

Drug-Free Schools and Campuses Regulations as required by the Drug Free Schools and Communities Act (DFSCA) and the Education Department General Administrative Regulations [EDGAR, Part 86]

Academic Years: 2018-2019 and 2019-2020

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The following documents were considered when compiling the biennial review:

Student Support and Wellness Promotion End-of-Year Report (2018-2019 and 2019-2020)

Student Life End-of-Year Report (2018-2019 and 2019-2020)

Student-Life Handbook (2018-2019 and 2019-2020)

The undersigned certifies that it has adopted and implemented an alcohol and other drug prevention program for its students and employees that, at a minimum, includes the following.

- 1. The annual distribution to each employee, and to each student who is taking one or more classes of any kind of academic credit except for continuing education units, regardless of the length of the student's program of study, of:**
  - a. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
  - b. A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;
  - c. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
  - d. A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs that were available to employees or students; and
  - e. A clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with 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 standards of conduct. A disciplinary sanction may include the completion of an appropriate rehabilitation program.
- 2. A biennial review by the institution of its alcohol and other drug prevention program to:**
  - a. Determine its effectiveness and implement changes to its comprehensive alcohol and other drug prevention program and policies, if needed; and
  - b. Ensure that its disciplinary sanctions were consistently enforced.

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## Overview

Loyola University Maryland complies with the requirements of the 1989 amendments to the Drug-Free Schools and Communities Act (DFSCA), as articulated in the Education Department General Administrative Regulations (EDGAR) Part 86. These regulations require Institutions of Higher Education to conduct a biennial review of their alcohol and other drug programs and policies. The biennial review is designed to document the University's prevention efforts, as this review examines the scope effectiveness of campus prevention and educational programs which are critical to creating a comprehensive effort and complying with the regulations. Loyola's Biennial Review is completed in even-numbered years by a Biennial Review Working Group (Student Support and Wellness Promotion, Assistant Vice-President for Student Development, Student Life, Student Activities, and Human Resources) under the leadership of the Director of Student Support and Wellness Promotion.

## Distribution of Documents

As required by the Drug Free Schools and Communities Act of 1989, Loyola University Maryland distributes the *Annual Notification* of the University's Drug and Alcohol Abuse Prevention Program by email to all students (undergraduate and graduate) and employees to their University email address. These emails were sent, generally, in September, January, and June to ensure that all University members were provided with this information, regardless of enrollment time, and/or start-date. Additionally, the *Annual Notification* is embedded on University websites, including those for the Office of Human Resources and the Office of Student Support and Wellness Promotion. All new employees were provided with a copy or a link to of the *Annual Notification* and *Biennial Review* during their new employee orientation.

Loyola University Maryland has a long-standing commitment to alcohol and other drug prevention, including professional staff, prevention education, early intervention, and environmental management through a University Alcohol and Other Drug (AOD) Task Force. Loyola University Maryland has participated in ***Think About It***, an online education program that helps prepare students for the unique challenges and responsibilities of college life. Think About It addresses issues related to alcohol, drugs and sexual misconduct, and provides important information regarding Loyola University Maryland policies and available resources.

since 2013, and the University is a member of the Maryland Collaborative to Reduce College Drinking and Related Problems, which includes surveys and respective recommendations to address high-risk alcohol use.

## Objectives

The objectives of the Biennial Review, as identified by the U.S. Department of Education, include

- Determining the effectiveness of and implementing any needed changes to all Alcohol and Drug Prevention Programs and Policies at Loyola University Maryland
- Ensuring that the disciplinary sanctions for violating standards of conduct are enforced consistently. This is done in compliance with the Code of Federal Regulations, 34 CFR Part 86, or The Drug-Free Schools and Communities Act.

### Description of Alcohol and Other Drug (AOD) Program Model

Loyola University Maryland consistently utilizes best practices to create and implement their comprehensive prevention program, which is aimed at reducing student substance use. The following table outlines the University's 3-in-1 prevention framework.

<b>Loyola University Maryland's 3-in-1 AOD Environmental Management Prevention Model</b>	
<b>Interventions at the individual level for students</b>	<ul style="list-style-type: none"><li>• Screenings and referral for education or treatment</li><li>• Education interventions</li><li>• Support Groups (2018)</li><li>• Parental notification of policy violations</li><li>• Faculty/Administrator/Staff/ Student Leaders conversations with students</li><li>• Athletic drug testing</li></ul>
<b>Interventions at the student population (group) level</b>	<ul style="list-style-type: none"><li>• Consistent policy enforcement</li><li>• Referral of students with conduct violations for education and/or evaluation and treatment</li><li>• Alcohol-free social activities</li><li>• Online education requirement (Think About It (until fall 2020)</li><li>• Outreach and prevention presentations and programs</li><li>• Academic rigor</li><li>• Friday and morning classes</li><li>• Living-learning communities</li></ul>

	<ul style="list-style-type: none"> <li>• Peer education</li> <li>• Substance Free Housing</li> </ul>
<p style="text-align: center;"><b>Interventions at the University and surrounding community level</b></p>	<ul style="list-style-type: none"> <li>• Loyola AOD Task Force</li> <li>• Loyola University Late Night Committee</li> <li>• University representation on local coalitions</li> <li>• University representation in neighborhood associations</li> <li>• Participation in the Maryland State Collaborative to Reduce Underage Drinking and Associated Harm</li> </ul>

The following procedures represent the key programmatic elements of our campus prevention efforts.

**Individual Level Interventions for Students**

- **Screenings and referral for education or treatment:**  
 Loyola provided access to Assistant Director in the Office of Student Support and Wellness Promotion who conducted the Brief Alcohol Screening and Intervention for College Students (BASICS). The BASICS program uses a harm-reduction approach designed to:
  - Help students explore their alcohol use in a non-judgmental setting
  - Reduce risky behavior and harmful consequences of alcohol misuse
  - Identify changes that could help students reduce their risk of alcohol-related harm
  - Provide important information and skills for risk reduction
  -

The BASICS program is listed in SAMHSA’s National Registry of Evidence-based Programs and Practices (NREPP), and has been identified as a Model Program by the U.S. Department of Health and Human Services. Individual assessments are conducted by either the Assistant Director, or Director of the Student Support and Wellness Promotion Office.

In 2018, the Office of Student Support and Wellness Promotion made the decision to forego the CHOICES education group sessions for students who were referred for low-level alcohol violation. The reason for this decision was so that all students who were sanctioned to the Student Support and Wellness Promotion Office for AOD-related

concerns were able to have one-on-one interaction with either the assistant director, or director from the office, as opposed to education in a group setting.

All students who were found responsible for a simple alcohol violation, typically students with an underage possession of alcohol, were sanctioned to complete alcohol education from either the Office of Student Conduct or the Office of Student Support and Wellness Promotion, depending on the student's Alcohol Use Disorders Identification Test (AUDIT) score. Students who received below a "3" on the AUDIT were required to complete AlcoholEdu in the Office of Student Conduct. Students who scored a "3" or above on the AUDIT were required to schedule an initial 45-1-hour BASICS session in the Office of Student Support and Wellness Promotion and a 30-minute follow-up BASICS session. Students may have been required to meet with an off-campus substance use counselor if deemed necessary by the Office of Student Support and Wellness Promotion.

Additionally, any subsequent violation of the alcohol policy typically resulted in a mandated evaluation by an off-campus counselor who specialized in substance use disorders to determine if an alcohol use disorder diagnosis was present. At that point, the student was required to follow treatment/education interventions, as per the off-campus counselor's recommendations.

All students who were found responsible for any drug violations were required to meet with either the Director of Student Support and Wellness Promotion or the Dean of Students to establish an immediate appointment with an off-campus evaluator/substance use counselor. The student was required to follow all recommendations for treatment.

