



**FY2017 & FY2018 Biennial Review of
Alcohol and Other Drug Programs and
Policies**

A blue ink signature of Mark B. Rosenberg, consisting of a stylized 'M' and 'R' with a long horizontal stroke extending to the right.

Mark B. Rosenberg, Ph.D.
University President

A red ink signature of Elizabeth M. Bejar, featuring a stylized 'E' and 'B' with a long horizontal stroke extending to the right.

Elizabeth M. Bejar, Ph.D.
Senior Vice President for
Academic and Student Affairs

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I. INTRODUCTION

The following report was prepared by the Drug-Free Campus/Workplace Drug and Alcohol Abuse Taskforce¹ (Taskforce) at Florida International University (FIU) in order to meet the requirements of the Drug-Free Schools and Campuses Act and accompanying regulations codified in 34 C.F.R. section 86.

The Drug-Free Schools and Campuses Act requires FIU to conduct a Biennial Review of its Alcohol and Other Drug (AOD) Programs and Policies in order to:

- Determine program effectiveness;
- Determine consistency of policy enforcement;
- Identify and Implement any changes needed to either; and
- Ensure that campuses enforce the disciplinary sanctions for violating standards of conduct consistently.

In order to certify its compliance, FIU must:

- Adopt and implement a drug prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees both on school premises and as part of any of its activities;
- Develop a sound method for distribution of the policy to every student and FIU staff member each year; and
- Review its AOD programs and policies every two (2) years.

This report represents the Biennial Review of AOD Prevention Programs at Florida International University (July 1, 2016 – June 30, 2018). This Biennial Review includes:

1. Descriptions of the AOD program elements;
2. A statement of AOD program goals and a discussion of goal achievement;
3. Summaries of AOD program strengths and weaknesses;
4. Recommendations for revising AOD programs;

¹ AOD Task Force Members: Robert Frye – Student Conduct and Conflict Resolution / Ebonie Parris – Healthy Living Programs/Sandra “Sande” Gracia Jones – College of Nursing / Eric Wagner – Public Health & Social Work & FIU-CBRI/Melissa Howard – Public Health and Social Work / Residential Life – Christina Montville / Isabel Alfonsin Vittoria – Office of Employee Assistance / Thomas Guerra – Panthers4Recovery/ Wendy Ordonez – Counseling and Psychological Services / Justine Wallace – Counseling and Psychological Services/ Kathryn Kominars – Counseling and Psychological Services, Chair – AOD Task Force

5. Procedures for distributing AOD policy to students and employees; and
6. Copies of the policies distributed to students and employees.

II. DESCRIPTIONS OF THE AOD PROGRAM SERVICES

FIU has developed and updated a comprehensive written policy on AOD, as well as successfully distributing this policy to all faculty, staff and students on an ongoing basis, multiple times, throughout the year. FIU AOD programs and services result from the coordinated efforts of several units on campus. While a large portion of environmental and direct services are provided by Counseling and Psychological Services Center (CAPS) and Healthy Living Programs (HLP), students and staff also benefit by interfacing with a number of units and groups which play roles in AOD drug abuse prevention efforts. Students who violate campus AOD regulations and policies are referred to the Office of Student Conduct and Conflict Resolution (SCCR), Counseling and Psychological Services Center, and/or the University Police Department, depending on the circumstances of their AOD violation. Units providing AOD prevention support and the general services, strategies, or activities they employ are listed below (a detailed list of activities and events linked to these units are provided in Appendix I: AOD Program Services Activities).

Athletics – Maintains a strong commitment to provide AOD education for student-athletes to increase their understanding of the negative effects that AOD can have on their academic and athletic performance. In order to raise awareness of National (NCAA) and departmental drug testing procedures and policies to discourage illegal use, once a year, all student-athletes attend a mandatory meeting during which they receive information on AOD abuse prevention policies and procedures.

Counseling and Psychological Services (CAPS) – With a staff of more than 20 licensed psychologists and mental health counselors, students may receive screenings/consultations by appointment or through same-day consultation sessions. Counselors are on call 24/7 for emergencies after hours. At CAPS, students are provided with caring and confidential services which include individual counseling, assessment, case management, and referral to community agencies and self- help programs if appropriate.

Healthy Living Programs – Healthy Living Programs (HLP) encourages students to engage in healthy lifestyle practices and become advocates of their health decisions. HLP Educates students about risks and consequences of using AOD so they can make informed choices and avoid negative consequences (unprotected sexual contact,

interpersonal violence, driving under the influence arrests, etc.). Health Educator staff and trained peer educators plan and implement tailored programs across campus for a number of student groups including athletes, Greeks, first year students, and residence hall residents. The goal of these presentations is to help students understand how using AOD can impact their academic performance as well as their personal and professional lives. Upon request, Health Educators are readily available to present in academic courses as well.

Office of the Vice President for Academic and Student Affairs - The VP for Academic and Student Affairs, Dean of Students, and University Ombuds all play vital roles in decision-making for AOD strategies, policies, and enforcement. The **Vice President** is responsible for the maintenance and dissemination of AOD policies including those pertaining to the sale and use of alcoholic beverages, drug policy and sanctions for policy violations. Along with the VP, the **Dean of Students** and **Ombuds** are integrally involved in the AOD Program Services through interfacing with units in the Division of Academic and Student Affairs, individual faculty, parents, students and FIU Police. The Dean of Students staff serve as resources for student concerns and support.

Office of Employee Assistance – Provides free and confidential professional assistance to help employees and their immediate family members resolve personal problems, such as AOD use that affect their personal lives or job performance. At FIU, a number of staff members are also students, so this provides an extra option for assessment, referral and treatment coordination for those seeking assistance with substance use problems.

Office Student Conduct and Conflict Resolution – Plays a major role in the review and implementation of AOD sanctions on campus. FIU Student Conduct & Conduct Resolution prevention programs are mostly global in nature; developed to engender critical thought about consequences associated with inappropriate conduct and its impact to self and the FIU community, at large. A vast majority of SCCR programming is devoted to civility and educating the university community on the rights of students and on the procedures associated with the university conduct system.

Practically speaking, FIU SCCR along with FIU Residential Life & Housing, has determined that the prevalence of marijuana use amongst residential students is an ongoing concern within the university community. To address this concern, after substantial discussion there is a focused, ongoing, coordinated practice of sanctioning students for violations of the university's drug policies.

Specific programming out of FIU SCCR related to AOD education is directed, almost exclusively, at student conduct committee members (trained student, faculty and staff adjudicators of alleged violations of the university's Code of Conduct) for the purpose of ensuring that they are duly educated about culture, prevalence, and impact of AOD consumption within the FIU university community. This committee meets with students who have violated University or civil laws and makes recommendations for adjudications, education, or screening/consultations from licensed mental health providers when appropriate. Student Conduct and Conflict Resolution Sanction Data is available in Appendix H.

Panthers for Recovery (P4R) – This student organization support students in recovery or exploring recovery as an option from addiction to alcohol, substances, or compulsive behaviors. P4R helps reduce the stigma of addiction by educating students and faculty about addiction, recovery, prevention and the dangers that come with drug/alcohol use. This group provides support to students and alumni, and presents alcohol and drug-free events as safe alternatives for students in recovery and students who choose not to drink alcohol or use drugs other than alcohol. P4R holds multiple recovery meetings weekly (Alcoholics Anonymous, Narcotics Anonymous, All-Recovery Meeting, and Family & Friends Recovery) on campus so that students have easier access to support.

Prevention Research Faculty – As South Florida's only public research university, FIU is home to a number of research teams who focus on multidisciplinary AOD prevention science. Faculty affiliated with FIU-Community Based Research Institute (FIU-CBRI), housed in the Stempel College of Public Health and Social Work and faculty affiliated with the Nicole Wertheim College of Nursing and Health Sciences maintain federally-funded projects which support prevention programming culturally tailored for FIU's unique student population. These include the "Miami-Dade Partnership for Preventing Health Risks among Young Adults" and "SALSA: Student Awareness of the Link between Substance abuse and AIDS/HIV/Hepatitis Program at a Hispanic-Serving University" projects which are both currently awarded to FIU research faculty and funded by SAMHSA.

Residential Life and Housing – Professional and student Residential Life staff are responsible for promoting the personal and academic success of students living in the residence halls. All staff are trained to deal with intoxicated students (confrontation, referral, transport, etc.). Resident Assistants interface with Healthy Living and Counseling and Psychological Services staff in order to plan and implement prevention

programs and events in on-campus housing. Residential Life staff also work closely with Student Conduct and Conflict Resolution should a student be suspected of a violation of University regulations and policies regarding the use of alcohol or other drugs.

