

Dear Colleagues,

The following is the UM Alcohol and Other Drugs Policy, which is being distributed to all faculty, staff and students to comply with a federal mandate. Excessive alcohol use is especially detrimental to the success of the academic community. As a staff or faculty member you can make a difference in creating a healthier campus community if you will:

- * Avoid making comments that encourage or condone underage drinking or high-risk drinking. Faculty can sometimes inadvertently make comments that support the alcohol culture among college students as normal and acceptable behavior.
- * Not alter class or test schedules to avoid times that typically precede or follow heavy drinking occasions, such as Fridays, Homecoming, St. Patrick's Day, Cinco de Mayo, or Spring Break. Students often use special events as excuses to drink heavily and procrastinate about their academic responsibilities.
- * If you have concerns about a student's alcohol or other drug use, please refer them to Counseling and Psychological Services, which is free to all enrolled students. For more information contact: 764-8312.

Thank you for taking the time to consider this important health issue on our campus.

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University of Michigan
Alcohol and Other Drugs (AOD) Policy for Students, Faculty and Staff

1. Introduction
2. UM Alcohol and Other Drugs Policy
3. UM Alcohol and Other Drugs Prevention Program
4. Health Risks
5. Counseling and Treatment Programs
6. UM Alcohol and Other Drugs Policy and Student Organizations
7. University Sanctions - UM Campus
8. External Sanctions
9. Employee Reporting Requirement
10. Distribution of Policy
11. Review of University Prevention Program and Policy
12. For More Information

1. Introduction

The University of Michigan, Ann Arbor, is committed to providing a safe, healthy learning community for all its members. The University recognizes that the improper and excessive use of alcohol and other drugs may interfere with the University's mission by negatively affecting the health and safety of students, faculty and staff. Problems such as vandalism, assault, harassment, and disruption of sleep and study space increase in relation to misuse. It is due to the harm caused by excessive and illegal use that the University has a vested interest in establishing policies to prohibit unlawful behavior, and sanctions to address policy violations by members of the UM community.

Under the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act Amendments of 1991, the University is required to have an alcohol and other drug policy and distribute this policy annually to all employees and students. This policy must outline the University's prevention, education and intervention efforts, and consequences that may be applied by both the University and external authorities for policy violations. The law also requires that individuals be notified of possible health risks associated with the use and abuse of alcohol and other drugs, and sources of assistance for problems that may arise as a result of use.

2. UM Alcohol and Other Drugs Policy

Employees, students, and campus visitors may not consume, possess, distribute, or be under the influence of non-prescription drugs and/or alcoholic beverages on University property, with the following exceptions:

1. University functions at which use of alcohol is approved by the unit or department's director and UM Office of Facilities and Operations when applicable.

2. Residents living in University Housing who are 21 years of age or older may bring small amounts of alcohol for personal consumption into the residence hall room to which they have been assigned, provided the room is not designated substance-free.

Michigan law prohibits the dispensing, selling or supplying of drugs or alcoholic beverages to a person under twenty-one years old. While on University property all individuals are prohibited from possessing, consuming, manufacturing, dispensing, or being under the influence of illegal drugs or engaging in improper self-medication.

All members of the campus community are also governed by laws, regulations and ordinances established by the state and local municipalities, and will be held accountable by law enforcement representatives of those entities for any illegal activity. It is the responsibility of all campus members to be aware of these laws.

3. UM Alcohol and Other Drug Prevention Program (UMAODPP)

Changing the community culture from one that is indifferent, or tolerates, the harm caused by excessive and illegal use, requires participation by all members of the community. The University of Michigan has a comprehensive substance abuse prevention program, which utilizes nationally recognized best practices. These practices are employed in order to actively promote an environment that discourages the harmful abuse of alcohol and other drugs, and strives to prevent subsequent negative outcomes. Strategies that are utilized include: informing students about alcohol and other drug policies, and possible consequences for policy violations; educational media campaigns, promoting legal, moderate use; providing information to student's parents about alcohol issues on campus during parent orientation; facilitating various education, skill building, and intervention programs to assist students in gaining knowledge and skills; and providing resources and support for students who seek treatment services. In December 2005, the Ann Arbor Campus Community Conversations coalition (A2C3) was established and is currently developing and instituting new strategies to reduce harmful use on campus and in the city of Ann Arbor. For more information please contact UMAODPP at 734-763-7808.

