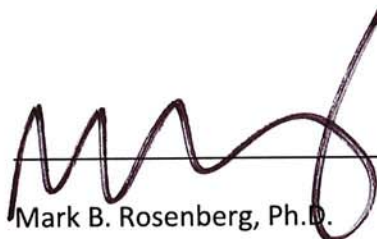




**FY2019 & FY2020
Biennial Review of
Alcohol and Other Drug (AOD)
Programs and Policies
[07.01.18 to 6.30.20]
Drug-Free Schools and Communities Act
(DFSCA)
34 C.F.R. section 86**



Mark B. Rosenberg, Ph.D.
University President

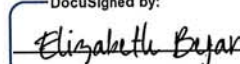
DocuSigned by:

7943ADE481FB4E3...
Elizabeth M. Bejar, Ph.D.
Senior Vice President for
Academic and Student Affairs

TABLE OF CONTENTS

I. Introduction3

II. FIU AOD Task Force Overview3

III. Descriptions of the AOD Program Services.....5

IV. Statement of AOD Program Goals and Goal Achievement7

V. Summaries of AOD Program Strengths, Collaborative Impact, and Opportunities for Improvement8

VI. Recommendations for Revising AOD Programs and Services13

VII. Procedures for Distributing Annual AOD Notification to Students and Employees.....13

VIII. Policies Distributed to Students and Employees (Appendices)13

Appendix A: Drug-Free Campus/Workplace Drug and Alcohol Misuse Prevention Policy13

Appendix B: Alcoholic Beverages and Illegal Drug Possession17

Appendix C: Florida International University Drug-Free Campus/Workplace Drug and Alcohol misuse Prevention Policy Annual Notification (Long Version).....19

Appendix D: Drug and Alcohol Policy and Procedure for Certain University Marine Employees31

Appendix E: FIU-2505 Alcoholic Beverages Regulation32

Appendix F: Copy of University Regulatory Compliance Calendar35

Appendix G: Student Conduct and Academic Integrity Sanction/Intervention Data36

Appendix H: AOD Education and Prevention Subcommittee Report37

I. INTRODUCTION

The following report was prepared by the Florida International University (“FIU” or “University”) Alcohol and Other Drugs (AOD) Taskforce to meet the requirements of the Drug-Free Schools and Communities Act, as codified in 20 U.S.C. section 1101i and 34 C.F.R. section 86.

The Drug and Alcohol Abuse Prevention regulations require FIU to conduct a biennial review of its Alcohol and Other Drug (AOD) Programs and Policies to:

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

To certify its compliance, the University 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 and report on its AOD programs and policies every two years.

The Biennial Review includes the following elements:

- Descriptions of the AOD program services,
- Statement of AOD program goals and a discussion of goal achievement,
- Summaries of AOD program strengths, community impact, and opportunities for improvement,
- Recommendations for revising AOD programs and services,
- Procedures for distributing AOD policy to students and employees, and
- Copies of the policies distributed to students and employees (appendices).

FIU has developed and updated a comprehensive written policy on alcohol and other drugs and has successfully distributed this policy to all faculty, staff, and students on an annual basis. As such, FIU is compliant with the regulations pertaining to the policy distribution requirements.

This report is a review of the Alcohol and Other Drug Prevention Programs at Florida International University for the period between July 1, 2018, and June 30, 2020. The report contains an evaluation of alcohol and other drug programs for students, faculty, and staff. Another aim of the review is to evaluate current practices and measure policy and program effectiveness. The report also contains a discussion of the AOD program goals and achievements, a summary of the prevention initiatives the University has implemented to minimize drug and alcohol problems, and recommendations for revising AOD programs to better address concerns that have been identified.

II. FIU AOD Task Force Overview

The 1989 amendments to the Drug-Free Schools and Communities Act (DFSCA), as implemented in 34 C.F.R. section 86, lay out several requirements with which all institutions of higher education receiving any form of federal funding must comply. The regulations’ structure and format provide enough flexibility that FIU can tailor its Task Force to suit FIU circumstances; support FIU initiatives; and provide a springboard for a thorough review, evaluation, and adaptation of its AOD prevention.

Mission of the Task Force

The AOD Task Force (AODTF) addresses the issues of alcohol and substance misuse throughout the FIU community. The AODTF will support FIU's mission to prevent the unlawful possession, use, or distribution of illicit alcohol and drugs by students, visitors, and employees. Through its members, AODTF efforts focus on creating innovative and leading practices for preventing alcohol and substance misuse, early intervention, education, enforcement, social norming, healthy alternatives, and other environmental strategies for related topics. The AODTF disseminates the information to the university community, as appropriate.

The Task Force will:

- Monitor AOD programming through reviewing and reporting on prevention of alcohol and drug use on campus and provide programming recommendations
- Review and make AOD policy recommendations to the University
- Review annual report produced by Student Conduct and Academic Integrity related to disciplinary sanctions for violation of AOD policy and make systematic recommendations, as needed
- Work with University administration to establish and publish Campus and Drug-Free Workplace policies and expectations, recommend accommodations for individuals with substance use problems, and publish AOD resources for the university community
- Collaborate with individuals the University level, the local community level, and at the state level to advance the mission of the Task Force
- Produce the FIU Biennial Review and Report by December of even numbered years for the previous two (2) fiscal years

The issues pertaining to the alcohol and substance use landscape continuously evolve on university campuses, requiring an interdisciplinary team to identify and monitor current trends and to provide updates and recommendations to University administration on ways to best manage them. The AOD Task force shall include representation from FIU faculty and staff as well as representation from FIU's Division of Student and Academic Affairs, including:

- Counseling and Psychological Services
- Community-Based Research Institute
- Center for Children and Families
- Compliance & Integrity
- Disability Resource Center
- Healthy Living Program
- Nicole Wertheim College of Nursing & Health Sciences
- Office of Employee Assistance
- Panthers for Recovery
- Robert Stempel College of Public Health & Social Work
- Housing & Residential Life
- Student Conduct and Academic Integrity
- Student Life & Development
- University Athletics
- University Police

The AOD Task Force underwent a re-organization this past cycle, establishing various subcommittees which benefit from the individual strengths and expertise of its members.

