
University of Alabama at Birmingham
Drug Free Schools and Communities Act Biennial Review
[34 CR.R. Part 86]

Academic Years 2020-2021 & 2021-2022
(August 1, 2020 – July 31, 2022)

Prepared by

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On-behalf of the:

UAB Drug Free Schools Act Compliance Committee

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I. Introduction and Overview

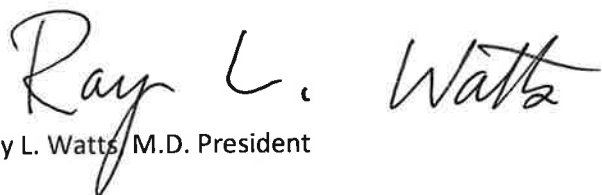
The [University of Alabama at Birmingham](#) (UAB) is a comprehensive urban university with a nationally recognized academic health center. Situated in Birmingham, the state's largest metropolitan area, UAB is the largest research university in the state of Alabama. UAB offers 165 degree programs through 11 academic schools and colleges. There are 22,563 students enrolled during the Fall 2020 semester, up 2.19% from the Fall 2019.

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 a 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 2020/2021 and 2021/2022 academic 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 misuse. Such misuse 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 2020-2022 Biennial Review of the UAB Drug and Alcohol Prevention Program has been reviewed and approved.

A handwritten signature in black ink that reads "Ray L. Watts". The signature is written in a cursive style with a large initial "R" and a long, sweeping underline.

Ray L. Watts, M.D. President

III. Biennial Review Process

UAB Drug-Free Schools Act Compliance Committee formally reviews the University's efforts to comply with the Drug-Free Schools and Communities Act and conducts the biennial review. The findings and recommendations of this group are included within this report.

Members of the Drug-Free Schools Act Compliance Committee include:

Mica Hughes-Harrell – Director, Wellness Promotion

Kelly Mayer – Director, Employee Relations

Shelby Gillis – Assistant Director, Care and Peer Support Programs

Lauren Hobbs Cotant – Assistant Director, Student Involvement & Leadership

Stacy Rowan – Assistant Director, Fraternity and Sorority Life

Daniel Carlson – Senior Associate Athletic Director, Athletics Department Administration

Shawra Rainer – Director, Community Standards and Student Accountability

Seneca Wilson – Director, Campus Recreation

Henry Kneifl – Associate Director of Programming, Campus Recreation

Kit Emslie – Assistant Director, Collegiate Recovery Community

Angela Stowe – Director, Student Counseling Services

IV. University Policy Review

The committee completed an inventory and review of all relevant campus policies governing EDGAR Part 86 compliance. Policies that are available online have been embedded within this report.

a. [Drug-Free Campus and Workplace Policy](#)

i. Introduction

The University of Alabama at Birmingham (UAB) is committed to providing a healthy drug-free work and educational environment for all members of the UAB community, including faculty, staff, students, and visitors. Alcohol misuse and illicit drug use endangers the health and safety of employees, students and visitors. Such misuse adversely affects and interferes with UAB's achievement of its mission, and it is not condoned.

ii. Scope

This Drug-Free Campus and Workplace Policy applies to all members of the UAB community, including all students, faculty, and staff, as well as visitors. It applies to behavior that occurs on the UAB campus, on property owned or controlled by UAB, and at UAB-sponsored or University-supervised activities, including use and operation of UAB-sponsored vehicles. This policy works in conjunction with the UAB Student Conduct Code, HR Policy 634 - Alcohol and Drug Testing for Reasonable Cause, and the General Policy Regarding the Use and Consumption of Alcoholic Beverages.

iii. Policy Statement

Every UAB community member has a personal responsibility to adhere to all applicable laws and regulations, and policies concerning the use of alcohol or other drugs. These include federal and state laws, city ordinances, the [Student Conduct Code](#), the [UAB Enterprise Code of Conduct](#), and other UAB policies.

b. [Alcohol and Drug Testing for Reasonable Cause – HR Policy 634](#). This policy governs alcohol and drug testing of employees for reasonable cause.

c. [Board of Trustees Board Rule 303, Compliance with Drug-Free Workplace Requirements](#).

Statement from the University of Alabama System Board of Trustees that charges the

Chancellor to ensure all University Presidents enact policies and procedures to ensure that each campus will not fail to meet the requirements recited in the Drug-Free Workplace Act of 1988.

- d. [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. 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 campus.
- e. Office of Community Standards and Student Accountability
 - i. [Student Conduct Code](#)

The Student Conduct Code promotes honesty, integrity, accountability, rights, and responsibilities expected of students consistent with the core missions of the University of Alabama at Birmingham. This Code describes the standards of behavior for all students, and it outlines students' rights, responsibilities, and the campus processes for adjudicating alleged violations. All standards of behavior regarding alcohol and other drug use and campus processes for adjudicating violations of alcohol and other drug polices and standards are included within the Student Conduct Code.
 - ii. UAB Standard Sanctioning Grid

The Office of Student Conduct Sanctioning Grid has been developed to offer general sanctioning recommendations for alcohol and drug violations of the Student Conduct Code and to ensure a level of consistency among conduct officers and hearing boards when issuing sanctions. (See Appendix A)
 - iii. [Student Handbook \(electronic handbook\)](#)

The Student Handbook offers the University community information about a number of resources, services, policies, and procedures.
- f. Housing and Residential Life
 - i. [Residence Life Handbook](#)

The Residence Life Handbook provides information to residential students outlining policies and procedures including policies, expectations, and procedures for alcohol and other drug use by residents and within the residential halls. (See Appendix B)

g. Student Involvement and Leadership

i. Fraternity and Sorority Life Community Policy Handbook

The policies contained in this handbook review all expectations, requirements, and privileges of fraternities and sororities at the University of Alabama at Birmingham. In addition, all members and fraternal organizations must adhere to the rules and regulations outlined in the Student Code of Conduct. Included within this handbook are expectations and policies for alcohol and other drugs (AOD). (See Appendix C)

ii. [Student Organization Handbook](#)

The Student Organization Handbook serves as a resource for UAB student leaders interested in developing, participating in, or leading a student organization. Information regarding hosting events with alcohol and event marketing guidelines is addressed within the handbook. (See Appendix D)

h. University Recreation

i. The Club Sports Manual includes an Alcohol/Tobacco/Drugs Policy that club members are expected to abide by. (See Appendix E)

ii. The Outdoor Pursuits program includes an AOD statement in their trip registration form, reviews the Drugs and Alcohol Policy with each student group prior to the beginning of any trip, and addresses that the Student Code of Conduct applies to student behavior while on campus. (See Appendix F)

i. Athletic Department

i. Student-Athlete Drug and Alcohol Education Program and Testing Policy addresses overarching objectives for student-athlete alcohol and drug education, drug-testing policy, process for violations of policies, and treatment for substance misuse. (See Appendix G)

ii. [NCAA Drug Testing Program](#) is also enforced.

V. Annual Drug-Free Campus and Workplace Policy (DFCWP) Notification

The following describes UAB’s 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. Distribution methods include 1) direct email, 2) BlazerNet notification that requires students to click the announcement to acknowledge they received the notification before navigating further into their BlazerNet account, and 3) the Greenmail student newsletter that students cannot opt out of.

- a. October 2020 – BlazerNet notification (See Appendix H for example)
- b. February/March 2021 – BlazerNet notification
- c. July 2021 – Drug-free Campus Official Notice: UAB’s Drug-free Campus and Workplace Policy email to all students and employees (See Appendix I) and BlazerNet notification
- d. September 2021 – Drug-free Campus Official Notice: UAB's Drug-free Campus and Workplace Policy email to all students (See Appendix J)
- e. January 2022 – BlazerNet notification and Greenmail article

VI. Policy Violation and 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 misuse. UAB will diligently enforce established policies and impose appropriate disciplinary sanctions on those who violate them.

- a. Primary enforcement of University policies for students is through the application of the Student Conduct Code administered by the Office of Community Standards and Student Accountability. Anyone can make a report of a violation however, most reports originate in campus housing through Residence Life. The UAB Police Department will also refer reports. The Student Conduct Code Sanctioning Grid informs the process.

b. The following table outlines student conduct incidents:

	2020-2021	2021-2022
Alcohol Violations	<u>1</u>	<u>2</u>
Number of Charges	52	103
Number of Responsible Findings	35	63
Drug Violations	<u>3</u>	<u>4</u>
Number of Charges	34	18
Number of Responsible Findings	14	14

¹ Includes the following charge: Health and Safety – Use/possession of alcohol

² Includes the following charges: b.1. Alcohol: Underage Possession/Consumption; b.5. Alcohol: Violation of University Policy; Health and Safety – Use/possession of alcohol

³ Includes the following charge: Health and Safety – Use/possession of drugs

⁴ Includes the following charges: g.1. Drugs: Possession/Consumption/Use; g.3. Drugs: Paraphernalia; Health and Safety – Use/possession of drugs

c. Faculty and Staff policy violations are managed by the UAB Human Resources department in compliance with established policy. Employee Relations addressed the following AOD related issues for all campus and hospital employees.

Employee Relations: Employee AOD Issues	2020-2021	2021-2022
	40	33

d. 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:	2020	2021	2020	2021
	On Campus		Campus Housing*	
Liquor Law Violations	0	0	0	0
Drug Abuse Violations	12	18	0	0
Disciplinary Actions/ Judicial Referrals for:	2020	2021	2020	2021
	On Campus		Campus Housing*	
Liquor Law Violations	48	69	48	69
Drug Abuse Violations	26	20	25	20

* Student Housing (Residential Facilities) are a subsection of On-Campus totals

VII. Services and Interventions

Faculty, staff, employees and students have information and access to a wide range of educational programs and substance misuse services. The following identifies and describes a list of those efforts.