Students may have also been sanctioned to complete the Brief Intervention for Marijuana (BIM) program, which consisted of two individual sessions utilizing motivational interviewing techniques to educate students about risks associated with marijuana use. Students who were frequent, or habitual drug users were suspended from the University, with the condition for return to the University being completion of a drug/alcohol treatment program. Students who were found responsible for drug distribution, were expelled from the University.

### **Education Interventions**

- **BASICS:**  
Educational interventions were administered through the Brief Alcohol Screening and Intervention for College Students (BASICS) and BIM programs which combined clinical sessions and individualized feedback with education regarding normative use on our campus.

- **Parental notification of policy violations:**  
Loyola views parents and families as partners in the educational process, and in keeping with that spirit parents are notified in the event of any alcohol or drug policy violation for first year students. Furthermore, parents are notified of any drug policy violation and/or hospital transport regardless of class year.
- **Faculty/Administrator/Staff/ Student Leaders conversations with students:**  
There are two primary ways by which substance use issues, concerns, and consequences are highlighted and addressed on campus: 1) advisor notification in the event of a conduct violation. In such an event, professors are able to utilize their relationships with students to help facilitate a discussion about what is taking place in the students' lives as well as help the students access services as needed, and 2) The Messina Living –Learning Program, through which students have the opportunity to become and remain engaged in conversations with faculty, administrators, and peers. By creating this greater connectivity students are supported and connected to campus and each other.
- **Athletics:**  
The Office of Student Support and Wellness Promotion supports the Athletic Department's random urine drug screening program; by evaluating and providing counseling to athletes who had positive urine drug screens.

#### Student Population Level Interventions

- **Consistent policy enforcement:**  
Our conduct system required that all students who were in violation of campus alcohol and/or drug policies were provided education by a professional in the Office of Student Support and Wellness Promotion.
- **Think About It online education requirement:**  
In 2013, Loyola University Maryland implemented the use of *Think About It*, an interactive, online educational program that is used by numerous colleges in the United States. The program educates students on the topics of alcohol and drug abuse and consequences, as well as sexual assault and violence prevention, and healthy relationships. The comprehensive nature of the program helps to ensure that all students come to campus with a solid foundation of knowledge on these relevant topics regardless of their prior education.
- **Referral of students with conduct violations for education and/or evaluation and**

**treatment:**

Students who were found responsible for AOD related violations of community standards were mandated to The Office of Student Support and Wellness Promotion for AOD harm reduction education and possible off-campus referral.

- **Alcohol-free social activities:**

The University offered many opportunities for students to become involved in pro-social, substance-free activities, which have included the following events:

Midnight Breakfast	RHA Winter Formal
Men's & Women's Soccer Games	Ice Skating with OPTIONS
Men's & Women's Lacrosse Game	2000's Party
Men's & Women's Basketball Games	Seoul to Soul
Women's Volleyball Games	NYC Day Trip with OPTIONS
Movie Night on the Quad	CAB State Fair
Everything You Forgot at Home Bingo	BSA Fashion Show
Shuttles to local events including:	Relay for Life
Hampdenfest, Charm City Night Market,	Battle of the Bands
Miracle on 34th Street, Light City	Songwriter Skirmish
Baltimore	DJ Battle
CAB 90's and All That	ACA Asia Fest
Crab Feast in Annapolis with OPTIONS	Toby's Dinner Theater ft. The Hunchback
Noche de Baile (Dance Night)	of Notre Dame with OPTIONS
Paint Your Own "L"	CSU Carnival
Apple & Pumpkin Picking with OPTIONS	Hershey Park Trip with OPTIONS
Les Miserables at the Hippodrome with	Student Life Late Night Bingo
OPTIONS	CAB Cupcake Decorating & Karaoke
Aladdin at the Hippodrome with OPTIONS	FAC Attack
Glow in the Dark Dodgeball	Casino Night
LatinFest	Greychella
CAB Fall Fest	ALANA Welcome Back Block Party
Plant Your Own Succulent	Night Climbing and Ziplining with
CAB Fright Fest	OPTIONS
Laser Tag with OPTIONS	Capture the Flag
Washington Capitals Game with OPTIONS	Just Dance Tournament
WLOY Open Mic Night	CAB Trivia: Decades
WLOY Slam Poetry Night	Homecoming "After Party"
Ladies Night at the FAC	Hersheypark In The Dark with OPTIONS
Video Game Tournament	Halloweentown Movie Night
Caribana	International Festival



Giant Game Night Gingerbread House Decorating Chordbusters Wazobia Snow Tubing with OPTIONS Umoja Medieval Times Dinner and Tournament with OPTIONS	CAB Crafts & Karaoke Giant Game Night Yoga + Mindfulness Workshop Gospel Choir Fall Harvest Concert Greysounds Concert CAB Night at the Arcade
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- **Outreach and prevention presentations and programs:**

The Office of Student Support and Wellness Promotion, conducted numerous presentations during the biennial period to help reduce substance use, as well as educated students about the possible negative consequences of alcohol and other drug use. During summer orientation, all incoming students and their families attended presentations on the college drinking culture utilizing social norms messages to correct misconceptions and reduce substance use. During the academic year, professors have requested that Student Support and Wellness Promotion present information to their classes about alcohol use and misuse, alcohol and drug use trends among college students, and ways to combat pressures to drink in college. The Alcohol and Drug Abuse Prevention Team (ADAPT) peer educators provided similar presentations in the residence halls in an effort to educate student groups about alcohol use and misuse. Moreover, the office of Student Support and Wellness Promotion offered incentives to RAs who offered to create programs that focused on healthy behaviors in college, minimizing risks associated with alcohol, and educating their respective students on harm-reduction strategies in college. The Office of Student Support and Wellness Promotion also offered large-scale strategies to combat the unwelcome consequences of large-scale, off-campus events that involve alcohol. For example, on the days/nights that such events were planned off-campus, SSWP established 3 on-campus stations, which were located outside of the largest residence halls and where ubers/cabs lined up to retrieve students. There were 50 pizzas and 100 water bottles at each location, with at least 2 peer educators at each station. These events took place after typical pre-game hours and prior to students leaving campus.

- **Academic rigor:**

In the Jesuit tradition Loyola University Maryland’s curriculum is based on a Core of classes which encourage critical thinking and help to enhance learning. The structure of the Core curriculum in addition to the requirements for individual majors, create an academically rigorous community of learners.

- **Friday and morning classes:**

Friday morning classes were also offered to help serve as a deterrent to drinking on Thursdays.

- **Living-learning communities:**

Beginning in with the 2015-16 academic year, all first-year students were enrolled in the Messina Living-Learning program, an endeavor which helps to connect students to faculty and administrators who work in tandem throughout the year. Upper class orientation leaders make up the final part of the Messina trio, as these leaders work with the students to enhance their overall academic and social experience at Loyola. The Messina program helped to connect students to multiple on-campus resources so that students were provided with the adequate resources and direction to intervene if there was a substance use concern.

- **Peer education:**

The Office of Student Support and Wellness Promotion supervised the ADAPT peer education group. ADAPT peer educators provided educational presentations in the residence halls, small scale social programs, and served as a partner and resource for other student groups who plan and implement substance-free programming.

- **Substance Free Housing:**

Loyola University Maryland offered students two substance free housing options. The first options for students it to apply to live in the substance free housing block on campus, which was a designated section of campus housing for those students who wish to be substance-free. The second option for students was to select to have a substance free roommate. This option allowed for students to live in any area of campus while still able to live with other like-minded individuals who were also substance free. Both options required that the students agree to not have any alcohol or drugs in the rooms, nor to allow others to return to their room under the influence of any substance.

