



BIENNIAL REVIEW OF ALCOHOL and Other Drug (AOD) Programs

Academic Years 2020-2022

(As required by the 189 Amendments
to the Drug-Free Schools and Communities Act)

**Biennial Review
2020-2022**

**Drug-Free Schools & Communities Act
(DFSCA) and Drug and Alcohol Abuse Prevention
Regulations**

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INTRODUCTION/OVERVIEW

ABOUT THE BIENNIAL REPORT

OVERVIEW

The Drug-Free Schools and Communities Act (20 U.S.C. § 1145g) articulated through the Education Department General Administrative Regulations (Edgar Part 86) requires that institutions of higher education, like the University of Arkansas at Pine Bluff (UAPB), certify that they have adopted and implemented programs to prevent the abuse of alcohol and the use and distribution of illicit drugs by university students and employees.

At a minimum, each institution of higher education must annually distribute the following in writing:

- 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 re-entry programs that are available to employees or students.
- 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 with the following objectives:

1. Determine the effectiveness of programs and policies and make changes as needed; and
2. Ensure that disciplinary sanctions developed are enforced consistently.

In compliance with the Drug-Free Schools and Communities Act, a biennial review is conducted by the Alcohol and Other Drug (AOD) Committee. The committee assesses the university's policies, programs, and services to prevent the abuse of alcohol and the use, unlawful possession, and distribution of illicit drugs by students and employees. The following campus units have provided personnel to serve on the AOD Committee:

- Counseling Services
- Student Affairs / Residential Life
- Student Affairs / Student Conduct
- Public Safety
- Athletics Department
- Human Resources
- Chancellor's Office
- Office of General Counsel

Failure to comply with Drug-Free Schools and Communities Act (20 U.S.C. § 1145g)

If an institution of higher education fails to submit necessary certification when requested to do so or violates its certification, the Secretary of Education may terminate all forms of financial assistance.

INFORMATION REVIEWED

The following information was examined for the biennial review:

1. University policies related to drug and alcohol use on campus and the sanctions imposed for failure to comply
2. Local, state, and federal mandates
3. Alcohol and drug incidents reported to the University Police Department
4. Annual Notification Report
5. Survey data on future recommendations from various campus stakeholders
6. Behavioral Intervention Manual
7. Resources available to students and employees regarding drug and alcohol abuse

COMPLIANCE CHECKLISTS

Appendix 2

PART 86 Compliance Checklist

Part 86, Drug-Free Schools and Campuses Regulations Compliance Checklist

1. Does the institution maintain a copy of its drug prevention program? Yes No If yes, where is it located? Office of the Dean of Student Life Caldwell Hall Room 201

2. Does the institution provide *annually* to *each employee* and *each student*, who is taking one or more classes for any type of academic credit except for continuing education units, written materials that adequately describe and contain the following?

a. Standards of conduct that prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol on its property or as a part of its activities

Students: Yes No Staff and Faculty: Yes No

b. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol

Students: Yes No Staff and Faculty: Yes No

c. A description of applicable legal sanctions under local, state, or federal law

Students: Yes No Staff and Faculty: Yes No

d. A description of applicable counseling, treatment, or rehabilitation or re-entry programs

Students: Yes No Staff and Faculty: Yes No

e. A clear statement of the disciplinary sanctions the institution will impose on students and employees, and a description of those sanctions

Students: Yes No Staff and Faculty: Yes No

3. Are the above materials distributed to students in one of the following ways?

a. Mailed to each student (separately or included in another mailing)

Yes No

b. Through campus post offices boxes

Yes No

c. Class schedules which are mailed to each student

Yes No

d. During freshman orientation

Yes No

e. During new student orientation

Yes No

f. In another manner (*describe*) Emailed to all students at the beginning of each semester.

Included in the student handbook and housing guide.

4. Does the means of distribution provide reasonable assurance that each student receives the materials annually? Yes No

5. Does the institution's distribution plan make provisions for providing these materials to students who enroll at some date after the initial distribution? Yes No

6. Are the above materials distributed to staff and faculty in one of the following ways?

a. Mailed

Staff: Yes No Faculty: Yes No

b. Through campus post office boxes

Staff: Yes No Faculty: Yes No

c. During new employee orientation

Staff: Yes No Faculty: Yes No

d. In another manner (*describe*) Emailed to all employees at the beginning of each semester. Included in the

Faculty and Staff handbook.

7. Does the means of distribution provide reasonable assurance that each staff and faculty member receives the materials annually?

Staff: Yes No Faculty: Yes No

8. Does the institution's distribution plan make provisions for providing these materials to staff and faculty who are hired after the initial distribution?

Staff: Yes No Faculty: Yes No

9. In what ways does the institution conduct biennial reviews of its drug prevention program to determine effectiveness, implement necessary changes, and ensure that disciplinary sanctions are enforced?

a. Conduct student alcohol and drug use survey

Yes No

b. Conduct opinion survey of its students, staff, and faculty

Students: Yes No Staff and Faculty: Yes No

c. Evaluate comments obtained from a suggestion box

Students: Yes No Staff and Faculty: Yes No

d.

Conduct focus groups Staff and Faculty: Yes No
Students: Yes No

e.

Conduct intercept interviews
Students: Yes No Staff and Faculty: Yes No

f. Assess effectiveness of documented mandatory drug treatment referrals for students and employees Students: Yes No Staff and Faculty: Yes No

g. Assess effectiveness of documented cases of disciplinary sanctions imposed on students and employees

Students: Yes No Staff and Faculty: Yes No

h. Other (*please list*) _____

10. Who is responsible for conducting these biennial reviews? Please review page 4. _____

11. If requested, has the institution made available, to the Secretary and the public, a copy of each requested item in the drug prevention program and the results of the biennial review? Yes No

12. Where is the biennial review documentation located?

Name Ralph Owens _____

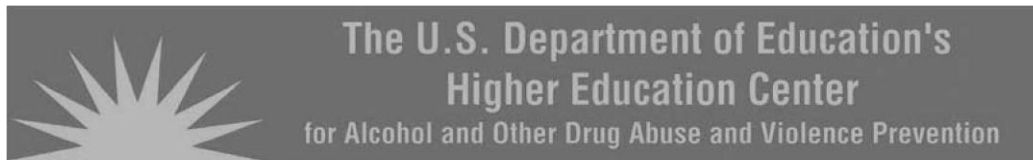
Title Dean of Students _____

Office of Dean of Student Life _____

Phone 870-575-8361 _____

13. Comments _____

Appendix 6



SUPPLEMENTAL CHECKLIST¹ Drug-Free Schools and Campuses Regulations (EDGAR Part 86)

The Drug-Free Schools and Campuses Regulations require an institution of higher education (IHE) to certify it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. **Failure to comply with the Drug-Free Schools and Campuses Regulations may forfeit an institution's eligibility for federal funding.**

EDGAR Part 86 establishes a set of minimum requirements for college substance use programs. Colleges and universities may have additional obligations under state law, including recent court decisions in lawsuits brought against IHEs by college and university students and employees. Consultation with an attorney knowledgeable in this area is highly recommended.

A. Description of the AOD Program Elements

1. Alcohol-Free Options

How does your campus provide an environment with alcohol-free options? Please check all that apply:

- Alcohol-free events and activities are created and promoted.
- Student service learning or volunteer opportunities are created, publicized, and promoted.
- Community service work is required as part of the academic curriculum.
- The campus offers a student center, recreation center, coffeehouse, or other alcohol-free settings.
- The student center, fitness center, or other alcohol-free settings have expanded hours.
- Nonalcoholic beverages are promoted at events.
- Does not promote alcohol-free options.
- Other:

Examples of campuses that offer alcohol-free options can be found at www.higheredcenter.org/ideasamplers: Pennsylvania State University, Ohio State University, and University of North Carolina.

¹ This checklist can be found online at www.higheredcenter.org/dfsca/supp-checklist.html.

2. Normative Environment

How does your campus create a social, academic, and residential environment that supports health-promoting norms? Please check all that apply:

College admissions procedures promote a healthy environment.

- The academic schedule offers core classes on Thursdays, Fridays, and Saturdays.
 - Exams/projects increasingly require class attendance and academic responsibility.
 - Substance-free residence options are available.
 - The campus encourages an increase in academic standards.
 - Faculty and staff are educated about behavioral indicators, student norms, and cultural attitudes related to high-risk or illegal alcohol use.
 - Faculty and staff are educated about behavioral indicators, student norms, and cultural attitudes related to illicit drug use.
 - Faculty are encouraged to engage in a higher level of contact with students.
 - Students are educated about misperceptions of drinking norms.
 - Student leadership (e.g., orientation leaders, resident assistants, fraternity and sorority members, athletes, student organizations) promotes positive, healthy norms.
 - Students have opportunities to advise and mentor peers.
 - Pro-health messages are publicized through campus and community media channels.
 - Does not promote a normative environment.
 - Other:
-
-
-

Examples of campuses that promote a normative environment can be found at www.higheredcenter.org/ idea samplers: Santa Clara University, Northern Illinois University, and University of Arizona.

3. Alcohol Availability

How does your AOD prevention program limit alcohol availability? Please check all that apply:

- Alcohol is banned or restricted on campus.
- Alcohol use is prohibited in public places.
- Delivery or use of kegs or other common containers is prohibited on campus.
- Alcohol servers are required to be registered and trained.
- Server training programs are mandatory.
- Guidelines for off-campus parties are disseminated.
- The number and concentration of alcohol outlets near campus are regulated.
- The costs of beer and liquor licenses are raised.
- The days or hours of alcohol sales are limited.
- The container size of alcoholic beverages is reduced.
- Alcohol is regulated by quantity per sale.
- Keg registration is required.
- State alcohol taxes are increased.

- Does not limit alcohol availability.
- Other:

Examples of campuses that limit alcohol availability can be found at www.higheredcenter.org/ideasamplers: Lehigh University, Michigan State University, and University of Colorado.

4. Marketing and Promotion of Alcohol

How does your AOD prevention program limit marketing and promotion of alcohol on and off campus? Please check all that apply:

- Alcohol advertising on campus is banned or limited.
- Alcohol industry sponsorship for on-campus events is banned or limited.
- Content of party or event announcements is limited.
- Alcohol advertising in the vicinity of campus is banned or limited.
- Alcohol promotions with special appeal to underage drinkers is banned or limited.
- Alcohol promotions that show drinking in high-risk contexts is banned or limited.
- Pro-health messages that counterbalance alcohol advertising are required.
- Cooperative agreements are endorsed to institute a minimum price for alcoholic drinks.
- Cooperative agreements are endorsed to limit special drink promotions.
- "Happy hours" is eliminated from bars in the area.
- The sale of shot glasses, beer mugs, and wine glasses at campus bookstores is banned.
- Does not restrict marketing and promotion of alcohol.
- Other:

Examples of campuses that limit marketing and promotion of alcohol can be found at [www.higheredcenter.org/idea samplers](http://www.higheredcenter.org/idea%20samplers): Baylor University; University of Minnesota; and University at Albany, State University of New York.

