

Science & Arts

Drug and Alcohol Abuse Prevention Program Biennial Review

The Drug-Free Schools and Campuses Regulations (345 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) requires an institution of higher education (IHE) such as the University of Science & Arts of Oklahoma (Science & Arts) to adopt and implement a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees in order to remain eligible for federal financial assistance of any kind. This policy is adopted by Science & Arts to comply with this statutory directive.

At a minimum, each institution of higher education must annually distribute the following in writing to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees;
- A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- A clear statement that the institution will impose sanctions on students and employees 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.

The law further requires that the institution conduct a biennial review of its program.

It is the policy of Science & Arts to provide a drug and alcohol-free environment and workplace as defined by the Drug Free Workplace Act of 1988 and the Safe and Drug Free Schools and Communities Act of 1994. Science & Arts shall review its compliance on a biennial basis to determine its effectiveness and to ensure that the standards of conduct and judicial sanctions have been consistently enforced.

Science & Arts prohibits the unlawful possession, use, distribution, dispensing and manufacture of illicit drugs and alcohol by students and employees on its property or as part of any University activity.

Students who violate this policy will be governed by the University's Code of Student Conduct and subject to disciplinary action up to and including suspension, expulsion and referral for prosecution. A judicial sanction for violating this policy may include the completion of an appropriate rehabilitation program. Employees who violate this policy will be subject to disciplinary action in accordance with university personnel policies up to and including suspension, termination of employment and referral for prosecution.

Students, employees, and visitors are subject to local, state, and federal laws. Criminal penalties for such violations may include assigned community service, fines, and imprisonment. In addition, property used in connection with illegal drugs may be confiscated, federal student loans, grants and contracts may be denied, and driving privileges may be revoked. Penalties for violations will apply.

Distribution of the policy occurs through several venues as follows:

- New student orientation session and/or first year experience program
- Email to all employees (faculty/staff) and students

The Science & Arts Drug Free Workplace Policy is located in the university's personnel policies. An all-employee email is sent each fall to remind all employees of this policy and it is handed to each new employee throughout the year. The policy is reviewed annually.

Policy and Regulations

There are policies that comprise the University's drug and alcohol programs and services, which are described below.

1. Student Discipline: Student Code of Conduct

The Student Code Of Conduct can be found [here](#). The Code prohibits a variety of behaviors involving alcohol and drugs, and asserts that being under the influence of these substances does not diminish or excuse a violation. Students who live in university owned housing are also subject to Student Housing and Residential Life Policies.

2. Alcohol Policy: Distribution of Alcoholic Beverages

Science & Arts allows registered campus organizations and university departments to serve or consume alcohol at certain events with approval. The university has developed regulations around these events that promote responsible decision-making around alcohol.

Individuals within the department or organization must identify themselves as responsible for compliance with the University's policies on the distribution of alcoholic beverages as well as federal, state, and local laws.

Students will be held responsible for their guests' compliance with university regulations. The Director of Student Life and Housing may impose additional regulations in the residence halls.

For additional information, including a summary of state law, resources for assistance, and educational guidelines or programming, contact the Dean of Students Office at studentservices@usao.edu.

3. Tobacco-Free Policy

Science & Arts became a tobacco-free campus as of July 1, 2012. This policy applies to all students, faculty, staff and visitors, and applies to a variety of tobacco and tobacco-like products, like e- cigarettes and vaping. The current policy was last updated May 2021. View the policy [here](#).

4. Science & Arts Employee Conduct: Personal Conduct

Employees are subjected to Human Resources policies around personal conduct as outlined in the Science & Arts personnel policies, which can be located [here](#).

Regarding enforcement, the handbook also outlines progressive discipline procedures for this and other matters regarding personal conduct.

Prevention and Education Programs

1. AlcoholEdu

AlcoholEdu for College: Primarily educates incoming first-year students with information about alcohol and other drugs, bystander intervention training and can be customized to include information about campus policies. This course also provides differentiated pathing for students based on their previous drinking experiences and includes dedicated pathing for non-drinkers and students in recovery.

2. Mental Health First Aid (MHFA)

MHFA is an internationally recognized, evidence-based training through the National Council on Behavioral Health that highlights the signs and symptoms of various mental illnesses. Through this 8-hour training, participants learn how to recognize concerning behavior, how to safely approach someone, and connect them to appropriate professional support. Included in this curriculum is a section on substance use. As of summer 2022, almost 100 Science & Arts students, faculty, and staff have undergone this training.

3. First Year Seminar

In collaboration with Retention and Graduation Initiatives, Student Services participates in the First Year Seminar, a first-year program. Topics include a variety of health topics and learning life-enhancing skills to be a successful and healthy student. Part of the presentation discusses alcohol safety, alcohol poisoning, and what campus resources students can utilize if they have questions about substance abuse.

4. Workshops/Trainings

Professional staff may present workshops and trainings by request. Many revolve around the topic of alcohol or drugs, bystander intervention, and sexual violence prevention. Though the topic will vary, these endeavors seek to meet the individual needs of the individual or group requesting them.

5. Educational Literature

Student Services offers a vast array of educational literature pertaining to alcohol and drug safety and risk reduction strategies. These hard copy materials are available for free to students and employees, as well as available through our outreach and tabling events. While these are more of a passive way to educate our students and employees, the major goal is to provide brief, impactful education to students on the go.