University Police Department – As partner in the University's commitment to providing an environment that fosters the goals of education and research, the University Police work closely with Residential Life, Student Conduct and Conflict Resolution and the Dean of Students Office in order to prevent and investigate criminal activity and enforce laws on campus. FIU PD attends several prevention programs and events throughout the year and maintains and reports crime logs.

III. STATEMENT OF AOD PROGRAM GOALS AND GOAL ACHIEVEMENT

The primary goal of FIU's AOD environmental and direct prevention strategies are to maintain student and staff health and wellbeing. Among students, we indirectly aim to maintain or enhance academic achievement, retention and graduation rates through population-level prevention campaigns to inform university community members about the negative consequences that often result from AOD use. Counseling and Psychological Services (CAPS) and FIU-Community Based Research Institute (FIU-CBRI) collaborate to provide brief motivational counseling and consultation services for students who have identified substance use/abuse as issues of concern. The employee assistance program provides support and assistance for personal or family-related AOD issues. Since the prior Biennial Review we expanded efforts with the inclusion of direct strategies with funding support from SAMHSA to implement individual-level strategies facilitated at our office of Counseling and Psychological Services (CAPS) and through FIU-CBRI. This involved motivational interviewing and guided self-change sessions. Additionally, we expanded education and prevention training through a collaboration of CAPS, FIU-CBRI and the College of Public Health & Social Work.

We have measured achievement of our goals by:

- Collecting survey data (Core Alcohol and Drug Survey and Healthy Living Services surveys);
- Monitoring AOD incidents as reported by Student Conduct and Conflict Resolution and the University Police Department;
- Reporting on sanctions for students in violation of the University's drug and alcohol policies;

- Gathering feedback from qualitative research soliciting students' input on prevention strategies and messages;
- Collecting data on direct services primarily related to AOD abuse or dependence provided by the Counseling and Psychological Services Center to students;
- Collecting data on direct services/referrals primarily related to AOD abuse or dependence provided by the Office of Employee Assistance.

IV. SUMMARIES OF AOD PROGRAM STRENGTHS AND WEAKNESSES

Program Strengths

In the past seven (7) years the AOD Abuse Prevention Task Force's prevention programming has been significantly more vibrant, coordinated, and far reaching. The current strengths of FIU's AOD abuse prevention efforts stem from concerted, collaborative efforts of faculty and staff from a variety of departments to further the aims of the AOD Task Force. The Task Force is comprised of Student Affairs staff and administrators (Healthy Living Programs (HLP), Counseling and Psychological Services (CAPS), Residential Life, Student Conduct and Conflict Resolution (SCCR)) and representation from the Athletics Department, the Office of Employee Assistance (EA). Research faculty (from Nursing, Public Health, and Social Work) and students (from Public Health, Counseling Psychology and the *Students in Recovery* student club) are also active in the Task Force. The Task Force has a standing monthly meeting and 10-15 members consistently attend the meetings, representing a wide range of departments and perspectives. As a result, many collaborative relationships have been established across the institution which has led to the implementation and continuation of many evidence-based efforts.

Our AOD prevention program strengths include:

- Numerous events (both large- and small- scale) hosted throughout the year. AOD prevention is a large focus of all of the departments that serve on the AOD Task Force;
- External funding (by SAMHSA) secured through 2020 by faculty at our Colleges of Nursing and Public Health & Social Work. This research funding supports many of our initiatives;
- A large cadre of volunteer and paid peer educators (affiliated with Counseling and Psychological Services, Healthy Living, Nursing, Public Health and Social Work) who have been trained to implement AOD prevention programming;

- A commitment by our Athletic Department to ensure that 100% of student-athletes receive information on AOD policies and procedures. Student-athletes are also provided with tailored AOD education/prevention sessions;
- Strong and ongoing collaboration between Athletics, Counseling and Psychological Services (CAPS) and the Victim Empowerment Program (within CAPS) to provide AOD abuse prevention education and raise awareness of high risk situations and connection between substance abuse and interpersonal violence, sexual assault, etc.;
- Core Survey data which assists in the monitoring of AOD use trends on campus in order to best inform prevention interventions;
- Systems of monitoring incidents and maintenance of action plans by the Offices of Residential Life and Conduct and Conflict Resolution. These systems assist in the assignment of sanctions and referral for counseling and/or treatment;
- There are open lines of communication between FIU's Vice President for Student Affairs and the Dean of Students' Office. This supports the mission of the AOD Task Force to review policies and procedures and provide timely input about enforcement of existing policies as well as proposed changes that impact or relate to AOD abuse prevention;
- Panthers for Recovery has dedicated volunteer alumni and current student leadership, strong collaboration with CAPS, Healthy Living and AOD Task Force members, and supportive connections with community resources;
- There has been a substantial increase of materials covering the risks posed by a variety of drugs of abuse developed with input from students engaged in focus group sessions for outreach events; and
- As a result of faculty members encouraging the involvement of their students in the AOD Task Force, there is growing representation of students as ongoing contributors.

Program Weaknesses

Although the current membership of the Task Force is active and engaged, there are departments and constituents who are not currently represented on the Task Force. Our program weaknesses include:

- Representatives from University Police, Student Government, and Greek Life would augment the diversity of perspectives significantly. Other Program weaknesses stem from data collection methods which continue to develop as the Task Force advances its agenda and expands its reach.

- The absence of a Collegiate Recovery Program which would dramatically increase support for students who are currently in recovery and encourage students who may be encountering significant problems with AOD to make positive life-style changes. In addition, a dedicated space for this program as well as for Panthers 4 Recovery has not been obtained;
- Limited impact data indicating the efficacy of programs, trainings, and sanctions. Prior to 2016, Healthy Living only collected post-event evaluations which did not allow for a full understanding of knowledge acquisition or change in behavioral intentions as a result of our programs. However, conducting pre/post-tests for Healthy Living programs began in 2017. Consequently, there is limited information about the efficacy of prevention programming;
- At present, there is insufficient data to indicate whether current SCCR AOD abuse prevention-related programming has any significant impact on the recurrence of AOD related violations of university policy. In relation to the education of Student Conduct Committee members, the current AOD programming and training has proven to be beneficial to adjudicators, especially within the context of the critical evaluation of consent in sexual misconduct cases where alcohol may have played a factor;
- Lack of a make-up session for student-athletes to get information from an educational workshop if they were not able to attend because the program conflicted with their class or competitive schedule;
- Uncertainty regarding alcohol compliance training by our food service staff in an effort to prevent illegal sales of alcohol increasing awareness of liquor laws and alcohol issues;
- Lack of representation from Office of Greek Life staff to confirm compliance with the requirement that all Greek Life affiliates attend prevention workshops and events;
- Increasing the membership of the AOD Task Force continues to be a challenge due to the significant responsibilities of the members of the groups/departments whose participation would expand the input to the AOD Task Force and support for achievement of the Task Force's goals; and
- Prior to 2016, the research project conducted by Nursing Faculty had no 30-day follow-up data on program activities for 2016-2017 as a result of difficulties having all students complete Part 2 of Alcohol Edu (which is to be done 30 days after completing Part 1.).

V. RECOMMENDATIONS FOR AOD PROGRAMS AND SERVICES

FIU's AOD Taskforce and its affiliates will continue to evaluate and expand data collection and analysis of the impact of prevention programming delineated in this report. Our environmental intervention strategies will continue to include an emphasis on fostering a physical, social, economic, and legal environment conducive to AOD prevention.

The Task Force recommends funding and development of a Collegiate Recovery Program with dedicated space and professional support. This would include recruitment of a licensed mental health professional who would provide support for students participating in the Collegiate Recovery Program, provide continuity and assist with outreach and growth of the Collegiate Recovery Program. This professional would also be available to coordinate data collection and results of analyses of prevention and intervention activities, monitor progress on identified prevention goals, and prepare future Biennial Reports. This individual would work collaboratively with the AOD Task Force and stakeholders and serve as the University's AOD Coordinator.

The College of Nursing will continue to work with student organizations at FIU to encourage participation in Alcohol Edu and for follow-up on completion of both parts of Alcohol.Edu.

Athletics will create a system to track number of reported student-athlete alcohol related incidents and provide the opportunity for student-athletes to view recorded missed presentations because of class, practice, or competition schedules.

Student Conduct & Conduct Resolution professional staff will continue interdepartmental dialogue related to strategies for the reduction of the prevalence of drug use within both the on-campus residential and general student communities.

