



Southern University and A&M College


***Drug and Alcohol Prevention Program
Biennial Review
2013 - 2015***

A People's Institution Serving the State, the Nation, and the World



Alcohol and Other Drug Prevention Certification

Southern University and A&M College believes that student success and achievement requires effort on the part of the University to promote healthy living and learning. We affirm that we have a role in promoting an environment conducive to education and that actively discourages drug and alcohol abuse. We commit to prevention, developmental student conduct, and effective intervention for students at risk for these behaviors. The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) requires that Southern University and A&M College certify it has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by students and employees, both on campus and as part of any institutional activities.


Flandus McClinton, Jr.
Acting Chancellor

6/30/15
Date



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Overview of Southern University Program

Southern University and A&M College governs the possession, use/consumption, and sale of drugs and alcohol via University policies and Louisiana State Law. The usage of alcohol and drugs can have a devastating effect on the body. Short-term effects of even casual drug use can be noted immediately. While most may view it as non-harmful, even small doses of a drug can have a disastrous impact on the body. But even more alarming are long-term effects that could potentially damage the heart, lungs, muscles, bones or skin

Laws regarding the possession, sale, consumption, or furnishing of alcohol is controlled by the Louisiana Office of Alcohol and Tobacco Control. The enforcement of the University's alcohol regulations is the responsibility of the Office of the Dean of Students/Student Life (for students) and the Office of Human Resources (for employees), while the enforcement of state alcohol laws is the responsibility of the Southern University Police Department (SUPD). It is unlawful to sell, furnish or provide alcohol to anyone under the age of 21. The possession of alcohol by anyone under 21 years of age in a public place or a place open to the public is illegal. Southern University and A&M College prohibits students and student groups from possessing and consuming alcohol in a public or private area of the campus without prior University approval.

Southern University and A&M College is a designated "drug free" zone and the possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by the Southern University Police Department and the enforcement of the University's drug regulations is the responsibility of the Office of the Dean of Students/Student Life (for students) and the Office of Human Resources (for employees).

Student violators of drug and alcohol regulations and laws could be subject to University disciplinary action as outlined in the *Student Code of Conduct*, ranging from fines to expulsion, as well as criminal prosecution, ranging from fines to imprisonment. Employees found in violation of drug and alcohol regulations (as outlined in the *Handbook of University Personnel*) and laws shall be subject to appropriate sanctions and penalties, which may include but are not limited to referral for counseling, written or oral reprimands, suspensions with or without pay, or termination, in accordance with the established rights of the employee, including the right to due process, as well as criminal prosecution, ranging from fines to imprisonment.

Compliance with DFSC

Southern University and A&M College is required by the Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) to certify that it has implemented programs to prevent the abuse of alcohol and the use or distribution of illicit drugs by students and employees, both on its premises and as a part of any of its activities. As a minimum requirement, the University must annually distribute the following in writing to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- A clear statement that the institution will impose sanctions on students and employees 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.

The law further requires that the University conduct a biennial review of its program with the following objectives:

- Determining the effectiveness of the policy and implementing changes to the alcohol and drug program if they are needed; and
- To ensure that the sanctions developed are enforced consistently.

The biennial review must also include a determination as to:

- The number of drug- and alcohol-related violations occurring on the campus or as part of their activities that are reported to campus officials; and
- The number and types of sanctions imposed on students or employees as a result of such violations.

2013 – 2015 Southern University Program Review

Southern University and A&M College acknowledges its obligation to conduct a biennial review of its compliance with the Drug-Free Schools and Communities Act as well as an administrative review to determine whether the University has fulfilled the aforementioned requirements. The Office of the Dean of Students/Student Life, as designated by the Chancellor, is responsible for conducting the review and reporting on the findings.

As a result of changes in administrative staff, a thorough biennial review has not been completed prior to 2015. However, policies and procedures have been in existence for both students and employees and are so delineated in the *Student Code of Conduct* as well as the *Handbook of University Personnel* produced by the Office of Human Resources. As a result of this review, a campus-wide *Drug and Alcohol Prevention Program* (See Appendix 1) has been produced that provides more centralized direction for the program. The University has also launched a campaign entitled “Know More” to educate the campus community on both alcohol and substance abuse (See Appendix 2). In addition to the “Know More” campaign, the Office of Student Life has also created an annual educational curriculum centered around drugs and alcohol that it will use to direct its future programming (See Appendix 3).

The purpose of the 2013 - 2015 report is to comply as best as possible from available information, using data collected over the past two years, and to give evidence of the procedures that are to be put in place for subsequent biennial reports. The following departments have provided information for this biennial report as will serve as a part of the drug and alcohol prevention committee moving forward:

- Office of the Dean of Students/Student Life (Dean of Students, chair)
- Residential Life and Housing (Director or designee)
- Southern University Police Department (Chair or designee)
- University Counseling Center (Director or designee)
- Department of Athletics (Director or designee)
- Department of Bands (Director or designee)
- Office of Human Resources (Director or designee)
- Center for Teaching and Learning Excellence (Director or designee)

The intention of this document is to meet the legal requirements of conducting a biennial review and also summarize the programs and activities related to alcohol and drug prevention at Southern University and A&M College during the 2013-2014 and 2014-2015 academic years. The following information was examined for the biennial review:

- Current campus policies related to drugs and alcohol
- Alcohol and drug policies at similar institutions
- Alcohol and drug information provided to both students and employees as educational materials
- Department of Athletics policies related to drugs and alcohol
- *Student Code of Conduct* policies related to drug and alcohol use on campus and the sanctions imposed for failure to comply

- *Handbook of University Personnel* policies related to drug and alcohol use by University employees and the sanctions imposed for failure to comply
- Various resources available to students and employees regarding drug and alcohol abuse
- Residential Life and Housing policies related to drugs and alcohol
- Incident reports in the Office of the Dean of Students/Student Life related to any possible student infractions of the drug and alcohol policy
- State of Louisiana drug and alcohol laws
- Summary of the educational programs provided to Southern University students.

To ensure compliance with this and future reviews, Southern University will utilize and enforce a four part framework to address alcohol and drug use by implementing the following areas of review: (1) policy, (2) enforcement, (3) education, and (4) intervention. This biennial review along with the *Drug and Alcohol Prevention Program* provided in Appendix 1 will ensure future compliance.

Annual Policy Notification Process

Per the regulations outlined in the Drug-Free Schools and Communities Act (DFSCA), Southern University and A&M College is required to provide annual student and employee notification of standards of conduct, description of sanctions, health risks, and treatment programs associated with drug and alcohol use. Southern University and A&M College is not in compliance with this requirement as no campus unit was designated as the responsible party to ensure the annual notification was completed. This critical error cannot be overlooked and the University has drafted procedures to prevent its reoccurrence.

To remedy this critical error moving forward, the Southern University and A&M College Office of the Dean of Students/Student Life will be responsible for notifying the campus community, via campus-wide email, each semester on the 10th day of class. While DFSCA only requires annual notification, Southern University acknowledges the importance of disseminating this critical information and ensuring that both new and returning members of the campus community are able to access this information.

In addition to the campus wide email notification, the Office of the Dean of Students/Student Life will also provide additional notification to students via:

- First time freshmen and transfer students will receive materials both verbally and printed at mandatory new student orientation sessions (365 Jaguar Orientation).
- First time freshmen will also receive materials in freshman seminar courses, Honors Colloquium, and other courses for new students to the University.
- The campus community will also receive notification of information each semester at University convocation.
- Student athletes will receive materials at student athlete orientation.

Office of Human Resources will also provide additional notification to employees via:

- New employee orientation
- Faculty and staff training institutes and convocations that take place at the start of each semester.

Campus Policies Regarding Use and Alcohol Usage

University Student Alcohol Policy

No alcoholic beverage shall be served to any person under the age of 21, nor shall any person under the age of 21 be permitted to consume any alcoholic beverage within the confines of university facilities. The consumption of alcoholic beverages in residential facilities and the restrooms and hallways of University facilities is prohibited. Students are prohibited from having empty alcohol bottles in residential facilities.

The Chancellor, on the recommendation of the Vice Chancellor for Student Affairs, may grant permission to any person, group of persons, or any organization to serve, or permit the serving of, alcoholic beverages at University facilities during social events.

Specifically, per the Student Code of Conduct, the following provisions are noted:

- **Code 1.12: Illegal Use of Alcoholic Beverages:** purchasing, selling, or making available to underage persons alcoholic beverages; or providing funding for alcoholic beverages in violation of state or local statutes and/or University policy. (See Code Two, Offense Number 6, Illegal Use of Alcoholic Beverages.) *Alcoholic beverage:* beer, porter, cordial liquors, or specialty drinks, brandy, whiskey, fruit juices or wines, rum, gin, or any fluid or solid capable of being converted into a fluid for human consumption, and all similar distilled beverages having alcoholic content or more than six percent by volume, including alcohol, or as may be now or hereafter defined by law as an alcoholic beverage (Louisiana Law RS 26:2).
- **Code 2.6: Illegal Use of Alcoholic Beverages:** possession or consumption of alcohol by a person who is under 21 years of age. (See Code One, Offense Number 12, Illegal Use of Alcoholic Beverages.)
- **Code 3.1: Public Drinking:** public drinking is the imbibing or drinking of alcoholic beverages in or on any campus street, alley, sidewalk, right-of-way, park, playground, square, or unenclosed boundary of the Southern University campus. An alcoholic beverage is defined as beer, porter, cordial liquors or specialty drinks, brandy, whiskey, fruit juices or wines, rum, gin, or any fluid or solid capable of being converted into a fluid for human consumption and all similar distilled beverages having an alcoholic content of more than six percent by volume, including alcohol, or as may be now or hereafter defined by law as an alcoholic beverage (Louisiana Law RS 26:2). It shall be unlawful for any person to possess any type of opened container — re-closeable containers included—containing any alcoholic beverage, as defined herein, or to drink any such alcoholic beverage from any opened container in or on any campus street, alley, sidewalk, right-of-way, park, playground, square, or unenclosed boundary of the Southern University and A&M College campus. It shall be unlawful for any person to possess any containers containing alcoholic beverages, in or upon a campus parking lot.
- **Code 3.3: Unauthorized Use of Alcoholic Beverages:** possession or consumption of alcoholic beverages in any form on University-owned or -controlled property, except where authorized by University officials; failure to comply with state and/or University regulations regarding the use and sale of beer and/or intoxicating liquors on University-owned or -controlled property; disorderly conduct resulting from the illegal use or the abuse of alcoholic beverages.

