job posting, or application for employment.
 - ii. Applicants will be notified by application verification email after employment application has been submitted through the applicant tracking system. Email will include ASR pdf and link to ASR on our website and include the Associate Vice President of Human Resources signature. Hard copies of the ASR will be made available through the Division of Student Affairs.
 - iii. Independent of the ASR, the DFSCA and DAAPP report will be made available through the Texas Wesleyan University website.
- d. Prospective Students
 - i. Includes all individuals that are considered to be prospective students including those that contact the University, applicants, and individuals whom the University contacts to encourage applying.
 - ii. Prospective undergraduate students will be notified, via email and by written publication, by the Office of Admissions at least once a semester.
 - iii. Prospective graduate students will be notified, via email or by written publication, by the Office of Admissions at least once a semester.
 - iv. Prospective international students will be notified, via email or by written publication, by the Office of International Programs at least once a year on or before October 1st of each year.
 - v. Prospective student communications and publications will include information directing individuals to the online ASR.
 - vi. Hard copies of the ASR will be made available through the Division of Student Affairs.
 - vii. Independent of the ASR, the DFSCA and DAAPP report will be made available through the Texas Wesleyan University website.

Section a.i: Standards of Conduct

Texas Wesleyan University supports and endorses the Federal Drug-Free Workplace Act of 1988 (41 USC § 701 et seq.) and the Drug-Free Schools and Communities Act amendments of 1989 (20 USC § 1145(g)).

According to this policy, the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance or alcohol on property owned or controlled by the University or as part of any University sponsored programs off-campus is prohibited, except as noted within the policy as provided in section 7.19 of the Texas Wesleyan University [Employee Handbook](#).

Pursuant to these Acts, the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance or abuse of alcohol (as defined in these Acts) by an employee or student on University property or as part of any University activities is prohibited. Any student or employee of the University found to be abusing alcohol or using, possessing, manufacturing, or distributing controlled substances in violation of the law on University property or at college events shall be subject to disciplinary action in accordance with applicable policies of the University.

For employees, the University will take appropriate personnel action for such infractions, up to and including termination as set forth in the Employee Handbook, Section 7.1.3 addresses Drug Screening; Section 7.19 addresses Drug Free Environment; and Appendix N addresses the university alcohol policy.

Students who violate this policy will be subject to sanctions as set forth in the [Student Handbook](#) for Alcohol and Drug/Substance Abuse, Section VII. The Code of Student Conduct which include policies for suspension and expulsion from the University.

As a condition of their employment, all employees shall abide by the terms of the Employee Handbook, 41 USC § 701 et seq., and 20 USC § 1145(g). All employees must notify the University of any criminal drug conviction for a violation occurring in the workplace no later than five days after such conviction. In this context a “controlled substance” means any substance listed in schedules I through V of Section 202 of the Controlled Substances Act (21 USCS Section 812). “Convictions” include nolo contendere, and “criminal statutes” include state and federal prohibitions against the manufacture, distribution, dispensation, possession or use of any controlled substance. Any employee convicted of a violation of the drug free workplace policy will be subject to disciplinary action, which may include termination of employment or required participation in a drug free assistance or rehabilitation program approved by the federal, state or local health, law enforcement or other appropriate agency. Note: The University has an alcohol policy for University-sponsored functions and events. That policy is contained in Appendix N and must be followed by all employees.

Section a.ii: Legal Sanctions

Federal and Texas state laws prohibit the use of illicit drugs and actions related to the abuse of alcohol. Summarized below are the general federal and state laws relating to drugs and alcohol.

Federal Law

In 1984, the [National Minimum Drinking Age Act](#) (Public Law 98-363) was passed. The following table summarizes the federal drug trafficking penalties.

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (Except Marijuana)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty

II	Cocaine 500-4999 grams mixture	<p>First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. Or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p>Second Offense: Not less than 10 yrs. And not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	Cocaine 5 kilograms or more mixture	<p>First Offense: Not less than 10 yrs. And not more than life. If death or serious bodily injury, not less than 20 yrs. Or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p>Second Offense: Not less than 20 yrs, and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p>2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p>
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
II	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100- 999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	
Substance/Quantity		Penalty		
Any Amount Of Other Schedule I & II Substances		<p>First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. Or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.</p> <p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.</p>		
Any Drug Product Containing Gamma Hydroxybutyric Acid				
Flunitrazepam (Schedule IV) 1 Gram or less				
Any Amount Of Other Schedule III Drugs		<p>First Offense: Not more than 10 yrs. If death or serious bodily injury, not more that 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p>Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.</p>		
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)		<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>		
Any Amount Of All Schedule V Drugs		<p>First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p>Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>		
Federal Trafficking Penalties for Marijuana, Hashish, and Hashish Oil, Schedule I Substances				
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants		<p>First Offense: Not less than 10 yrs. Or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.</p> <p>Second Offense: Not less than 20 yrs. Or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.</p>		
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants		<p>First Offense: Not less than 5 yrs. Or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. Or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.</p> <p>Second Offense: Not less than 10 yrs. Or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.</p>		
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants		<p>First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. Or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.</p>		

Hashish More than 10 kilograms	Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants	First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual. Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

Texas State Law

- i. [Alcoholic Beverage Code Title 4. Regulatory and Penal Provisions Chapter 101.](#) General Criminal Provision
- ii. [Alcoholic Beverage Code Chapter 106.](#) Provisions Relating to Age
- iii. [Health & Safety Code Subtitle H. Public Health Provisions Chapter 161. Public Health Provisions Subchapter E: reports of gunshot wounds and Controlled Substance overdoses, section 161.042 – 161.403](#)
- iv. [Health & Safety Code Subtitle C. Substance Abuse Regulation and Crimes Chapter 481.](#) Texas Controlled Substances Act
- v. [Government Code Chapter 2113. Use of Appropriated Money; Subchapter A.](#) General Provisions

An act or failure to act which results in a violation of the code or rules that represents a threat to the public health, safety, or welfare will be assessed sanctions and penalties as follows:

Description	Minimum Punishment	Maximum Punishment
Driving while intoxicated (includes intoxication from alcohol, drugs, or both.	License suspension of at least 60 days. Jail term no more than 180 days and fine up to \$2,000	Imprisonment up to 10 years and fine up to \$10,000
Public intoxication	A fine not to exceed \$500	Varies with age and number of offenses
Purchase of alcohol by a minor	A fine not to exceed \$500. Varies with number of offenses.	At least 8 hours of community service, 30 day license suspension
Consumption or possession of alcohol by a minor	A fine not to exceed \$500. Varies with number of offenses.	At least 8 hours of community services, 30 day license suspension, mandatory alcohol-awareness class
Providing alcohol to a minor	A fine not to exceed \$4,000 or confinement in jail for no more than one year, or both.	If binge drinking was involved: 180 day license suspension, 20 – 40 hours of community service, mandatory alcohol-awareness class

Note: Penalties may be increased or enhanced for prior offenses and/or offenses within 1000 feet of a public school.

