

---

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

**Academic Years 2018-2019 & 2019-2020**  
(August 1, 2018 – July 31, 2020)

*Prepared by*

Mica Harrell, Director of Wellness Promotion  
Kristina Canfield, Substance Abuse Prevention & Recovery Coordinator  
Tammy Fields, Administrative Associate for Student Health and Wellbeing

*On-behalf of the:*

**UAB Drug Free Schools Act Compliance Committee**

---

Index

I	Introduction and Overview .....	3
II	President’s Approval .....	4
III	Biennial Review Process.....	5
IV	University Policy Review .....	6
V	Annual Drug-Free Campus and Workplace Policy Notification.....	9
VI	Policy Violation and Enforcement.....	10
VII	Services and Interventions.....	11
VIII	Educational Programs and Initiatives.....	13
IX	Status of Last Report Recommendations.....	24
X	New Initiatives .....	25
XI	Summary of Findings .....	27
XII	Recommendations .....	28
XIII	Conclusion.....	28
XIV	Appendix .....	29

## **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 22,080 students enrolled during the Fall 2019 semester, up 0.72% from the Fall 2018 semester total of 21,923 students.

The Drug-Free Schools and Communities Act of 1989 (DFSCA) and the Department of Education General Administrative Regulations (EDGAR) Part 86 requires UAB to certify that it has developed and implemented 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 2018/2019 and 2019/2020 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 2018-2020 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, prominent "R" and "W".

Ray L. Watts, M.D.  
President

### **III. Biennial Review Process**

UAB reconvened the Drug-Free Schools Act Compliance Committee in Fall 2020 to formally review the University's efforts to comply with the Drug-Free Schools and Communities Act and conduct 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

Kristina Canfield – Substance Abuse Prevention & Recovery Coordinator, Wellness  
Promotion/Student Counseling Services

Tammy Fields – Administrative Associate, AVP Student Health & Wellbeing

Trevor Sutton – Assistant Director Residence Education, Student Housing and Residential Life

Brian Johnson – Director, Residence Life, Student Housing and Residential Life

Jennifer Griffin – Director, Student Involvement, Student Involvement & Leadership

Daniel Carlson – Senior Associate Athletic Director, Athletics Department Administration

Jonathan Adams – Director, Student Conduct & Outreach

Jeffrey Alan Bates – Assistant Director, Student Conduct

Craig Decker – Director, Campus Recreation

Kelly Mayer – Director, Employee Relations

Dr. Earlisha Williams – Executive Director, Employee Relations

Mary Kathryn (Katie) Crenshaw – Chief Risk & Compliance Officer, Compliance & Risk Assurance

Dr. Nicholas Van Wagoner – Associate Professor, Medicine

Dr. Ken Tilashalski – Professor & Associate Dean, School of Dentistry

Kasey Robinson – Title IX Coordinator, Office of VP for Student Affairs

Connie Wright – Program Manager II, Student Affairs, School of Optometry

Dr. Gerald Simon – Clinical Associate Professor & Director, Student Affairs, School of Optometry

#### 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

1. 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 abuse and illicit drug use endangers the health and safety of employees, students and visitors. Such abuse adversely affects and interferes with UAB's achievement of its mission, and it is not condoned.

###### ii. Scope

1. 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.

###### 2. Policy Statement

- a. 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 within the campus community. To guide the occasional use of alcoholic beverages, the University has established policies and guidelines governing the possession, sale, and consumption of alcoholic beverages on the campus.
- e. Office of Student Conduct and Outreach
  - 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 policies and standards are included within the Student Conduct Code.
  - ii. [Sanctioning Guide & Grid](#)  
The Office of Student Conduct Sanctioning Guide has been developed to offer general sanctioning recommendations for violations of the Student Conduct Code and to ensure a level of consistency among conduct officers and hearing boards when issuing sanctions.
  - 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 student outlining policies and procedures including policies, expectations, and procedures for alcohol and other drug use by residents and within the residential halls. (please see appendices for excerpt)

g. Student Involvement and Leadership

i. [Fraternity and Sorority Life 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 is a Statement on Alcohol and Other Drugs. (please see appendices for excerpt)

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 are addressed within the handbook. (please see appendices for excerpt)

h. University Recreation

i. The [Club Sports Manual](#) includes an Alcohol/Tobacco/Drugs Policy (please see appendices for excerpt)

ii. The Outdoor Pursuits program reviews a 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. (please see appendices for excerpt)

i. Athletic Department

i. Student-Athlete Drug and Alcohol Education Program and Testing Policy

This policy addresses overarching objectives for student-athlete alcohol and drug education, drug-testing policy, process for violations of policies, and treatment for substance abuse. (please see appendices for a copy of this policy)

ii. [NCAA Drug Testing Program](#)

The UAB Athletic Department also adheres to the NCAA Drug Testing Program.