5. Policy Development and Enforcement

How does your AOD prevention program develop and enforce AOD policies on and off campus? Please check all that apply:

- On-campus functions must be registered.

- ID checks at on-campus functions are enforced.
- Undercover operations are used at campus pubs and on-campus functions.
- Patrols observe on-campus parties.
- Patrols observe off-campus parties.
- Disciplinary sanctions for violation of campus AOD policies are increased.
- Criminal prosecution of students for alcohol-related offenses is increased.
- Driver's licensing procedures and formats are changed.
- Driver's license penalties for minors violating alcohol laws are enforced.
- Sellers/servers are educated about potential legal liability.
- ID checks at off-campus bars and liquor stores are enforced.
- Penalties for sale of liquor to minors are enforced.
- Laws against buying alcohol for minors are enforced.
- Penalties for possessing fake IDs are enforced.
- Undercover operations are used at retail alcohol outlets.
- DUI laws are enforced.
- Roadblocks are implemented.
- Open house assemblies are restricted.
- Dram shop laws that apply legal action for serving intoxicated drinkers or minors are established.
- Does not develop or enforce AOD policies.
- Other:

Examples of campuses that increased enforcement of policies and laws can be found at www.higheredcenter.org/ idea samplers: Boston College, University of Oregon, and West Texas A&M University. **B. A Statement of AOD Program Goals and a Discussion of Goal Achievement**

Please state your AOD program goals:

Listed within the document.

(Sample: The following AOD prevention goals were written in 1995 by the Substance Abuse Education Initiatives: (1) Articulate and consistently enforce clear policies that promote an educational environment free from substance use/abuse. (2) Provide ongoing education for members of the campus community for the purpose of preventing alcohol abuse and other drug use. (3) Provide a reasonable level of care for substance abusers through counseling, treatment, and referral. (4) Implement campus activities that promote and reinforce health, responsible living, respect for community and campus standards, individual responsibility on the campus, and intellectual, social, emotional, spiritual or ethical, and physical well-being of the members. (5) Be vocal and visionary in combating the negative issues surrounding alcohol and other drug use and abuse on campus.

Please describe how the program’s goals were achieved:

Listed under the analysis of program effectiveness and need for changes.

Examples of specific program goals are demonstrated by the latest awardees of the Alcohol and Other Drug Prevention Models on College Campuses Grant Competition; please see www.higheredcenter.org/grants.

C. Summaries of AOD Program Strengths and Weaknesses

What are the strengths and/or weaknesses of your AOD prevention program?

Listed under AOD Program Strengths and Weaknesses in the document below.

D. AOD Policy*

1. Policy Contents

What information do you distribute to employees and students (taking one or more classes for academic credit, not including continuing education)? Please check all that apply:

- A description of the health risks associated with alcohol abuse and the use of illegal drugs.

Schedule

- A description of applicable legal sanctions under local, state, and federal laws.
- A description of any treatment, counseling, rehabilitation, or re-entry programs available at your institution.
- A statement of the institution's disciplinary measures regarding alcohol and illegal drug use by students and employees.

Other AOD policy-related information:

We do not have an AOD policy.

2. Policy Distribution

Where does your institution publicize its alcohol or other drug policy? Please check all that apply:

- Student handbook
- Staff and faculty handbook
- Admissions materials
- Course catalogs
- Class schedules
- Employee paychecks
- Student's academic orientation
- Residence hall orientation
- Staff and faculty orientation
- Formal speaking engagements
- Other: _____
- We do not publicize our alcohol/drug policy.

Please see the publication *Setting and Improving Policies for Reducing Alcohol and Other Drug Problems on Campus* at the Web site of the Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention at www.higheredcenter.org.

*** Please attach copies of the policies distributed to students and employees.**

E. Recommendations for Revising AOD Prevention Programs

Please offer any recommendations for revising AOD prevention programs and/or policies:

Please review areas of improvement

Schedule

UNIVERSITY POLICIES

Legal Sanctions Under Federal Laws:

Federal law provides criminal and civil penalties for unlawful possession or distribution of drugs and alcohol. Along with incarceration and/or fines, there are federal laws allowing the forfeiture of property used in possession or to facilitate possession of a controlled substance. This could include homes, vehicles, boats, aircraft, and other personal or real property. Fines could range up to millions of dollars. An individual becomes ineligible to receive federal benefits such as student loans and grants.

For more details on the Federal laws related to alcohol and other drug violations, go to <https://www.deadiversion.usdoj.gov/21cfr/21usc/index.html>

State of Arkansas Drug-Free Workplace Policy

(Governor's Executive Order 89-2; approved by Administrative Cabinet May 15, 1989)

Drug abuse and use at the workplace are subjects of immediate concern in our society. These problems are extremely complex and ones for which there are no easy solutions. From a safety perspective, the users of drugs may impair the well-being of all employees, the public at large, and may cause damage to state property. Therefore, it is the policy of the State of Arkansas that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in a state agency's workplace is prohibited.

Any employee violating this policy will be subject to discipline up to and including termination. The specifics of this policy are as follows:

1. State agencies (University of Arkansas at Pine Bluff) will not differentiate between drug users and drug pushers or sellers. Any employee who gives or in any way transfers a controlled substance to another person or sells or manufactures a controlled substance while on the job or on agency premises will be subject to discipline, up to and including termination.
2. The term "controlled substance" means any drug listed in 21 U.S.C. Section 812 and other federal regulations. Generally, these are drugs that have a high potential for abuse. Such drugs include, but are not limited to Heroin, Marijuana, Cocaine, PCP, and "Crack". They also include "legal drugs" which are not prescribed by a licensed physician.
3. Each employee is required by law to inform the agency within five (5) days after he or she is convicted for violation of any federal or state criminal drug statute where such violation occurred on the

agency's premises. A conviction means a finding of guilt (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury in any federal court, state court, or other courts of competent jurisdiction.

4. The University of Arkansas at Pine Bluff must notify any U.S. government agency with which any contract has been made within ten (10) days after receiving notice from the employee or otherwise receiving actual notice of such a conviction.
5. If an employee is convicted of violating any criminal drug statute while in the workplace, he or she will be subject to discipline up to and including termination. Alternatively, the agency may require the employee to successfully finish a drug abuse program sponsored by an approved private or governmental institution.
6. As a condition of further employment under any federal government contract, the law requires all employees to abide by this policy.

Arkansas Alcohol-Related Laws:

This information includes some of the alcohol-related laws in the state of Arkansas. This is not an all-inclusive list, and the laws listed below have been abbreviated. Note that the penalties listed are the minimum and maximum according to law, and subsequent offenses (especially with the DWI and DUI laws) can include substantially harsher penalties. If you need more information on any of these, or other, laws, please contact the Public Safety and Security Department.

Unknowingly Furnishing or Selling Alcohol to Minor

3-3-201(a): The sale, giving away, or other disposition of intoxicating liquor to a minor is declared to be a misdemeanor.

Penalties

1st offense: Fine - \$200 to \$500

2nd or subsequent offense: Jail Time - No less than 1 year; Fine - \$500 to \$1000

Knowingly Furnishing or Selling Alcohol to Minor

3-3-202(a)(1) It shall be unlawful for any person to knowingly furnish any alcoholic beverage to any person under 21 years of age.

Penalties

1st offense: Misdemeanor; Jail Time - No more than 10 days; Fine - No more than \$500
2nd or subsequent offense: Felony; Jail Time - 1 to 5 years; Fine - No more than \$500

Minor in Possession of Alcohol

3-3-203(a)(1) It shall be unlawful for any person under the age of 21 years to purchase or have in possession any intoxicating liquor, wine, or beer. (b) It shall also be unlawful for any adult to purchase on behalf of a person under the age of 21 years any intoxicating liquor, wine, or beer.

Penalties

1st offense: Misdemeanor; Fine - \$100 to \$500; Theme or essay on liquors, wine, or beer; Probation
2nd or subsequent offense: Same as 1st offense

Public Intoxication and Drinking in Public

5-71-212(a) A person commits the offense of public intoxication if he appears in a public place manifestly under the influence of alcohol or a controlled substance to the degree and under circumstances such that he is likely to endanger himself or other persons or property, or that he unreasonably annoys persons in his vicinity. (b) A person commits the offense of drinking in public if that person consumes any alcoholic beverages in any public place, on any highway or street, or upon any passenger coach...or in or upon any vehicle commonly used for the transportation of passengers, or...other public place other than a place of business licensed to sell alcoholic beverages for consumption on the premises.

Penalties

1st offense: Class C Misdemeanor: Jail Time - No more than 30 days; Fine - No more than \$100
2nd or subsequent offense: Same as 1st offense

Driving While Intoxicated

5-65-103(a) It is unlawful...for any person who is intoxicated to operate or be in actual physical control of a motor vehicle. (b) It is unlawful for any person to operate or be in actual physical control of a motor vehicle if there was 0.08% or more by weight of alcohol in the person's blood as determined by a chemical test.

Penalties for 1st Offense (Penalties increase for 2nd and subsequent offenses)

License seized upon arrest
License suspended - 120 days (alcohol), 6 months (drugs) Jail
Time - 24 hours to 1 year, or public service
Fine - \$150 to \$1000
Alcohol Treatment or Education Program
Use of ignition interlock device
(No plea bargaining nor probation)

Driving Under the Influence

5-65-303(a) It is unlawful for any underage person to operate a motor vehicle while under the influence of an alcoholic beverage or similar intoxicant. (b) It is unlawful for any

underage person to operate a motor vehicle if there was 0.02% but less than 0.08% by weight of alcohol in the person's blood as determined by a chemical test.

Penalties for 1st Offense (Penalties increase for 2nd and subsequent offenses)

License seized upon arrest

License suspended - 90 to 120

days Fine - \$100 to \$500 Public

Service

Alcohol and Driving Education Program

No plea bargaining nor probation

□ ***Violation of Implied Consent Law***

5-65-202(a) and 5-65-309(a) Any person who operates a motor vehicle shall be deemed to have given consent to a chemical test of his or her blood, breath, or urine for the purpose of determining the alcohol or controlled substance content of his or her blood.

Penalties for 1st Offense (These penalties are for DWI or DUI if also charged with VICL) License seized upon arrest

License suspended - 180 days for DWI, 90 to 180 days for DUI.

State of Arkansas sanctions for illegal drugs:

See the charts below for detailed information.