VI. PROCEDURES FOR DISTRIBUTING ANNUAL AOD NOTIFICATION TO STUDENTS AND EMPLOYEES

FIU has a written AOD drug policy that is widely distributed to students, faculty and staff via student handbooks, semester course registration guides, various websites (Student Affairs, HEOA Student Consumer Information, etc.) and the FIU undergraduate and graduate catalogues. In addition, the Alcohol & Drug Notification and Policy, as well as a website link is sent via email to all FIU students and employees at least three (3) times a year, on the first weeks of the Fall, Winter & Summer school semesters. Verification is made through the Office of University Compliance & Integrity's automated Regulatory Compliance Calendar. Email reminders are sent out

to the Vice President of Human Resources and the Vice President of Student Affairs each period. When the notifications are sent, the calendar item is recorded as being completed. (The calendar item is made part of the Monthly Compliance Report, which is used for reporting purposes to the University President and the University Board of Trustees). (See appendixes F. & G.)

VII. POLICIES DISTRIBUTED TO STUDENTS AND EMPLOYEES

A. DRUG-FREE CAMPUS/WORKPLACE DRUG AND ALCOHOL ABUSE PREVENTION POLICY STATEMENT

The unlawful manufacture, distribution, dispensation, possession, use, trade, or sale of a controlled substance or alcohol by any Florida International University (FIU) faculty and staff or students on campus or at any University sponsored or related activity threatens the well-being and health of the University community. Although FIU respects an individual's rights, such rights cannot outweigh the need to maintain a safe, productive, and drug-free work and educational environment.

Therefore: 1. No person may unlawfully manufacture, distribute, dispense, possess, trade, sell, or offer for sale a controlled substance or otherwise engage in the use of controlled substances on campus.²

2. No person may report to class, work, or related assignment under the influence of controlled substances or alcohol; and; 3. No person may use prescription drugs illegally. The legal use of prescription drugs with known potential to impair personal safety should be reported to the Division of Human Resources Benefits Administration (if faculty or staff) or to the Disability Resource Center (if a student).

Any violation of this policy by a University student, faculty or staff shall constitute grounds for: 1. Evaluation and/or referral to treatment for drug/alcohol abuse; 2. Disciplinary action; and/or a) For students, action which may include mandatory referral to University Counseling and Psychological Services for alcohol/drug dependence, letters of reprimand, or other disciplinary procedures, up to and including expulsion from the University. Such actions shall be in accordance with the applicable "Standards of Student Conduct" and University policies and procedures. b) For faculty

² Note: Florida law prohibits the sale, manufacture, or delivery, or possession with intent to sell, manufacture or deliver, of a controlled substance "in, on, or within 1,000 feet of the real property comprising a public or private college, university, or other postsecondary institution." Fla. Stat. § 893.13(1)(d). Violators face up to 30 years in prison.

or staff, action which may include mandatory referral to the Office of Employee Assistance (OEA) for assessment, letters of reprimand, and/or progressive disciplinary procedures, up to and including termination of employment. 3. Criminal sanction.

REASON FOR POLICY

To ensure the well-being of Florida International University faculty, staff and students and comply with appropriate Federal laws regarding the use and sale of controlled substances and alcohol.

RELATED INFORMATION

Drug-Free Workplace, 41 U.S.C.A. §§ 701-707 (2010). Drug and Alcohol Abuse Prevention, 34 C.F.R. Part 86 (2010). Drug Abuse Prevention and Control: Prohibited Acts; Penalties, Fla. Stat. § 893.13(1)(d). Florida International University Regulations FIU-2505: Alcoholic Beverages.

DEFINITIONS

“Campus” means any building or property owned or controlled by Florida International University within the same reasonably contiguous geographic area of the University and used by the University in direct support of, or in a manner related to, the University’s educational purposes (including residence halls) and property within the same reasonably contiguous geographic area of the University that is owned by the University but controlled by another person, is used by students, and supports the University’s purposes (such as food or other retail vendor). At Florida International University, as of the effective date of this policy, “Campuses” include, without limitation, the Modesto A. Maidique Campus, the Biscayne Bay Campus, the Engineering Center, the FIU at I-75; the Miami Beach Urban Studios (MBUS) on South Beach; the Marriott Tianjin China Program; Aquarius, The Wolfsonian; The Jewish Museum of Florida-FIU; the Metropolitan Center, FIU Downtown on Brickell, and the Rookery Bay National Estuarine Research Reserve; and any other location that may be acquired or established after the posting of this policy.

“Controlled Substance” means a controlled substance in schedules I through V of 21 U.S.C. § 812. See also Fla. Stat. § 893.03.

“Conviction” means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of Criminal Drug Statutes.

“Criminal Drug Statutes” mean criminal statutes involving manufacture, distribution, dispensation, use, or possession of any Controlled Substance.

“Drug-free Workplace” means a site for the performance of work done in connection with a specific federal grant or contract of an entity at which employees of such entity are prohibited from engaging in the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance.

PROCEDURES

1. DRUG-PREVENTION PROGRAM

Florida International University shall establish a drug-prevention program to inform students, faculty and staff about: a) the dangers of drug abuse on campus and the workplace; b) the University’s policy on maintaining a drug-free campus and workplace; c) any available drug counseling, rehabilitation, and assistance programs; and d) the penalties that may be imposed for drug abuse violations.

2. ANNUAL NOTIFICATION

Florida International University shall publish annually a statement (hereinafter, “annual notification statement”) which notifies all students, faculty and staff that: a) standards of conduct prohibit the unlawful manufacture, distribution, dispensation, possession, or use of a Controlled Substance and alcohol on Campus or as part of any University activity; b) specifies the actions that will be taken against those who violate such standards of conduct; c) includes a description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of controlled substances and alcohol; d) describes the health risks associated with the use of controlled substances and the abuse of alcohol; e) describes any available drug or alcohol counseling, treatment, or rehabilitation or re-entry programs; and f) the University will impose disciplinary sanctions (which may include the completion of an appropriate rehabilitation program) on students, faculty and staff, consistent with local, State, and Federal law, and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the required standards of conduct.

3. REQUIREMENTS FOR FACULTY AND STAFF WORKING ON A FEDERAL CONTRACT OR GRANT

a) All faculty and staff engaged in the performance of a federal contract or grant must, in addition to receiving the annual notification statement, agree to: i. abide by the terms of the annual notification statement; and ii. notify the employer of any Criminal Drug Statute Conviction for a violation occurring

in the workplace no later than five (5) days after such conviction. b) Within ten (10) days after receiving notice of any such conviction, Florida International University shall notify the contracting or granting agency. Such notification must: i. be in writing; ii. include the faculty or staff's position title; iii. include the identification number of each affected award; and iv. be sent to every awarding official or his or her official designee of the Federal agency on whose award the convicted faculty or staff was working, unless the Federal agency has specified a central point for the receipt of the notices. c) Within thirty (30) days after receiving notice of any such conviction, the University will impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program by the convicted faculty or staff.

4. SCOPE, ADVISEMENT AND COMMUNICATION Florida International University shall establish and maintain a University Drug-Free and Alcohol Abuse Prevention Task Force (referred to as the "AOD Task Force") which shall include broad and diverse representation of FIU faculty, staff and students. The AOD Task Force shall: a) Serve as an advisory board for policies and procedures regarding drug and alcohol abuse prevention; b) Provide alcohol and drug abuse prevention information; and c) Monitor the dissemination and notification of alcohol and drug prevention information to the FIU community.

As part of the biennial review, the AOD Task Force will disclose: a) the number of drug and alcohol related violations and fatalities that occur on the University's Campus or as part of any of the institutions activities and are reported to campus officials; and b) The number and type of sanctions imposed by the institution as a result of drug and alcohol related violations and fatalities.

5. DISCLOSURE OF POLICY Florida International University shall make available to the U.S. Department of Education and the public a copy of the annual notification statement described herein and the results of the biennial review of the University's drug-prevention program. These along with any other records reasonably related to the University's compliance with the drug-prevention program certification will be maintained for three (3) years after the fiscal year in which the records were created.

B. Alcoholic Beverages and Illegal Drug Possession

POLICY STATEMENT

The consumption of alcoholic beverages by members of the university community is subject to the alcoholic beverage laws of the State of Florida and FIU policy and regulations. Specifically, it is unlawful for any person to sell, give, serve or permit to serve alcoholic beverages to a person less than 21 years of age or to consume alcoholic beverages on licensed premises unless specifically engaged in an approved and supervised academic program, which does not involve the actual ingestion of alcohol by an individual under the legal drinking age. It is also unlawful for a person to misrepresent or misstate his or her age or the age of any other person for the purpose of inducing any licensee or his agents or employees to sell, give, serve or deliver any alcoholic beverage to a person less than 21 years of age. A violation of the proceeding may be cause for disciplinary action and criminal prosecution.