4. Health Risks

The use or abuse of alcohol and other drugs increases the risk for a number of health related and other medical, behavioral, and social problems. These include acute health problems related to intoxication or overdose (blackouts, convulsions, coma, death); physical and psychological dependence; malnutrition; long-term health problems, including cirrhosis of the liver, organic brain damage, high blood pressure, heart disease; contracting diseases such as AIDS, through sharing of hypodermic needles; pregnancy problems including miscarriages, fetal alcohol syndrome (physical and mental birth defects);

psychological or psychiatric problems; diminished behavior (hangovers, hallucinations, disorientation, slurred speech); unusual or inappropriate risk-taking which may result in physical or emotional injury or death; violent behavior towards others, such as assaults and rape; accidents cause by operating machinery while impaired; impaired driving resulting in alcohol and drug-related arrest, traffic accidents, injuries and fatalities; negative effects on academic work performance; conflicts with co-workers, classmates, family, friends and others; conduct problems resulting in disciplinary actions, including loss of employment; and legal problems including imprisonment.

5. Counseling and Treatment Programs

The University of Michigan encourages individuals with alcohol or other drug-related problems to seek assistance.

Faculty, Staff and Students:

UM Psychiatric Emergency Services

Level B1 of the Medical Center, adjacent to the Department of Emergency Medicine Crisis help hotline
734-936-5900

24 hours a day/7 days a week

Fee for service

Students:

UM Counseling and Psychological Services Michigan Union, 3rd floor

734-764-8312

Offers individual counseling and substance abuse assessments Free services for enrolled UM students

UM University Health Service

Health Promotion and Community Relations

207 Fletcher Street

734-763-1320

Facilitates the BASICS program, an educational intervention for students who would like to explore their relationship with alcohol (2 one-on-one sessions); free to enrolled UM students

Student organizations can find support for developing policies and managing membership by utilizing resources within the Office of Student Activities and Leadership (SAL):

Student Activities and Leadership

2205 Michigan Union, 2nd floor

734-763-5900

Faculty and Staff:

Faculty and Staff Assistance Program

1009 Greene Street

2076 Administrative Services Building

734-936-8660

UMHS Employee Assistance Program

1500 E. Medical Center Drive

734-763-5409

For additional information on local, state, and national resources, please contact:

UM Addiction Treatment Services (UMATS)
955 W. Eisenhower Circle, Suite B
Ann Arbor, MI
734-930-0201
Provides assessment and treatment services

6. UM Alcohol and Other Drugs Policy and Student Organizations

The University of Michigan expects each student organization to adopt a policy about the use of alcohol and other drugs that is consistent with this Policy, complies with federal, state and local laws, minimizes criminal and civil liability to the organization and its members, and helps assure the personal safety and welfare of members and guests. The Division of Student Affairs will provide resources and references to assist student organizations with drafting policies. Please contact the Office of Student Activities and Leadership for further assistance.

The following guidelines are recommended:

I. It is illegal for student organizations to sell alcohol in the state of Michigan. Student organizations can significantly improve personal safety and reduce liability by not providing alcohol to any person.

II. If alcohol is to be present at an organization-sponsored activity, the organization can provide for the safety of its members and reduce its liability if:

- a. Alcohol is not the focus of the event;
- b. Attractive alternative beverages are provided;
- c. Procedures are in place to prevent service or sale to persons under the legal age of 21;
- d. Alcoholic beverages are not purchased with organization funds nor with the contributions of individual members;
- e. Alcohol is not served from common or self-serve containers;
- f. Service complies with this Policy, as well as the rules of the facility;
- g. Designated non-drinking hosts are assigned to attend the event.
- h. Assist any attendee who is intoxicated with finding alternative transportation home.

If alcohol is to be present at an event, the preferred methods of serving alcohol is to use a caterer or hold the event at a site provided by a vendor who is licensed to sell and serve alcohol. If these methods are not possible, the next best option is to request that guests of age bring a reasonable and limited amount of alcohol that only they will personally consume at the event. Schools, departments, units and administrative offices as appropriate are expected to encourage student organizations' compliance with these expectations and recommendations.