Sale to Minors

It is a Class A Misdemeanor to sell an alcoholic beverage to an individual under 21 years of age through an act of criminal negligence.

Public Intoxication Statute of Texas

An arrest for Public Intoxication (P.I.) may occur if an individual appears in a public place while intoxicated so much that the person may endanger himself or herself or another person. This is a Class C misdemeanor. Blood Alcohol Concentration testing is not required for P.I.

Purchase of Alcohol for a Minor; Furnishing Alcohol to a Minor

It is a Class A Misdemeanor to purchase or make available an alcoholic beverage to an individual under 21 years of age through an act of criminal negligence. This offense is punishable by a fine of up to \$4,000 and/or confinement in jail for up to one year. A person's driver's license is automatically suspended for 180 days on final conviction of the offense of Purchasing Alcohol for a Minor or Furnishing Alcohol to a Minor.

Civil Liability for Provision of Alcohol to a Minor

An adult 21 years of age or older is liable for damages proximately caused by the intoxication of a minor under the age of 18 if the adult is not the minor's parent, guardian, or spouse; or an adult in whose custody the minor has been committed by a court; and the adult knowingly served or provided the minor any of the alcoholic beverages that contributed to the minor's intoxication; or allowed the minor to be served or provided any of the alcoholic beverages that contributed to the minor's intoxication on the premises owned or leased by the adult.

Possession of Alcoholic Beverage in Motor Vehicle

It is a Class C Misdemeanor to knowingly possess an open container in a passenger area of a motor vehicle that is located on a public highway, regardless of whether the vehicle is being operated or is stopped or parked.

Driving While Intoxicated; Flying or Boating While Intoxicated

It is a Class B Misdemeanor to operate a motor vehicle, aircraft, or watercraft in a public place while intoxicated. The minimum term of confinement is 72 hours. An ignition interlock device will have to be installed on the car of a person convicted of driving with a blood alcohol level of .15 or more, if the defendant is to receive probation.

Intoxication Assault

It is a third degree felony to cause serious bodily injury to another by accident or mistake while operating any vehicle (motor, aircraft, or watercraft) in a public place while intoxicated.

Intoxication Manslaughter

It is a second degree felony to cause death to another by accident or mistake while operating any vehicle (motor, aircraft, watercraft) in a public place while intoxicated.

Administrative License Revocation; Implied Consent

After being arrested for Driving While Intoxicated, failing or refusing the Blood Alcohol Concentration (BAC) test can result in license revocation. Revocation may NOT be probated and there is a \$125 reinstatement fee. An appeal process is available. The following penalties apply:

- **Terms of Offense- Adults**

- Failure Case

- 90 days with no alcohol or drug related "enforcement contacts" listed on driving record within ten years prior to date of the offense. 1 year with one or more alcohol or drug

related “enforcement contacts” listed on driving record prior to date of offense within ten years of date of the offense.

Refusal Case

180 days with no alcohol or drug related “enforcement contacts” listed on driving record within ten years prior to date of the offense. Two years with one or more alcohol or drug related “enforcement contacts” listed on driving record prior to date of offense within ten years of date of the offense.

If the person who refuses is a resident without a license, an order will be issued denying the issuance of a license to the person for 180 days.

▪ **Terms of Offense – Minors**

Minors are subjected to the same length of suspension as adults for refusing a blood or breath test. Failure of a blood or breath test by a minor, however, is a 60-day license suspension with no “enforcement contacts,” a 120-day license suspension with one prior “enforcement contact” or a 180-day license suspension with two or more “enforcement contacts.” Keep in mind that any detectable amount of alcohol for a minor is a failure. Even if a minor refuses a breath or blood test, but alcohol is detected by other means, the minor is subjected to the failure suspension periods rather than the refusal suspension periods.

Consumption of Alcohol by a Minor; Possession of Alcohol by a Minor

It is a misdemeanor for minors to consume or possess alcoholic beverages except in the visible presence of the minor’s adult parent, guardian, or spouse.

Purchase of Alcohol by a Minor; Attempt to Purchase Alcohol

It is a misdemeanor for individuals under 21 years of age to attempt purchasing alcoholic beverages. “Attempt” implies acting beyond mere preparation.

Misrepresentation of Age by a Minor

It is a misdemeanor to falsely state or to present false documents indicating an individual is 21 years of age or older to a person selling or serving alcoholic beverages.

Punishment for the above Alcohol-Related Offense by a Minor

For a minor without two previous alcohol-related offenses, these are Class C misdemeanors. Punishment includes 8 to 12 hours community service and denial or suspension of the minor’s driver’s license or permit for 30 days. Attendance at an Alcohol Awareness Course is also required.

If a minor has at least two prior alcohol-related convictions, the offense is punishable by a fine of \$250 to \$2,000; and/or confinement in jail for up to 180 days. Punishment includes 20 to 40 hours of community service.

The minor’s driver’s license or permit will be denied or suspended: 60 days for a 2nd alcohol related conviction: 180 days for subsequent convictions.

Attendance at Alcohol Awareness Course; License Suspension

On first conviction of an alcohol-related offense, the court shall require the minor to attend an alcohol awareness course approved by the Texas Alcohol and Drug Abuse Commission. If under 18 years of age,

a parent or guardian may be required to attend the course with the defendant. The defendant must present evidence of completion of the course and community service within 90 days of the date of final conviction. If the required evidence is presented within the prescribed period, the fine may be reduced up to half the original amount. Failure to comply results in denial or suspension of driver's license or permit for up to six months.

