

**Annual Notice of Loyola University Maryland's Drug and Alcohol Abuse Prevention Program
2019-2020**

The information in this document is compiled and maintained by:
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Introduction

The information contained in this document is required by the *Drug Free Schools and Communities Act of 1989*, to be given out annually to all students, faculty, administrators, and staff. This document provides information about:

- I. Standards of conduct regarding alcohol and drugs
- II. Laws governing alcohol and drugs
- III. Health risks associated with substance use
- IV. Substance use treatment and supportive programs offered
- V. Possible sanctions for violating University alcohol and drug policies

Distribution of Documents

As required by the Drug Free Schools and Communities Act of 1989, Loyola University Maryland distributes this *Annual Notification* of University's Drug and Alcohol Prevention Program. To ensure that all members of the campus community receive the *Annual Notification* document it is directly emailed to all students (undergraduate and graduate) and employees to their University email address. These emails are sent in September, January, and June to ensure that regardless of when a person becomes a member of our campus community, they receive this information. In addition, the *Annual Notification* is embedded on the following University websites: Office of Human Resources and the Office of Student Support and Wellness Promotion. To ensure that all new employees are provided this information they are given a copy of this document at their new employee orientation.

I. Standards of Conduct Regarding Alcohol and Drugs

The following section outlines the policies that have been adopted by Loyola University Maryland for its students and employees. All members of the Loyola University Maryland community (all students and employees) are subject to both University policies as well as all applicable local, state, and federal laws. The University will impose appropriate sanctions on any member of the campus community who is found responsible for violating the law and/or University policy.

Heroin and Opioid Addiction and Prevention

Loyola University Maryland has established this policy that addresses heroin and opioid addiction and prevention in accordance with the Maryland Education Code, sections 11-1201 through 11-1204. The policy requires that:

1. All incoming, full-time students complete electronic (online) heroin and opioid addiction and prevention awareness training.
2. All incoming, part-time students receive resources that alert and educate them regarding heroin and opioid addiction and prevention.
3. Campus Police officers are trained to recognize the symptoms of an opioid overdose, administer naloxone or other overdose-reversing medications, and implement proper follow-up emergency procedures. In addition to Campus Police officers, other designated employees at Loyola University Maryland's Timonium and Columbia campuses, Student Health and Education Services Office, Belvedere Clinical Center, and the University's Retreat Center receive similar training.
4. The Department of Public Safety is responsible for documenting each incident during which naloxone was administered at the University, and a report will be submitted to the

Maryland Higher Education Commission prior to October 1st of each year starting in 2018.

For questions regarding this protocol, please contact Stephanie Regenold, MD, MPH, Associate Director of Student Health and Education Services, by email at ssregenold@loyola.edu or phone at 410.617.5055.

Procedures for the Responsible Distribution of Alcohol at University Sponsored Events:

To ensure the safe and responsible distribution of alcohol at University sponsored events, Loyola University Maryland has implemented for following procedures:

- Alcohol is only served by bartenders who are trained in the proper techniques for serving alcohol
- Events where alcohol is served, University Evergreen ID cards are the only form of acceptable ID for students. Electronic birthday checking is utilized.
- Alcohol is not served in mixed class settings. Alcohol is not served at events where underclass students are present unless a specific waiver is approved by Student Development.
- People who are 21 or older are given non-removable specified wristbands to wear at the event.
- People who are under 21 are given different non-removable specified wristbands to wear at the event.
- 30 minutes prior to the event ending the service of alcohol is stopped.
- Any person visibly intoxicated upon arriving at an event is denied access.
- If a person is combative or argumentative at an event appropriate action is taken (i.e., students would be removed from the event and referred to the University conduct process).

The Director of Events Services is responsible for the implementation of this policy. Any questions about the procedures taken can be directed to Joseph Bradley at: jbradley@loyola.edu

Policies for Students:

The following information can be found in the *Community Standards*.