III. DESCRIPTION OF THE AOD PROGRAM SERVICES

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 (CAPS) and the Healthy Living Program (HLP), students, faculty, and staff also benefit from interfacing with several other units and groups which play roles in alcohol and drug abuse prevention efforts. Students who violate campus AOD policies are referred to the office of Student Conduct and Academic Integrity (SCAI) or the University Police Department, depending on the circumstances of their AOD violation. Units providing AOD prevention and the general services, strategies, or activities they employ are listed below.

Athletics—Maintains a strong commitment to providing drug and alcohol education for student athletes to increase their understanding of the negative effects that alcohol and other drugs can have on their academic and athletic performance. To raise awareness of the National Collegiate Athletic Association (NCAA) and departmental drug testing procedures and policies to discourage illegal use, all student athletes attend a mandatory annual meeting during which they receive information on alcohol and drug abuse prevention policies and procedures.

Counseling and Psychological Services (CAPS)—With a diverse staff of more than 20 licensed psychologists and licensed mental health counselors, students receive screenings and/or consultations by appointment or through the walk-in system. Counselors are on call 24/7 for emergencies and are supported by licensed clinicians through an after-hours call center. At CAPS, students are provided with caring and confidential services which include individual counseling, group therapy, assessment, workshops, drop-in groups, case management, self-help resources, and referrals to community agencies, as appropriate.

Healthy Living Program (HLP)—HLP encourages students to engage in healthy lifestyle practices and to become advocates of their health decisions through outreach and individual services. HLP educates students about risks and consequences of using alcohol and other drugs so they can make informed choices and avoid doing things that can negatively impact their lives (unprotected sexual contact, interpersonal violence, arrests for driving under the influence, etc.). Health Educator staff and student assistants plan, implement, and evaluate tailored programs across campus for several student groups including athletes, Greeks, first year students, and students living in campus housing. Upon request, Health Educators are readily available to present in academic courses as well.

Student Health Clinics (SHC)—The SHC provides affordable and accessible student-focused medical care. SHC proactively assesses our diverse student population and works with University and community partners to address the changing needs of our students in a holistic, innovative, and supportive environment where optimal health can be realized. In addition to primary care services, the SHC offers psychiatric care. As appropriate, students with emotional well-being issues and/or AOD issues are referred to this specialized team of physicians for outpatient assessment and treatment.

Division of Academic and Student Affairs (DASA)—The Division of Academic and Student Affairs plays a vital role in decision-making for AOD strategies, policies, and enforcement. The Senior 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. The Associate Vice President of Student Health & Wellness, Dean of Students and Ombudsperson are integrally involved in the AOD program services through interfacing with departments, faculty, parents, students, and the University Police Department (FIU-PD).

To further enhance alcohol education efforts, Fraternity and Sorority Life uses Alcohol Edu® as an educational platform to educate students about alcohol misuse.

Office of Employee Assistance (OEA)—Is an employer-sponsored program that provides free and confidential professional assistance to help active and retired faculty as well as professional staff and their immediate family members resolve personal problems, such as AOD use that affects their personal lives or job performance. At FIU, some staff members are also students, so this provides an additional option for assessment, referral, and treatment coordination for those seeking assistance with substance use problems. The OEA is also a source of AOD information and education increasing awareness of AOD policy at all faculty and staff assemblies, health fairs, wellness activities, and new faculty and professional staff orientations.

Office Student Conduct and Academic Integrity (SCAI)—Receives reports from students, faculty/staff, and community members for alleged violations of the Student Conduct and Honor Code. Among the behaviors reported to SCAI are violations of alcohol and drug use. In cases where a Respondent is found responsible for violating the Student Conduct and Honor Code, SCAI implements a series of educational sanctions, including education on alcohol and drug use if the violation is AOD related. A vast majority of SCAI programming is devoted to educating the university community on the rights of Respondents and on the procedures associated with the Student Conduct and Honor Code. Refer to Appendix H, for data collected by SCAI relating specifically to cases involving alcohol and drug use.

Panthers for Recovery (P4R)— Supports 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, faculty and staff about addiction, recovery, prevention, and the dangers that come with drug/alcohol use. This student 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 other drugs. P4R holds multiple recovery meetings weekly (Alcoholics Anonymous, Narcotics Anonymous, All-Recovery Meeting, and Family & Friends Recovery) on campus so that students have easy access to support.

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

Residential Life—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 students who are under the influence of alcohol or other drugs (confrontation, referral, transport, etc.). Residential Assistants interface with Healthy Living and Counseling and Psychological Services staff to plan and implement prevention programs and events in on-campus housing. Residential Life staff also work closely with Student Conduct and Academic Integrity should a student be suspected of a violation of University policies regarding the use of alcohol or other drugs.

University Police Department (FIU-PD)—As partners in the University's commitment to providing an environment that fosters education and research, the FIU-PD works closely with Residential Life, Student

Conduct and Academic Integrity, and the Dean of Students Office to prevent and investigate criminal activity and enforce laws on campus. FIU-PD also participates in several prevention programs and events throughout the year and maintains a daily crime log in accordance with the Jeanne Clery Act.

Other FIU Programs— Florida International University offers several health services and programs to the Miami-Dade and Broward communities. Some of these programs offer AOD-related, mental health and dual-diagnoses services to community members. The Green Family Foundation Health Education Learning Program (NeighborhoodHELP) is the platform for the Herbert Wertheim College of Medicine's community-engaged mission emphasizing social accountability and interprofessional household-centered care. Through this program, medical students are immersed in the community as members of interprofessional teams, which include nursing, social work, and physician assistant students, with education and law students available per each household's identified needs. The Department of Psychiatry and Behavioral Health (PBH) was established in the Fall of 2008 as part of the FIU Herbert Wertheim College of Medicine. PBH collaborates with hospitals and other organizations throughout South Florida to provide training and education, innovative research, and superior clinical services. As part of the FIU Health Care Network, the PBH offers a Behavioral Health Faculty Practice where FIU faculty and staff and members of the Miami Dade and Broward communities may receive specialized behavioral health services. Lastly, the Center for Children and Families (CCF) is a FIU Preeminent Program and world-class clinical research center dedicated to improving the lives of children and families struggling with mental health problems.