## **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.

- a. October 2018 – “Reaffirming UAB’s Commitment to a Drug-Free Workplace” emailed to all faculty, staff, students, and other employees at their official UAB email address. (see appendices for a copy of this email)
- b. October 2018 – DFCWP notification published on the BlazerNet landing page for every student. Notification requires students to click they acknowledge that they have both received and read the policy before navigating further into their BlazerNet account.
- c. November 2018 – DFCWP notification of published in the eReporter distributed to all staff/faculty.
- d. January 2019 – DFCWP notification published in the eReporter distributed to all staff/faculty.
- e. September 2019 – DFCWP notification published in the eReporter distributed to all staff/faculty.
- f. September 2019 – DFCWP notification published in GreenMail distributed to all students.
- g. October 2019 – “Official Notice: UAB’s Drug-Free Campus and Workplace Policy” emailed to all faculty, staff, students, and other employees at their official UAB email address. (see appendices for a copy of this email)
- h. October 2019 – “Official Notice: UAB’s Drug-Free Campus and Workplace Policy” emailed to all students at their official UAB email address. (see appendices for a copy of this email)
- i. October 2019 – DFCWP notification published on the BlazerNet landing page for every student. Notification requires students to click they acknowledge that they have both received and read the policy before navigating further into their BlazerNet account.
- j. October 2019 – DFCWP notification published in GreenMail distributed to all students.
- k. January 2020 – DFCWP notification of updated Student Code of Conduct sent to students and published in GreenMail.

- I. June 2020 – DFCWP notification published on the BlazerNet landing page for every student. Notification requires students to click they acknowledge that they have both received and read the policy before navigating further into their BlazerNet account.

**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 Student Conduct and Outreach. 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 Guide](#) and [Grids](#) inform the process.
- b. The following table outlines student conduct incidents:

	<b>2018-2019</b>	<b>2019-2020</b>
<b>Alcohol Violations</b>	1	2
Number of Charges	114	104
Number of Responsible Findings	47	53
<b>Drug Violations</b>	3	4
Number of Charges	51	68
Number of Responsible Findings	27	39

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

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

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

<sup>4</sup> 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.

<b>Employee Relations: Employee AOD Issues</b>	<b>2018 - 2019</b>	<b>2019 - 2020</b>
	32 employees	32 employees

- 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:	2018	2019	2018	2019
	On Campus		Campus Housing*	
Liquor Law Violations	0	0	0	0
Drug Abuse Violations	15	29	0	1
Disciplinary Actions/ Judicial Referrals for:	2017	2018	2016	2017
	On Campus		Campus Housing*	
Liquor Law Violations	112	93	112	93
Drug Abuse Violations	27	26	27	26

\* 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 programs and services specifically targeted to meet those needs. The following identifies and describes a representative 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 you identify, understand and resolve work-related and personal issues including, but not limited to, alcohol and drug abuse.
- ii. [UAB Medicine Addiction Recovery Program](#)  
An addiction recovery program offered by UAB Medicine offers an individualized approach to the assessment and treatment of alcohol and substance abuse. The program accepts most major insurances, including insurance programs offered through UAB.

### b. Students

- i. **AOD Prevention and Education Resources & Interventions**
  1. 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.

2. [Alcohol & 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.

3. [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.

4. [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.

5. [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/abuse 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.

6. [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
Oct. 2018	Email from Dr. Watts, University President, and Dr. Benoit, University Provost	All UAB employees	Staff & Faculty/employee
2018	Campus New Employee Orientation	829	Staff & Faculty/employee
2/19/2019	Nursing Leadership Training/Hospital	20	Staff/employee
5/20/2019	Nursing Leadership Training/Hospital	26	Staff/employee
8/22/2019	Nursing Leadership Training/Hospital	31	Staff/employee
11/19/2019	Nursing Leadership Training/Hospital	21	Staff/employee
2019	Campus New Employee Orientation	869	Staff & Faculty/employee
1/30/2020	UAB ED Substance Abuse Program Training	30	Staff/employee/hospital
2/20/2020	Nursing Leadership Training/Hospital	19	Staff/Employee

9/16/2019	Monday Mailing: Drug-Free Campus & Workplace Policy was featured	All UAB Hospital employees	Staff & Faculty/employee
Dec 2019	Email from Dr. Watts & Dr. Benoit	All UAB employees	Staff & Faculty/employee
Sept 2019	HR Newsletter: Drug-Free Campus & Workplace Policy featured in "Policy Corner" section	Approximately 150	Staff/ALL UAB HR employees
2020	Campus New Employee Orientation	317	Staff & Faculty/employee

