Introduction

The Drug-Free Schools and Campus Regulations require an institution of higher education to conduct a biennial review of its program to determine its effectiveness, implement changes if needed, and to ensure that the sanctions developed are enforced consistently.

The Board of Regents of the University of Oklahoma ("University"), after consultation with students, faculty, and staff, developed the Policy on Prevention of Alcohol Abuse and Drug Use on Campus and in the Workplace as required by the Drug-Free Schools and Communities Act. This statement, which is reviewed annually and updated as needed, provides a description of the standards of conduct that prohibit the unlawful possession, use or distribution of illicit drugs and alcohol on university property or as part of any University-sponsored activities; a description of applicable legal sanctions under local, state or federal laws for the unlawful possession or distribution of illicit drugs and alcohol; a description of the health risks associated with the use of illicit drugs and abuse of alcohol; a description of Employee Assistance Programs and Student Counseling Programs; and, a clear statement of sanctions imposed for violations of the standards of conduct. This policy is distributed annually to all students and employees.

1. Alcohol and Other Drug ("AOD") Abuse and Prevention Policies

The Board of Regents Policy Manual, Section 3.1.11, sets forth the University’s Prevention of Alcohol Abuse and Drug Use on Campus and in the Workplace Policy (hereinafter “AOD Policy”), attached hereto as Appendix A. This policy includes a Student Alcohol Policy that applies to students on the undergraduate campus in Norman.


Following the passage of State Question 788 legalizing medical marijuana in the State of Oklahoma, the University issued a Statement on SQ 788, reinforcing the University’s commitment to following the DFSCA. See Appendix B.

The OU Health Sciences Center campus (“OUHSC”) has a Drug Screening Policy that applies to all OUHSC and OU-Tulsa students enrolled in an OUHSC-based program that include a clinical component at the health care facility that requires drug screening as a condition of its affiliation with the University. The Drug Screening Policy is attached hereto as Appendix C.


2. Legal Sanctions Under Local, State, and Federal Law

At the local, state, and federal levels exist a number of penalties regarding the use, possession, sale, and distribution of intoxicating substances, including alcohol and drugs.
Criminal sanctions include, but are not limited to, fines, mandatory alcohol and drug abuse programs, jail sentences, restitution, probation, and community service. In addition, a conviction may preclude one from entering a desired employment field and/or obtaining certain professional licenses.

Below is a list of some of Oklahoma’s criminal statutes and their corresponding sanctions regarding illegal use of alcohol and drugs. However, a comprehensive list of Oklahoma Statutes may be found at [www.oscn.net](http://www.oscn.net). (See Title 47 Motor Vehicles, Title 21 Crimes and Punishments, Title 37A, Alcoholic Beverages, and Title 63 Public Health and Safety). In addition, a list of Norman Municipal Ordinances regarding use and possession of alcoholic beverages and illegal drugs is available on the City of Norman webpage at [www.ci.norman.ok.us](http://www.ci.norman.ok.us) and select “City Ordinances” under the Quick Links option. See Chapter 15 Offenses, Norman City Ordinances; for City of Tulsa, access the webpage at [www.cityoftulsa.org](http://www.cityoftulsa.org) and select “city ordinances” under the Quick Links option; and for City of Oklahoma City go to the webpage at [www.okc.gov](http://www.okc.gov) and select the municipal code from the column on the left side of the page. There are also many federal regulations regarding the possession, manufacture and distribution of drugs, for more information please go to [http://www.justice.gov/dea/druginfo/ftp3.html](http://www.justice.gov/dea/druginfo/ftp3.html). Also see, The Controlled Substances Act, 21 United States Code § 801 et seq.