IV. STATEMENT OF AOD PROGRAM GOALS AND GOAL ACHIEVEMENT

The primary goal of FIU's AOD environmental and direct prevention strategies is to maintain student, faculty and staff health and wellbeing. For students, our goal is to maintain or enhance academic achievement, retention, and graduation rates through population-level prevention campaigns that inform university community members about the negative consequences of alcohol and/or drug use. 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 FIU Office of Employee Assistance provides education, support, and assistance for personal or family-related alcohol and drug issues. Since the prior Biennial Review, we have expanded efforts with the inclusion of direct strategies with funding support from SAMHSA to implement individual-level strategies facilitated at CAPS and through FIU-CBRI; these strategies include motivational interviewing and guided self-change sessions. Additionally, we expanded education and prevention training through a collaboration of CAPS, FIU-CBRI, and the Robert Stempel College of Public Health & Social Work.

We have measured achievement of our goals by:

- Reviewing available survey data, such as the National College Health Assessment
- Monitoring alcohol and other drug incidents as reported by Student Conduct and Academic Integrity and the University Police Department
- Providing reports on sanctions for students in violation of the University's drug and alcohol policies
- Collecting data on direct services primarily related to alcohol and drug use provided by CAPS
- Collecting data on direct services/referrals primarily related to alcohol and drug use provided by the Office of Employee Assistance

V. AOD PROGRAM STRENGTHS, COLLABORATIVE IMPACT, AND OPPORTUNITIES FOR IMPROVEMENT

Program Strengths

The current strengths of FIU's alcohol and other drugs prevention efforts stem from concerted, collaborative efforts of faculty and staff from a variety of departments. The AODTF is comprised of Academic and Student Affairs staff and administrators (Healthy Living Programs (HLP), Counseling and Psychological Services (CAPS), Residential Life, Student Conduct and Academic Integrity (SCAI)) and representation from the Athletics Department and the Office of Employee Assistance (OEA). Research faculty (from Nursing as well as Public Health and Social Work colleges) and students (from Public Health, Counseling Psychology and/or the *Panthers for Recovery* student club) are also active in the Task Force. The Task Force has standing monthly meetings, with 15-20 members from core departments consistently in attendance. 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 FIU AOD prevention program strengths from 2018-2020 include:

- AOD prevention is a major focus of all the departments that serve on the AOD Task Force, with numerous events hosted throughout the year.
- External funding (by SAMHSA) secured through 2021 by faculty at our colleges of Nursing and Public Health & Social Work supports many of our initiatives.
- A large cadre of volunteer and paid peer educators (affiliated with Counseling and Psychological Services, Healthy Living Program, Nursing, Public Health and Social Work) who have been trained to implement AOD prevention programming.
- A commitment by our Athletic Department to ensure that student-athletes receive information on AOD policies and procedures. Student-athletes are also provided with tailored drug and alcohol education/prevention sessions.
- An ongoing collaboration between Athletics, Counseling and Psychological Services, and the Victim Empowerment Program to provide drug and alcohol misuse prevention education and raise awareness of high-risk situations and connection between substance use and interpersonal violence and sexual assault.
- The HLP began administering the National College Health Assessment in Spring 2020. The data collected through this instrument will be used to monitor AOD trends for the student population.
- Systems of monitoring incidents and maintenance of action plans by the offices of Residential Life and Student Conduct and Academic Integrity assist in the assignment of sanctions and referrals for counseling and/or treatment.
- Improved lines of communication within FIU's Division of Academic and Student Affairs facilitate the ability to provide timely input related to policy enforcement and proposed changes that impact FIU's alcohol and drug misuse prevention initiatives.
- Panthers for Recovery has dedicated volunteer alumni and current student leadership, strong collaboration with AOD Task Force stakeholders, and supportive connections with community resources.
- Tailored materials developed for alcohol and drug misuse education continue to be distributed throughout the university.
- Goals established for the Task Force are tracked annually for progress and/or completion.
- Athletics developed a system to track the number of reported alcohol-related incidents among student athletes.
- As a result of faculty members encouraging the involvement of their students on the AOD Task Force, there is growing representation of students as ongoing contributors.
- The reorganization of the AOD Task Force resulted in new members from the Nicole Wertheim College of Nursing and Health Sciences, Student Life & Development, and the Office of Compliance and Integrity.

This reorganization also resulted in implementation of six subcommittees: Policy, Education and Prevention, Treatment, Research, Biennial Review, and Collegiate Recovery.

- The new university food service vendor, Chartwells, provides alcohol compliance training for our food service staff to increase awareness of liquor laws and prevent illegal sales of alcohol and other issues.
- Through a community recovery partnership with the Miami Recovery Project, free Narcan® training has been made available at FIU.
- In 2020, funding was secured for an AOD Coordinator, including a designated budget for AOD programming. The AOD Coordinator will specialize in health promotion/health education and will provide individual consultations as well as intervention/prevention programming for students.
- As of 2019, student athletes who are unable to attend AOD education programs/workshops due to schedule conflicts can make up sessions.
- As part of the changes made to FIU Regulation 2505 in 2019, an annual report on alcohol and drug incidents that occurred during “high-risk” events (e.g., tailgate, concerts) is prepared for the Senior Vice President of Academic & Student Affairs.
- Growth in research focused on reducing substance misuse and related problems including, but not limited to, research conducted through the Research Center for Minority Institutions (FIU-RCMI), an National Institute of Minority Health and Disparities (NIMHD) funded research institute focused on eliminating health disparities in substance use and HIV in the South Florida Community (PI: Wagner).
- Other research includes the Advanced Nursing Education Workforce (ANEW) Traineeship which is a \$1.3 Million Health Resources and Services Administration (HRSA) funded grant that serves to prepare Advanced Practice Registered Nurse (APRN) students specializing in Adult, Family, & Pediatrics to provide primary care services to patients living in rural and underserved areas. A subset of this project is to enhance graduate nursing student academic and clinical trainings and, in 2018, HRSA awarded an administrative supplement of \$150K to address rural opioid use disorder (PI: Glymph; College of Nursing and Health Sciences). This resulted in the creation of the “Safe Opioid Prescribing Strategies: SOPS” online course for ANEW trainees where they learned about opioid use disorder, pain management, and non-pharmacological alternatives to pain in adults living in rural areas. Course success has allowed the project to expand to graduate nursing students from all disciplines including adult, family, pediatrics, psychiatric / mental health, and anesthesiology.
- Additionally, a project titled “Implementing an Educational Intervention to Improve the Knowledge of Providers/Staff Caring for Substance Abuse Patients with Bipolar Disorder: A Quality Improvement Project” (PI: Scaccianocci; Nicole Wertheim College of Nursing and Health Sciences), conducted in 2020, was designed to educate health care providers about caring for substance abuse patients with bipolar disorder.
- Finally, a project titled “Disparities and Demographics in Urban and Rural Populations That Could Influence Substance Use Behaviors, 2018-2020: A Quality Improvement Project” is designed to assess disparities and demographic variables among subjects with substance use disorders at Recovery First Treatment Center from 2018 to 2020. The aim of this project is to advance the research on urban and rural disparities that are seen with substance use behaviors (PI: Brenes; College of Nursing and Health Sciences).