University Student Drug Policy

The Drug-free Workplace Act of 1988 requires the institution, as a federal grantee, to certify that the institution provides a drug-free workplace. The drug-free workplace requirement applies to all offices and departments of an institution that receives campus-based funds. Sub-grantees, such as organizations that contract with the institution, are excluded from these provisions. Drug-free Schools and Communities Act Amendments of 1989 require the institution to certify that it has adopted and implemented a program to prevent drug and alcohol abuse by its students and employees.

Any student in possession of drugs on the Southern University and A&M College campus shall be expelled immediately. The Office of the Dean of Students will advise students on individual rights and will ensure that due process is afforded by the University.

Specifically, per the Student Code of Conduct, the following provisions are noted:

- **Code 1.15: Possession, Use, Distribution, Sale, or Manufacture of Controlled Substances:** knowingly possessing, using, distributing, selling, and/or manufacturing illegal drugs or controlled substances, including but not limited to, narcotics, barbiturates, hallucinogens, marijuana, or amphetamines.
- **Code 2.10: Possession, Distributing, Selling, or Manufacturing Counterfeit Drug-related Paraphernalia:** knowingly possessing, distributing, selling, or manufacturing counterfeit drug or related drug paraphernalia.
- **Code 3.2: Possession of Marijuana:** possession of marijuana when such possession would constitute a

misdemeanor at law.

Residential Life and Housing Student Policy on Alcohol

The use, purchase, sale, possession, transportation, storage and consumption of all alcohol and/or alcoholic beverages is prohibited in residential areas. Additionally, behavior that encourages or contributes to excessive alcohol consumption is prohibited.

1. It is prohibited for any person, regardless of age, to possess open containers of any alcoholic beverage. In On-Campus Housing, public areas are anywhere outside of a student room or apartment.
2. Public intoxication is prohibited. Those conditions considered to indicate intoxication include but are not limited to: affected manner or disposition, speech, muscular movement, general appearance or behavior as apparent to the observer.
3. Guests (student or non-student) who are of legal drinking age may NOT consume alcoholic beverages in rooms/apartments where a resident is at least 21 years of age.
4. Alcoholic beverages, empty or full alcoholic beverage containers, alcohol paraphernalia, or decorative/hobby collection(s) of alcoholic beverage containers are NOT permitted in student rooms/apartments of residents who are of legal age. Drinking games of any type and drinking game paraphernalia are prohibited. If found, all containers and paraphernalia are subject to removal by Residential Life staff.

Students consuming alcohol in on-campus housing are subject to the following consequences:

1. A fine of \$150 and up to eviction will be issued to resident(s) found in violation of any of the above rules and regulations.
2. Student(s) will receive referral to the Office of the Dean of Students/Student Life for official conduct review and sanction.

Residential Life and Housing Student Policy on Drugs

The illegal manufacture, sale, possession, or use of narcotics, hypnotics, stimulants, hallucinogens, or other similar known controlled substances or habit-forming drugs and/or chemicals is prohibited. This includes Drug paraphernalia (i.e. Grinders, Bongs, Hookahs, Papers, Pipes, etc.)

1. Residents and guests must follow state and federal laws and university policy that prohibit the possession, use, distribution or sale of marijuana, illegal narcotic drugs, or illegal substances.
2. It is prohibited for any guest/visitor to be in a room where marijuana, illegal narcotic drugs, or illegal substances are present or are being used.

Employee Drug and Alcohol Policy

The Southern University Office of Human Resources adopted the following policy pursuant to the Drug Free Workplace Act of 1988.

A. Statement Recognizing that drug use poses health and safety hazards to employees/students and to the community at large, the University considers the abuse of drugs to be a very serious matter, one that cannot be tolerated in the workplace or classroom. Therefore, it is the policy of the Southern University and A & M System to maintain a drug free workplace and environment conducive to the learning process. All employees/students are notified that it is unlawful to manufacture distribute, dispense, possess, or use any illegal drug or alcohol or to abuse controlled substances in the workplace and classroom or other related areas associated with the learning process including the dormitories. Such actions are prohibited on all University property and at any other location where employees/students are conducting University business.

B. Definitions For purposes of this Policy Statement, the following definitions shall apply:

1. Drug - any substance, other than food, which when inhaled, injected, consumed, or introduced into the body in any manner, alters mood or function.

2. Drug Abuse - any continuing use of an illegal drug, alcohol, or controlled substance which produces problems for the user, his/her family or society at large.
3. Unlawful Manufacture - to plant, cultivate, harvest, process, make, prepare, or otherwise engage in any part of the production of a drug by propagation, extraction, chemical synthesis, compounding, or any combination of the same and includes packaging, repackaging, labeling, and other activities incidental to production.
4. Distribute – to deal in, ship, transport or deliver. This does not include the administering or dispensing of a drug by a person authorized or qualified to do so (i.e. physician, pharmacist, etc.).
5. Dispense – to sell, leave with, give away, dispose of, or deliver.
6. Possess or Possession – having control over a thing or substance. Possession may not be inferred solely from mere access to the thing or substance through ownership or occupation of the premises upon which the thing or substance is found.
7. Use – the taking, partaking or utilizing of a drug or other controlled substance.
8. Drug Abuse Offense – corrupting another with drugs, trafficking in drugs, abusing drugs (including abuse of alcohol), possessing drug abuse instruments, permitting a dangerous drug, processing drug documents illegally, abusing harmful intoxicants, or dispensing drug samples illegally; violating any state or federal law that is substantially equivalent to any of the above offenses; violating any state or federal law in which planting, cultivating, harvesting, processing, making, manufacturing, producing, shipping, transporting, delivering, acquiring, possessing, storing, distributing, dispensing, selling, including
9. Controlled Substance - a drug, compound, mixture, preparation, or other substance as defined in 40:961 to 40:995 of the Louisiana Revised Code, or as defined by applicable statutes of other states and the Federal government.
10. Reasonable Suspicion – a belief based on objective and documented facts to lead a prudent University authorized supervisor to suspect that employee/student is using drugs or alcohol.

C. Compliance with University Substance Abuse Policy

1. All employees/students of the Southern University System are expected to abide by the terms of this policy. An employee/student found in violation of this policy shall be subject to appropriate sanctions and penalties. Such penalties and sanctions may include but are not limited to referral for counseling, written or oral reprimands, suspensions with or without pay, or termination, in accordance with the established rights of the employee /student, including the right to due process. All University employees/students who are engaged in employment or other work under the terms of any grant from an agency of the Federal government shall as a condition of employment be required to:
 1. (a) Acknowledge receipt of and to abide by the terms of the University's drug free policy.
2. Notify his/her administrative supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction any employee who fails to report such a substance abuse conviction within five (5) days will be subject to sanctions, up to and including termination of employment.
3. Upon receipt of notice under the preceding paragraph or if the University should otherwise receive actual notice of such conviction, the University shall notify the granting or contracting agency within ten (10) days after receiving such notice.
4. The principal investigator of any grant, project, or contract from a Federal agency is required to insure that each employee engaged in the performance of the grant be given a copy of this policy and be required to acknowledge its receipt.
5. Any employee/student who is in any way chemically dependent must comply with a University approved assistance program if the dependency is disclosed. Failure to do so can result in the sanction and penalties described in C1 (above).
6. No identified employee/student will be allowed on University property and at any other location where employees/students are conducting University business under the influence of drugs, alcohol, or any abused controlled substance (for alcohol use, see Student Alcohol Use).
7. Upon receipt of a notice of conviction of an employee for violation of any criminal drug statute, the University, within thirty (30) days of receiving such notice, shall:

1. Take appropriate Human Resources action against such an employee subject to established disciplinary procedures, up to and including termination, in accordance with requirements of due process; or
 2. Require such employee to satisfactorily complete a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency.
- D. Searches and Inspections The University authorized supervisor has the right to conduct on the spot searches and inspections of employees/students and their personal effects as described above if said supervisor has a "reasonable suspicion" or the employees/students are in violation of this policy.

E. Drug Testing Searches and inspections under this policy may also include unannounced Urine Drug Screening. This test may be used under the following circumstances:

- For pre-employment examinations.
- When an authorized University supervisor has a reasonable suspicion or just cause that an employee/student is intoxicated, using or under the influence of controlled drugs.
- When an employee/student is found in possession of a suspected controlled substance or a controlled substance is found in an area controlled by the employee/student.
- Following a serious accident or incident in which safety precautions were violated or careless acts were performed.

F. Due Process if any disciplinary action is taken against an employee under this policy, such an employee has the right to due process. The Faculty Handbook, Handbook for University Human Resources, the *Student Code of Conduct*, and collective bargaining agreements list these procedures.

G. Good Faith Effort the University, in adopting and implementing this policy pursuant to the Drug Free Workplace Act of 1988, further certifies that it will make a good faith effort to maintain a drug-free workplace and to respect the privacy rights of its employees.

Student Athlete Drug Testing Policy

All Southern University and A&M College student-athletes will undergo drug screening during the course of the school year. Any student-athletes that do not sign the Southern University Department of Athletics Substance Abuse Policy Consent form will not be allowed to participate in any athletic program sponsored by Southern University Department of Athletics.

The testing policy serves as notification of the following:

1. Intent to test for use of narcotics; and abuse of legal and illegal drugs
2. The Department of Athletics' position on the use of narcotics
3. Penalties that will be enforced for those who use narcotics; and abuse of legal and illegal drugs
4. Student's continued participation in a Southern University Athletic Program, which will indicate the student consenting to the provision of the policy and
5. Refusal to comply with test will result in immediate suspension from scholarship and/or team participation (also includes when a person is notified but does not show up for testing at the designated time and place).

