

University of Utah

Drug-Free Schools and Campuses Regulations

Biennial Review 2015-2016

Introduction

The Center for Student Wellness (CFSW) is the office responsible for substance abuse prevention efforts on campus. The CFSW is an affiliate office of the University Counseling Center and the Student Health Center at the University of Utah.

The efforts of the Center for Student Wellness are administered by a Manager, two Health Educators, and two victim advocates. The mission of the CFSW is to create, nurture, and promote a University environment supportive of healthy life-long behaviors and enhance academic and personal success. The Center strives to assist students in skill development that will enhance their personal wellness and ability to succeed, not only in the classroom, but in all areas of life: intellectual, physical, social, spiritual, and emotional. An important component of increasing student wellness is striving to reduce substance abuse on campus.

In addition to academic excellence, the University of Utah offers a rich spectrum of support services to its students. The CFSW functions by helping students and staff make easy connections with offices that can fulfill their needs. For example, a 2015 survey showed that 59% of students felt overwhelming anxiety¹. There are at least three campus offices—the Counseling Center, Student Health Services, and the Women’s Resource Center—that students and staff can access to get appropriate help for this. One of the CFSW’s goals, therefore, is to help people with specific needs find help on their own, or to be referred more effectively. The campus community can call, email, and walk in for service. The CFSW is accessed online at www.wellness.utah.edu.

The CFSW maintains traditional substance abuse prevention roles and programs, including ensuring compliance with the federal Drug Free Schools, Communities, and Workplace Acts; teaching an alcohol education course for students who violate campus alcohol or drug policy; participating in & partnering with the Residence Halls, Greek Life and other campus student organizations to train student leaders on how to recognize and respond to alcohol poisoning. The CFSW also develops and maintains strong affiliations with community and higher education prevention groups, such as the Salt Lake City Mayor’s Coalition on Alcohol, Tobacco, & other Drugs, Utah Division of Substance Abuse & Mental Health, and Utah State Substance Abuse Prevention which is a network of state campus health educators.

¹ American College Health Association. American College Health Association-National College Health Assessment II: University of Utah Executive Summary Spring 2015. Hanover, MD: American College Health Association; 2015.

1. Descriptions of AOD Program Elements

a. Awareness Building

CFSW's guiding rationale is that the more we are able to help students access needed services, the more their problematic alcohol/drug use will decline. For example, students with mental health problems sometimes do not know they can access mental health services in two offices on campus. By making it easier for students to get help they need, their overall wellness increases, and by implication, high-risk alcohol or drug use that is related to particular problems decreases.

A variety of events have been held on campus in the past two years to create a greater awareness of alcohol and other drug issues and available resources. Some of these events were not focused specifically on AOD issues, but CFSW maintained a presence at the events, distributing information, offering alcohol screenings, and/or engaging in other awareness activities. CFSW participated in the following awareness events during the past 2 years:

- New Student and Transfer Student Orientation
- Housing & Residential Education Student Leader Training
- Crimsons Nights
- Anti-violence education and bystander intervention
- What's A Drink? program
- Plaza Fest
- Plaza Fest II
- Wellness Fair
- Wellness Advocate Modules
- Stress and sleep education and programs
- Free HIV/STD clinics
- Greek Leadership Summit
- Residential Advisors Orientation
- International Student Orientation
- Athletics trainings
- Center for Ethnic Student Affairs Orientation
- Upward Bound Orientation
- University Housing- Block Party
- Love Your Body Week
- TRIO Student Support Services
- Sexual Responsibility Week

b. Student Involvement

The Center for Student Wellness provides para-professional experience for students in a variety of ways. This includes internship opportunities with the office and the option to join the Student Health Advisory Committee (SHAC). Either option provides students the opportunity to gain experience in peer education health programming and education first

hand. Interns in the CSW have put on events that include content on alcohol use, helped with stress and sleep presentations, as well as provided support during HIV/STD mobile clinics. SHAC plays a large role in organizing the Wellness Fair, flu shot clinics, and HIV/STD mobile clinics.

