
University of Alabama at Birmingham

Drug Free Schools and Communities Act

Biennial Review

[34 CR.R. Part 86]

Academic Years 2016-2017 & 2017-2018

Prepared by

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On-behalf of the:

UAB Drug Free School Act Compliance Task Force

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I. Introduction and Overview

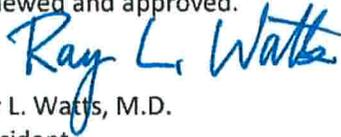
The **University of Alabama at Birmingham (UAB)** is a comprehensive urban university with a nationally recognized academic health center. Situated in Birmingham, the state's largest metropolitan area, UAB is the largest research university in the state of Alabama. UAB offers 154 degree programs through 11 academic schools and colleges. There are 20,902 students enrolled during the Fall 2017 semester, up 7% from the Fall 2016 semester total of 19,535 students.

The Drug-Free Schools and Communities Act of 1989 (DFSCA) and the Department of Education General Administrative Regulations (EDGAR) Part 86 requires UAB to certify that it has developed and implemented an Drug and Alcohol Prevention Program (DAAPP) addressing the unlawful use, possession and distribution of alcohol and drugs within the UAB campus community and its associated programs and activities. In addition to the establishment of the DAAPP, EDGAR Part 86 requires UAB to annually notify all students and employees of the program and biennially conduct a review of the program to determine its effectiveness and make recommendations for its improvement. This report reflects the results of UAB's biennial review for the 2016/2017 and 2017/2018 years.

II. President's Approval

All members of the University community – including faculty, staff, and students have the right to pursue their individual and collective goal in a healthy work and educational environment, one that is free of the effects of alcohol and substance abuse. Such abuse adversely affects the University's achievement of its mission and is not condoned. The University addresses these issues through a comprehensive program of education, prevention, and assistance programs and activities, cumulatively identified as the UAB Drug and Alcohol Prevention Program.

The 2017-2018 Biennial Review of the UAB Drug and Alcohol Prevention Program has been reviewed and approved.



Ray L. Watts, M.D.
President

III. Biennial Review Process

UAB established a Drug-Free Schools and Compliance Act Task Force (herein after referred to as the DFSCATF or “Task Force”) in June 2017 to formally review the University’s efforts to comply with the Drug-Free Schools and Communities Act. A portion of the DFSCATF included conducting a biennial review of the AODEPP.

Members of the DFSCATF include:

- Jake Baggott, Task Force Chair and Assistant Vice President for Student Development, Health and Wellness.
- Angela Stowe, PhD, Director of Student Counseling Services and Wellness Promotion
- Emily Feinstein, Director of Conduct and Outreach
- Jennifer Griffin, Director of Student Involvement and Leadership
- Marc Booker, Executive Director of Housing and Dining Services
- Kasey Robinson, Title IX Coordinator
- Laura Forbes, PhD, Associate Professor
- Marilyn Thomas, Director of University Compliance
- Anita Bonasera, Executive Director Human Resource, Employee Relations
- Kelly Mayer, Manager Employee Relations, Employee Relations.

Throughout the Summer and Fall 2017 semesters, the Task Force conducted a series meetings to review the current programs, policies and associated efforts that support UAB’s compliance with EDGAR Part 86. The findings and recommendations of the Task Force included within this report.

IV. University Policy Review

The Task Force completed an inventory and review of all relevant campus policies governing EDGAR Part 86 compliance

- a. **Policy Inventory** – the following policies and hyperlinks represent the current inventory of relevant policies. Copies of the policies are included in the attached Appendix of this report.
 - i. [Drug-Free Campus Policy for Students](#)

Unlawful possession, use, manufacture, distribution, or dispensing of illicit drugs, controlled substances, or alcoholic beverages by any UAB student on UAB property or as part of any UAB-sponsored or UAB-sanctioned activity is prohibited. The legal possession, use, or distribution of alcoholic beverages on UAB property or at UAB-sponsored or UAB-sanctioned activities is governed by the UAB *General Policy Regarding the Use and Consumption of Alcoholic Beverages* and applicable local, state, and federal laws.

In certain situations, the University is required to report the activities prohibited by this policy to appropriate law enforcement authorities. In all cases, the University may report activities prohibited by this policy to appropriate law enforcement authorities if it appears that the activity is a violation of law.

- 1. [Drug-Free Campus Policy for Students - Attachment A](#)

This attachment for the Drug-free Campus Policy for Students outlines

the Federal penalties and sanctions for the illegal possession of a controlled substance.

2. [Drug-Free Campus Policy for Students - Attachment B](#)

This attachment to the Drug-free Campus Policy for Students outlines the health risks associated with the use of drugs and alcohol.

3. [Drug Free Campus/Workplace Policy - Attachment B.1](#)

This attachment to the Drug-Free Campus and Drug-Free Workplace Policies outlines effects related to the consumption of alcohol.

4. [Drug-Free Campus Policy - Attachment C](#)

This attachment to the Drug-Free Campus Policy describes available programs through UAB offering counseling and assistance for drug and alcohol abuse.

ii. [Drug-Free Workplace Policy](#)

Unlawful possession, use, manufacture, distribution, or dispensing of illicit drugs, controlled substances, or alcoholic beverages by any UAB employee, including employees of UAB programs in foreign countries, during his or her work period, whether on the premises of UAB or at any other site where the employee is carrying out assigned UAB duties, is prohibited. The legal possession, use, or distribution of alcoholic beverages on UAB property or at UAB activities is governed by the UAB *General Policy Regarding the Use and Consumption of Alcoholic Beverages* and applicable local, state, and federal laws.