Driving Under the Influence of Alcohol by a Minor

A minor commits an offense if the minor operates a motor vehicle in a public place while having any detectable amount of alcohol in the minor's system. For a minor without previous alcohol related offenses, these are Class C misdemeanors. Punishment includes 20 to 40 hours of community service and denial or suspension of driver's license or permit for 60 days. If a minor has at least two prior alcohol-related convictions, the offense is punishable by a fine of \$500 to \$2,000; and/or confinement in jail for up to 180 days. Punishment includes 40 to 60 hours community service. The minor's driver's license or permit will be denied or suspended: 120 days for 2nd alcohol-related conviction; 180 days, for subsequent convictions. The minor is not eligible for deferred adjudication.

Section a.iii: Health Risks

Abuse of alcohol and use of drugs is harmful to one's physical, mental and social well-being. Accidents and injuries are more likely to occur if alcohol and drugs are used. Alcohol and drug users can lose resistance to disease and destroy their health. Tolerance and psychological dependence can develop after sustained use of drugs.

Alcoholism is the number one drug problem in the United States. Alcoholism takes a toll on personal finances, health, social relationships and families. It can have significant legal consequences. Abuse of alcohol or use of drugs may cause an individual driving a motor vehicle to injure others and may subject the abuser to criminal prosecution. Drunk drivers are responsible for more than half of all traffic fatalities.

The use of any illicit drug or abuse of alcohol is potentially hazardous to your health. Faculty, staff, and students should evaluate the health risks associated with use of illicit drugs or abuse of alcohol. Synthetically produced drugs may contain impurities and the true amounts and ingredients are rarely known. The effects of a drug may be significantly different with each use.

The U.S. Drug Enforcement Administration states: "The illegal importation, manufacture, distribution, and possession and improper use of controlled substances have a substantial and detrimental effect on the health and general welfare of the American people."

According to Ralph W. Hingson, SC.D., Professor of Social Behavioral Sciences and Associate Dean for Research at Boston University School of Public Health, "The harm that college students do to themselves and others as a result of excessive drinking exceeds what many would have expected." [NIH News Release – College Drinking Hazardous to Campus Communities Task Force Calls for Research-Based Prevention Programs](#)

The National Institute of Alcohol Abuse & Alcoholism (NIAAA) provides comprehensive information and resources associated with alcohol abuse. Some of the major health risks of alcohol abuse include alcohol dependence, lasting effects on the brain, sexual assault, and suicide.

- i. Visit <http://www.niaaa.nih.gov/> for more information.
- ii. For college students in particular, visit <http://www.collegedrinkingprevention.gov/>.

- iii. Health risks associated with alcohol and other drugs are indicated in the following table:
 (Visit <http://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm> and
<http://www.dea.gov/druginfo/factsheets.shtml> for more specific drug information)

Alcohol			
Short-Term Health Risks	<ul style="list-style-type: none"> ▪ Injuries: Such as motor vehicle crashes, falls, drowning, etc. ▪ Violence: Including homicide, suicide, sexual assault, and intimate partner violence. ▪ Alcohol Poisoning: A medical emergency that results from high blood alcohol levels. ▪ Risky Sexual Behaviors: Including unprotected sex or sex with multiple partners. These behaviors can result in unintended pregnancy or sexually transmitted infections and diseases, including HIV. ▪ Miscarriage and stillbirth or fetal alcohol spectrum disorders among pregnant women. 		
Long-Term Health Risks	<ul style="list-style-type: none"> ▪ High blood pressure, heart disease, stroke, liver disease, and digestive problems. ▪ Cancer of the breast, mouth, throat, esophagus, liver, and colon. ▪ Learning and memory problems, including dementia and poor school performance. ▪ Mental health problems, including depression and anxiety. ▪ Social problems, including lost productivity, family problems, and unemployment. ▪ Alcohol dependence or alcoholism. 		
Other Drugs			
Substance/Drug	Physical Dependence	Psychological Dependence	Possible Effects, Overdose, and Withdrawal
Heroin	High	High	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea
Morphine	High		
Codeine	Moderate	Moderate	
Other Narcotics (Percodan, Darvon, Talwin, Percocet, Opium, Demerol)	High-Low	High-Low	Slow and shallow breathing, clammy skin, convulsions, coma, possible death Yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, runny nose, chills and sweating, watery eyes
Barbiturates (Amytal, Nembutal, Phenobarbital, Pentobarbital)	High-Moderate	High-Moderate	Slurred speech, disorientation, drunken behavior without odor of alcohol
Benzodiazepines (Ativan, Diazepam, Librium, Xanax, Valium, Tranxene, Versed, Halcion)	Low	Low	Shallow respiration, clammy skins, dilated pupils, weak and rapid pulse, coma, possible death
Methaqualone	Moderate	Moderate	Anxiety, insomnia, tremors, delirium, convulsions, possible death
GHB			
Rohypnol			
Other Depressants	Moderate	Moderate	Increased alertness, increased pulse rate and blood pressure, loss of appetite, euphoria, excitation, insomnia
Cocaine	Possible	High	
Amphetamine	Possible	High	
Methamphetamine	Possible	High	
Ritalin	Possible	High	
Other Stimulants	Possible	High	
Marijuana	Unknown	Moderate	Euphoria, relaxed inhibitions, increased appetite, disorientation
THC, Marinol	Unknown	Moderate	
Hashish	Unknown	Moderate	Fatigue, paranoia, possible psychosis Occasional reports of insomnia, hyperactivity, decreased appetite
Hashish Oil	Unknown	Moderate	
LSD	None	Unknown	Illusions and hallucinations, altered perception of time and distance
Mescaline & Peyote	None	Unknown	

Psilocybin Mushrooms	None	Unknown	Longer, more intense “trip” episodes, psychosis, possible death
Ecstasy (MDMA)	Unknown	Unknown	
Phencyclidine (PCP)	Unknown	High	
Ketamine			Unknown
Other Hallucinogens	None	Unknown	
Testosterone	Unknown	Unknown	Virilization, Testicular atrophy, acne, edema, gynecomastia, aggressive behavior
Nandrolone	Unknown	Unknown	
Oxymethalone	Unknown	Unknown	Unknown
			Possible depression

Section a.iv: Counseling, Treatment or Rehabilitation or Re-Entry Programs

The University’s Drug Free Workplace Policy recognizes that rehabilitation of employees and students for drug and alcohol violations is preferred to discipline. Many community agencies are available to assist employees and students seeking alcohol and drug counseling and treatment. Students seeking additional information about health problems and treatment related to alcohol and drug problems may contact a counselor at the Counseling Center at (817) 531-4859.