### **University and Surrounding Community Level Interventions**

- **Loyola AOD Task Force:**

The Loyola Task Force is comprised of key stakeholders from various campus departments including students, faculty, students, and staff within the Loyola community. This Task Force meets regularly to:

- Examine research on college student alcohol and drug use/misuse;
- Assess Loyola students' substance use/misuse data and current trends;
- Review national best-practices regarding prevention, intervention, and recovery;
- Examine campus norms and climate and educate the community accordingly;

- Advocate for resources to address unmet needs, and
- Foster shared responsibility of promoting prevention and addressing substance misuse at Loyola University Maryland.

Presently, there are 4 main areas on which the Task Force focused. These areas included: Pre-gaming, binge-drinking, high-risk drinking, and fake ID use.

- **University representation on local coalitions:**  
Loyola University Maryland was represented at a number of local coalitions to help share information as well as partner with the community to address the impacts and multiple facets of student substance use. The coalitions that Loyola takes part in were the following: Baltimore County Coalition to Reduce Underage Drinking.
- **University representation in neighborhood associations:**  
As a member of the Baltimore City community, Loyola University Maryland was dedicated to helping the city by attending local neighborhood association meetings. In addition to attending these meetings, the University also sent representatives to local neighborhood association meetings in areas in which our students who lived off-campus resided, in an effort to address any concerns relating to substance use, such as large-scale parties.
- **Participation in the Maryland Collaborative to Reduce Underage Drinking and Associated Harm:**  
Loyola University Maryland had taken an active role in the Maryland Collaborative to Reduce College Drinking and Related Problems. SSWP has worked closely with the Maryland Collaborative to educate our students regarding comparative and institutional-specific data that is collected from the Maryland College Survey, combat over-service in local establishments, advocate for effective ID scanners in Baltimore City bars/restaurants.
- **Re-entry to the University:**  
The Medical Review Committee within the Office of the Vice President for Student Development evaluates students' medical documentation prior to their return from a medical leave of absence. Upon the student's return into the University, the Director of Student Support and Wellness Promotion worked with the student to review recommendations and created an after-care plan, which established a supportive network for students upon their return to the University. The establishment of the plan for ongoing support typically began while the student was receiving treatment away from the University. Students who required alcohol and other drug-related support were able to meet with professionals in the SSWP office to establish a therapeutic relationship and supportive structures to help in a student's transition back to the University. These supportive structures included the following: off-campus individual counseling, off-campus group counseling, and referrals to peer-support groups and meetings.

## **Loyola University Maryland Community Standards Alcohol and Other Drug-Related Policies**

### **Loyola University Maryland Alcohol and Other Drug Policy: 2019-2020 *Community Standards* (For Students)**

#### **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: 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.

## 2. 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 Univ

## E. Sanctions and Outcomes for Violations of the Student Code of Conduct

Hearing officers or University Board members who find that a violation of the Code has occurred are authorized to issue student conduct sanctions, including but not limited to those cited below. Sanctions may be issued individually or a combination of sanctions may be imposed. Multiple violations of the Code will result in more serious sanctions. The determination of sanctions will be guided by the interests of the University community, the impact of the violations on the victim(s), previous documented student conduct history, and any mitigating or aggravating circumstances. More severe sanctions may be imposed for incidents in which the violation was motivated by consideration of race, sex, color, national or ethnic origin, age, religion, disability, marital status, sexual orientation, genetic information, military status, gender or gender identity, any other legally protected classification, or other targeted aspects of one's identity. Increased sanctions may also be applied in cases where there was use of a weapon, where there was pre-meditation, where severe injuries were sustained as a result of the violation, or where the safety of the University community was placed in harm.

Noncompliance with or failure to meet the terms of a sanction imposed at any conduct hearing may result in students being sanctioned to the next step in probationary status, fined, and/or referred for a violation the code of conduct. Room selection and/or class registration may also be delayed pending completion of sanctions.

### **1. Written Reprimand**

A letter to the student citing the nature of the violation and informing the student that subsequent violation(s) of the Code of Conduct may result in more severe student conduct action.

### **2. Fine**

A monetary assessment payable by a specified date. From the date the bill is posted to the student account, students have 10 days to pay the fine. After 10 days, a late fee will be assessed and a bill will be sent for the fine. Failure to pay a fine by the specified date will result in withholding of University records or transcripts and further student conduct action. Fines, in part, are applied to programs and services that address the overall alcohol culture on campus and to promote healthy, low risk alternatives to binge drinking.

### **3. Restitution**

Reimbursement for damage to or misappropriation of property. Reimbursement may take the form of monetary charges or appropriate service or repair to otherwise compensate for damages. If a student injures another person, the reimbursement for hospital or medical bills may be required as restitution to the injured party.

### **4. Educational Projects**

Projects assigned for the educational benefit of the student, the organization, and/or the University community. Examples include enrollment in certain classes, participation in workshops or seminars, conducting research, writing papers, planning programs, apology

letters etc. The University Board or hearing officer will designate a person to supervise such projects.

### **5.Substance Screening, Education, and/or Treatment**

This is a referral to the Office of Student Support and Wellness Promotion or off campus counselor or treatment center for alcohol and other drug screening, education, prevention, and/or treatment of substance use/abuse problems.

### **6.Civility Hours**

Service to the University community or surrounding community of a specified number of hours and date of completion. Failure to complete all or part of a civility hours assignment may result in a fine being imposed as well as further student conduct action. It is the student's responsibility to complete these hours as specified in the sanction letter.

### **7.Restorative practices referral**

Referral to administrator who will facilitate restorative practices, to repair harm to individuals or community, including but not limited to restorative intakes, restorative circles, and other restorative outcomes.

### **8.Restricted Access or Privileges**

Restriction or termination of a student's access to any or all parts of the campus, including residence halls, computer labs, dining or other campus facilities, the FAC, the Ridley Athletic Complex, or loss of parking privileges for a specified period of time. Students residing off campus may be restricted from visitation to the campus residence halls. On-campus residents may relinquish guest privileges.

### **9.Senior Week**

Attendance at Senior Week events as well as residence on campus during Senior Week is a privilege and not a right. Consequently, the Dean of Students (or their designee) reserves the right to ban specified individuals from Senior Week Events (including Commencement exercises) and/or terminate residence hall or University status.

### **10. Loss of Room Selection Privileges**

Loss of eligibility to participate in the annual student life room selection process.

### **11. Relocation to Another Residence**

a. **Residence Hall Relocation:** the resident student is required to move to a new residence hall space within one day of written notice, for a specified period of time. This sanction may include restrictions of the student's entry into some residence areas. Parents or guardians of dependent students may be notified.

b. **Off-Campus Relocations:** the off-campus student is required to move to a new off-campus residence or to an on a campus residence, if available and appropriate, within one day of



written notice, for a specified period of time. If a student is required to move to another off-campus residence, the new residence must comply with the covenant between Loyola and the North Baltimore Neighborhood Coalition. Parents or guardians of dependent students may be notified.

#### **12. Restricted Contact**

Student is prohibited from having any contact “direct, indirect, or third party on their behalf” with a particular person(s). Restricted contact includes voicemail, email, written, verbal, or non-verbal communication (e.g. gestures and staring). Violations may result in suspension from the University.

#### **13. Social Restrictions**

Participation in University-sponsored activities is prohibited for a specified period of time. Restrictions may be applied to only certain activities or to all extracurricular activities. This may include the loss of leadership position(s) and ability to participate in clubs, organizations, clubs sports, and varsity athletics for a specified period of time.