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 employees identify, understand and resolve work-related and personal issues including, but not limited to, alcohol and drug misuse.
- ii. [UAB Medicine Addiction Recovery Services](#)
The addiction recovery program offered by UAB Medicine offers an individualized approach to the assessment and treatment of alcohol and substance use disorders. The program accepts most major insurances, including insurance programs offered through UAB.

b. Students

- i. AlcoholEdu
Beginning in 2018, all new students are required to participate in AlcoholEdu from EVERFI. AlcoholEdu is a research-based online interactive alcohol prevention education program designed to promote healthy choices regarding alcohol use including supporting non-use of alcohol. The educational modules provide tailored information based on participant responses, incorporate campus AOD policies, and link students with relevant campus resources.
- ii. [Alcohol eCheckUpToGo](#) & [Marijuana eCheckUpToGo](#)
Alcohol & Marijuana eCheckUpToGo is free and available to all UAB students and is a brief self-assessment that provides accurate and detailed information about a student's personal risk patterns, level of alcohol tolerance, unique family risk factors, harm reduction strategies, and helpful resources.

iii. [TAO](#)

Therapy Assistance Online (TAO) is free and available to all UAB students. TAO therapy is an online platform of tools and educational materials to help students learn about and change how they think and feel. TAO is evidence-based and has been found effective in the treatment of depression, anxiety, and other mental health concerns. It also includes modules on evaluating alcohol and drug misuse as well as a module on supporting recovery skills.

iv. [Student Counseling Services](#)

Student Counseling Services offers many services related to alcohol, tobacco and other drug prevention and intervention. Student Counseling Services provides screening, initial assessment, psychoeducation, brief intervention and referral services to students.

v. [Wellness Promotion](#)

Wellness Promotion offers student-focused evidence-based alcohol misuse prevention and coordinates the Promoters of Wellness Peer Education program. The department actively promotes alcohol misuse prevention through a philosophy of harm reduction, peer-based alcohol education, supporting healthy norms, and supporting abstinent students. Comprehensive outreach efforts are coordinated through a multitude of avenues that permeate the campus culture as one that promotes healthy choices. Wellness Promotion also conducts health assessments such as the National College Health to understand student behavior, including the self-reported use of and perceptions about alcohol and drugs.

vi. [Collegiate Recovery Community](#)

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.

VIII. Educational Programs and Initiatives

Faculty, staff, employees and students have access to a wide variety of awareness and educational programs conducted throughout the campus. The following identifies communication and programming done to promote AOD policy, prevention and education.

a. Human Resources

- i. The following table outlines educational and prevention programs offered by Human Resources:

Human Resources			
Date	Program Title	Attendance	Participant Category
2021	Campus New Employee Orientation	812	Staff & Faculty
2022	Campus New Employee Orientation	1129	Staff & Faculty
7/23/2021	Email from Dr. Watts, Dr. Benoit & Dr. Jones	ALL UAB employees	Staff & Faculty
2/25/2021	Nursing Leadership Training/Hospital	8	Staff
5/19/2021	Nursing Leadership Training/Hospital	13	Staff
8/26/2021	Nursing Leadership Training/Hospital	21	Staff
11/18/2021	Nursing Leadership Training/Hospital	21	Staff
2/24/2022	Nursing Leadership Training/Hospital	7	Staff
5/19/2022	Nursing Leadership Training/Hospital	7	Staff
11/17/2022	Nursing Leadership Training/Hospital	11	Staff
5/25/2021	Nursing Leadership Council	120	Staff
9/13/2022	UAB ED Emergency Services	25	Staff
11/2022	HR Newsletter: Drug-Free Campus & Workplace Policy featured in "Policy Corner" section	Approximately 1000	Staff & Faculty/ALL UAB HR employees

b. Wellness Promotion

- i. The following table outlines educational and prevention programs offered by Wellness Promotion:

Wellness Promotion			
Date	Program Title	Attendance	Participant Category
9/27/20	Theta Chi Alcohol Presentation	35	Undergraduate

9/28/20	FYE AOD Presentation	15	Undergraduate
9/30/20	FYE AOD Presentation	15	Undergraduate
10/13/20	AOD Workshop (HC 112)	25	Undergraduate
10/13/20	AOD Workshop (HC 212)	25	Undergraduate
10/14/20	Open Fraternity AOD Workshop	6	Undergraduate
10/16/20	Open Sorority AOD Workshop	19	Undergraduate
10/18/20	Fraternity & Sorority Open AOD Workshop	6	Undergraduate
10/18/20	Theta Chi Drug Education	40	Undergraduate
10/19/20	Open Fraternity AOD Workshop	12	Undergraduate
10/21/20	Open Sorority AOD Workshop	19	Undergraduate
10/23/20	Fraternity & Sorority Open AOD Workshop	5	Undergraduate
10/25/20	Fraternity & Sorority Open AOD Workshop	9	Undergraduate
10/25/20	Theta Chi Drug Education Part 2	40	Undergraduate
10/26/20	Open Sorority AOD Workshop	19	Undergraduate
10/28/20	Open Fraternity AOD Workshop	21	Undergraduate
11/02/20	Open Sorority AOD Workshop	16	Undergraduate
11/09/20	Fraternity & Sorority Open AOD Workshop	3	Undergraduate
11/11/20	Open Sorority AOD Workshop	35	Undergraduate
11/12/20	Fraternity & Sorority Open AOD Workshop	13	Undergraduate
03/15/21	Fraternity & Sorority Open AOD Workshop	12	Undergraduate
03/28/21	Fraternity & Sorority Open AOD Workshop	12	Undergraduate
04/11/21	Phi Beta Pi AOD Workshop	27	Undergraduate
9/13/21	FYE Alcohol Program	13	Undergraduate
9/13/21	FYE Alcohol Program	14	Undergraduate
9/16/21	Alcohol Education Workshop	25	Undergraduate
9/21/21	Alcohol & Sexual Violence Workshop	51	Undergraduate
9/22/21	Alcohol & Sexual Violence Workshop	85	Undergraduate
10/20/21	Standard Drink Pouring Exercise Outreach	25	Undergraduate/Graduate
10/21/21	Standard Drink Pouring Exercise Outreach	18	Undergraduate/Graduate
10/27/21	Wicked Wellness: Alcohol Safety Event	160	Undergraduate/Graduate
11/04/21	Cannabis Education Workshop	8	Undergraduate/Graduate

01/16/22	FSL AOD & IPV Workshop	105	Undergraduate
02/27/22	AOD Bingo: FIJI	17	Undergraduate
03/06/22	AOD Bingo: Sigma Chi	15	Undergraduate
03/20/22	AOD Bingo: Theta Chi	32	Undergraduate
03/23/22	Drink Pouring and Sex/Booze Bingo	16	Undergraduate

c. Collegiate Recovery Community (CRC)

- i. The CRC offers daily drop-in hours for students in recovery to find a safe and supportive space for studying, meetings and fellowship. They host weekly recovery meetings, conduct campus-wide outreach, and plan sober programs and events.
- ii. The following table outlines educational programs and events offered by the CRC:

Collegiate Recovery Community			
Date	Program Title	Metrics	Participant Category
2020-2021	Recovery Meetings Hosted/Participants	224/1177	Undergraduate/Graduate
	Outreach Events Hosted/Participants	22/218	Undergraduate/Graduate
2021-2022	Recovery Meetings Hosted/Participants	36/255	Undergraduate/Graduate
	Recovery Ally Workshops Hosted/Participants	4/66	Undergraduate/Graduate
	Recovery Reopening Open House	52 attendees	Undergraduate/Graduate
	Outreach Events Hosted/Participants	11/880	Undergraduate/Graduate

d. Student Housing & Residence Life

- i. Student Housing and Residence Life distributes its Residence Life Handbook to all residents each semester. This handbook outlines all policies including the Student Code of Conduct and additional policies regarding living on campus. This handbook clearly outlines additional restrictions and expectations for alcohol and drug use in residence halls and student apartments. Blazer Hall, Gold Hall, McMahon Hall, and other designated freshman rooms/suites are substance-free areas. Alcohol is not allowed in these locations whether the resident

or guest is of legal age or not. Additionally, a detailed, bulleted summary of the Housing Policy on Alcohol & Illegal Drugs is posted on the Student Housing and Residence Life website.

- ii. Professional and Student Staff are trained each semester by the UAB Police Department, the Office of Wellness Promotion, Student Counseling Services, and the Office of Community Standards and Student Accountability, on how to respond, report, and/or refer students who violate the Housing Policy on Alcohol & Illegal Drugs or who need additional resources to the appropriate office.
- iii. Residence Life Professional Staff also serve as Conduct Hearing Officers as an extension of the Office of Community Standards and Student Accountability. Professional staff may meet with students who have violated any number of policies including the Drug and Alcohol policies. These meetings and their sanctions are recorded through the Office of Community Standards and Student Accountability and are reflected in the data provided from that office.
- iv. A key strategy included in residential educational curriculum is having intentional one-on-one conversations with students as an additional way to assess their needs 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 the impact of drugs and alcohol, there were countless one-on-one interactions between the hall staff and students about substance misuse, alcohol use and safety in addition to many other personal conversations surrounding this topic. Because of intentional outreach efforts, Student Housing and Residence Life staff are able to connect students to various campus resources (i.e. counseling, advocacy services, wellness promotion) to aid in further developing their understanding of substance use/misuse and to provide support and resource to students who need it.

v. The following table outlines professional and student staff trainings offered by Student Housing & Residence Life:

Student Housing and Residence Life: Staff Training Programs			
Date	Topic	Description	Audience
7/24/20	Serving On-Call	Responding to AOD violations that occur within the halls	Housing Professional Staff
7/27/20	Student Conduct and Maxient Training	Responding to AOD violations that occur within the halls	Housing Professional Staff
8/11/20	Student Conduct	Trained on how to confront behaviors that are in violation with Student Code of Conduct	Student Staff
8/15/18	Student Conduct	Trained on how to confront behaviors that are in violation with Student Code of Conduct	Student Staff
7/24/20	Serving On-Call	Responding to AOD violations that occur within the halls	Housing Professional Staff
7/27/20	Student Conduct and Maxient Training	Responding to AOD violations that occur within the halls	Housing Professional Staff
8/11/20	Student Conduct	Trained on how to confront behaviors that are in violation with Student Code of Conduct	Student Staff
8/11/20	Student Outreach	Trained student staff on how to support and refer students to resources on campus	Student Staff
8/11/20	UAB Police Department	UAB Police trained students on identifying AOD violations as well as the role of UAB PD	Student Staff
1/14/21	Student Conduct	Trained on how to confront behaviors that are in violation with Student Code of Conduct	Student Staff
7/26/21	Serving On-Call	Responding to AOD violations that occur within the halls	Housing Professional Staff
7/27/21	Student Counseling Services	Referring students struggling with AOD issues and identifying behaviors that indicate AOD misuse	Housing Professional Staff
7/28/21	UABPD- Q&A	UABPD took questions from staff about all types of violations including AOD and	Housing Professional Staff

vi. The following table outlines educational and prevention programs offered to residential students by Student Housing & Residence Life:

Student Housing and Residence Life: Student Resident Programs			
Date	Program Title	Attendance	Participant Category
2020			
August	First Floor Meeting – outlined alcohol and drug policy and safety (Gold)	410	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Blazer)	300	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Gold)	410	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Blazer)	300	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Gold)	410	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Blazer)	300	Residential
2021			
August	Residential Onboarding Module- outlined alcohol and drug policy and safety	3,208	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Gold)	408	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Blazer)	277	Residential
August	Residential Onboarding Module- outlined alcohol and drug policy and safety	3,208	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Gold)	408	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Blazer)	277	Residential
August	Residential Onboarding Module- outlined alcohol and drug policy and safety	3,208	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Gold)	408	Residential
2022			
March	Drug and Alcohol Jeopardy	20	Residential
March	Bartending 101	26	Residential

e. **Athletics**

- i. The UAB Athletics Department contracts with the local company What Good Looks Like (WGLL) to facilitate their Drug & Alcohol Awareness Program in compliance with NCAA Standards. Every semester each athletic team attends AOD educational workshops. Topics include:
 - a. NCAA Drug Testing Compliance
 - b. Binge Drinking: The effects on student athletes
 - c. The Truth About Marijuana
 - d. Understanding the Dangers of Prescription Drug Abuse

- ii. This program also works to address individual team concerns in the following ways:
 - a. WGLL staff meet individually with coaching staff and student athletes as requested in order to address team specific topics of interest.
 - b. WGLL staff provides one on one peer support and drug and alcohol education for individual student athletes as requested by the students themselves, coach staff, training staff or athletic administration.
 - c. Small group education sessions are conducted weekly for individual student athletes that volunteer or are referred to the groups by coaching staff, training staff or athletic administration.

- iii. The following table outlines policy and educational discussions offered by Athletics:

Athletics			
2020-2021			
Dates	Program Title	Attendance	Participant Category
8/3/2020 4/1/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Women’s Soccer
8/4/2020 4/19/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Football
8/6/2020 4/13/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Women’s Volleyball

8/10/2020 4/5/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Men's Soccer
8/10/2020 4/27/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Beach Volleyball
8/10/2020 4/16/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Golf
8/12/2020 4/23/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Cross Country
8/12/2020 4/6/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Men's Basketball
8/21/2020 4/13/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Rifle
8/21/2020 5/3/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Baseball
8/21/2020 4/12/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Tennis
8/21/2020 4/19/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Men's Golf
8/21/2020 4/9/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Bowling
8/21/2020 5/3/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Softball
8/24/2020 4/9/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Basketball
8/28/2020 4/23/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Indoor Track
8/28/2020 5/3/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Outdoor Track
8/28/2020 4/15/2021	Student Athlete Team Orientation/End of Season Meetings	Team	Men's Tennis
June 2021	Summer Bridge Program		Incoming Athletes
2021-2022			
8/2/2021 4/19/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Soccer
8/2/2021 4/28/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Football
8/9/2021 4/19/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Volleyball
8/10/2021 4/14/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Men's Soccer
8/9/2021 4/19/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Beach Volleyball
8/24/2021 5/10/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Golf

8/1/2021 4/25/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Cross Country
7/29/2021 4/7/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Men's Basketball
8/18/2021 4/14/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Rifle
7/29/2021 4/7/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Baseball
8/23/2021 4/12/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Tennis
8/24/2021 5/10/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Men's Golf
8/23/2021 4/18/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Bowling
8/19/2021 5/2/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Softball
8/23/2021 4/14/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Basketball
8/25/2021 4/25/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Indoor Track
8/25/2021 5/3/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Outdoor Track
8/25/2021 4/26/2022	Student Athlete Team Orientation/End of Season Meetings	Team	Men's Tennis
June 2022	Summer Bridge Program		Incoming Athletes

f. **Student Involvement and Leadership & Fraternity and Sorority Life**

- i. 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.
- ii. The following table outlines educational and prevention programs offered by Student Involvement & Leadership &/or Fraternity and Sorority Life that are not captured elsewhere (many programs are conducted in partnership with Wellness Promotion and information is included in that department's section):

Student Involvement & Leadership & Fraternity and Sorority Life			
Date	Program Title	Attendance	Participant Category
10/7/2020	Path to Wellness	26	RSO/Fraternity/Sorority
11/5/2020	The Chemistry of Alcohol with Mocktails	19	RSO/Fraternity/Sorority
3/18/2021	Beer Talk with Dr. Hamilton	20	RSO/Fraternity/Sorority
9/20/2021	Hit and Run	87	RSO/Fraternity/Sorority

IX. Status of Last Report Recommendations

- a. The Drug Free Schools Act Compliance Committee should meet annually at a minimum to track compliance and progress on recommendations. In Progress
 - i. The committee did not meet annually but instead met biennially. We recommend that the committee begin meeting annually at a minimum.
- b. Continue AOD education as part of Fraternity & Sorority Life’s Path to Affiliation for new members of the fraternity and sorority community. Develop an assessment plan to understand program impact. Complete
 - i. Training has been consistently implemented for all new fraternity and sorority members and were assessed for impact on participant knowledge and satisfaction. Additional AOD workshops have also been incorporated into Hazing Prevention Week and Health and Safety trainings.
- c. Streamline data collection of AOD educational programs from campus partners through development and utilization of an online database such as Engage or Google Forms. In Progress
 - i. Although a process was developed for campus partners to provide mid-cycle updates, it was not utilized as expected. This recommendation should be linked with the recommendation for the committee to meet at least once each year to review progress toward recommendations and provide information for the Biennial Review Report.

- d. Review campus policies to ensure compliance and identify gaps. Make recommendations to enhance, consolidate, or develop policies where appropriate.

Complete

- i. AOD campus policies are robust and representative of best practices. As noted in our recommendations for the next review cycle, the Student Conduct Code, Medical Amnesty Policy, and Sanctioning Grid will be updated.
- e. Review data collected from the 2020 National College Health Assessment administered to undergraduate, graduate, and professional students to understand student AOD use, opportunities for prevention education, and determine if additional support services are needed. Complete
 - i. NCHA Data was reviewed and it was determined that alcohol programming should continue as is, however we identified additional prevention programming needs to be developed to address cannabis and vaping.
 - ii. As noted in the overview of new initiatives, we expanded resources for AOD prevention and support by splitting the one full-time AOD Prevention and Recovery Coordinator into two full-time Assistant Director positions, with one focused solely on prevention and the other focused solely on recovery.

X. New Initiatives

- a. Staff resources for AOD prevention and recovery were expanded from one full-time position focused part-time on both programs to two full-time positions with one dedicated solely on prevention and the other dedicated solely on recovery. In addition to expanding full-time AOD professional staff, both Wellness Promotion and CRC added two full-time AmeriCorps VISTA positions to assist with capacity building and providing direct services, thereby expanding AOD staffing resources in Student Affairs by 500%.
- b. Fraternity and Sorority Life reviewed and revamped the FSL Handbook during Spring 2022 to better align with the North-American Interfraternity Conference's Drug and Alcohol Guidelines. These changes expand risk-management practices for registered events with alcohol and clarified expectations surrounding alcohol and drugs within

recruitment and new member activities (See Appendix C). To complement the new policies, FSL developed a checklist for safe social events for activities where alcohol will be present. Organizations who will have alcohol at a social event are expected to follow all required risk-management practices outlined in the checklist and are encouraged to consider additional suggested practices included within the checklist. (See Appendix K)

XI. Summary of Findings

a. A review of the universities DAAPP has identified the following:

- i. Published policies meet and exceed the requirements outlined by EDGAR Part 86.
- ii. Distribution of the Drug-Free Campuses and Workplace policy for students was distributed to all students more than the minimum requirement and through multiple methods including direct email, notification in BlazerNet which requires them to check they have received the policy, and in the Greenmail student newsletter. All employees were directly emailed in summer 2021. Direct communication did not go out in 2022 to all employees. Procedures have been put in place to ensure a recurring communication is sent at least annually and will be scheduled through the Executive Director of Communications in Human Resources to include a direct email and will also be published in the eReporter, the faculty/staff newsletter.
- iii. All new university and hospital employees are provided the policy as part of their orientation.
- iv. All new undergraduate students at UAB are required to participate in an educational program specific to alcohol and drug use, campus policies, identifying personal and family risk factors, harm reduction strategies and other resources and have access to ongoing prevention education provided by Wellness Promotion.
- v. All employees have access to services available through the Employee Assistance and Counseling Center for a wide range of services, including alcohol and drug misuse. UAB Medicine has an Addiction

Recovery Program which is covered by the employee insurance plans offered through UAB.

- vi. All students have access to services available through Student Counseling Services, Student Health Services, and the Collegiate Recovery Community in addition to prevention education programming offered by Wellness Promotion.
- vii. Several departments across the university offered educational programs and alcohol-free events during the review period. Those departments include, but are not limited to, Campus Housing & Residence Life, Athletics, Student Involvement & Leadership, Wellness Promotion, Collegiate Recovery Community, and Human Resources.

XII. Recommendations

- a. To ensure consistent compliance for DFCWP notification for both students and employees, we recommend that the Office of University Compliance and Risk Assurance oversee compliance with Drug-Free Schools and Communities Act/EDGAR Part 86, retention of records, and the Biennial Review process.
- b. Community Standards and Student Accountability will review the Student Conduct Code, Medical Amnesty Policy, and their sanction and resolution processes to align with best practices and integrate restorative justice principles.
- c. Fraternity and Sorority Life will continue to implement the updates to the FSL handbook to ensure AOD policies and procedures align with national guidelines and will expand best practices for AOD risk management and prevention education.
- d. Housing and Residence Life will develop processes to streamline residential programming to ensure best practices are being utilized for AOD programming and are being guided by AOD prevention experts.
- e. Develop and implement AOD prevention education opportunities within University Recreation to supplement policies outlined for part-time employees and organized recreational activities/organizations.