The unlawful manufacture, distribution, dispensation, possession, use, trade, or sale of a Controlled Substance or alcohol by any Florida International University student or employee on Campus or at any University sponsored or related activity threatens the wellbeing and health of the University community.

REASON FOR POLICY

Establishes FIU's perspective on alcoholic beverage and illegal drug consumption, manufacture, distribution and possession.

RELATED INFORMATION

FIU Policy 1705.002 Drug-Free Campus/Workplace, Drug And Alcohol Abuse Prevention Policy online at policies.fiu.edu/files/754.pdf and FIU Regulation 2505 Alcoholic Beverages online at regulations.fiu.edu/regulation.

PROCEDURES

Although Florida International University respects an individual's rights, such rights cannot outweigh the need to maintain a safe, productive, and drug-free work and educational environment. Therefore: 1. No person may unlawfully manufacture, distribute, dispense, possess, trade, sell, or offer for sale a Controlled Substance or otherwise engage in the use of Controlled Substances on Campus; 2. No person may report to classes, work, or related assignments "under the influence" of Controlled Substances or alcohol; and 3. No person may use prescription drugs illegally. The legal

use of prescription drugs with known potential to impair personal safety should be reported to supervisors or an appropriate University representative.

Any violation of this policy by a University student or employee shall constitute grounds for: 1. Evaluation and/or referral to treatment for drug/alcohol abuse; 2. Disciplinary action; and/or a) For students, disciplinary action may include mandatory referral to the University Counseling and Psychological Services for alcohol/drug dependence, written reprimand, or other disciplinary sanctions, up to and including expulsion from the University. Such actions shall be in accordance with the applicable "Student Codes of Conduct" and University policies and procedures.

2 b) For employees, disciplinary action may include mandatory referral to the Office of Employee Assistance (OEA) for assessment, letters of reprimand, and progressive disciplinary procedures, up to and including termination of employment. 3. Criminal sanction.

Florida law prohibits the sale, manufacture, or delivery, or possession with intent to sell, manufacture or deliver, of a Controlled Substance "in, on, or within 1,000 feet of the real property comprising a public or private college, university, or other postsecondary institution." Fla. Stat. § 893.13(1)(d). Violators face up to 30 years in prison.

C. Florida International University Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Policy Annual Notification

TO: Florida International University Faculty, Staff, and Students

SUBJECT: Florida International University Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Policy Annual Notification

DATE: September 16, 2016

The Drug-Free Schools and Communities Act Amendments of 1989 and the Drug-Free Workplace Act of 1988 (collectively the “Act”), require that Florida International University (FIU) maintain a program to prevent the use of illicit drugs and abuse of alcohol by students and employees.

INTRODUCTION

Florida International University is proud to be an Alcohol and Drug-Free Campus and Workplace since the spring of 1991. This initiative is intended to promote a safe, productive, and drug-free work and learning environment for our faculty, staff, and students.

Under the Act, FIU is also required to annually distribute the following information about its Drug and Alcohol program to all faculty, staff and students. You should read this notification carefully, which is divided into the following sections:

- I. Standards of Conduct and Sanctions
- II. Legal Statutes, Regulations, Policies and Penalties
- III. Health Risks
- IV. Prevention and Assistance

I. STANDARDS OF CONDUCT AND SANCTIONS

It is important to note that illegal drug use can cause negative health effects impacting the physical, behavioral, and psychological well-being of an individual as well as the surrounding community. In addition, it can also lead to addiction for the user. Illegal drug use and alcohol abuse negatively impact the mission and goals of the University.

Although Florida International University respects the privacy rights of individuals as well as the right of an individual of legal age to partake in the consumption of alcohol,

under appropriate circumstances, such rights cannot outweigh the need to maintain a safe working and learning environment.

The following is pertinent information you should be aware of in relations to the University's drug and alcohol prevention initiative:

1. No person may unlawfully manufacture, distribute, dispense, possess, trade, sell, or offer for sale a Controlled Substance or otherwise engage in the use of Controlled Substance on campus or as part of any University activity;
2. No person may report to classes, work, or related assignments "under the influence" of Controlled Substances or alcohol; and
3. No person may use prescription drugs illegally. The legal use of prescription drugs with known potential to impair personal safety should be reported immediately to any supervisor or an appropriate University representative.

Any violation of this policy shall constitute grounds for:

1. Evaluation and/or referral to treatment for drug/alcohol abuse;
2. Disciplinary action, up to and including termination of employment in accordance with applicable collective bargaining agreements or rules; and/or
3. Criminal sanction.

In furtherance of this initiative, the University shall establish and maintain a [University Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Task Force](#) which shall include broad and diverse representation of FIU faculty, staff and students. The Florida International University Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Task Force shall be responsible for conducting biennial reviews of the University's drug-prevention program to:

- a. determine the effectiveness of the drug-prevention program and implement needed changes, if any to the program; and
- b. ensure the consistent enforcement of the disciplinary sanctions imposed on students and employees who violate the required standards of conduct.

The [Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Policy](#) can be found in the University Policies and Procedures Library.

II. LEGAL STATUTES, REGULATIONS, POLICIES AND PENALTIES

A. ALCOHOL

1. FIU Regulation

All members of the University community (students, faculty, staff, and alumni, and their guests) who purchase, possess, and consume alcoholic beverages on campus must do so responsibly and must have reached the legal age of 21. Students and employees are expected to take personal responsibility for their own conduct when making decisions regarding alcohol use.

The use, possession, or distribution of beverages containing alcohol on University property, including residence halls, is governed by Florida statute and University regulation. The following University regulation applies to all faculty, staff and students of the University, and their guests attending events and activities on University premises:

The term “*University premises*”, as used in this regulation, includes any facility, vessel, vehicle or real estate, whether owned, leased, rented or temporarily assigned, which is managed and operated under the authority of the University or an authorized agent of the University.

No individual under the legal drinking age (minimum of 21 years of age) may possess, serve, sell, consume, or distribute alcohol on University premises, unless specifically engaged in an approved and supervised academic program, which does not involve the actual ingestion of alcohol by an individual under the legal drinking age. No individual may serve or otherwise provide alcohol, for consumption, to individuals under the legal drinking age of 21 years.

Any individual to whom alcohol is sold or served, or who attempts to purchase or consume alcohol on University premises must satisfy the legal age requirement of 21 years, and demonstrate this by showing valid photo identification when asked to do so. Individuals shall not bring alcoholic beverages to any University sponsored event. Individuals shall not leave a University event or event area while carrying or holding any type of container of alcoholic beverage. Individuals shall adhere to all applicable state and local laws related to the sale or consumption of alcohol.

For the complete regulation, please refer to the following link: [FIU-2505 Alcoholic Beverages](#).

2. Florida Alcohol Laws

The following represents a summary of relevant Florida Statutes for alcohol related offenses:

It is unlawful for any person under the age of 21 years, except a person employed under the provisions of Florida Statutes acting in the scope of her or his employment within hotels, restaurants and other licensed establishments, to have in her or his possession alcoholic beverages. ([F.S. §562.111](#))

The prohibition in section 562.111 against the possession of alcoholic beverages does not apply to the tasting of alcoholic beverages by a student who is at least 18 years of age, who is tasting the alcoholic beverages as part of the student's required curriculum at a postsecondary educational institution that is institutionally accredited by an agency recognized by the United States Department of Education and that is licensed or exempt from licensure pursuant to the provisions of chapter 1005 or is a public postsecondary education institution; if the student is enrolled in the college and is tasting the alcoholic beverages only for instructional purposes during classes that are part of such a curriculum; if the student is allowed only to taste, but not consume or imbibe, the alcoholic beverages; and if the alcoholic beverages at all times remain in the possession and control of authorized instructional personnel of the college who are 21 years of age or older.