Student Code of Conduct

1. Alcohol Policy

Loyola University Maryland fully supports and requires compliance with Maryland's alcoholic beverage laws. These laws include prohibitions on the possession or consumption of alcohol by persons under age 21; furnishing alcohol to or obtaining alcohol for a person under age 21; and misrepresenting one's age in order to obtain alcohol. Only those students who are 21 years of age and older are permitted to have alcohol in their residence unit. Guests who are 21 years of age and older may not bring alcohol to a unit where at least one person is under the age of 21. Students 21 years of age or older may possess and consume alcohol in the privacy of their unit in single-serving containers only. All students and guests are expected not to abuse alcohol, but rather to drink responsibly or abstain. This section includes policies applicable to students 21 years of age or older.

Note: Note: Parents or guardians and core advisors will be notified in writing if their first-year student under age 21 is found responsible for an alcohol violation involving use or possession.

- a. Having open containers of alcoholic beverages or consumption of alcohol in any public area on Loyola owned or leased property, regardless of age (e.g., lounges, corridors, outdoors, etc.) **Standard sanction: \$75 fine and a written reprimand, in addition to sanctions for underage possession if applicable.**
- b. Unauthorized possession or consumption of alcoholic beverages. “Possession” means having an alcoholic beverage under one’s charge or control. Students under age 21 may not possess or consume alcoholic beverages at any time. Students age 21 or older generally may not possess or consume alcoholic beverages in the presence of persons under age 21; however, they may consume or possess alcoholic beverages in the presence of their roommates in their own residence unit.

Minimum Standard Sanctions for Alcohol Violations:

- 1st Offense: \$75 fine, written reprimand, and substance screening/education.
 - 2nd Offense: \$125 fine, disciplinary probation, and substance screening/education.
 - 3rd Offense: \$200 fine, deferred suspension from the University, and a substance screening or referral as specified in sanction letter.
 - 4th Offense: University suspension and required completion of outpatient/inpatient treatment prior to the ability to reenroll at the University.
- c. Selling, furnishing, or giving any beverage containing alcohol to any person under 21 years of age. **Standard sanction: deferred suspension from the residence halls, \$200 fine per individual host, and a referral for substance screening/education.** The student social host policy will apply if alcohol is available in the room. Thus, the host is also responsible for misconduct if they passively allow prohibited alcohol use to occur within their room.
 - d. Prohibited items or activities that encourage excessive drinking. This includes but is not limited to: using or possessing excessive amounts or prohibited sources of alcohol (e.g., kegs, beerballs); using or possessing items or devices that encourage excessive drinking (e.g., bars, beer bong, funnels); or organizing or participating in activities that encourage excessive drinking (e.g., beer pong, drinking games, or contests). **Standard sanction: deferred suspension from the residence halls, \$200 fine, and referral for substance screening/education.**
 - e. Charging a fee when hosting parties. **Standard sanction: deferred suspension from the residence halls, \$200 fine, and a referral for substance screening/education.**
 - f. Being intoxicated or exhibiting behaviors associated with intoxication or impairment. **Standard sanction: deferred suspension from the residence halls, \$150 fine, and referral for a substance screening.**

In cases that involve the operation of a motor vehicle, the University reserves the right to consider more serious sanctions including suspension or expulsion.

g. Providing false identification:

g1. Possessing, conspiring to obtain, or using false identification. **Standard sanction: deferred suspension from the residence halls and a \$250 fine per false ID. False IDs confiscated by the University may be forwarded to the appropriate State authorities.**

g2. Manufacturing, selling, or distributing false identification. **Standard sanction: expulsion.**

h. Possession of empty alcohol containers. Students who are under 21 years of age may not possess empty alcohol containers. Students who are 21 years of age or older are expected to dispose of empty alcohol containers. Students are prohibited from displaying empty alcohol containers. Empty alcohol containers should not be used as decoration.