FIU AOD Partners Collaborative Impact

FIU offers several health services and programs to Miami-Dade and Broward communities; some of these programs offer AOD-related, mental health and dual-diagnoses services to community members. The following is a summary of the FIU programs and their AOD-related services and activities during the 2018-2020 academic years:

FIU Behavioral Health Faculty Group Community Practice

FY 18-19

- Unique Psychiatric Faculty/Staff: 59
- Top 3 Psychiatric Diagnoses:
 - Generalized Anxiety Disorder
 - Anxiety Disorder, Unspecified
 - Primary Insomnia

FY 19-20

- Unique Psychiatric Faculty/Staff: 57
- Top 3 Psychiatric Diagnoses:
 - Generalized Anxiety Disorder
 - Anxiety Disorder, Unspecified
 - Primary Insomnia

FIU Green NeighborhoodHELP (NHELP) Program Behavioral Health Services

FY 18-19

- 672 completed behavioral health appointments for 79 unique patients by Behavioral Health faculty (Psychiatrist + Behavioral Health therapists)
- 218 completed appointments by MSW students for 26 unique patients

FY19-20

- 1028 completed behavioral health appointments for 119 unique patients by Behavioral Health faculty (Psychiatrist + Behavioral Health therapists)
 - *In-person*
 - Total number of completed appointments: 480
 - Total number of unique patients: 74
 - *Telehealth*
 - Total number of completed appointments: 548
 - Total number of unique patients: 83
- 103 completed appointments by Master of Social Work (MSW) students for 23 unique patients

FIU Center for Children and Families

The FIU Center for Children and Families (CCF) conducts research and implements programs and services which focus on the healthy development of youth. Though CCF serves the community outside of FIU, they also have a direct impact on FIU through their services to family and friends of the FIU community. The following include CCF projects for the last biennial review cycle:

ADHD Teens Learning Adaptive Skills (ATLAS) project

Principal Investigator: William E. Pelham Jr., Ph.D.

The ADHD Teens Learning Adaptive Skills (ATLAS) project, funded by the National Institute on Drug Abuse (NIDA) (2014 to 2021), focused on adolescents (ages 12-16) with Attention-Deficit/Hyperactivity Disorder. Of participants enrolled in the study, 158 received a free, 5-session substance use prevention intervention to build

adaptive problem-solving skills and reduce substance use risk. Response to the intervention was monitored over the course of three (3) years, with opportunities for additional substance use intervention as needed. Study investigators and clinicians offered informational presentations to school personnel, parents, and high school students, such as *How to Talk to adolescents about alcohol and other drugs*, *Parenting strategies for adolescents with ADHD*, *Organizational strategies for adolescents*, and general psychoeducation on substance use. Additionally, Dr. William Pelham and Dr. Nicole Schatz, another study investigator, conducted a Professional Development activity with the Mental Health Association of Southern Florida focused on evidence-based practices for children with ADHD and the study intervention.

The Adolescent Brain Cognitive Development (ABCD)

Principal Investigator: Raul Gonzalez, Ph.D.

Dr. Gonzalez (along with Dr. Angela Laird) was funded by the National Institutes of Health to serve as the Principal Investigator (PI) for the FIU site of the landmark study called *The Adolescent Brain Cognitive Development (ABCD)* (<https://news.fiu.edu/2020/landmark-study-of-adolescent-brain-development-renewed-for-7-years>). ABCD is the largest long-term study of brain development and child health in the United States. The National Institutes of Health (NIH) funded leading researchers in the fields of adolescent development and neuroscience to conduct this ambitious project. The ABCD Research Consortium consists of a Coordinating Center, Data Analysis, Informatics & Resource Center, and 21 research sites across the country, which have invited 11,878 children ages 9-10 to join the study. Researchers tracked their biological and behavioral development through adolescence into young adulthood. Using cutting-edge technology, scientists will determine how childhood experiences (such as sports, videogames, social media, unhealthy sleep patterns, and smoking) interact with each other and with a child's changing biology to affect brain development and social, behavioral, academic, health, and other outcomes. The results of the ABCD Study will provide families; school superintendents, principals, and teachers; health professionals; and policymakers with practical information to promote the health, well-being, and success of children.