Alternative Breaks

Alternative Breaks (AB) sends teams of University of Utah students to various locations throughout the Western United States to engage in community service and experiential learning during alcohol-free spring, fall and weekend breaks. This program provides students with a healthy alternative to traditional spring break activities. Students leave behind the world of books and labs to enter communities grappling with issues such as urban and rural poverty, prejudice, hunger, HIV/AIDS, and environmental degradation. Host communities benefit from tangible assistance, while students gain a new perspective of the world in which they live. AB is sponsored by the Bennion Community Service Center. There were 17 trips in 2015 and 17 trips 2016. Approximately 395 students went on these trips and provided approximately 21,000 hours of community service. A sample of locations and trip issue follows:

- Animal Advocacy and Rehabilitation, Kanab, UT
- Coastal Ecosystem, Arcata, CA
- Community Health, Vancouver, BC, Canada
- Empowering At-Risk Youth, Las Vegas, NV
- Environmental Stewardship, SLC, UT
- HIV/AIDS, Hollywood, CA
- Homelessness, Seattle, WA
- Hunger & Food Justice, Seattle, WA
- Identity & Environmental Exploration, UT
- Immigration, Poverty & Health, San Diego, CA
- LGBTQIA & Human Rights, San Francisco, CA
- Marine Conservation, Santa Cruz, CA
- Refugee & Human Rights, SLC, UT
- School to Prison Pipeline, SLC, UT
- Urban Environmentalism, Portland, OR
- Wildlife Habitat Conservation, Lima, MT
- Women & Poverty, Denver, CO

c. Workshops/Presentations/Class

Presentations

Presentations are tailored to meet the needs of each request. Over the past two years, a variety of presentations and workshops have been done with academic departments and other campus groups and offices. These include new student orientation, student leader trainings and requests from academic departments. Combined 2015 and 2016 there were

25 presentations that focused solely on alcohol abuse and prevention. There were an additional, approximately 200 presentations that included education about alcohol in some way, i.e., alcohol & consent, alcohol & bystander. Depending on programming education happens regularly or upon request.

Prime for Life

CFSW also teaches an alcohol and drug education class, based on the Prime for Life program. This class is attended by students who are sanctioned for breaking University of Utah alcohol or drug use policies. The class is therefore primarily a course taken as a sanction, but is intended to be educational in nature and to increase students' motivation to make healthier choices regarding any alcohol and/or drug use. In 2015, there were eight classes offered and 54 students participated. In 2016, there were eight classes offered and 110 students participated.

AlcoholEDU

Beginning in fall 2016, the University began offering AlcoholEDU to all incoming new students. This provides the opportunity for all new first year and transfer students to learn more about alcohol abuse, alcohol poisoning and strategies to keep your community safe. AlcoholEDU is also available for some sanction cases.

Other Violation Sanctions

Housing and Residential Education utilizes 3rd Millennium, Alcohol 101, Marijuana 101 Online courses depending on the individual situation.

d. Networking

Utah State Substance Abuse Prevention Consortium (USSAP)

The CFSW is an active member of USSAP. USSAP is a network of directors and coordinators of prevention and education program who represent Utah colleges and universities. The overall goal of the consortium is to establish a statewide network that facilitates increased communication and collaboration in an effort to improve substance abuse prevention on Utah campuses.

This involvement provides great benefits for our campus program. Benefits include: increased communication and collaboration with other professionals throughout the state, additional funding opportunities, information sharing, and technical assistance.

e. **Assessment/Evaluation**

The CFSW utilizes numerous forms and sources of data to assess needs, establish priorities, monitor program development and implementation, and to determine effectiveness. The following are evaluation sources used during the reporting period:

- National College Health Assessment (2013, 2015)
- Prime for Life participants pre and post-tests (started in 2008)
- Continual process evaluation of outreach events (i.e. number in attendance, etc.)
- Continual utilization data to assess who uses programs (2016)

If students need alcohol assessment and evaluation they can reach out to the University Counseling Center, 801-581-6826 or www.counselingcenter.utah.edu, for options for therapeutic support as well as online substance use/abuse evaluations.