Drug Policy

Loyola University Maryland fully supports and requires compliance with federal and state laws regarding illegal drugs and paraphernalia. For purposes of this policy, “drug” also includes any other substance that is used to change mood or alter reality and is not used in accordance with a medical prescription, and “look alike” substances.

a. Drug use or possession (e.g. marijuana, heroin, LSD, cocaine, mushrooms, ecstasy, ketamine, unauthorized use or abuse of prescription drugs, etc.) **Standard sanction: suspension from the University, \$500 fine, and referral to substance use counseling to be completed prior to return.**

In less severe cases, the University will ordinarily exercise its discretion to apply a less severe sanction including deferred suspension from the university, \$500 fine, and referral to substance use counseling. In more severe cases, the University will ordinarily exercise its discretion to apply a more severe sanction including expulsion.

Severity will be determined based on all surrounding circumstances including type of drug, quantity of drug, student conduct history, and impact on community.

b. Drug paraphernalia possession. **Standard sanction: suspension from the University, \$500 fine, and referral to substance use counseling to be completed prior to return.**

In less severe cases, the University will ordinarily exercise its discretion to apply a less severe sanction including deferred suspension from the university, \$500 fine, and referral to substance use counseling. In more severe cases, the

University will ordinarily exercise its discretion to apply a more severe sanction including expulsion.

Severity will be determined based on all surrounding circumstances including type of drug, quantity of drug, student conduct history, and impact on community.

The student social host will be considered serving/providing drugs to anyone if they possess drugs or if drugs are available in the room. Thus, the host is also responsible for misconduct if they passively allow drug use to occur within their room.

- c. Sale, potential for sale, facilitation in the sale, distribution, or providing of drugs to others. **Standard sanction: expulsion**

Controlled substances, illegal drugs, and drug paraphernalia are subject to confiscation. The University reserves the right to refer potential criminal violations to local law enforcement authorities.

- d. Manufacturing, making, or possessing ingredients in sufficient quantities to manufacture drugs. **Standard sanction: immediate removal from campus and expulsion from the University.**

Note: Parents or guardians will be notified in writing if their student is found to be in violation of the University's drug policy. Core advisors may be notified if their first-year students are found to be violation of the University's drug policy.

Policies for Employees:

The following information can be found in the *Staff and Administrator Policy Manual* at:
<https://www.loyola.edu/department/hr/about/policy>

The following information can be found in the *Faculty Handbook* at:
<https://www.loyola.edu/department/academic-affairs>

Please consult the Director of Events Services and Off-Campus Centers if there are any questions regarding the use of alcoholic beverages on campus.

II. Laws Governing Alcohol and Drugs

Legal Sanctions

The possession, use, or distribution of drugs, drug paraphernalia, or alcohol by Loyola University students or employees on campus or at any University sponsored or related activity is subject to applicable federal, state and local laws. Criminal sanctions for illegal drug and alcohol activity are severe. Loyola University students or employees are not exempt from these laws by virtue of their status as students or their presence on Loyola University property. The information in this document

is provided for informational purposes only and is not intended to describe fully all of the pertinent laws regarding drug or alcohol offenses.

Federal Laws:

The following charts outline the various penalties for possessing or trafficking scheduled substances as enforced by the Federal government. This information can also be found at:

https://www.dea.gov/pr/multimedia-library/publications/drug_of_abuse.pdf#page=30

Federal Trafficking Penalties

Drug/Schedule	Quantity	Penalties	Quantity	Penalties
Cocaine (Schedule II)	500-4999 grams mixture	First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine or not more than \$10 million if an individual, \$50
Cocaine Base (Schedule II)	28-279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40-399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10-99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100-999 grams mixture		1 kg or more mixture	

LSD (Schedule I)	1-9 grams mixture	million of not an individual.	10 grams or more mixture	million if not an individual.
Methamphetamine (Schedule II)	5-49 grams pure or 50-499 grams mixture	Second Offense: Not less than 10 yrs, not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	50 grams or more pure or 500 grams or more mixture	Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if any an individual.
PCP (Schedule II)	10-99 grams pure or 100-999 grams mixture		100 gm or more pure or 1 kg or more mixture	

Penalties		
Other Schedule I&II drugs (and any drug product containing Gamma Hydroxybutyric Acid) Flunitrazepam (Schedule IV)	Any amount 1 gram	First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual. Second Offense: Not more than 30 yrs. If death or serious injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Other Schedule III drugs	Any amount	First Offense: Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
All other Schedule IV drugs	Any amount	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Flunitrazepam (Schedule IV)	Other than 1 gram or more	
All Schedule V drugs	Any amount	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if an individual.