Schedule

1 Drugs:

Class of Drug	Narcotic	Hallucinogen	Depressants	Stimulants	Crime	Amount	Punishment					
SCHEDULE 1	Heroin	LSD Peyote Psilocybin Psilocyn Ecstasy	GHB	"Bath Salts"	Possession	Less than 2 grams	Class D Felony					
						2 to 28 grams	Class C Felony					
						28-200 grams	Class B Felony					
					Intent to Deliver	Less than 2 grams	Class C Felony					
						2 to 28 grams; 80 to 160 dosage units*	Class B Felony					
						28 to 200 grams; 160 to 200 units	Class A Felony					
					Delivery	Less than 2 grams	Class C Felony					
						2 to 28 grams; 80 to 160 dosage units	Class B Felony					
						28 to 200 grams; 160 to 200 units	Class A Felony					
					Manufacture	Less than 2 grams	Class C Felony					
						2 to 28 grams; 80 to 160 dosage units	Class B Felony					
						28 to 200 grams; 160 to 200 units	Class A Felony					



**Schedule
1 Drugs:**

Class of Drug	Narcotic	Hallucinogen	Depressants	Stimulants	Crime	Amount	Punishment
					Trafficking	200 grams or more	Class Y Felony
					Possession of a Counterfeit Substance	Any	Class D Felony
					Delivery or Manufacturing of a Counterfeit Substance	Any	Class C Felony

Schedule 2(a) Drugs:

Class of Drug	Class of Drug	Class of Drug	Class of Drug	Class of Drug	Class of Drug	Class of Drug	Class of Drug	Narcotic	Hall					
SCHEDULE 2(a)	Codeine Hydrocodone Oxycodone Hydro-morphone Meperidine		Amobarbital Secobarbital Pentobarbital	Amphetamine Methylphenidate	Possession	Less than 2 grams	Class D Felony							
						2 to 28 grams	Class C Felony							
						28 to 200 grams	Class B Felony							
					Intent to Deliver	Less than 2 grams	Class C Felony							
						2 to 28 grams; 80 to 160 dosage units	Class B Felony							
						28 to 200 grams; 160 to 200 units	Class A Felony							
					Delivery	Less than 2 grams	Class C Felony							
						2 to 28 grams; 80 to 160 dosage units	Class B Felony							
						28 to 200 grams; 160 to 200 units	Class A Felony							
											Less than 2 grams	Class C Felony		
											2 to 28 grams; 80 to 160 dosage units	Class B Felony		

	Morphine Opium		Phencyclidine		Manufacture	28 to 200 grams; 160 to 200 units	Class A Felony
					Trafficking	200 grams or more	Class Y Felony
					Possession of a Counterfeit Substance	Any	Class D Felony
					Delivery or Manufacturing of a Counterfeit Substance	Any	Class C Felony

2(b) Drugs:

Class of Drug	Narcotic	Hallucinogen	Depressants	Stimulants	Crime	Amount	Punishment				
SCHEDULE 3	Acetaminophen and Codeine, APC and Codeine, Aspirin and Codeine, Paregoric	Dronabil (Marinol)	Ketamine	Phendimetrazine	Possession	2 to 28 grams	Class D Felony				
						28 to 200 grams	Class C Felony				
						200 to 400 grams	Class B Felony				
					Intent to Deliver	Less than 28 grams; 40 to 80 units	Class C Felony				
						28 to 200 grams; 80 to 160 units	Class B Felony				
						200 to 400 grams; < 160 units	Class A Felony				
					Delivery	> 28 grams	Class C Felony				
						28 to 200 grams	Class B Felony				
						200 to 400 grams	Class A Felony				
Manufacture	> 28 grams	Class C Felony									
	28 to 200 grams	Class B Felony									

						200 to 400 grams	Class A Felony
					Trafficking	400 grams or more	Class Y Felony
					Possession of a Counterfeit Substance	Any	Class D Felony
					Delivery or Manufacturing of a Counterfeit Substance	Any	Class D Felony

Class of Drug	Narcotic	Hallucinogen	Depressants	Stimulants	Crime	Amount	Punishment				
SCHEDULE 4	Darvon Pondimin		Xanax Barbital Clonopin Diazepam Rohypnol Luminal Halicon Ambien Talwin Soma Stadol Nubain	Modafinil Subutramine	Possession	28 to 200 grams	Class D Felony				
						200 to 400 grams	Class C Felony				
						400 to 800 grams	Class B Felony				
					Intent to Deliver	> 200 grams; 40 to 80 units	Class D Felony				
						200 to 400 grams; 80 to 160 units	Class C Felony				
						400 to 800 grams; 160 to 800 units	Class B Felony				
					Delivery	> 200 grams	Class D Felony				
						200 to 400 grams	Class C Felony				
						400 to 800 grams	Class B Felony				
					Manufacture	> 200 grams	Class D Felony				
						200 to 400 grams	Class C Felony				
						400 to 800 grams	Class B Felony				
					Trafficking	800 grams or more	Class Y Felony				
Possession of a Counterfeit Substance	Any	Class D Felony									

Class of Drug	Narcotic	Hallucinogen	Depressants	Stimulants	Crime	Amount	Punishment					
SCHEDULE 5					Possession	28 to 200 grams	Class D Felony					
						200 to 400 grams	Class C Felony					
						400 to 800 grams	Class B Felony					
					Intent to Deliver	> 200 grams; 40 to 80 units	Class D Felony					
						200 to 400 grams; 80 to 160 units	Class C Felony					
						400 to 800 grams; 160 to 800 units	Class B Felony					
					Delivery	> 200 grams	Class D Felony					
						200 to 400 grams	Class C Felony					
						400 to 800 grams	Class B Felony					
					Manufacture	> 200 grams	Class D Felony					
						200 to 400 grams	Class C Felony					
						400 to 800 grams	Class B Felony					
					Trafficking	800 grams or more	Class Y Felony					
Possession of a Counterfeit Substance	Any	Class D Felony										

Class of Drug	Narcotic	Hallucinogen	Depressants	Stimulants	Crime	Amount	Punishment
SCHEDULE 6	Marijuana Tetrahydrocannabinols K2 Salvia				Possession (and 2 prior convictions)	1oz to 4 oz	Class D Felony
					Possession	less than 4 oz	Class A misd.
						4oz to 10lbs	Class D Felony
						10 to 25lbs	Class C Felony
						25lbs to 100lbs	Class B Felony
						100lbs to 500lbs	Class A Felony
					Intent to Deliver	14 grams to 4oz	Class D Felony
						4oz to 25lbs	Class C Felony
						25 to 100lbs	Class B Felony
						100 to 500lbs	Class A Felony
					Delivery	14 grams to 4 oz	Class D Felony
						4oz to 25lbs	Class C Felony
						25 to 100lbs	Class B Felony
						100 to 500lbs	Class A Felony
					Manufacture	14 grams to 4 oz	Class D Felony
						4oz to 25lbs	Class C Felony
25 to 100lbs	Class B Felony						
100lbs or more	Class A Felony						
Trafficking	500lbs or more	Class Y Felony					
Possession of a Counterfeit Substance	Any	Class D Felony					

KEY

DRUG PARAPHERNALIA		
Drug	Use	Punishment
Schedule 2(b)	Inject, ingest, inhale, or otherwise introduce into the body	Class D Felony
Schedule 2(b)	plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, and/or conceal	Class B Felony
Schedule 1, 2(a), 3, 4, 5, 6	plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, and/or conceal	Class D Felony
Schedule 1, 2(a), 2(b) 3, 4, 5, 6	Intent to Deliver or Delivery to a Minor	Class B Felony

- Class D Felony:** 0-6 years in prison and up to a \$10,000 fine;
- Class C Felony:** 3-10 years in prison and up to \$10,00 fine;
- Class B Felony:** 5-20 years in prison and up to a \$15,000 fine;
- Class A Felony:** 6-30 years in prison and up to a \$15,000 fine;
- Class Y Felony:** 10-40 years or life

University of Arkansas System Board of Trustees Policies

Alcohol Use (Board Policy 705.2; Governor's Policy Directive -5)

Possession and use of any intoxicant on University property is grounds for immediate termination of any employee. Reporting to work under the influence of alcohol is also grounds for termination. Violations of state law while on University property may result in referral to law enforcement authorities and may result in criminal charges being brought against an employee.

Guidance regarding Medical Marijuana and Information for campuses

New guidance regarding the Arkansas Medical Marijuana Amendment is located on the University of Arkansas at Pine Bluff (UAPB) [Public Safety and Security website](#). This information is being provided as a guideline for responding to questions from employees and students about the use and possession of medical marijuana within the University of Arkansas System (University).

Medical Marijuana Information for University of Arkansas Campuses

The Arkansas Medical Marijuana Amendment of 2016 (“MMA”) legalized the medical use of marijuana under state law for individuals who have a written certification of a qualifying medical condition from a physician and have registered with the Arkansas Department of Health (“qualifying patients”). Marijuana remains illegal under federal law. In addition, there are limits on the use and possession of medical marijuana by qualifying patients under state law. This information is being provided as a guideline for responding to questions from employees and students about the use and possession of medical marijuana within the University of Arkansas System (University). Any questions that are not addressed in this guideline may be referred to the Office of General Counsel.

- I. The University is subject to and will continue to comply with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. The University will also comply with applicable state laws and regulations.
- II. Medical marijuana in any form shall not be possessed or used on any University campus or owned or leased space, including campus housing, or at any university-sponsored events or activities.
- III. The University shall continue to provide employees with drug-free workplaces and students with drug-free schools.
 - A. All employees are prohibited from possessing, smoking, ingesting, or otherwise engaging in the use of, or being under the influence of, marijuana or other controlled substances on the premises, during working hours, or while operating a vehicle or equipment owned or leased by the University. Employees who violate the drug-free workplace policy remain subject to disciplinary action, up to and including termination of employment. **The term "controlled substance" means any drug**

listed in 21 U.S.C. § 812 as further defined in 21 CFR §§ 1308.11 - 1308.15. Generally, these are drugs which have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, and PCP. They also include legal drugs, such as opioids, which are not prescribed for the individual using them by a licensed physician.

- B. Any employee may be required to submit to drug testing if there is a reasonable suspicion the employee is impaired from marijuana or other substances while on duty. Current testing does not allow a medical review officer to state with any degree of medical certainty whether an individual is impaired by marijuana. Signs of impairment include, but are not limited to:
1. Observed impairment of job performance;
 2. Abnormal conduct or behavior;
 3. A serious workplace accident or number of minor workplace accidents;
 4. Carelessness or disregard for safety;
 5. Physical signs that are inconsistent with the employee's usual appearance or behavior such as:
 - a. Slurred speech;
 - b. Difficulty walking or standing;
 - c. Unusual appearance or odors;
 - d. Lethargy, drowsiness, confusion, or unusual behavior;
 - e. Impaired coordination, dexterity, or balance.
- C. Employees in safety-sensitive positions remain subject to pre-employment, random and for-cause drug testing. Employees in safety-sensitive positions who test positive for marijuana or other controlled substances are subject to disciplinary action, up to and including termination of employment. Safety-sensitive positions include any position designated in writing by an employer as a position in which an employee under the influence of marijuana constitutes a threat to the employee, co-workers or members of the public. Examples of safety-sensitive positions include, but are not limited to positions where employees:
1. Carry firearms;
 2. Perform life-threatening procedures;
 3. Work with hazardous or flammable materials, controlled substances, or medicine; or
 4. Operate, repair, maintain or monitor heavy equipment, machinery, aircraft, motorized watercraft, or motor vehicles.
- D. In the event an employee in a safety-sensitive position tests positive for marijuana and is a qualifying patient, the Office of General Counsel should be consulted before action is taken.