Employee Assistance Program

An employee who is alcohol or drug-dependent is someone who cannot control the use of a substance. It is usually difficult to quit or limit how much is used. The University’s Employee Assistance Program (EAP) offers supportive resources and confidential counseling for anyone struggling with an addiction. The EAP can be reached at (888) 628-4824. Employees may receive this additional information through the Office of Human Resources at (817) 531-4403. In addition to the EAP, individual and group drug and alcohol abuse treatment are available for faculty, staff, and students through the Community Counseling Center. Call the University’s Community Counseling Center at (817) 531-4859.

Other resources are available including the Substance Abuse and Mental Health Services Administration (SAMHSA) at <http://www.samhsa.gov>, the National Institute of Drug Abuse at <http://www.drugabuse.gov>, and the Partnership for Drug Free Kids at <http://drugfree.org>.

Section a.v: University Discipline for Violations

Texas Wesleyan University complies with federal and Texas state laws and penalties regarding the misuse of legal drugs (alcohol and tobacco) and use of illegal drugs. In addition to the criminal sanctions that may apply, Texas Wesleyan University will impose discipline on any employee or student who violates the University’s drug and alcohol policies.

Student Policy and Discipline

A student who violates any provision of this policy shall be subject to appropriate disciplinary action including suspension and expulsion as provided in University Policy 319.01. The Dean of Students and any designee is responsible for enforcing the University’s Code of Student Conduct, as found in the [Student Handbook](#), and ensuring that violations of this policy are dressed in a fair and consistent manner. Students are encouraged to read the Texas Wesleyan Student Handbook and become familiar with the policies, procedures and protections that are afforded to all students.

Code of Student Conduct

Section V.E.1

Alcohol. Use, possession, or distribution of alcoholic beverages or paraphernalia except as expressly permitted by law and the University's Alcohol Policy. (See [University Policies and Community Standards](#) for further information.)

Section V.E.2

Drugs. Use, possession, or distribution of illegal drugs and other controlled substances or drug paraphernalia except as expressly permitted by law and the University's Drug Policy. (See [University Policies and Community Standards](#) for further information.)

Section V.E.3

Prescription Medications. Abuse, misuse, sale, or distribution of prescription or over-the-counter medications.

Section VIII.L

Sanctions

One or more of following sanctions may be imposed upon any student for any single violation of the *Code of Student Conduct*:

1. *Warning:* An official written notice that the student has violated University policies and/or rules and that more severe conduct action will result should the student be involved in other violations while the student is enrolled at the University.
2. *Restitution:* Compensation for damage caused to the University or any person's property. This could also include situations such as failure to return a reserved space to proper condition (labor costs and expenses). This is not a fine but, rather, a repayment for labor costs and/or the value of property destroyed, damaged, consumed, or stolen.
3. *Community/University Service Requirements:* For a student or organization to complete a specific supervised University service.
4. *Loss of Privileges:* The student will be denied specified privileges for a designated period of time.
5. *Confiscation of Prohibited Property:* Items whose presence is in violation of University policy will be confiscated and will become the property of the University. Prohibited items may be returned to the owner at the discretion of the Dean of Students and/or Campus Security.
6. *Behavioral Requirement:* This includes required activities including, but not limited to, seeking academic counseling or substance abuse screening, writing a letter of apology, etc.
7. *Educational Program:* Requirement to attend, present, and/or participate in a program related to the violation. It may also be a requirement to sponsor or assist with a program for others on campus to aid them in learning about a specific topic or issue related to the violation for which the student or organization was found responsible. Audience may be restricted.
8. *Restriction of Visitation Privileges:* May be imposed on a resident or non-resident student. The parameters of the restriction will be specified.
9. *University Housing Probation:* Official notice that, should further violations of Residence Life or University policies occur during a specified probationary period, the student may immediately be removed from University housing. Regular probationary meetings may also be imposed.
10. *University Housing Reassignment:* Reassignment to another University housing facility. Residential Life personnel will decide on the reassignment details.
11. *University Housing Suspension:* Removal from University housing for a specified period of time after which the student is eligible to return. Conditions for re-admission to University housing may be specified. Under this sanction, a student is required to vacate University housing within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the Assistant Dean of Students for Residence Life. This sanction may

be enforced with a trespass action if deemed necessary. Prior to reapplication for University housing, the student must gain permission from the Assistant Dean of Students for Residence Life. This sanction may include restrictions on visitation to specified buildings or all University housing during the suspension.

12. *University Housing Expulsion*: The student's privilege to live in, or visit, any University housing structure is revoked indefinitely. This sanction may be enforced with a trespass action if deemed necessary.
13. *University Level 1 Conduct Probation*: The student is put on official notice that, should further violations of University policies occur during a specified probationary period, the student may face suspension or expulsion. Regular probationary meetings may also be imposed.
14. *University Level 2 Conduct Probation*: The student is put on official notice that for the remainder of their academic career, should further violations of University policies occur the student is likely to face suspension or expulsion. Regular probationary meetings may also be imposed. This sanction results in a permanent conduct record and good standing is permanently removed.
15. *Eligibility Restriction*: The student is deemed "not in good standing" with the University for a specified period of time. Specific limitations or exceptions may be granted by the Dean of Students and terms of this conduct sanction may include, but are not limited to, the following:
 1. Ineligibility to hold any office in any University-recognized student organization or hold an elected or appointed office at the University; or
 2. Ineligibility to represent the University to anyone outside the University community in any way including: participating in the study abroad program, attending conferences, or representing the University at an official function, event, or intercollegiate competition as a player, manager or student coach, etc.
16. *University Suspension*: Separation from the University for a specified minimum period of time, after which the student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension. The student is required to vacate the campus within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the Dean of Students or Assistant Dean. During the suspension period, the student is banned from university property, functions, events, and activities without prior written approval from the Dean of Students or Assistant Dean. This sanction may be enforced with a trespass action as necessary. This sanction results in a permanent conduct record, good standing is permanently removed, and it will be noted as an Administrative Suspension on the student's official academic transcript.
17. *University Expulsion*: Permanent separation from the University. The student is banned from university property and the student's presence at any University-sponsored activity or event is prohibited. This action may be enforced with a trespass action as necessary. This sanction results in a permanent conduct record, good standing is permanently removed, and it will be noted as an Administrative Expulsion on the student's official academic transcript.
18. *Other Sanctions*: Additional or alternate sanctions may be created and designed as deemed appropriate to the offense with the approval of the Dean of Students or Assistant Dean.