XIII. Conclusion

UAB is committed to providing healthy and safe educational and working environments for all members of the campus community. The commitment includes maintaining an environment that is free of alcohol and substance misuse, including the use of illegal drugs. Such misuse 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 and education programs and initiatives; including recommendations to improve those policies, procedures, and programs.

viii. Appendix

The following items are listed in order as referenced within the report.

- A. Community Standards and Student Accountability Alcohol and Drug Sanctioning Grid Excerpts
- B. Residence Life Handbook Excerpts
- C. Fraternity and Sorority Life Community Policy Handbook Excerpts
- D. Student Organization Handbook Excerpts
- E. Club Sports Manual Excerpt
- F. Outdoor Pursuits Excerpts
- G. Student-Athlete Drug and Alcohol Education Program and Testing Policy
- H. BlazerNet Notification Example
- I. July 2021 – “Drug-free Campus Official Notice: UAB’s Drug-free Campus and Workplace Policy” email
- J. September 2021 – “Drug-free Campus Official Notice: UAB's Drug-free Campus and Workplace Policy” email
- K. Fraternity and Sorority Life Safe Event Checklist

Appendix A

STANDARD SANCTIONS FOR ALCOHOL VIOLATIONS

Prohibited Conduct	Violation	Standard Sanctions
B.1. – Alcohol: Underage Possession/Consumption	<i>First Offense</i>	<ul style="list-style-type: none"> ▪ Conduct Warning ▪ Alcohol and Drug Education Workshop (\$50 Fee) ▪ Parental/Guardian Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]
	<i>Second Offense</i>	<ul style="list-style-type: none"> ▪ Conduct Probation (six months) ▪ Substance Use Assessment ▪ Parental/Guardian Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]
	<i>Subsequent Offense(s)</i>	<ul style="list-style-type: none"> ▪ Progressively More Severe Sanctions, including Conduct Suspension, and Off-Campus Substance Use Assessment ▪ Parental/Guardian Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]
B.2. – Alcohol: Driving Under the Influence	<i>First Offense</i>	<ul style="list-style-type: none"> ▪ Conduct Probation (one year) ▪ Alcohol and Drug Education Workshop (\$50 Fee) ▪ Parental/Guardian Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]
	<i>Subsequent Offense(s)</i>	<ul style="list-style-type: none"> ▪ Progressively More Severe Sanctions, including Conduct Suspension, and Off-Campus Substance Use Assessment ▪ Parental Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]

Note: Standard sanctions may be adjusted or amended at the discretion of the University Conduct Officer based on compelling factors, including, but not limited to, the Responding Party’s demonstrated understanding of their responsibility and level of accountability; the conduct history of the Responding Party; the nature of the incident and the facts and circumstances related to the case; the severity of any damage, injury, or harm resulting from the incident; the level of disruption to normal University operations and activities; and whether the incident was motivated by bias based upon race, color, religion, sex, sexual orientation, gender identity, gender expression, age, national origin, disability unrelated to program performance, veteran status, or genetic or family medical history. Additional information can be found in Section VI of the *Student Conduct Code*.

STANDARD SANCTIONS FOR DRUG VIOLATIONS

Prohibited Conduct	Violation	Standard Sanctions
G.1. – Drugs: Possession / Consumption / Use <i>Marijuana-Related</i>	<i>First Offense</i>	<ul style="list-style-type: none"> ▪ Conduct Probation (six months) ▪ Alcohol and Drug Education Workshop (\$50 Fee) ▪ Parental/Guardian Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]
	<i>Subsequent Offense(s)</i>	<ul style="list-style-type: none"> ▪ Progressively More Severe Sanctions, including Conduct Suspension, and Off-Campus Substance Use Assessment ▪ Parental/Guardian Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]
G.2. – Drugs: Sell / Manufacture / Distribution / Delivery <i>Marijuana-Related</i>	<i>First Offense</i>	<ul style="list-style-type: none"> ▪ Conduct Suspension (minimum of one semester) ▪ Substance Use Assessment ▪ Removal from University Housing (length at discretion of University Conduct Officer) [dependent upon residential status and location of incident] ▪ All-Housing Administrative Ban (length at discretion of University Conduct Officer) [dependent upon location of incident] ▪ Parental/Guardian Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]
	<i>Second Offense</i>	<ul style="list-style-type: none"> ▪ Conduct Expulsion ▪ Parental/Guardian Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]

Note: Standard sanctions may be adjusted or amended at the discretion of the University Conduct Officer based on compelling factors, including, but not limited to, the Responding Party’s demonstrated understanding of their responsibility and level of accountability; the conduct history of the Responding Party; the nature of the incident and the facts and circumstances related to the case; the severity of any damage, injury, or harm resulting from the incident; the level of disruption to normal University operations and activities; and whether the incident was motivated by bias based upon race, color, religion, sex, sexual orientation, gender identity, gender expression, age, national origin, disability unrelated to program performance, veteran status, or genetic or family medical history. Additional information can be found in Section VI of the *Student Conduct Code*.

Appendix B

The Housing and Residence Life Handbook includes the following community standards and policies on Alcohol and Other Drugs.

Respect for Health, Safety, and Welfare – Page 7

A. Residents are prohibited from keeping or using firearms (including rifles, handguns, shotguns, pistols, etc.), ammunition, fireworks, explosives, weapons (including pellet guns, air guns, paintball guns, crossbows, etc.), or other dangerous articles or substances in Student Housing.

B. Alcohol and Illegal Drugs

1. No person under 21 years of age may have or consume alcoholic beverages in the residence halls.
2. Residents who display signs of intoxication (e.g., glazed eyes, slurred speech, unsteady gait, etc.) or residents who require staff assistance due to their consumption of alcohol will be subject to the conduct process.
3. Possession of alcoholic beverages and containers is not permitted in the residence halls by individuals under 21 years of age.
4. Residents 21 years of age and over are not permitted to consume or have open containers of alcohol in a common area, e.g., hallways, lounges, kitchens, bathrooms, elevators.
5. Decorative container collections (e.g. bottles, cans, bottle caps, etc.) are not permitted.
6. Possession or use of illegal drugs or drug paraphernalia is prohibited in the residence halls.
7. Kegs, beer balls, funnels, bongos, and other devices that promote irresponsible drinking are not permitted in the residence halls.
8. In addition to these restrictions, alcohol and illegal drugs are prohibited in Blazer Hall, Gold Hall, first- year floors in Camp and other designated areas by residents or their guest(s).

Room Decorations – Page 16

Alcohol and other drug paraphernalia are not permitted for decorations, including decorative, alcohol-container collections (e.g., bottles, cans, bottle caps. etc.).

Release of Conduct Information – Page 30

In addition, parent(s)/guardian(s) may be notified if a student under 21 years of age is found responsible for a violation involving the use or possession of alcohol or other drugs. All other inquiries, including, but not limited to, inquiries from employers, government agencies, news media, family, friends, or police agencies, require a written release from the student before access to University conduct files is granted. An exception to the foregoing is that information

may be released pursuant to a lawfully issued subpoena and as otherwise provided by the Campus Security Act as amended by the Higher Education Amendments of 1992

Alcohol – Page 32

Blazer Hall, Gold Hall, McMahon 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.

1. The use of alcoholic beverages must comply with federal, state, and local laws, including the regulations of the Alabama Alcoholic Beverage Control (ABC) Board. Use of alcoholic beverages must also comply with University regulations (see the Student Code of Conduct). Violations of the law or failure to comply with University policy may result in civil and/or University action with a minimum sanction or automatic probation.
2. Alabama State Law prohibits purchasing, consuming, or serving beer, wine, or distilled spirits by persons under the legal drinking age. It is also a violation of state law to purchase alcohol for or serve alcohol to persons under the legal drinking age. In Alabama, the legal drinking age is 21.
3. Underage residents/guests are expected to know and understand state and federal laws as well as UAB Student Housing policies as they pertain to alcohol.
4. Alcoholic beverages may not be stored, consumed, or served in public areas or in the common areas of apartments where underage residents reside and/or are present. Public areas are generally defined as hallways, stairwells, entranceways, lobby areas, lounges, recreation areas, or outside areas such as parking areas or sidewalks on University property.
5. Alcoholic beverages may be possessed and consumed by a person of legal age inside the resident's apartment with the exception of Blazer Hall, Gold Hall, McMahon Hall, and identified freshman apartments in other buildings.
6. Kegs or similar containers are prohibited. Containers larger than individual bottles or cans are not permitted at any time. Beer balls, funnels, bongos, and other devices that promote irresponsible drinking are not permitted in the residence halls.
7. Decorative container collections (e.g. bottles, cans, bottle caps, etc.) are not permitted.
8. Residents who display signs of intoxication (e.g., glazed eyes, slurred speech, unsteady gait, etc.) or students who require staff assistance due to their consumption of alcohol shall be subject to the conduct process.

Health and Safety Inspections – Page 34

The Office of Student Housing and Residence Life staff may confiscate personal items causing a health and safety violation or in violation of a Student Housing policy, including, but not limited to, alcohol, drugs, weapons, candles, and appliances left on like an iron or curling iron.

Illegal Drugs/Drug Paraphernalia/Suspicion of Drug Usage – Page 35

It is against the law and University regulations for students to use, sell, and/or possess illegal or controlled drugs. These drugs are strictly prohibited in Student Housing. Residents in violation of this policy may lose Student Housing privileges and be disciplined by the University in accordance with its policies. Residents in violation of

this policy also face criminal prosecution. The Office of Student Housing and Residence Life has a “zero tolerance” policy for the possession or use of illegal drugs/drug paraphernalia.