Any person under the age of 21 who is convicted of a violation of subsection 562.111 is guilty of a misdemeanor of the second degree, punishable by up to 60 days imprisonment and a \$500.00 fine. Any person under the age of 21 who has been convicted of a violation of this subsection and who is thereafter convicted of a further violation of this subsection is, upon conviction of the further offense, guilty of a misdemeanor of the first degree, punishable by up to 1 year imprisonment and a \$1,000.00 fine. ([F.S. §775.082](#), [F.S. §775.083](#))

It is unlawful for any person to sell, give, serve, or permit to be served alcoholic beverages to a person under 21 years of age or to permit a person under 21 years of age to consume such beverages on the licensed premises. ([F.S. §562.11](#))

A person who violates subsection 562.11 commits a misdemeanor of the second degree, punishable by up to 60 days imprisonment and a \$500.00 fine. A person who violates this subparagraph a second or subsequent time within 1 year after a prior conviction commits a misdemeanor of the first degree, punishable by up to 1 year imprisonment and a \$1,000.00 fine. (F.S. §775.082, F.S. §775.083)

It is unlawful for any person to misrepresent or misstate his or her age or the age of any other person for the purpose of inducing any licensee or his or her agents or employees to sell, give, serve, or deliver any alcoholic beverages to a person under 21 years of age,

or for any person under 21 years of age to purchase or attempt to purchase alcoholic beverages. (F.S. §562.11)

Anyone convicted of violating the provisions of subsection 562.11 is guilty of a misdemeanor of the second degree, punishable by up to 60 days imprisonment and a \$500.00 fine. (F.S. §775.082, F.S. §775.083)

No person in the state shall be intoxicated and endanger the safety of another person or property, and no person in the state shall be intoxicated or drink any alcoholic beverage in a public place or in or upon any public conveyance and cause a public disturbance. ([F.S. §856.011](#))

Any person violating the provisions of this subsection 856.011 shall be guilty of a misdemeanor of the second degree, punishable by up to 60 days imprisonment and a \$500.00 fine. (F.S. §775.082, F.S. §775.083)

Any person who shall have been convicted or have forfeited collateral under the provisions of subsection (1) three times in the preceding 12 months shall be deemed a habitual offender and may be committed by the court to an appropriate treatment resource for a period of not more than 60 days. (F.S. §856.011)

A person is guilty of the offense of driving under the influence and is subject to punishment if the person is driving or in actual physical control of a vehicle within this state and the person's normal faculties are impaired with a blood-alcohol level of 0.08 or more, or has a breath-alcohol level of 0.08 or more. ([F.S. §316.193](#))

Any person who is convicted of a violation of subsection 316.193 shall be punished:

1. By a fine of:
 - a. Not less than \$500 or more than \$1,000 for a first conviction.
 - b. Not less than \$1,000 or more than \$2,000 for a second conviction; and
2. By imprisonment for:
 - a. Not more than 6 months for a first conviction.
 - b. Not more than 9 months for a second conviction.

B. DRUGS

1. FIU Drug Policies and Employment Requirements

(a) Drug Testing:

The University shall ensure drug testing on all prospective candidates for law enforcement positions and positions that specifically state this as a condition of employment in the job description, job posting or offer letter.

(b) FIU Requirements for New Hires (Sign-On Package) and for ALL Employees Working on a Federal Contract or Grant:

1. All employees engaged in the performance of a federal contract or grant must, in addition to receiving the annual notification statement, agree to:
 - a. Abide by the terms of the annual notification statement; and
 - b. notify the employer of any Criminal Drug Statute Conviction for a violation occurring in the workplace no later than five (5) days after such conviction.
2. Within ten (10) days after receiving notice of any such conviction, Florida International University shall notify the contracting or granting agency. Such notification must:
 - a. Be in writing;
 - b. include the employee's position title;
 - c. include the identification number of each affected award; and
 - d. be sent to every awarding official or his or her official designee of the Federal agency on whose award the convicted employee was working, unless the Federal agency has specified a central point for the receipt of the notices.
3. Within thirty (30) days after receiving notice of any such conviction, the University will impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program by, the convicted employee.

2. Florida Drug Laws

Florida Statute [§ 893.13](#) makes it unlawful for any person to sell, manufacture, or deliver, or possess with intent to sell, manufacture, or deliver, a controlled substance. Any person who violates this provision can be liable for the following penalties, depending on the classification and amount of drug involved:

Felony in the first degree fine	-	Up to 30 years imprisonment and a \$10,000.00
Felony in the second degree	-	Up to 15 years imprisonment and a \$10,000.00 fine

Felony in the third degree fine	-	Up to 5 years imprisonment and a \$5,000.00 fine
Misdemeanor in the first degree	-	Up to 1 year imprisonment and a \$1,000.00 fine
Misdemeanor in the second degree \$500.00 fine	-	Up to 60 days imprisonment and a
Non-criminal charge determined by court	-	Other fines and civil penalties

Florida statute also prohibits the sale, manufacture, or delivery, or possession with intent to sell, manufacture or deliver, of a Controlled Substance "in, on, or within 1,000 feet of the real property comprising a public or private college, university, or other postsecondary institution." A conviction may be punishable by imprisonment for up to 30 years and a \$10,000.00 fine. (F.S. § 893.13(1)(d)).

Special Circumstances:

If a person violates any provision of Section 893.13 and the violation results in a serious injury to a state or local law enforcement officer, firefighter, emergency medical technician, paramedic, employee of a public utility or an electric utility, animal control officer, volunteer firefighter engaged by state or local government, law enforcement officer employed by the Federal Government, or any other local, state, or Federal Government employee injured during the course and scope of his or her employment, the person commits a felony of the third degree, punishable as provided above. If the injury sustained results in death or great bodily harm, the person commits a felony of the second degree, punishable as provided above. (F.S. § 893.13(6)(a)(d)(10)).

Florida Controlled Substance List and Schedules can be found under [F.S. §893.03](#). Florida "Precursor Chemical" list, which are chemicals that may be used in manufacturing a controlled substance in violation of Florida Statute, can be found under [F.S. §893.033](#).

3. Federal Drug Laws

Types of Federal Drug Crimes

Federal drug laws prohibit the possession, distribution, sale, trafficking, cultivation, and manufacturing of various controlled substances. Prohibited drugs include marijuana, cocaine, methamphetamine, heroin, and a number of narcotic-based drugs such as Oxycodone and Vicodin, and more.

Marijuana Possession and Distribution

- Possession / any amount of \$1,000 - Punishable by up to 1 year in prison and a fine for a first conviction - Further convictions and greater amounts of marijuana result in stiffer penalties
- Sale of less than 50 kilograms and a \$250,000.00 fine (Smallest amount category) - Felony punishable by 5 years in prison

Cocaine and Heroin Possession and Distribution

- Possession of cocaine/heroin Marijuana - Penalties are more severe than those of Marijuana
- Sale or distribution of cocaine/heroin - Penalty may include a life sentence

Factors that are considered when an individual is being charged with a drug crime such as possession or distribution of heroin or cocaine, include the quantity of drug involved, the prior criminal history of the defendant, the use or possession of weapons by the defendant, and whether minors were involved.

Drug Trafficking

- Transporting controlled substances crime for which the (Over state-line or country's border) - Considered federal drug trafficking, a penalties are severe - The death penalty is a possible punishment for drug "kingpins"³

Penalties for Federal Drug Crimes

Under the Federal Sentencing Guidelines, the penalties for federal drug crimes are mandatory; the judge does not have any discretion to give lighter sentences. Additionally, the federal system provides only limited opportunities for probation following a conviction on a drug crime. There is also no parole in the federal justice system.

³ The Continuing Criminal Enterprise Statute, commonly referred to as the CCE Statute or "The Kingpin Statute," is a United States federal law that targets large-scale drug traffickers who are responsible for long-term and elaborate drug conspiracies. (Chapter 13 of [Title 21 of the United States Code](#), [21 U.S.C. § 848](#))

Anyone charged with a Federal and State drug charge should be aware that the United States Supreme Court has ruled that a defendant does not face double jeopardy if he or she is convicted of certain drug offenses and can be charged in both state and federal courts for the same act using all the prosecution powers of the two entities.

A comprehensive review of illicit drugs, including the history of the drug, its uses, short and long term effects, penalties for use, and pertinent legislation can be found under:
<http://www.usdoj.gov/dea/concern/concern.htm>

A comprehensive review of federal penalties for drug trafficking can be found under:
<http://www.usdoj.gov/dea/agency/penalties.htm>

III. HEALTH RISKS

A. ALCOHOL

Beer, wine, liquor

Alcohol is a depressant which leads to the loss of control over judgment, resulting in a loss of inhibitions. It affects physical coordination, causing blurred vision, slurred speech and loss of balance. Alcohol is involved in a large proportion of fatal road accidents, assaults and incidents of domestic violence.

Excessive drinking over time is associated with the following health problems and conditions:

Brain: Alcohol interferes with the brain's communication pathways, and can affect the way the brain looks and works. These disruptions can change mood and behavior, and make it harder to think clearly and move with coordination.

Heart: Consuming a large amount over a long period of time or too much on a single occasion can damage the heart, causing problems including:

- Cardiomyopathy - Stretching and drooping of heart muscle
- Arrhythmias - Irregular heart beat
- Stroke
- High blood pressure

Liver: Heavy drinking takes a toll on the liver, and can lead to a variety of problems and liver inflammations including:

- Steatosis, or fatty liver
- Alcoholic hepatitis
- Fibrosis
- Cirrhosis

Pancreas: Alcohol causes the pancreas to produce toxic substances that can eventually lead to pancreatitis, a dangerous inflammation and swelling of the blood vessels in the pancreas that prevents proper digestion.