In certain situations, the University is required to report the activities prohibited by this policy to appropriate law enforcement authorities. In all cases, the University may report activities prohibited by this policy to appropriate law enforcement authorities if it appears that the activity is a violation of law.

<http://www.uab.edu/policies/content/Pages/UAB-AD-POL-0000047.aspx>

1. [Drug-free Workplace Policy-Attachment A](#)

This attachment to the Drug-free Workplace Policy outlines the federal penalties and sanctions for illegal possession of a controlled substance.

2. [Drug-free Workplace Policy - Attachment B](#)

This attachment for the Drug-free Workplace Policy outlines the risks associated with the use of drugs and alcohol.

3. [Drug-free Workplace Policy-Attachment C](#)

This attachment to the Drug-Free Workplace Policy describes available programs through UAB offering counseling and assistance for drug and alcohol abuse.

4. [Drug-Free Workplace Policy - HR Policy 633](#)

This policy defines the rules and regulations on maintaining a drug-free workplace at UAB.

iii. [Drug-free Campus/Workplace Policy Attachment A.1](#)

This attachment to the Drug-free Campus and Drug-free Workplace Policies outlines Federal Trafficking penalties associated with the use of drugs.

iv. [Alcohol and Drug Testing for Reasonable Cause – HR Policy 634](#)

This policy governs alcohol and drug testing of employees for reasonable cause.

b. Other Supporting Policies and Handbooks

- i. Board of Trustees Board Rule 303, Compliance with Drug-Free Workplace Requirements.

<http://uasystem.edu/wp-content/uploads/2016/11/Rule-303-Compliance-With-Drug-Free-Workplace-Requirements.pdf>

- ii. [General Policy Regarding the Use and Consumption of Alcoholic Beverages](#)

Within the academic and social environment of UAB, there are occasions where alcohol may be served in a responsible manner within the campus community. To guide the occasional use of alcoholic beverages, the University has established policies and guidelines governing the possession, sale, and consumption of alcoholic beverages on the campus. A copy of the Student Alcohol Policy may be obtained through Student Affairs. A copy of the Policy on The Use and Consumption of Alcoholic Beverages may be obtained from the Office of Human Resources, Campus Drug Policy Coordinator. Any use of alcoholic beverages on campus must be in compliance with the Alabama law prohibiting the use of alcohol by persons under the age of 21. Students of legal drinking age in Alabama may possess and consume alcoholic beverages in their private residence. See the entire Use and Consumption of Alcoholic Beverages Policy at <http://www.uab.edu/policies/content/Pages/UAB-AD-POL-000071.aspx>.

- iii. [Student Conduct Policy](#) at <http://www.uab.edu/policies/content/Pages/UAB-UC-POL-0000781.aspx>.

1. Sanctioning Guide:

<http://www.uab.edu/students/conduct/images/documents/Student-Conduct-Sanctioning-Guide-2017.pdf>

2. Student Conduct Sanctioning Grid:

<http://www.uab.edu/students/conduct/images/documents/Student-Conduct-Sanctioning-Grid-2017-18.pdf>

- iv. [Student Handbook \(electronic handbook\)](#) <http://catalog.uab.edu/student-handbook/>

- v. Campus Housing Policies

1. Residence Life Handbook

<http://www.uab.edu/students/housing/images/DOCUMENTS/2017-2018-Res-Life-Handbook.pdf>

2. Housing Policy on Alcohol & Illegal Drugs

<http://www.uab.edu/students/housing/resources/policies-procedures>

- vi. [Undergraduate Catalog](#) <http://catalog.uab.edu/undergraduate/>

- vii. [Link to policies in the Undergraduate Catalog](http://catalog.uab.edu/undergraduate/aboutuab/nonacademicpolicies/)
<http://catalog.uab.edu/undergraduate/aboutuab/nonacademicpolicies/>
- viii. Graduate Catalog – relevant material duplicate to the Undergraduate Catalog
- ix. [UAB Student-Athlete – Drug Education and Alcohol Education Program and Testing Policy](#)

The University of Alabama at Birmingham (UAB) and the NCAA condemn the use of non-therapeutic drugs by student-athletes. The UAB Athletic Department's Drug and Alcohol Education Program is intended to provide education, screening and rehabilitation for student-athletes to encourage resistance to drug use.

Testing Procedures

All UAB Student-athletes should be prepared to be tested at least once per year and throughout the duration of their UAB athletic career. UAB will utilize four main criterion of testing selection to proactively detect any student-athlete with possible dependency or prohibited use of alcohol and/or drugs. These methods include: Pre-Participation Testing, Random Testing, Team Testing and Reasonable Suspicion.

- Four Main Testing Methods: 1) Oral Swab, 2) Urine Sample, 3) Blood Sample, 4) Hair Sample
- Student-athletes should report to the testing site with:
 - Clothing easily removed from the waist down
 - Clothing with uncovered arms, from elbow down
 - A Picture ID (driver's license or student ID)
- You must report for collection within 1 hour of being notified
- Once you arrive at the collection site, you may not leave
- Failure to show for a test, will result in a "Positive" Test

Alcohol Policy

All student-athletes involved in alcohol-related incidents are subject to the rules and disciplinary policies of UAB. This is true for any violation of state law that occurs either:

- on University-owned or leased property
- at University-sponsored or supervised functions
- under other circumstances involving a direct and substantial connection to the University

The consumption of alcohol by student-athletes is prohibited in connection with any official intercollegiate team function. For the purposes of this policy, an official team function is defined as any activity that is held at the direction of or under the supervision of the team's coaching staff or sponsored by the Athletic Department.

Tobacco Policy

1. The Athletic Department does not condone the use of tobacco products.
2. The use of tobacco is prohibited in connection with any intercollegiate team function.