First Offense

If a drug test is positive, the Head Coach of the athlete's sport, Director of Athletics, Director of Sports Medicine, Team Physician, and the athlete's parents will be notified. The athlete will meet with the Director of Athletics, Head Coach, Director of Sports Medicine, and Team Physician.

A. Penalties

The penalty of a first offense will be determined by the Director of Athletics, Head Coach, and Director of Sport Medicine.

B. Administrative Monitoring Procedures

Random re-testing (the individual will be tested any time at the discretion of the Athletic Department authorities as long as he or she remains on scholarship and/or is a member of a Southern University Athletic Team.)

C. Failure to Comply with Standards

Failure to comply with any of the above stipulations will be treated as a second offense.

Second Offense

Notification of Head Coach, Director of Sports Medicine, Director of Athletics, athlete's parents, Team Physician, and necessary officials (Dean of Students, Vice Chancellor for Student Affairs, Chancellor, etc.)

A. Penalties

The penalty of a second offense will be determined by the Director of Athletics, Head Coach, and the Director of Sports Medicine.

B. Appeals/Reinstatement

1. Student-athletes suspended for violation(s) of a second offense may petition the Director of Athletics for reinstatement into the athletic program after one academic year.
2. Student-athletes disciplined for violation(s) of the first or second offense may appeal, in writing, within five (5) days to the Director of Athletics.

Additional Policy Statement

A positive drug test during the offseason will be handled in the same manner as a positive result during the season. Refer to first offense and second offense.

College of Nursing and Allied Health Student Drug Testing Policy

1. Southern University School of Nursing aims for safe, quality nursing care to be delivered by nursing students. Nursing students are expected to demonstrate critical thinking, interpersonal communication, caring nursing interventions and professional behaviors when interacting with individuals, families, groups of clients and other health care providers.
2. Therefore the school of nursing prohibits the manufacturing, distribution, sales, possession, or use of substances that may impair the faculty member/student's ability to perform safely and effectively on the campus, clinical laboratory, clinical settings, and or any institutionally approved events off campus.
3. A urine drug screen will be required for all new admitted students and each academic semester thereafter. Currently enrolled students will also be required to take a drug screen each academic semester based upon their clinical assignment location per facility's contractual guidelines. Any enrolled student who tests positive for illegal drugs must withdraw from the clinical nursing course and are subject to immediate suspension from the school of nursing for a minimum of 1 year.
4. Students with a positive drug screen result will be reported to the Louisiana State Board of Nursing and should the student wish to re-enter must re-apply after being approved to progress by the Louisiana State Board of Nursing. The student must provide any documentation from the Louisiana State Board of Nursing clearing the student to progress in the program.
5. Students must disclose to a designated school representative any and all prescriptions for mood-altering/controlled substances. Failure to disclose the prescription and a subsequent positive screen may result in disciplinary action. (Mood stabilizers such as SSRI's for depression are not controlled and therefore could be omitted)
6. The school of nursing may require a statement from the prescribing health care provider that the individual is safe/fit to practice on the medication regimen.
7. The school of nursing also reserves the right to require a Breathalyzer if the student is suspected of being under the influence of alcohol.
8. A student, who fails to submit to a drug screen, attempting to tamper with, contaminates, or switch a sample will result in the student not being allowed to meet course objectives for clinical practicum; therefore, progression in the program will not be permitted.

9. Any suspicious behaviors of nursing students that lead the clinical agency representatives to believe that he/she is under the influence of drugs or alcohol will be directed to undergo a drug and or alcohol testing as authorized by the Dean of the School of Nursing.
10. The suspected individual will be asked to have a drug screen done immediately at his/her own expense and to have a report sent to the director of the program as soon as possible (within 24 hours). The person will be dismissed from all School of Nursing activities until the issue is resolved.
11. Students will be responsible for all laboratory and transportation costs

Purpose

The purposes of the School of Nursing Drug Screen Policy are to comply with regulations of area healthcare agencies, to provide optimal care to patients. Students must abide by the drug screen policies of each health care agency in which a student is assigned for clinical practicum. Area agencies require that students not be involved in the sale, manufacture, distribution, purchase, use, or possession of alcohol or non-prescribed drugs.

What is the Consequence of a Confirmed Positive?

Currently enrolled students, having a confirmed positive screening, will be removed from the clinical component of the curriculum and referred to the Student Affairs Appeals Committee and/or Southern University Counseling Center. The student will also be reported to the Louisiana State Board of Nursing.

What Substances are to be Tested?

The designed laboratory will conduct a 10-panel urine drug screen. Amphetamines, barbiturates, benzodiazepines, cocaine, marijuana, methadone, opiates, phencyclidine, propoxyphene, and methaqualone include the substances that will be tested.

Who Will Perform the Test?

An independent toxicology laboratory that has Substance Abuse and Mental Health Services Administration (SAMHSA) certification will perform urine test.

Who Receives the Test Results?

All results will be reported to the official school of nursing representative within (72) seventy-two hours, who will then follow approved protocol.

Statement of Confidentiality

Except as otherwise provided by this policy, all drug testing under this policy will be done in strict confidence. Qualitative information regarding results, such as the identification of a substance, will be provided only to the designated school of nursing representative pursuant to current law who will report final results to the appropriate licensing agencies (i.e., Louisiana State Board of Nursing) on a need to know basis. All drug test results will be maintained in separate health files with restricted access.

Working Copy of Procedure for Drug Screen for Students

1. Students are to report to the Family HealthCare Center on the 3rd Floor of the Nursing building the 1st week of the semester with the money order or cashier's check payable to Southern University School of Nursing. This will be given to the Student health coordinator during the 1st week of semester. Failure to adhere to this time frame could result in non-clinical progression.
2. After payment of Urine Drug screen fee, student will receive Urine drug Screen form and a list of addresses to Lab Corps where the drug screens can be performed.
3. Students are then to return copy to the student health coordinator.
4. Students are to pick up Urine Drug Screen form according to the schedule for each course that will be posted throughout the school of nursing and also in each course on Blackboard.
5. Computerized results will be sent to the student's course coordinator and they will notify the student when they cleared for clinical. If drug results are positive the student health care coordinator will notify the student. The department chair will also be notified. If there is a positive test result the student will be

removed from the clinical component. No student will be permitted to participate in clinical experiences until all of their health requirements are in compliance.

Challenging a Positive Test

If the student wishes to challenge the test result he/she may do so within (7) seven working days of notification and with the understanding that he/she will be removed from the clinical until the challenge is resolved. All students with a confirmed positive test may contest the results in the following manner:

1. A written request for such is submitted to undergraduate chair within (7) working days. (Students who are legally prescribed medications for a documented illness, injury or ailment may be considered for continued enrollment only upon receiving clearance from the official school of nursing representative.)
2. Undergraduate Chair will require student to repeat drug screening within (3) days at approved testing site.
3. Upon receipt of lab results, Chair will notify student in (10) days of results.
4. Chair will also notify Louisiana State Board of Nursing (LSBN) of results.
5. A positive drug screen will result in immediate suspension from SUSON for a minimal of 1 year.

Southern University Marching Band Policy on Drugs and Alcohol

Drugs and alcohol are prohibited at all times. Any band member who attends a band function (rehearsals, performances, trips, etc.) under the influence of alcohol or drugs will face severe disciplinary action including indefinite suspension, expulsion, or other disciplinary actions, including criminal charges and/or dismissal from the university.

Enforcement of Alcohol and Drug Free Campus Community

Southern University and A&M College is committed to providing students, faculty, staff, and visitors a safe campus and workplace. The University recognizes the health risks associated with controlled substance use and alcohol misuse and is committed to supporting students and employees who seek treatment for these conditions. The University also recognizes that controlled substance use and alcohol misuse diminish workplace and campus safety and undermine the University's ability to fulfill its mission of providing quality education for all students in an atmosphere that promotes intellectual pursuit and social and personal responsibility.

The primary departments on campus that enforce alcohol and drug policies are the Office of the Dean of Students/Student Life, Residential Life and Housing, Office of Human Resources, and the Southern University Police Department. For instances involving employees, the Office of Human Resources handles interventions and/or sanctions. It is noteworthy to state that the Office of Human Resources is and part of the Southern University System, but has employee oversight for the Southern University and A&M College (Baton Rouge) campus. It is the primary responsibility of the Office of the Dean of Students to assess instances of infractions by students and to determine sanctions.

Human Resources (Employee) Summary

Compliance with campus drug and alcohol regulations and policies considered a condition of employment at Southern University and A&M College and is maintained by the Office of Human Resources. As a condition of employment at new employee orientation, and as a means to remain in compliance with federal guidelines, all employees and student employees will be notified of this policy by print publication and electronic delivery.

For the review period, Office of Human Resources reports the following incidents related to drugs and alcohol for faculty and staff:

Academic Year	Alcohol Incidents	Drug Incidents	Outcome
2013-2014	0 incidents	0 incidents	Not applicable
2014-2015	0 incidents	0 incidents	Not applicable

Office of the Dean of Students/Student Life Summary

Southern University and A&M College students are responsible for complying with both University regulations Louisiana state laws regarding drugs and alcohol. As a general matter, the University enforces the following guidelines:

- No person under 21 years of age may use or be in possession of alcoholic beverages.
- Alcoholic beverages may not be available to minors.
- Misrepresentation of age for the purpose of purchasing alcoholic beverages is a violation of state law.
- Personal possession and consumption of alcoholic beverages is not permitted in residential halls, at athletic events, at social events attended by students, and on the campus grounds.