Cancer: Drinking too much alcohol can increase your risk of developing certain cancers, including cancers of the:

- Mouth
- Esophagus
- Throat
- Liver
- Breast

Immune System: Drinking too much can weaken your immune system, making your body a much easier target for disease. Chronic drinkers are more liable to contract diseases like pneumonia and tuberculosis than people who do not drink too much. Drinking a lot on a single occasion slows your body's ability to ward off infections - even up to 24 hours after getting drunk.

Binge Drinking

Most adverse health effects from underage drinking stem from acute intoxication resulting from binge drinking. Immediate health effects of binge drinking may include:

Alcohol poisoning - A high level of alcohol consumption within a short span of time which results in the suppression of the central nervous system and causes loss of consciousness, low blood pressure and body temperature, coma, respiratory depression and death.

Risky sexual behaviors and increased risk of sexual assault. These behaviors can result in unintended pregnancy or sexually transmitted diseases. Violence, including intimate partner violence and child maltreatment.

[Source: U.S. Department of Health and Human Services]

B. DRUGS

Substance Category & Name

Consequences

(Examples of Commercial & Street Names)

Anabolic Steroids:

Testosterone

Depo Testosterone, Sustanon, Sten, Cyp

Possible Effects / Potential Health

Virilization, edema, testicular atrophy, gynecoma, acne, aggressive behavior / Physical and internal damage, addiction, possible suicide

Other Anabolic Steroids

Parabolan, Winstrol, Equipose, Anadrol,
Dianabol, Primabolin-Depo, D-Ball

Cannabis:**Marijuana**

Pot, Grass, Sinsemilla, Blunts, Mota , Yerba ,
Grifa

Tetrahydro-cannabinol

THC, Marinol

Hashish and Hashish Oil

Hash, Hash oil

*Euphoria, relaxed inhibitions, increased
appetite, disorientation / Fatigue, paranoia,
possible psychosis*

Depressants:**Gamma Hydroxybutyric Acid**

GHB, Liquid Ecstasy, Liquid X, Sodium
Oxybate, Xyrem®

Benzodiazepines

Valium, Xanax, Halcion, Ativan, Restoril,
Rohypnol (Roofies, R-2), Klonopin

Other Depressants

Ambien, Sonata, Meprobamate,
Chloral Hydrate, Barbiturates,
Methaqualone (Quaalude)

*Slurred speech, disorientation, drunken behavior
without odor of alcohol, impaired memory of events,
interacts with alcohol / Shallow respiration, clammy
skin, dilated pupils, weak and rapid pulse, coma,
possible death*

Hallucinogens:**MDMA and Analogs**

(Ecstasy, XTC, Adam), MDA (Love Drug),
MDEA (Eve), MBDB

*Heightened senses, teeth grinding and
dehydration / Increased body temperature,
Electrolyte imbalance, cardiac arrest*

LSD

*Illusions and hallucinations, altered perception of
time and distance / Longer, more intense "trip"
episodes*

Acid, Microdot, Sunshine, Boomers

Phencyclidine and Analogs

*Illusions and hallucinations, altered perception of
time and distance / Unable to direct movement, feel
pain, or remember*

Angel Dust, Hog, Loveboat, Ketamine
(Special K), PCE, PCPy, TCP

Other Hallucinogens

Psilocybe mushrooms, Mescaline, Peyote
Cactus, Ayahuasca, DMT,
Dextromethorphan (DXM)

Inhalants:**Amyl and Butyl Nitrite**

Pearls, Poppers, Rush, Locker Room

*Flushing, hypotension, headache / Methemo-
globinemia*

Nitrous Oxide

Laughing gas, balloons, Whippets

Other Inhalants

Adhesives, spray paint, hair spray, dry cleaning fluid, spot remover, lighter fluid

Impaired memory, slurred speech, drunken behavior, slow onset vitamin deficiency, organ damage / Vomiting, respiratory depression, loss of consciousness, possible death

Narcotics:**Heroin**

Diamorphine, Horse, Smack, Black tar, Chiva, Negra (black tar)

Morphine

MS-Contin, Roxanol, Oramorph SR, MSIR

Hydrocodone

Hydrocodone w/ Acetaminophen, Vicodin, Vicoprofen, Tussionex, Lortab

Hydro-morphine

Dilaudid

Oxycodone

Roxicet, Oxycodone w/ Acetaminophen, OxyContin, Endocet, Percocet, Percodan

Codeine

Acetaminophen, Guaifenesin or Promethazine w/Codeine, Fiorinal, Fioricet or Tylenol w/Codeine

Other Narcotics

Fentanyl, Demerol, Methadone, Darvon, Stadol, Talwin, Paregoric, Buprenex

Euphoria, drowsiness, respiratory depression, constricted pupils, nausea / Slow and shallow breathing, clammy skin, convulsions, coma, possible death

Stimulants:**Cocaine**

Coke, Flake, Snow, Crack, Coca, Blanca, Perico, Nieve, Soda

Amphetamine/Meth-amphetamine

Crank, Ice, Cristal, Krystal Meth, Speed, Adderall, Dexedrine, Desoxyn

Methylphenidate

Ritalin (Illy's), Concerta, Focalin, Metadate

Other Stimulants

Adipex P, Ionamin, Prelu-2, Didrex, Provigil

Increased alertness, excitement, euphoria, increased pulse rate & blood pressure, insomnia, loss of appetite / Agitation, increased body temperature, hallucinations, convulsions, possible death

Nicotine

Cigarettes, cigars, smokeless tobacco, snuff, spit tobacco, chew

Effects attributable to tobacco exposure includes adverse pregnancy outcomes, chronic lung disease, cardiovascular disease, stroke, cancer, tolerance, addiction

[Source: U.S. Department of Justice's Drug Enforcement Administration]

Description of drugs and effects can be found in the [DEA Drug Fact Sheets](#).

IV. PREVENTION AND ASSISTANCE

Resources:

Human Resources

(305) 348-2181 Modesto Maidique Campus (MMC)

(305) 919-5545 Biscayne Bay Campus (BBC)

Counseling and Psychological Services (CAPS)

(305) 348-2277 Modesto Maidique Campus (MMC)

(305) 919-5305 Biscayne Bay Campus (BBC)

Services and programs are offered by Counseling and Psychological Services (CAPS) staff, with expertise in dealing with student concerns and development. Their goal is to provide professional care to each student in a culturally sensitive environment. Students who are currently registered and who have paid the FIU Student Health Fee are eligible to utilize these services and participate in the programs.

Office of Employee Assistance (OEA)

(305) 348-2469 MMC & BBC

The Office of Employee Assistance is the faculty/staff employee assistance program of Florida International University. The OEA provides confidential professional assistance, without charge, to help employees and their families resolve personal problems that affect their personal lives or job performance.

Student Health Services (SHS)

MMC (305) 348-2401

BBC (305) 919-5620

Clinical Services (HCC): (305) 919-5620

Wellness Center (WUC): (305) 919-5307

Student Health Services (SHS) provides affordable and accessible student-focused medical care and promotes healthy lifestyles through education, mentorship, and research activities thus facilitating the academic success of our students. SHS provides professional, accessible, and cost-effective primary care services to registered students at FIU -- with an emphasis on health education, prevention and self-care.

Office of Compliance and Integrity

FIU Ethical Panther Line

Online at www.convercent.com/report or by calling 1-844-312-5358

The FIU Ethical Panther Line provides a method to report on an anonymous basis to the University Compliance Office.

Community Resources:

Switchboard of Miami

(305) 358-4357

Switchboard of Miami, Inc. established in 1968, is a private, nonprofit organization that counsels, connects and empowers people in need. Through our suicide prevention programs, information and referral contact center, and crisis counseling and wellness services, Switchboard serves as both a first point of assistance and a last resource for people in need.

Alcoholics Anonymous:

Coral Gables

Miami-Dade Intergroup

24 Hr. Answering Svc: (305)461-2425

Website: www.aamiamidade.org

Fort Lauderdale:

Broward County A.A. Intergroup

Main: (954)462-0265

24 Hr. Answering Svc: (954)462-7202

Site: www.aabroward.org

Alcoholics Anonymous is a fellowship of men and women who share their experience, strength and hope with each other that they may solve their common problem and help others to recover from alcoholism. The only requirement for membership is the desire to stop drinking. There are no dues or fees for A.A. membership.