The following sanctions may be imposed upon groups or organizations found to have violated the *Code of Student Conduct*:

1. One or more of the sanctions listed above, specifically 1 through 9 and 16 through 19; and/or
2. Deactivation, de-recognition, loss of all privileges (including status as a University registered group/organization), for a specified period of time.

Alcohol Policy

Generally, the University prohibits the possession, use or distribution of alcohol on the University's campuses. However, alcohol may be served at University sponsored and third-party events with a Vice President's approval. Upon approval, the President's Suite, Trustee Boardroom, the Baker Martin House, the Louella Baker Martin Pavilion, and other areas may be deemed appropriate and approved by the Vice President or his/her designee. Approval is required for all events serving alcohol on campus and for all student events whether on or off campus. Typically, the President or Vice President for Advancement approves University sponsored events. The Vice President for Student Affairs approves off campus student events. A Vice President must approve third-party facility use events.

The Alcohol Permit Form must be completed and approved for all events on campus and all student events serving alcohol off campus. The Alcohol Permit Form can be found online or in the Dean of Student's Office.

Basic requirements for all events serving alcohol:

1. A third-party vendor (licensed bartender covered by site liability) sells and/or distributes the alcoholic beverages;
2. Neither the sale nor use of alcoholic beverages shall in any way violate state or local laws;
3. Alcoholic beverages are not the focus of the activity;
4. Advertisements of the event may not use alcohol as a draw; and
5. An off-duty Fort Worth police officer is mandatory for all third-party events. The cost is assumed by the event sponsor.

All off-campus student events that are sponsored by the University and serve alcohol must have proper authorization. An Alcohol Permit Form must be completed and approved by the Vice President for Enrollment and Student Services. For approval, the following federal guidelines must be met:

1. A variety of nonalcoholic beverages will be conveniently and readily available;
2. Adequate food (non-salty preferred) must be provided;
3. A carding and labeling procedure must be enforced;
4. Alternate transportation arrangements must be available;
5. A designated person must be responsible for compliance, monitoring of the event, and enforcing University, local, state and federal policies or laws;
6. All alcoholic beverages must be kept in a secure area; and
7. An off-duty Fort Worth Police Officer is mandatory for student and third-party events. The cost is assumed by the event sponsor.

Student organizations that violate these policies may be subject to the following sanctions:

1. The loss of off-campus alcoholic privileges for up to one year;
2. The loss of campus reservation privileges for up to three months;
3. The student organization or group may be fined \$ 100; and
4. The organization or group's president may be fined \$ 50.

At its sole discretion, the University may disapprove the use of alcohol at any event for any reason.

Drug Policy

The use, possession, presence, sale, and/or distribution of illegal drugs (those specified as illegal by federal, state and local laws) and/or drug paraphernalia on and off campus will lead to disciplinary action and/or criminal action. Special efforts are made to keep drugs off campus and to prevent the distribution or sale of illegal drugs on campus.

Under the discretion of the Dean of Students or his/her designee, local law enforcement may be called in the case of an illegal substance.

Tobacco-Free Campus

Purpose

The purpose of this policy and procedure is to provide guidelines for the implementation of a policy on the prohibition of tobacco use on the campus of Texas Wesleyan University.

Background and Rationale

Cigarette smoking causes more than 480,000 deaths each year in the United States. This is about one in five deaths. (CDC 2014). Use of cigarettes, smokeless tobacco, cigars, pipes and other tobacco products lead to disease and death. In addition to causing direct health hazards, smoking and smokeless tobacco use contribute to institutional costs in other ways, including fire damage, cleaning and maintenance costs and costs associated with employee and student absenteeism, healthcare, and medical insurance. Therefore, this policy is designed to include all tobacco products. Because there is no safe tobacco product, the only logical action is to promote a campus that is tobacco free. It is the policy of Texas Wesleyan University to promote the health, well-being and safety of students, faculty, staff and visitors while on the campus. Tobacco use and second-hand smoke have been identified by the Surgeon General to be the cause of preventable diseases. Texas Wesleyan University encourages students, faculty and staff to support and use tobacco cessation programs. Texas Wesleyan University welcomes students of all ages through a variety of campus programs. In order to support the health and welfare of visitors of all ages the campus will be free of tobacco use and second-hand smoke.

1. Effective August 20, 2014, the use of tobacco products (including cigarettes, cigars, pipes, smokeless tobacco, electronic cigarettes, and other tobacco products) by students, faculty, staff, and visitors are prohibited on all Texas Wesleyan University properties. Limited and appropriate individual exceptions may be considered by the president of the institution or by the president's designee who, in considering whether to grant the exception, will review any sponsored research requirements and ensure that the exception is in support of the mission of the institution.
2. The use of tobacco products (including cigarettes, cigars, pipes, smokeless tobacco, electronic cigarettes, or other tobacco products) is prohibited:
 - In all interior space on Texas Wesleyan University campuses;
 - On all outside property or grounds of Texas Wesleyan University campus including partially enclosed areas such as walkways, breezeways and bus shelters ("campus" includes the main campus, all satellite locations, and all other buildings or facilities leased off the main Texas Wesleyan University campus);
 - In Texas Wesleyan University vehicles, including buses, vans, and all other university vehicles;
 - In all indoor and outdoor athletic facilities, as well as the grandstands of outdoor facilities.
 - In any building or structure owned, leased or controlled by Texas Wesleyan University.
3. The use of tobacco products (including cigarettes, cigars, pipes, smokeless tobacco, electronic cigarettes, or other tobacco products) is allowed for use in personal vehicles, provided:
 - The windows are closed;
 - All tobacco waste products are properly disposed of within the vehicle.
4. The university prohibits the campus-controlled advertising, sale, or free sampling of tobacco products on campus.