#### **14. Residence Hall Probation**

Any further violation of the Student Code of Conduct or Residence Hall Policies could result in suspension from campus housing. Students in this status may also lose the privilege to participate in the annual room selection process.

#### **15. Disciplinary Probation**

A specified period of time during which a student may face severe conduct sanctions including suspension or expulsion from the University for any subsequent violation(s) occurring during the period of probation. Other restrictions may be applied and would be indicated in the sanction letter.

#### **16. Deferred Suspension from the Residence Halls**

A specified period of time during which a student will likely face suspension from the residence halls for subsequent violations occurring during the period of deferred suspension or for failure to comply with previously imposed student conduct sanctions. Parents or guardians of dependent students and core advisors will likely be notified.

#### **17. Deferred Suspension from the University**

A specified period of time during which a student will likely face suspension from the University for subsequent violations occurring during the period of deferred suspension or for failure to comply with previously imposed student conduct sanctions. Parents or guardians of dependent students and core advisors will likely be notified.

#### **18. Suspension from the Residence Halls**

Exclusion from living in the residence halls for a specified period of time as set forth in the sanction letter. Unless otherwise noted in the sanction letter, the student will be denied access to the residence halls, including Iggy’s Market, during the period of suspension. The conditions

for returning to the residence halls will be stated in the sanction letter. During the period of residence hall suspension, students may not be eligible to participate in the room selection process, nor to be “pulled in” by current residents. Parents or guardians of dependent students and core advisors will likely be notified.

### **19. Suspension from the University**

Exclusion from classes and other privileges or activities for a stated period of time set forth in the sanction letter. The conditions for readmission will be stated in the sanction letter. Parents or guardians of dependent students and core advisors will likely be notified. Students are restricted from the campus and residence halls unless otherwise specified in the sanction letter.

During the period of suspension, any credits earned at other institutions will not be accepted at Loyola. Students may not be eligible to participate in the room selection process, nor to be “pulled in” by current residents. Students returning to Loyola after a suspension will not receive priority in class registration. They will be allowed to register after all the other members of their class year have registered. Students who are suspended from the University will forfeit eligibility for institutionally-funded need-based grant assistance and academic scholarship assistance for any additional semester(s) needed to complete an undergraduate degree.

### **20. Expulsion**

Expulsion is a permanent termination of student status from Loyola University Maryland. This includes loss of all related privileges including email account/use, WebAdvisor, net storage, and OneCard access. This action may be imposed for the most serious violations of the Student Code of Conduct. Parents or guardians of dependent students will be notified. Students are restricted from the campus and residence halls unless otherwise specified in the sanction letter.

### **21. Student Development Assessment and Evaluation**

This is a referral to the Office of Student Life or designee for a comprehensive developmental assessment in serious student conduct cases. Students are required to complete all required interventions by the assigned deadlines.

### **22. Periodic Drug Testing**

Drug screening (urinalysis) performed at a certified off-campus facility, as arranged by the Office of Student Conduct within one University business days’ notice. Failure or refusal to be tested as scheduled, or a positive test result, will likely result in suspension or expulsion.

### **23. Postponement of Activity Participation and Conferring of Honors and Degrees**

The University reserves the right to delay or postpone the involvement of a student in any University-related activity, or delay or postpone the conferring of any honor or degree, as a disciplinary outcome to a student conduct proceeding.

### **24. Mentoring with an Administrator or Faculty Member**

One on one meeting(s) assigned for the educational benefit of the student. The purpose, focus, and requirements of the meeting(s) will be facilitated by the administrator or faculty member.

#### **25. Reflection with Campus Ministry or a Jesuit**

One on one meeting(s) assigned for the educational benefit of the student. The purpose, focus, and requirements of the meeting(s) will be facilitated by a member of Campus Ministry or a Jesuit.

#### **26. Parental/Guardian Notification**

Written or verbal communication with parents or guardians in compliance with applicable laws, informing them of the student's responsibility for a violation of the Student Code of Conduct.

#### **27. Athletics Department Notification**

Written or verbal communication with the Athletics Department in compliance with applicable laws, informing them of the student athlete's responsibility for a violation of the Student Code of Conduct.

#### **28. Core Advisor Notification**

Written or verbal communication with core advisors in compliance with applicable laws, informing them of a student the responsibility for a violation of the Student Code of Conduct.

### **Loyola University Maryland Alcohol Policy: 2018-2019 *Community Standards* (For Students)**

#### **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: Parents and/or guardians will be notified in writing if their first year student under age 21 is found responsible for an alcohol violation involving use or possession. Core Advisors will be notified.**

Violations of the alcohol policy include, but are not limited to, the following:

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.) First offense: \$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. 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 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.

## **2. Destruction of Property/ Tampering with Property**

Intentionally or recklessly damaging or destroying exit signs, graffiti writing, defacing, or tampering with University or public property or the property of another. This includes the tampering with or destruction of security equipment maintained by the University. **Standard sanction: suspension from the residence halls and/or the University.**

## **3. 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.

**Violations of the Drug Policy include, but are not limited to, the following:**

a. Drug use or possession (e.g. marijuana, heroin, LSD, cocaine, mushrooms, ecstasy, ketamine, unauthorized use or abuse of prescription drugs, etc.)

Small quantities. **Standard sanction: suspension from the University, \$500 fine, substance screening and education.**

Large quantities. **Standard sanction: expulsion.**

**The determination of “large quantity” is based on all the surrounding circumstances. No specific weight or value shall constitute the difference between small and large quantity.**

b. Drug paraphernalia possession. **Standard sanction: suspension from the University, \$500 fine, substance screening and education.**

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 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 and/or guardians will be notified in writing if their student is found to be in violation of the University's drug policy. Core advisors will be notified.**

## **UNIVERSITY HEROIN AND OPIOID ADDICTION AND PREVENTION POLICY**

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 addition and prevention.
3. Public Safety 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 Public Safety officers, other designated employees at Loyola University Maryland, including staff at the Student Health and Education Services Office 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 Julie Sanz, MSN, ANP-BC, Director of Student Health and Education Services, by email at [jfsanz@loyola.edu](mailto:jfsanz@loyola.edu)

### **Services and Programs for Employees**

#### **Consistency of Alcohol and Other Drug Program**

##### **Policies:**

The Loyola University Drug and Alcohol Policies for Faculty and Staff were reviewed with all new hires at their orientation. The Drug and Alcohol Policies, Health Information, Services and Benefits for Faculty, Administrators, and Staff were sent out to all employees on an annual basis.

### **Support Services and Reporting Violations:**

*Loyola's Employee Assistance Program (EAP):* includes on-site work/life sessions, assessment, counseling and referral services that were free and confidential to employees and family members residing in their households. Services were available to benefits-eligible faculty and staff. The EAP provides short-term assistance in a confidential and professional manner to help with a variety of personal and career-related issues. The plan offered assistance with workplace conflicts, marital or family problems, emotional distress (depression, stress), alcohol abuse, drug abuse, legal issues, locating child and elder care, financial counseling and other personal difficulties. There was no cost to eligible employees for the services provided. Six free counseling sessions were provided per problem area. If outside referral services were recommended, fees charged by those professionals were the responsibility of the employee in coordination with the employee's health insurance. EAP services were available 24 hours a day, 7 days a week.