For students in violation of the provisions outlines in the *Student Code of Conduct*, sanctions may include:

- **Disciplinary Warning:** This is official notification to students that their behavior has been unacceptable. Any further misconduct will result in additional sanctions. These sanctions are a part of the official record but are removed at the time the student completes a degree program.
- **Disciplinary Probation:** This is notice to a student or student organization that any further major disciplinary violation may result in suspension. Special restrictions may also be imposed as a condition of probation. Such restriction may include one or more of the following conditions:
 - *Letter of Reprimand:* A written statement of reproof to the student or organization.
 - *Restrictions:* Exclusion of a student or organization from, or modified participation by a student or organization in, specific or all campus activities or facilities; or embargo of privileges.
 - *Restitution:* Financial reimbursement or replacement of damaged or lost property.
 - *Mandatory Withdrawal:* Forced removal from an academic course in which an offense occurred, without credit for the course.
 - *Educational Program:* An opportunity for personal development.
 - *Community Service:* An assigned number of hours of service to an on or off-campus organization.
- **Eviction:** Removal from residence facilities or other campus facilities as designated in the written notification. Fees will not be refunded to a student who is evicted from residence facilities.
- **Emergency Administrative Suspension:** The University shall enforce this policy when a student's continued presence on campus interferes with the educational process of the University, or where the health, safety, and morals of the campus community are compromised. This constitutes convincing danger to the normal function of the University or to the student personally in such situations as supported by case law (e.g. Woodruff v. West Virginia Board of Regents, 1971, establishes that the University shall suspend the student immediately on an emergency basis). Students placed on emergency administrative suspension shall remain on suspension until a judicial hearing is held and a final determination is made in the pending case.
- **Disciplinary Suspension:** Prohibition from attending classes and from being present without permission on any campus of the Southern University System for the duration of the sanction. The sanction may not exceed a period of more than two full semesters following the effective date of suspension due to the severity of the crime. If required by the sanction, students who have been suspended must petition for re-enrollment through the Dean of Students and/or the University Judicial Committee. Once eligible to return to the University, suspended students must apply for readmission.
- **Disciplinary Expulsion:** Prohibition from attending classes and from being present without permission on any campus of the Southern University System. An expelled student may not apply for (re)admission to any institution in the Southern University System.
- **Other Sanctions:** The Dean of Students and/or the University Judicial Committee may impose appropriate sanctions due to damage or misuse of university property. Sanctions include, but are not limited to, behavioral counseling, community service, and fines. Student privileges and access to campus facilities also may be restricted.

For the review period, Office of the Dean of Students/Student Life reports the following incidents related to drugs and alcohol for students:

Semester	Drug Incidents	Alcohol Incidents	Drug Sanctions	Alcohol Sanctions
Spring 2013	20 incidents	0 incidents	16 fines; 15 disciplinary probation; 6 suspensions; 4 housing bans; (3) no action	Not applicable
Summer 2013	0 incidents	0 incidents	Not applicable	Not applicable
Fall 2013	30 incidents	1 incidents	16 fines; 14 disciplinary probation; 9 expulsions; 2 housing bans; 4 no action; 2 warnings	1 no action
Spring 2014	30 incidents	0 incidents	12 fines; 14 disciplinary probation; 5 suspensions; 2 expulsions; 1 housing ban; 13 warnings; (1) no action	Not applicable
Summer 2014	0 incidents	0 incidents	Not applicable	Not applicable
Fall 2014	14 incidents	0 incidents	5 fines; 4 disciplinary probation; 6 suspensions; 3 no action	Not applicable
Spring 2015	26 incidents	0 incidents	14 fines; 6 disciplinary probation; 3 suspension; 1 expulsion; 3 housing bans; 1 warning; 5 no action; 2 cases pending	Not applicable

Based on the sanctions levied for drug violations, it is important to note that some students received multiple violations based upon their individual incidents. Additionally during the Fall 2013 and Spring 2014 semesters, the University undertook a major drug elimination campaign, which was led by the Office of the Dean of Students/Student Life, Residential Life and Housing, and the Southern University Police Department. The purpose of this campaign was to take a proactive approach towards eliminating illegal drugs on campus. This campaign led to an increased number of expulsions and suspensions, as the student expelled and suspended were found to be in possession of significant quantities of illegal drugs. In the absence of survey or environmental impact data, it is difficult to assess what impact these proactive patrols really had on the campus community.

It is also important to note that there is no full-time student conduct officer to handle incidents/cases as well as the adjudication of those incidents. Currently, all cases are viewed solely by the Dean of Students, who also oversees all other areas under the Student Life umbrella. The student judicial process is currently under review and updates are being made to the judicial process that will go into effect for the Fall 2015 semester.

The Office of the Dean of Students/Student Life has also revised the sanctioning process for drug and alcohol related incidents based on the *Student Code of Conduct*.

Residential Life and Housing Summary

The Southern University Office of Residential Life and Housing employs Hall Directors and Residence Assistants who are trained to enforce the community standards regarding alcohol and drugs for the students residing in the University's 11 residential facilities. Each resident is provided information on residence hall policies upon completion of dorm agreement at the time they move in.

Based on current incident reporting procedures, drug and alcohol violations are not separated from the total number of incidents that are reported. Serious violations of drug and alcohol regulations by students in residential facilities are referred to the Office of the Dean of Students/Student Life, and those incidents are reflected in the report from the Dean. For future reporting and compliance purposes, Residential Life and

Housing will itemize their violations by type and report all sanctions to the Office of the Dean of Students/Student Life at the end of each semester.

Southern University Police Department Student Summary

Through community policing, the Southern University Police Department enforces Louisiana State Laws and community standards regarding alcohol and drugs for both students and employees. For the review period, Southern University Police Department reports the following incidents related to drugs and alcohol:

Semester	Drug Incidents	Alcohol Incidents
Spring 2013	7 misdemeanors; 2 felony arrests	0 incidents
Summer 2013	1 felony arrest	0 incidents
Fall 2013	6 misdemeanors	1 misdemeanor
Spring 2014	8 misdemeanors; 5 felony arrests	0 incidents
Summer 2014	2 felony arrests	0 incidents
Fall 2014	14 misdemeanors; 5 felony arrests	0 incidents
Spring 2015	34 misdemeanors; 5 felony arrests	0 incidents

The Southern University Police Department also partners with outside agencies, such as the Baton Rouge Police Department and the East Baton Rouge Sheriff's Department, in cases and investigations. Arrests made by outside agencies are not reported in these numbers.

University Counseling Center Student Referrals

Southern University and A&M College has several options available for students and employees who need to address alcohol and other drug abuse issues. The primary service is through the University Counseling Center, but other local resources are available through referrals from the University Counseling Center. Often times, student will be referred to the University Counseling Center by self-referral, a Southern University administrator, or a parish/district court for alcohol/drug use.

For the review period, University Counseling Center referrals related to drugs and alcohol:

Academic Year	Drug Referrals	Alcohol Referrals
2013 - 2014	0 referrals	0 referrals
2014 - 2015	1 referral	1 referral

Starting the Fall 2015 semester, the University Counseling Center, in partnership with the Office of the Dean of Students/Student Life and Residential Life and Housing hope to develop a drug/alcohol educational referral program where students that are reported to the Office of the Dean of Students/Student Life for drug and/or alcohol related incident will automatically be referred to the University Counseling Center for assistance.

Department of Athletics Student Incidents

The Southern University Department of Athletics is responsible for maintaining the student-athlete drug testing policy. All Southern University and A&M College student-athletes will undergo drug screening during the course of the school year. For the review period, the Department of Athletics received the following referrals from Head Coaches or other staff on student-athletes related to drugs:

Academic Year	Drug Incidents	Outcome
2013-2014	0 incidents	Not applicable
2014-2015	0 incidents	Not applicable

Sanctions

Students and employees should be aware of the various penalties for violations of drug and alcohol regulations for campus violations as well as convictions based on state law. These can include termination of employment, disciplinary expulsion, suspension or probation, and arrest. For student violations of the *Student Code of Conduct*, a revised schedule of sanctions can be found in Appendix 4.

Education

Alcohol and drug usage causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including domestic violence and date rape. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. Repeated use of alcohol and drugs can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Long-term consumption of large quantities of alcohol and drugs, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Through the HIV/AIDS and Substance Abuse Prevention Program that is currently run by the Center for Social Research, a hired Program Coordinator conducts a HIV/AIDS and Substance Abuse Prevention Presentation to all of campus Freshman Seminar courses as well as other courses, which include Introduction to Sociology, Introduction to Psychology, Honors Colloquium, Principles of Health, and First Aid and Safety. The Coordinator also collaborates with Residential Life and Housing to conduct this presentation as a series residents of campus residential facilities. This standard presentation covers the following topics

- Definition and description of underage drinking
- Facts and statistics related to alcohol use and abuse
- Long-term and short-term effects of using alcohol
- Definition and description of binge drinking
- Definition and description (symptoms) of alcohol poisoning

Effective Fall 2015, the Southern University Office of Student Life will maintain a "Drug and Alcohol Prevention" page on its website will include contact information on national counseling, treatment, and rehabilitation programs for drug and alcohol resources for students and prospective student where they can access it in a confidential manner. These resources will be reviewed at annual intervals to ensure relevance and accuracy of information.

Prevention

All students and employees are encouraged to seek early help if they feel they have a problem with alcohol and/or other drugs, and to learn how to assist others with substance abuse problems. With early assistance it is less likely that serious consequences will result from an alcohol or other drug problem. There are resources on campus and in the community for assistance. Questions should be directed to the University Counseling Center, to the Office of the Dean of Students/Student Life, or to the Office of Human Resources.

University students and employees may utilize the University Counseling Center to identify support resources and appropriate response to escalated psycho—social issues, including drug and alcohol abuse. Some other local resources include:

Louisiana Health and Rehabilitation Center
2121 Wooddale Blvd.
Baton Rouge, LA 70806
225.231.2490

Capital Area Re-Entry Program
1364 Swan Ave.,
Baton Rouge, LA 70807
225.775.7988

Capital Area Human Services District
4615 Government St # 2,
Baton Rouge, LA 70806
(225) 922-2700

Family Service of Greater Baton Rouge
4727 Revere Ave,
Baton Rouge, LA 70808
225.924.0123

Volunteers of America Greater Baton Rouge
3949 North Boulevard
Baton Rouge, LA 70806
225.387.0061

Evaluation of Southern University Program

Program Strengths

- The University provides guidelines for students, faculty and staff regarding its alcohol and drug policies.
- The Office of the Dean of Students/Student Life maintains records of student violations and sanctioning processes that are implemented.
- The University includes drug and alcohol prevention into the curriculum into its freshman seminar courses, required for all incoming freshman students.
- The University provides drug and alcohol prevention information to the following courses; Introduction to Sociology, Introduction to Psychology, Honors Colloquium, Principles of Health, and First Aid and Safety.