<table>
<thead>
<tr>
<th>Legal Authority</th>
<th>Crime</th>
<th>Sanction Authority</th>
<th>Sanctions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title 37A O.S. § 6-101(A)(1)</td>
<td>Knowingly sell, deliver, or furnish alcoholic beverages to any person under 21 years of age</td>
<td>37A O.S. § 6-101(B)</td>
<td>1st offense: Misdemeanor (M). Up to $500 fine 2nd offense within 10 years of 1st offense: (M) Up to $1,000 fine 3rd offense within 10 years of 2 or more offenses: (F) Up to $2,500 and/or imprisonment up to 5 yrs.</td>
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<tr>
<td>Title 37A O.S. § 6-101(A)(8)</td>
<td>Consumption of spirits in public places and public intoxication by any person.</td>
<td>37A O.S. § 6-101(B)</td>
<td>1st offense: (M). Up to $500 fine 2nd offense within 10 years of 1st offense: (M) Up to $1,000 fine 3rd offense within 10 years of 2 or more offenses: (F) Up to $2,500 and/or imprisonment up to 5 yrs.</td>
</tr>
<tr>
<td>Title 10A O.S. § 2-8-222</td>
<td>Intoxicating Beverages – Possession by Person Under Age 21 - Unlawful</td>
<td>10A O.S. § 2-8-223</td>
<td>(M) Up to $100 fine and/or up to 30 days imprisonment</td>
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<tr>
<td>Title 37A O.S. § 6-101(A)(7)</td>
<td>Knowingly transporting in any vehicle any alcoholic beverage except in the original</td>
<td>37A O.S. § 6-101(B)(1)</td>
<td>1st offense: (M). Up to $500 fine</td>
</tr>
<tr>
<td>Section</td>
<td>Offense Description</td>
<td>Penalty</td>
<td></td>
</tr>
<tr>
<td>---------</td>
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<td></td>
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<tr>
<td>Title 21 O.S. § 1220</td>
<td>Transporting Open Containers of Intoxicating Beverages or Low Point Beer</td>
<td>21 O.S. § 1220 (B)</td>
<td></td>
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<tr>
<td>Title 37A O.S. §6-101(A)(13)</td>
<td>Knowingly and willfully permitting anyone under 21 who is an invitee to the person’s residence or property to possess alcoholic beverages or controlled dangerous substances or any combination.</td>
<td>37A O.S. §6-101(B) and (C)</td>
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</tr>
<tr>
<td>Title 37A O.S. § 6-101(A)(9)</td>
<td>Forcibly Resisting Arrest</td>
<td>37A O.S. § 6-101(B)(1)</td>
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<tr>
<td>Title 37A O.S. § 6-119(A)</td>
<td>Person Under 21 Presenting False Identification</td>
<td>37A O.S. § 6-119(A)</td>
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<tr>
<td>Title 37A O.S. § 6-125</td>
<td>Violation of any provision of the Oklahoma Beverage Control Act</td>
<td>37A O.S. § 6-125(A)</td>
<td></td>
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<tr>
<td>Title 47 O.S. § 11-902</td>
<td>Persons Under the Influence of Alcohol or Other Intoxicating Substances or Combination Thereof</td>
<td>47 O.S. § 11-902 (C)</td>
<td></td>
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<tr>
<td>Title 47 O.S. § 11-903</td>
<td>Negligent Homicide</td>
<td>47 O.S. § 11-903 (b)</td>
<td>up to $2500 fine and/or 1-5 years imprisonment 3rd Offense: (F) Treatment and/or up to $5000 fine and/or 1-20 years imprisonment</td>
</tr>
<tr>
<td>------------------------</td>
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<td>--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
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<tr>
<td>Title 47 O.S. § 11-904A</td>
<td>Person Involved in Personal Injury Accident While Under the Influence of Alcohol or Other Intoxicating Substance</td>
<td>47 O.S. § 11-904A (1-2)</td>
<td>1st Offense: (M) Up to $2500 fine and 90 days to 1 year imprisonment 2nd Offense: (F) Up to $5000 fine and 1-5 years imprisonment</td>
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<tr>
<td>Title 47 O.S. §11-904B</td>
<td>Person Involved in Personal Injury Accident While Under the Influence of Alcohol or Other Intoxicating Substance Causing Great Bodily Injury</td>
<td>47 O.S. §11-904B</td>
<td>(F). Up to $5000 fine and 4-20 years imprisonment</td>
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<tr>
<td>Title 47 O.S. § 11-906.4</td>
<td>Operating or being in Actual Physical Control of Motor Vehicle While Under the Influence While Under Age</td>
<td>47 O.S. § 11-906.4 (B-D)</td>
<td>1st Offense: $100-500 and/or 20 hours community service, and/or treatment program, plus revocation of license for 180 days. 2nd Offense: $100-$1000 fine, at least 240 hours of community service, breathalyzer in car for period not less than 30 days, and revocation of driver's license for 1 year 3rd Offense: $100-$2000 fine, at least 480 hours of community service, breathalyzer in car for period not less than 30 days, and revocation of driver's license for 3 years</td>
</tr>
<tr>
<td>Title 63 O.S. § 2-101 et seq.</td>
<td>Uniform Controlled Dangerous Substances Act</td>
<td>63 O.S. §§ 2-401 through 2-413</td>
<td>Widely varies with offense</td>
</tr>
<tr>
<td>Title 63 O.S. § 2-414 et seq.</td>
<td>Trafficking in Illegal Drugs Act</td>
<td>63 O.S. § 2-415, 2-416</td>
<td>Widely varies with offense</td>
</tr>
</tbody>
</table>
3. AOD Policy Notification and Distribution to Students and Employees

- **Policy Contents**

The University distributes the following AOD information to students and employees:
- A description of the health risks associated with alcohol abuse and the use of illegal drugs
- A description of applicable legal sanctions under local, state, and federal laws
- A statement of the institution’s disciplinary measures regarding alcohol and illegal drug use by students and employees

- **Policy Distribution**

The University publicizes its alcohol and drug policies through the following means:
- Student Handbook
- Faculty Handbook
- Staff Handbook
- New Student Orientation
- New Staff and Faculty Orientation
- Annual Security Reports, known as the Sooner Safety Reports

4. AOD Program Activities

**University-Wide Prevention Activities**

Numerous Student Affairs campus departments, the College of Public Health, the Athletic Department, and the University’s Police Departments share responsibility for prevention activities. The University recognizes that alcohol and other drug use is a major health concern and that it is best to address this as a holistic approach to increase educational resources for our campus community. Student Affairs departments including Health Services, University Counseling Center, Student Conduct, Student Life, HSC Student Affairs, HSC Student Counseling, Residence Life, Fitness and Recreation, OU-Tulsa Student Affairs, and Student Media all contribute to prevention activities to reduce the effects of alcohol and other drug abuse in the University community.

The Norman campus is the main campus of the University of Oklahoma through which all freshman undergraduate students matriculate. As such, the Norman campus provides extensive alcohol education, prevention, and deterrence programs. Students who enroll in programs at OUSHC or OU-Tulsa have completed at least two years of undergraduate coursework before enrolling in an undergraduate degree-completion program or are enrolled in a professional or graduate-level degree program. Additionally, the OU-Tulsa campus does not offer any campus housing.

**Employee Assistance Program**

Benefits-eligible employees have free, confidential access to an Employee Assistance Program (EAP) 24 hours a day, 7 days a week. The EAP has been established to provide professional
and confidential help to faculty, staff and their family members on all three campuses to help the employee find the best resources to deal with his/her problem. An assessment and a plan is developed using, insurance, community resources and/or professional services. All referrals and records are confidential. More information can be located at: https://hr.ou.edu/EAP

**Emergency Blue Phones**
The emergency blue phones are located throughout the Norman HSC, and Tulsa Campuses. The telephones automatically dial the University Police Department when the call button is pushed. The police can identify the location of the person calling and will send police officers to the caller’s location.

**Norman Campus Prevention Activities**

**On-Line Alcohol Education Training**
The on-line alcohol education training is a mandatory alcohol education program for all incoming undergraduate students 22 years of age and younger and includes students with freshman status by hours. The training consists of an interactive web site about prevention issues, alcohol education and university alcohol policies and must be completed within the first four weeks of the first semester. Failure to complete the on-line training results in an enrollment hold for subsequent semesters. The on-line program is located at onpoint.ou.edu.

**First Year Alcohol Program**
The First-Year Alcohol Program is a mandatory, small group in-person alcohol education training aiming to help university students make healthier choices related to alcohol. It is required for all incoming undergraduate students 22 years of age and younger and includes transfer students with freshman status by hours. This interactive program is facilitated by trained Peer Educators engaging students in a dialogue of real-world issues related to alcohol use and campus alcohol norms and aims to reduce high-risk drinking and alcohol-related harm. This program is guided by current research and began as a grant program funded by the U.S. Department of Education’s Office of Safe and Drug Free Schools. Greek Life new members are required to complete an additional in-person alcohol awareness training.