As part of his efforts to build relationships with the community that benefit both ABCD and the FIU community at large, Dr. Gonzalez has participated in several outreach/educational activities/presentations in the community since 2018, including:

Year	Research/Publications
FY 18-19	"Cannabis and Cognition in Youth: Medicine or Malady." Maternal and Child Health Grand Rounds. Robert Stempel College of Public Health & Social Work, FIU, Miami, FL.
	"Cannabis and Cognition: Emerging Findings." FIU Counseling and Psychological Services (CAPS), Intern Training Seminar. Miami, FL.
	Gonzalez, R. "Cannabis and Cognition in Teens." Niklaus Children's Hospital, Miami, FL.
	"Neurocognitive Risk Factors and Consequences of Adolescent Cannabis Use: Preliminary Results from a Longitudinal Study" Florida Atlantic University Neuroscience Seminar Series. Boca Raton, FL.
FY 19-20	"ABCD-FIU, An Introduction and Progress." FIU ABCD Community Liaison Board. Miami, FL.
	Antecedents and Consequences of Electronic nicotine delivery systems (ACE) project

Antecedents and Consequences of Electronic nicotine delivery systems (ACE) project

Principal Investigator: Dr. Eric Wagner, FIU-RCMI Dr. Elisa Trucco and Dr. Matthew Sutherland

Dr. Eric Wagner, Dr. Elisa Trucco and Dr. Matthew Sutherland have engaged in community outreach, education, and research efforts to curb adolescent electronic cigarette use/vaping. Drs. Trucco and Sutherland have established a strong, continuing, and increasing collaboration with the Miami-Dade County Public School (MDCPS) system in the context of their NIH-funded Antecedents and Consequences of Electronic nicotine delivery systems (ACE) project. While the ACE project was initially conceived of as a data collection project, through their participant recruitment efforts, Drs. Trucco and Sutherland heard from many school administrators, teachers, counselors, psychologists, and parents that there is an urgent need in our community for vaping-related educational, prevention, and intervention programming. As such, they have endeavored to fill this need by developing materials and delivering a substantial number of engagement activities to various stakeholders (i.e., teens, parents, teachers, administrators). Between 2019-2020 alone, Drs. Trucco and Sutherland conducted 45 community engagement events on separate days and have interacted with nearly 6,865 individuals, including 722 school and community personnel, 863 parents, and more than 5,280 students. Their engagement efforts may be instrumental in helping to reduce the rates of vaping among youth within our community.

Opportunities for Improvement

Other Program opportunities stem from data collection methods which continue to develop as the AOD Task Force advances its agenda and expands its reach, including:

- Utilizing collected data by Counseling and Psychological Services and the Office of Employee Assistance on the number of AOD-related cases to make informed programming decisions as well as ensure that there are services in place to support the needs of the students and staff.
- A Collegiate Recovery Program (CRP) has not been established. A CRP would greatly benefit not only students who are currently in recovery, but also provide guidance to students who may be encountering significant problems with alcohol and other drugs, assisting them in making positive lifestyle changes. In addition, a dedicated space for this program as well as for P4R, 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 because of their programs. However, conducting pre/post-tests for Healthy Living programs began in 2017. Consequently, there is limited information about the efficacy of prevention programming.
- Lack of representation from Office of Fraternity & Sorority Life on the AOD Task Force to make recommendations and confirm compliance with the requirement that all Greek Life affiliates attend prevention workshops and events.

VI. RECOMMENDATIONS FOR REVISING AOD PROGRAMS AND SERVICES

FIU's AODTF and its affiliates will continue to evaluate and expand data collection and analysis of the impact of intervention and 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 interventions for and the prevention of alcohol and drug misuse.

To increase awareness of the University's AOD Policy, the Task Force will seek approval for the distribution of the AOD Policy to all enrolled students, faculty, and staff through an automated process through Enrollment Management. We recommend redesigning the website for Drug-Free Campus/Workplace to become the primary site for all AOD related content, including workshop and educational materials. We also recommend the

establishment of a Collegiate Recovery Program, headed by an AOD Coordinator, and a dedicated space for the Panthers4Recovery student group.

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

FIU has a written alcohol and other 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 and website is sent via email to all FIU students and employees at least three (3) times per year, on the first weeks of the fall, winter & summer 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 Senior Vice President of Academic & 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 (Appendix F).

VIII. POLICIES DISTRIBUTED TO STUDENTS AND EMPLOYEES (APPENDICES)

APPENDIX A: DRUG-FREE CAMPUS/WORKPLACE DRUG AND ALCOHOL MISUSE 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. 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).

*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.

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 misuse;
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 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.
- c. Criminal sanction.

REASON FOR POLICY

To ensure the well-being of Florida International University faculty, staff, and students and to 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 Misuse 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, 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:** 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:

- a. abide by the terms of the annual notification statement and 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 misuse 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 misuse 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 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 the number and type of sanctions imposed by the institution because 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.

APPENDIX 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 their age or the age of any other person for the purpose of inducing any licensee or their 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 misuse 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 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).

*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.

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 misuse;
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 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.
- c. Criminal sanction.

APPENDIX C: FLORIDA INTERNATIONAL UNIVERSITY DRUG-FREE CAMPUS/WORKPLACE DRUG AND ALCOHOL MISUSE PREVENTION POLICY ANNUAL NOTIFICATION

TO: Florida International University Faculty, Staff, and Students

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

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 misuse 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 misuse,

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 and Other Drugs Task Force which shall include broad and diverse representation of FIU faculty, staff, and students and shall be responsible for conducting biennial reviews of the University's drug-prevention program to:

1. determine the effectiveness of the drug-prevention program and implement any needed changes, and
2. 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 misuse Prevention Policy can be found in the University Policies and Procedures Library.

II. Legal Statutes, Regulations, Policies, and Penalties

Alcohol

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](#).

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.

Drugs

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.

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	-	Up to 30 years imprisonment and a \$10,000.00 fine
Felony in the second degree	-	Up to 15 years imprisonment and a \$10,000.00 fine
Felony in the third degree	-	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	-	Up to 60 days imprisonment and a \$500.00 fine
Non-criminal charge	-	Other fines and civil penalties determined by court

Florida statute also prohibits the sale; manufacture; delivery of; or possession with intent to sell, manufacture or deliver; 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.

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 several narcotic-based drugs such as Oxycodone, Vicodin, and more.

Marijuana Possession and Distribution

Possession / any amount	-	Punishable by up to 1 year in prison and a fine of \$1,000
-------------------------	---	--

for a first conviction - Further convictions and greater amounts of marijuana result in stiffer penalties

Sale of less than 50 kilograms (Smallest amount category) - Felony punishable by 5 years in prison and a \$250,000.00 fine

Cocaine and Heroin Possession and Distribution

Possession of cocaine/heroin - 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 (Over state-line or country's border) drug "kingpins" - Considered federal drug trafficking, a crime for which the penalties are severe - The death penalty is a possible punishment for

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.