**b. Wellness Promotion & Collegiate Recovery Community (CRC)**

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

<b>Wellness Promotion/CRC</b>			
<b>Date</b>	<b>Program Title</b>	<b>Attendance</b>	<b>Participant Category</b>
8/28/18	Student Health Open House	328	Undergraduate/Graduate
9/6/18	Student Involvement Fair	200	Undergraduate/Graduate
9/9/18	Alcohol Awareness & Education	35	RSO/Fraternity/Sorority
9/16/18	Alcohol Awareness & Education	50	RSO/Fraternity/Sorority
9/21/18	National Recovery Month Comedy Night	237	Undergraduate/Graduate
9/28/18	empower Hour: Recovery Month	93	Undergraduate/Graduate
10/1/18	Student Involvement Fair	200	Undergraduate/Graduate
10/1/18	Alcohol Awareness & Education	80	RSO/Fraternity/Sorority
10/2/18	Slay the Drunk Driving Dragon!	5	Undergraduate/Graduate
10/3/18	Alcohol Awareness & Education	27	Undergraduate Classroom
10/3/18	Alcohol Awareness & Education	28	Undergraduate Classroom
10/22/18	USGA Wellness Fair	190	Undergraduate/Graduate
10/23/18	Silent Disco	172	Undergraduate/Graduate
10/26/18	empower Hour: Alcohol Education	30	Undergraduate/Graduate
12/7/18	Alcohol, Drugs, & Recovery	30	RSO
12/10/18	Alcohol Awareness & Education	11	RSO/Fraternity/Sorority
2/11/19	Alcohol Awareness & Education	35	RSO/Fraternity/Sorority
2/18/19	Blazers for Recovery	16	Employee/Undergrad/Grad
2/22/19	empower Hour: Alcohol Education	30	Undergraduate/Graduate
2/25/19	Alcohol Awareness & Education	85	RSO/Fraternity/Sorority

3/1/19	empower Hour: Safer Spring Break	100	Undergraduate/Graduate
3/22/19	Blazers for Recovery	35	Employee/Faculty
3/25/19	Blazers for Recovery	5	Employee/Faculty
3/29/19	empower Hour: ATOD	20	Undergraduate/Graduate
3/29/19	Blazers for Recovery	5	Employee/Faculty
4/18/19	Silent Disco	140	Undergraduate
5/13/19	Orientation Leader Training	17	RSO
7/4/19	4 <sup>th</sup> of July Shindig	122	Undergraduate/Graduate
8/13/19	Peer Wellness Ambassador Training	16	RSO
8/21/19	School of Health Professions Resource Fair	50	Undergraduate/Graduate
8/24/19	Blazer Welcome Bash	100	Undergraduate
8/26/19	Blazers for Recovery	45	Undergraduate/Graduate
8/27/19	Student Health Open House	100	Undergraduate/Graduate
8/27/19	Alcohol & Drugs Workshop	4	Conduct
9/18/19	Blazers for Recovery	10	Undergraduate/Graduate
9/19/19	Alcohol & Drugs Workshop	2	Conduct
9/23/19	Alcohol & Other Drug Education	14	Undergraduate
9/23/19	Alcohol & Other Drugs Education	31	Undergraduate
10/3/19	Alcohol Town Hall	29	Undergraduate/Graduate
10/10/19	Silent Disco	170	Undergraduate/Graduate
10/16/19	Blazers for Recovery	25	Undergraduate
10/16/19	Rx Drugs in College	30	Undergraduate
10/22/19	Alcohol & Drugs Workshop	6	Conduct
10/25/19	Sobertober	15	Undergraduate/Graduate
10/31/19	Alcohol Flash Programming		Undergraduate/Graduate
11/15/19	Blazers for Recovery	5	Undergraduate/Graduate
11/16/19	Sober Tailgate	50	Undergraduate/Graduate
11/20/19	Alcohol & Drugs Workshop	11	Conduct
1/24/20	empower Hour: Drug & Alcohol Facts Week	50	Undergraduate/Graduate
1/29/20	Alcohol & Drugs Workshop		Conduct
2/2/20	Drugs in College Workshop	45	Fraternity

2/5/20	Opioid Education	25	Undergraduate/Graduate
2/18/20	Alcohol & Drugs Workshop	12	Conduct
3/4/20	Blazers for Recovery	25	Undergraduate
3/6/20	empower Hour: Safer Spring Break	50	Undergraduate/Graduate
3/29/20	Alcohol & Other Drug Education	25	Fraternity

**c. 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 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 (formerly known as New Freshman Residence 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 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 Student Conduct, 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 Student Conduct. Professional staff may meet with students who have any number of policies including the Drug and Alcohol policies. These meetings and their sanctions are recorded through the Office of Student Conduct 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 in order to plan programs around what students actually need rather than what we think they need. While some formal programs were conducted to aid students in their understanding of the impact of drugs and

alcohol, there were countless one-on-one interactions between the hall staff and students about substance abuse, alcohol use and safety, in addition to a number of other personal conversations surrounding this topic. Because of this additional and intentional outreach to students, Student Housing and Residence Life staff was able to connect students to various campus resources (i.e. counseling, advocacy services, wellness promotion) to aid in further developing their understanding of alcohol and other drugs to provide support and resource to those suffering from alcohol and/or drug abuse, and to provide support for those that come from families who suffer from alcohol and/or drug addiction.