For additional referral, assessment and treatment options students and employees can visit the Department of Psychiatry, <http://medicine.utah.edu/psychiatry/assessment-referral-services/>, for resources.

2. **AOD Program Goals and Goal Achievement**

Program goals and achievements relate directly to the preceding *Program Elements* section. Each program element is essentially an ongoing goal/activity.

In 2015-2016, the CFSW conducted outreach presentations and events that involved over 620 hours of staff time, with 29,723 student interactions.

3. **Summary of AOD Program Strengths and Areas of Improvement**

Strengths

- The University of Utah maintains what is known as the Environmental Management approach to prevention work. This approach focuses on enhancing wellness in the general campus population as a direct means of reducing problematic alcohol/drug use. Strategies center on offering drug/alcohol free activities, limiting marketing and availability of alcohol, normalizing health promoting environments and enforcing laws/policies.
- The University of Utah has implemented environmental strategies that help limit alcohol abuse, i.e., restricting alcohol use and sales on campus.
- The University of Utah engages in a wide variety of prevention activities that reach a broad range of student populations on campus.
- CFSW is highly collaborative with other service providing offices on campus. The office works with most service delivery offices on campus, checks in regularly,

collaborates on events, shares resources, and coordinates long-range wellness initiatives.

- The University of Utah has innovative programs on campus, such as the Alternative Spring Break program. Programs like these tend to be planned and managed in such a way as to be highly successful and long-lived, as opposed to one-time events or activities.
- As indicated in the Outreach reports, CFSW is highly active and involved in many networking opportunities on campus. CFSW responds to requests for services in a timely and thorough manner, as well as proactively making people more aware of available services.
- The University Counseling Center has added clinical staff with expertise in alcohol treatment.

Areas of Improvement

- Funding: Inability to fund alternative activities impacts students directly. Therefore, reduced funds for prevention looms as one of our biggest anticipated weaknesses.
- Strive to make AlcoholEDU mandatory for all new incoming students by 2018-2019.
- Communication and data sharing among appropriate offices, in regards to sanctions.
- Communication and data sharing among appropriate offices (i.e. International Students & Scholar Services, Housing and Residential Education), in regards to usage rates.
- Examining state data available on high school students to better understand the drinking culture of incoming college freshman.
- Utilizing parent website and materials that go to students during the summer.
- Helping students to access available resources.
- Finding ways to assure we are effectively reaching high-risk groups.
- Assure evidence-based approach to programming.
- Staff time and resources.

4. Procedures for Distributing AOD Policy

Distribution of Policy

University of Utah policy on alcohol and other drugs can currently be found in the University Regulations Library. The library can be easily accessed via the internet at <http://www.regulations.utah.edu/index.html>. The policy, along with other information concerning alcohol and other drugs, can also be found on the CFSW website at www.wellness.utah.edu.

The Office of Financial Aid and Scholarships sends out email notices to all students, staff, and faculty, as required by the Higher Education Act, which has a link to the policy.

In addition, all students residing on campus must view the policy and agree to comply.

5. Recommendations for Revising AOD Programs

- Continually seek additional sources of funding.
- Increase communication among appropriate offices regarding sanctions and usage rates.
- Track sanctions for certain student groups to create targeted programming.
- Consider creating reports for various offices to inform them of the rates among their students.
- Look at state data available on high school students to better understand the drinking culture of incoming college freshman.
- Add materials to parent website, summer packets, and to new marketing materials.
- Add links and/or info to sites students are driven to: HRE website, Financial Aid website, Parking, U-Card, etc.
- Assure we are targeting the high-risk groups; find innovative ways to properly deliver messages.
- Assure programming is evidence-based and targeted at high-risk groups.
- Continue to focus on creating a positive campus culture.

6. Copy of Policy Statements Distributed to Students and Employees

University of Utah Alcohol & Drug Policy

The federal Drug-Free Schools and Campuses Act requires institutions of higher education to have a drug and alcohol abuse prevention program (DAAPP). Written policy which describes: 1) legal sanctions under federal, state, and local law for the unlawful use, possession, or distribution of illicit drugs and alcohol; 2) a description of the health risks associated with the use of illicit drugs and the abuse of alcohol; 3) a description of any drug and alcohol programs that are available to employees or students; and 4) a clear statement that the school will impose disciplinary sanctions on students and employees for violations of the standards of conduct.