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

Alcohol (Beer, wine, liquor)

Alcohol is a central nervous system (CNS) depressant and impacts normal functioning in the brain which can lead to the loss of control over judgment and inhibitions. It can affect physical coordination and cause blurred vision, slurred speech, and loss of balance. Alcohol is also involved in a significant percentage of fatal road accidents, physical and sexual 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 functions. These disruptions can impact mood, behavior, cognitive functioning, and motor 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 heartbeat
- 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 likely to contract diseases like pneumonia and tuberculosis than people who do not drink or drink in moderation. Drinking a lot on a single occasion slows your body's ability to ward off infections—even up to 24 hours later.

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]

Drugs

<u>Substance Category & Name</u> (<i>Examples of Commercial & Street Names</i>)	<u>Possible Effects/Potential Health Consequences</u>
<u>Anabolic Steroids</u> Testosterone Depo Testosterone, Sustanon, Sten, Cypt	Virilization, edema, testicular atrophy, gynecomastia, acne, aggressive behavior/Physical and internal damage, addiction, possible suicide
<u>Other Anabolic Steroids</u> Parabolan, Winstrol, Equipose, Anadrol, Dianabol, Primabolin-Depo, D-Ball	
<u>Cannabis</u> Marijuana Pot, Grass, Sinsemilla, Blunts, Mota, Yerba, Grifa	Euphoria, relaxed inhibitions, increased appetite, disorientation, fatigue, paranoia, possible psychosis
<u>Tetrahydro-cannabinol</u> THC, Marinol Hashish and Hashish Oil Hash, Hash oil	
<u>Depressants</u> <i>Gamma Hydroxybutyric Acid</i> <i>GHB, Liquid Ecstasy, Liquid X, Sodium Oxybate, Xyrem®</i>	<i>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</i>
<u>Benzodiazepines</u> Valium, Xanax, Halcion, Ativan, Restoril, Rohypnol (Roofies, R-2), Klonopin	
<u>Other CNS Depressants</u> Ambien, Sonata, Meprobamate, Chloral Hydrate, Barbiturates, Methaqualone (Quaalude)	
<u>Hallucinogens</u> MDMA and Analogs	<i>Heightened senses, teeth grinding and</i>

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

*dehydration, increased body temperature,
Electrolyte imbalance, cardiac arrest*

LSD

Acid, Microdot, Sunshine, Boomers

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

Phencyclidine and Analogs

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

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

Other Hallucinogens

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

Inhalants

Amyl and Butyl Nitrite
Pearls, Poppers, Rush, Locker Room

*Flushing, hypotension, headache, methemo
globinemia*

Nitrous Oxide

Laughing gas, balloons, Whippets

*Impaired memory, slurred speech, drunken behavior,
slow onset vitamin deficiency, organ damage /*

Other Inhalants

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

*Vomiting, respiratory depression, loss of
consciousness, possible death*

Narcotics

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

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

Morphine

MS-Contin, Roxanol, Oramorph
SR, MSIR

Hydrocodone

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

Hydro-morphone

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

Stimulants

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

*Increased alertness, excitation, euphoria,
increased pulse rate & blood pressure,
insomnia, loss of appetite, agitation, increased
body temperature, hallucinations, convulsions,
possible death*

Amphetamine/Methamphetamine

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

Nicotine

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

*Effects attributable to tobacco exposure include
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.

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.

Community Resources

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

Website: www.aabroward.org

Alcoholics Anonymous is a fellowship of people 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: (866) 935-8811

Beach and Bay Area: (305) 628-8205

South Florida Region: (844) 623-5674

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

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

Narcotics Anonymous is a nonprofit fellowship or society of people 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)

Helpline: (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 misuse 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.

APPENDIX D: DRUG AND ALCOHOL POLICY AND PROCEDURES FOR CERTAIN UNIVERSITY MARINE EMPLOYEES

POLICY STATEMENT (R*)

The purpose of this policy is to ensure public safety and to maintain a safe, and productive work environment for those individuals who have cause to be on vessel(s) owned and/or operated by those individuals covered by this policy. This policy has been created to try to prevent accidents or other dangerous incidents that may result from drug and/or alcohol use.

This policy applies only to University employees (full-time, part-time, temporary, or seasonal), and volunteers who, as part of their job requirements and as noted in their job description: 1) Operates a vessel in commercial service or is carrying at least (1) passenger for hire as defined by U.S. Coast Guard regulations (e.g., crewmembers as defined by U.S. Coast Guard regulations and those required to have a Coast Guard license), and 2) perform safety-sensitive duties in safety-sensitive positions on a vessel when it its operating as an uninspected passenger vessel regardless of size (collectively covered individuals).

This policy supplements the FIU Boating Safety Manual and the requirements contained in FIU Regulation 2505, Alcoholic Beverages; FIU Policy Alcoholic Beverages and Illegal Drug Possession; and FIU Policy Drug-Free Campus/Workplace Drug and Alcohol Abuse Prevention Policy. All covered individuals are required to read this policy and sign an acknowledgment that they agree to abide by its terms and conditions. See Appendix A. Any conflict between the FIU Boating Safety Manual and this policy is controlled by this policy.

FIU will conduct the following types of tests as described in the procedures: 1) pre-employment, 2) post serious marine incident or post-accident, 3) reasonable cause, and 4) random. Any finalist for employment with a confirmed positive result or who refuses to submit to the test will not be considered. Any employee with a confirmed positive result or who refuses to submit to the test will be subject to discipline as delineated in the procedures below. The procedures also describe the conditions in which FIU may allow an employee to return to work following a confirmed positive result.

The procedures also address the ability for an employee to receive assistance from the University Office of Employee Assistance Program (EAP) or the Substance Abuse Professional (SAP). The procedures address the confidentiality of the test results and required recordkeeping; reporting the results to the Coast Guard; and the governing definitions. Each employee subject to this policy will be required to sign a statement stating that he/she has read, understand, and agrees to abide by the policy.

To accomplish the required testing, reporting to the Coast Guard and other associated duties, the University has contracted with Keys Consortium. Covered employees will be advised if there is any change in this provider.

REASON FOR POLICY (O*)

The purpose of this policy is to ensure public safety and to maintain a safe, and productive work environment for those individuals who have cause to be on vessel(s) owned and/or operated by those individuals covered by this policy. This policy has been created to try to prevent accidents or other dangerous incidents that may result from drug and/or alcohol use. This policy is also created to comply with the Coast Guard regulations.