Failure to comply with the University’s and the Office of Student Housing and Residence Life’s drug policy may result in the following sanctions:

1. Termination of Student Housing Contract.
2. Referral to the Counseling Office or Substance Abuse Agency.
3. Referral to the Office of Student Conduct for further sanctioning, including possible suspension or removal from UAB.

Residence Life staff members also have authority to conduct a “plain view” search of suite(s), apartment(s) or area(s) (including a hall or building) as necessary when reasonable suspicion (smell, towels underneath the doors, etc.) is present. A search may be conducted with or without a resident present. All residents/students are responsible for reporting violations. All involved individuals will be held responsible for any illegal substances found in the suite/apartment or area. UAB PD will determine if further action is necessary.

Appendix C

The Fraternity & Sorority Life Community Policy Handbook includes the following expectations and policies for Alcohol and Other Drugs on page 8.

All social fraternities and sororities at the University of Alabama at Birmingham aim to provide opportunities for their members to grow and develop as responsible adults.

All fraternities and sororities must abide by the North-American Interfraternity Conference (NIC) Alcohol and Drug Policies, as well as their inter/national risk management policies regarding alcohol and other drugs, especially the sections regarding:

- Use of chapter funds for events including alcohol
- Distribution of alcohol
- Underage members
- Third Party Vendor requirements
- Use of alcohol during recruitment, intake, or new member activities

NIC Alcohol and Drug Policies:

In any activity or event sponsored or endorsed by the chapter/organization, including those that occur on or off organizational/chapter premises:

1. The chapter/organization, members and guests must comply with all federal, state, provincial and local laws. No person under the legal drinking age may possess, consume, provide or be provided alcoholic beverages.
2. The chapter/organization, members and guests must follow the federal law regarding illegal drugs and controlled substances. No person may possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances while on chapter/organizational premises or at any activity or event sponsored or endorsed by the chapter/organization.
3. Alcoholic beverages must either be:
 - a. Provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or
 - b. Brought by individual members and guests through a bring your own beverage ("BYOB") system.

The presence of alcohol products above 15% alcohol by volume ("ABV") is prohibited on any chapter/organization premises or at any event, except when served by a licensed and insured third party vendor.
4. Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third party vendor, are prohibited (i.e., amounts of alcohol greater than what a reasonable person should consume over the duration of an event).

5. Alcoholic beverages must not be purchased with chapter/organizational funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).
6. A chapter/organization must not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol.
7. A chapter/organization must not co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor; however, a chapter/organization may rent a bar, restaurant, or other licensed and insured third-party vendor to host a chapter/organization event.
8. Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter/organization must utilize a guest list system. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio, and must not exceed local fire or building code capacity of the chapter/organizational premises or host venue.
9. Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.) must be substance free. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into an organization, including but not limited to "bid night," "big/little" events or activities, "family" events or activities, and any ritual or ceremony.
10. The chapter/organization, members or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

No alcohol shall be allowed at Fraternity and Sorority community-wide functions.

Sober Monitors

All social events where alcohol is served should have a minimum of three sober monitors. For each additional 25 attendees, one additional sober monitor is recommended. For example, at an event that hosts 100 attendees (members + guests), the recommended number of sober monitors would be 7.

Recruitment and New Member Activities

Alcohol and drugs (including the appearance or perception of) are not allowed in any manner in relation to recruitment or new member education program. This includes activities such as water pong.

Appendix D

The Student Organization Handbook includes guidance surrounding Alcohol and Other Drugs in the following sections.

University Compliance for Events with Alcohol – Page 28

The use of alcoholic beverages must be in compliance with federal, state and local laws; the regulations of the Alabama ABC Board; and other university policies and procedures, including, but not limited to, the Drug-Free Workplace Policy and the Drug-Free Campus Policy for students.

All events where alcohol is present must end by 1:00 am. Alcohol may not be served or consumed for more than four (4) hours during any single event.

Responsible Persons

A “responsible person” must be designated for every function at which alcoholic beverages are served. That individual is responsible for ensuring that this policy and other related policies (see “Compliance”) are followed. The organization’s advisor must be in attendance for any event where alcohol is present.

Controlled Areas

Steps should be taken to ensure that alcoholic beverages are contained within the boundaries of the event. All alcoholic beverages should be consumed or disposed of by all guests or participants before they leave the premises

Self-Service

Alcoholic beverages must not be freely available to attendees. A designated server or hired professional bartender must be on duty at the event to limit the size and number of drinks served. IF the function involves a sit-down meal at which alcohol is served, waiters and/or waitresses should be instructed to ask before automatically refilling wine or liquor glasses.

Proper Identification

Alabama state law prohibits purchase, consumption or serving of beer, wine or distilled spirits by persons under legal drinking age. It is also a violation of Alabama state law to purchase alcohol for, or serve alcohol to, persons under the legal drinking age. Therefore, at all events where alcoholic beverages will be served, the designated server or hired professional bartender will be required to check for proper identification before serving any alcoholic beverages and must reject any questionable forms of identification. Alcoholic beverages may not be served at functions where the majority of attendees are under legal drinking age.

Non-Alcoholic Beverage Alternatives

Alternative non-alcoholic beverages must be equally available and accessible at all events where alcoholic beverages are served. Water should not be the only alternative beverage offered.

Food

Food must be made available to those in attendance at all events where alcoholic beverages are served.

Hours of Service

Service of alcoholic beverages must be discontinued at least one hour before an event is scheduled to end.

Transportation

For the duration of the event, the student organization must provide and have available transportation by taxi or other similar means for members/guests who are visibly intoxicated or who request transportation.

Refusal to Serve Intoxicated Guests

If a participant or guest at an event where alcoholic beverages are being served appears to have exceeded his or her consumption limit, the designated server or hired professional bartender must discontinue serving alcoholic beverages to this individual.

Event Marketing Guidelines – Page 29

No Alcohol Promotion – Publicity and promotion of events where alcoholic beverages are being served should emphasize the nature of the event and not alcoholic beverages.

Appendix E

The Sports Club Manual includes the following policy on Alcohol and Other Drugs on page 23.

Alcohol/Drug/Tobacco Policy

At no time shall any club members use University or club funds or University vehicles to purchase or transport alcohol, drugs, or tobacco. Alcohol, drugs and tobacco are prohibited at ALL team events and practices. Club members are prohibited from the consumption of alcohol:

- 12 hours prior to participating in any club activity and are prohibited from participating in an activity while under the influence.
- If the game is played off campus, club members are prohibited from the consumption of alcohol 24 hours prior to departure time for the trip, and 48 hours prior to departure if operating a University Vehicle.
- Alcohol shall not be made available to, purchased for, or consumed by any persons under the legal drinking age at any time.

Appendix F

UAB Outdoor Pursuits Trip Registration Form Excerpt

Please initial next to each statement that you have read and understand these policies. If you are not a student, you must still initial and abide by these policies as students will be on the trip. (If participant is a minor both they and their guardian must initial)

_____ UAB students are given and accept a high level of responsibility to self, others, and to the community. Behavior that violates this value includes, but is not limited to:

_____ Drugs. Use, possession, distribution, transporting, providing, manufacturing, selling, attempting to sell, cultivating, or being under the influence of any drugs, and/or other controlled substances and/or drug paraphernalia in violation of law or University policies.

_____ Drug paraphernalia includes all equipment, products, and material of any kind that are used to facilitate, or intended or designed to facilitate, drug use. Use or possession of marijuana, including Medical Marijuana, is prohibited. This prohibition includes students who knew, or reasonably should have known, they were in the presence of illegal drugs and/or drug paraphernalia whether they used the substance or not. This includes misuse of legal substances, inhaling a substance (other than in connection with its intended purpose) and/or other recreational substances used as if drugs as a “means to get high.”

_____ Alcohol. Use, possession, distribution, transporting, providing, purchasing, selling, attempting to sell, dispensing, exchanging, or being under the influence of alcoholic beverages in violation of law or University policies. This prohibition includes students under the age of 21 who knew, or reasonably should have known, they were in the presence of alcoholic beverages and/or alcohol containers, whether they consumed the alcohol or not. This prohibition also includes possession and/or consumption of alcohol in the presence of any person under the age of 21.

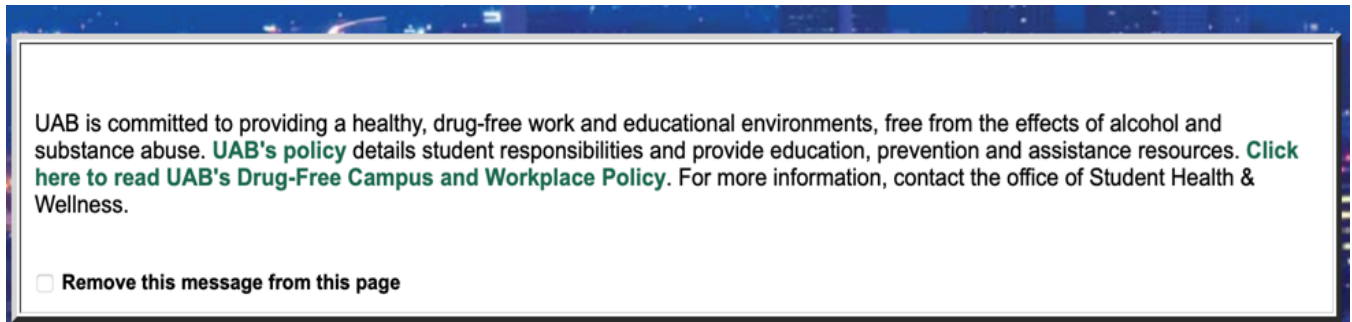
The Outdoor Pursuits pre-trip training PowerPoint includes the following policy on Alcohol and Other Drugs.

Drugs and Alcohol Policy

- Alcoholic beverages and other mind-altering substances are prohibited in all government owned vehicles and on Outdoor Pursuit Trips
- UAB Outdoor Pursuits along with the University and the state of Alabama prohibit smoking and vaping in all trip vehicles
- When smoking or vaping outside of the vehicle, please step away from the group
- Participants must adhere to any smoking or vaping policies of any area we are in, or outfitter with are working with
- UAB Outdoor Pursuits follows all guidelines pertaining to illegal substances and the illegal use of alcohol that are outlined in the UAB Student Code of Conduct

Appendix G

Example BlazerNet Message



UAB is committed to providing a healthy, drug-free work and educational environments, free from the effects of alcohol and substance abuse. **UAB's policy** details student responsibilities and provide education, prevention and assistance resources. [Click here to read UAB's Drug-Free Campus and Workplace Policy](#). For more information, contact the office of Student Health & Wellness.