Federal Trafficking Penalties-Marijuana			
Drug	Quantity	1 st Offense	2 nd Offense*
Marijuana (Schedule I)	1,000kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100kg to 999kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine nor more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	More than 10kgs hashish; 50 to 99kg marijuana mixture More than 1kg of hashish oil; 50 to 99 marijuana plants	Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish (Schedule I)	10kg or less		
Hashish Oil (Schedule I)	1kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.

State Laws:

Drugs and Controlled Substances:

In addition to the federal laws, the State of Maryland has its own laws dealing with distribution, manufacturing, and possession of controlled dangerous substances. MD. Ann. Code Art. 27, section 286 (1994), states that any person who unlawfully manufactures or distributes a Schedule I or II narcotic drug may be fined up to \$25,000 and/or may be imprisoned for up to 20 years for a first offense.

Alcohol:

It is illegal in the State of Maryland, MD. Ann. Code Art. 27, sections 400 to 403 (1994), for any person under 21 to falsify or misrepresent his or her age to obtain alcohol, or to possess alcoholic beverages with the intent to consume them. It is also illegal in most situations to furnish alcohol to a

person under 21, or to obtain alcohol on behalf of a person under 21. The penalty is a fine of up to \$500 for a first offense, and up to \$1000 for repeat offenses.

MD. Ann. Code Article 2B, section 19-202(1989) and 19-204(1993) states that it is illegal in the State of Maryland to drink alcohol on any public property or shopping center, mall, or other retail establishment, with a penalty of a fine up to \$100. Section 19-101(1989) and 19-102(1993) states that it is illegal to be intoxicated and create a disturbance or endanger the safety or property of another person. The penalty is a fine of up to \$100 and/or imprisonment not exceeding 90 days.

Local Laws:

Baltimore City Laws (Evergreen Campus):

In Baltimore City, under Article 19, section 58C of the City Code, it is illegal to loiter in a certified drug-free zone, with penalties of imprisonment of up to 30 days and a fine of up to \$400.

Baltimore County (Timonium Campus):

It is also illegal in Baltimore County to consume and/or to possess alcohol in opened alcohol containers on any public property or highway, A person who violates this section is guilty of a misdemeanor. (Baltimore County Code Article 17, Section 17-1-103) 10

Howard County (Columbia Campus):

In Howard County it is unlawful to advertise in whole, or in part, to promote the sale or delivery of drug paraphernalia. (C.B. 1, 1980 Sec. 8.304).

III. Health Risks Associated with Substance Use

The following points deserve special emphasis:

1. Severe consequences can result from the use and abuse of alcohol and other psychoactive substances, without the development of alcoholism or other drug use disorder.
2. Alcohol and other drug use disorders can and do develop rapidly in teenagers and young adults.
3. Although addictive disease can develop in almost any chronic user of psychoactive substances, persons from families with a history of alcoholism, especially in parents or grandparents, are at a greater risk to develop alcohol problems themselves. A family history of alcoholism or drug addiction also tend to increase the risk of developing other problems, including eating disorders and difficulties in intimate relationships.
4. Use of any non-physician prescribed medications, especially pain killers such as OxyContin, can result in addiction and pose dangers of overdose.
5. According to the National Institute on Alcohol Abuse and Alcoholism (2016) 1,825 college students in the United States die each year from excessive alcohol use. Drinking too much alcohol too fast can kill you. Mixing alcohol and other drugs, whether prescribed, over the counter medications, or street drugs, can also be deadly. If you encounter a person who is passed out, or unconscious and cannot be easily aroused, or appears to have trouble breathing, it can be a fatal decision to put the person to bed, unattended, "to sleep it off." The safest action is to call for help. Call Campus Police 410-617-5911 if on-campus and 911 if off-campus.