7. University Sanctions - UM Campus

Students: The University, through the Division of Student Affairs (DSA), has established expectations for non-academic student conduct under the Statement of Student Rights and Responsibilities (The Statement). The Statement specifically addresses the illicit use of alcohol and other drugs as follows:

"The following behaviors contradict the values of the University community and are subject to action under this Statement:

- * Illegally possessing or using alcohol
- * Illegally distributing, manufacturing, or selling alcohol
- * Illegally possessing or using drugs
- * Illegally distributing, manufacturing, or selling drugs"

The Statement is administered by the Office of Student Conflict Resolution (OSCR). OSCR is charged with determining responsibility as well as recommending sanctions when appropriate. Sanctions cover a wide range of educational assignments and obligations, including but not limited to suspension and expulsion from the institution. OSCR may delegate portions of the Conduct Process to other units of the University who have a vested interest in the conduct of smaller student communities (e.g. University Housing, Athletic Department).

Academic units of the University may also have written or implied policies concerning management of alcohol use and their response to the illicit use of alcohol and other drugs in the academic setting. Students are expected to know and understand these additional policies and abide by them.

Student Organizations: Policy violations by non-Greek affiliated student organizations will be handled through the student organization judicial process administered through the Office of Student Activities and Leadership. Violations by Greek affiliated student organizations will be adjudicated by the Greek Activities Review Panel (GARP).

Staff and Faculty: Sanctions for violations by faculty and staff are governed by policies within individual departments and any applicable guidelines set by University regulations (Regents' Bylaw 5.09, Standard Practice Guide 201.12), appropriate collective bargaining agreements, and other applicable policies or procedures. Appropriate sanctions may include: verbal or written warnings, a mandated rehabilitation program, probation, suspension, and termination. In each case there are likely to be different circumstances that are relevant for understanding the situation and determining the appropriate sanction.

8. External Sanctions

Federal laws impose significant criminal penalties for the unlawful possession, use, manufacture or distribution of alcohol and illicit drugs. These penalties include fines and/or imprisonment.

Alcohol: Under Michigan law it is illegal for anyone under the age of 21 to purchase, consume or possess, or have any bodily content of alcohol. A first time conviction may result in a fine, substance abuse education and treatment, community service and court-ordered drug screenings. There is also a provision for possible imprisonment or probation for a second or subsequent offense. Use of false identification by minors in obtaining alcohol is punishable with a fine, loss of driver's license, probation and community service.

Individuals can be arrested/convicted of operating a vehicle while intoxicated with a blood alcohol concentration (BAC) level at .08 or higher. If a student is under 21, there is a "zero tolerance" law in the state of Michigan and any blood alcohol level of .01 or higher can lead to a minor in possession (MIP) ticket and as well as being cited for operating a vehicle while intoxicated. This is in addition to suspension of driving privileges in the state of Michigan.

Marijuana: The laws regarding marijuana possession on campus differ from those in the City of Ann Arbor. The property occupied by the University of Michigan is under the jurisdiction of the laws of the State of Michigan. Under these laws, possession of marijuana on UM property is a misdemeanor, punishable by a fine up to \$2,000 and/or imprisonment of up to one year. Persons convicted of possession of marijuana off UM property but in the city limits of Ann Arbor will be charged with a civil infraction and required to pay a fine.

9. Employee Reporting Requirement

Under the Drug-Free Workplace Act of 1988, in addition to the other requirements of this policy, a faculty or staff member who works in any capacity under a federal grant or contract must notify his or her University supervisor or department head, in writing, of his or her conviction for a violation of any criminal drug statute occurring in the workplace no later than five calendar days after such conviction. This applies to direct charge employees and to indirect charge employees who perform any support or overhead functions related to the grant. The supervisor or department head must then promptly report the violation to the General Counsel's Office.

10. Distribution of Policy

A copy of this policy statement will be distributed to all faculty, staff and students annually via email at the beginning of fall semester.

11. Review of University Prevention Program and Policy

Biennially the University shall review its "Alcohol and Other Drugs Prevention Program and Policy" to determine effectiveness and implement changes, if needed, and to ensure that the University's disciplinary sanctions are consistently enforced.

12. For More Information concerning this policy, contact the UM Alcohol and Other Drugs Prevention Program at 734-763-7808.