**Strike One Educational Program**
Students receiving an initial alcohol policy sanction are required to complete an in-person session with Student Conduct followed by an in-person alcohol education session facilitated by the Comprehensive Alcohol Program. The Comprehensive Alcohol Program incorporates motivational interviewing techniques to encourage each student to examine the behavior that brought them to the session and seeks to increase their motivation to make the necessary behavioral changes. This program also began with a grant from the U.S. Department of Education.

**On-line Educational Programs**
The University utilizes a commercially available online alcohol education program for students receiving an initial alcohol policy violation and for those wanting to voluntarily increase their awareness of alcohol and related topics.
Student Conduct requires deferred Strike students to complete the eCHECKUP TO GO program, which is a confidential, personalized, evidence-based, online prevention intervention for alcohol. Drawing on Motivational Interviewing (Miller & Rollnick, 2002) and Social Norms Theory (Perkins & Berkowitz, 1986), the eCHECKUP TO GO program is designed to motivate individuals to reduce their consumption using personalized information about their own drinking and risk factors.

Upon completion of the mandatory online alcohol training at onpoint.ou.edu, each student is offered the opportunity to further their knowledge of alcohol and related topics by voluntarily completing the eCHECKUP TO GO program.

**Strike Two Counseling Program**
Students receiving a second alcohol policy violation must satisfactorily complete an approved alcohol counseling program. The counseling program currently consists of a minimum of six individual or group counseling sessions, and are facilitated by a licensed alcohol and drug counselor. All participants are evaluated, utilizing a uniform assessment tool. The structured interview provides a language and mechanism of communicating the findings and recommendations for ongoing treatment as needed. Evidence (research) based practices are used to assist students in making healthier choices when it comes to alcohol use.

**Alcohol Assessment and Counseling Services**
The alcohol counseling program provides specific interventions and support for at-risk students. Services include a comprehensive evaluation designed to provide individualized feedback to students and to assist them in the development of strategies for effective coping and/or reducing the risk and harm associated with substance use. Alcohol and other drug counseling services also provide the participant with information and education regarding the dynamics of problematic substance use and recovery.

**University Counseling Center**
The Counseling Center is a unit within the Division of Student Affairs on the Norman campus and serves as the primary mental health agency for the University community. The mission of the University Counseling Center is to promote student success, both in and out of the classroom, by providing the highest quality psychological services. These services include individual counseling, couples counseling, group counseling, psychiatric medication, psychological assessments, and psychoeducational outreach programs.

**SafeRide**
The SafeRide program provides safe, free taxi transportation to OU students within the Norman city limits on Thursday, Friday and Saturday evenings from 10 p.m. to 3 a.m.

**SafeWalk**
On the Norman Campus SafeWalk is a free service that utilizes resident advisers, screened and approved by OUPD, to accompany members of the university community anywhere on campus. Staff members are readily identifiable by special shirts, coats or badges.
OUHSC Campus Prevention Activities

College Based Activities
Colleges and programs at OUHSC utilize multiple avenues of education, awareness and support regarding the challenges around alcohol and drug use as a future health care professional and as a licensed practitioner. During the application and interview process, applicants are reminded of the implications of alcohol and/or drug related convictions in relation to licensure. HSC students enrolled across each of the seven health professional colleges receive varying levels of instruction, related to their specific academic program, through course curriculum, educational panels and co-curricular programming centered on the effects of substance abuse and addiction in the life of a practitioner. In the event of a reported incident or need, students enrolled in colleges such as Pharmacy, Medicine, Dentistry and Nursing receive support and counseling from their respective state boards.

HSC Student Affairs
Prior to university sponsored social engagement opportunities, student leaders and administration remind students of policies and best practices regarding the presence of alcohol at social events. OUHSC maintains a facilities use policy that regulates the circumstances under which alcohol may be served at on-campus events.

Student Counseling Services
The OUHSC Campus offers individual counseling, study skills, psychological assessment (for personality or academic questions), couples counseling, and educational programs and workshops. Common concerns addressed include stress management, depression, anxiety adjustment concerns, improving study skills, test anxiety, relationship difficulties and problems with drugs/alcohol.

Sooner Safety Week (HSC)
Sooner Safety Week is a week of events and programs each spring dedicated to the safety of the campus community. Sooner Safety Week engages all members of the community through promotion of campus services and avenues for assistance. Community education and campus services relating alcohol and drug abuse are incorporated annually. An additional Safety Day is held in the Fall Semester to capture any first year students new to the HSC campus. Sooner Safety Week and Safety Day are promoted by HSC Student Association, HSC Faculty Senate and HSC Staff Senate for maximum outreach.

Security Escorts: HSC Police Escort and Safewalk
The OUHSC Police Department offer security escorts, providing safe transportation to OUHSC students, staff, and faculty. The OUHSC community can simply call (405) 271-4300 for a ride to their vehicle or facility.

Our Voice
Our Voice is the name of the University’s Active Bystander campaign, encouraging students, faculty and staff to take positive steps in intervention when they witness inappropriate behavior. The Institutional Equity & Title IX Office and HSC Student Affairs offers periodic training on how you can be a positive influence and an active bystander when approaching topics focused on Title IX policies as well as situations with drug and alcohol use.
Tulsa Campus Prevention Activities

As a satellite campus, OU-Tulsa supports degree programs from both the Norman and OUHSC campuses. Students receive the same programmatic support discussed in the Norman and OUHSC sections above. In addition, OU-Tulsa provides the following additional programming:

SafeWalk
OU-Tulsa Police Department officers provide escorts to vehicles and between buildings on campus when requested by students, faculty, or staff by calling 918-660-3900.

Student Counseling Services
The Tulsa Campus offers individual counseling, study skills, psychological assessment (for personality or academic questions), couples counseling, and educational programs and workshops. Common concerns addressed include stress management, depression, anxiety adjustment concerns, improving study skills, test anxiety, relationship difficulties and problems with drugs/alcohol.