- E. For employees in non-safety-sensitive positions, a positive drug test cannot be the sole basis for determining that the employee was impaired while on duty. Other objective signs, such as those noted in Paragraph B above, must also be present.
 - F. Any employee with a professional license who is disciplined for being impaired while on duty will be reported to the appropriate licensing board as required by law.
- IV. The University shall not discriminate against an applicant or employee in hiring, termination, or any condition of employment based on past or present status as a qualifying patient.
 - A. Applicants should not be asked about their status as a qualifying patient during the hiring process.
 - B. In the event an employee discloses his or her status as a qualifying patient, the supervisor should consider whether there is a need for a reasonable accommodation or a need to initiate the interactive process. This decision should be based on the employee's underlying medical condition rather than his/her status as a qualifying patient.
- V. Employees who are injured on-the-job will remain subject to post-accident drug testing policies. In the event an employee who is also a qualifying patient has an on-the-job injury and tests positive for marijuana, the employee's eligibility for benefits will be determined by the Workers' Compensation Commission in accordance with its rules and regulations.
- VI. No student shall be penalized for his/her status as a qualifying patient. Such students may not use or possess medical marijuana on campus or at any school-sponsored event or activity. Students who are enrolled in courses where safety-sensitive tasks are performed are subject to for-cause and random drug-testing and are prohibited from participating in any safety-sensitive task while under the influence of marijuana. Enrolled students who are under the influence of medical marijuana on campus or at any educational site or while participating in any University event or activity will be subject to discipline according to the applicable student conduct policy.

Students who participate in NCAA-sanctioned events will remain subject to NCAA rules and regulations, including exclusion from participation for failing a required drug test.
- VII. The Medical Marijuana Commission began accepting applications for licenses to operate dispensaries and cultivation facilities on July 1, 2017. The Arkansas Department of Health (ADH) published a written certification form on July 1, 2017, that individuals are required to submit with an application to obtain a registry card. The ADH estimates that medical marijuana will be available to qualifying patients in early 2018.



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Mail Slot 4942
Pine Bluff, AR 71601

Office #: 870.575.8400
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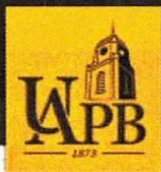
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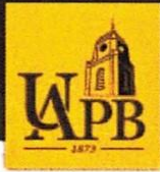
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University of Arkansas at Pine Bluff

Faculty/Staff Handbook

Policy: **DRUG-FREE WORKPLACE**

Policy #: **6.2**

Drug abuse and use at the workplace are subjects of immediate concern in our society. These problems are extremely complex and ones for which there are no easy solutions. From a safety perspective, the users of drugs may impair the well-being of all employees, the public at large, and result in damage to state property. Therefore, it is the policy of the State of Arkansas that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in a state agency's or institution's workplace is prohibited. Any employees violating this policy will be subject to discipline up to and including termination. The specifics of this policy are as follows:

State agencies will not differentiate between drug users and drug pushers or sellers. Any employee who gives or in any way transfers a controlled substance while on the job or on agency premises will be subject to discipline up to and including termination.

The term "controlled substance" means any drug listed in 21 U.S.C. Section 812 and other federal regulations. Generally, these are drugs which have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, and "crack." They also include legal drugs which are not prescribed for the individual using them by a licensed physician.

Each employee is required by law to inform the University within five days after he or she is convicted for violation of any federal or state criminal drug statute where such violation occurred on the University's premises. A conviction means a finding of guilt (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury in any federal court, state court, or other court of competent jurisdiction.

The University of Arkansas at Pine Bluff must notify the U.S. government agency with which the contract was made within ten days after receiving notice from the employee or otherwise receiving actual notice of such a conviction.

If an employee is convicted of violating any criminal drug statute while in the workplace, he or she will be subject to discipline up to and including termination. Alternatively, the University may require the employee to successfully finish a drug abuse program sponsored by an approved private or governmental institution.

As a condition of further employment on any federal government contract, the law requires all employees to abide by this policy.

Note: At the University of Arkansas at Pine Bluff Drug-Free Workplace Policy will be carried out by requiring the convicted employee to inform his or her department head, director, or other appropriate supervisors of the conviction immediately and by having that supervisor report the conviction immediately to the Vice-Chancellor to whom she or he reports. The Vice-Chancellor so notified will convey the information, on behalf of the University, within the required ten-day period, to the U.S. agency with whom the federal contract in question is held.

Policy: **ALCOHOL**

Policy #: **6.3**

Compliance with Law & University Policies

The possession or consumption of alcoholic beverages on University property or during working hours, reporting to work under the influence of alcohol, and intoxication while on duty are prohibited and will result in disciplinary action up to and including termination. Information about laws relating to alcohol possession and use is available from Human Resources. Information about the health consequences of alcohol use and about locally-available sources of alcohol-abuse counseling is available from the Health Services. Dispensing, possessing, and/or consuming alcoholic beverages on State property is strictly prohibited, except as allowed at the **Chancellor's residence, athletic events or university "special events" as approved by the Chancellor in accordance with state and federal laws.**

Alcohol & Illicit Drug Health Risks:

The use of every drug, including alcohol, carries with it potential health risks:

Alcohol: Alcohol consumption causes a number of impairments, including changes in behavior and normal body function. Even low doses significantly impair judgment, coordination, and mental function, thus increasing the risks of accidents and injuries. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses taken acutely can cause respiratory depression and even death. Statistics show that alcohol use is involved in a majority of violent behaviors on college campuses, including acquaintance rape, vandalism, and fights. Additional consequences include DUI arrests and serious or fatal car crashes. Continued abuse may lead to dependency, which can cause permanent damage to vital organs and deterioration of a healthy lifestyle.

Amphetamines: Amphetamines can cause a rapid or irregular heartbeat, tremors, convulsions, loss of coordination, collapse, and death. Heavy users are prone to irrational acts.

Cannabis (Marijuana, Hashish): The use of marijuana may impair or reduce short-term memory and comprehension, alter sense of time, and reduce coordination and energy level. Users often have a lowered immune system and an increased risk of lung cancer. The active ingredient in marijuana, THC, is stored in the fatty tissues of the brain and reproductive system for a minimum of 28 to 30 days.

Club Drugs: Club drugs are drugs such as MDMA (Ecstasy), Rohypnol, GHB, LSD, and methamphetamine and others, which are used at all-night parties such as trances or raves, dance clubs and bars. These party drugs, particularly when mixed with alcohol, can cause serious health problems, injuries, or even death.

Cocaine/Crack: Cocaine users often have a stuffy, runny nose and may have a perforated nasal septum. The immediate effects of cocaine use include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature, followed by depression. Crack, or freebase rock cocaine, is extremely addictive and can cause delirium, hallucinations, blurred vision, severe chest pain, muscle spasms, convulsions, and even death.

Hallucinogens: Lysergic acid (LSD), mescaline, and psilocybin cause illusions and hallucinations. The user may experience panic, confusion, suspicion, anxiety, and loss of control. Delayed effects, or flashbacks, can occur even when use has ceased. Phencyclidine (PCP) affects the section of the brain that controls the intellect and keeps instincts in check. Because the drug blocks pain receptors, PCP episodes may result in self-inflicted injuries, violence, and aggressive behavior toward others.

Heroin: Heroin is an opiate drug that causes the body to have diminished pain reactions. Overdoses of this highly addictive drug can result in coma or death due to respiratory failure or cardiovascular collapse.

To find out more about these commonly abused agents and other substances of abuse not listed above go to: <https://www.deadiversion.usdoj.gov/21cfr/21usc/812.htm>



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Student Handbook

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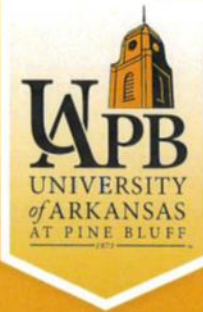
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the ROAR



Student
Handbook
2021-2022

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Guide to
University *living*



Residential
Life Handbook
2021-2022

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UNIVERSITY OF ARKANSAS AT PINE BLUFF
BEHAVIOR INTERVENTION
PLAN MANUAL



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1.5 DRUG-FREE WORKPLACE POLICY STATEMENT

It is the policy of the University of Arkansas at Pine Bluff that the unlawful manufacture, distribution, possession, or use of drugs or any controlled substance while performing work for or matriculating at or on the properties of the University of Arkansas at Pine Bluff is prohibited. Any student, employee (including administrators, faculty, and staff), or campus visitors determined to have violated this policy, will be subject to appropriate disciplinary action up to and including expulsion, termination, and/or referral for criminal prosecution. In addition, the use of alcohol while on the properties of the University of Arkansas at Pine Bluff is prohibited unless authorized by applicable policies of the University.

1.6 SMOKING POLICY

The University is designated a smoke-free campus. The smoking policy at UAPB is as follows: Smoking is NOT ALLOWED on University property at any time.

4.16 INFRACTIONS, VIOLATIONS, AND SANCTIONS

Any student or student organization found to have committed or to have attempted to commit the following misconduct is subject to the disciplinary sanctions set out in 4.17. Any student that is an accomplice of another person in the commission of an offense, if with the purpose of promoting or facilitating the commission of an offense, is also in violation of the offense.

4.16.1 Alcoholic Beverages

1. Possession and/or consumption of alcoholic beverages on University property, at a campus event, at areas off-campus at which University-sponsored events take place is prohibited. University property shall include classrooms, residence hall rooms, offices, administrative buildings, all open space on the campus, all dining rooms and snack bars, all hallways, stairwells, lounges, bathrooms, and in other student residences owned, controlled, or administered by the University, and all sports areas on and off-campus in which events take place (**unless addressed in the university special events policy in accordance with state and federal laws**). Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension, or dismissal from the University. Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residence halls, they may lose their residence hall living privileges.

2. Possession of alcoholic beverages, in an opened or unopened container, anywhere on University property, including cars and other vehicles is prohibited. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension or dismissal from the University. Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residence halls, they may lose their residence hall living privileges.