3. NCAA rules prohibit the use of tobacco products by student-athletes, coaches and staff during practices or competition.

Athletic Department Safe Harbor Program

On exactly one (1) occasion during a student-athlete's period of athletic eligibility at UAB, he or she may elect to voluntarily report their use of alcohol, street drugs and/or performance-enhancing drugs to their Head Coach, the Committee Chair or any member of the Athletic Department Sports Medicine staff, for the purpose of seeking evaluation for addiction and/or treatment for chemical dependency. At that time, the student-athlete will be evaluated and/or tested and the result will be used in a treatment plan which will be provided to the student-athlete in writing. The student-athlete will not be subject to the sanctions that ordinarily accompany a first positive test. If, at any time, it is determined that the student-athlete has violated the prescribed treatment plan, they will be immediately removed from the Safe Harbor program, and the initial Safe Harbor positive test will be treated accordingly with the parameters of a first positive test.

A student-athlete is not eligible for the Safe Harbor once he or she has reported to deliver a sample, or after having received notification of a positive test from either UAB or the NCAA.

The Athletic Department does not have the authority to withhold a student-athlete from any NCAA drug testing, and participation in the Safe Harbor Program will not protect a student-athlete from any applicable penalties for positive tests.

The Safe Harbor Program is designed to educate student-athletes, coaches and Athletic Department staff members in:

- Risk of alcohol use
- Abuse of drugs
- Nutritional supplements
- Identification of student-athletes at risk
- Appropriate forms of intervention and treatment
- UAB and NCAA drug, alcohol, and tobacco regulations, policies and procedures

Consequences of a "Positive" Test

First Positive Test

- a) Mandatory meeting between student-athlete, head coach and/or sport administrator.
- b) Mandatory meeting with the Athletic Director.
- c) Mandatory counseling session(s) with University Counseling Services (number of sessions to be determined by counselor). Treatment recommendations will be communicated with the Committee Chair and the Sport Athletic Trainer
- d) Increased testing may occur.
- e) The head coach has the right to release/ the student-athlete from the team and any athletic scholarship he/she deems necessary. Dismissal must have prior approval by the Athletic Director.

Second Positive Test

- a) Mandatory meeting between student-athlete, head coach and/or sport administrator.
- b) Mandatory meeting with the Athletic Director.
- c) The student-athlete is suspended for **25 percent** of the maximum countable competitions allowed by the NCAA. This includes any post-season competition and may carry over into the next season of competition to complete the suspension.
- d) Senior student-athletes who do not have 25 percent of a competition season in eligibility remaining will forfeit the Athletic Department's senior recognitions (ring, reception, sash, etc.) in addition to serving a suspension for the games, if any, remaining with their eligibility.
- e) Mandatory counseling session(s) with University Counseling Services (number of sessions to be determined by counselor). Treatment recommendations will be communicated with the Committee Chair and the Sport Athletic Trainer.
- f) Increased testing may continue.
- g) The head coach has the right to release the student-athlete from the team and any athletic scholarship he/she deems necessary. Dismissal must have prior approval by the Athletic Director.

Third Positive Test

- a) The student-athlete is permanently suspended from the athletic program.
- b) All future athletic aid at UAB is forfeited.
- c) The student-athlete may be re-located from housing assignments with other student-athletes with approval from Housing on a space available basis.
- d) All Athletic Department equipment must be returned.

**Failure to meet any of the above-approved repercussions will be treated as a positive test.*

**Failure to attend mandatory meetings will trigger withholding from competition until completed.*

Sanctions for Alcohol Policy

First Incident

- a) Evaluation by team physician for addiction and treatment as necessary.
- b) Participation in alcohol education program (may be on-campus or off-campus).

Second Incident

- a) Five-day suspension from all team-related activities (the only exceptions will be academic and athletic training services). This five-day period will begin on the date the student-athlete is informed of the suspension by the Athletic Director.
- b) Evaluation for addiction and treatment as necessary.
- c) Participation in alcohol education program (may be on-campus or off-campus).

Third Incident

- a) 14-day suspension from all team-related activities (the only exceptions being academic and athletic training services). This 14-day period will begin as of the date the student-athlete is informed about their suspension by the Athletic Director.
- b) The head coach has the right to release the student-athlete from the team and any athletic scholarship he/she deems necessary. Dismissal must have prior approval by the Athletic Director.

c. Enforcement

Compliance with existing policies is essential to maintaining a healthy work and educational environment, one that is free of the effects of alcohol and substance abuse. UAB will diligently enforce established policies and impose appropriate disciplinary sanctions on those who violate them.

Primary enforcement of University policies for students is through the application of the Student Conduct Code administered by the Office of Student Conduct. Anyone can make a report of violation. However, most reports originate in campus housing through Residence Life. The UAB Police Department will also refer reports. The Student Conduct Code Sanctioning Guide and Grids inform the process.

# of Student Conduct Cases			
	2015/2016	2016/2017	Fall 2017
Use/Possession of Alcohol	57	88	68
Use/Possession of Drugs	21	33	33

Faculty and Staff policy violations are managed by the UAB Human Resources department in compliance with established policy.

The UAB Police Department publishes the Annual Security and Fire Safety Report which includes criminal arrests and Disciplinary actions for violations of liquor laws and drug abuse.

Arrests for:	2014	2015	2016	2014	2015	2016
	On-Campus			Campus Housing		
Liquor Law Violations	0	0	0	0	0	0
Drug Abuse Violations	29	27	16	3	2	3
Disciplinary Actions/ Judicial Referrals for:	2014	2015	2016	2014	2015	2016
	On-Campus			Campus Housing		
Liquor Law Violations	79	115	93	79	113	86
Drug Abuse Violations	22	23	32	22	21	29

The full report is available at:

<http://www.uab.edu/police/images/Annual-Security-and-Fire-Safety-Clery-Report.pdf>

d. Policy Review Process

The Task Force conducted a thorough review of existing campus policies. Most of the campus policies included in the Appendix were developed and most recently revised in 1992. The policies are compliant. However, significant organizational changes have occurred since that period making it appropriate to recommend updates to the policies and consolidation in a few number of policies where appropriate.