Narcotics Anonymous:

Helplines:

South Dade Area: 305-265-9555

North Dade Area: 1-866-935-8811

Beach and Bay Area: 305-628-8205

South Florida Region: 1-866-288-NAN

Website: <http://www.namiami.org/>

Meetings: <http://www.namiami.org/meetings/>

Narcotics Anonymous is a nonprofit fellowship or society of men and women for whom drugs had become a major problem. The program is for recovering addicts who meet regularly to help each other stay clean. This is a program of complete abstinence from all drugs. There is only one requirement for membership, the desire to stop using.

The Florida Alcohol and Drug Abuse Association (FADAA)

(850) 878-2196

The Florida Alcohol and Drug Abuse Association, incorporated in 1981, is a non-profit membership association representing over 100 of Florida's premiere community-based substance abuse and co-occurring treatment and prevention agencies, managing entities, community anti-drug coalitions and over 3,000 individual members. The mission of FADAA is to represent its members in advancing addiction treatment, prevention and research through public policy leadership, communications, professional development and quality member services.

D. Florida International University Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Policy Annual Notification - Distributed on November 17, 2017 with Convercent. A comparable notification is sent to all students by Vice President Larry Lunsford.

MEMORANDUM

Please read the FIU Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Policy by 12/31/2017.

It is important for Florida International University (FIU) to provide a safe, productive and drug free educational and work environment for our faculty, staff and students. The Drug-Free Campus/Workplace Policy and Florida law prohibits the sale, manufacture, delivery, or possession with intent to sell, manufacture, of a controlled substance "in, on or within 1,000 feet of the real property comprising a public or private college, university, or other postsecondary institution". It is important that each faculty and staff read and adhere to this policy along with the Annual Notification to help make our campuses a safe learning environment for our faculty, staff and students.

FIU continues to be Worlds Ahead in our commitment to integrity, ethical conduct and compliance. In furtherance of our efforts to enhance the effectiveness of our compliance program, we have partnered with Convercent™ to electronically distribute and track compliance data for specific policies and trainings that are important for you to review and acknowledge because of your role and responsibilities.

The Convercent system is asking you to do the following:

1. Login to Convercent (using your FIU credentials).
2. Read the FIU policy in the "action required" section of the home screen called 1705.002 Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Policy
3. Attest/acknowledge that you read the FIU policy.

If you have additional questions or experience any difficulty logging in please contact the FIU Compliance and Integrity Office at 305-348-0002 or email myself Mark Green at greenma@fiu.edu.



1705.002 Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Policy 11.7.17 - 12.31.17

Distribution Details

Scheduled Distribution Date	Due Date
11/7/2017 9:00 AM	12/31/2017 11:00 PM

E. FIU-2505 Alcoholic Beverages Regulation Beverages

FIU-2505 Alcoholic Beverages.

(1) GENERAL REQUIREMENTS.

(a) This regulation shall govern the possession, service, sale, consumption and distribution of alcohol at all Florida International University sponsored events and activities; at all facilities operated under the jurisdiction of the University; to any, and all faculty, staff and students of the University, and their guests attending such events and activities. (b) All activities, locations and individuals, referenced above, shall be governed by, and held accountable to the most stringent requirements of the appropriate state and federal laws, local county ordinances regarding alcohol, and/or this University regulation. (c) Definitions: 1. The term "alcohol" or "alcoholic beverage", as used in this regulation, includes beer, wine, hard liquor, distilled spirits, mixed drinks, and other beverages containing ethyl alcohol. 2. The term "sponsored by", as used in this regulation, includes all events and activities, on or off University Premises, supported wholly or in part through funding, services or resources of any University budget entity. 3. The term "individual", as used in this regulation, includes any employee, student, volunteer or agent of the University, and their invited guests. 4. The term "University premises", as used in this regulation, includes any facility, vessel, vehicle or real estate, whether owned, leased, rented or temporarily assigned, which is managed and operated under the authority of the University or an authorized agent of the University. (d) No individual under the legal drinking age (minimum of 21 years of age) may possess, serve, sell, consume, or distribute alcohol on University premises, unless specifically engaged in an approved and supervised academic program, which does not involve the actual ingestion of alcohol by an individual under the legal drinking age. (e) No individual may serve or otherwise provide alcohol, for consumption, to individuals under the legal drinking age of 21 years.

(2) SERVICE, SALE AND DISTRIBUTION.

(a) Where all other regulation requirements have been satisfied, the approval process for the service, sale or distribution of alcohol on University premises shall be as follows: 1. A written document, contract or agreement, facility reservation form, memo or letter describing the type of event, number of attendees, and appropriate event controls shall be submitted to the Vice President of Student Affairs or his/her designee for approval, at least two weeks prior to the scheduled date. Approval shall be granted based on demonstrated intent to comply with the requirements set forth in paragraphs (2)(b) and (2)(c) of this regulation. The sale or service of alcohol on University premises in the absence of this approval is a direct violation of this regulation. 2. Alcoholic beverages may be sold or served only by trained and service providers with appropriate permits.

3. Any sale of alcohol on University premises shall be in accordance with the requirements of the University's terms of agreement with the contracted food service provider for the University. NOTE: Although the Vice President of Student Affairs or his/her designee may approve the sale of alcohol on University premises, only the Division of Alcoholic Beverages and Tobacco can issue the required legal permit to sell alcohol in the State of Florida. 4. Upon satisfaction of all legal and regulation requirements, the service and sale of alcoholic beverages on University premises are limited to the locations identified below, or those otherwise authorized in writing under terms specified within said authorization by the Vice President of Student Affairs or his/her designee: a. All locations specified on the alcoholic beverage license of the University's food service contractor. b. University Park: Graham Center (GC) including the Ballrooms; The Faculty Club; The Rathskellar (Gracie's Grill); The Panther Suite; The Cafeteria & Food Court; The GC Forum & The Pit; The Golden Panther Arena & The Athletic fields/facilities and the FIU Stadium, The Betty Chapman Student Plaza (Fountain area bordered on the North by the GC - on the West by the PC building and on the Southeast by Parking Garage #1), The Art Museum (and adjacent areas in PC); The Wertheim Performing Arts Center; The University House, Cejas School of Architecture Building, and Green Library. c. Biscayne Bay Campus: Wolfe University Center (WUC) Ballrooms, Cafeteria, Panther Square, Hospitality Management Building, Southern Wine and Spirits Management Center, Koven's Conference Center, Library. d. University Housing and Greek Housing: As authorized in writing by the Vice President for Student Affairs or designee under terms specified within said authorization. e. Other areas: The Wolfsonian-FIU Museums and The Women's Club. f. Future locations to be determined upon completion of construction or execution of lease agreements. (b) When the service and sale of alcohol has been approved by the duly authorized University official, the following conditions shall apply: 1. Any individual to whom alcohol is sold or served, or who attempts to purchase or consume alcohol on University premises must satisfy the legal age requirement of 21 years, and demonstrate this by showing valid photo identification when asked to do so. Such identification includes: valid photo identification issued by the State of Florida or any other state of the United States, a passport or a United States armed services identification card. 2. Event servers/bartenders and attendants may exercise prudent judgment, consistent with their training, with regard to the appearance of an individual in determining whether they satisfy the minimum age requirement. 3. Servers/bartenders and event attendants shall be properly trained regarding Florida's underage person laws. Such training shall meet the minimum standards of programs such as TIPS® (Training for Intervention Procedures). 4. Servers/bartenders and attendants shall be at least 21 years old. 5. Individuals shall not bring alcoholic beverages to any University sponsored event. Individuals shall not leave a University event or event area while carrying or holding any type of container of alcoholic beverage. 6. Non-alcoholic beverages and food must be provided in sufficient quantities at all events, and shall be made available for the duration

of the event, while alcohol is also available. 7. Non-alcoholic beverages must be available at a price equal to or less than the price of the alcohol being served. 8. At least two printed signs shall be prominently displayed at each event, each of which must display the following information: NO ALCOHOL SOLD OR SERVED TO MINORS PROOF OF AGE IS REQUIRED NON-ALCOHOLIC BEVERAGES AVAILABLE MANAGEMENT RESERVES THE RIGHT TO DENY SERVICE ASK AN ATTENDANT FOR ASSISTANCE, IF NECESSARY Signs shall meet the following, minimum specifications: size shall be at least 11 inches by 14 inches; no other message shall be included on these signs, however, a single sign may be used to display this information in languages other than English. 9. Alcoholic beverages shall not be used as prizes or awards for any event. 10. "Alcohol tasting" events are subject to all the conditions of this regulation. 11. Competitions or contests that involve alcoholic beverages are strictly prohibited. 12. At least one uniformed member of the University Police Department, or a substitute approved by the Chief of the University Police Department shall be present at all events on University premises at which alcohol is sold or served. 13. The service and sale of alcohol must cease at least one hour before the scheduled and advertised end of the event. 14. The service or sale of alcohol shall not continue at any event on University premises after 1:00 a.m. 15. Reasonable conditions intended to encourage and facilitate the responsible consumption of alcohol imposed by the FIU Executive Committee, the Chief of Police, or the Department of Risk Management and Environmental Health and Safety on an event by-event basis. (c) Applicable Laws and Regulations: Individuals shall adhere to all applicable state and local laws related to the sale or consumption of alcohol. These include, but are not limited to the following: 1. It is unlawful for any person to assist an underage person to purchase or attempt to obtain alcoholic beverages. 2. It is unlawful for any underage person to falsify a driver's license or other identification document in order to obtain or attempt to obtain alcoholic beverages. 3. It is unlawful for any person to permit use of his/her driver's license or any other identification document, by an underage person, to purchase or attempt to purchase alcoholic beverages. 4. The burden of proof to demonstrate satisfaction of the legal drinking age requirement is the responsibility of the person desiring alcohol service. 5. It is the responsibility of the server, at the time that an alcoholic beverage is requested to check the photo ID or wristband of persons to be served, or otherwise verify the age of the person to whom alcohol is to be served. Servers reserve the right to deny service. 6. Transportation of any alcoholic beverages on University premises shall be in unopened containers.

