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Drug-Free Schools and Campuses Act Biennial Review, 2018-2019

Vice President for Student Life, Diversity and Inclusive Excellence & Dean of Students

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THE UNIVERSITY OF
MAINE

Student Life

**DRUG-FREE SCHOOLS AND
CAMPUSES ACT
BIENNIAL REVIEW
2018-2019**

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The University of Maine
Student Wellness Resource Center

I. Student and Campus Services

These primary departments work together on prevention and education of alcohol and other drugs for our students.

A. Student Wellness Resource Center (SWell)

Our goals are consistent with alcohol and other drug prevention strategies recommended by NIAAA, SAMHSA, the Safe and Drug Free Schools Act, and the Higher Education Center For Alcohol and Other Drug Prevention.

The primary goals of our program are to:

1. Provide educational programming for the purpose of changing knowledge, attitudes and behavioral intention outcomes.
2. Offer health promotion and wellness initiatives for the purpose of promoting a normative environment through environmental management.
3. Implement early intervention, treatment, and referral strategies.
4. Assist in the enforcement of related laws and policies through work with the Office of Community Standards, Rights, and Responsibilities and local law enforcement.
5. Innovate training and outreach efforts to reach the campus and local community through partnerships and coalitions.
6. Use data collected through research assessment and evaluation to drive decisions, remain nimble, and stay abreast of issues and needs.

To meet these goals, SWell offers individual, group, and campus-wide education and prevention programs for students, faculty and staff throughout the year. The office conducts individual screening and brief interventions for students. The two full-time professionals, one professional split between SWell and Title IX Student Services, two graduate assistants, and student staff also provide programs to residence halls, fraternities and sororities, athletic teams, first-year student seminar classes, and other academic classes. SWell provides training to Student Life staff, Residence Life staff, student orientation leaders, Counseling Center staff, clubs, organizations, and other groups on campus and in the community by request. Programs for students in recovery are available through our Black Bears for Recovery collegiate recovery program, Alcoholic Anonymous meetings, and Al-Anon meetings, all of which are on campus.

SWell also produces health promotional material which is distributed to the residence halls. Topics include information about alcohol, cannabis, smoking, and other information.

As part of our campus-wide and community prevention, the Wellness Advisory Council (WAC) was established to allow communication between departments on campus and with organizations off campus. This includes local police departments, businesses, and the town of Orono.

B. Counseling Center

Staff provide individual, couples, and group counseling, in addition to crisis response, consultation services, training, and educational prevention programming. Students taking a minimum of one class are eligible for services. The Counseling Center's ability to provide substance abuse treatment is limited by the high demand for traditional Counseling Center services and the number of staff who have specific training or certification in the treatment of substance abuse issues.

The Counseling Center operates the Mind Spa, which provides a wide range of prevention and educational programs aimed at improving skills, knowledge base, and well being of students. The staff offers programs on stress management, anxiety management, healthy relationships, staying safe, suicide prevention, meditation, and relaxation. They also provide training to Residence Life staff on listening skills, conflict management, and management of student crises.

C. Title IX Student Services

The office works to promote a safe community for everyone. The goals are to reduce sexual assault, relationship violence, and stalking by encouraging healthy and consensual relationships; to increase reporting of sexual and relationship violence and stalking; and to provide support and services to those who are impacted by these behaviors.

Services are available to all students free of charge and include:

- Support around areas of sexual violence, relationship abuse, and stalking
- Resources and referrals to both on campus and off campus agencies
- Addressing questions and concerns
- Education and accommodations

The office provides workshops and presentations focusing on the areas of sexual violence, relationship abuse, and stalking to any group via request. Currently, they provide outreach to all first-year classes in NSFA, LAS classes, residence halls, Greek houses, and athletics.

Anyone who wants to speak with someone about these topics, set up a presentation, or become an advocate, can contact Title IX Student Services for arrangements.

D. Residence Life

This department is committed to providing a healthy, safe, inclusive, living and learning environment for students residing on the University of Maine campus. The department collaborates with many other departments and develops programming to educate students about alcohol and drug use. Professional staff in Residence Life have been active members of the Wellness Advisory Council, organized by the Student Wellness Resource Center.

Residence Life has addressed the issue of substance use problems through a three-pronged approach of educational programming, policy enforcement, and monitored access. The department has worked closely with other campus units to increase our efforts in these three areas. Residence Life continues to monitor the impact of these programs and policies on alcohol and drug use problems. The department is committed to providing programming and resources on the issues of alcohol and drug use as well as

appropriate training for Residence Life staff. SWell provides training to both Resident Assistants and professional staff.

E. Office of Community Standards, Rights, and Responsibilities

The University of Maine has minimum sanction guidelines adopted by this office to respond to drug and alcohol violations and other related allegations under the Student Conduct Code. The University is concerned about the extent to which some underage students engage in consumption of alcohol, especially when that consumption results in the need for emergency medical intervention or other extraordinary assistance. In addition, the University seeks to deter students from engaging in conduct that poses risks to the safety and well-being of the individual student and/or the University community. Standard minimum sanction guidelines are intended to uniformly and consistently alert students and other members of the University community to the seriousness of alcohol and drug-related behaviors, violence, and safety violations; provide meaningful consequences for violations of University expectations; and ensure that students are provided opportunities to access education, counseling, and support services.

This office often works with SWell on educational programming, policy, and planning phases to address vulnerable populations.

F. Cutler Health Center

Provides comprehensive health care to all undergraduate and graduate students as well as to faculty and staff. Cutler collaborates with Student Wellness Resource Center to educate students on issues of substance use and abuse, especially the risks of tobacco use.

G. Employee Assistance Program (EAP)

Services, provided through CIGNA insurance, routinely provides assessments for substance abuse problems as part of a complete assessment. EAP also assists people who have lived with a substance abuser. Employees are referred to resources for treatment when appropriate.