Program Weaknesses

- The University has not been conducting its annual notification to the campus community.
- The University does not survey or conduct environmental assessment in order to have a clear understanding of the scope of the problem. This lack of data prevents effective analysis of trends.
- The University does not provide much drug and alcohol information to employees outside of new employee orientation or it's published *Handbook of University Personnel* which is available on the Human Resources website.

Program Recommendations/Actions

- For more efficient and effective coordination of the HIV/AIDS and Substance Abuse Prevention Program, it will be of more benefit for the Program to move to the Office of Student Life under the Student Rights, Advocacy, and Accountability area to better serve the student population and to better implement campus programming, including counseling intervention and to provide information on support services to incidents that are referred to the Office of the Dean of Students/Student Life.
- The University will initiate the development of a comprehensive prevention/educational plan prior to Fall 2015 that will unite the prevention and wellness initiatives the university currently facilitates including alcohol and drugs, sexual violence prevention, and general safety.
- Implement student conduct software (i.e. Maxient) to better track drug and alcohol related incidents among the student population, allowing for better communication between campus units.
- The University will effectively establish goals for prevention efforts through review of environmental surveys to be implemented by the end of the 2015 – 2016 academic year.

- The University will utilize social media in its drug and alcohol prevention efforts as this platform can be leveraged to reach more students.
- The University will designate a webpage under the Student Life website specifically for drug and alcohol prevention, policies, manuals, and other educational material.
- The University will implement a poster campaign for drug and alcohol prevention.
- The University will implement drug and alcohol prevention as a mandatory part of the University's Department of Athletics student orientation that takes place each fall.
- The University will include drug and alcohol prevention information in new student orientation packets.
- The University will implement drug and alcohol prevention as a part of faculty convocation that take place each semester.

Appendix 1



Southern University and A&M College

DRAFT

Drug and Alcohol Prevention Program

BACKGROUND

Overview

Southern University and A&M College governs the possession, use/consumption, and sale of drugs and alcohol via University policies and Louisiana State Law. The usage of alcohol and drugs can have a devastating effect on the body. Short-term effects of even casual drug use can be noted immediately. While most may view it as non-harmful, even small doses of a drug can have a disastrous impact on the body. But even more alarming are long-term effects that could potentially damage the heart, lungs, muscles, bones or skin

Laws regarding the possession, sale, consumption, or furnishing of alcohol is controlled by the Louisiana Office of Alcohol and Tobacco Control. The enforcement of the University's alcohol regulations is the responsibility of the Office of the Dean of Students/Student Life (for students) and the Office of Human Resources (for employees), while the enforcement of state alcohol laws is the responsibility of the Southern University Police Department (SUPD). It is unlawful to sell, furnish or provide alcohol to anyone under the age of 21. The possession of alcohol by anyone under 21 years of age in a public place or a place open to the public is illegal. Southern University and A&M College prohibits students and student groups from possessing and consuming alcohol in a public or private area of the campus without prior University approval.

Southern University and A&M College is a designated "drug free" zone and the possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by the Southern University Police Department and the enforcement of the University's drug regulations is the responsibility of the Office of the Dean of Students/Student Life (for students) and the Office of Human Resources (for employees).

Student violators of drug and alcohol regulations and laws could be subject to University disciplinary action as outlined in the *Student Code of Conduct*, ranging from fines to expulsion, as well as criminal prosecution, ranging from fines to imprisonment. Employees found in violation of drug and alcohol regulations (as outlined in the *Handbook of University Personnel*) and laws shall be subject to appropriate sanctions and penalties, which may include but are not limited to referral for counseling, written or oral reprimands, suspensions with or without pay, or termination, in accordance with the established rights of the employee, including the right to due process, as well as criminal prosecution, ranging from fines to imprisonment.

Students seeking help in overcoming drug and alcohol related issues should visit the University Counseling Center. Additional information and resources for students can be found at, www.subr.edu/studentlife. Additional information and resources for employees can be found at, www.sus.edu/humanresources.

DRUG AND ALCOHOL POLICIES

Conduct Prohibited by the University

The Southern University and A&M College *Student Code of Conduct* sets forth, in a concise and uniform manner, responsibilities which students of the University community owe one another. The *Student Code of Conduct* also sets forth administrative and judicial procedures whereby those students who are accused of violating rules, policies, and regulations may be afforded due process and fair and just sanctions. Students in violation of this drug and alcohol regulations are subject to the provision outlined in the *Student Code of Conduct*. The *Handbook of University Personnel* governs conduct acceptable by employees. Southern University and A&M College and the members of its community have equal obligations to one another in protecting the educational environment. The University has equal obligations to protect the integrity of its educational mission and the interests of its student body. Drug and alcohol regulations, the *Student Code of Conduct*, and the *Handbook of University Personnel* are updated periodically, as laws in higher education change and state laws regarding the rights of students attending a state institution in Louisiana are enforced.

The adjudication of all student violations of drug and alcohol regulations is handled through the provisions outlined in the *Student Code of Conduct*. Violations committed by employees are subject to the procedures listed in the *Handbook of University Personnel*. Members of the University community who are found to have

violated the University's drug and alcohol regulations, or to possess, consume, distribute, or manufacture illegal drugs on or about the property of the University, or in other such circumstances as provided for by University policy are subject to sanctions.

Alcoholic Beverage Policy (Students)

Generally, all students are prohibited from the use and sale of alcoholic beverages on the campus of Southern University and A&M College and at University-sponsored events and activities. The Chancellor, on the recommendation of the Vice Chancellor for Student Affairs, may grant permission to any person, group of persons, or any organization to serve, or permit the serving of, alcoholic beverages at University facilities during social events.

Specifically, per the Student Code of Conduct, the following provisions are noted:

- **Code 1.12: Illegal Use of Alcoholic Beverages:** purchasing, selling, or making available to underage persons alcoholic beverages; or providing funding for alcoholic beverages in violation of state or local statutes and/or University policy. (See Code Two, Offense Number 6, Illegal Use of Alcoholic Beverages.) *Alcoholic beverage:* beer, porter, cordial liquors, or specialty drinks, brandy, whiskey, fruit juices or wines, rum, gin, or any fluid or solid capable of being converted into a fluid for human consumption, and all similar distilled beverages having alcoholic content or more than six percent by volume, including alcohol, or as may be now or hereafter defined by law as an alcoholic beverage (Louisiana Law RS26.2).
- **Code 2.6: Illegal Use of Alcoholic Beverages:** possession or consumption of alcohol by a person who is under 21 years of age. (See Code One, Offense Number 12, Illegal Use of Alcoholic Beverages.)
- **Code 3.1: Public Drinking:** public drinking is the imbibing or drinking of alcoholic beverages in or on any campus street, alley, sidewalk, right-of-way, park, playground, square, or unenclosed boundary of the Southern University campus. An alcoholic beverage is defined as beer, porter, cordial liquors or specialty drinks, brandy, whiskey, fruit juices or wines, rum, gin, or any fluid or solid capable of being converted into a fluid for human consumption and all similar distilled beverages having an alcoholic content of more than six percent by volume, including alcohol, or as may be now or hereafter defined by law as an alcoholic beverage (Louisiana Law RS 26:2). It shall be unlawful for any person to possess any type of opened container — re-closeable containers included—containing any alcoholic beverage, as defined herein, or to drink any such alcoholic beverage from any opened container in or on any campus street, alley, sidewalk, right-of-way, park, playground, square, or unenclosed boundary of the Southern University and A&M College campus. It shall be unlawful for any person to possess any containers containing alcoholic beverages, in or upon a campus parking lot.
- **Code 3.3: Unauthorized Use of Alcoholic Beverages:** possession or consumption of alcoholic beverages in any form on University-owned or -controlled property, except where authorized by University officials; failure to comply with state and/or University regulations regarding the use and sale of beer and/or intoxicating liquors on University-owned or -controlled property; disorderly conduct resulting from the illegal use or the abuse of alcoholic beverages.

Any violation of the alcohol guidelines will result in the student(s) facing possible disciplinary sanctions as outlined in the *Student Code of Conduct*.

Drug-Free Campus Policy (Students)

Southern University and A&M College recognizes that drug use poses health and safety hazards to the campus community as a whole and does not tolerate the abuse of drugs. The Drug-free Workplace Act of 1988 requires the institution, as a federal grantee, to certify that the institution provides a drug-free workplace. The drug-free workplace requirement applies to all offices and departments of an institution that receives campus-based funds. Drug-free Schools and Communities Act Amendments of 1989 require the institution to certify that it has adopted and implemented a program to prevent drug and alcohol abuse by its students and employees.

Specifically, per the Student Code of Conduct, the following provisions are noted:

- **Code 1.15: Possession, Use, Distribution, Sale, or Manufacture of Controlled Substances:** knowingly possessing, using, distributing, selling, and/or manufacturing illegal drugs or controlled substances, including

but not limited to, narcotics, barbiturates, hallucinogens, marijuana, or amphetamines.

- **Code 2.10: Possession, Distributing, Selling, or Manufacturing Counterfeit Drug-related Paraphernalia:** knowingly possessing, distributing, selling, or manufacturing counterfeit drug or related drug paraphernalia.
- **Code 3.2: Possession of Marijuana:** possession of marijuana when such possession would constitute a misdemeanor at law.

Any student found responsible for any of the aforementioned drug violations on the Southern University and A&M College campus will be subject to disciplinary action as prescribed by the *Student Code of Conduct*.