The University of Utah is dedicated to providing a safe and healthy environment for its students, faculty, and staff. The illegal use of drugs and alcohol can adversely affect the educational environment and may have devastating effects on the personal lives of those who abuse these substances. For this reason, the University of Utah is a drug free workplace and campus. The following document provides the information required by the Drug-Free Schools and Campuses Act. Please contact the Center for Student Wellness at 801-581-7776 for additional information and resources.

Legal Sanctions: Federal, State, Local Law

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

Federal

For federal drug trafficking penalties go to:

<https://www.dea.gov/druginfo/ftp3.shtml> (and see table below)

In 1984, the National Minimum Drinking Age Act (Public Law 98-363) was passed. For more information go to:

http://www.nhtsa.dot.gov/people/injury/alcohol/Community%20Guides%20HTML/PDFs/Public_App7.pdf

Table of Federal Trafficking Penalties

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual	Cocaine 5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual Second Offense: Not less than 20 yrs., and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	Cocaine 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999	PCP 100 grams or more pure or 1 kilogram or more mixture		

Substance/Quality	Penalty
Any Amount of other Schedule I & II Substances	<p>First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.</p> <p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual</p>
Any Drug Product Containing Gamma Hydroxybutyric Acid	
Flunitrazepam (Schedule IV) 1 Gram	
Any Amount Of Other Schedule III Drugs	<p>First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.</p>
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual</p> <p>Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>
Any Amount Of All Schedule V Drugs	<p>First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p>Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>

Federal Trafficking Penalties - Marijuana

Federal Trafficking for Marijuana, Hashish and Hashish Oil, Schedule I Substance	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	<p>First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual</p> <p>Second offense: Not less than 20yrs., or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than individual.</p>
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	<p>First offense: Not less than 5 yrs., or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual</p> <p>Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50 million if other than an individual.</p>

Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million of other than an individual. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life, imprisonment. Fine \$2 million if an individual, \$10 million of other than an individual.
Hashish More than 10 kilograms	
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)	First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual. Second Offense: Not more than 10 yrs. Fine \$150,000 if an individual, \$2 million if other an individual
1 to 49 marijuana plants	
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

State Law

Utah laws prohibit the possession and distribution of controlled substances, which are defined in Utah's statutes and include such drugs as marijuana, heroin, cocaine and prescribed medications. See Utah Code Ann. § 58-37-4 for a listing of controlled substances.

In Utah, it is unlawful to produce, manufacture and/or dispense a controlled substance. Violation of this law may result charges running from a class A misdemeanor to second degree felony depending upon the type of controlled substance and the circumstances of the crime. Utah Code Ann. § 58-37-8(1).

It is unlawful in Utah possess or use a controlled substance except pursuant to a valid prescription. Violation of this law may result in charges running from a class B misdemeanor to second degree felony depending upon the quantity of drugs within the individual's possession. Utah Code Ann. §58-37-8(2).

It is class B misdemeanor in Utah to use or possess drug paraphernalia. Utah Code Ann. § 58-37a-5.

Penalties for drug violations in Utah may include incarceration for certain periods of time and fines ranging from \$750 to \$10,000 depending upon the nature and

circumstances of the offense. Utah law provides for enhanced penalties and charges if the drug violations occur on a college campus.

For more information about Utah drug laws,
visit: <https://le.utah.gov/xcode/Title58/Chapter37/58-37-S8.html>

Utah law prohibits minors under the age of 21 from consuming alcohol. Utah Code Ann. § 32B-4-409. A violation of this law will result in the suspension of driving privileges.

It is also unlawful in Utah to sell or distribute alcohol to a minor Utah Code Ann § 32B-4-403. Violation of this law is a class A or B misdemeanor.