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

<b>Student Housing and Residence Life: Staff Training Programs</b>			
<b>Date</b>	<b>Topic</b>	<b>Description</b>	<b>Audience</b>
1/30/18	Student Conduct and Maxient Training	Responding to AOD violations that occur within the halls	Housing Professional Staff
8/2/18	Serving On-Call	Responding to AOD violations that occur within the halls	Housing Professional Staff
8/14/18	Bystander Intervention	Training on how to be an active bystander and encouraging others to be as well	Student Staff
8/15/18	Student Conduct	Trained on how to confront behaviors that are in violation with Student Code of Conduct	Student Staff
8/15/18	Student Outreach	Trained student staff on how to support and refer students to resources on campus	Student Staff
8/16/18	UAB Police Department	UAB Police trained students on identifying AOD violations as well as the role of UAB PD	Student Staff
7/25/19	UABPD- Q&A	UABPD took questions from staff about all types of violations including AOD and recognition of violations	Housing Professional Staff
7/29/19	Student Conduct and Maxient Training	Responding to AOD violations that occur within the halls	Housing Professional Staff
7/30/19	Student Counseling Services	Referring students struggling with AOD issues and identifying behaviors that indicate AOD misuse	Housing Professional Staff
7/23/19	Serving On-Call	Responding to AOD violations that occur within the halls	Housing Professional Staff
8/14/19	Student Outreach and Student Conduct	Supporting and confronting students who violate AOD policies	Student Staff
8/14/19	Student Counseling Services	Referring students struggling with AOD issues and identifying behaviors that indicate AOD misuse	Housing Professional Staff

8/15/19	UAB Police	UAB Police trained students on identifying AOD violations as well as the role of UAB PD	Student Staff
8/16/19	Bystander Intervention	Training on how to be an active bystander and encouraging others to be as well	Student Staff

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

<b>Student Housing and Residence Life: Student Resident Programs</b>			
<b>Date</b>	<b>Program Title</b>	<b>Attendance</b>	<b>Participant Category</b>
<b>2018</b>			
August	First Floor Meeting – outlined alcohol and drug policy and safety (NFRH)	715	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Blazer)	745	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Camp)	473	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Denman)	84	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Blount)	503	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Rast)	411	Residential
October	Sobertober	25	Residential
October	Alcohol Safety Bulletin Boards – Rast Hall	N/A	Residential
October	Alcohol Safety Bulletin Boards – Blount Hall	N/A	Residential
October	Alcohol Safety Bulletin Boards – Camp Hall	N/A	Residential
October	Alcohol Safety Bulletin Boards – Blazer Hall	N/A	Residential
October	Alcohol Safety Bulletin Boards – Denman Hall	N/A	Residential
<b>2019</b>			
January	Join us for a toast – Camp Hall	36	Residential
January	Pints and Paint – Camp Hall	17	Residential
January	Let’s Talk – Denman Hall	26	Residential
March	Alcohol and Different Cultures – Denman Hall	22	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (NFRH)	716	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Blazer)	738	Residential

August	First Floor Meeting – outlined alcohol and drug policy and safety (Camp)	474	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Denman)	42	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Blount)	499	Residential
August	First Floor Meeting – outlined alcohol and drug policy and safety (Rast)	408	Residential
September	Vine and Dine	12	Residential
September	Alcohol Awareness Email Campaign	35	Residential
October	Alcohol Safety Bulletin Boards – NFRH Hall	N/A	Residential
October	Alcohol Safety Bulletin Boards – Rast Hall	N/A	Residential
October	Alcohol Safety Bulletin Boards – Blount Hall	N/A	Residential
October	Alcohol Safety Bulletin Boards – Camp Hall	N/A	Residential
October	Alcohol Safety Bulletin Boards – Denman Hall	N/A	Residential
October	Alcohol Safety Bulletin Boards – Blazer Hall	N/A	Residential
October	Alcohol Safety Bulletin Boards – NFRH Hall	N/A	Residential
October	Alcohol Safety Bulletin Boards (20)	N/A	Residential
October	Protect yourself during spooky circumstances	61	Residential
October	Paint and Chill	14	Residential
November	Paint N’ Pour	27	Residential
December	Sips and Strokes	28	Residential
<b>2020</b>			
March	Camp Hall Discusses Alcohol Misuse	45	Residential

**d. 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.

1. 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
2. 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.
3. Throughout 2018-2020, the following teams worked with WGLL staff to address individual team concerns:
- a. Football, Baseball, Men's Basketball, Women's Volleyball, Women's Beach Volleyball, and Men's Soccer.
- ii. The following table outlines educational and prevention programs offered by Athletics:

<b>Athletics</b>			
<b>Date</b>	<b>Program Title</b>	<b>Attendance</b>	<b>Participant Category</b>
8/7/18	Student Athlete Team Orientation	Team	Women's Volleyball
8/7/18	Student Athlete Team Orientation	Team	Men's Soccer
8/17/18	Student Athlete Team Orientation	Team	Women's Cross Country
8/22/18	Student Athlete Team Orientation	Team	Rifle Teams
8/24/18	Student Athlete Team Orientation	Team	Men's Basketball
8/27/18	Student Athlete Team Orientation	Team	Men's Football
8/27/18	Student Athlete Team Orientation	Team	Women's Tennis
8/27/18	Student Athlete Team Orientation	Team	Men's Golf
8/27/18	Student Athlete Team Orientation	Team	Women's Golf