Drug and Alcohol Sanctions (Students)

Student Code of Conduct violations are handled through the Office of the Dean of Students. The Dean of Students is the chief judicial administrative officer. The University's judicial system outlines the full process for violations of the *Student Code of Conduct*. A student committing several related offenses at one time will have one hearing. A decision will be rendered on each offense. The Dean of Students will determine if sanctions are to run concurrently. The following actions or behaviors on University premises (except where otherwise specifically stated) constitute *Student Code of Conduct* violations, which subject a student or student organization to one or more sanctions:

1. Code 1 Offenses: May result in disciplinary probation, fine (not to exceed \$500), suspension, or expulsion. The severity of each offense shall determine the appropriate sanction to be imposed. Violations that severely endanger or harm human life or property are considered major offenses that carry the maximum sanction of expulsion.
2. Code 2 Offenses: May result in disciplinary probation, fine (not to exceed \$500), or suspension. Violations of Office of Residential Life and Housing regulations are subject to expulsion from residential facilities, in addition. The circumstances or facts of a student's case shall determine the appropriate sanction to be imposed. Repeated Code Two Offenses may result in more severe sanctions.
3. Code 3 Offenses: A student found guilty of any of the following acts may be subject to the maximum sanction of disciplinary suspension and may not be allowed to reside on campus.

Drug and Alcohol Policy (Employees)

The Southern University Office of Human Resources adopted the following policy pursuant to the Drug Free Workplace Act of 1988.

A. Statement Recognizing that drug use poses health and safety hazards to employees/students and to the community at large, the University considers the abuse of drugs to be a very serious matter, one that cannot be tolerated in the workplace or classroom. Therefore, it is the policy of the Southern University and A & M System to maintain a drug free workplace and environment conducive to the learning process. All employees/students are notified that it is unlawful to manufacture distribute, dispense, possess, or use any illegal drug or alcohol or to abuse controlled substances in the workplace and classroom or other related areas associated with the learning process including the dormitories. Such actions are prohibited on all University property and at any other location where employees/students are conducting University business.

B. Definitions For purposes of this Policy Statement, the following definitions shall apply:

1. Drug - any substance, other than food, which when inhaled, injected, consumed, or introduced into the body in any manner, alters mood or function.
2. Drug Abuse - any continuing use of an illegal drug, alcohol, or controlled substance which produces problems for the user, his/her family or society at large.
3. Unlawful Manufacture - to plant, cultivate, harvest, process, make, prepare, or otherwise engage in any part of the production of a drug by propagation, extraction, chemical synthesis, compounding, or any combination of the same and includes packaging, repackaging, labeling, and other activities incidental to production.
4. Distribute – to deal in, ship, transport or deliver. This does not include the administering or dispensing of a drug by a person authorized or qualified to do so (i.e. physician, pharmacist, etc.).
5. Dispense – to sell, leave with, give away, dispose of, or deliver.

6. Possess or Possession – having control over a thing or substance. Possession may not be inferred solely from mere access to the thing or substance through ownership or occupation of the premises upon which the thing or substance is found.
7. Use – the taking, partaking or utilizing of a drug or other controlled substance.
8. Drug Abuse Offense – corrupting another with drugs, trafficking in drugs, abusing drugs (including abuse of alcohol), possessing drug abuse instruments, permitting a dangerous drug, processing drug documents illegally, abusing harmful intoxicants, or dispensing drug samples illegally; violating any state or federal law that is substantially equivalent to any of the above offenses; violating any state or federal law in which planting, cultivating, harvesting, processing, making, manufacturing, producing, shipping, transporting, delivering, acquiring, possessing, storing, distributing, dispensing, selling, including
9. Controlled Substance - a drug, compound, mixture, preparation, or other substance as defined in 40:961 to 40:995 of the Louisiana Revised Code, or as defined by applicable statutes of other states and the Federal government.
10. Reasonable Suspicion – a belief based on objective and documented facts to lead a prudent University authorized supervisor to suspect that employee/student is using drugs or alcohol.

C. Compliance with University Substance Abuse Policy

1. All employees/students of the Southern University System are expected to abide by the terms of this policy. An employee/student found in violation of this policy shall be subject to appropriate sanctions and penalties. Such penalties and sanctions may include but are not limited to referral for counseling, written or oral reprimands, suspensions with or without pay, or termination, in accordance with the established rights of the employee /student, including the right to due process. All University employees/students who are engaged in employment or other work under the terms of any grant from an agency of the Federal government shall as a condition of employment be required to:
 1. (a) Acknowledge receipt of and to abide by the terms of the University's drug free policy.
 2. Notify his/her administrative supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction any employee who fails to report such a substance abuse conviction within five (5) days will be subject to sanctions, up to and including termination of employment.
 3. Upon receipt of notice under the preceding paragraph or if the University should otherwise receive actual notice of such conviction, the University shall notify the granting or contracting agency within ten (10) days after receiving such notice.
 4. The principal investigator of any grant, project, or contract from a Federal agency is required to insure that each employee engaged in the performance of the grant be given a copy of this policy and be required to acknowledge its receipt.
 5. Any employee/student who is in any way chemically dependent must comply with a University approved assistance program if the dependency is disclosed. Failure to do so can result in the sanction and penalties described in C1 (above).
 6. No identified employee/student will be allowed on University property and at any other location where employees/students are conducting University business under the influence of drugs, alcohol, or any abused controlled substance (for alcohol use, see Student Alcohol Use).
 7. Upon receipt of a notice of conviction of an employee for violation of any criminal drug statute, the University, within thirty (30) days of receiving such notice, shall:
 1. Take appropriate Human Resources action against such an employee subject to established disciplinary procedures, up to and including termination, in accordance with requirements of due process; or
 2. Require such employee to satisfactorily complete a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency.
- #### D. Searches and Inspections
- The University authorized supervisor has the right to conduct on the spot searches and inspections of employees/students and their personal effects as described above if said supervisor has a "reasonable suspicion" or the employees/students are in violation of this policy.

E. Drug Testing Searches and inspections under this policy may also include unannounced Urine Drug Screening. This test may be used under the following circumstances:

- For pre-employment examinations.
- When an authorized University supervisor has a reasonable suspicion or just cause that an employee/student is intoxicated, using or under the influence of controlled drugs.
- When an employee/student is found in possession of a suspected controlled substance or a controlled substance is found in an area controlled by the employee/student.
- Following a serious accident or incident in which safety precautions were violated or careless acts were performed.

F. Due Process if any disciplinary action is taken against an employee under this policy, such an employee has the right to due process. The Faculty Handbook, Handbook for University Human Resources, the *Student Code of Conduct*, and collective bargaining agreements list these procedures.

G. Good Faith Effort the University, in adopting and implementing this policy pursuant to the Drug Free Workplace Act of 1988, further certifies that it will make a good faith effort to maintain a drug-free workplace and to respect the privacy rights of its employees.

LOUISIANA LAWS REGARDING DRUGS AND ALCOHOL

The Southern University Police Department upholds the law of the State of Louisiana via Louisiana Criminal Law Revised Statutes. Louisiana laws regarding drugs and alcohol affecting the Southern University campus community are found in the next sections. Please note that this information is only a synopsis and does not constitute legal advice. For additional information, please consult applicable law or legal counsel.

Louisiana Drug Laws (Controlled Substances)

Controlled Dangerous Substance	Louisiana Revised Statue Number	Penalty For Possession	Penalty for Manufacture and/or Distribution
Marijuana (all parts of the cannabis plant)	R.S. 40:966	1st Offense: up to 6 months in jail and/or up to a \$500.00 fine. 2nd Offense: Imprisonment with or without hard labor for up to 5 years and/or up to a \$2000.00 fine. 3rd Offense: Imprisonment with or without hard labor for up to 20 years. Large quantities: Imprisonment at hard labor for 5 - 40 years plus \$50,000 - \$1,000,000 fine.	Imprisonment at hard labor for 5-30 years and a fine of up to \$50,000
Heroin or other narcotics listed in Schedule 1	R.S. 40.966	Imprisonment at hard labor for 4-10 years without probation or suspension of sentence and may pay a fine of up to \$5000.00	Imprisonment at hard labor for 5 - 50 years and may pay a fine of up to \$50,000.00
Ecstasy (MDMA)	R.S. 40:966	Imprisonment at hard labor for up to 10 years and may pay a fine of up to \$500.00	Imprisonment at hard labor for 5 - 30 years and may pay a fine of up to \$50,000.00
Hallucinogens (such as LSD, Mescaline, Peyote)	R.S. 40:966	Imprisonment at hard labor for not more than 10 years and may pay a fine of up to	Imprisonment at hard labor for 5 - 30 years and may pay a fine of up to \$50,000.00

		\$5000.00	
Phencyclidine (“Angel Dust”)	R.S. 40:966	Imprisonment with or without hard labor for 5 - 20 years and may pay a fine of up to \$5000.00	Imprisonment at hard labor for 5 - 30 years and may pay a fine of up to \$50,000.00
Opium, Opium derivatives & narcotics listed in Schedule II, e.g., Codeine & Morphine (excluding cocaine)	R.S. 40:967	Imprisonment with or without hard labor for up to 5 years and may pay a fine of up to \$5000.00	Imprisonment at hard labor for 2 - 30 years and may pay a fine of up to \$50,000.00
Cocaine (in any form)	R.S. 40:967	Imprisonment with or without hard labor for up to 5 years and may pay a fine of \$5,000. Increased penalties for large amounts.	Manufacturing: Imprisonment for 10 - 30 years and may be fined up to \$500,000. Distribution: Imprisonment for 2 - 30 years and may pay a fine up to \$50,000
Amphetamine, Methamphetamine or other stimulants listed in Schedule II	R.S. 40:967	Imprisonment with or without hard labor for 5 - 30 years and may pay a fine of up to \$600,000. Increased penalties for large amounts.	Manufacturing: Imprisonment at hard labor for 10-30 years and may pay a fine up to \$500,000.00. Distribution: Imprisonment for 2 – 30 years and fine up to \$50,000.
GHB (Gamma Hydroxybutyric Acid) and other depressants listed in Schedule II	R.S. 40:967	Imprisonment with or without hard labor for up to 5 years and may pay a fine of up to \$5000. Increased penalties for large amounts.	Imprisonment at hard labor for up to 10 years and may pay a fine of up to \$15,000
Any derivative of Barbituric Acid or other depressants listed in Schedule III	R.S. 40:968	Imprisonment with or without hard labor for up to 5 years and may pay a fine of up to \$5000	Imprisonment at hard labor for up to 10 years and may pay a fine of up to \$15,000
Phenobarbital (and other drugs listed in Schedule IV except Flunitrazepam)	R.S. 40:969	Imprisonment with or without hard labor for up to 5 years and may pay a fine of up to \$5000	Imprisonment at hard labor for up to 10 years and may pay a fine of up to \$15,000
Rohypnol (Flunitrazepam)	R.S. 40:969	Imprisonment with or without hard labor for up to 10 years and may pay a fine of up to \$5000	Imprisonment at hard labor for up to 5-30 years and may pay a fine of up to \$50,000
Inhalants (model glue, paint thinner, etc.)	R.S. 14:93.1	Note: penalty is for the actual act of inhaling not simple possession. Imprisonment for up to 90 days and/or fined \$25 – \$100	