Health Risks: Alcohol

Alcohol, a drug, is a central nervous system depressant. With moderate drinking a person may experience flushing, dizziness, dulling of senses, and impairment of coordination, reflexes, memory and judgment. Taken in larger quantities, death may occur due to depression of the parts of the brain

that control breathing and heart rate. Drinkers who also smoke are more at risk for developing certain cancers. Pregnant women who drink risk fetal alcohol syndrome in the newborn. It is important to read labels of over-the-counter medications for cautions about the use of alcohol while on a particular medication.

College students who drink to get drunk are at significant risk while drinking for personal injury, acquaintance rape, and unplanned, unprotected sexual activity which could result in pregnancy and exposure to sexually transmitted infections (STIs), including the AIDS virus, and genital human papillomavirus (HPV), Chlamydia, and genital herpes.

The dangers of drinking and driving cannot be overemphasized. Data suggest that despite widespread knowledge of these dangers, a significant number of students continue to drive under the influence of alcohol.

The table below provides additional information on the possible health effects of various substances:

Drugs	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Narcotics					
Morphine	High	High	Euphoria, Drowsiness, Respiratory depression, Constricted pupils, Nausea	Slow and shallow breathing, Clammy skin, Convulsions, Coma, Possible death	Yawning, Loss of appetite, Irritability, Tremors, Panic, Cramps, Nausea, Runny nose, Chills and sweating, Watery eyes
Codeine	Moderate	Moderate			
Heroin	High	High			
Hydrocodone					
Hydromorphone					
Oxycodone (OxyContin)					
Methadone and LAAM					
Fentanyl and Analogs	High	High			
Depressants					
Choral hydrate	Moderate	Moderate	Slurred speech, Disorientation, Drunken behavior without odor of alcohol	Shallow respiration, Clammy skin, Dilated pupils, Weak and rapid pulse, Coma, Possible death	Anxiety, Insomnia, Tremors, Delirium, Convulsions Possible death
Barbiturates	High-moderate	High-moderate			
Benzodiazepines					
Ketamine (Special K)	Possible	Unknown	Psychedelic effects, Muscle rigidity, Aggressive/violent behavior, Exaggerated strength, Euphoria, Illusions, Hallucinations, Disassociation, Impervious to pain	Vomiting, Convulsions, Possible death	Anxiety, Labored breathing, Schizophrenic-like tendencies
Stimulants					
Cocaine (crack)	Possible	High	Increase alertness, Euphoria,	Agitation,	Apathy,
Amphetamine					

Methamphetamine Ritalin (methylphenidate)			Increase pulse rate and blood pressure, Excitation, Insomnia, Loss of appetite	Increase body temperature, Hallucinations, Convulsions, Death	Long periods of sleep, Irritability, Depression, Disorientation, Pleasurelessness
Ecstasy (MDMA)	Unknown	Moderate	Same as stimulants, Nausea, Jaw muscle clenching, Heightened awareness, Calm empathy	High body temperature, High blood pressure, Seizures, Acute anxiety	Flashbacks, Possible effects on memory
Cannabis					
Marijuana	Possible	Moderate	Euphoria, Relaxed inhibitions, Increased appetite, Disorientation	Fatigue, Paranoia, Possible psychosis	Insomnia, Appetite loss, Headaches, Aches, Chills, Craving
Hallucinogens					
Phencyclidine and Analogs (PCP0)	Unknown	High	Illusions/hallucinations Misperception of time Dissociation Depersonalization Combativeness Amnesia Impervious to pain	Paranoia Seizures High blood pressure, Longer trips, Psychosis, Catatonia, Coma, Possible death	Unknown
LSD	None	Moderate	Stimulant effects, Light trails, Sensory disorientation, Depersonalization	Acute, Anxiety/panic, Paranoia, Delusions, Psychosis	None