5. Littering the campus with remains of tobacco products or any other disposable product is prohibited.
6. Organizers and attendees at public events, such as conferences, meetings, public lectures, social events, cultural events and sporting events using Texas Wesleyan University facilities will be required to abide by the tobacco-free policy and procedure. Organizers of such events are responsible for communicating the policy to attendees and for enforcing this policy.
7. Campus organizations are prohibited from accepting money or gifts from tobacco companies.

Education and Awareness

The implementation of this policy is augmented by an education and awareness campaign that may include but not be limited to:

1. Notification to prospective students and staff/faculty hires;
2. Informational meetings, postings, and e-mail notifications;
3. Publication in staff/faculty human resources manuals, student guides and handbooks and appropriate web sites;
4. Educational campaigns employing classmates and colleagues;
5. Ongoing smoking cessation programs;
6. Establish a culture of compliance through peer oversight.

Communication of Policy

Signs bearing the message "Tobacco-free Campus" will be posed at each of Texas Wesleyan University vehicular and pedestrian entrances (as applicable), and each building will display a decal that states "Tobacco Free Facility". However, tobacco-free zones apply on the grounds around all Texas Wesleyan University, whether or not signs are posted. No ashtrays or smoking shelters will be provided on campuses of Texas Wesleyan University.

Tobacco Use Cessation Programs

The University is committed to supporting all students and employees who wish to stop using tobacco products. Assistance to students, faculty, and staff to overcome addiction to tobacco products is available through Human Resources and Student Health Services. Referrals to cessation services are encouraged.

Compliance

Adherence to the policy cited above is the responsibility of all students, faculty, staff, and visitors. It is expected that all students, faculty, staff and visitors to campus comply with this policy. Members of our campus community are empowered to respectfully inform others about the policy in an ongoing effort to enhance awareness and encourage a culture of compliance. An individual who feels that there has been a violation of this procedure may invoke the following actions:

1. The individual should attempt to resolve the problem informally by requesting that the individual comply with the procedure.
2. If a direct appeal fails and the behavior persists, the individual should contact Security, the Office of Human Resources or Office of the Vice President of Enrollment and Student Services for a referral to the appropriate administrative official.
3. Repeat offenses by the same person shall be dealt with through already established administrative/disciplinary policies and procedures. Violations could result in referral to the appropriate university officials for disciplinary action in accordance with established student, staff, and/or faculty codes of conduct and procedures.

Faculty and Staff Policy and Discipline

For employees, the college will take appropriate personnel action for such infractions, up to and including termination as set forth in the *Employee Handbook*, Section 7.1.3 addresses Drug Screening; Section 7.19 addresses Drug Free Environment; and Appendix N addresses the university alcohol policy.

Pages 56-57 of the *Faculty Handbook* refer to the University's drug and alcohol policies.

Biennial Review

Every two years, Texas Wesleyan University conducts a review of its Drug and Alcohol Abuse Prevention Program. The review includes two primary parts:

- i. Effectiveness and implementation of needed changes; and
- ii. Consistent enforcement of disciplinary sanctions.

Texas Wesleyan University is committed to providing meaningful, effective, and on-going education and prevention programs for its students, faculty, and staff. Each review will be completed on or before October 1st of the year.

To complete the biennial review and to ensure its accuracy, a committee will be convened from a cross-section of institutional stakeholders. The following positions and/or their designee will serve on the biennial review committee:

1. Vice President of Student Affairs/Dean of Students (Chair)
2. Assistant Dean of Students for Residence Life
3. Assistant Dean of Students
4. Associate Provost
5. Associate Vice President for Human Resources
6. Athletic Director
7. Director of Campus Security
8. Director of Health Services

Section b.i: Program Effectiveness and Recommendations

Student Affairs

One of the goals of Student Affairs is to help students be involved on campus and to maximize their University experience. Through a variety of events, services, and resources, the office provides students with opportunities to connect to the university and to other students. Student Affairs promotes a sense of community and loyalty to the university while serving to enhance the social, intellectual, and developmental growth of students as individuals or as members of student organizations. Student Engagement does this through four primary areas: campus-wide events and traditions, student organizations and Greek Life, leadership programs, and volunteerism.

Residence Life

Educational and Training Initiatives:

- Professional Staff Training each July offers training regarding identifying alcohol and drug misuse and methods of response and resources to offer.
- Resident Assistant training each July and August training regarding identifying alcohol and drug misuse and methods of response and resources to offer

- During opening in the fall, professional staff and resident assistants speak with all residents at floor meetings regarding the alcohol and drug policy on campus.
- Individual staffs completed “sociograms” to better know and understand residents and issues in the halls. Methods on how to notice signs of residents who may be misusing alcohol and drugs are discussed in staff meetings.
- Hall Directors have educational conference conduct meetings with students who break our alcohol or drug policies to discuss behavior and decision making as well as create action plans

Programming:

Several programs surrounding alcohol and drug education are provided in each of the halls.

- Pre-spring break events that discuss personal safety during break, including alcohol and drug safety
- “Painting with a Twist”—an event of painting and talking about alcohol safety
- “Club T-Dub”—a mocktails-type, dance program designed to provide a fun atmosphere with alcohol education, namely how to reduce negative consequences associated with alcohol use
- Passive programming via bulletin boards and other media regarding alcohol and drug misuse

Ram Camp

As the kick-off to the year, Ram Camp is filled with fun and activities as well as educational sessions for participating students. Each Fall, Student Affairs hosts hundreds of new, incoming students during Ram Camp. Educational session included alcohol and drug abuse prevention discussions and information relating to expectations, community standards, and consequences.

Drug, Alcohol, and Sexual Misconduct Online Modules

Campus Clarity is a compulsory online education platform designed to equip students with information relating to awareness and prevent of alcohol and drug use/abuse as well as intersections of these topics with sexual misconduct.

A more extensive report of findings from administrations of Campus Clarity can be obtained by contacting Student Affairs at (817) 531-4872 or deanofstudents@txwes.edu.

Human Resources

EAP (Employee Assistant Program) Connect Services

Leverage EAP resources related to Drug and Alcohol awareness as well as information related to psychological, emotional and relational struggles to employees as a proactive coping /preventative approach. EAP Informational resources can be shared via website news stories, flyers, posters, annual Health Fair and Well-being Summit.

Annual Health Benefits and Safety Fair

The annual Health Benefits and Safety Fair is held annually to provide employees with an opportunity to learn more about the university’s health benefits vendors and community resources as well as receive free health and wellness screenings. Vendors and resources include: Medical vendors, Law Enforcement Demonstrations and Tarrant County Public Health.