Louisiana Alcohol Laws

Code	Law	Penalty
RS 14:91.7	Unauthorized possession or consumption of alcoholic beverages on public school property	Fine of no more than \$1,000 and imprisoned not less than 15 days nor more than 6 months.
RS 14:93.12	Purchase and public possession of alcoholic beverages; exceptions; penalties	Fine of no more than \$1,000 or imprisoned for not more than 6 months, or both; the driver's license of any person violating this law may be suspended upon conviction, plea of guilty, or nolo contendere for a period of 180 days.
RS 14:93.13	Unlawful purchase of alcoholic beverages by persons on behalf of persons under 21	Fine of no more than \$500 or imprisoned for not more than 30 days, or both; the driver's license of any person violating this law may be suspended upon conviction, plea of guilty, or nolo contendere for a period of 180 days.
RS 14:98	Operating a vehicle while intoxicated	(1 st offense) Fine of \$300-\$1000; Imprisonment of 10 days to 6 months; 4 days community services or 2 days jail plus substance abuse and driver improvement program; (2 nd offense) Fine of \$750 - \$1000; Mandatory 48 hours plus 30 days to 6 months imprisonment; 30 days community service; 15 days in jail, plus substance abuse and driver improvement program; (3 rd offense) \$2000 fine plus possible forfeiture of vehicle; 1 to 5 years imprisonment with or without hard labor; 45 days in jail plus substance abuse and driver improvement program; (4 th offense) \$5,000 fine and possible vehicle forfeiture; 10 to 30 years imprisonments with hard labor
RS 32:300	Possession of alcoholic beverages in motor vehicles	Fine of not more than \$100. Court costs shall be assessed in addition to the fine.

HEALTH RISKS ASSOCIATED WITH DRUG AND ALCOHOL

The following section provides highlights of information from a report developed by the National Institutes of Health National Advisor Council on Alcohol Abuse and Alcoholism Task Force on College Drinking (www.collegedrinkingprevention.gov).

A Snapshot of Annual High-Risk College Drinking Consequences

The consequences of excessive and underage drinking affect virtually all college campuses, college communities, and college students, whether they choose to drink or not.

- **Death:** 1,825 college students between the ages of 18 and 24 die from alcohol-related unintentional injuries, including motor vehicle crashes (Hingson et al., 2009).
- **Injury:** 599,000 students between the ages of 18 and 24 are unintentionally injured under the influence of alcohol (Hingson et al., 2009).
- **Assault:** 696,000 students between the ages of 18 and 24 are assaulted by another student who has been drinking (Hingson et al., 2009).
- **Sexual Abuse:** 97,000 students between the ages of 18 and 24 are victims of alcohol-related sexual assault or date rape (Hingson et al., 2009).
- **Unsafe Sex:** 400,000 students between the ages of 18 and 24 had unprotected sex and more than 100,000 students between the ages of 18 and 24 report having been too intoxicated to know if they consented to having sex (Hingson et al., 2002).
- **Academic Problems:** About 25 percent of college students report academic consequences of their drinking including missing class, falling behind, doing poorly on exams or papers, and receiving lower grades overall (Engs et al., 1996; Presley et al., 1996a, 1996b; Wechsler et al., 2002).
- **Health Problems/Suicide Attempts:** More than 150,000 students develop an alcohol-related health problem (Hingson et al., 2002), and between 1.2 and 1.5 percent of students indicate that they tried to commit suicide within the past year due to drinking or drug use (Presley et al., 1998).

- **Drunk Driving:** 3,360,000 students between the ages of 18 and 24 drive under the influence of alcohol (Hingson et al., 2009).
- **Vandalism:** About 11 percent of college student drinkers report that they have damaged property while under the influence of alcohol (Wechsler et al., 2002).
- **Property Damage:** More than 25 percent of administrators from schools with relatively low drinking levels and over 50 percent from schools with high drinking levels say their campuses have a "moderate" or "major" problem with alcohol-related property damage (Wechsler et al., 1995).
- **Police Involvement:** About 5 percent of 4-year college students are involved with the police or campus security as a result of their drinking (Wechsler et al., 2002), and 110,000 students between the ages of 18 and 24 are arrested for an alcohol-related violation such as public drunkenness or driving under the influence (Hingson et al., 2002).
- **Alcohol Abuse and Dependence:** 31 percent of college students met criteria for a diagnosis of alcohol abuse and 6 percent for a diagnosis of alcohol dependence in the past 12 months, according to questionnaire-based self-reports about their drinking (Knight et al., 2002).

How to Cut Down on Your Drinking

If you are drinking too much, you can improve your life and health by cutting down. How do you know if you drink too much? Read these questions and answer "yes" or "no":

- Do you drink alone when you feel angry or sad?
- Does your drinking ever make you late for work?
- Does your drinking worry your family?
- Do you ever drink after telling yourself you won't?
- Do you ever forget what you did while you were drinking?
- Do you get headaches or have a hang-over after you have been drinking?

If you answered "yes" to any of these questions, you may have a drinking problem. Check with your doctor to be sure. Your doctor will be able to tell you whether you should cut down or abstain. If you are alcoholic or have other medical problems, you should not just cut down on your drinking—you should stop drinking completely. Your doctor will advise you about what is right for you.

If your doctor tells you to cut down on your drinking, these steps can help you:

1. Write your reasons for cutting down or stopping.

Why do you want to drink less? There are many reasons why you may want to cut down or stop drinking. You may want to improve your health, sleep better, or get along better with your family or friends. Make a list of the reasons you want to drink less.

2. Set a drinking goal.

Choose a limit for how much you will drink. You may choose to cut down or not to drink at all. If you are cutting down, keep below these limits:

- Women: No more than one drink a day
- Men: No more than two drinks a day

3. Keep a "diary" of your drinking.

To help you reach your goal, keep a "diary" of your drinking. For example, write down every time you have a drink for 1 week. Try to keep your diary for 3 or 4 weeks. This will show you how much you drink and when. You may be surprised. How different is your goal from the amount you drink now? Use the "drinking diary" below to write down when you drink.

- Watch it at home.
Keep a small amount or no alcohol at home. Don't keep temptations around.
- Drink slowly.
When you drink, sip your drink slowly. Take a break of 1 hour between drinks. Drink soda, water, or juice after a drink with alcohol. Do not drink on an empty stomach! Eat food when you are drinking.
- Take a break from alcohol.
Pick a day or two each week when you will not drink at all. Then, try to stop drinking for 1 week. Think about how you feel physically and emotionally on these days. When you succeed and feel better, you may find it easier to cut down for good.

Learn how to say NO.

You do not have to drink when other people drink. You do not have to take a drink that is given to you. Practice ways to say no politely. For example, you can tell people you feel better when you drink less. Stay away from people who give you a hard time about not drinking.

Stay active.

What would you like to do instead of drinking? Use the time and money spent on drinking to do something fun with your family or friends. Go out to eat, see a movie, or play sports or a game.

- Get support.
Cutting down on your drinking may be difficult at times. Ask your family and friends for support to help you reach your goal. Talk to your doctor if you are having trouble cutting down. Get the help you need to reach your goal.
- Watch out for temptations.
Watch out for people, places, or times that make you drink, even if you do not want to. Stay away from people who drink a lot or bars where you used to go. Plan ahead of time what you will do to avoid drinking when you are tempted.

Do not drink when you are angry or upset or have a bad day. These are habits you need to break if you want to drink less.

DO NOT GIVE UP!

Most people do not cut down or give up drinking all at once. Just like a diet, it is not easy to change. That is okay. If you do not reach your goal the first time, try again. Remember, get support from people who care about you and want to help. Do not give up!

PREVENTION AND INTERVENTION

Parental Notification of Alcohol and Drug Violations

In the event a student under the age of twenty-one (21) violates University drug and alcohol regulations, the parents/legal guardians of the student may be notified by the Office of the Dean of Students/Student Life in writing. The notification of parents is an intervention that is based upon assisting students in making safe and healthy life choices.

Education and Intervention

Southern University and A&M College, through the Office of the Dean of Students/Student Life, Southern University Police Department, Office of Human Resources, University Counseling Center, and the Student Health Center, provides educational programs, upon request, regarding substance abuse to the campus community.

Southern University and A&M College regards student violations of drug and alcohol regulations as a serious matter, but also as an opportunity for student development and learning. As such, in addition to disciplinary sanctions, students found responsible for violations of the University's drug and alcohol regulations may be required to participate in educational intervention program implemented by the Office of the Dean of Students/Student Life, the Southern University Police Department, the Office of Residential Life and Housing and the University Counseling Center.