IV. Substance Use Treatment and Supportive Programs Offered

Services and Programs Available to Students:

Office of Student Support and Wellness Promotion: This Department is staffed by a Director, Mary Beth Mudric, PhD.; Assistant Director, Teresa Heath, M.Ed., and an Administrative Assistant Lisa Crowell. Department offices are located in Seton Court 02B next to the Health Center on the west side of campus. *Call 410-617-2928 for information or for a confidential individual session with a counselor to discuss any of the information in this document, or visit our Website:*

<http://www.loyola.edu/department/sswp> , which provides information about alcoholism and related problems and SSWP services.

Think About It: Online Education Program

All incoming undergraduate students are required to complete all three modules of Think About It which provides education on alcohol and drugs, sexual assault and violence, and responsible decision making. Loyola University Maryland insures that all incoming students complete the program by

monitoring program completion, as well as prohibiting students from moving into their residence halls if they have not completed the initial phase of the program.

Re-entry to the University:

The Medical Review Committee within the Office of the Vice President for Student Development evaluates the students' medical documentation prior to a return from a medical leave of absence, during which treatment was recommended. Upon the student's return into the University, the administrator or designee in the Office of Student Support and Wellness Promotion will work with the student to develop an after-care plan, which involves coordinating and establishing a supportive network as the student continues through the University. Often the establishment of the plan for ongoing support begins while the student is receiving treatment. Students are able to meet with the administrator in SSWP prior to their return to the University to establish a therapeutic relationship and supportive structures to help in their transition back to the University. This support can include individual counseling, group counseling, referrals to peer-support groups, in addition to access to the collegiate recovery community.

Environmental Management Prevention Model

Loyola University Maryland utilizes best practices in creating and implementing a comprehensive prevention program to help reduce student substance use. The following table outlines the University’s 3-in-1 prevention framework.

Loyola University Maryland’s 3-in-1 AOD Environmental Management Prevention Model	
Interventions at the individual level for students	Screenings and referral for education or treatment Educational interventions Support groups Parental notification of policy violations Faculty/Administrator/Staff/Student Leaders conversations with students
Intervention at the student population (group) level	Consistent policy enforcement Referral of students with conduct violations for education and/or evaluation and treatment Alcohol-free social activities Think About It online education requirement Social norms messaging campaigns Outreach and prevention presentations and programs Academic rigor Friday and morning classes Living-learning communities Peer education
Interventions at the University and surrounding community level	Loyola AOD Task Force University representation on local coalitions University representation in neighborhood associations Participation in the Maryland State Collaborative to Reduce Underage Drinking and Associated Harm

Programs and Services Available to University Employees:

Employee Assistance Program (EAP)

The EAP, and your medical benefits, provides confidential intervention, support, and referral services for employees with, or at risk to develop alcohol or other drug problems. Help is also available to employees experiencing difficulty due to the alcohol or other drug use of someone close to him or her.

The Employee Assistance and Referral program for Faculty, Staff, and Administrators is a benefit that provides professional and confidential assessment, referrals or short-term problem-solving to eligible participants and their family members. Among the types of problems for which assistance is provided are marital or family problems, job problems, emotional distress, gambling, financial, legal, health, or addiction problems. Services begin on the first of the month coinciding with, or following,

date of hire. There is no cost to participants or family members for services provided through this plan. EAP can be reached at 1-800-765-0770.

Medical Benefits (for benefits eligible Faculty, Administrators, and Staff)