Remove this message from this page

Appendix H



UNIVERSITY OF ALABAMA AT BIRMINGHAM ATHLETIC DEPARTMENT

Drug 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.

Objectives

The primary objective of the program is to protect the health and welfare of our student-athletes. The abuse of drugs, alcohol, and tobacco undermines the integrity of athletic competition and can have negative physical and emotional consequences for the student-athlete. The priorities of UAB's alcohol and drug program for student-athletes are:

1. To educate student-athletes, coaches and Athletic Department staff members about the risks associated with the use of alcohol and the dangers of using drugs
2. To identify student-athletes with substance abuse problems through testing and to encourage treatment
3. To deter drug and alcohol abuse among student-athletes
4. To provide confidential counseling and treatment for those student-athletes who request assistance for a possible substance abuse problem
5. To ensure individual student-athletes and the Athletic Department comply with NCAA rules by educating student-athletes about NCAA rules concerning drug and tobacco use through the use of NCAA drug education and testing programs.

Governance of Policies

To serve in an advisory role and to insure the integrity of the Drug and Alcohol Education Program and Testing Policy, a committee has been established, hereafter referred to as "The Committee". A "Committee Chair" will be appointed by the Athletic Director and will serve as oversight for the committee. This individual will ultimately be charged with the development and direction of all drug and alcohol education and testing policies and procedures, including but not limited to: approving dates for testing according to committee approved procedures, notification of testing results to appropriate personnel and coordination of any disciplinary processes. The Committee Chair will appoint a "Program Administrator", who must be a member of the Athletic Department Sports Medicine Staff, and will ultimately be charged with implementing any testing and coordinating any rehabilitative referral(s).

The committee shall consist of the following members:

1. Chair: Senior Associate Athletic Director for Administration
2. Program Administrator: Associate Athletic Director for Sports Medicine
3. Athletic Department Team Physician
4. Associate Athletic Director for Compliance
5. Associate Athletic Director for Academics
6. Assistant Athletic Director for Student-Development
7. Senior Associate Athletic Director/SWA
8. Associate Athletic Director/CFO
9. Faculty Athletic Representative (FAR)
10. At least one head coach from both a men's and women's team

The committee will meet as needed and determine:

1. Logistics of the drug-testing program
2. Selection of laboratory to be used for testing
3. Procedures for implementation of testing procedures
4. Number of student-athletes selected for each round of testing
5. Treatment and disciplinary actions following positive test

Definitions

1. **Student-Athlete** - any individual identified on an institutional squad list on file with the Athletics Department Compliance Office. Such individuals include, but are not limited to persons: “red shirting”, academically ineligible, injured, serving a year in residence, medically disqualified and any student receiving athletic-related aid and/or using other athletic related services.
2. **Controlled or Illegal(street) Drugs** – include narcotics, hallucinogens, depressants, stimulants, look-alike drugs or other substances which can affect or hamper the senses, emotions, reflexes, judgment, or other physical or mental activities. Included are controlled medications or substances not prescribed for current personal treatment by a licensed health practitioner in a medical setting to address a specific physical, emotional, or mental condition.
3. **Legally Obtained Medication** – includes drugs prescribed by a licensed practitioner and over-the-counter (OTC) drugs which have been legally obtained and are being used in the appropriate amount solely by the individual and for the purpose for which the medication was prescribed or manufactured. **The use of any legally obtained medication without prior notification to the UAB Athletics Sports Medicine staff is strictly prohibited and may result in a positive drug test result**
4. **Positive Drug Test** – a test result determined to be positive, or containing substances within a biological specimen at or above the cutoff thresholds (above 15ng for THC), established between the “Committee” and the Drug Testing Facility(ies). Student-athletes who fail to arrive at the collection station at the designated time, without justification; fail to provide a biological specimen according to protocol; leave the collection station before providing a specimen according to protocol; attempt to alter the integrity or validity of the biological specimen and/or collection process; or are otherwise uncooperative with the administration of the test, may be treated as having a positive drug test.

Education

1. On a minimum of at least one annual meeting, a presentation will be made to all student-athletes of each sports that will include, but not limited to: the UAB Athletics Department Drug and Alcohol Education Program and Testing Policy, its purposes, its implementation, as well as the NCAA’s Drug Testing Program to reinforce important information and the ensure new and/or transfer student-athletes are appropriately educated.
2. The UAB Athletics Department Drug and Alcohol Testing Policy will be distributed either by electronic or hard copy to all student-athletes. These resources are also available on the UAB Athletics Department website at uabsports.com in the Sports Medicine section
3. The NCAA Banned Drug List will be distributed either by electronic or hard copy to all student-athletes. This resource is also available at the [Drug Free Sport Axis](#) (Organization: NCAA Division 1, Password: ncaa1)
4. Athletic Department personnel, in a position to recognize signs of use/abuse will be required to participate in regular conditioning education conducted by medical personnel and/or a substance abuse counselor to review common signs and symptoms associated with drug and alcohol abuse.

NCAA and UAB Drug Testing Policies

1. All UAB student-athletes must sign a separate waiver/consent form for NCAA and UAB testing. Failure to complete and sign the NCAA and UAB waiver/consent forms will result in the student-athlete's ineligibility for participation in all intercollegiate practices and competitions.
2. UAB's testing program is separate and distinct from the NCAA testing program even though it may ban the same drug classes. The NCAA conducts random drug testing at UAB during the academic year as well as at the sites of NCAA voluntary institutional testing program.
3. UAB policies are aligned with the recommendations from the NCAA regarding drug, alcohol and tobacco use. To reference policies: [2017-2018 NCAA Drug-Testing Program](#)
4. All student-athletes are subject to ongoing testing at any time during their tenure at UAB.
5. Any student-athlete who has a positive test can expect further testing and more frequent testing times.
6. Any student athlete that is found aiding in falsifying his/her test or the test another fellow student athlete will carry the penalty of a positive drug test.
7. Student-athletes will be subject to testing according to the [NCAA Banned Drug List](#) including, but not limited to the following:
 - Stimulants
 - Anabolic Agents
 - Alcohol and Beta Blockers
 - Diuretics and Other Masking Agents
 - Street Drugs
 - Peptide Hormones and Analogues
 - Anti-Estrogens
 - Beta-2 Agonists
 - Legally Obtained Medication
 - Any substances related to these classes are also banned
8. At the discretion of the Committee Chair, any student-athlete for whom reasonable grounds to suspect alcohol and drug abuse have been established may be subject to mandatory testing.
9. All test results remain part of UAB's Athletic Department records and do not become part of the student-athlete's permanent University records.
10. Positive test results for each student-athlete are cumulative for his/her entire period of eligibility and/or tenure of athletic financial assistance.
11. Failure to show for testing at designated date and time or refusal to provide a testing sample will be treated as a positive test result.

Disclosure of Nutritional Supplements

Since the interpretation of NCAA Bylaw 16.5.2.2 ("It is not permissible for an institution to provide a nutritional supplement to its student-athletes, unless the supplement is a nonmuscle-building supplement ...").

Supplements are not regulated by any state or federal agency, therefore the ingredient list may not be complete or correct. **There is a risk that the supplement may contain NCAA banned substances**, which could result in a positive NCAA and/or Athletics Department drug test.

In an effort to decrease the chance of a positive test, the Athletics Department requires all student-athletes to disclose any nutritional supplements they are currently taken or have taken within the last 12 months. It is the student-athlete's responsibility to bring the supplement ingredient list to a member of the UAB Athletics Sports Medicine Department staff for their review. If you change supplements or start a new supplement, have the ingredient list reviewed by the UAB Athletics Sports Medicine Department staff. The UAB Athletics Sports Medicine Department staff will review the product/ingredient list and provide a recommendation; however, this

recommendation will not overrule should a positive drug test result. It is the student-athlete's responsibility to insure no banned substances are taken.

Disclosure of Legally Obtained Medication.

All UAB student-athletes are required to disclose any legally obtained medication to the UAB Athletics Sports Medicine Department. Certain legally obtained medications may contain banned substances which require the student-athlete to apply for a medical exception, through the NCAA. In addition, some legally obtained medications are either misused or abused.

The NCAA will grant exceptions from a positive drug test for those student-athletes who are able to provide medical records which demonstrate that they have a medical need and current prescription for a banned substance. Exceptions may be granted for the following drug classes: stimulants used to treat ADD/ADHD, beta-2 agonists, diuretics and masking agents, anti-estrogens, peptide hormones and analogues*, and anabolic agents (steroids)*. (Bylaw 31.2.3.5) [****anabolic agents and peptide hormones must be approved by the NCAA before the athlete is allowed to participate while taking these medications.*** The institution, through its Director of Athletics and/or designee, may request an exception for use of an anabolic agent or peptide hormone by submitting to The National Center for Drug Free Sport any medical documentation it wishes to have considered.] In order for a student-athlete to request a medical exception for the use of a medication that contains a banned substance, the student-athlete must:

1. Declare the use of the substance to the Assoc. AD for Sports Medicine and/or his designee responsible for keeping medical records
2. Present documentation of the diagnosis of the condition
3. Provide documentation from the prescribing physician explaining the course of treatment and the current prescription including dosage amount

NOTE TO STUDENTS DIAGNOSED WITH ADD/ADHD:

1. The NCAA has indicated a stricter application of the NCAA Medical Exception Policy as it applies to banned stimulant medications used to treat ADD/ADHD. **If the student athlete does not undergo a standard assessment to diagnose ADD/ADHD, they have not met the requirements for an NCAA medical exception. The student-athlete should provide documentation of an earlier assessment, or undergo an assessment prior to using stimulant medication for ADD/ADHD.** The stricter application will require the following:
 - a. Documentation the student-athlete has undergone a clinical assessment to diagnose ADD/ADHD
 - b. Student-athlete is being monitored regularly for use of the stimulant medication
 - c. Non-banned medications/alternatives have been considered prior to use of banned substance
 - d. Current prescription on file

Testing Procedure

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 methods of testing selection to proactively detect any student-athlete with possible dependency or prohibited use of alcohol and/or drugs.