APPENDIX E: FIU-2505 ALCOHOLIC BEVERAGES REGULATION

FIU-2505 Alcoholic Beverages

1. This regulation governs the responsible and permissible possession, service, sale, consumption, and distribution of alcohol at Florida International University (FIU or University) including, but not limited to, University events, activities, property, facilities, and academic courses. This regulation will ensure the health, safety, and well-being of all members of our community. University students, faculty, staff, and community members are subject to all applicable laws, rules, ordinances, and regulations regarding the possession, service, sale, consumption, and distribution of alcohol.
2. Definitions
 - a) 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.
 - b) The term "sponsored by", as used in this regulation, includes all events and activities on University Premises, as defined below, supported wholly or in part through funding, services, or resources of any University budget entity.
 - c) The term "individual", as used in this regulation, includes any employee, faculty, student, volunteer, vendor, or guest to University premises, volunteer or agent of the University, and their invited guests.
 - d) 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.
 - e) The term "event", as used in this regulation, is a function on University premises which is either publicized, open to the public or broader campus community.
 - f) The term "tailgate events", as used in this regulation, is approved gatherings occurring in University designated areas which shall be restricted to specifically designated locations prior, during, and after athletic events, as determined by the Senior Vice President of Academic and Student Affairs or designee, under the supervision of the FIU Police Department.
 - g) The term "event organizer", as used in this regulation is any individual, department, or entity who manages, coordinates, or hosts an Event.
3. No individual under the legal drinking age (21 years of age) may possess, serve, sell, consume, or distribute alcohol on University premises unless expressly permitted in this Regulation.
4. No individual may serve or otherwise provide alcohol to individuals under the legal drinking age on University premises unless expressly permitted in this Regulation.
5. Alcohol may be provided to students under the legal drinking age, but at least 18 years of age, enrolled in an approved and supervised course by the course faculty member where the tasting of alcohol is a required component of the course. The student under the legal drinking age in possession of the alcohol is only permitted to taste, but not consume the alcohol. The course faculty member must be at least 21 years of age and remain in possession and control of the alcohol.
6. Requests to serve, sell, or distribute alcohol on University premises must be made to the Senior Vice President of Academic and Student Affairs at least three (3) weeks prior to the event through the Central Reservation System (<https://reservespace.fiu.edu/>), or a written document, contract or agreement, facility reservation form, memo, or letter describing the type of event, number of anticipated attendees, and appropriate event controls. The sale,

distribution, or service of alcohol on University premises in the absence of this approval is a direct violation of this Regulation.

- a) Although the Senior Vice President of Academic and Student Affairs or designee may approve the sale, service, or distribution 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.
- b) The event organizer must obtain the approval of the University Police Department who will determine if a uniformed officer(s) must be present during the event. In such cases where an officer(s) is required, the expense is the sole responsibility of the event organizer.

7. The following is required for all approved events on University premises where alcohol is present:

- a) Alcohol must be sold and served by a licensed, insured, and trained third party vendor. Third party event servers/bartenders and attendants may exercise prudent judgment, consistent with their training, regarding the appearance of an individual in determining whether they satisfy the minimum age requirement. If, for any reason, proof of legal drinking age cannot be provided upon request, it is the responsibility of the server to deny the request.
- b) The designated server shall not be under the influence or consume alcoholic beverages during the event and all alcoholic beverages intended for service must be controlled by the designated server.
- c) 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.
- d) The third-party server has the right to refuse to serve anyone who is under the legal drinking age or to anyone who appears to be intoxicated.
- e) Except for tailgating events, individuals are not permitted to bring their own alcoholic beverages to events on University premises. Only those alcoholic beverages provided and served by the third-party vendor may be possessed or consumed at the event. The alcoholic beverages served must be consumed within the facility designated for the event.
- f) Non-alcoholic beverages must be available at the same place, provided in greater amounts than the alcoholic beverages provided, featured as prominently as alcoholic beverages, and made available for the entire duration of the event at a price equal to or less than the price of the alcohol being served. A sufficient amount of non-salty, non-snack food must also be available.
- g) At least two (2) printed signs shall be prominently displayed at each event with the following information:

**NO ALCOHOL SOLD OR SERVED TO MINORS
PROOF OF AGE IS REQUIRED
NON-ALCOHOLIC BEVERAGES AVAILABLE
EVENT ORGANIZER RESERVES THE RIGHT TO DENY SERVICE
ASK AN ATTENDANT FOR ASSISTANCE, IF NECESSARY**

Signs shall be at least 11 by 14 inches and 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.

- h) Alcohol will only be served to an individual for their own consumption. No one may obtain alcohol for another individual.
- i) Alcoholic beverages may only be served until 1:00 a.m., and service must stop no less than 60 minutes before the end of the event.
- j) No state appropriated, federal funds or A&S fees may be used to purchase or sell alcohol. Additional funding sources may also be limited.
- k) Drinking contests, promotions, or any other activities which encourage the rapid and/or excessive consumption of alcoholic beverages shall not be permitted at the event. Examples include, but are not limited to, selling, or serving on an "all you can drink" basis and promoting free or discounted alcoholic beverages for a certain segment of the population.

- l) The Senior Vice President of Academic and Student Affairs or designee may impose additional limitations and restrictions as deemed appropriate.
8. Advertisement and promotion of the use or consumption of alcohol at any event is prohibited, unless written approval of the content of the advertisement, the size, location, and method of distribution of the promotional material are specifically reviewed and approved by the Senior Vice President of Academic and Student Affairs or designee.
- a. Event sponsors, their subsidiaries, partners, or affiliated companies, who are also producers, sellers or distributors of alcoholic beverages shall not be recognized on printed or promotional materials unless authorized by the Senior Vice President of Academic and Student Affairs or designee.
 - b. Advertisements and promotional materials of an event on University premises involving alcohol shall satisfy the following minimum requirements:
 - i. Advertisement and promotional materials for alcohol shall not promote the irresponsible use of alcohol.
 - ii. Advertisement and 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.
 - iii. 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.