V. Programs, Services and Interventions

a. Faculty and Staff

- i. Employee Assistance and Counseling Center (EACC) offers confidential support services for UAB employees and members of their immediate household. A dedicated team of certified counselors, an extensive collection of online resources and a schedule of programs and events are designed to help you identify, understand and resolve work-related and personal issues including but not limited to alcohol and drug abuse.

<http://www.uab.edu/humanresources/home/resourcecenter>

- ii. **Addiction Recovery Groups**

A comprehensive listing and connection to addiction recovery groups is maintain by the EACC.

<http://www.uab.edu/humanresources/home/24-departments/eacc/611-addiction-recovery-groups>

- iii. **UAB Medicine Addiction Recovery Program**

An addiction recovery program offered by UAB Medicine, offers an individualized approach to the assessment and treatment of alcohol and substance abuse. The program accepts most major insurances, including insurance programs offered through UAB.

<https://www.uabmedicine.org/patient-care/treatments/addiction-recovery>

b. Students

Students have information and access to a wide range of programs and services specifically targeted to meet those needs. The following identifies and describes a representative list of those efforts:

AOD Prevention and Education Programs and Initiatives

All new students are required to participate in the [ALCOHOL & MARIJUANA eCHECKUP TO GO](#), which is a brief self-assessment that will provides an accurate and detailed information about a student's individual:

- Personal risk patterns
- Level of alcohol tolerance
- Unique family risk factors
- Harm reduction strategies
- Helpful resources

Link to: [Alcohol and Marijuana eCHECKUP To GO](#)

Student Counseling Services:

Student Counseling Services offers many services related to alcohol, tobacco and other drug prevention and intervention. SCS provides screening, initial assessment, psychoeducation, brief intervention and referral services to enrolled students. For more information, please visit the website:

<http://www.uab.edu/students/counseling/students/counseling/alcohol-tobacco-and-other-drugs>

Wellness Promotion:

Collegiate Recovery Program

The Collegiate Recovery Community is a program and community at UAB that promotes and advances students’ personal, academic and professional achievement in pursuit of long-term recovery from addictions and co-occurring mental health disorders, health and wellbeing, and productive engagement in society.

<http://www.uab.edu/students/wellness/uab-collegiate-recovery-community>

The Collegiate Recovery Community is relatively new to UAB. However, it has quickly established an important presence, engaging students, along with the campus and surrounding community in its efforts to support student in recovery. Below are some programs provided this past year by the CRC.

Requestor	Request description	Date for event	# Attended
Chancellor Hayes, UA System	Presence at meeting of state, region and city stakeholders to discuss addiction prevention system-wide	12/1/2016	30
Danny Malloy, Addiction Prevention Coalition	Participation in End Heroin Birmingham Walk	2/25/2017	150
Rachel Adams, Residence Life	"Bartending 101" program in NFRH	2/15/2017	130
Carissa Anthony, Prevention and Development Coordinator/Safe &	Consultation about how to provide resources to HS parents and students around AOD issues		

Healthy Homewood Coalition			
Payton Joyner, UAB Campus Recreation	Partner for program, "Moving Past Addiction Together"; provide table and be present	3/22/2017	7
Tonya Webb, UAB PD	Program for UAB PD about the Collegiate Recovery Community, 30 minutes	8/8/2017	
Sandor Cheka, Addiction Prevention Coalition	Program for Wake Up Breakfast; "Why Teens Use Drugs and Alcohol"	Sep-16	75
Robin Lanzi, School of Public Health	Program "Adolescent Substance Use: Prevention through Positive Youth Development"; presneted to Health Behavior class on adolescent health	Oct-16	10
Kevin Fontaine, School of Public Health	program "Alcohol Use in Adolescents and Young Adults"; Health Behavior undergraduate public health course	3/6/2017	50
Tina Simpson, MD	"Medical Management and Evaluation of Substance Use in Adolescents"; adolescent Health Update: Substance Use, Children's of Alabama Conference	3/31/2017	100+
Alpha Omicron Pi	Alcohol Education	3/5/2017	50

The UAB CRC welcomes student and participants of all backgrounds and walks of life to join our inclusive and affirming community of people committed to long-term recovery, health, and wellness.

Educational Programs

The Vice President of the Division of Student Affairs recently approved the hire of a Coordinator for Alcohol and Other Drug Education and Recovery Programs. Up until this hire, requests for education and programming have been provided by other professionals in Student Health Services, Student Counseling Services and Wellness Promotion. Below is a list of the programs provided the last academic year.

Campus Housing & Residence Life

Campus Housing and Residence Life distributes its [Residence Life Handbook](#) to all residents. It references the Student Conduct Code and provides additional restrictions and expectations for alcohol and drug use for residence halls and apartments. Blazer Hall, New Freshman Residence Hall, and any other designated freshman apartments/suites are substance-free areas. Alcohol is not allowed in these locations whether the resident or guest is of legal age or not.