8/27/18	Student Athlete Team Orientation	Team	Men's Basketball
8/28/18	Student Athlete Team Orientation	Team	Men's Tennis
8/28/18	Student Athlete Team Orientation	Team	Women's Beach Volleyball
8/28/18	Student Athlete Team Orientation	Team	Women's Bowling
8/28/18	Student Athlete Team Orientation	Team	Women's Softball
8/29/18	Student Athlete Team Orientation	Team	WTI/WTO
8/31/28	Student Athlete Team Orientation	Team	Women's Basketball
10/19/18	Drug Education Workshop #1	N/A	Men's Basketball
10/25/18	Drug Education Workshop #1	N/A	Softball
11/8/2018	Drug Education Workshop #1	N/A	Men's Golf
11/8/18	Drug Education Workshop #1	N/A	Women's Golf
11/9/18	Drug Education Workshop #1	N/A	Women's Tennis
11/12/18	Drug Education Workshop #1 & #2	N/A	Men's Tennis
11/2/18	Drug Education Workshop #2	N/A	Women's Golf
11/14/18	Drug Education Workshop #1 & #2	N/A	Baseball
11/15/18	Drug Education Workshop #1	N/A	Cross-Country
11/26/18	Drug Education Workshop #2	N/A	Volleyball
11/26/18	Drug Education Workshop #2	N/A	Softball
11/26/18	Drug Education Workshop #2	N/A	Men's Soccer
11/26/18	Drug Education Workshop #2	N/A	Men's Basketball
11/28/18	Drug Education Workshop #2	N/A	Mixed Rifle
11/29/18	Drug Education Workshop #2	N/A	Women's Basketball
12/3/18	Drug Education Workshop #1	N/A	T & F
12/4/18	Drug Education Workshop #2	N/A	Bowling
1/4/19	Drug Education Workshop #2	N/A	T & F
1/4/19	Drug Education Workshop #2	N/A	Cross Country
2/8/19	Drug Education Workshop #3 & #4	N/A	Men's Tennis
2/8/19	Drug Education Workshop #3 & #4	N/A	Women's Soccer
2/15/19	Drug Education Workshop #3 & #4	N/A	Beach Volleyball
2/15/19	Drug Education Workshop #3 & #4	N/A	Volleyball

4/1/19	Student Athlete End Year Team Meeting	Team	Women's Basketball
4/1/19	Student Athlete End Year Team Meeting	Team	Women's Tennis
4/8/19	Student Athlete End Year Team Meeting	Team	Men's Soccer
4/8/19	Drug Education Workshop #3 & #4	N/A	Women's Tennis
4/8/19	Drug Education Workshop #3 & #4	N/A	Men's Basketball
4/9/19	Drug Education Workshop #3 & #4	N/A	Women's Golf
4/10/19	Student Athlete End Year Team Meeting	Team	Rifle Teams
4/10/19	Drug Education Workshop #3 & #4	N/A	Women's Basketball
4/10/19	Drug Education Workshop #3 & #4	N/A	Men's Soccer
4/11/19	Student Athlete End Year Team Meeting	Team	Men's Football
4/11/19	Student Athlete End Year Team Meeting	Team	Men's Baseball
4/11/19	Student Athlete End Year Team Meeting	Team	Women's Bowling
4/12/19	Student Athlete End Year Team Meeting	Team	Men's Tennis
4/17/19	Student Athlete End Year Team Meeting	Team	Women's Beach Volleyball
4/18/19	Student Athlete End Year Team Meeting	Team	Men's Golf
4/18/19	Student Athlete End Year Team Meeting	Team	Women's Soccer
4/18/19	Student Athlete End Year Team Meeting	Team	Women's Volleyball
4/18/19	Drug Education Workshop #3 & #4	N/A	Men's Golf
4/18/19	Drug Education Workshop #3 & #4	N/A	Cross Country
5/1/19	Student Athlete End Year Team Meeting	Team	Women's Softball
5/1/19	Student Athlete End Year Team Meeting	Team	Women's Track/Cross Country
5/9/19	Student Athlete End Year Team Meeting	Team	Men's Basketball
7/30/19	Student Athlete Team Orientation	Team	Men's Football
8/5/19	Student Athlete Team Orientation	Team	Women's Soccer
8/9/19	Student Athlete Team Orientation	Team	Women's Volleyball
8/13/19	Student Athlete Team Orientation	Team	Men's Soccer
8/16/19	Student Athlete Team Orientation	Team	Women's Cross Country
8/21/19	Student Athlete Team Orientation	Team	Rifle Teams
8/23/19	Student Athlete Team Orientation	Team	Men's Basketball
8/26/19	Student Athlete Team Orientation	Team	Women's Tennis