3. Irresponsible behavior while under the influence of alcoholic beverages on University property is prohibited. Students who violate the policy will be subject to sanctions, which may

include but are not limited to fines, probation, suspension or dismissal from the University. Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residence halls, they may lose their residential hall living privileges.

4. Providing/distributing alcohol to minors is prohibited. This includes any individual or organization that provides or distributes alcohol to an individual under the age of 21 years. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension, or dismissal from the University. Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residence halls, they may lose their residence hall living privileges.

4.16.2 Drugs/Tobacco Products

Note: Individuals who are involved in any drug-related violations are subject to criminal action, and it is the duty of the University to report these individuals to legal authorities.

1. Possession and use of illegal narcotics or drugs in any form is prohibited. This includes the illegal possession or use of narcotics or drugs, including prescription drugs, without a valid medical prescription, on the person or in the possession of a student on any University property and/or at events sponsored by the University, and in areas outside the campus; also involves such related incidents that are subject to prosecution under local, state, and federal laws. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension, or dismissal from the University. Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residential halls, they may lose their residence hall living privileges.

2. Distribution, and/or sale of narcotics or drugs is prohibited. This includes the illegal distribution, and/or sale of narcotics, including prescription drugs without a valid medical prescription, on the person or in the possession of a student on any University property and/or at events sponsored by the University; also involves such related incidents that are subject to prosecution under local, state, and federal laws. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension, or dismissal from the University. Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residence halls, they may lose their residential hall living privileges.

3. The illegal possession of drug paraphernalia is prohibited.

The illegal possession and/or use of drug paraphernalia includes but is not limited to roach clips, bongs, scales, balances, sandwich baggies and their corners, sifters, syringes, spoons, chamber pipes, homemade pipes, film canisters, diluents, carburetor pipes, pipes using screens, water pipes, and any other equipment, products, and materials that can be directly linked to the usage of controlled substances. Drug paraphernalia is defined as all equipment, products, and materials of any kind used to facilitate planting, propagating, cultivating, growing, manufacturing, converting,

processing, preparing, packaging, storing, or concealing, or used to facilitate injecting, ingesting, inhaling, or otherwise introducing a controlled substance into the body. Scope includes being on the person or in the possession of a student on the University property and/or at events and activities sponsored by the University, and involves related incidents which are subject to prosecution under local, state, and federal laws. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension or dismissal from the University. Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residence halls, they may lose their residential hall living privileges.

4. Improper behavior or conduct on campus, which is a result of the use of drugs, is prohibited.

This includes individuals who, having consumed or used drugs, experience a loss of normal use of his or her mental and/or physical abilities to engage in improper behavior or conduct. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension, or dismissal from the University.

Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residence halls, they may lose their residential hall living privileges.

5. Accessory to illegal drug use, possession, or sale is prohibited. This means aiding and abetting the possession, sale, or use of controlled or illegal substances. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension or dismissal from the University.

Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residence halls, they may lose their residence hall living privileges.

6. Smoking and use of Tobacco Products on the property or grounds of UAPB in accordance with Arkansas State Law (A.C.A.6-60-701 to 6-60-705) is prohibited. Tobacco product includes: cigarettes, e-cigarettes, cigars, cigarillos, pipes, and hookah-smoked products, etc.; and any other smokeless, spit or spit-less, dissolvable, or inhaled tobacco products, including but not limited to dip, chew, snuff or snus. UAPB property or grounds include but is not limited to: buildings, facilities, sidewalks, streets, parking lots, athletic stadiums, residence halls, recreation areas, etc. For the purposes of this provision, smoking is defined as inhaling, exhaling, burning, or carrying any lighted tobacco product on university property. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension, or dismissal from the University. If students live in the residential halls, they may lose their residential hall living privileges.

7. Smoking is not permitted in personal vehicles parked on University property. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension, or dismissal from the University. If students live in the residence halls, they may lose their residential hall living privileges.

Alcohol and other drug programs:

UAPB emphasizes pre-decision-making and education to assist students with their decision making related to alcohol and drug (AOD) use. Some examples include;

- Alcohol abuse programs;
- Sexual assault programs;
- Educational Seminar on Substance Abuse or Awareness;
- Domestic Violence Awareness Program;
- Annual Wellness Fair, Suicide Prevention Program;

For students with substance abuse problems or concerns, assistance is available through the UABP Counseling Center. An experienced counselor offers support to students in an atmosphere of understanding and confidentiality. Counseling provides individual assessments and referrals to both on-campus and off-campus resources. Following an evaluation, the counselor will determine whether a program of education, intervention, or treatment referral seems most appropriate.

Students wishing to seek help with an alcohol or illicit drug problem can contact UAPB Student Counseling, Assessment, and Development at (870) 575-8969 or for counseling and/or treatment services at Southeast Behavioral Center at (870) 534-1834.

In addition, faculty and staff may have benefits available for mental health and substance abuse care through the UAPB Benefit Plan. Complete benefit descriptions and exclusions are contained in each of the Summary Plan Descriptions.

<https://www.uapb.edu/sites/www/Uploads/HR/Benefits/04202018%20Medical%20SPD%20for%202018.pdf>

Alcohol and Illicit Drug Policies & Sanctions for Students:

UAPB strictly prohibits the dispensing, selling, supplying, possession, use, manufacture, or distribution of alcohol or illicit drugs on University owned/University controlled property or at any University sponsored event, including off campus University sponsored events that have been approved by the Office of Student Affairs or another University Office. Students found to be in violation of the alcohol and illicit drug policies are subject to arrest, criminal prosecution, imprisonment, and/or fine according to state and federal law. In addition, students found in violation of this policy will face university sanctions ranging from probation to expulsion.

The University may notify, in writing, a parent or legal guardian of a student who is under twenty-one (21) years of age if he/she violates any rule or policy of the university governing the use or possession of alcohol, controlled substances, or illicit drugs while on University controlled property or at a university-sponsored or sanctioned event. Notification to the parent/legal guardian will be in addition to disciplinary action.