Link to: [Residence Life Handbook](#)

The following table outlines educational and prevention programs offered to residents of campus housing:

AOD related presentations to residents during AY2016-2017

Date	Description/Name of Program	Attendance	Hall
4/11/2016	Margarita Maddness	35	NFRH
8/25/16	First Floor Meeting - talked about alohcol and drug policy and safety	110	Blount
8/25/16	First Floor Meeting - talked about alohcol and drug policy and safety	42	Blount
8/25/16	First Floor Meeting - talked about alohcol and drug policy and safety	46	Denman
8/28/16	First Floor Meeting - talked about alohcol and drug policy and safety	72	Blount
8/28/16	First Floor Meeting - talked about alohcol and drug policy and safety	35	Blount
8/29/16	First Floor Meeting - talked about alohcol and drug policy and safety	31	Denman
8/29/16	First Floor Meeting - talked about alohcol and drug policy and safety	34	Rast
8/30/16	First Floor Meeting - talked about alohcol and drug policy and safety	36	Rast
8/30/16	First Floor Meeting - talked about alohcol and drug policy and safety	36	Rast
9/8/2016	Sex, Drugs, and Alocohol	65	Blazer
9/15/16	Alcohol Awareness	47	Blazer
9/15/16	Thirsty Thursday (alcohol and campus safety)	178	Blazer
9/20/16	Mocktails and Water Pong (Alcohol and Campus Safety)	46	Blount
9/21/16	Know Your Rights-Police Lights/alcohol safety	69	Rast
9/22/16	The Tippy Cave (Alcohol and Campus Safety)	37	Camp
9/22/16	Capri Alcohol Safety	192	NFRH
12/8/2016	Let's Talk about Sex and Drugs-SHAPE worskhop	11	NFRH
1/22/2017	Come Party with Me (drugs and alcohol saftey)	25	Blount
2/20/2017	Pot Or Not	25	Blazer
3/9/2017	Blame it on the a-a-a-alcohol	20	Blount
5/16/2017	First Floor Meeting - talked about alohcol and drug policy and safety	20	Denman
5/23/2017	Let's Get Twisty with your roommate (alochol and other drugs)	20	Blount
10/21/2017	1 drink 2 many	30	NFRH
Month of September	2 bulletin boards on alcohol safety		Blazer
october	Alcohol Policy 101 - email to residents		Rast
September	4 bulletin boards on alcohol and drugs safety		Blount
September	2 bulletin boards on alcohol and drugs safety		Camp
September	2 bulletin boards on alcohol safety		NFRH
september	4 bulletin boards on alcohol safety		Rast
September	2 bulletin boards on alcohol safety		Blazer

Additional information:

With the implementation of our residential curriculum in the fall of 2016, we began having intentional 1:1 conversations with students as an additional way to assess their needs in order to plan programs around what students actually need rather than what we think they need. While some formal programs were conducted to aid students in their understanding of drugs and alcohol and the negative effects of partaking in such activities, there were number of one-on-one interactions between the hall staff and students about substance abuse, alcohol use and safety, in addition to a number of several other personal conversations surrounding this topic. Because of this additional and intentional outreach to students, Student Housing and Residence Life staff was able to connect students to various campus resources (i.e. counseling, advocacy services, wellness promotion) to aid in further developing their understanding of alcohol and other drugs, to provide support and resources to those suffering from alcohol and/or drug abuse, and to provide support for those that come from families who suffer from alcohol and/or drug addiction.

Student Involvement and Leadership

The Student Involvement & Leadership department specifically included alcohol free events that were social in nature and offered at times when students are likely to be in environments where alcohol is readily available.

Policies/Procedures:

- Event Registration Guidelines
- <http://www.uab.edu/students/involvement/images/DOCUMENTS/Event-Registration-Guidelines.pdf>
- Social Event Guidelines –
<http://www.uab.edu/students/involvement/images/DOCUMENTS/Social-Event-Guidelines-6.7.16.pdf>

Both of these documents were shared and distributed in the following ways:

- Available electronically at www.uab.edu/studentinvolvement
- Sent out to all student organizations through the weekly newsletter on B-Sync (*orgsync*)
- Sent out to all Fraternity and Sorority chapter presidents through the weekly president's e-mail
- Presented and reviewed documents in person with chapter presidents on Sunday, January 22, 2017 at Greek Leadership Summit
- Presented and reviewed documents in person with all student organization presidents on February 8, 2017 at the Inter-Organizational Council meeting

2016/2017 Representative List of Alcohol Free Programs/Events:

Blazers on Break (Alternative Spring Break program)

March 11 – March 16, 2017

Blazers on Break is an alternative spring break program available to all undergraduate and graduate students. Students spend the week traveling to a different community and performing anywhere from 20-40 hours of service per student. This service is focused on a specific social issue that allows students to learn as much as possible about the subject. This program provides students with an alternative way to spend their week-long break from classes.

Late Night Breakfast & Karaoke

This event served as an on-campus, dry alternative to Thursday night off-campus events during "De-Stress Week". Free breakfast was served to students who attended and Blaze Radio facilitated karaoke in the Hill Student Center. This past year's event was held on Thursday, April 20, 2017.

Homecoming Spirit Week

This is a week's worth of events that bring students together with the common theme of institutional pride. Events include an outdoor movie, pep rally & bonfire, fight song competition and parade. All events are free to students and alcohol free. This past year's event was held on October 17-22.

Film Series

The University Programs Board showed a new release film every Wednesday at 7pm in the Alumni Theatre free of charge to students. This was an on-campus, alcohol free event.

Student Center Takeover

This event takes place on the Saturday evening prior to the first day of classes and is targeted towards freshmen who are living on campus. This event provides an alcohol-free environment with activities like karaoke, video game tournaments, movie screenings and free food. This past year's event was held on Saturday, August 27, 2017.

BlazerCon

This eSports gaming tournament provides a hands-on experience and mentoring to promote e-Sports culture within the community while increasing career awareness for students looking to jump-start their journey in to the industry by connecting them with companies in the Greater Birmingham area. This event includes tabletop, online and video games as well as a cosplay competition. This event is alcohol free. This past year's event was held on Friday, March 31-April 1.