### **Reporting to Supervisors, Human Resources or Anonymously:**

All members of the University Community are encouraged to promptly report any behavior that is in violation of the law, or University policy. This includes, but is not limited, to drug or alcohol policy violations. Faculty, staff or other community member can report incidents directly to their supervisor or chair, human resources, or Ethics Point. If any faculty, staff, administrator, or other community member has information regarding behavior that is in violation of the law or University policy, the preferred method of reporting these concerns is to speak with a supervisor or an appropriate person in the department that has oversight authority for the policy or activity to which the concern relates. If there is any discomfort in relaying such concerns directly to supervisors or managers, individuals may contact the University's Ethics Point. The Ethics Point provides a confidential, anonymous mechanism for reporting concerns regarding any aspect of University compliance. Anonymous reports may be filed by calling 888-263-8680, or via the website at: [https://secure.ethicspoint.com/domain/en/report\\_company.asp?clientid=18799#](https://secure.ethicspoint.com/domain/en/report_company.asp?clientid=18799#).

### **Policies for Employees:**

#### **Staff and Administrators**

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

### 8.12 Drug-free Workplace

All persons employed by the University are responsible for performing their duties effectively and safely for the community's health and safety. Therefore, it is imperative that Loyola as a community operate in an environment free from illegal drugs and other controlled substances, specifically:

- The manufacture, sale, possession, distribution, or use by employees in the workplace of a controlled substance or drug not medically authorized is strictly prohibited.
- An employee may not be under the influence of a controlled substance, alcohol, over-the-counter medication or prescription drug which affects job performance or poses a hazard to the safety and welfare of the employee or other employees.
- Employees are required to report his/her criminal drug statute conviction for a violation occurring in the workplace to his/her immediate supervisor/department chair within five days after such conviction. As applicable, the University will, in turn, also notify the appropriate federal granting/contracting agency of such conviction within 10 days after receiving notice from the employee.
- Information on the dangers of drug abuse and the availability of counseling and rehabilitation assistance is provided through the Health Services Center, the Counseling Center, alcohol and drug education and support services or the human resources office and is distributed annually to each employee.
- Certain staff positions require pre-employment physicals involving a drug/alcohol screen. Additional required screens include but are not limited to: reasonable suspicion, reliable information, post-accident, random, return-to-duty, and follow-up.

Compliance with this policy is a condition of employment. Any violation of this policy will result in disciplinary action, including, but not necessarily limited to required participation in a rehabilitation program, suspension from duties or dismissal from employment.

#### 8.12.1 Alcohol

All members of the University community are to act in a manner consistent with the alcohol policy of the University. This policy is to be observed in the planning and hosting of functions, both public and departmental, on the campus or at University sponsored activities. Alcohol-free events are to be encouraged.

- Persons under the age of 21 and visibly intoxicated persons may not be served alcoholic beverages. All alcoholic beverages should be served by a bartender(s); the bartender(s) should be over the age of 21 and should be instructed to ask for proof of age.
- Food and non-alcoholic beverages should be provided and made easily available to all guests.
- The quantity of alcohol offered and the length of time during which alcohol is offered should be monitored by the host or hostess.
- Persons who are visibly intoxicated may not be served.
- Announcements and advertising of such events should not feature nor promote alcoholic beverages as the focus of the event.
- The unlawful possession, use, or distribution of alcoholic beverages is strictly prohibited on University property or as part of its activities.



## 8.13 Smoke Free Campus Policy

### Purpose

Inspired by the Jesuit tradition of *cura personalis*, Loyola University Maryland is committed to promoting a healthy and safe environment for students, faculty, staff, administrators and visitors. The purpose of this policy is to provide direction for a Smoke Free Campus, reducing the health risks related to smoking and secondhand smoke for the campus community. The intentions of a Smoke Free Campus include preventing students and employee smokers from developing a lifelong smoking habit, decreasing community exposure to secondhand smoke, and to assist those who wish to stop smoking through cessation programs. Smoke free policies are becoming a standard to foster a healthy environment in colleges and universities alike.

### Smoke Use

Due to the acknowledged health hazards arising from smoking products, including exposure to secondhand smoke, it shall be the policy of Loyola University Maryland to provide a smoke-free environment for all students, faculty, staff, administrators, and visitors beginning July 1, 2019. This policy covers smoking mediums of any kind, as defined above, and applies to all students, faculty, staff, administrators, vendors, contractors, and visitors of Loyola University Maryland.

There will be no smoking in or on any Loyola University Maryland facility or property, owned or leased, at any time. The success of this policy depends on the consideration, and cooperation of smokers and non-smokers. It is the responsibility of all members of the University community to comply with this policy.

Members of the Loyola University Maryland community who smoke in University facilities or on University property will be considered in violation of this policy and may be subject to disciplinary action through the applicable process. Students violating the policy are subject to disciplinary action through the appropriate student conduct process. In accordance with the applicable law and Loyola University Maryland policy, any individual can voice objections to smoke that gathers in any smoke-free area without fear of retaliation.

### 8.13.1 Education and Cessation

There are programs available to students through the Office of Student Support and Wellness Promotion. Students can contact Student Support and Wellness Promotion at 410- 617-2928. Faculty, staff, and administrators have resources available to them through Human Resources Health and Benefits Unit, which can be contacted at 410-617- 58 1365. In addition, the Employee Assistance Program offers confidential resources which can be found on their website, <https://www.loyola.edu/department/hr/benefits/assistance/eap>. The EAP can be reached at 1-800-765-0770, 24 hours a day, 7 days a week. Information can also be found at [www.EAPHelpLink.com](http://www.EAPHelpLink.com). Please use the company code "LOYOLA". Online resources are also available including, the Maryland Quitline: 1-800-QUIT-NOW, [www.smokingstopshere.com](http://www.smokingstopshere.com), and [www.Text2Quit.com](http://www.Text2Quit.com). The Smoke Free Task Force will work to promote these resources through various forms of media.

### 8.13.2 Enforcement and Compliance

Copies of this policy shall be distributed to all faculty, staff, and administrators and shall be included with information given to all admitted students. Information about the policy and how to comply with it shall also be posted on the Loyola University Maryland website.

Announcements concerning the policy and any changes to it shall be printed in campus newspapers and posted on the Loyola University Maryland website to insure the policy is fully understood. No Smoking signs shall be posted at all points of entry to the campus and at all building entrances. No ashtrays shall be provided at any location on campus. It is mandatory that all faculty, staff, administrators, students, visitors, guests and all other individuals affiliated with Loyola University Maryland follow the measures of this Policy. As per the Faculty Handbook, Staff and Administrator Policy Manual, and the Community Standards, those in violation of University policies are subject to appropriate corrective measures, including disciplinary action. Any students experiencing difficulty with this policy should be referred to Student Support and Wellness Promotion. University personnel experiencing difficulty with the policy should be referred to Human Resources. All departments with vendors and contractors will include this policy in their contracts between vendors and contractors.

#### **Faculty**

The following information can be found in the *Faculty Handbook* at:

<https://inside.ec.loyola.edu/departments/dept-affa/acad/ layouts/15/WopiFrame.aspx?sourcedoc=/departments/dept-affa/acad/Documents/2020-2021%20Faculty%20Handbook.pdf&action=default&DefaultItemOpen=1>