8/26/19	Student Athlete Team Orientation	Team	Men's Basketball
8/26/19	Student Athlete Team Orientation	Team	Women's Softball
8/26/19	Student Athlete Team Orientation	Team	Women's Basketball
8/27/19	Student Athlete Team Orientation	Team	Men's Golf
8/27/19	Student Athlete Team Orientation	Team	Women's Golf
8/27/19	Student Athlete Team Orientation	Team	Women's Beach Volleyball
8/28/19	Student Athlete Team Orientation	Team	WTI/WTO
8/30/19	Student Athlete Team Orientation	Team	Men's Tennis
8/30/19	Student Athlete Team Orientation	Team	Women's Bowling
1/12/20	Student Athlete Orientation	N/A	Midyear Enrollees

**e. Student Involvement and Leadership**

- 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:

<b>Student Involvement &amp; Leadership</b>			
<b>Date</b>	<b>Program Title</b>	<b>Attendance</b>	<b>Participant Category</b>
10/2/18	Slay the Drunk Driving Dragon!	5	Undergraduate/Graduate
10/10/18	Slay the Drunk Driving Dragon!	5	Undergraduate/Graduate
10/23/18	Slay the Drunk Driving Dragon!	5	Undergraduate/Graduate
10/24/18	Slay the Drunk Driving Dragon!	5	Undergraduate/Graduate
10/25/18	Sobertober Fall Festival	143	Undergraduate/Graduate
1/22/19	empower Hour: National Drug & Alcohol Facts Week	50	Undergraduate/Graduate
1/23/19	Drug & Alcohol Facts Week: Information Tabling	25	Undergraduate/Graduate
1/24/19	Drug & Alcohol Facts Week: Information Tabling	23	Undergraduate/Graduate
3/11-17/19	Alternative Spring Break	29	Undergraduate/Graduate
8/28/19	Rock Out the Red Zone	512	Undergraduate/Graduate
8/29/19	Naloxone Training	33	RSO/Fraternity/Sorority

8/30/19	empower Hour: Int'l Overdose Awareness Day	39	Undergraduate/Graduate
9/6/19	empower Hour: Alcohol & Sleep	65	Undergraduate/Graduate
9/7/19	Alcohol Skills and Training Program	50	RSO/Fraternity/Sorority
9/13/19	empower Hour: TDF	50	Undergraduate/Graduate
9/20/19	empower Hour: National Recovery Month	100	Undergraduate/Graduate
10/11/19	Drinking & Diabetes		RSO/Fraternity/Sorority
10/12/19	Sigma Chi Drug and Alcohol Awareness Class	19	RSO/Fraternity/Sorority
11/14/19	Sacred Purpose Week Alcohol Awareness with Theta Chi	30	RSO/Fraternity/Sorority
3/1/20	Alcohol Skills Training Program	35	RSO/Fraternity/Sorority
3/10/20	IFC Standard Drink Workshop	30	RSO/Fraternity/Sorority
6/17/20	Take Down Tobacco Alabama	17	RSO/Fraternity/Sorority

## IX. Status of Last Report Recommendations

### a. Drug and Alcohol Prevention Program

#### i. Formally Establish a university committee to be charged with:

##### 1. Conducting regular meetings, not less than annually: In Progress

- a. The committee did not meet annually but instead met biennially. We recommend that the committee begin meeting annually at a minimum.

##### 2. Conducting the Biennial Review of the DAAPP: Complete

- a. Biennial Review for 2018-2020 is complete

##### 3. Making recommendations for program enhancements or modifications: Complete

- a. See new recommendations for 2020-2022

##### 4. Conducting an annual review of existing policies: Complete

- a. Student Code of Conduct was reviewed and revised. New Code of Conduct took effect in Spring 2020.
- b. Will be recommending another review of AOD policies for next cycle.

- ii. Recruit and Hire an AOD prevention professional staff member to develop, implement and evaluate alcohol and drug use prevention programs: Complete
  - 1. A full time AOD prevention professional was hired in Spring 2018.
- iii. Review annual notification procedures to ensure compliance with EDGAR Part 86: Complete
  - 1. We have increased the number of times and methods for distributing the Drug-Free Campuses and Workplace Policy to faculty, staff, and students.
- iv. Establish a DAAPP website for posting of programs, trainings, policy and reports: Complete
  - 1. This resource can be found at:
    - <https://www.uab.edu/students/wellness/policies-resources/biennial-review>

**b. Policy**

- i. Review campus policies to ensure compliance and make recommendations to consolidate policies where appropriate: Complete
  - 1. We will recommend another review during this next cycle to ensure policies stay up to date and consistent.

**X. New Initiatives**

**a. New position for Director of Wellness Promotion approved and filled**

- i. In Spring 2020, the Division of Student Affairs hired a full time Director of Wellness Promotion to oversee both the interpersonal violence prevention and alcohol & other drug prevention efforts on campus. Previously, the Wellness Promotion Director position was a shared position held by one individual who was also the Director of Student Counseling Services.