Students and employees can also make use of the following online resources:

- National Institute on Alcohol Abuse and Alcoholism (www.niaaa.nih.gov)
- Centers for Disease Control and Prevention (www.cdc.gov)
- National Highway Traffic Safety Administration (www.nhtsa.gov)
- Substance Abuse and Mental Health Services Administration (www.samhsa.gov)

Some other local resources include:

Louisiana Health and Rehabilitation Center
2121 Wooddale Blvd.
Baton Rouge, LA 70806
Phone: 225.231.2490

Capital Area Re-Entry Program
1364 Swan Ave.,
Baton Rouge, LA 70807
Phone: 225.775.7988

Capital Area Human Services District
4615 Government St # 2,
Baton Rouge, LA 70806
Phone: (225) 922-2700

Family Service of Greater Baton Rouge
4727 Revere Ave,
Baton Rouge, LA 70808
Phone: 225.924.0123

Volunteers of America Greater Baton Rouge
3949 North Boulevard
Baton Rouge, LA 70806
Phone: 225.387.0061

Counseling and Support Services

Southern University and A&M College, with the assistance of the University Counseling Center, offers confidential assessment, referral, and treatment services to students exhibiting problems with alcohol or other drugs. In those cases where students may require inpatient or outpatient treatment, the University may refer students to agencies or programs outside the University. Other Resources include:

University Counseling Center

Elton C. Harrison Dr. (near campus residence halls)
Baton Rouge, LA 70813
Hours: 8 a.m. - 5 p.m., Monday through Friday
Phone: (225) 771-2480
Fax: (225) 771-3560
Web: www.subr.edu/ucc

National Institute on Drug Abuse Hotline (Alcoholism & Drug Abuse Hotline)
Open 24 hours, 1-800-252-6465

CAMPUS NOTIFICATION

Per the regulations outlined in the Drug-Free Schools and Communities Act (DFSCA) that require annual student and employee notification of standards of conduct, description of sanctions, health risks, and treatment programs associated with drug and alcohol use, Southern University and A&M College Office of the Dean of Students/Student Life will notify the campus community, via campus-wide email, each semester on the 10th day of class. Office of the Dean of Students/Student Life will also provide additional notification to students via:

- First time freshmen and transfer students will receive materials both verbally and printed at mandatory new student orientation sessions (365 Jaguar Orientation).
- First time freshmen will also receive materials in freshman seminar courses.
- Student athletes will receive materials at student athlete orientation.

Office of Human Resources will also provide additional notification to employees via:

- New employee orientation
- Faculty and staff training institutes and convocations that take place at the start of each semester.

BIENNIAL REVIEW OF DRUG AND ALCOHOL PROGRAM

Southern University and A&M College will conduct a biennial review of its drug and alcohol program to achieve the following objectives:

- To determine the effectiveness of the policy and implementing changes to the alcohol and drug program if they are needed, and
- To ensure that the sanctions developed are enforced consistently

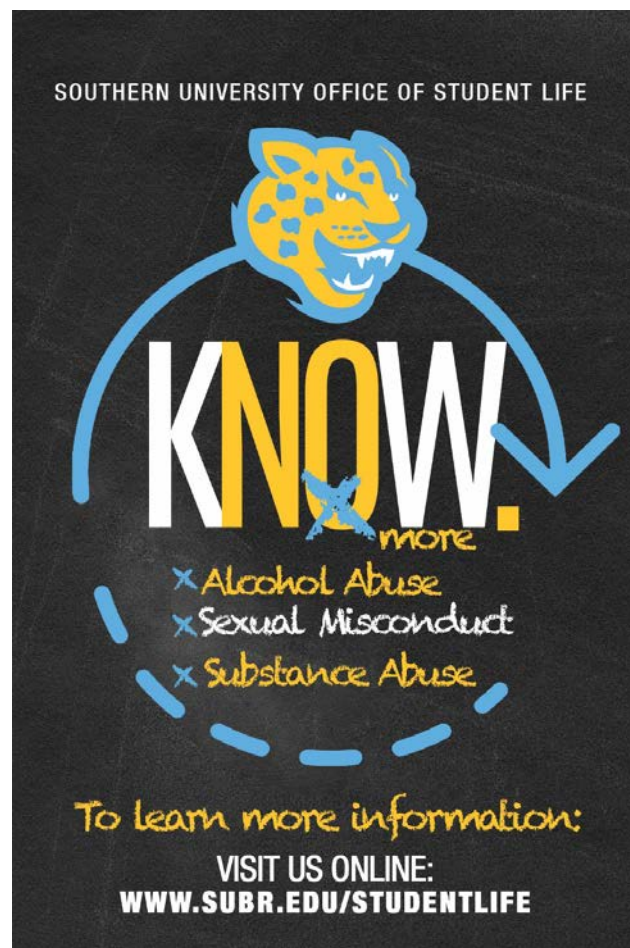
The review will also include a determination as to the following:

- The number of drug and alcohol – related violations and fatalities occurring on the campus or as part of their activities that are reported to campus officials; and
- The number and types of sanctions the University imposes on students or employees as a result of such violations or fatalities.

To conduct this review, the University shall implement a Biennial Review Committee to consist of the following individuals:

- Dean of Students (or designee) – Chair
- Director of Residential Life and Housing (or designee)
- Chief of Police (or designee)
- Director of Student Health Center (or designee)
- Director of University Counseling Center (or designee)
- Director of Human Resources (or designee)
- Representative from the Office of the Chancellor
- Representative from the Department of Athletics

Appendix 2





Appendix 3

Southern University and A&M College Office of Student Life "Know More" Campaign Drug and Alcohol Prevention Activities

The purpose of these activities is to guide the Office of Student Life in developing programming around drug and alcohol abuse.

Activity 1

- **Program Topic:** Alcohol awareness workshop
- **Potential Program Title:** Are Your Standards Too High?
- **Program Goals:** Participants will be able to
 - Select the proper portion sizes of standard servings of beer, liquor, and wine
 - Identify the typical signs of alcohol poisoning
 - Gain general awareness about alcohol abuse and harm reduction strategies
- **Target Audience:** First and second year students
- **Program Description:** This workshop seeks to increase awareness by discussing harm reduction strategies and social norms, and by utilizing visual demonstrations focusing on the correct volume of standard drinks.
- **Promotion and Publicity:**
 - Work with the resident directors to integrate this workshop into residence hall meetings.
 - Work with resident assistants who maintain contact with all of their residents, making them aware of the time and location of the meeting.
 - Promotional flyers around campus and via social media
- **Collaboration:**
 - Office of Residential Life and Housing
 - Center for Teaching and Learning Excellence
 - Office of Student Life
 - Student Health Center
 - University Counseling Center
 - Southern University Police Department

Activity 2

- **Program Topic:** Alcohol and Drug Awareness
- **Potential Program Title:** DUI: A Powerful Lesson
- **Program Goals:** The speaker will use real stories that forces students to confront their own decisions. The speaker will put real faces to the tragic consequences of impaired driving. The speaker will help students realize that the simple choice they make, like drinking and driving, can cause an everlasting impact on their friends, families and themselves.
- **Target Audience:** First and second year students

- **Program Description:** Will bring in keynote speaker
- **Promotion and Publicity:**
 - We will work with the Center for Teaching and Learning Excellence to make it mandatory for freshman classes
 - The Office of Student Life will get campus student organizations involved in the presentation
 - Promotional flyers around campus and social media
- **Collaboration:**
 - Center for Teaching and Learning Excellence
 - Office of Student Life
 - Student Health Center
 - University Counseling Center
 - Southern University Police Department

Activity 3

- **Program Topic:** Alcohol and Drug Awareness Wednesday (During Prevention Month)
- **Potential Program Title:** Is It Worth It
- **Program Goals:** The program will allow students and staff an opportunity to test out different simulations and see what it would be like to be under the influence. Activities such as beer goggles, drunk driving simulation car, etc.
- **Target Audience:** The campus community
- **Program Description:** Activity that gives students and staff a hands on experience with what it feels like to be under the influence of
- **Promotion and Publicity:**
 - The Office of Student Life will get campus student organizations involved in the activity
 - The Office of Human Resources will promote the activity to campus staff
 - Promotional flyers around campus and via social media
- **Collaboration:**
 - Center for Teaching and Learning Excellence
 - Office of Student Life
 - Student Health Center
 - University Counseling Center
 - Human Resources
 - Southern University Police Department

Activity 4

- **Program Topic:** Sharing concerns about alcohol use
- **Potential Program Title:** Jags Becoming Aware
- **Program Goals:**
 - Tap into student creativity to develop low risk drinking message
 - Encourage discussion about drinking and drug use behaviors
 - Promote the drug and alcohol prevention program to the campus community
- **Target Audience:** All students

- **Program Description:** The Jags Becoming Aware is a cartoon contest that will portray our mascot, Lacumba, doing something positive to keep the Jaguar Nation aware of alcohol and drug awareness. The design that wins will be used for a theme for the awareness month and portrayed in the school newspaper, the Southern Digest.
- **Promotion and Publicity:**
 - On-campus newspaper
 - Promotional flyers around campus and via social media
- **Collaboration:**
 - Center for Teaching and Learning Excellence
 - Office of Student Life
 - Student Health Center
 - Office of Student Media
 - University Counseling Center
 - Southern University Police Department

Activity 5

- **Program Topic:** Prevention of drinking and driving
- **Potential Program Title:** Jags Prevent Drinking and Driving
- **Program Goals:**
 - Educate students on the dangers of drinking and driving
 - Demonstrate the risks and effects of drinking and driving
- **Target Audience:** First and second year students
- **Program description:** Jags prevent drinking and driving is a simulated program. Students will use technology to simulate driving through twist and turns on several different course. The catch is that beer goggles will be worn. The event stimulates discussion and education while allowing the students to hang out and have fun.
- **Promotion and Publicity:**
 - On-campus newspaper
 - Promotional flyers around campus and via social media
- **Collaboration:**
 - Center for Teaching and Learning Excellence
 - Office of Student Life
 - Student Health Center
 - Office of Student Media
 - University Counseling Center
 - Southern University Police Department

Activity 6

- **Program Topic:** Prevention of drinking and driving
- **Potential Program Title:** Anatomy of the Red Cup
- **Program Goals:**
 - Educate students on the dangers of drinking and driving
 - Learn what a standard drink size is
 - Understand the affects alcohol has on women that are different than men

- Learn how to factor weight, gender, and time play into this important equation of blood alcohol concentration
- **Target Audience:** First year students
- **Program description:** Anatomy of the Red Cup is an open panel discussion that allows students to gain information on serving sizes, what alcohol does to women that don't happen to mean, how to help a friend in a sticky situation, and how to throw a safe party. The open discussion also allows students to ask the hard questions that they may want to know.
- **Promotion and Publicity:**
 - On-campus newspaper
 - Promotional flyers around campus and via social media
- **Collaboration:**
 - Center for Teaching and Learning Excellence
 - Office of Student Life
 - Student Health Center
 - Office of Student Media
 - University Counseling Center
 - Southern University Police Department