5. AOD Assessments, Surveys, and Data Collection

The University has developed a comprehensive evaluation of its programs related to alcohol and drug issues. Below is a list of the type of data collected. The data includes a survey (ACHA-NCHA) obtained from random sample of all undergraduate students. This survey provides useful information on a wide variety of data points related to alcohol and drug use behaviors and consequences. This data allows us to track behaviors on our campus over time and compare our campus to national statistics from other campuses. In addition all first year students complete a face-to-face alcohol education program and complete an evaluation following their participation. This evaluation provides feedback on course contact and impact on future behaviors. The third component of our assessment plans involves focus groups where we invite approximately 30 students to one of several focus groups in the spring semester. Students are asked for their feedback on the entire alcohol prevention program and ask to provide information on useful programs for the future. Finally, data is collected related to university sanctions and this data is also analyzed for trends over time. In total this evaluation plan allows us to assess the impact of our programs and weaknesses in our efforts to be change for future years. Below is a list of our assessments:

- American College Health Association–National College Health Assessment (ACHA-NCHA)
- First Year Student Alcohol Program Evaluation
- Annual Student Conduct Report of Alcohol and Drug Violations
- Student Conduct Benchmarking Survey
- Student Conduct Targeted Survey
6. Alcohol and Drug Statistics\(^1\)

### Student Alcohol and Drug Charges

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<tr>
<th></th>
<th>Alcohol Charges- Responsible</th>
<th>Alcohol Charges- Not Responsible</th>
<th>Drug Charges- Responsible</th>
<th>Drug Charges- Not Responsible</th>
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<tr>
<td>2016</td>
<td>501</td>
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</tr>
<tr>
<td>Total 2017</td>
<td>482</td>
<td></td>
<td>123</td>
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### Student Sanctions - Alcohol

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<thead>
<tr>
<th>Administrative Sanctions</th>
<th>2016</th>
<th>2017</th>
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<tbody>
<tr>
<td>Administrative Fee</td>
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<td>241</td>
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<tr>
<td>Alcohol Education</td>
<td>37</td>
<td>30</td>
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<tr>
<td>Censure</td>
<td>52</td>
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<tr>
<td>Community Service</td>
<td>21</td>
<td>18</td>
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<tr>
<td>Counseling</td>
<td>9</td>
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<td>Deferred Strike 1</td>
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<td>181</td>
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<td>Disciplinary Probation</td>
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<td>E-checkup to Go Alcohol Education</td>
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<td>188</td>
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<tr>
<td>Expulsion</td>
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<td>0</td>
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<tr>
<td>Strike</td>
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<td>Suspension</td>
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<td>Suspension in Abeyance</td>
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### Student Sanctions - Drugs

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<tbody>
<tr>
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<td>79</td>
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<tr>
<td>Censure</td>
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<td>Community Service</td>
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<tr>
<td>Counseling</td>
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<tr>
<td>Disciplinary Probation</td>
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<tr>
<td>E-checkup to Go Drug Education</td>
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<td>67</td>
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<tr>
<td>Expulsion</td>
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<td>1</td>
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</tbody>
</table>

\(^1\) Note that no faculty or staff alcohol or drug violations were reported for 2016 or 2017.
7. AOD Strengths and Recommendations for Evaluation/Implementation

**Strengths**

- Comprehensive prevention activities are provided by a variety of departments

- A multi-disciplinary task force including students, faculty, university administrators, sorority and fraternity life students and advisers, and Commissioner of the Oklahoma State Department of Mental Health and Substance Abuse Services reviews and assesses effectiveness of services and policies

- Strong administrative support for prevention activities

- Mandatory online alcohol education program for all incoming undergraduate students, including transfer students, age 22 and under on the Norman campus

- Face to face alcohol education program for all first year housing residents and commuter students

- Tailored alcohol education sessions for Greek Life members, athletics, marching band members, international students and health classes

- Mandatory alcohol education sessions are integrated into Residence Life curriculum and Comprehensive Alcohol Program participants in Residence Advisor training

- Norman Campus requirement that all first year students must live on campus

- Alcohol-free living units including residence halls and sorority/fraternity houses

- Student Conduct surveys reveal that the University of Oklahoma scores higher than the national average for students' awareness of the University’s alcohol policies

**Recommendations**

- Continue expanding programs across campuses to include motivational interviewing strategies and individualized feedback of alcohol and drug related behaviors

- Continue to integrate and expand prevention messages to include other healthy lifestyle issues such as use of tobacco, sexual health, and nutrition (SWPC, in collaboration with Health Promotion, now facilitates prescription medicine storage and disposal education within residence halls)
• Continue to use normative messages that support academic engagement, sexual protection and volunteerism

• HSC Student Affairs will partner with all seven colleges to increase the attention and awareness to mindfulness and well-being of the whole student as a learner and future health care professional

• Develop assessment strategies for OUHSC and OU-Tulsa student programming

**University of Oklahoma Biennial Review Committee Members**

Kristen Partridge, Acting Vice President for Student Affairs and Associate Dean of Students
Bobby Mason, Institutional Equity Officer
Chris Walker, Associate Provost Norman
Will Wayne, Associate Vice President for Student Affairs
Steven Ashmore, Director, Student Conduct Office
Scott Miller, Director, University Counseling Center
Rachel McCombs, Legal Counsel Health Sciences Center
Heather Hendricks, Legal Counsel Norman
Marcia Bennett, Vice Provost Health Sciences Center
Angela Church, Director of Human Resources HSC
Marcy Fleming, Acting Vice President Human Resources
Tricia Rahal, Director of Human Resources OU-Tulsa
Josh Davis, Executive Director for OU-Tulsa Student Affairs
Kate Stanton, Assistant Vice President for Health Sciences Center Student Affairs

**CERTIFICATION:**

[Signature]
James L. Gallogly, President
The University of Oklahoma

[Signature]
Date
Nov 2, 2018
Appendix A:
Policy on Prevention of Alcohol Abuse and Drug Use on Campus and in the Workplace


The University recognizes its responsibility as an educational and public service institution to promote a healthy and productive work environment. This responsibility demands implementation of programs and services, which facilitate that effort. The University is committed to a program to prevent the abuse of alcohol and the illegal use of drugs and alcohol by its students and employees. The University program includes this policy, which prohibits illegal use of drugs and alcohol in the workplace, on University property, or as part of any University-sponsored activities. In order to meet these responsibilities, University policy:

1. Requires all students and employees shall abide by the terms of this policy as a condition of initial and continued enrollment/employment.