**b. Collegiate Recovery Community (CRC)**

- i. With the establishment of the Substance Abuse Prevention & Recovery Coordinator position as recommended in the previous biennial review, the CRC has experienced tremendous growth in the following ways: more student involvement and an increase in students identifying as being in recovery, the opening of a new dedicated space for the CRC, the hiring of a part-time

professional staff member to assist the full-time program coordinator with overseeing the CRC, and the establishment of a Recovery Ally training in collaboration with Wellness Promotion and the peer health educators.

**c. Required AOD Training for Fraternity & Sorority New Members**

- i. In Fall 2020, Fraternity & Sorority Life developed a series of online modules, called the Path to Affiliation, to be completed by new members of the fraternity and sorority community during their first semester of membership. Through a partnership with Wellness Promotion, a workshop on Alcohol and Other Drugs was included as a required training in the Prevention Education Module. We recommend that this initiative will continue to be included in new fraternity and sorority member education in the future.

**d. Behavioral Health Research Symposium**

- i. Staff and faculty from The University of Alabama at Birmingham, The University of Alabama, The University of Alabama in Huntsville, and the UA System collaborated to host the first Behavioral Health Research Symposium in October 2019. The symposium covered three topic areas including: (1) prevention research, (2) clinical/treatment research (including topics such as descriptive clinical research, drug court evaluations, student life services research, and collegiate recovery project evaluations, as well as RCTs of intervention efficacy and effectiveness studies), and (3) basic science (bench research; model organisms; epidemiology).

**e. Publication of BlazerWell: A Family Guide for Discussing Alcohol and Other Drugs**

- i. A collaborative effort between Wellness Promotion, Parent and Family Services, and Student Conduct and Outreach resulted in the publication of a booklet that educated families of UAB students on how to talk about alcohol and drugs with their student. This publication also includes information on policies listed in this report as well as resources. Copies were distributed during New Student Orientation in 2019 and 2020. A digital copy may be found here:

[https://issuu.com/samarketinguab/docs/blazerwell - alcohol and other drug](https://issuu.com/samarketinguab/docs/blazerwell_-_alcohol_and_other_drug)

**f. Establishment of Peer Wellness Ambassador Program in Student Housing & Residence Life**

- i. Peer Wellness Ambassadors (PWAs) are a committed group of students who receive Peer Education training and understand the importance of promoting health and wellness among their peers. PWAs develop programs for residential students that prioritize health and wellness topics including AOD programming specific to students residing on campus and connect residential students to campus resources.

## **XI. Summary of Findings**

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

- i. Published policies meet the requirements outlined by Edgar Part 86. However, the required elements of the policies are fragmented throughout a series of a dozen or more policies and associated attachments making it difficult to compile a comprehensive understanding of the policies.
- ii. Distribution of the Drug-Free Campuses and Workplace policy has increased and we have expanded the methods of notification to include email notifications as well as active acknowledgement of receiving the policy in BlazerNet.
- iii. All employees have access to services available through the Employee Assistance and Counseling Center for a wide range of services, including alcohol and drug abuse. UAB Medicine has an Addiction Recovery Program which is covered by the employee insurance plans offered through UAB.
- iv. All new undergraduate students at UAB are required to participate in a self-assessment program specific to alcohol and drug use, identifying personal and family risk factors, harm reduction strategies and other resources. All students have access to professional counseling and health services and referrals when appropriate through the Student Health and Wellness Center.
- v. 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, Student Conduct and Outreach, and Human Resources.

- vi. The Wellness Promotion department has expanded the amount of professional staff dedicated to overseeing intentional and comprehensive alcohol and drug prevention programming.

## **XII. Recommendations**

- a. Drug Free Schools Act Compliance Committee should meet annually at a minimum to track compliance and progress on recommendations.
- 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.
- 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.
- d. Review campus policies to ensure compliance and identify gaps. Make recommendations to enhance, consolidate, or develop policies where appropriate.
- 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.

## **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.

#### **XIV. Appendix**

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

- a. Residence Life Handbook Excerpt
- b. Fraternity and Sorority Life Excerpt
- c. Student Organization Handbook Excerpt
- d. Club Sports Manual Excerpt
- e. Outdoor Pursuits Excerpt
- f. Student-Athlete Drug and Alcohol Education Program and Testing Policy
- g. October 2018 – “Reaffirming UAB’s Commitment to a Drug-Free Workplace” email
- h. October 2019 – “Official Notice: UAB’s Drug-Free Campus and Workplace Policy” email

## Excerpts from the Residence Life & Housing Handbook

### (Alcohol & Other Drugs)

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 8**

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).

#### **Alcohol – Page 31**

Blazer Hall, Gold 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 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.

### **Illegal Drugs/Drug Paraphernalia/Suspicion of Drug Usage – Page 34**

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.

## **Excerpts from the Fraternity and Sorority Life Handbook**

(Alcohol & Other Drugs)

The Fraternity & Sorority Life Handbook includes the following statement on Alcohol and Other Drugs on page 7.