Springfest

This event takes place every spring semester following Spring Break. Students who attend enjoy an alcohol-free carnival including traditional carnival rides, food, games, and live entertainment. This past year's event was held on Saturday, April 22nd.

Student Advocacy, Rights and Conduct

In support of the University and Division's mission, the Office of Student Advocacy, Rights and Conduct provides leadership for the student conduct process through its central coordinating, training, and advising role. In addition to administering UAB's Student Conduct Code the Office of Student Advocacy, Rights and Conduct collaborates with UAB Police Department to offer an interactive workshop specifically designed for 1st time students who violated the UAB Student Conduct Code, as it relates to alcohol and drug, either on campus, in the residence halls, or in the community.

This interactive two-hour workshop encourages students to identify ways to make responsible choices to avoid negative consequences of alcohol and drugs. The reviews campus policy and city law regarding alcohol and drug usage as well as its effects on the mind and body. The goal of this workshop is to provide motivation to change drinking behaviors to include safe drinking or non-drinking habits.

Link to Program Registration: [Alcohol and Drug Education program information and signup \(hosted by SARC and UAB Police\)](#)

The Office of Student Advocacy, Rights and Conduct provides the following campus presentations that include information regarding AOD prevention and sanctions content:

- Alcohol and Drug Education program slides and handouts
- OL Training 2017
- RA Training 2016 (SARC RA Presentation 2016)
- New Student and Transfer Student Orientation presentation (SARC Presentation 2017)
- Service Level Agreement with Student Conduct and Athletics
- Athletic Drug Policy
- New Student Conduct Code image used in publications
- Red Folder letter (letter sent to all faculty and staff regarding the Red Folder produced by Student Advocacy, Rights and Conduct)
- Student Handbook (pdf version)
- A listing of all possible sanctions for Student Conduct (SARC Conduct Sanctioning Guide, note this is different from the link provided above, as this is a comprehensive listing of our sanctions which are determined and assigned by the Conduct Officer)

Individualized presentations regarding the Student Conduct Code are done for all First-Year Experience Courses, New Freshmen Orientation, Transfer Orientation, Parent and Family Orientation, New Employee Orientation, New Faculty Orientation sessions throughout the academic year.

Also, being offered with training in early Fall 2017, Student Advocacy, Rights and Conduct is introducing training for students called Training for Intervention Procedures for University (TIPS). The goal of TIPS for the University is to provide students with the skills and confidence, as well as empower them to intervene in situations where their peers are misusing alcohol. This training also allows UAB to demonstrate our commitment to the safety and well-being of our students. The training is interactive with a series of recorded scenes for discussions and reflection and takes approximately 2.5 hours to complete, including an exam at the end of training. If students pass the exam, they will receive a student certification that is valid for a period of three years. We feel that this bystander intervention training would be very beneficial for our Fraternity and Sorority community and Resident Assistants and have established mandatory training of these students, but can certainly expand this to include others.

VI. **Annual Notification**

The following describes the Universities intentional efforts to notify the campus community of the Drug and Alcohol Prevention Program and relevant policies, standards of conduct, sanctions for violation federal, state, and local laws and campus policy as well as health risks associated with AOD use; and identification of treatment options.

Student Conduct Office

The Student Conduct Code is communicated to students via the official communication tool – UAB GreenMail. Here are links to the past (archived) GreenMail communications for 2016 and 2017.

Feb. 1, 2017 GreenMail Highlights: New student conduct code: <http://lsv.it.uab.edu/cgi-bin/greenmail.cgi>
Feb. 17, 2016 GreenMail Info: Non-academic code of conduct | <http://lsv.it.uab.edu/cgi-bin/greenmail.cgi>

This demonstrates that annually it is sent to all students electronically.

Below is the email send to all Faculty and Staff regarding the Student Conduct Code:

****start of email****

From: "Feinstein, Emily" <eufeinstein@uab.edu>
Date: Friday, February 17, 2017 at 10:59 AM
To: "Feinstein, Emily" <eufeinstein@uab.edu>
Subject: SARC Fall 2016 Report

Dear Blazers,

Supporting the University and Division's mission, the Office of Student Advocacy, Rights and Conduct provides leadership for the student conduct process through its central coordinating, training, and advising role. We adhere to UAB's Student Conduct Code to administer a thorough, transparent, and fair student conduct process that encourages participation by the campus community while holding students accountable for their actions.

Many people believe that a student conduct office merely enforces and upholds campus policies. However, a 21st century student conduct office is involved in a wide range of activities. These activities range from resolving student conduct cases to assisting with students of concern to serving on University-wide committees. Far from being pigeon-holed as the "rules enforcer", we are a central part of the overall student safety net at UAB. We try to strike the delicate balance between educating students about their behavior while holding them accountable when they violate the Student Conduct Code.

SARC proposed a new Student Conduct Code to go into effect for 2017. These changes were approved by the Board of Trustees, and were officially implemented for the 2017 calendar year effective on November 4, 2016. Some key changes included:

- The Standards of Student Conduct are identical to the language of UA's Student Conduct Code, creating unified system language.
- The Student Conduct Code has a new section that requires self-disclosure of arrests and convictions to the University. This is not meant to be a mechanism to adjudicate more violations as part of the Student Conduct Code. Our current assumption is that for most disclosures, there may be a follow-up email or conversation to fill in any necessary facts and context, and no additional formal follow-up will be required. For convictions

occurring in Alabama, SARC will also access the court records database of the relevant city or county to check the specific charges and status of each. For the small number of serious infractions, there may be a meeting with a designee from SARC to discuss what the student is doing to prevent a repeat offense or similar harmful behavior and also an offer of information regarding resources to assist the student in future decision-making. In rare cases, there may be a referral to SARC for formal action. When necessary, the University's Behavioral Threat Assessment and Management Team may be notified.