For more information about Utah's alcohol laws,
visit: https://le.utah.gov/xcode/Title32B/32B.html?v=C32B_1800010118000101

Utah law prohibits driving while under the influence of alcohol. Utah Code Ann. §41-6a-503. Violations of this law may result in a class B misdemeanor to a third degree felony depending upon the circumstances. Driving under the influence will also result in the suspension or revocation of a driving license.

Health Risks

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

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

According to Ralph W. Hingson, SC.D., Professor of Social Behavioral Sciences and Associate Dean for Research at Boston University School of Public Health, "The harm that college students do to themselves and others as a result of excessive drinking exceeds what many would have expected." (<https://www.niaaa.nih.gov/news-events/news-releases/college-drinking-hazardous-campus-communities-task-force-calls-research>)

The National Institute of Alcohol Abuse & Alcoholism (NIAAA) provides comprehensive information and resources associated with alcohol abuse. Some of the major health risks of alcohol abuse include alcohol dependence, lasting effects on the brain, violence and injury, and suicide. Visit www.niaaa.nih.gov for more information. For college students in particular, visit www.collegedrinkingprevention.gov.

Health risks associated with other drugs are indicated in the following table:
 (Visit <https://www.dea.gov/druginfo/factsheets.shtml> for more specific drug information)

Drugs	Physical Dependence	Psychological Dependence	Possible Effects ⁽¹⁾ , Overdose ⁽²⁾ and Withdrawal ⁽³⁾
Heroin	High	High	(1) Euphoria, drowsiness, respiratory depression, constricted pupils, nausea
Morphine	High		
Codeine	Moderate	Moderate	
Methadone	High	High	
Other Narcotics - Percodan, Darvon, Talwin, Percocet, Opium, Demerol	High-Low	High-Low	(2) Slow and shallow breathing, clammy skin, convulsions, coma, possible death (3) Yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, runny nose, chills and sweating, watery eyes
Barbiturates - Amytal, Nembutal, Phenobarbital, Pentobarbital	High-Moderate	High-Moderate	(1) Slurred speech, disorientation, drunken behavior without odor of alcohol (2) Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death (3) Anxiety, insomnia, tremors, delirium, convulsions, possible death
Benzodiazepines - Ativan, Diazepam, Librium, Xanax, Valium, Tranxene, Versed, Halcion	Low	Low	
Methaqualone	Moderate	Moderate	
GHB			
Rohypnol			
Other Depressants	Moderate	Moderate	
Cocaine	Possible	High	
Amphetamine	Possible	High	
Methamphetamine	Possible	High	
Ritalin	Possible	High	
Other Stimulants	Possible	High	
Marijuana	Unknown	Moderate	(1) Euphoria, relaxed inhibitions, increased appetite, disorientation (2) Fatigue, paranoia, possible psychosis (3) Occasional reports of insomnia, hyperactivity, decreased appetite
THC, Marinol	Unknown	Moderate	
Hashish	Unknown	Moderate	
Hashish Oil	Unknown	Moderate	

LSD	None	Unknown	(1) Illusions and hallucinations, altered perception of time and distance (2) Longer, more intense "trip" episodes, psychosis, possible death (3) Unknown
Mescaline & Peyote	None	Unknown	
Psilocybin mushrooms	None	Unknown	
Ecstasy (MDMA)	Unknown	Unknown	
Phencyclidine (PCP)	Unknown	High	
Ketamine			
Other hallucinogens	None	Unknown	
Testosterone	Unknown	Unknown	(1) Virilization, Testicular atrophy, acne, edema, gynecomastia, aggressive behavior (2) Unknown (3) Possible depression
Nandrolone	Unknown	Unknown	
Oxymethalone	Unknown	Unknown	

Drug and Alcohol Programs Available at the University of Utah

The University of Utah offers faculty, staff, and students a variety of alcohol and drug treatment options. Faculty and staff can contact the university's Employee Assistance Program (EAP) for information and referrals for treatment. Call the EAP at 801-587-9391. There are also numerous treatment options available in the community. Contact the Center for Student Wellness at 801-581-7776, or visit its website at <http://www.wellness.utah.edu> for more information.