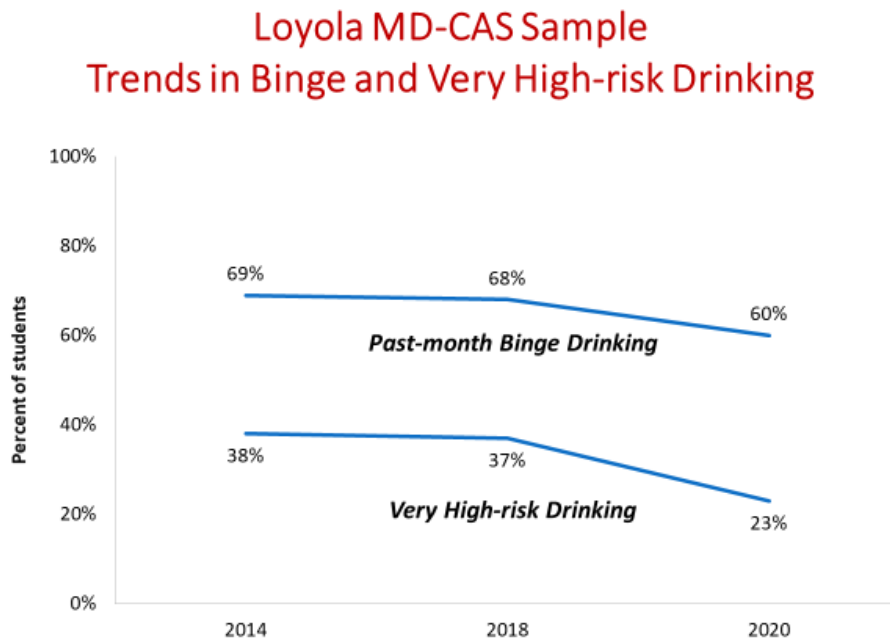
#### C. Policy on Alcoholic Beverages

The University's Drug and Alcohol Policy can be found in the Student Handbook. Refer to the [Public Safety website](#) for detailed information.

## Substance Use Data and Significant Improvement Highlights

The combined disciplinary, educational and treatment interventions are considered highly effective, as evidenced by the following comparison data between 2018-2020.

- ✓ **Statistically significant decline in binge drinking and very high-risk drinking ( $p=.039$  and  $p<.001$ , respectively):**



- ✓ **Statistically significant decline in high intensity drinking ( $p<.001$ ).**

### High Intensity Drinking 2018



- Alcohol consumption that is at least two times the binge threshold (Hazelden, 2017)
- For the MD-CAS, we define this as drinking 10 or more drinks in a row on a single occasion during the past month

#### At Loyola...

- 25% of all students and 37% of binge drinkers engage in high intensity drinking
- High intensity drinking is more common among male binge drinkers (74%) than female binge drinkers (19%)

Hazelden Betty Ford Institute for Recovery Advocacy & University of Maryland School of Public Health. (2017). Beyond bingeing: High-intensity drinking. Emerging Drug Trends Report. Available at: <http://www.hazeldenbettyford.org/articles/emerging-drug-trends/high-intensity-drinking>

### High Intensity Drinking 2020



- Alcohol consumption that is at least two times the binge threshold (Hazelden, 2017)
- For the MD-CAS, we define this as drinking 10 or more drinks in a row on a single occasion during the past month

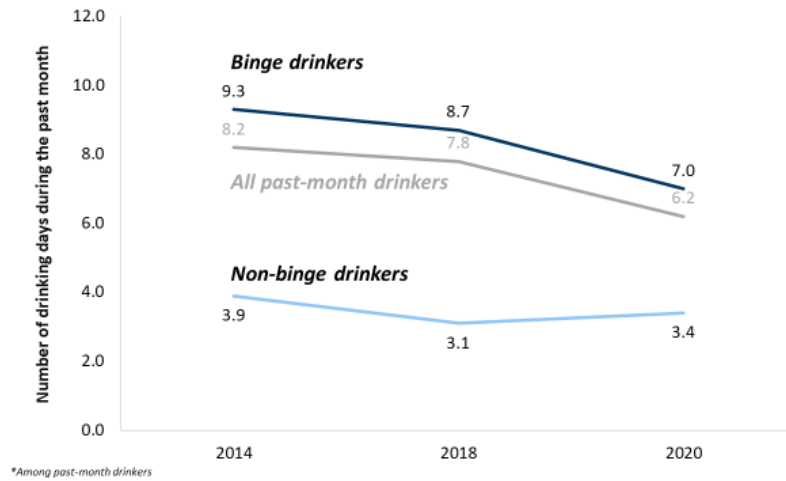
#### At Loyola...

- 11% of all students and 19% of binge drinkers engage in high intensity drinking
- High intensity drinking is more common among male binge drinkers (53%) than female binge drinkers (8%)

Hazelden Betty Ford Institute for Recovery Advocacy & University of Maryland School of Public Health. (2021). Beyond bingeing: High-intensity drinking. Emerging Drug Trends Report. Available at: <http://www.hazeldenbettyford.org/articles/emerging-drug-trends/high-intensity-drinking>

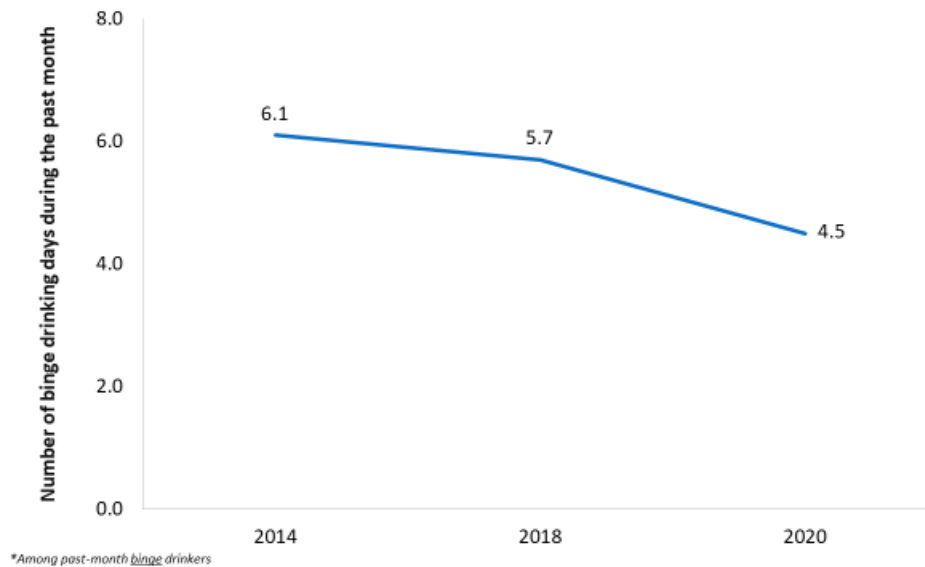
- ✓ Statistically significant reduction in the number of drinking days among binge drinkers during the past month:

### How Often Do Loyola Students Drink? Number of Drinking Days during the Past Month\*



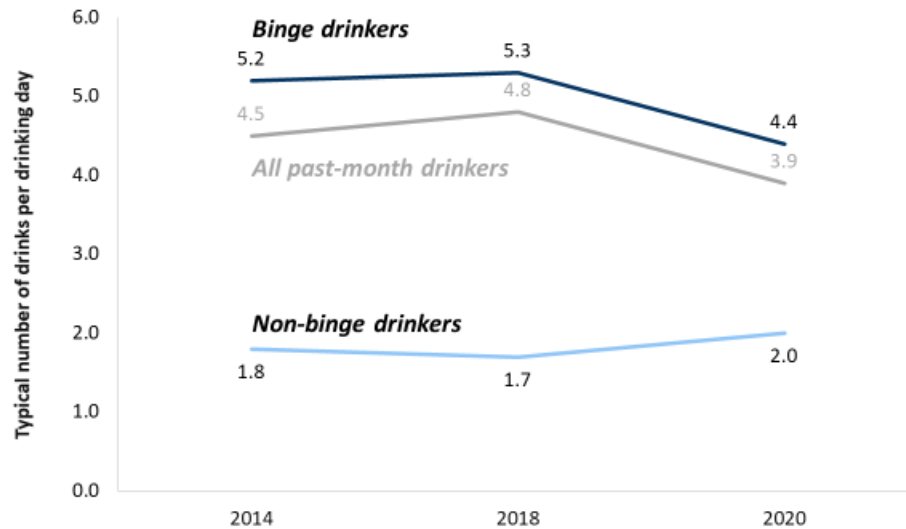
Statistically Significant reduction in the number of binge drinking days during the past month:

### How Often Do Loyola Students **Binge** Drink? Number of **Binge Drinking** Days during the Past Month\*



- ✓ Statistically significant reduction in the typical number of drinks per drinking day:

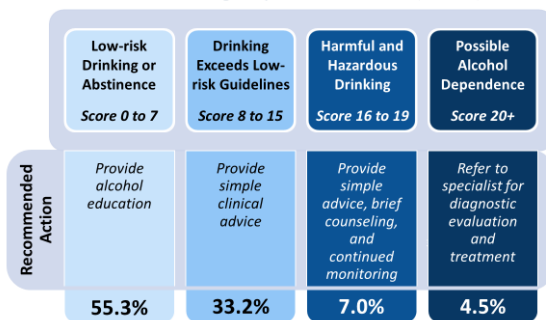
### How Much Do Loyola Students Drink? Typical Number of Drinks per Drinking Day\*



\*Among past-month drinkers

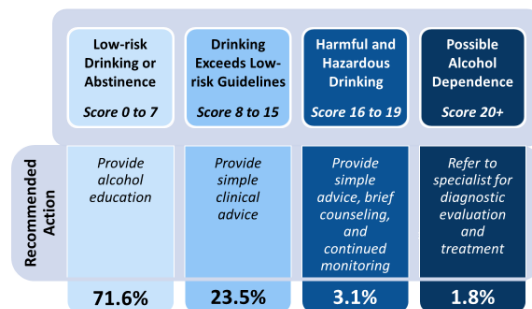
- ✓ Statistically significant reduction in AUDIT scores:

#### Alcohol Use Disorders Identification Test (AUDIT) Scores among Loyola Students (2018)



Saunders JB, Aasland OG, Baber TJ, de la Fuente JR, Grant M. Development of the Alcohol Use Disorders Identification Test (AUDIT): WHO collaborative project on early detection of persons with harmful alcohol consumption. *Addiction*. 1993;88(6):791-804.

#### Alcohol Use Disorders Identification Test (AUDIT) Scores among Loyola Students (2020)



Saunders JB, Aasland OG, Baber TJ, de la Fuente JR, Grant M. Development of the Alcohol Use Disorders Identification Test (AUDIT): WHO collaborative project on early detection of persons with harmful alcohol consumption. *Addiction*. 1993;88(6):791-804.

## Substance-related Conduct Utilization Data

Loyola University Maryland has developed a comprehensive campus prevention and intervention program which is consistently implemented. The following section provides descriptive information regarding the behavioral trends and treatment utilization of students and employees, in addition to conduct and disciplinary data.

July 1, 2018-June 30, 2019	
Charge	Total responsible findings for the charge
01.a. Alcohol Policy: Open Containers/Public Consumption	3
01.b. Alcohol Policy: Unauthorized Possession/Consumption	128
01.c. Alcohol Policy: Selling, Furnishing, Giving to any person under 21 years of age	7
01.d. Alcohol Policy: Using/Possessing Excessive Amounts or Prohibited Sources	23
01.e. Alcohol Policy: Charging a Fee	0
01.f. Alcohol Policy: Intoxication/Impairment	30
01.g.1. Alcohol Policy: Possessing, conspiring to obtain, or using false identification.	30
01.h. Alcohol Policy: Possession of Empty Containers	42
03.a. Drug Policy: Use/Possession	10
03.b. Drug Policy: Paraphernalia Possession	8
03.c. Drug Policy: Sale, Potential for Sale, Distribution, or Providing Drugs to others.	0

Sanctions	Number of students
Alcohol Screening with SSWP	196
Drug Evaluation and Treatment Off-Campus	4
Drug Screening with SSWP	0
Drug Test	0

July 1, 2019-June 30, 2020	
Charge	Total responsible findings for the charge
01.a. Alcohol Policy: Open Containers/Public Consumption	3
01.b. Alcohol Policy: Unauthorized Possession/Consumption	134
01.c. Alcohol Policy: Selling, Furnishing, Giving to any person under 21 years of age	0
01.d. Alcohol Policy: Using/Possessing Excessive Amounts or Prohibited Sources	51
01.f. Alcohol Policy: Intoxication/Impairment	27
01.g1. Alcohol Policy: Possessing, conspiring to obtain, or using false identification.	16
01.h. Alcohol Policy: Possession of Empty Containers	21
03.a. Drug Policy: Use/Possession	20
03.b. Drug Policy: Paraphernalia Possession	19
03.c. Drug Policy: Sale, Potential for Sale, Distribution, or Providing Drugs to others.	0

Sanctions	Number of students
Alcohol Screening with SSWP	224
Drug Evaluation and Treatment Off-Campus	4
Drug Screening with SSWP	17
Drug Test	0

**Employee Conduct and Utilization Data:**

The following charts includes violations, sanctions, and utilization of support services by employees.

**Training and Promotion of Work/Life Support Services:**

- Three substance abuse EAP sessions (two for employees, one for supervisors) were scheduled and subsequently cancelled due to low registration over the two-year period.
- A 30-minute EAP orientation was included in the new employee orientation agenda (six sessions) and the supervisor orientation agenda (six sessions).
- One Work/Life Balance session was held over the two-year period and monthly EAP webinars were promoted on LoyolaToday.
- EAP was promoted at the benefits fairs, to supervisors and employees as employee relations issues occur and a postcard was mailed to home addresses promoting the EAP.

EAP data: Includes assessment and referrals for employees and families for Loyola University Maryland

**Individual utilization of EAP services for Drug or Alcohol issues for the reporting period:**

	2016-2018	2018-2020
Alcohol or Drug	1	3

Human Resources Employee Relations Data: Information regarding faculty, staff or administrators who may have been involved in a drug or alcohol related violation or incident. Incidents were investigated with appropriate action taken.

	2016-2018 Reported	Outcome	2018-2020 Reported	Outcome
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Alcohol	1	1 appropriate personnel action taken	0	N/A
Drug	0	N/A	0	N/A

**Transportation: Commercial Driver's License: Random Drug screens:**

	# Positive drug tests	Outcome
2013-2014	0	N/A
2014-2015	0	N/A
2015-2016	0	N/A
2016-2017	0	N/A
2017-2018	0	N/A
2018-2019	0	N/A

**Late Night Program Attendance Data**

**Fall 2018:**

- Total Number of Late Night Programs: **104**
- Total Number of Attendees: **10,158**

**Spring 2019:**

- Total Number of Late Night Programs: **95**
- Total Number of Attendees: **7,845**

**Fall 2019:**

- Total Number of Late Night Programs: **111**
- Total Number of Attendees: **10,503**