9. In addition to all other requirements stated in this regulation, the following requirements shall apply to the service, purchase, possession, distribution, or consumption of alcohol on University premises at tailgating events.
- a. Individuals and members of the public are strictly prohibited from entering any athletic event while carrying or bearing any type of container, open or closed, which contains any type of beverage.
 - b. Event organizers, Division of Academic and Student Affairs staff, and University Police reserve the right to deny access to athletic events to individuals who exhibit behaviors consistent with alcohol intoxication or who behave in any manner inconsistent with this Regulation.
 - c. The Chief of Police shall prepare and submit an Event Evaluation Summary and Recommendation Report to the Senior Vice President of Academic and Student Affairs within 72 hours of each tailgating event and shall specifically address findings related to the use or abuse of alcohol at each event on each report.

10. Nothing in this regulation absolves individuals from complying with federal and state laws, federal research regulations, University regulations and policies, and other applicable laws, regulations, rules, and policies on the use and consumption of alcohol including, but not limited to, federal and state laws regarding Drug Free Workplaces and University policies on Campus/Workplace and Drug and Alcohol Abuse Prevention.

11. Violations of this Regulation and applicable laws may subject individuals to discipline and sanction including, but not limited to, criminal prosecution, discipline by the Department of Human Resources up to and including termination, and discipline by the Office of Student Conduct and Conflict Resolution up to and including expulsion.

Authority: Art. IX, sec 7, Fla. Const., Board of Governors Regulation 1.001; 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, 6-25-19.

APPENDIX F: COPY OF UNIVERSITY REGULATORY COMPLIANCE CALENDAR

<p style="text-align: center;">FLORIDA INTERNATIONAL UNIVERSITY</p> <p style="text-align: center;">2018-2020 COMPLIANCE CALENDAR*</p>				
DATE SENT:	REPORT:	DEPARTMENT/UNIT:	REQUIREMENT:	RESOURCES:
9/13/2018	<i>Student & Employee Drug-Free</i>	Student Affairs /	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")
9/24/2019	<i>Campus/Workplace Drug and Alcohol Abuse Prevention Annual Notification</i>	Human Resources		

APPENDIX G: STUDENT CONDUCT AND ACADEMIC INTEGRITY SANCTION/INTERVENTION DATA

FY 2018 – 2019	
Topic	Total
Students Charged w/ Alcohol Violation(s):	166
Students Charged w/ Drug Violation(s):	90
Educational Conversation regarding Alcohol:	4
Educational Conversation regarding Drugs:	10
Medical Amnesty regarding Alcohol:	9
Medical Amnesty regarding Drugs:	0
Deferred Adjudication regarding Alcohol:	18
Deferred Adjudication regarding Drugs:	2

FY 2018 – 2019	
Sanctions	Total
CAPS Screening (Alcohol):	1
CAPS Screening (Drugs):	17
CAPS Consultation (Alcohol):	1
CAPS Consultation (Drugs):	1
Online Alcohol:	9
Online Drugs:	24
Reflection Paper – Alcohol:	17
Reflection Paper – Marijuana:	26

FY 2019-2020	
Topic	Total
Students Charged w/ Alcohol Violation(s):	75
Students Charged w/ Drug Violation(s):	55
Educational Conversation regarding Alcohol:	3
Educational Conversation regarding Drugs:	17
Medical Amnesty regarding Alcohol:	6
Medical Amnesty regarding Drugs:	1
Deferred Adjudication regarding Alcohol:	0
Deferred Adjudication regarding Drugs:	0

FY 2019-2020	
Sanctions	Total
CAPS Screening (Alcohol):	0
CAPS Screening (Drugs):	2
CAPS Consultation (Alcohol):	1
CAPS Consultation (Drugs):	1
Online Alcohol:	3
Online Drugs:	18
Reflection Paper – Alcohol:	6
Reflection Paper – Marijuana:	22

APPENDIX I: AOD EDUCATION AND PREVENTION SUBCOMMITTEE REPORT

FY 2018–2019		
Activities	Total Activities	Total Encounters
Events	58	4,035
Presentations/Workshops	41	1,380
Trainings	2	154
Social Media	15	1,736
TOTALS	116	7,305
Total Students Served	6,495	
Total Faculty/Staff Served	534	
Combined Audiences Served	276	

The Task Force conducted a total 100 in-person activities and promoted 15 social media campaign posts. Activities had a combined total of 7,305 people reached, with audiences including students, faculty, and staff. Most AOD programming conducted was for students, with a total 79 activities and 6,495 encounters. Faculty and Staff outreach had a total of 24 activities with a reach of 534.

There were 17 AOD-related topics covered including sexual health and substance use, chronic pain mindfulness and substance use, e-cigarettes, AOD policies, and coping mechanisms. Roughly 69% of the 113 activities involved a combination of topics, with sexual health and substance use being the most frequently covered (38%).

FY 2019–2020		
Activities	Total Activities	Total Encounters
Events	44	3,864
Presentations/Workshops	51	1,544
Trainings	2	133
Social Media	6	892
TOTALS	103	6,433
Total Students Served	5,701	
Total Faculty/Staff Served	567	
Combined Audiences Served	165	

The Task Force conducted a total 86 in-person activities and promoted 17 virtual activities. Activities had a combined total of 6,433 people reached, with audiences including students, faculty, and staff. Most AOD programming conducted was solely for students, with a total 71 activities and 5,701 encounters. Faculty and Staff outreach had a total of 25 activities with a reach of 567.

There were 17 AOD-related topics covered, including drugs and victimization, substance use, AOD policies, substance use and women, and alcohol use. Roughly 78% of the 103 activities involved a combination of topics, with sexual health and substance use being the most frequently covered (29%).

In March 2020, the University went to a remote learning and working environment due to the COVID-19 pandemic, causing 11 of the scheduled in-person activities to transition to remote learning or trainings, with a total of 271 participants. Seven of the 11 activities were solely for new University hires, and the other 4 were for students and the entire University community. All the University programs that support students and the faculty and staff continued providing services via digital platforms, including Zoom or Zoom Telehealth for services that require both privacy and/or confidentiality. AOD-related activities were provided using alternate methods of delivery, which resulted in some challenges with attendance and engagement.