Substance Abuse Services	Cigna OAP (PPO)		Cigna OAP-IN (HMO)		Cigna OAP HSA	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Inpatient Facility Services <i>Preauthorization required</i>	No deductible, 25% coinsurance	Deductible, then 40% coinsurance	Deductible, then 10% coinsurance	N/A	Deductible, then \$300 copay per admission	Deductible, Then 1% coinsurance
Inpatient Physician Services <i>Preauthorization required</i>	No deductible, 25% coinsurance	Deductible, then 40% coinsurance	Deductible, then 10% coinsurance	N/A	Deductible, then no charge	Deductible, Then 1% coinsurance
Outpatient Facility and Physician Services	Deductible, then 25% coinsurance	Deductible, then 40% coinsurance	Deductible, then 10% coinsurance	N/A	Deductible, then no charge	Deductible, then 1% coinsurance per visit
Office Visits	\$25 copay per visit	Deductible, then 40% coinsurance	\$20 copay per visit	N/A	Deductible, then no charge	Deductible, then 1% coinsurance per visit
Partial Hospitalization	Deductible then 25% coinsurance	Deductible, then 40% coinsurance	Deductible, then 10% coinsurance	N/A	Deductible, then no charge	Deductible, then 1% coinsurance per visit

For more detailed information please contact Maurisha Hooper, Associate Director, Benefits and Wellness, at 410 617-1368, mhooper@loyola.edu. The Benefits and Wellness office is located at 5000 York Road in the Human Resources Office. Call 410-617-2354 for directions.

Re-entry to the University:

The benefits unit within the Human Resources Office evaluates the employees’ physician return to work certification prior to them returning from a medical leave of absence, during which treatment was received. An employee taking leave under the Family Medical Leave Act (FMLA) will be returned to the employee’s same position or to an equivalent position, unless there is a reduction in force, layoff, downsizing, or elimination of a position.

Programs and Services Available to Students and Employees:

The following is a list of resources available in the Baltimore area that provide support and or treatment for alcohol and other drug use disorders or related issues. This list is not exhaustive but does provide links to helping members of the Loyola University Maryland campus community connect to additional resources. These are not affiliated with Loyola University Maryland and their inclusion in the document is not an endorsement by the University.

Peer Support Fellowships:

- Alcoholics Anonymous: www.aa.org
- Narcotics Anonymous: www.na.org
- Al-Anon Family Groups: www.al-anon.org

Substance Use Treatment Locator:

SAMHSA, Behavioral Health Treatment Services Locator: <https://findtreatment.samhsa.gov/>

V. Sanctions for Violating University Alcohol and Drug Policies**Sanctions for Students:**

For student sanctions please see the “Policies for Students” section on pages 2-4 of this document which outlines both the standards of conduct for students, as well as the sanctions for students who are determined to be in violation of the University’s alcohol and other drugs policies. These sanctions are imposed equally among all students regardless of their academic, athletic, or other departmental affiliation on campus.

Sanctions for Employees:

The following section applies to all employees of the university including faculty, staff, and administrators.

2.2.2 Termination for Cause

Termination for cause by the University is generally the result of an employee’s inability to attain the required level of performance on the job, failure to comply with required policies and procedures, failure to meet standards of professional behavior applicable to employment, or repeated failure to perform required duties. In the event of termination for cause, supervisors/department chairs should consult with the Director of Human Resources Generalist Services (ext. 1345) prior to any termination actions. Cause for dismissal includes but is not limited to:

- inability, failure, or refusal of the employee to maintain satisfactory performance of the responsibilities of his/her position;
- conduct which, in the judgment of his/her supervisor/department chair, directly and substantially impairs the effectiveness of the employee in the performance of his/her responsibilities;
- conduct which, in the judgment of the employee’s supervisor/department chair, directly and substantially impairs the effectiveness of University operations;
- conduct which, in the judgment of the employee’s supervisor/department chair, is harmful to persons or property or destroys goodwill or otherwise causes jeopardy or serious harm to the University.

It is impossible to list every single action which might cause harm to the University, its students or fellow employees. Following is a list of some, but not all, of the acts which will result in disciplinary action up to and including termination:

- Possessing, using, buying or selling alcohol or illegal drugs, or being under the influence of alcohol or illegal drugs while at work.
- Direct violation of University policies and procedures.
- Knowingly violating any University, OSHA, or state regulation, guideline or rule governing workplace safety.

Supervisors/department chairs shall consult with the Director of Human Resources Generalist Services (410-617-1345) prior to any termination for cause.