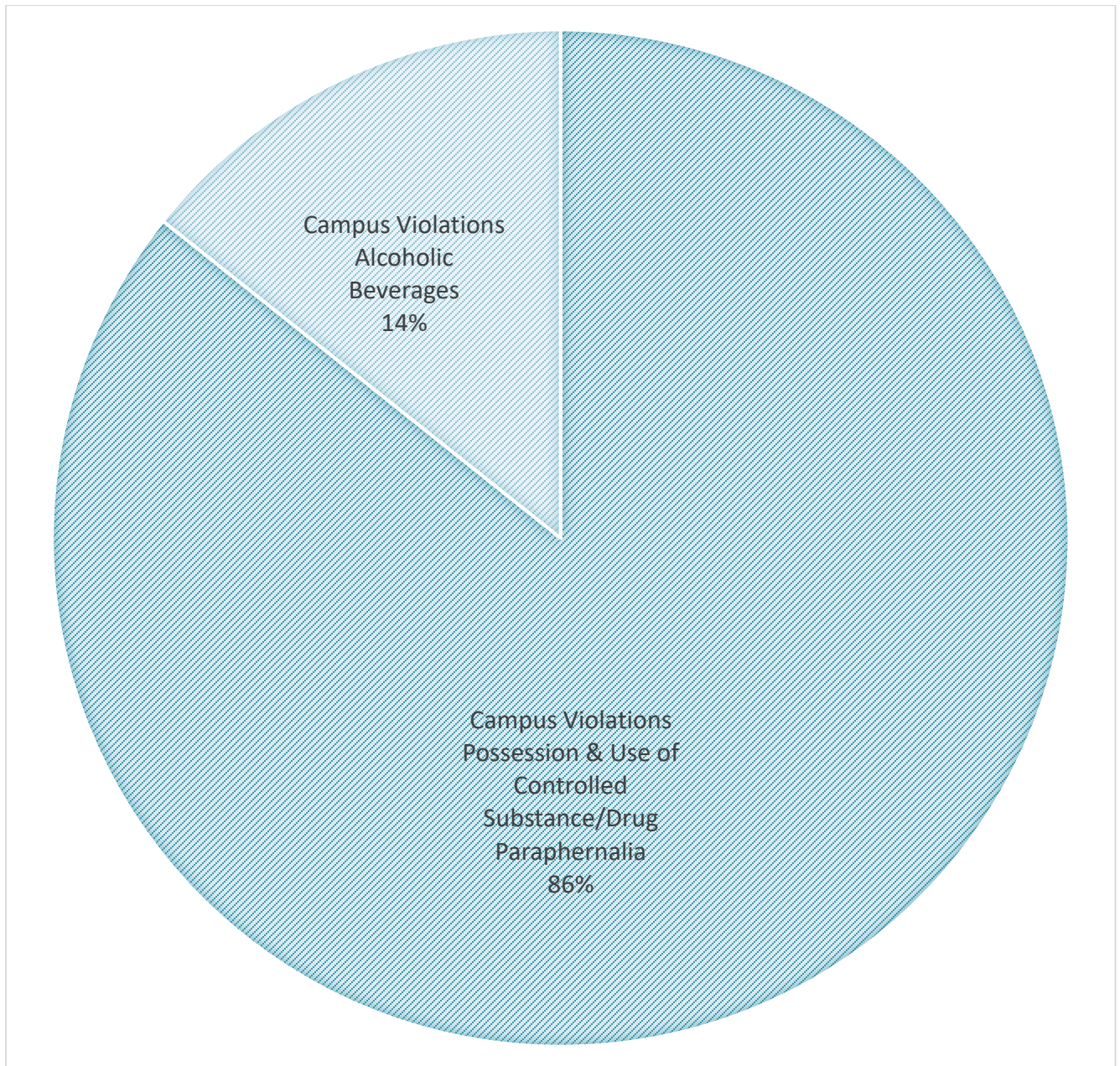
AOD PROGRAM REVIEW SUMMARY AND RECOMMENDATIONS



Alcohol and Drugs Violations

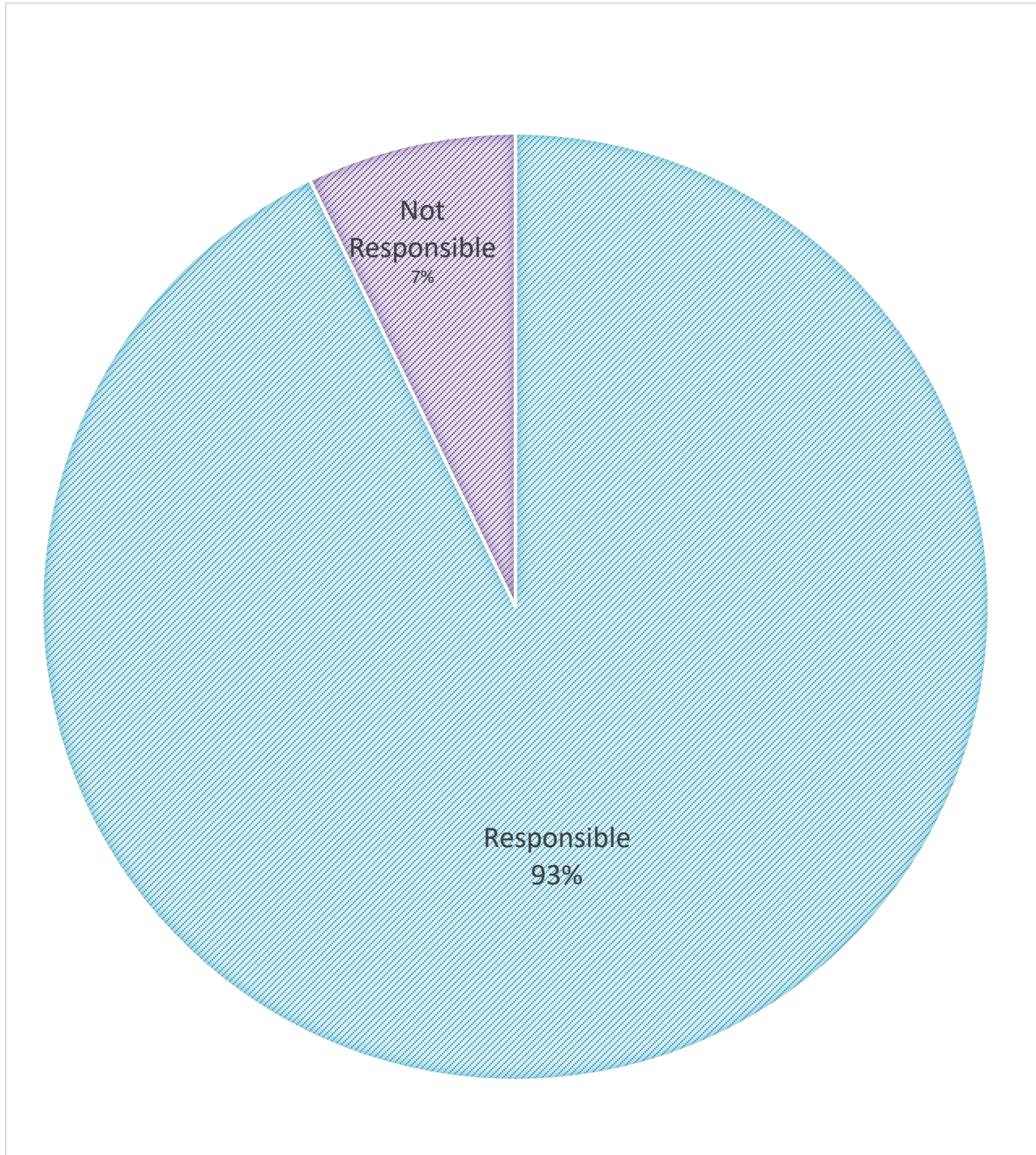
Alcohol and Drugs Violations 2020-2021

During the 2020-2021 academic year, there were 13 reported violations of the student code of conduct. Of the 7 reported violations, 86% (6) were Possession & Use of Controlled Substance/Drug Paraphernalia; 14% (1), and Alcoholic Beverages. Please note that each case may have multiple violations.



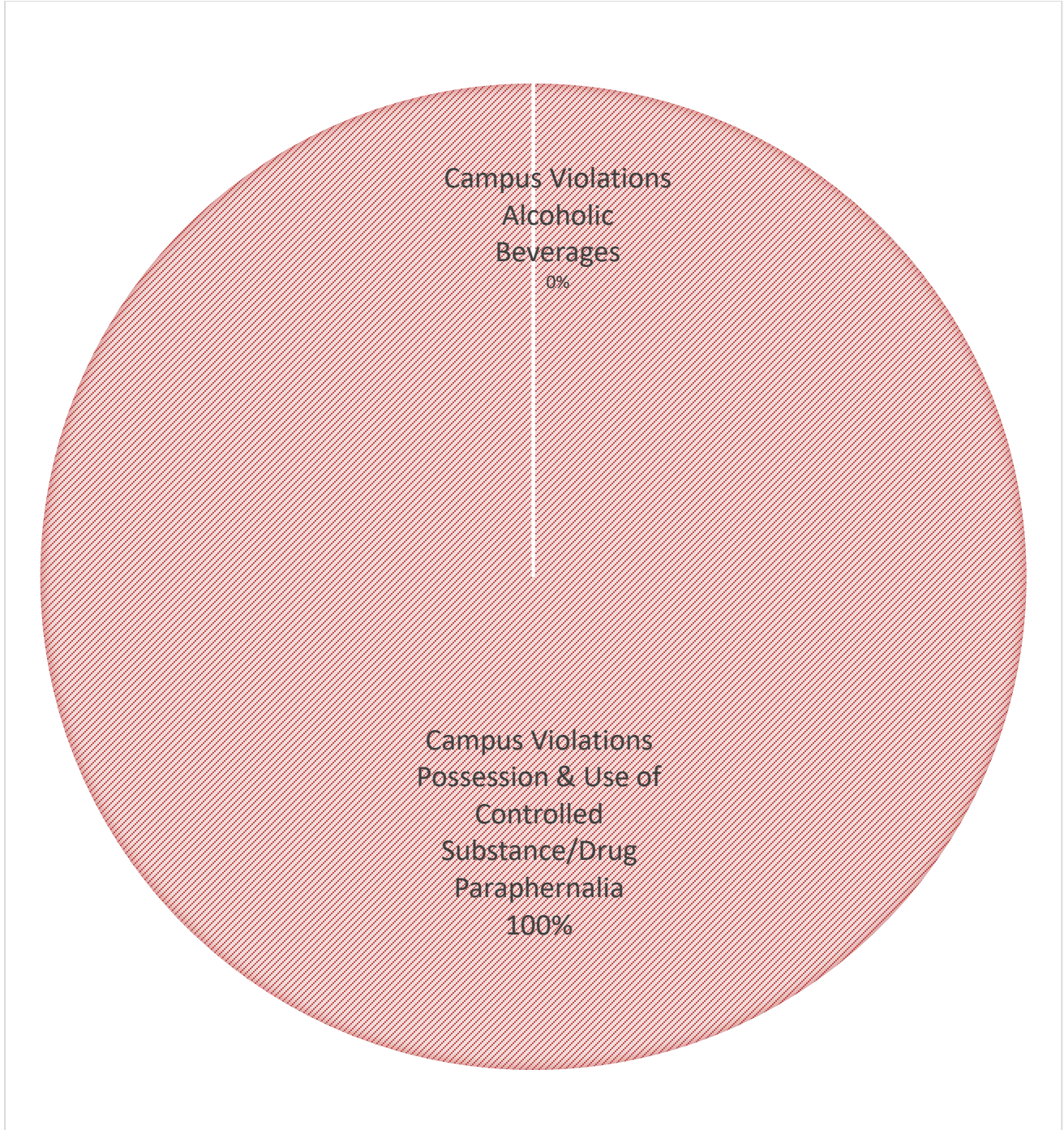
Alcohol and Drugs Violations 2020 to 2021

During the 2020-2021 academic year, there were 13 violations that were resolved. Of the 13 violations, 93% (12) were found responsible and 7% (1) were not responsible.



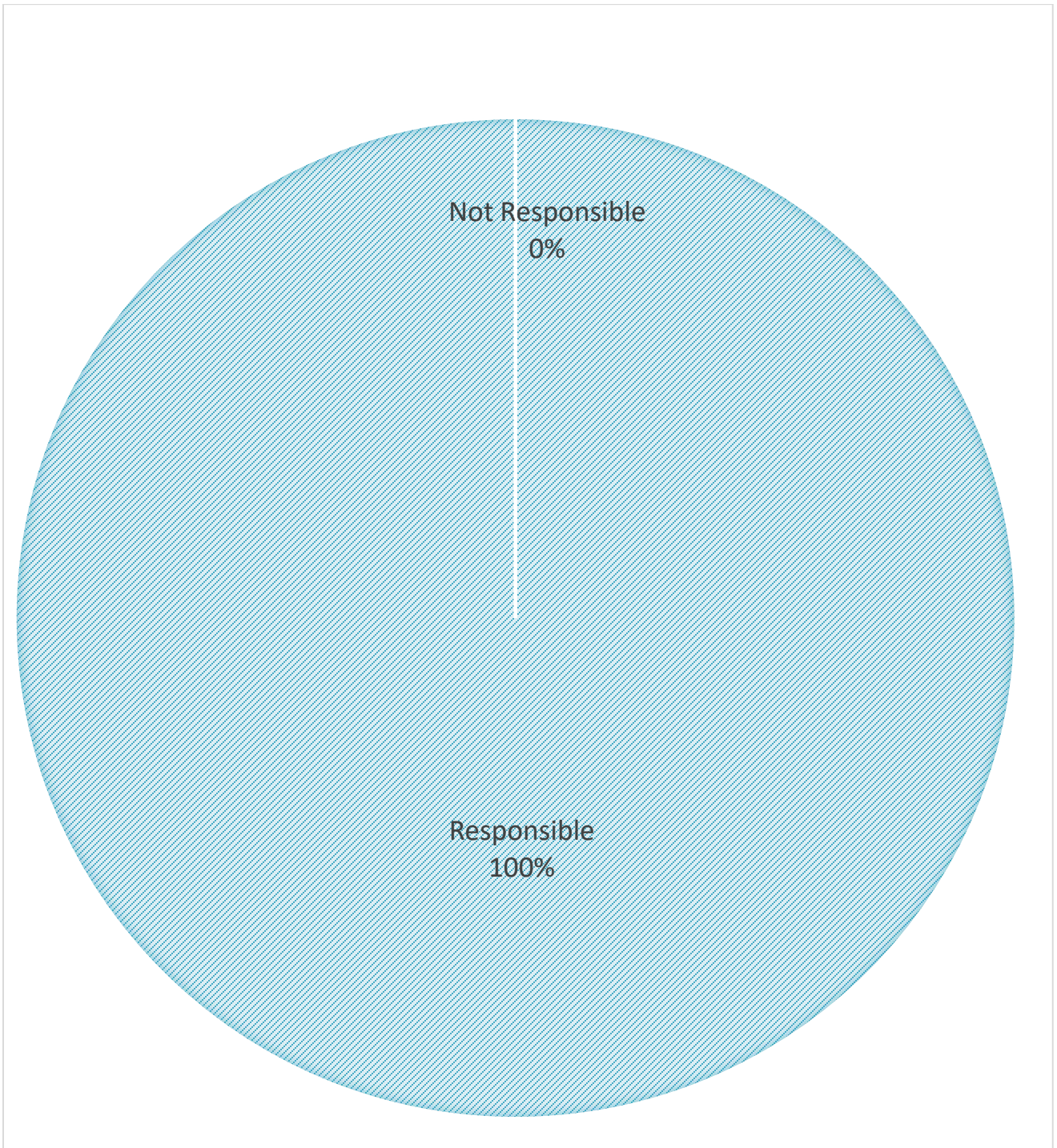
Alcohol and Drugs Violations for 2021-2022

During the 2021-2022 academic year, there were 22 reported violations of the student code of conduct. Of the 22 reported violations, 100% (22) were Possession & Use of Controlled Substance/Drug Paraphernalia; 0% (0) were Alcoholic Beverages. Please note that each case may have multiple violations.