2. Recognizes that the illegal use of drugs and alcohol is in direct violation of local, state, and federal laws as well as University policies included in this policy, the Staff and Faculty Handbooks, and the Student Rights and Responsibilities Code. This policy strictly prohibits the illegal use, possession, manufacture, dispensing, or distribution of alcohol, drugs, or controlled substances in the workplace, on University premises, as a part of any University-sponsored activities.

3. Considers a violation of this policy to be a major offense which can result in a requirement for satisfactory participation in a drug or alcohol rehabilitation program, referral for criminal prosecution, and/or immediate disciplinary action up to and including termination from employment and suspension or expulsion from the University. A criminal conviction is not required for sanctions to be imposed upon an employee or student for violations of this policy.

4. Recognizes that violations of applicable local, state, and federal laws may subject a student or employee to a variety of legal sanctions including, but not limited to, fines, incarceration, imprisonment, and/or community service requirements. Convictions become a part of an individual's criminal record and may prohibit certain career and professional opportunities. A current listing of applicable local, state, and federal sanctions can be obtained through the Offices of Student Affairs and Human Resources.

5. Requires an employee to notify his/her supervisor in writing of a criminal conviction for drug or alcohol-related offenses occurring in the workplace no later than five calendar days following the conviction.

6. Provides access to the University's Employee Assistance Programs and Student Counseling Services for counseling and training programs to inform students and employees about the dangers of drug and alcohol abuse. Voluntary participation in or referral to these services is strictly confidential.
7. Forbids an employee from performing sensitive safety functions while a prohibited drug is in his/her system.

8. Mandates pre-employment drug testing of employees who will be performing safety-sensitive functions, (as defined by federal law) prior to employment, when there is reasonable cause, after an accident, on a random basis, and before allowing an employee or student to return to duty after refusing to take a drug test or after not passing a drug test. (Safety-sensitive functions are defined pursuant to federal law. Further information regarding safety-sensitive functions and related positions is available for review in Human Resources.)

9. Provides for annual distribution of this policy to all staff, faculty, and students.

Health risks generally associated with alcohol and drug abuse can result in but are not limited to a lowered immune system, damage to critical nerve cells, physical dependency, lung damage, heart problems, liver disease, physical and mental depression, increased infection, irreversible memory loss, personality changes and thought disorders.

The University's Employee Assistance Programs and Student Counseling Services staff are responsible for informing students and employees about the dangers of drug and alcohol abuse and the availability of counseling and rehabilitation programs. The appropriate provost or executive officer is responsible for notifying federal funding agencies within 10 calendar days whenever an employee is convicted of a drug-related crime that occurred in the workplace. This policy is based on the Drug Free Workplace Act of 1988 (P.L.100-690, Title V, Subtitle D) and the Drug Free Schools and Communities Act Amendments of 1989 (P.L.101-226) and is subject to the grievance procedure as stated in the Staff and Faculty Handbooks and the University discipline system as outlined in the Student Rights and Responsibilities Code.

Student Alcohol Policy:

See, http://studentconduct.ou.edu

All campus-affiliated student organizations and all students who are currently enrolled at the University of Oklahoma or are pre-enrolled for subsequent semesters and have attended the institution for at least one semester in the current or past academic year are responsible for following federal, state and local laws and the Student Rights and Responsibilities Code. Students enrolled on the Norman Campus and in Norman Campus Extension Programs are also subject to the Student Alcohol Policy:

(1) All fraternities, sororities, and residence halls shall be dry. Alcoholic beverages will not be allowed inside fraternity houses, sorority houses and OU residence halls or on the grounds surrounding them. Fraternity officers and members will sign an agreement to abide by this policy, which will be strongly enforced. Enforcement for campus alcohol violations and punishments has been increased.

(2) To curtail alcohol abuse on and off campus, the University has adopted a mandatory, minimum “Three Strikes” policy. The first alcohol violation, whether off campus or on campus, automatically will result in appropriate parent/guardian notification and further
alcohol education. A second violation will also automatically carry parent/guardian notification and an appropriate sanction. A third violation will result in automatic suspension from the University for a minimum of one semester. Parents/guardians will be informed of this policy at the time their son or daughter enrolls at OU.

3. Events where alcohol is served, which are sponsored by campus-affiliated student organizations, shall be restricted to only Friday nights and Saturday nights.

4. Transportation to and from off-campus parties sponsored by campus-affiliated student organizations shall include designated drivers or public transportation provided by the sponsoring group.

5. Alcohol education programs have been expanded and all entering undergraduate students, age 22 and under, are required to complete these programs to remain in good standing. In addition, upon joining a fraternity or sorority, new members will participate in a University-approved alcohol education program before their new member program begins.

6. An anonymous, confidential hotline has been established where violations of the anti-hazing and dry fraternity, sorority and residence hall policies may be reported.

7. All fraternity and sorority recruitment events are alcohol-free. In addition, regulations have been established for IFC fraternities to regulate summer recruitment activities. These regulations include: mandatory registration of recruitment-related facilities, notification one calendar week prior to recruitment events, and open invitations to IFC and University representatives to attend any recruitment activities.

8. Campus-affiliated student organizations are required to present a plan annually for organizationally-sponsored events prior to any activities where alcohol is served.

9. Fraternity and Sorority Student Life has enhanced the University's statement on prohibited hazing activities. Fraternity and sorority officers will sign a pledge to abide by this policy and report violations. It will also be provided to new members who will sign a statement promising to report violations. This statement on prohibited hazing activities will also be given to the new members' parents/guardians, who will be urged to report any violations.

10. The University has established a formal relationship with licensed alcohol counselors for immediate student referrals.

11. The University has established the SafeRide program that is contracted with local public transportation companies to provide safe rides to discourage drinking and driving.