University of Utah Policy: Student Code of Conduct

University Policy 6-400 is the Code of Student Rights and Responsibilities ("Student Code"). Section III of the Student Code governs student behavior on campus. The Student Code specifically prohibits the *"Use, possession or distribution of any narcotic or other controlled substance on University premises, at University activities, or on premises over which the University may have supervisory responsibility pursuant to state statute or local ordinance, except as permitted by law and University regulations."* Policy 6-400, Section 3(A)(8).

The Student Code also prohibits the *"Use possession or distribution of alcoholic beverages of any type on University premises except as permitted by law and University regulations."* Policy 6-400, Section 3(A)(9).

The Student Code also prohibits the *"Violation of federal, state or local civil or criminal/laws on University premises, while participating in University activities, or on premises over which the University has supervisory responsibility pursuant to state statute or local ordinance."* Policy 6-400, Section 3(A)(9).

Violation of the Student Code may result in one or more of the following sanctions:

- Warning, probation, educational requirement, restriction of privileges, parental notification, clinical assessment, eviction from on campus housing, suspension or dismissal.

Since a variety of factors must be considered when sanctioning, sanctions may be increased or decreased at the discretion of University personnel responsible for administering the Student Code. Factors affecting the imposition of sanctions include such issues as the severity of the incident, impact upon other individuals or the community, and previous behavioral conduct. The matrix below represents examples of actions that could be or are typically taken with students who violate the Student Code regarding alcohol and drug use on campus. Local, state, and federal laws may also apply to alcohol and drug violations.

1 st Violation	2 nd Violation	3 rd Violation
<ul style="list-style-type: none"> • University unit/organization-specific disciplinary action (e.g. Athletics, Greek system, Office of Housing & Residential Education) • Meeting with Dean of Students • Alcohol & Drug Education Class (with fee) • Parental notification • Legal consequences 	<ul style="list-style-type: none"> • Meeting with Dean of Students • Clinical assessment and expectation to complete recommended treatment • Parental notification • Eviction from on campus housing • Legal consequences 	<ul style="list-style-type: none"> • Meeting with Dean of Students • Parental notification • Suspension/expulsion from University • Legal consequences

Faculty and Staff Policy and Discipline

University Policy 5-113 is the University’s Drug Free Workplace Policy. This Policy provides:

- A. *It is University Policy to maintain a drug-free workplace. It shall be a violation of this policy for employees to engage in the unlawful manufacture, distribution, dispensation, possession and/or use of a controlled substance or alcohol at a university workplace, or while engaged in university business off campus.*
- B. *Any person accepting employment with the university agrees to abide by the terms of this policy and procedure. .*

The University's Code of Faculty Rights and Responsibilities ("Faculty Code") expressly recognizes: "Faculty members may *also be subject to discipline for violation of the Drug-Free Workplace Policy (Policy 5-113) and the Field Trip Policy (Policy 10-003) in accordance with the procedures described in those policies.* Policy 6-316, Section 4(8).

Sections 5 and 6 of the Faculty Code outline the sanctions and procedures for imposing faculty discipline for violations of the Faculty Code. Discipline may include a range of sanctions including a written reprimand, suspension or dismissal. Policy 6-316, Sections 5 & 6.

Staff employees may be disciplined for violating any University policies. Utah Policy 5-111 and Rules 5-111A and 5-111B outline the process for imposing University discipline for violation of workplace policies and standards. University Rule 5-111C recognizes that violations of the Drug Free Workplace rules may pose particular risks to the University community. It defines as "egregious behavior" the "*Use, being under the influence or possession of alcohol in violation of the University's Alcohol related policies 3-192, 5-113 and 5-114; or illegal use of drugs and/or being under the influence of illegal drugs while on University property or when engaged in University business and when such conduct poses a serious threat of harm to people, property and/or resources of the University.*" Egregious behavior may result in termination upon one instance of misconduct. Rule 5-111C.

Any employee of the University who violates the Drug Free Workplace policy may be required to participate in a drug or alcohol abuse assistance or rehabilitation program approved by the director of human resources in accordance with federal law.