### **Statement on Alcohol and Other Drugs**

Office of Student Involvement & Leadership

The University of Alabama at Birmingham

All social, Greek-lettered 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 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

No alcohol shall be allowed at Greek community-wide functions, including Greek Week.

## **Excerpts from the Student Organization Handbook**

### **(Alcohol & Other Drugs)**

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.

Excerpts from the Club Sports Manual  
(Alcohol & Other Drugs)

The Sports Club Manual includes the following policy on Alcohol and Other Drugs on page 5.

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.

Excerpts from the Outdoor Pursuits Pre-trip Training  
(Alcohol & Other Drugs)

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

## Reaffirming UAB's Commitment to a Drug-Free Workplace

Dr. Ray L. Watts & Dr. Pam Benoit <President@uab.edu>

Thu 10/25/2018 10:26 AM

To: Canfield, Kristina Marie <kmc211@uab.edu>

Dear UAB Faculty and Staff,

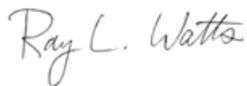
The University of Alabama at Birmingham is committed to maintaining an environment that is conducive to intellectual, emotional, and social growth of all members of its community. A workplace that is free from the effects of alcohol and drug misuse is critical to achieving this type of environment. To help reaffirm our commitment, UAB has revised our [Drug-Free Campus and Workplace Policy](#) effective September 27, 2018. These revisions allowed us to combine several existing policies into one institution-wide drug-free policy.

Alcohol and drug misuse endangers the health, welfare, and safety of employees, students, patients 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 faculty, staff, and students of their responsibilities, the dangers of substance misuse disorders, and to inform them of resources available for education, prevention, and assistance.

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 familiarize yourself with these policies.

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 will be distributed to students, faculty, and staff on an annual basis. If you have any questions regarding the Drug-free Campus and Workplace Policy, or the Biennial Report, you may contact [HR Relations](#) or the [Office of Student Health & Wellbeing](#).

Best regards,



Ray L. Watts, M.D.  
President

Handwritten signature of Pam Benoit in black ink.

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

## Hughes-Harrell, Mica M

---

**Subject:** FW: Official Notice: UAB's Drug-Free Campus and Workplace Policy 2019

---

**From:** Dr. Ray L. Watts <[president@reach.uab.edu](mailto:president@reach.uab.edu)>

**Sent:** Monday, December 2, 2019 2:31 PM

**To:** Carter, Josh <[mcarter1@uab.edu](mailto:mcarter1@uab.edu)>

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

Web Version



In order to maintain an environment conducive to the intellectual, emotional, and social growth of all members of its community, UAB is committed to providing an environment free from the effects of alcohol and drug misuse. Alcohol and drug misuse endangers the health, welfare, and safety of employees, students, patients 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. Our **[Drug-Free Campus and Workplace Policy](#)** informs faculty, staff and students of their responsibilities, the dangers of substance misuse disorders, and 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 **<https://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 Use and Consumption of Alcoholic Beverages](#)**. Additionally, the UAB **[Biennial Review](#)** on

alcohol and other drugs details the university's efforts regarding 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 email notification is required by this act and will be distributed annually.

Please ensure you are familiar with these policies. Individuals in violation of these policies will be held accountable for their behavior and subject to appropriate disciplinary actions. Resources are available to assist employees through the [Employee Assistance & Counseling Center \(EACC\)](#) and your health insurance provider. If you have any questions regarding the Drug-free Campus and Workplace Policy, or the Biennial Report, you may contact [HR Relations](#) or the [Office of Student Health & Wellbeing](#).



Ray L. Watts, M.D.  
President



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



This email was sent to [mcarter1@uab.edu](mailto:mcarter1@uab.edu).

Copyright © 2019 The University of Alabama at Birmingham, All rights reserved.  
1701 2nd Ave S, Birmingham, AL, 35294 US

[Privacy Policy](#) | [Terms of Use](#) | [uab.edu](http://uab.edu)

## Hughes-Harrell, Mica M

---

**Subject:** FW: [Test - Student Affairs - Drug-free Campus]:Official Notice: UAB's Drug-Free Campus and Workplace Policy

**From:** "Dr. John Jones" <[samarketing@reach.uab.edu](mailto:samarketing@reach.uab.edu)>

**Reply-To:** "Marie Sutton, UAB Student Affairs" <[reply-fec11771706c037b-276\\_HTML-70765740-100006781-1@reach.uab.edu](mailto:reply-fec11771706c037b-276_HTML-70765740-100006781-1@reach.uab.edu)>

**Date:** Friday, October 11, 2019 at 1:24 PM

**To:** "Weems, Melissa Helen" <[mhsweems@uab.edu](mailto:mhsweems@uab.edu)>

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

Web Version



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](http://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.



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



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



This email was sent to [mhsweems@uab.edu](mailto:mhsweems@uab.edu).

Copyright © 2019 The University of Alabama at Birmingham, All rights reserved.  
1701 2nd Ave S, Birmingham, AL, 35294 US