(3) DISTRIBUTION, ADVERTISING AND PROMOTION.

(a) Advertisement and promotion of the use or consumption of alcohol at any event or activity is prohibited, unless written approval of the content of the advertisement, the size, location and method of distribution of the promotional material are, each and all, specifically reviewed and approved by the Vice President of Student Affairs or his/her designee. Approval shall be granted based on conformance with the requirements set

forth in paragraph (3)(c) of this regulation. (b) The following conditions shall also apply: 1. Event sponsors, who are also producers, sellers or distributors of alcoholic beverages shall not be recognized on printed or promotional materials unless authorized by the Vice President of Student Affairs or his/her designee pursuant to paragraph (3)(a) of this regulation. 2. Event sponsors, their subsidiaries, partners, or affiliated companies, which are recognized distributors or marketers of alcohol shall not be recognized on promotional materials for specific events where their products are sold or served, or at concurrent events on University premises, unless authorized by the Vice President of Student Affairs pursuant to paragraph (3)(a) of this regulation. (c) Event planners or University administrators seeking approval for advertising or promotion of the use or consumption of alcohol on University premises shall assure that advertisements and promotional materials satisfy the following minimum requirements prior to requesting approval: 1. Advertisement for alcohol shall not promote the irresponsible use of alcohol. 2. Advertisement shall not encourage behavior or activities that directly conflict with the requirements of this regulation. 3. Advertisement shall not use alcohol as an inducement to participate in a University event and shall not offer alcohol as a prize or gift in any form of contest, raffle, game, or competition. 4. Social events that encourage drinking, drinking contests, or alcoholic intoxication, and the advertisement of any such events are strictly prohibited. 5. General promotional materials, including advertising for any University sponsored event shall not make reference to the availability of alcoholic beverages unless the event is sponsored by the School of Hospitality Management in association with the FIU Beverage Management Program. 6. Advertising for any event sponsored by the FIU School of Hospitality Management where alcoholic beverages will be served and its availability is identified in the promotional material, shall specifically mention the availability of non-alcoholic beverages as prominently as the availability of alcoholic beverages.

(4) TAILGATING AND ATHLETIC EVENTS.

In addition to all other requirements stated in this regulation, the following requirements shall apply to the service, purchase, use, possession, distribution or consumption of alcohol and alcoholic beverages on University premises at events occurring in conjunction with FIU athletic events and competitions – either before, during or after the games. (a) Alcoholic beverages may be sold, served and consumed within the Stadium Club and Suites at the FIU Stadium, subject to all legal and regulation requirements. Except as to these specified locations or as otherwise approved in accordance with this regulation, alcohol shall not be sold, served or consumed in connection with FIU intercollegiate athletic events. Individuals with access to the Stadium Club or Suites at the FIU Stadium shall be prohibited from carrying alcoholic beverages to any other locations within the FIU Stadium. The sale or service of alcoholic beverages at non-intercollegiate athletic events shall be considered on an event-by-event basis in accordance with Section 2 above. (b) Individuals and members of the public attending any football game on

University premises shall not leave and subsequently re-enter the FIU Stadium at any time before or during the game. (c) Individuals and members of the public are strictly prohibited from entering the football stadium while carrying or bearing any type of container, open or closed, which contains any type of beverage. (d) Event managers and University police reserve the right to deny access, to athletic events, to individuals and members of the public who exhibit behaviors consistent with alcohol intoxication, or who behave in any manner inconsistent with the requirements of this regulation. (e) Tailgating activities on University premises that involve the service, sale or consumption of alcohol shall be restricted to specifically designated locations monitored by the FIU Public Safety Department. (f) The sale, service and consumption of alcohol shall be restricted to specific locations authorized in writing under terms specified within said authorization by the Vice President of Student Affairs or his or her designee. (g) The FIU Chief of Police shall prepare and submit an Event Evaluation Summary & Recommendation Report to the Vice President of Student Affairs within 72 hours of each athletic event and shall specifically address findings related to the use or abuse of alcohol at each event on each report. Specific Authority 1001.74(4) FS. Law Implemented 1001.74(6), (10), (19) FS. History- New 8-12-85, Formerly 6C8-11.005, Amended 4-16-91, 9-3-03, 8-22-04, Formerly 6C8-11.005, Amended 6.18.08.

F. Copy of University Regulatory Compliance Calendar

FLORIDA INTERNATIONAL UNIVERSITY 2017 COMPLIANCE CALENDAR*				
May				
DUE DATE:	REPORT:	DEPARTMENT/UNIT:	REQUIREMENT:	RESOURCES:
MAY-15	<i>Student & Employee Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Annual Notification</i>	Student Affairs / Human Resources	Requires the University to maintain a program to prevent the use of illicit drugs and abuse of alcohol by students and employees. Under the Act, FIU is also required to annually distribute the required information about its Drug and Alcohol program to all faculty, staff and students.	The Drug-Free Schools and Communities Act Amendments of 1989 The Drug-Free Workplace Act of 1988 (collectively the "Act")

G. Copy of Automated University Regulatory Compliance Notification Calendar

May - June				
DUE DATE:	REPORT:	DEPARTMENT / UNIT:	REQUIREMENT:	RESOURCES:
15-MAY	<i>Student & Employee Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Annual Notification</i>	Student Affairs (VP)	Requires the University to maintain a program to prevent the use of illicit drugs and abuse of alcohol by students and employees. Under the Act, FIU is also required to annually distribute the required information about its Drug and Alcohol program to all faculty, staff and students.	Completed: Notifications were sent out by Student Affairs to all students on May 8, 2017
15-MAY	<i>Student & Employee Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Annual Notification</i>	Human Resources (VP)	Requires the University to maintain a program to prevent the use of illicit drugs and abuse of alcohol by students and employees. Under the Act, FIU is also required to annually distribute the required information about its Drug and Alcohol program to all faculty, staff and students.	Completed: Notification was sent out by HR in the June 2, 2017 HR News & Updates

H. Student Conduct and Conflict Resolution Sanction/Intervention Data

FY2017 ALCOHOL & OTHER DRUG DATA

302 alcohol-related interventions involving 285 unique students

268 conduct (125 findings of “responsible”)

36 educational conversations

24 medical amnesty

295 drug-related interventions involving 262 unique students

260 conduct (127 findings of “responsible”)

35 educational conversation

2 interim suspensions

1 medical amnesty

1 expulsion

FY2018 ALCOHOL & OTHER DRUG DATA

200 alcohol-related interventions involving 195 unique students

165 conduct (75 findings of “responsible”)

21 educational conversations

3 medical amnesty

6 interim suspensions

3 informational

219 drug-related interventions involving 201 unique students

134 conduct (93 findings of “responsible”)

35 educational conversations

6 interim suspensions

COMMON SANCTIONING REFERRALS

Sanctions	2014-15	2015-16	2016-17	2017-18
CAPS Screening (Subst. Abuse/Behavioral)	20	28	50	24
CAPS Consultation	11	21	14	7
Online Alcohol Education Program	95	55	45	6
Online Marijuana Education Program	99	80	43	35
Psychological Evaluation	5	8	6	2
Reflection Paper – Alcohol	3	89	47	28
Reflection Paper – Marijuana	3	70	27	33

REPEAT OFFENSES

Percentage of Repeat Offenders	2014-15	2015-16	2016-17	2017-18
Alcohol-related	8.42%	5.43%	5.60%	2.63%
Drug-related	6.83%	1.33%	11.02%	2.01%