Alcohol and Drugs Violations for 2021-2022

During the **2021-2022** academic year, there were 22 violations were resolved. Of the 22 violations (22) were found responsible and 0% (0) were not responsible.



Analysis of Program Prevention Effectiveness and Need for Changes

AOD Program Goals

The goals of the prevention and intervention programs are to improve student and employee health. The programs have been successful based on the number of alcohol and drug incidents on our campus over the last two years. There is always room for improvement, and the University of Arkansas at Pine Bluff will continue to improve our AOD programs.

AOD Services

The process of providing information concerning the negative aspects of drug and alcohol use and abuse to students and employees is conducted through the classroom, self-help groups, literature, and campus-wide activities. Educational activities in the classroom are provided on undergraduate and graduate levels. Health Services, Office of Dean of Student Life, Department of Addiction Studies, and Department of Social Work provides free literature, handouts, one-on-one information sessions, and employee and student referrals. The university has relationships with outside resources that assist our students.

UAPB strives to deliver programming for employees and students that provide safe alcohol and drug-free alternatives for socializing and campus engagement. The following programs and services were delivered during the past two years:

- Addiction Studies distributed educational materials to students and campus departments.
- Department of Counseling & Welleness served as a resource for students experiencing distress and personal mental health crisis counseling. Substance abuse counseling is provided by a licensed clinical social worker certified in drug and alcohol abuse treatment.
- Department of Counseling & Welleness provided a Self-Love Enrichment Event and hosted a joint seminar with Pine Bluff Advancing Health Literacy Program (AHLP) addressing some issues within the student population related to substance abuse and use.
- The University partnered with META HBCU Solution for Teletherapy Counseling, and it allows university students to have access to counseling when needed.
- Health Services offered a variety of events to promote healthy lifestyles
- Health Services provide literature on drug and alcohol awareness and resources.
- Residential Services provided in the residence halls drug and alcohol abuse prevention presentations.
- Residence Life hosts alcohol-free activities throughout the academic school year.
- Union Programming Board provides alcohol-free events and activities.
- The campus offers co-curricular activities in the student union, HPER Complex Recreation Facility, Fitness Center, and other alcohol-free settings.

University Police provides alcohol and drug information at various campus events and through social media and the campus website. The head the campus police department held “Coffee with the Chief”

forums. During the sessions the chief reviewed local, state and federal drug and alcohol laws and university policies.

Human Resources raised awareness and educated employees regarding the negative impact of alcohol and drug abuse during the annual Faculty and Staff Seminar, an employee resource and educational fair.

UAPB's employee assistance program (EAP) is available for all employees who are 50% appointed or greater and who are not students. Members of the employee's immediate family are also eligible. The EAP is designed to help identify and resolve personal and job-related problems that may affect an employee's job performance, including abuse of alcohol and drugs.

AOD Program Strengths and Weaknesses

Strengths

- The key strength of the University of Arkansas Pine Bluff prevention efforts is the collaborative relationships that have occurred between numerous departments and personnel on campus.
- Department of Residential Life and the Office of Dean of Students staff have AOD Training.
- Require students that have violated University AOD policy to take courses provided by the Department of Addiction Studies.
- The Department of Addiction Studies provides brochures, educational material, and seminars to educate students about the harmful effects of drugs and alcohol.
- Behavioral Intervention Team provides the institution with a mechanism to reach students with psychological issues and Drug and Alcohol problems.
- The Office of the Dean of Student Life and The Office of Counseling, Assessment, and Development works with the Department of Social Work and Addiction Studies to facilitate workshops.
- University has the Growing the Pride initiative that focused on five tasks: Violence/Bystander Intervention, Sexual Harassment and Assault, Civil Discourse, Professional Courtesy and Respect for Others, Dress and Perception of Message, and Substance Abuse. Each task committee had faculty and staff and students

- The university has an online reporting system that allows students with a high risk of behavioral issues (Drugs and Alcohol Abuse, etc.) to be reported to https://uapb-advocate.symlicity.com/care_report/.

Weaknesses

- Inadequate staffing at the university to provide prevention, intervention programming, and recovery services on campus.
- During the Covid-19 pandemic, programming changed to virtual events during the 2020-2021 academic year. Therefore, this significantly impacted the types of programming offered and the number of students in attendance. Additionally, during the 2020-2021 academic year, the focus on Wellness was spent educating the campus about Covid-19 prevention efforts. Lastly, the 2021-2022 academic year was focused on rebuilding AOD programming and prevention.

Recommendations:

- Implement fines for students caught with AOD Violations.
- Office of Dean of Students organize a student Peer Organization to assist with the planning and organizing of drug and alcohol awareness programs for the student body.
- Provide more programs for high-risk drinking populations (Greek, First-year students, Athletes, and Students that violate the Alcohol and Drug Policy).
- Peer-Education partnerships with academic classes.
- Health Services should include alcohol and drug awareness as a part of the peer educator's programming.
- Residential services providing more drug and alcohol training in the residential halls.
- Select an evaluative data collection for drug and alcohol programs.
- Improve marketing of prevention programming on campus.
- Develop a drug and alcohol awareness and prevention program during the first 1 week of the fall semester for new freshman and transfer students.
- Expand communication methods – alternatives to email communication to increase awareness and education.

- Collaborate with staff, faculty, and students to identify ways to better communicate with the campus community about drug and alcohol programming.
 - Provide student surveys for all registered students at the beginning and end of each academic school year, distributing a survey to students to assess AOD opinions and use and the effectiveness of AOD programming and prevention on campus.
 - Provide more Late Night Programming and partner with Student Involvement and Leadership, Department of Residential Services, and Athletics to increase substance-free late-night programming.
 - During the summer of 2023, the Office of the Dean of Students will review campus policies, including the Alcohol Policy, and conduct processes to ensure that they meet the requirements for the Drug-Free Schools and Communities Acts and are similar to other institutions.
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Montana State University 2018 Biennial Review to Comply with the U.S. Department of Education's Drug-Free Schools and Campus Regulation.

Appendices

Appendix A: 2021-2019 Crime Statistics

University of Arkansas North Little Rock	Year	All On Campus Property	Non Campus Property	Public Property	Total	On Campus Residential	Unfounded
CRIMINAL							
Murder/Non-Negligent Manslaughter	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Manslaughter by Negligence	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Sexual Assault, Including:							
Rape	2021	1	0	0	1	1	0
	2020	0	0	0	0	0	0
	2019	0	0	0	0	1	0
Fondling	2021	1	0	0	1	0	0
	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Incest	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Statutory Rape	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Robbery	2021	1	0	0	1	0	0
	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Aggravated Assault	2021	3	0	0	3	0	0
	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Burglary	2021	0	2	0	0	0	0
	2020	0	0	0	0	0	0
	2019	4	0	0	4	3	0
Motor Vehicle Theft	2021	1	2	0	3	1	0
	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Arson	2021	1	1	0	2	0	0
	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Liquor, Drug & Weapon Violations:							
Liquor Law Arrests	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Drug Law Arrests	2021	1	1	0	2	1	0
	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Weapons Law Arrests	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2021	2	0	0	2	2	0
	2020	1	0	0	1	1	0
	2019	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2021	7	0	0	7	7	0
	2020	0	0	0	0	0	0
	2019	2	0	0	2	2	0
Weapons Law Violations Referred for Disciplinary Action	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0

VAWA Offenses:							
Domestic Violence	2021	1	7	0	8	0	0
	2020	1	0	0	1	1	0
	2019	0	0	0	0	0	0
Dating Violence	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Stalking	2021	0	0	0	0	0	0
	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0

*Residential Facility crime statistics are a subset of the On Campus category, i.e. they are counted in both categories.

Appendix B: Drug-Free Schools & Communities Act UAPB - Annual Notification / Disclosure

UAPB is committed to providing a drug-free environment for its students, faculty, and staff. The Drug-Free Schools and Communities Act of 1989 requires that UAPB, as a recipient of federal funds, to certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees both on University premises and as part of any University programs and activities. The University must annually distribute certain information, in writing, to all employees and enrolled students. This information is contained below, and it may also be found at the following website: [Drug and Alcohol Annual Notification](#)

Alcohol and Drug Abuse Policy

Possession and use of alcoholic beverages in public areas of University facilities (including organized houses) at official University student functions held on campus must follow state and federal laws and university policies at all times. Irresponsible behavior while under the influence of alcoholic beverages is not condoned and may be subject to review and/or action by the appropriate judicial body. (University of Arkansas Board of Trustees Policy 705.2—Use of Alcoholic Beverages on University Facilities).

Moreover, it is the policy of the University of Arkansas at Pine Bluff that the unlawful manufacture, distribution, possession or use of drugs, or any controlled substance while performing work for, or matriculating at, or on the properties of the University of Arkansas at Pine Bluff is prohibited. Any student, employee (including administrators, faculty, and staff) or campus visitors, determined to have violated this policy, will be subject to appropriate disciplinary action up to and including expulsion, termination, and/or referral for criminal prosecution. The use of alcohol while on the properties of the University of Arkansas at Pine Bluff is prohibited unless authorized by applicable policies of the University. (*The Roar*, § 1.5)

STANDARDS OF CONDUCT

1. The University expects students, employees and groups to be free of the influence of controlled substances; to refrain from the use of controlled substances on University premises or related premises or at a University activity. Employees of the University are expected to refrain from activities involving controlled substances both on and off campus, where such activities could have a detrimental impact on their abilities to perform their jobs. Persons are not to drink, dispense or be under the influence of alcohol or possess alcoholic beverages on University premises or at functions or activities controlled by the University. Violation of expected standards of conduct may result in appropriate student discipline and employee discipline up to and including suspension or termination.
2. Any student, employee or group who gives or transfers controlled substances to another person or sells or manufactures a controlled substance while on campus or related premises will be subject to appropriate student discipline or employee discipline up to and including termination

or suspension, and/or referral to the authorities for prosecution. In addition, any employee who engages in the above-described activities off campus and whose activities impede his/her ability to effectively perform his/her employment shall be subject to appropriate discipline.