1. **Pre-Participation Testing:** All UAB student-athletes will be tested for drug use at or within 2 months of their Pre-Participation Examination. Any student-athlete whom tests positive at this initial test will not be subject to any athletic department disciplinary action. However, referral for treatment services to address any dependency will occur, which may include formal counseling and further testing.

2. **Random Testing:** a random testing process for student-athletes will be utilized under the advisement of the committee. Random selection of student-athletes will be generated from the third-party testing site determined by the committee. Number of student-athletes to be tested and frequency of testing will be determined by the committee
3. **Team Testing:** At the discretion of the Committee Chair and in coordination with the team's Head Coach, any student-athlete may be subjected to mandatory testing. This may include a specific position, class or entire team.
4. **Reasonable Suspicion:** Reasonable suspicion is defined as one founded on specific, objective facts, which if taken with rational inferences drawn from those facts and taken as a whole strongly suggest that drug testing may produce evidence of improper use. A student-athlete may be subject to drug testing at any time when the Committee Chair or his/her designee(s) (Associate/Assistant Athletic Director, Head Coach, Assistant Coach, Athletic Trainer, Team Physician, Academic Counselor or other Athletic Department staff member) determines that there is individualized, reasonable suspicion to believe the student-athlete is using or has used any Controlled or Illegal(street) Drug(s) or Performance Enhancing Supplements or has misused/abused any Legally Obtained Medication(s). Reasonable suspicion may include, without limitation, the following:
 - a. Observed possession or use of substances appearing to be prohibited drugs
 - b. Arrest or conviction for criminal offense related to the possession or transfer of prohibited drugs or substances
 - c. Prior treatment for drug or alcohol problems
 - d. Medically warranted reasons as determined by a Team Physician
 - e. Signs of use and/or possible impairment from drugs/alcohol or a pattern or abnormal behavior. i.e. Observed abnormal appearance, conduct or behavior reasonably interpretable as being caused by the use of prohibited drugs or substances. Among the indicators which may be used in evaluating a student-athlete's abnormal appearance, conduct or performance are:
 - Class attendance
 - Significant GPA changes
 - Athletic practice attendance
 - Increased injury rate or illness
 - Physical appearance changes
 - Academic/motivational level
 - Emotional condition
 - Mood changes
 - Legal involvement
 - f. If suspected of prohibited drug use, the Committee Chair will be notified and normal testing procedures will be followed.

If an Athletic Department staff member suspects drug and/or alcohol abuse, with reasonable suspicion (as listed above), the staff member should express this information confidentially to the Committee Chair, Program Administrator or a Team Physician. These individuals are available to all athletic association personnel to explain further signs that may point to the need for reasonable suspicion testing.

If testing proceeds, notification of student-athlete to be tested will be handled by the Program Administrator. Notification of the selected student-athletes will either be by phone, in person, or by a list posted in the respective locker room. Coaches and athletic trainers will be contacted in order to assist in notifying the student-athletes.

Testing Method

The following collection and testing methods may be utilized: 1) Urine Sample, 2) Oral Swab, 3) Blood Sample, 4) Hair Sample, or any other valid testing measure determined by the Program Administrator and industry standard. The primary testing method will be urine sample, with other methods being utilized at the discretion of the Program Administrator. A valid urine sample is a sample provided directly from the donor (student-athlete), under direct observation: at a temperature of at least 90 degrees, sufficient volume to send to the testing lab, and undiluted within the standards for specific gravity.

The student-athletes shall report to the test site in clothing that can be removed easily from the waist down and uncovers the arms from the elbows to the fingertips. This is to assist the drug collection personnel in witnessing the collection. All student-athletes need to bring a picture I.D. with them to the test area. Student-athletes will check in and receive collection materials. They will be directed according to the protocol set forth by the contracted lab. They will then report back to the lab crew chief to finish packaging their specimens for transport to the lab. At no time should the student-athlete leave his/her collection materials unattended. The student-athlete is responsible for its contents until he/she checks out with the lab crew chief. The testing of samples collected will be done at state-of-the-art laboratories by certified technicians, contracted by the Athletic Department.

Character and conduct issues at the testing site will be addressed on an individual basis and may result in disciplinary action(s), which could be as severe as dismissal from team and removal of athletics related financial aid. Any incidents disrupting usual operations for providing a valid sample will be communicated from the testing site to the Program Administrator. **Failure to show for testing at the designated date and time or refusal to provide a testing sample may result in disciplinary action(s).**

Reporting Results and Testing Guidelines

The laboratory will notify the Committee Chair and Program Administrator of the results within a reasonable time from processing of the samples. The Committee Chair will then notify the Athletic Director, Sport Administrator, Sport Head Coach and Sport Athletic Trainer. The Program Administrator and/or his/her designee will file the results in the student-athletes UAB Athletic Department file. Any positive test will be confirmed by the lab using Gas Chromatography/Mass Spectrometry. The Head Coach and/or Sport Administrator will notify each student-athlete testing positive promptly when they receive the results. Any student-athlete whom tests positive will need to schedule an appointment within 48 hours of notification from their head coach with the Athletic Director by contacting his/her assistant. Any student-athlete whom tests positive will also need to schedule an appointment with a University Counseling Services, via the sport athletic trainer. All information will be handled professionally and confidentially.

The UAB Athletic Department Policy follows a progressive approach to dealing with offenders. The Athletic Department reserves the right to take disciplinary measures appropriate to specific circumstances. All positive test results are cumulative. Unless the facts of an incident warrant alternative disciplinary action, a positive test result will prompt one of the three courses of action described below.

Appeal Process

Any student-athlete whom tests positive has the right to challenge the results of the test. He/she may submit a statement of the reasons for the challenge in writing to the Committee Chair. The Committee Chair and the Athletic Director will review the student-athlete's statement and determine if it is justified. A student-athlete who challenges the results may have the option to have his/her original specimen analyzed at his/her expense at a laboratory certified by the College of American Pathologists and/or the Substance Abuse Mental Health Services Administration.

Consequences of Positive Results

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 an approved substance abuse 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 as 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 an approved substance abuse 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 as he/she deems necessary. Dismissal must have prior approval by the Athletic Director.

Third Positive Test

- a) The student-athlete is dismissed 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 comply with above described consequences and mandatory meetings may result in disciplinary action as determined by Athletics Department Administration and/or head coach

Counseling

An Athletic Department-approved counselor, psychologist or psychiatrist will conduct all counseling sessions.

Athletic Department 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 intercollegiate 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.

Upon documentation provided in an official report from the Office of Judicial Affairs, Residence Life, Campus Police, or any other police agency, student-athletes who violate the Athletic Department Alcohol Policy will be subject to the following sanctions:

First Incident

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

Second Incident

1. 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.
2. Evaluation for addiction and treatment as necessary
3. Participation in alcohol education program (may be on-campus or off-campus)

Third Incident

1. 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.
2. 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.

Felony offenses related to alcohol usage will result in immediate suspension from all athletic-related activities pending resolution of the criminal justice process.

Alcohol-related incidents for each student-athlete are cumulative for his/her entire period of eligibility and/or tenure of athletic financial assistance.

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 official 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

Privacy and Confidentiality

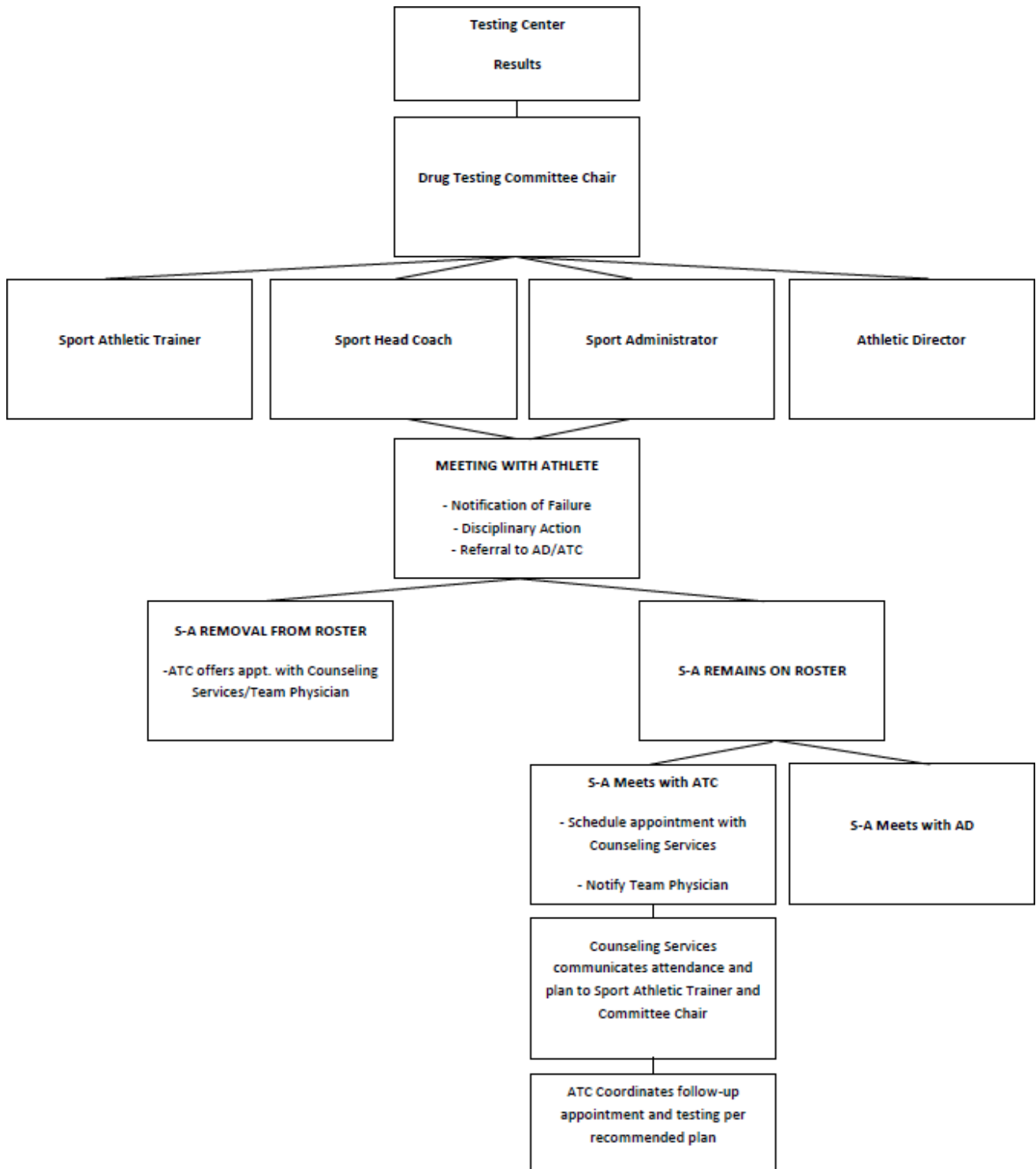
Maintaining confidentiality is a critical factor for an effective substance abuse policy. The Family Educational Rights and Privacy Act (FERPA) and the Health Insurance Portability and Accountability Act of 1996 (HIPAA) protect the privacy and security of student education records and individual health information from disclosures. No UAB employees or any individual associated with the substance abuse program is permitted to disclose or allude publicly to any information acquired in their capacity, whether or not it relates to identified student-athletes, individual teams, or the athletic association, unless required by court proceeding, following legal protocol. Employees who improperly release such information are subject to discipline up to and including termination of employment.