H. University of Maine Police Department (UMPD)

UMPD is a full service police department staffed by state-certified police officers and support personnel 24 hours per day, 365 days per year. The training and professional standards met by UMaine's officers are the same as those required in any municipality across the state. They are engaged with the campus and students in large part because of their community policing model. Deeded officers make special efforts to engage with assigned residence halls and connect with students living there. Further; they routinely alert the Dean of Students office when they see students of concern for drug and alcohol issues. Finally, UMPD collaborates with local police departments in Orono to facilitate delivery of resources to off campus students.

I. Dean of Students

This office is involved in monitoring alcohol and drug issues among students. Regular meetings take place three to four times per semester to look at trends, review police calls and conduct geography, RA reports, and other information. This allows them to form a global view and address environmental concerns and potential threats.

II. Alcohol and Other Drug Policy Distribution

The University of Maine System annually updates the alcohol and drug policy with information to be distributed to all students, faculty, and staff members on each campus. Annually, in August, the policy is given to the contact person(s) at each campus for distribution.

At the University of Maine, every staff member receives a copy of the policy to their Umaine email account prior to October 1. Print copies are available through Human Resources and the Division of Student Life.

Distribution to students is done via email from the Vice President of Student Life prior to October 1st of each year. For transfer students, the policy is emailed again in early February.

In accordance with the guidance provided to Occidental College, “An institution may distribute the annual disclosure by electronic mail if it wishes to do so. The method for such a distribution would require the institution to post program materials on its website and then send an email message to each mandatory recipient that includes a direct link to the document.”

The Alcohol and Other Drug Policy is available in the University of Maine Student Handbook available on the University’s website at <https://umaine.edu/studentlife/student-handbook/>.

III. Sanctions

A. Students

The University of Maine sees more than 1,000 cases annually through the Student Conduct Code. To respond to substance abuse violations and other serious violations of the Student Conduct Code, hearing officers are specially trained. The University seeks to deter students from engaging in conduct that poses risks to the safety and well being of the individual student and the University community. Sanctions are intended to alert students and other members of the University community to the seriousness of alcohol and drug related behaviors, violence, and safety violations. Sanctioning goals include providing meaningful consequences, educational interventions, and developmentally appropriate strategies for students found in violation. Students are provided opportunities to access education, counseling, and support services as well.

Specific situations to which standard minimum sanctions do not apply:

1. A student is found to have engaged in multiple violations of the Student Conduct Code in a single incident, rather than solely in the violation addressed by the standard sanction
2. The student is already on a judicial sanction status equal to or greater than the standard sanction for a subsequent offense
3. A specific incident presents exacerbating circumstances, an ongoing risk to persons or property, or other serious concerns

In these situations, appropriate sanctions will be determined on a case-by-case basis in light of all the circumstances. Generally, these situations will result in sanctions in excess of the standard minimum sanctions.

The presence of substantial mitigating circumstances may result in the reduction of a standard sanction at the discretion of the Vice President of Student Life, the Director of Community Standards, and/or the appropriate hearing body.

B. Employees

Employees who violate the University's policy are subject to disciplinary action by the University. The severity of the imposed sanctions will be appropriate to the violation; possible sanctions include suspension, probation, dismissal, restitution, official censure or reprimand, referral for prosecution, participation in a rehabilitation program, and other actions the University deems appropriate. Violations should be reported to the Director of Human Resources by calling 207-581-1581.

Special Rules That Apply to Employees and Students under the Drug Free Workplace Act:

In November of 1988, the United States Congress enacted the Anti-Drug Abuse Act which contains a section called the "Drug Free Workplace Act of 1988." This section requires organizations receiving federal grants and contracts to ensure that their workplaces are free from illegal use, possession, manufacture, or distribution of controlled substances.

The law requires employers who receive federal funds to:

- notify employees that drug abuse is prohibited in the workplace,

- establish a drug-free awareness program,
- require each employee to notify the University of any criminal conviction for violations occurring in the workplace, and
- impose sanctions or remedial actions for convicted employees.

As a result of the Anti-Drug Abuse Act of 1988, a court of law may suspend or terminate an individual's eligibility for federal benefits, including student financial assistance, if that individual is convicted of certain drug offenses.

The Drug Free Workplace Act further requires employees to notify their supervisor (for example, Department Director or Principal Investigator) if they are convicted of any workplace-related criminal drug violation. Supervisors must be notified within five calendar days after the conviction. Failure to report a conviction may be grounds for dismissal.

Grantees, whether the University or individuals, must report in writing to the contracting or granting agency within 10 calendar days of receiving notice of the conviction.

Violations of the Drug Free Workplace Act can result in:

- Disciplinary action, including dismissal
- Suspension of payments under the grant
- Suspension or termination of the grant
- Suspension or debarment of the grantee

IV. Program Effectiveness & Goals

SWell has two full-time staff, one professional split between SWell and Title IX Student Services, two graduate assistants, and student employees who provide a comprehensive approach to reducing high-risk drinking on campus. The staff develops and delivers a comprehensive array of substance abuse services on campus including educational programs, screening and brief intervention, prevention campaigns, and trainings.

SWell develops strategies and initiatives that engage the entire campus community in reducing the abusive use of substances by University of Maine students. The program researches currently available programs, new programs and curricula with substance abuse prevention initiatives, and peer education approaches which address substance abuse. All programs and education are consistent with the 3-in-1 framework presented by NIAAA.

Goals for the following two year period include the following:

- Review Annual Notice distribution for students and employees
- Evaluate Biennial Review process
- Expand involvement in the Wellness Advisory Council to more departments and organizations
- Partner with Mind Spa for health promotions