- A new incorporation within the proposed Student Conduct Code, is that of Expungement. A student may, during the semester of their graduation or thereafter, request in writing that their conduct record be expunged. In order for their record to be evaluated for possible expungement while enrolled, the student must demonstrate that they have applied to graduate by submitting a copy of the approved application for graduation or a signed letter from the student's academic adviser confirming that the student is eligible. In the written request, the student should include what they have learned from the incident, how their behavior has changed since the incident and any steps taken to address the behavior. Generally, the student record will not be expunged if the record includes more than one violation of the Code of Student Conduct, sanction(s) that were not completed by the required deadline, an incident resulting in personal injury, property damage, providing alcohol to minors, possession and/or distribution of drugs, violation of the weapons policy, disorderly conduct, sexual misconduct, discrimination, harassment, criminal behavior or suspension/expulsion.
- Within the new code, versus the prior code, all elements of Title IX process have been removed and incorporated in a stand-alone Title IX Policy and Process to avoid confusion for the Student Conduct Process. These now exist as separate policy and procedure. The Student Conduct Code within Section III, provides direct guidance for students to review the accompanying procedures of the Equal Opportunity and Discriminatory Harassment Policy and the Title IX Policy and Procedures.
- Within the previous code, the appeal officer had the authority to reduce or increase sanctions/interventions. This authority has been removed, as it is dangerous to substitute an appeal officer's perception of what should happen with any other trained opinion. It makes the institution vulnerable for abuse of discretion, bias, malice, arbitrary actions.

An important purpose of our office is to tell the story of our student conduct process. The more in depth statistical and assessment summaries that will be published at the end of the academic year will provide detailed narratives about the impact our process has on UAB students. Our resolutions in cases also debunk the traditional myths about the conduct process, including that "everyone gets into trouble" and/or "no one is held accountable." The statistical data provides us with a rich data set allowing us to better understand the scope, trends, and impact of our process. This allows us to make data-driven decisions when evaluating improvements and enhancements to the process.

We appreciate all you do to support student development, and enhanced experiences for our Blazers in a safe and inclusive community!

Emily Feinstein, Director

end of email

VII. Assessment Data

NCHA Survey

Annually UAB assesses student behavior, including the self-reported use and perceptions about use of alcohol and drugs by UAB Students and compares that data to national trends reported via the National College Health Assessment Survey (NCHA). That information has been used to support the establishment of a comprehensive student health and wellness initiative that includes a prevention component. The spring 2016 UAB Survey reports that alcohol use impacts the academic performance of 3.1% of students. Drug abuse has a similar effect on 3.4% of students surveyed. The following tables illustrate the reported use of alcohol and drugs of UAB students. These results are very similar to national data for the surveyed population.

Alcohol	<i>Percent (%)</i>	Actual Use			Perceived Use		
		Male	Female	Total	Male	Female	Total
Never used		36.6	25.7	30.2	8.8	2.8	5.9
Used, but not in the last 30 days		12.9	16.0	14.3	4.2	2.8	3.2
Used 1-9 days		33.0	47.7	42.1	30.2	36.6	33.8
Used 10-29 days		14.3	10.3	11.9	34.9	35.6	35.3
Used all 30 days		3.1	0.3	1.4	21.9	22.2	21.8
<i>Any use within the last 30 days</i>		50.4	58.3	55.4	87.0	94.4	90.8

Marijuana	<i>Percent (%)</i>	Actual Use			Perceived Use		
		Male	Female	Total	Male	Female	Total
Never used		70.2	72.2	70.4	12.8	10.1	11.9
Used, but not in the last 30 days		11.6	16.2	14.2	13.3	8.8	10.5
Used 1-9 days		6.2	9.0	8.7	40.8	43.2	42.3
Used 10-29 days		4.0	2.1	3.1	16.5	22.1	19.3
Used all 30 days		8.0	0.6	3.6	16.5	15.8	16.0
<i>Any use within the last 30 days</i>		18.2	11.7	15.4	73.9	81.1	77.7

All other drugs combined [*]	Actual Use			Perceived Use			
	Percent (%)	Male	Female	Total	Male	Female	Total
Never used		66.1	79.7	73.9	8.7	7.4	8.7
Used, but not in the last 30 days		13.7	11.6	12.4	9.2	8.6	8.5
Used 1-9 days		10.6	5.7	7.8	38.1	38.3	38.0
Used 10-29 days		2.2	2.1	2.2	22.9	20.2	21.2
Used all 30 days		7.5	0.9	3.7	21.1	25.5	23.7
Any use within the last 30 days		20.3	8.7	13.8	82.1	84.0	82.9

^{*} Includes cigars, smokeless tobacco, cocaine, methamphetamine, other amphetamines, sedatives, hallucinogens, anabolic steroids, opiates, inhalants, MDMA, other club drugs, other illegal drugs. (Excludes alcohol, cigarettes, tobacco from a water pipe, and marijuana).

UAB students reported negative consequences resulting from alcohol use.

College students who drank alcohol reported experiencing the following in the last 12 months when drinking alcohol:*				
	Percent (%)	Male	Female	Total
Did something you later regretted		35.3	25.9	29.8
Forgot where you were or what you did		22.7	23.1	23.1
Got in trouble with the police		2.9	2.0	2.4
Someone had sex with me without my consent		0.7	2.0	1.5
Had sex with someone without their consent		1.4	0.0	0.5
Had unprotected sex		31.2	23.3	27.1
Physically injured yourself		11.4	8.2	9.2
Physically injured another person		5.0	0.8	2.2
Seriously considered suicide		2.2	2.0	2.2
Reported one or more of the above		53.2	45.3	48.7

*Students responding "N/A, don't drink" were excluded from this analysis.