Addendum

The UAB Athletic Department reserves the right to alter or amend this policy at any time that the needs of the institution, NCAA regulations, law, advances in technology or health and safety considerations may require.

All suspensions and dismissal will be explained as "a violation of team rules" unless made public by the student-athlete

Testing Procedures Flow Chart



Positive Drug Test Notification

Date: _____

_____, this is to notify you of your confirmed violation of UAB

Student-Athlete Name

Athletics’ Drug and Alcohol Education Program and Testing Policy. This is your {____First, ____Second, ____Third} violation. Listed below are the sanctions that accompany each designated violation.

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 an approved substance abuse 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 as 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 an approved substance abuse 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 as he/she deems necessary. Dismissal must have prior approval by the Athletic Director.

Third Positive Test

- a) The student-athlete is dismissed 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.

By signing this document, you acknowledge notification and understanding of the consequences and actions that will take place as a result of violating UAB Athletics’ Drug and Alcohol Education Program and Testing Policy.

Student-Athlete Name

Signature Date

Head Coach Name

Signature Date

Sport Administrator Name

Signature Date

Appendix I

From: Official Message from UAB <uabupdates@reach.uab.edu>

Sent: Friday, July 23, 2021 11:16 AM

To: Hughes-Harrell, Mica M <harrellm@uab.edu>

Subject: Drug-free Campus Official Notice: UAB's Drug-free Campus and Workplace Policy



The University of Alabama at Birmingham is committed to maintaining an environment that is conducive to intellectual, emotional, and social growth of all members of its community. A campus that is free from the effects of alcohol and drug misuse is critical in achieving this type of environment. To help ensure the success of our commitment, UAB has adopted a “Drug-Free Campus and Workplace Policy” (dated September 27, 2018). Alcohol and drug misuse endanger the health, welfare, and safety of employees, students, and visitors. Every UAB community member has a personal responsibility to adhere to all applicable laws, regulations, and policies concerning the use of alcohol or other drugs. This policy is to inform students and employees of their responsibilities and the dangers of substance misuse disorders, as well as inform them of campus resources available for education, prevention, and assistance.

The text of this policy is available in its entirety within our UAB Policy and Procedures Library at www.uab.edu/policies/Pages/default.aspx. This policy works in conjunction with the UAB Student Conduct Code, HR Policy 634—Alcohol and Drug Testing for Reasonable Cause, and the General Policy Regarding the UAB and Consumption of Alcoholic Beverages. Please ensure you are familiar with these policies. Students who violate these policies will be held personally accountable for their behavior and will be subject to appropriate disciplinary sanctions.

In addition, you may also access the UAB Biennial Report on alcohol and other drugs, which details the university’s efforts of education, prevention, and assistance in accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. This notification is required by this act and is distributed annually. If you have any questions regarding the Drug-free Campus and Workplace Policy, the Biennial Report, or any of the educational or assistance programs, you can contact the Office of Student Health and Wellbeing, Wellness Promotion, Student Conduct and Outreach, Student Counseling Services, and/or Student Health Services.

Ray Watts, M.D.
President

Pamela Benoit, Ph.D.
Senior Vice President for Academic Affairs & Provost

John R. Jones III, Ph.D.
Vice President for Student Affairs

Appendix J

From: UAB Student Affairs <samarketing@reach.uab.edu>
Sent: Monday, September 13, 2021 10:01 AM
To: Hughes-Harrell, Mica M <harrellm@uab.edu>
Subject: Drug-free Campus Official Notice: UAB's Drug-free Campus and Workplace Policy



The University of Alabama at Birmingham is committed to maintaining an environment that is conducive to intellectual, emotional, and social growth of all members of its community. A campus that is free from the effects of alcohol and drug misuse is critical in achieving this type of environment. To help ensure the success of our commitment, UAB has adopted a “[Drug-Free Campus and Workplace Policy](#)” (dated September 27, 2018). Alcohol and drug misuse endanger the health, welfare, and safety of employees, students, and visitors. Every UAB community member has a personal responsibility to adhere to all applicable laws, regulations, and policies concerning the use of alcohol or other drugs. This policy is to inform students and employees of their responsibilities and the dangers of substance misuse disorders, as well as inform them of campus resources available for education, prevention, and assistance.

The text of this policy is available in its entirety within our [UAB Policy and Procedures Library](#) at www.uab.edu/policies/Pages/default.aspx. This policy works in conjunction with the [UAB Student Conduct Code, HR Policy 634—Alcohol and Drug Testing for Reasonable Cause](#), and the [General Policy Regarding the UAB and Consumption of Alcoholic Beverages](#). Please ensure you are familiar with these policies. I will hold students who violate these policies personally accountable for their behavior and will be subject to appropriate disciplinary sanctions.

In addition, you may also access the [UAB Biennial Report](#) on alcohol and other drugs, which details the university’s efforts of education, prevention, and assistance in accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. This notification is required by this act and is distributed annually. If you have any questions regarding the Drug-free Campus and

Workplace Policy, the Biennial Report, or any of the educational or assistance programs, you can contact the Office of Student Health and Wellbeing, Wellness Promotion, Student Conduct and Outreach, Student Counseling Services, and/or Student Health Services.

Pamela Benoit, Ph.D.
Senior Vice President for
Academic Affairs & Provost

John R. Jones III, Ph.D.
Vice President for Student Affairs

Appendix K

Safe Event Checklist

University of Alabama at Birmingham
Fraternity and Sorority Life

*This checklist is intended to be used by chapter leaders who are planning events with alcohol. This checklist is not all-inclusive and should be used in conjunction with your own organization's policies regarding events with alcohol.
If you have further questions, please contact FSL staff.*

Required Items

- My chapter and guests will comply with all federal, state, provincial and local laws. No person under the legal drinking age will possess, consume, provide, or be provided alcoholic beverages.
- My chapter and guests will follow the federal law regarding illegal drugs and controlled substances. No person will possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances while on event premises or at any activity or event sponsored or endorsed by the chapter/organization.
- Alcoholic beverages will either be:
 - Provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or
 - Brought by individual members and guests through a bring your own beverage ("BYOB") system.
 - *The presence of alcohol products above 15% alcohol by volume ("ABV") is prohibited on any chapter/organization premises or at any event, except when served by a licensed and insured third party vendor.*
- My chapter will not serve from common sources of alcohol, including bulk quantities, unless they are being served by a licensed and insured third party vendor.
 - *Common sources of alcohol are amounts of alcohol greater than what a reasonable person should consume over the duration of an event.*
- My chapter will not purchase alcoholic beverages with chapter/organizational funds or funds pooled by members or guests.
 - *Pooled funds include admission fees, cover fees, collecting funds through digital apps, etc.*
- My chapter/organization will not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol.
- My chapter/organization will not co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor.

- *My chapter/organization may rent a bar, restaurant, or other licensed and insured third-party vendor to host a chapter/organization event.*
- My chapter will utilize a guest list system if we host an event with alcohol where non-members are in attendance.
- My chapter will limit the guest-to-member ratio to 3:1 and will not exceed local fire or building code capacity of the chapter/organizational premises or host venue.
- My chapter will host substance free events in any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.)
 - *My chapter will not allow alcohol or drugs to be present if an event or activity is related to new member activities, meetings, or initiation into an organization, including but not limited to “bid night,” “big/little” events or activities, “family” events or activities, and any ritual or ceremony.*
- My chapter/organization, members, or guests, will not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

Suggested Items

- My chapter will utilize sober monitors, with a suggested minimum of 3. For each additional 25 guests, one additional sober monitor is suggested.
 - *For example, at an event with 100 attendees (members + guests) a suggested minimum number of sober monitors is 7.*
- My chapter will host events at a third-party venue instead of a private residence.
 - *This allows the liability to be shifted to the venue used instead of the occupants of the private residence.*
- My chapter will not promote the event with messaging that encourages the misuse of alcohol, encourages the use of alcohol as a means of problem-solving, or relays that alcohol is the primary purpose or reason for the event.
- My chapter will identify persons of legal drinking age by a visible, non-transferrable means.
 - *For example, a stamp or wristband.*
- My chapter will supply non-alcohol beverages and food when alcohol is present.
- My chapter will utilize a security presence, either through partnership with the venue or contract with a third-party security company.

- My chapter will limit the number of consecutive hours alcohol is served.
 - *The recommended amount of time when alcohol is served is 4 consecutive hours.*

Please remember to double-check your own organization's policies regarding events with alcohol.

If you do have an emergency, please call 911 immediately.