12. Because of the critical student health and safety issues, any conflicting policy or process will be waived.

**Three Strikes Policy**

**Definition of a Strike**

A "strike" is the University’s official recognition of a student’s or organization’s violation of the University’s Student Alcohol Policy. Nothing herein shall waive a student’s right to due process. A strike is a final University disciplinary action that finds the accused guilty of an alcohol-related violation. A student or organization may be charged with an alcohol-related violation based on the following:
1. A conviction, deferred sentence, or a plea that has the effect of conviction of an alcohol-related violation of which the University is made aware; or

2. A University finding or allegation that a student or organization may have committed an alcohol-related violation prohibited by the Student Rights and Responsibilities Code. Such violations include, but are not limited to, the conduct prohibited by Title 16 of the Student Rights and Responsibilities Code, the Student Alcohol Policy, incident reports and citations. Upon notification of the foregoing, or any other violation reasonably related to alcohol, the University may charge the student pursuant to the Student Rights and Responsibilities Code and the student shall be entitled to an appropriate hearing as defined by the Student Rights and Responsibilities Code. Whether by decision of an appropriate disciplinary body, administrative official, or by a negotiated settlement, any final University disciplinary action resulting in a finding of guilt for an alcohol-related violation shall be considered a strike. 

**Reporting Mechanisms**

The University may act on any reliable information it receives. Although not an exhaustive list, the University may be notified of prohibited conduct in the following ways:

1. A police report from the University of Oklahoma Police Department;
2. A police report from the Norman Police Department;
3. Reports from other law enforcement or security agencies that are received by the University;
4. Notification by a University official that an alcohol violation occurred; or
5. Any other information deemed reliable by the University that comes to the attention of a University official.

Once notified of alleged prohibited conduct, the University may investigate the information received to determine if the conduct constitutes a violation prior to taking action. Nothing herein shall waive a student’s right to due process.

The University strongly supports and encourages any student seeking transportation assistance in the event he/she cannot safely operate a motor vehicle. Further, the University strongly supports and encourages students seeking medical and/or mental health care in the event of alcohol-related illness or other concerning behavior related to alcohol use. To ensure students prioritize their own safety and health, the University shall not utilize information that a student has sought or accessed medical/mental health treatment or the SafeRide program as a basis upon which to initiate disciplinary action or as evidence in any disciplinary proceeding.

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2 Alcohol violations and misconduct shall include, but shall not be limited to, minor in possession; public intoxication; manufacture, use or possession of false identification; driving under the influence, driving while intoxicated, actual physical control and involvement in a crime while under the influence. Student Affairs, by and through the Student Conduct Office, shall determine if a charge is alcohol-related; however, the final determination shall be made by an appropriate disciplinary body or administrative official.

3 A final disciplinary action shall be a decision to which no further right of appeal exists in the Student Rights and Responsibilities Code.
Violations of the University Alcohol Policy

INDIVIDUAL SANCTIONS:

The following sanctions are mandatory minimum sanctions for alcohol violations. Based on the severity of the infraction, the University reserves the right to impose any appropriate additional sanction(s). Any violation by an individual student remains part of the individual’s record until graduation. If a student is suspended after the 3rd strike and is readmitted to the University of Oklahoma, the student is readmitted with 2 strikes.

1st Strike
- Parent/Guardian notification via return receipt certified mail.
- $75.00 administrative fee.
- Satisfactorily complete a defined alcohol education program.
- Censure. The notation of Censure shall be removed upon graduation from the University of Oklahoma subject to completion of disciplinary sanctions.

2nd Strike
- Parent/Guardian notification via return receipt certified mail with a follow-up telephone call.
- $150.00 administrative fee.
- Satisfactorily complete an approved alcohol counseling program.
- Satisfactorily complete 20 hours of approved community service.
- Disciplinary probation. The notation of Disciplinary probation shall be removed upon graduation from the University of Oklahoma subject to completion of disciplinary sanctions.

3rd Strike
- Parent/Guardian notification via return receipt certified mail with a follow-up telephone call.
- Automatic suspension.

Deferred Strike

The following individual alcohol violations shall be entitled to an automatic deferred first strike: minor in possession and/or public intoxication. In other similar, limited circumstances the University Vice President for Student Affairs, at his/her sole discretion, may grant a deferral for a first strike. A first strike based on a Driving Under the Influence (DUI) incident is not eligible for deferral. A deferred first strike will not be considered a “violation” and will not be maintained as a disciplinary record of the University unless the student commits another alcohol violation of any nature, within the 12-month period of deferral. In such event, the deferral of the first strike shall be revoked and the second alcohol violation shall be considered a second strike. To qualify for the ultimate removal of the deferred first strike, the student must not commit any other alcohol violation for a period of 12 months from the date the student is found responsible by the University for the deferred alcohol violation.
Moreover, students are only entitled to one deferred strike during their attendance at the University.

**Removal of Individual Strike**

A student who has received a first strike may request that the strike and the record be removed from his/her student file provided the student meets the relevant eligibility criteria and provides documents evidencing the following criteria. This request must be made in writing to the Student Conduct Officer. In order to be eligible to request to have the strike and the record removed from his/her student file at the University, the student must present documentation of the following:

(1) it has been one year since the student was found responsible by the University for an alcohol violation;
(2) the student has not received any additional charges or alcohol related violations on or off campus since the student was found responsible by the University for the alcohol violation at issue;
(3) the student timely completed all agreed upon sanctions required by the University.

Removal of the strike is at the sole discretion of the University Vice President for Student Affairs or his/her designee. Additionally, this opportunity for a student to have a first strike removed from his/her University record does not apply to DUlS applies only to charges under the University's Three Strike Policy, and in no way limits any other available action by the University including, but not limited to, any violation of the Student Rights and Responsibilities Code. Moreover, a student is only entitled to one strike removal during his/her attendance at the University.

**ORGANIZATIONAL SANCTIONS:**

Organizational sanctions will be administered based on the possession and use of alcohol in an organization’s residence facility or the illegal or prohibited use of alcohol at an organizational event.

Before imposing an organizational sanction, as opposed to solely an individual sanction, the University will consider the entirety of the circumstances surrounding the organizational event, including, but not limited to, whether:

(1) the alcohol violation was endorsed, sponsored, sanctioned, enabled, furthered, or funded,
   in whole or in part, by the organization, its officers, or the officers of its local, state, or national organization acting with actual or apparent authority, and any of them knew or should have known of the alcohol violation and they took insufficient action to prevent or cease the violation; or
(2) the alcohol violation occurred on property owned, leased, rented or occupied by the organization, and the officers of the organization took insufficient action to prevent or cease an alcohol violation they knew or should have known existed; or
(3) alcohol is located in the organization’s campus or campus-affiliated residence facility (e.g. fraternity/sorority chapter houses), unless otherwise exempted; or
(4) regardless of its location, the alcohol violation occurred at an event or any gathering of two or more individuals of the organization conducted in furtherance of the mission or purpose of the organization, including any event, program or ceremony; or
(5) the alcohol violation occurred at any gathering utilizing the organization’s name or logo, or that was advertised by the organization; or
(6) the alcohol violation occurred at any gathering of two or more individuals that would typically be in furtherance of the organization’s activities, but is designed to circumvent these rules.