6. Health and Wellness Week

The Health and Wellness Committee hosts a health and wellness week each February. During this week, activities and programs are available to educate students, faculty and staff that the choices they make on a daily basis (from alcohol and drug use, to sleep, to time management) have a direct impact on their overall health. All of this is done an effort to promote both abstaining and harm reducing self-protective behaviors.

7. National Collegiate Alcohol Awareness Week Program

Housing and Res Life promotes alcohol awareness each October. During NCAAW, students have the opportunity to participate in a variety of awareness and educational events, all designed to reinforce personal responsibility and respect for current state laws and policies when it comes to the consumption of alcohol beverages. This week gives campuses the opportunity to showcase healthy lifestyles free from the abuse or illegal use of alcohol, and to combat the negative and inaccurate stereotypes of college drinking behavior.

8. Housing Student Staff Training

As part of their required training, all Resident Advisors (RAs) and Community Outreach Advisors (COFs) attend workshops where an overview is given of the alcohol and drug policy, as well as proper protocol for documentation is discussed. Within their roles, RAs and COFs are expected to document situations that potentially involved alcohol and/or other drugs and are required to notify Security and the Coordinator on-call should the circumstance warrant it. This training seeks to educate RAs and COFs about our substance use disorder

prevention policy, and to increase the confidence of the staff who may have to confront and document behavior.

9. Clinical Services

Science & Arts offers in person counseling as well as virtual counseling via BetterMynd intending to help students improve their mental health. If a student is interested in services, they can email counseling@usao.edu or call 405-574-1326 between 8am and 5pm, Monday-Friday.

Summary of Alcohol and Other Drug Program Effectiveness and Areas for Improvement

Effectiveness

Collaboration and communication across departments remained a major strength in developing a comprehensive substance use prevention campus initiative.

The Student Code of Conduct is administered the same for both residential students and non-residential students. Designated Student Affairs staff work collaboratively with each other to ensure consistency in communication and sanctioning.

Areas of Improvement

Improve access to programming through innovative approaches that is inclusive of all students and employees.

The Dangers of Substance Use Disorder in the Workplace and on the Campus

Individuals employed at the University may have their job performance and productivity adversely affected by their progressive dependence on drugs or alcohol. Much of this cost is in lost wages, health care expenses, and workers compensation, in addition to lost opportunity as individuals may not function at their best, personally and/or professionally. Additionally, the impact of drug use and high-risk alcohol consumption for college students cannot be overlooked in terms of its financial, emotional, and academic cost to the individual students affected and the University. For specific information related to alcohol and other drug consumption and consequences, go to the National Institute on Drug Abuse: <http://www.drugabuse.gov/>

Health Risks

Alcohol and other drug use represent serious threats to health and the quality of life. More than 25,000 people die each year from drug-related accidents or health problems. With most drugs it is probable that users will develop psychological and physical dependence.

Penalties for Violation of the Policy

Any employee admitting to or convicted of the unlawful possession, use, or distribution of illicit drugs or alcohol on the campus, in the performance of their job duties or at university sponsored events held off campus, will be subject to disciplinary action (up to and including termination of employment), may be referred for prosecution, and may be required to satisfactorily participate

in a drug and alcohol assistance or rehabilitation program, as agreed upon between the employee and Human Resources.

Any student admitting to or found in violation of the University's Student Code of Conduct regarding the unlawful possession, use or distribution of illicit drugs and alcohol on campus or at university sponsored events will be subject to disciplinary action (up to and including expulsion), may be referred for prosecution, and may be requested to satisfactorily participate in a drug and alcohol assistance or rehabilitation program.

While this policy covers the illicit use of drugs and alcohol at Science & Arts, please be aware that there are penalties under local and federal law.

Programs for Students and Staff Requiring Assistance

Any Science & Arts student or employee who has a drug or alcohol related problem may call upon the University for assistance. Any student needing help may contact Student Services at counseling@usao.edu or 405-574-1326. Any employee needing help may contact Human Resources at hr@usao.edu or 405-574-1225. Designated staff can provide a confidential referral to a drug or alcohol treatment program.

Nationally, the following resources are available:

- The Substance Abuse and Mental Health Services Administration (SAMHSA):
 - Provides alcohol and substance abuse treatment resources through national campaigns and initiatives. Also includes a national telephone hotline and text message services. <https://www.samhsa.gov/>
 - Free, confidential tool that helps individuals take steps toward a healthy relationship with drugs and alcohol. It was developed with the input of leading clinicians, experts from the White House and SAMHSA, and people in recovery themselves. <https://startyourrecovery.org/>
 - Substance Abuse Treatment Facility Locator (SAMHSA): Searchable directory of drug and alcohol treatment programs shows the location of facilities around the country that treat alcoholism, alcohol abuse and drug abuse problems. <https://findtreatment.samhsa.gov/>
- Alcoholics Anonymous
 - Mutual aid fellowship program specializing in supporting people struggling with alcohol addiction through peer support and sponsorship. <https://www.aa.org/>
- Narcotics Anonymous
 - Mutual aid fellowship program specializing in supporting people struggling with narcotic addiction through peer support and sponsorship. <https://www.na.org/>
- Cocaine Anonymous
 - Mutual aid fellowship program specializing in supporting people struggling with cocaine addiction through peer support and sponsorship. <https://ca.org>
- Addiction and Alcohol Hotline

- Provides free help for alcohol addiction. The primary goal is to offer assistance and support for what the caller is seeking.
<https://www.therecoveryvillage.com/alcohol-abuse/>