Annual Well-Being Summit

The annual Well-Being Summit showcases campus resources that are available to employees and students that can be utilized to maximize overall well-being. Such resources include: Campus Nurse, Counseling, EAP Connect Services, Fitness Center, Library and Chaplain/Spiritual.

Mandatory Drug and Alcohol Online Training

As a component of our annual compliance measures and an educational resource tool for our employees, mandatory annual Drug and Alcohol trainings are assigned to all employees.

Updates and New Recommendations

The recommendations from 2016 included:

1. In addition to promoting AlcoholWise through ASE classes, enforce its completion through an academic registration hold.
2. Increase collaboration between Health Services, Human Resources, and Student Engagement to reach all members of the Texas Wesleyan University community.
3. Create mandatory trainings for all student organization leaders and advisors which will include educational efforts and expectations surrounding alcohol and drug abuse prevention.
4. Create an Event Safety Committee designed to review and support University sponsored events to mitigate risk and ensure compliance with expectations and policy.
5. Implement a student conduct database which will provide for effective and efficient tracking of sanctions, completion, and reporting.

Updates on those recommendations are as follows:

1. Beginning in Fall 2016, Texas Wesleyan University migrated from AlcoholWise to Campus Clarity as part of a collaboration with Human Resources to provide an online platform for both students and employees. Additionally, the Division of Student Affairs successfully created and began utilizing a registration hold for any student who did not complete the requirements of Campus Clarity.
2. Collaborations between these functional areas increased over the past two years. In addition to the alignment of online platforms, Human Resources and Student Affairs collaborated on health fairs, risk management, as well as training for students, student leaders, and staff.
3. Beginning in the Spring 2018 semester, the Division of Student Affairs in collaboration with the University's Risk Management Officer, kicked off mandatory in-person trainings for student organization leadership and advisors. These trainings include policies, expectations, and education about alcohol and drug abuse prevention.
4. The trainings referenced in #3 include event-safety and risk management. The Division of Student Affairs has also created an event registration process that includes a conversation with professional staff. During that conversation, the topics of risk management, event safety, and alcohol and drug abuse prevention are covered as it relates to the specifics of the event.
5. In Spring 2016, the Division of Student Affairs completed the implementation of Maxient as a database for student conduct, behavioral intervention, and other informational reports.

New Recommendations from Spring 2018 Review:

1. Plan an annual Drug and Alcohol Awareness week campus wide to reach staff, faculty and students. This event will utilize resources from the EAP as well as Risk Management vendor contacts to provide information in various formats such as: informational, visual and simulation.
2. In addition to student organization leadership and advisors, the review team recommends that academic deans and department chairs also take part in trainings related to alcohol and drug abuse prevention, risk management, and event safety. We have learned that a number of academic student organizations do not always complete the registration requirements and, as such, may be missed by the current training structure. A part of this recommendation is to add

information about the signs and symptoms associated with drug and alcohol abuse as it relates to their day-to-day relationship with organization members.

3. The review team recommends that the Division of Student Affairs and the Athletics Department work closely in a collaborative manner to better educate and empower student-athletes. We recommend that student-athlete education mirror that of student leaders. Additionally, the two areas of the University are recommended to work collaboratively to address any issues relating to alcohol or drug abuse that come about through drug-testing protocols.
4. The review team recommends that connections are made to transfer student ASE courses as has been done for first-year student ASE courses.
5. The review team recommends that Human Resources leverage EAP resources that are at the University's disposal, but have not yet been utilized. This includes the dissemination of all applicable resources to employees on a regular basis, not only in new-employee orientation. Dissemination would include in-person as well as email. Human Resources is recommended to reach the supervisors of employees and work with them to find appropriate ways to include these resources as part of a department's ongoing professional development.

Section b.ii: Sanctions

The Dean of Students and/or his/her designee reviews all allegations of student misconduct, including allegations relating to the use of alcohol and drugs. The Code of Student Conduct details what conduct is prohibited and may result in sanctions, as well as the procedures used to review and adjudicated allegations of misconduct. Students found responsible for violating university policies relating to alcohol and drugs receive sanctions for these violations. Consistency in sanctioning is ensured by use of typical sanctions guidelines that are reviewed for revision annually, routine training and supervision of all staff who review alleged violations, and checks by the chief conduct officer of each completed review.

Alcohol-Related Misconduct

Alcohol-related misconduct reviewed by the Dean of Students Office include offenses such as driving while intoxicated, being a minor in possession of alcohol, public intoxication, providing alcohol to minors, and illegal distribution of alcoholic beverages.

Alcohol-Related Sanctions

Sanctions issued for alcohol-related misconduct are based on a number of factors: The number of prior offenses, the nature of the misconduct, any current probationary status in effect, the impact of the behavior on the student and the community, and learning and behavioral outcomes identified for the student during the course of their participation in the conduct process.

Sanctioning includes two parts: A status-based sanction (i.e., probation) in effect for a period of time meant to deter future misconduct, and an educational sanction (e.g., a referral to Under the Influence or other educational program) designed to achieve learning and behavioral outcomes. Violations that take place in residence halls may also include a residence hall status component (e.g., relocation or removal from on-campus housing) intended to mitigate the impact of the student's behavior on the residential community.

First-time alcohol violations that are of lower severity (e.g., minor in possession of alcohol or public intoxication) typically result in Level I Conduct Probation, a referral to Under the Influence, and a warning that subsequent violations may result in more severe sanctions. Level I Conduct Probation is imposed for a period of time (typically 1 calendar year or shorter), and is intended to encourage

students to engage in thoughtful decision-making regarding their behavior during the period of time the probation is in effect. Level I Conduct Probation does not remove good conduct standing.

First-time alcohol violations that are more serious in nature (e.g., driving while intoxicated, providing alcohol to minors, or illegal distribution of alcoholic beverages) typically result Level II Conduct Probation, a referral to Under the Influence, and a warning that subsequent violations may result in more severe sanctions. Level II Conduct Probation is imposed for a period of time (typically 1 calendar year), and is intended to encourage students to engage in thoughtful decision-making regarding their behavior during the period of time the probation is in effect. Level II Conduct Probation does remove good conduct standing for the period of time it is in effect.