The Vice President for Student Affairs has the discretion to determine whether, based on the criteria above and the totality of the circumstances, the alcohol violation occurred at an organization event and warrants an organizational sanction.

Any violation by the group remains part of the organization’s “Three Strikes” record for a period of three calendar years, unless the organization requests and the University grants removal of an eligible first strike in accordance with the Student Alcohol Policy, below.

**1st Strike**
- At the discretion of the University and after considering all relevant information, the University will impose a minimum administrative fee of $500.00 or a per capita rate of $1.00 to $20.00 based on the organization’s membership at the time of the violation, whichever is more appropriate.
- 100% of the organization’s membership must complete a defined alcohol education program.
- An aggregate community service requirement for the organization of 10-25 hours per capita based on the organization’s membership at the time of the violation. It is at the discretion of the University as to whether pledges or associate members will be included in fulfilling the requirements of the sanction.
- Censure: A written reprimand for violation of specified regulations, including the possibility of more severe disciplinary sanctions in the event of the finding of a violation of any University regulation within a stated period of time. This type of action does not create new restriction for the organization.

**2nd Strike**
- At the discretion of the University and after considering all relevant information, the University will impose a minimum administrative fee of $1,000.00 or a per capita rate of $5.00 to $20.00 based on the organization’s membership at the time of the violation, whichever is more appropriate.
- 100% of the organization’s membership must complete a defined alcohol education program.
- An aggregate community service requirement for the organization of 10 to 25 hours per capita based on the organization’s membership at the time of the violation. It is at the discretion of the University as to whether pledges or associate members will be included in fulfilling the requirements of this sanction.
- Disciplinary Probation: Exclusion from participation in privileged or extracurricular University activities set forth in the notice for a period of time
specified. Other conditions of the probation may apply to any other activities of the organization in the University community, except those that would affect organization's academic pursuits.

3rd Strike

• At the discretion of the University and after considering all relevant information, the University will impose a minimum administrative fee of $1,500.00 or a per capita rate of $10.00 to $20.00 based on the organization's membership at the time of the violation, whichever is more appropriate.
• 100% of the organization’s membership must complete a defined alcohol education program.
• An aggregate community service requirement for the organization of 10 to 25 hours per capita based on the organization’s membership at the time of the violation. It is not the discretion of the University as to whether pledges or associate members will be included in fulfilling the requirements of this sanction.
• Organizational Suspension: The organization will be suspended for a minimum of one year. University approval is required before the organization will be reinstated.

Removal of Organizational Strike

An organization that has received a first strike may request that the strike and the record be removed from its file provided the organization meets the relevant eligibility criteria and provides documents evidencing the following criteria. This request must be made in writing to the Student Conduct Officer. In order to be eligible to request to have the strike and the record removed from its file at the University, the organization must present the following documentation:

(1) it has been one year since the organization was found responsible by the University for an alcohol violation;
(2) the organization has not received any additional charges or alcohol related violations on or off campus, since receiving the alcohol violation at issue;
(3) the organization timely completed and exceeded all sanctions required by the University.

Removal of an organizational strike is at the sole discretion of the University Vice President for Student Affairs. Additionally, this opportunity for an organization to have a first strike removed from its University record applies only to charges under the University’s Three Strikes Policy and in no way limits any other available action by the University including, but not limited to, any violation of the Student Rights and Responsibilities Code.

If removal of the strike is granted, the Organization cannot request the removal of another strike for a period of three calendar years from the date the strike is removed. Organizations are not eligible for deferred strikes.
Appendix B: Statement on SQ 788

The University of Oklahoma (OU) and Oklahoma State University (OSU) receive federal funds, and the two institutions are legally bound to comply with the Federal Drug-Free Schools and Communities Act (DFSCA), which mandates the implementation of drug prevention programs and prohibits the use of illegal drugs on campus or at University-sponsored events and activities. The universities must also comply with the Federal Drug-Free Workplace Act, which describes the drug-free policies required at workplaces with certain federal contracts. Furthermore, the two Universities must also comply with the Federal Controlled Substances Act (FCSA), which criminalizes the growth and use of marijuana.

Despite the recent passage of State Question 788, the DFSCA requires OSU and OU to adopt and adhere to policies prohibiting the unlawful use, possession or distribution of illegal drugs, including marijuana. Moving forward, OU and OSU will adhere to federal law prohibiting the use, possession, distribution or cultivation of marijuana for any reason at their campuses across the state. Additionally, federal law also prohibits the use and distribution of marijuana for any reason at events authorized or supervised by OSU and OU. Even with the evolving state law permitting marijuana use for medical reasons, it is important for students and employees to know they cannot consume, smoke or possess marijuana on campus even though they might have a card or prescription permitting them to do so.
Appendix C: Drug Screening for Student Attending a Clinical Rotation Setting

University of Oklahoma Health Sciences Center

Drug Screening for Students
Attending a Clinical Rotation Setting

Scope/Designated Programs
The information in this policy is intended for all OUHSC students/accepted applicants admitted to designated degree programs that include or may include a clinical component at a health care facility that requires drug screening as a condition of its affiliation with the University. Students should check with their college and/or degree program for specific requirements.

Policy
Drug screening(s) are required of all students in designated programs effective Fall Semester 2008 and accepted applicants to designated programs beginning Spring Semester 2009 as defined in Scope/Designated Programs above. As applicable, students/accepted applicants who do not pass the drug screening may be unable to complete degree requirements or may be denied admission to or suspended or dismissed from the degree program.

Rationale
1. Health care providers are entrusted with the health, safety, and welfare of patients; have access to confidential and sensitive information; and operate in settings that require the exercise of good judgment and ethical behavior. Thus, an assessment of a student's or accepted applicant's suitability to function in a clinical setting is imperative to promote the highest level of integrity in health care services.