**Spring 2020** (data up until 2/27/2020; Late Night events stopped after that to COVID-19):

- Total Number of Late Night Programs: **57**

· Total Number of Attendees: **5,312**

## **ACHIEVEMENTS**

- I. **SMOKE-FREE CAMPUS** (September 2019 LAUNCH): Loyola University initiated a Smoke-Free Campus Campaign, which included efforts from Student Support and Wellness Promotion, Student Health Services, Student-Athlete Support Services, and Student Health Advisory Committee. The Tobacco-Free Generation Campus Initiative Grant Program was awarded by the American Cancer Society in 2017, and Loyola University Maryland officially become Smoke-free on July 1, 2019. The University hosted a Smoke Free Kick Off Event at Loyola's first home game for Men's Soccer at Ridley Field. Activities and promotions included the theme: Blow Bubbles, Not Smoke, and a bubble machine produced bubbles for a catered event under the Ridley tent, in addition to the dissemination of educational packets on the benefits of being smoke free, T-shirts, bubble gum, and mini bottles of bubbles. The purpose of this initiative was to reduce the health risks related to smoking and secondhand smoke for the campus community. Specific intentions included preventing students and employee smokers from developing a lifelong smoking habit, decreasing community exposure to secondhand smoke, and assisting those who wish to stop smoking.
- II. **MARYLAND STATE COLLABORATIVE TO REDUCE UNDERAGE DRINKING AND ASSOCIATED HARM:** Loyola University Maryland administered the Maryland College Alcohol Survey in the Spring of 2018 and 2020, and we have received the report and associated recommendations. The highlight of the latest MD-CAS survey is that, since 2018, Loyola has demonstrated statistically significant declines in the following areas:
  - **Binge drinking**
  - **Very high-risk drinking**
  - **High intensity drinking**
  - **Number of drinking days during the past month**
  - **Number of binge drinking days during the past month**
  - **Typical Number of drinks per drinking day**
  - **AUDIT scores**
- III. **SSWP SURVEY: WELCOME AND RESPECT:** created a satisfaction survey that was disseminated to students following their visit to the SSWP office for both conduct-sanctioned and student of concern-related issues. We received exceptionally high ratings for the survey questions, which included:
  1. *I feel welcome in the SSWP office. (96.43% of students strongly agree/agree)*

2. *I feel respected in the SSWP office. (92.86% of students strongly agree/agree)*
3. *I feel that people in the SSWP office have a genuine interest in my well-being. (92.85% of students strongly agree/agree)*
4. *I would feel comfortable returning to SSWP in the future. 96.43% of students strongly agree/agree*

**IV. SSWP POP-IN STATIONS:** SSWP made a concerted effort to initiate and maintain relationships with **transfer students, students of color, and first-generation college students**. SSWP offered: 3 welcome and “cookies and conversation” afternoons for transfer students throughout the fall semester, 6 ALANA Pop-In Events. These events were consisted of “popping into” the Center for Intercultural Engagement (CIE) one afternoon per month to introduce and participate in a surprise craft activity with the students. These events included making: Back-to-school desk accessories, toilet paper pumpkins, rock painting, notes of gratitude, ornament making, and coaster creations. These events were a definite highlight for each month, for the SSWP office, as well as the students. We forged relationships through conversation, laughter, and creativity, and SSWP’s introduction to CIE has allowed us to work easily with students who may have needed our support throughout the year.

**V. BASICS:** The SSWP office administers BASICS (Brief Alcohol Screening and Interview for College Students) to every student who has been referred through the conduct process, and SSWP has decided to forgo the CHOICES (group) option for low-level alcohol violations. The BASICS approach allows for one-on-one, intentional interaction, meaningful conversation, and motivational interviewing, all of which enhances the educational experiences.

**VI. OFF -CAMPUS SUPPORT:** SSWP works closely with The Haven at College, a national provider of treatment services and recovery support for college student who are challenged with substance use and co-occurring disorders. The Haven serves as a comprehensive referral source for students, and SSWP attends regular meetings with the representatives at The Haven throughout the year to obtain updates and additional resources to support students.

**VII. TALIORED INTERVENTIONS:** The Office of Student Support and Wellness Promotion, in collaboration with the Office of Student Life, continued to refine and re-structure the referral process for mandated students to provide increasingly tailored interventions for students.

VIII. **LATE NIGHT PROGRAMMING COMMITTEE REPRESENTATION:** The Director of Student Support and Wellness Promotion serves on the Late-Night Committee, which convenes on a monthly basis to discuss the creation and execution of alcohol-free evening programs. These programs are highly collaborative and are strategically scheduled to combat pre-gaming and on and off-campus parties. Most notably, SSWP developed and executed plans to combat 2 major off-campus drinking events this year. These events traditionally consist of excessive drinking behaviors at an off-campus establishment. For the first event (Halloween), SSWP worked with a team of students and our Peer Educators to determine the most effective time to hand out 50 pizzas and 100 water bottles (per location) in 3 prominent spots on campus. The goal was to have the pizzas ready for students following the pre-game hours and before they left to go the off-campus bar. This event was designed to keep students satiated and hydrated as they were consuming alcohol. The highlight of this event was that there were no alcohol-related hospital transports on this night. Our second event was planned for Saint Patrick's Day, which marks a traditional day of all-day drinking at the same off-campus establishment. This event was canceled due to COVID-19.

IX. **MESSINA PARTICIPATION:** SSWP has created and revised the WELLNESS MODULE for all first-year student, which focuses on examining the eight pillars of wellness (social, emotional, educational, spiritual, physical, professional, environmental, and multi-cultural) and the importance of augmenting health and safety.

X. **STUDY ABROAD:** SSWP is responsible for sharing a pre-departure presentation to all students who are will study abroad in their junior year. This presentation is a data-driven and interactive approach to communicating social norms, protective strategies, and expectations for students who are scheduled to study abroad. These presentation stake place twice a year, fall and spring.

• **STRATEGIC REPRESENTATION:** SSWP had made a concerted effort to provide a presence and voice to strategic areas of University initiatives. SSWP was represented in the following efforts:

- AOD Task Force
- Coordinated Assistance Response and Engagement (CARE) Team
- Late Night Programming Committee
- Smoke Free Task Force
- University Board on Discipline – UBOD
- Student Advisor for Sexual Assault Cases
- Student Mentor

## **Weakness**

- **RESOURCES:** In order to obtain valid assessment data on alcohol and other drug use behaviors, Loyola has been in need of additional financial resources to purchase national surveys that could be administered to students across class years.

## **Employee Program Strengths and Weaknesses**

### **Strengths**

In addition to providing programs for its student community, Loyola University Maryland had also implemented the following resources for its employees:

- An Employee Assistance Program that is confidential and be accessed 24 hours a day, seven days a week and includes six counseling sessions at no cost to the employee.
- The Office of Human Resources hosted annual Benefits Fairs to offer University resources, in addition to local resources, to support employees.
- The University's health insurance plans offered inpatient, intermediate, and outpatient care for substance use-disorder services.
- The Office of Human Resources has a new-hire orientation program and a supervisor orientation program to include a 30 minute EAP orientation in both agendas.

### **Weaknesses**

After reviewing the programs offered to employees, the following areas of improvement have been identified:

- Increase the number of work life balance sessions and resources offered to employees.
- Data collection that included attendance and program assessment would be helpful in determining additional programs, services, and resources that Human Resources may offer to employees.

## **Recommendations for the next review period:**

1. SSWP continuing our work with the Maryland Collaborative to Reduce College Drinking and Related Problems, which includes ongoing and regularly scheduled meeting to review specific recommendations that have been created for Loyola, based on Loyola's survey results of alcohol use and associated behaviors.
2. Wellness Educators – SSWP will be moving from the ADAPT Peer Educator model of peer education, which focuses primarily on alcohol education and harm-reduction strategies related to alcohol use/misuse to an overall Wellness Peer Education model that will incorporate multiple areas of wellness education and related programming.

3. SSWP will continue to monitor student alcohol and other drug-related trends and collaborate with Student Life to facilitate a seamless sanctioning process.
4. Establish key priorities for the AOD Task Force to tackle, based on most recent Everfi and MD-CS data. Currently, these areas include: reducing pre-gaming behaviors, binge-drinking, high-risk drinking, and fake ID use.
5. Work with campus colleagues to continue our commitment to enhancing inclusion efforts and promoting relationships with our friends in ALANA, with a particular focus on first-generation college students.

We are confident that, by addressing the aforementioned goals, we will greatly enhance our efforts to address and prevent substance use and abuse at Loyola University Maryland.