Egregious or repeated alcohol violations can result in the imposition of a permanent probation, Suspension, or in extreme cases, Expulsion. These sanctions create a permanent record for the student. The Dean of Students and his/her designee may also require students with egregious or repeated alcohol violations to visit with a counselor for additional support, or to seek alcohol education or counseling with an appropriately licensed professional within the community, and provide documentation of completion as a condition of enrollment.

Drug-Related Misconduct

Drug-related misconduct reviewed by the Dean of Students and his/her designee include offenses such as illegal use, possession, distribution or manufacture of illegal or controlled substances; abuse or unlawful possession of a controlled substance; or possession of drug paraphernalia.

Drug-Related Sanctions

The Code of Student Conduct outlines the possible sanctions for misconduct. These sanctions can include: Warning, Level I Conduct Probation, Level II Conduct Probation, Suspension, Expulsion, Residence Hall Relocation, Residence Hall Removal, Loss of Privileges, and Educational Sanctions such as a referral to an online educational course or other educational experience.

Sanctions issued for drug-related misconduct are based on a number of factors: The number of prior offenses, the nature of the misconduct, any current probationary status in effect, the impact of the behavior on the student and the community, and learning and behavioral outcomes identified for the student during the course of their participation in the conduct process.

Sanctioning includes two parts: A status-based sanction (i.e., probation) in effect for a period of time meant to deter future misconduct, and an educational sanction (e.g., a referral or educational course) designed to achieve learning and behavioral outcomes. Violations that take place in residence halls may also include a residence hall status component (e.g., relocation or removal from on-campus housing) intended to mitigate the impact of the student's behavior on the residential community.

First-time drug violations that are of lower severity (e.g., possession of drug paraphernalia or possession or use of less than 2 ounces of marijuana) typically result in Level II Conduct Probation, a referral to Marijuana 101, and a warning that subsequent violations may result in more severe sanctions. Level II Conduct Probation is imposed for a period of time (typically 1 calendar year), and is intended to encourage students to engage in thoughtful decision-making regarding their behavior during the period of time the probation is in effect. Level II Conduct Probation does remove good conduct standing for the period of time it is in effect.

First-time drug violations that are more serious in nature (e.g., possession of 2-4 ounces of marijuana) typically result in a permanent probation, referral to a drug educator/counselor, and a warning that subsequent violations may result in more severe sanctions.

Egregious (e.g., possession of more than 4 ounces of marijuana, possession of other controlled substances, distribution of illegal drugs or controlled substances) or repeated drug violations can result in the imposition of Suspension, or in extreme cases, Expulsion. These sanctions create a permanent record for the student.

Student Conduct Findings and Sanctions – 2016

During the calendar year of 2016, the Dean of Students Office managed the following caseload as it applies to alleged violations of the Code of Student Conduct involving alcohol and drugs.

Alleged Violation	# Cases	# Responsible	# Not-Responsible	# No Finding/Other
Alcohol – Consumption as a Minor (Old Code of Student Conduct)	5	1	0	4
Alcohol (New Code of Student Conduct)	21	8	9	4
Drugs – Marijuana (Old Code of Student Conduct)	3	0	0	3
Drugs – Paraphernalia (Old Code of Student Conduct)	1	0	0	1
Drugs (New Code of Student Conduct)	8	3	2	3
Note: 1. A new Code of Student Conduct was created, approved, and implemented during the 2016 calendar year. This change created new categories for reporting and are listed separately in the table. 2. The category of “Alcohol (New Code of Student Conduct)” includes: Use, possession, or distribution of alcoholic beverages or paraphernalia except as expressly permitted by law and the University’s Alcohol Policy. 3. The category of “Drugs (New Code of Student Conduct)” includes: Use, possession, or distribution of illegal drugs and other controlled substances or drug paraphernalia except as expressly permitted by law and the University’s Drug Policy. 4. The category of “No Finding/Other” includes cases that involved any of the following: mistaken identity, insufficient information to start conduct process, informational, alleged party is a non-student, or the individual left the university before resolution. Due to the retention issues facing the University, many of the cases categorized as “No Finding/Other” are due to students who do not return. Holds are placed on their student accounts until they resolve the case with the Dean of Students Office.				

The following tables enumerate the sanctions imposed for cases in which the student was found responsible pertaining to violations involving alcohol and/or drugs.

Alcohol

Sanction	# Imposed
Online Alcohol Class	2
Reflective Essay	1
Level 1 Conduct Probation	2
Level 2 Conduct Probation	1
Warning	5

Drugs

Sanction	# Imposed
Drug Counseling Required for Re-admittance	3
Housing Probation	1
Substance Abuse Counseling Referral	2
Suspension	3
Level 2 Conduct Probation	2
Warning	1

Student Conduct Findings and Sanctions – 2017

During the calendar year of 2017, the Dean of Students Office managed the following caseload as it applies to alleged violations of the Code of Student Conduct involving alcohol and drugs.

Alleged Violation	# Cases	# Responsible	# Not-Responsible	# No Finding/Other
Alcohol (New Code of Student Conduct)	102	41	26	35
Drugs (New Code of Student Conduct)	16	8	3	5
Note: 1. The category of "No Finding/Other" includes cases that involved any of the following: mistaken identity, insufficient information to start conduct process, informational, alleged party is a non-student, or the individual left the university before resolution. 2. The category of "Alcohol (New Code of Student Conduct)" includes: Use, possession, or distribution of alcoholic beverages or paraphernalia except as expressly permitted by law and the University's Alcohol Policy. 3. The category of "Drugs (New Code of Student Conduct)" includes: Use, possession, or distribution of illegal drugs and other controlled substances or drug paraphernalia except as expressly permitted by law and the University's Drug Policy.				

The following tables enumerate the sanctions imposed for cases in which the student was found responsible pertaining to violations involving alcohol and/or drugs.

Alcohol

Sanction	# Imposed
Create an Educational Program	2
Housing Probation	3
Paper (Reflective, Essay, Educational, etc.)	41
Level 1 Conduct Probation	5
Warning	6

Drugs

Sanction	# Imposed
Create an Educational Program	1
Housing Probation	6
Housing Removal	1
Paper (Reflective, Essay, Educational, etc.)	4
Level 1 Conduct Probation	6
Level 2 Conduct Probation	1
Warning	1