2. Clinical facilities are increasingly required by the accreditation agency Joint Commission on Accreditation of Healthcare Organizations (JCAHO), to provide a drug screening for security purposes on individuals who supervise care, render treatment, and provide services within the facility.

3. Clinical rotations are an essential element in certain degree programs' curricula. Students who cannot participate in clinical rotations due to a positive drug screening are unable to fulfill the requirements of a degree program. Therefore, these issues must be resolved prior to a commitment of resources by the College or the student or accepted applicant.

4. Additional rationale include (a) meeting the contractual obligations contained in affiliation agreements between OUHSC and the various health care facilities; (b) performing due diligence and competency assessment of all individuals who may have contact with patients and/or research participants; (c) ensuring uniform compliance with JCAHO standards and agency regulations pertaining to human resource management; (d) meeting the public demands of greater diligence in light of the national reports on deaths resulting from medical malpractice and medical errors.
### Timing and Procedures of the Drug Screening

| Accepted Applicants: (as defined in Scope/Designated Programs) | Accepted applicants will provide accepted applicants to designated programs with the necessary procedures and consent forms for the required drug screening.  
Accepted applicants in designated programs must complete the following prior to the start of classes:  
- Complete and sign the Drug Screen Consent and Release Form and return form to drug screening vendor.  
- Successfully pass the drug screen with sufficient time for the vendor to provide clearance documentation to the respective college/program designee.  
**Note:** Should the vendor report that the screening specimen was diluted, thereby precluding an accurate drug screen test, the student/accepted applicant will be required to complete and successfully pass a new drug screen test.

If an accepted applicant fails to complete the above prior to the first day of classes, he/she will not be allowed to begin classes and will jeopardize their admission status in their program. |
| Current Students: (as defined in Scope/Designated Programs) | Current students in designated programs will be drug tested at the beginning of each academic year or more frequently if required by the clinical rotation site or by the OUHSC.  
Students who need to complete drug screening will be provided with the necessary procedures and consent forms for the required drug screening by the respective college designee.  
Students who fail to adhere to the drug testing deadline set by their college will be suspended from all classes until the vendor (see below) provides OUHSC with clearance documentation to the college designee. |

### Identification of Vendors

OUHSC will designate an approved vendor(s) to perform the drug screenings. Results from any company or government entity other than those designated by OUHSC will not be accepted.

### Allocation of the Cost

Students and accepted applicants must pay the cost of the drug screenings.
### Period of Validity

Drug screening will generally be honored by OUHSC for a period of one year but may be required on a more frequent basis depending on the requirements of a clinical rotation site. Students who have a break in enrollment may be required to retest before they can re-enroll in any courses. A break in enrollment is defined as non-attendance of one full semester (Fall or Spring) or more. A student on Leave of Absence is considered by OUHSC to be in continuous enrollment.

### Drug Screening Panels

The drug screening shall include testing for at least the following drug panels:

1. Amphetamines
2. Barbiturates
3. Benzodiazepines
4. Cocaine Metabolite
5. Opiates
6. Phencyclidine (PCP)
7. Marijuana (THC) Metabolite
8. Methadone
9. Methaqualone
10. Propoxyphene
11. Meperidine

### Reporting of Findings and Student/Accepted Applicant Access to Drug Screening Report

The vendor will provide the respective college or program designee with a list of those students who passed a drug screen test. The vendor will also provide the student/accepted applicant with the results of the drug screening report.

**Note:** Should the vendor report that the screening specimen was diluted, thereby precluding an accurate drug screen test, the student/accepted applicant will be required to complete and successfully pass a new drug screen test.

Students with a positive drug screen will have an opportunity to consult with a Medical Review Officer, provided by the vendor, to verify whether there is a valid medical explanation for the screening results. If, after review by the vendor’s Medical Review Officer, there is a valid medical explanation for the screening results, the vendor will notify the University of a clear test. If, after review by the Medical Review Officer, there is not a valid medical explanation for the positive screen then the test results will stand.

Any appeal right of a positive screen rests solely between the student/accepted applicant, the Medical Review Officer, and the vendor.
| Positive Drug Screen | An “offense” under this policy is any instance in which a drug screening report shows a positive test for one or more of the drugs listed above in the Drug Screening Panels section.  
- Accepted applicants with a positive drug screen will not be allowed to begin classes until the vendor provides clearance documentation to the college or program designee. Colleges may defer admission to a future semester or require the student to reapply for a future semester if not cleared by the drug screening vendor. Accepted applicants with a positive drug screen who eventually enroll at HSC will be considered to have committed their first offense. Students should be aware that failure to pass drug screening, as determined by each facility, will prevent the student from participating in that clinical experience and may delay the student’s completion of the degree program requirements or prevent the student from completing the degree program.  

| Accepted Applicants: |  
- Any student with a positive drug screen may be suspended for the remainder of the semester and be administratively withdrawn from all courses and/or may be suspended for the following semester at the program’s discretion. Random drug screenings may be required by OUHSC for the remainder of the student’s enrollment. Colleges may impose additional sanctions and students are encouraged to check with their colleges for specific details on these possible additional sanctions.  

| Current Students |  
- First Offense:  
  - Any student with a positive drug screen may be suspended for the remainder of the semester and be administratively withdrawn from all courses and/or may be suspended for the following semester at the program’s discretion. Random drug screenings may be required by OUHSC for the remainder of the student’s enrollment. Colleges may impose additional sanctions and students are encouraged to check with their colleges for specific details on these possible additional sanctions.  

| Second Offense: |  
- Any student who has a second positive drug screen will be dismissed from the program.  

| Falsification of Information | Falsification of information will result in immediate removal from the accepted applicant list or dismissal from the degree program.  

| Confidentiality of Records | Drug screening reports and all records pertaining to the results are considered confidential with restricted access. The results and records are subject to the Family Educational Rights and Privacy Act [FERPA] regulations. For additional information on FERPA, please see [http://www.ed.gov/policy/gen/guid/fpco/ferpa/index.html](http://www.ed.gov/policy/gen/guid/fpco/ferpa/index.html).  


| Recordkeeping       | Reports and related records (both electronic and paper media) are retained in a secure location and are maintained in the respective college or program office for the timeframe listed below unless otherwise required by law.  
|                   | - Current Students – 5 years  
|                   | - Accepted Applicants – 2 years (provided no legal complaint) |