UAB Students reported employing one or more of following protective measures when they "partied" during the past 12 months.

College students reported doing the following *most of the time* or *always* when they "partied" or socialized during the last 12 months:*

	Percent (%)	Male	Female	Total
Alternate non-alcoholic with alcoholic beverages	23.6	34.9	31.6	
Avoid drinking games	29.7	42.2	38.3	
Choose not to drink alcohol	20.7	26.1	23.6	
Determine in advance not to exceed a set number of drinks	34.2	54.5	47.6	
Eat before and/or during drinking	65.8	76.8	73.3	
Have a friend let you know when you have had enough	28.0	48.4	40.9	
Keep track of how many drinks being consumed	52.4	66.9	61.5	
Pace drinks to one or fewer an hour	18.3	43.8	34.7	
Stay with the same group of friends the entire time drinking	64.1	87.2	78.8	
Stick with only one kind of alcohol when drinking	46.5	57.7	53.3	
Use a designated driver	56.3	77.0	69.2	
Reported one or more of the above	88.7	95.4	93.0	

*Students responding "N/A, don't drink" were excluded from this analysis.

VIII. New Initiatives

New AOD Coordinator Position Approved

The Student Affairs division has recently approved the establishment of a professional staff position to serve as the AOD and CRC Coordinator. This position will coordinate AOD prevention and assessment efforts for the campus.

Policy Review & Revision Task Force

A task force has been formed to thoroughly review existing university policies in an effort to consolidate into fewer policies where appropriate, update to reflect administrative and organizations changes and incorporate new information where appropriate.

IX. Summary of Findings

A review of the universities DAAPP has identified the following:

- Published policies meet the requirements outlined by Edgar Part 86. However, the required elements of the policies are fragmented throughout a series a dozen or more policies and associated attachments making it difficult to compile a comprehensive understanding of the policies. Significant organizational changes have taken place since the policies were last updated.
- Compliance and Enforcement data from Student Conduct Cases indicates a 54% increase in alcohol cases from AY2015/2016 to AY2016/2017 (increase of 31 cases) and a similar increase for drug related cases (increase of 12 cases) during the same period. However, the Fall 2017 data appears to be trending ahead of last year which may be related to procedural changes implemented by Student Conduct. The Annual Security and Fire Safety report documented a 41% decrease in arrests for drug abuse violations and no arrests for liquor law violations. Referrals for disciplinary action liquor violations were down 18% in 2016.

- All employees have access to services available through the Employee Assistance and Counseling Center for a wide range of services, including alcohol and drug abuse. UAB Medicine has an Addiction Recovery Program which is covered by the employee insurance plans offered through UAB.
- All new students at UAB are required to participate in a self-assessment program specific to alcohol and drug use, identifying personal and family risk factors, harm reduction strategies and other resources. All students have access to professional counseling and health services and referrals when appropriate through the Student Health and Wellness Center. The UAB Student Health and Wellness Center – Wellness Promotion department launched a new collegiate recovery community (CRC) in the Spring of 2016. The CRC is support community that provides intentional programming and support to UAB students, promoting and advancing their personal, academic and professional achievement in pursuit of long-term recovery from addictions and co-occurring mental health disorders, health and wellbeing, and productive engagement in society.
- Several departments within the Division of Student Affairs offered educational programs and alcohol-free events during the review period. Those departments include but are not limited to Campus Housing & Residence Life, Student Involvement & Leadership, Wellness Promotion and Student Advocacy, Rights & Conduct.
- The Student Health and Wellness – Wellness Promotion department is currently recruiting a professional prevention education specialist to formally establish an intentional and comprehensive alcohol and drug prevention program. The goal is to complete this hire and begin program development in the Fall 2018 semester.
- Students and staff receive information via the official university electronic newsletter (UAB GreenMail) regarding the student conduct code which includes information about the consequences of violating campus policies and laws governing the use of alcohol and illegal use of drugs. Faculty and staff received an email communication (dated Feb 17, 2017) from office of Student Advocacy Rights & Conduct outlining information about the Student Conduct Code. An established annual process has not been formally established that ensures all students, staff and faculty are fully notified of the standards of conduct; possible sanctions and penalties; statements of health risks associated with AOD abuse; the university’s AOD programs available to the staff and employees; and disciplinary standards for violation of the standards of conduct.

X. Recommendations

a. Drug and Alcohol Prevention Program

- i. Formally Establish a university committee to be charged with:
 1. Conducting regular meetings, not less than annually.
 2. Conducting the Biennial Review of the DAAPP.
 3. Making recommendations for program enhancements or modifications.
 4. Conducting an annual review of existing policies.
- ii. Recruit and Hire an AOD prevention professional staff member to develop, implement and evaluate alcohol and drug use prevention programs.
- iii. Review annual notification procedures to ensure compliance with EGAR Part 86.
- iv. Establish a DAAPP website for posting of programs, trainings, policy and reports.

b. Policy

Review campus policies to ensure compliance and make recommendations to consolidate policies where appropriate.

XI. Conclusion

UAB is committed providing healthy and safe educational and working environment for all members of the campus community. The commitment includes maintaining an environment that is free of alcohol and substance abuse, including the use of illegal drugs. Such abuse adversely affects the university's achievement of its mission and is not condoned.

This biennial review represents a thoughtful and comprehensive review of policies, alcohol and drug related incident data, and established prevention programs and initiatives; including recommendations to improve those policies, procedures, and programs.