4. Any student, employee or group found to be in violation of federal, state or local narcotic or controlled substance laws on University premises will be subject to appropriate student discipline or employee discipline up to and including suspension or termination.
5. Students, employees and groups whose behavior and/or conduct is a result of alcohol or other drug misuse/abuse on campus or as a part of any University activity may be required to undergo, at their own expense, a preassessment (screening) through Health Services or Counseling Services and/or clinical assessment at an appropriate agency identified by the University.
6. The welfare of the student or employee comes first and discipline may be deferred or dismissed depending upon the severity of the violation.

UNIVERSITY SANCTIONS FOR VIOLATING ALCOHOL AND DRUG POLICIES

Sanctions for violations of University policies, regulations and guidelines and local, state, or federal laws may include, but are not limited to: appropriate rehabilitation programs, expulsion, suspension, termination of employment and/or referral to authorities for prosecution, counseling, job reassignment, University or public service, educational projects, restitution or fines, withdrawal from classes or probation. Disciplinary sanctions for the illegal sale or distribution of controlled substances may subject the offender to sanctions up to and including expulsion, suspension, termination and/or referral for prosecution.

Criminal Laws

Arkansas Law

This information is provided to inform you of some of the alcohol-related laws in the state of Arkansas. This is not an all-inclusive list, and the laws listed have been abbreviated. Note that the penalties listed are the minimum and maximums according to law and subsequent offenses (especially with the DWI and DUI laws) can include substantially harsher penalties. If you need more information on any of these, or other, laws, please contact the University Of Arkansas Police Department.

Unknowingly Furnishing or Selling Alcohol To Minor

Ark. Code Ann. § 3-3-201(a)

The sale, giving away, or other disposition of intoxicating liquor to a minor is declared to be a misdemeanor.

Penalties:

- 1st offense: Fine - \$200 to \$500
- 2nd or subsequent offense: Jail Time – No less than one (1) year; Fine - \$500 to \$1,000

Knowingly Furnishing or Selling Alcohol To Minor

Ark. Code Ann. § 3-3-202(a) (1)

It shall be unlawful for any person to knowingly furnish any alcoholic beverage to any person under twenty-one (21) years of age

Penalties

- 1st offense: Misdemeanor; Jail Time – No more than ten (10) days; Fine – No more than \$500
- 2nd or subsequent offense; Felony: Jail Time – one (1) to five (5) years; Fine – No more than \$500

Purchase or Possession by a Minor

a. Ark. Code Ann. § 3-3-203

1. It is unlawful for any person under twenty-one (21) years of age to purchase or have in his or her possession any intoxicating liquor, wine, or beer.
 2. For the purposes of this section, intoxicating liquor, wine, or beer in the body of a minor is deemed to be in his or her possession.
- b. It shall also be unlawful for an adult to purchase on behalf of a person under twenty-one (21) years of age any intoxicating liquor, wine, or beer.
- c. A person eighteen (18) years of age or older violating this section is guilty of a violation and upon conviction shall be subject to a fine of not less than one hundred dollars (\$100) nor more than five hundred dollars (\$500).
1. In addition to the fine authorized by subsection (c) of this section, at the time of arrest of a person eighteen (18) years of age or older for violation of the provisions of subsection (a) of this section, the arrested person shall immediately surrender his or her license, permit, or other evidence of driving privilege to the arresting law enforcement officer as provided in § 5-65-402.
 2. The Office of Driver Services or its designated official shall suspend or revoke the driving privilege of the arrested person or shall suspend any nonresident driving privilege of the arrested person, as provided in § 5-65-402.
 3. The period of suspension or revocation shall be based on the offense that caused the surrender of the arrested person's license, permit, or other evidence of driving privilege as described in subdivision (e)(1) of this section and the number of any previous offenses as follows:

- Suspension for sixty (60) days for the first offense under subsection (a) of this section;
 - Suspension for one hundred twenty (120) days for a second offense under subsection (a) of this section; and
 - Suspension for one (1) year for a third or subsequent offense under subsection (a) of this section.
4. In order to determine the number of previous offenses to consider when suspending or revoking the arrested person's driving privileges, the office shall consider as a previous offense any conviction under subsection (a) of this section which occurred either prior to or after August 12, 2005.

Social Hosts – Criminal Liability

Ark. Code Ann. § 3-3-219(a)

1. A person who exercises control over private property shall not knowingly allow a person under twenty-one (21) years of age who is not a family member of the person to consume alcohol on the private property.
2. This subsection applies only to a person who is present and in control of the private property at the time the consumption occurs.

Penalties

- 1st offense: Misdemeanor; Fine - \$100 to \$500; Theme or essay on liquors, wine, or beer; Probation
- 2nd or subsequent offense: Same as 1st offense

Manufacturing or Altering Personal Identification Document

Ark. Code Ann. § 5-27-502(a)

It shall be unlawful for a person to: (1) manufacture or produce fraudulent personal identification documents for the purpose of providing a person under twenty-one (21) identification which can be used for the purpose of purchasing alcoholic beverages; (2) alter a personal identification document for the purpose of providing a person under twenty-one (21) false identification which can be used for the purpose of purchasing alcoholic beverages; or (3) sell or otherwise distribute such fraudulent personal identification documents to a person under twenty-one (21).

Penalties

- 1st offense: Class C felony: Jail Time – three (3) to ten (10) years; Fine No more than \$10,000
- 2nd or subsequent offense: Class B Felony; Jail Time – five (5) to twenty (20) years; Fine – No more than \$15,000

POSSESSION OF FRAUDULENT OR ALTERED PERSONAL IDENTIFICATION DOCUMENT

Ark. Code Ann. § 5-27-503(a)

It shall be unlawful for: (1) a person to possess a fraudulent or altered personal identification document for the purpose of providing a person under twenty-one (21) identification which can be used for the purpose of purchasing alcoholic beverages; (2) a person under twenty-one (21) to possess a fraudulent or altered

personal identification document which can be used for the purpose of purchasing alcoholic beverages; or (3) a person under twenty-one (21) to attempt to use a fraudulent or altered personal identification document for the purpose of purchasing alcoholic beverages illegally...

Penalties

- 1st offense: Class B Misdemeanor: License Suspended – Offenders under eighteen (18), one (1) year or until eighteenth (18th) birthday; Jail Time – No more than one (1) year; Fine – No more than \$1,000
- 2nd or subsequent offense: Class A Misdemeanor; License Suspended – Offenders under eighteen (18), one (1) year or until eighteenth (18th) birthday; Jail Time – No more than one (1) year; Fine – No more than \$1,000

Public Intoxication and Drinking In Public

Ark. Code Ann. 5-71-212(a)

A person commits the offense of public intoxication if he/she appears in a public place manifestly under the influence of alcohol or a controlled substance to the degree and under circumstances such that he/she is likely to endanger himself/herself or other persons or property, or that he/she unreasonably annoys persons in his/her vicinity. (c) A person commits the offense of drinking in public if that person consumes any alcoholic beverages in any public place, on any highway or street, or upon any passenger coach...or in or upon any vehicle commonly used for the transportation of passengers, or... other public place other than a place of business licensed to sell alcoholic beverages for consumption on the premises.

Penalties

- 1st offense: Class C Misdemeanor, Jail Time – No more than thirty (30) days; Fine – No more than \$100
- 2nd or subsequent offense; Same as 1st offense

Unlawful Use of License

Ark. Code Ann. § 27-16-302

It is a misdemeanor for any person: (1) To display, or permit to be displayed, or have in his/her possession any canceled, revoked, suspended, fictitious, or fraudulently altered driver's license; (2) To knowingly assist or permit any other person to apply for or obtain through fraudulent application or other illegal means any Arkansas driver's license; (3) To lend his/her driver's license to any other person or knowingly permit its use by another; (4) To display or represent as one's own any driver's license not issued to him/her; (5) To use a false or fictitious name in any application for a driver's license, or to knowingly make a false statement, or to knowingly conceal a material fact or otherwise commit a fraud in any application; (6) To permit any unlawful use of a driver's license issued to him/her; or (7) To do any act forbidden or fail to perform any act required by this act.

Penalties

- 1st offense: Misdemeanor; Jail Time – Determined by the court; Fine – No more than \$500
- 2nd offense: Same as 1st offense

Driving While Intoxicated

Ark. Code Ann. § 5-65-103(a)

It is unlawful for any person who is intoxicated to operate or be in actual physical control of a motor vehicle. (b) It is unlawful for any person to operate or be in actual physical control of a motor vehicle if their blood alcohol is 0.10% or more by weight of alcohol in the person's blood as determined by a chemical test.

Penalties for 1st Offense (Penalties increase for subsequent offenses)

- License seized upon arrest
- License suspended – ninety (90) to one hundred twenty (120) days
- Fine - \$100 to \$500
- Public Service
- Alcohol and Driving Education Program
- (No plea bargaining nor probation)

Violation of Implied Consent Law

Ark. Code Ann. §§ 5-65-2002(a) and 5-65-309(a)

Any person who operates a motor vehicle...shall be deemed to have given consent to a chemical test of his or her blood, breath, or urine for the purpose of determining the alcohol or controlled substance content of his or her blood.

Penalties for 1st Offense (These penalties are for DWI or DUI if also charged with VICL)

- Licensed sized upon arrest

- Licensed suspended – one hundred eighty (180) days for DWI, ninety (90) to one hundred eighty (180) days for DUI

Federal Law

Federal law provides criminal and civil penalties for unlawful possession or distribution of drugs and alcohol. Along with incarceration and fines, there are federal laws allowing for the forfeiture of property used in possession or to facilitate possession of controlled substances. The forfeiture could include homes, vehicles, aircrafts, and other personal or real property.

- 20 U.S.C. § 1091 provides for the suspension of federal financial aid for students convicted of selling or possessing illegal drugs.
- 21 U.S.C. § 951 provides for fines and prison sentences for persons convicted of drug trafficking.
- 21 U.S.C. § 844 prohibits the unlawful possession of controlled substances. Persons convicted on federal charges of possessing any controlled substance face penalties of up to 1 year in prison and a mandatory fine of no less than \$1,000 up to a maximum of \$100,000. Second convictions are punishable by not less than 15 days but not more than 2 years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than 3 years in prison and a minimum fine of \$5,000. Possession of drug paraphernalia is punishable by a minimum fine of \$750. Special sentencing provisions for possession of crack cocaine impose a mandatory prison term of not less than 5 years but not more than 20 years and a fine up to \$250,000, or both if:
 - It is a first conviction and the amount of crack possessed exceeds 5 grams;
 - It is a second conviction and the amount of crack possessed exceeds 3 grams;
 - It is a third or subsequent crack conviction and the amount exceeds 1 gram.Civil penalties of up to \$10,000 may also be imposed for possession of small amounts of controlled substances, whether or not criminal prosecution is pursued.

For more details on the federal laws related to drug violations, go to:

<https://www.deadiversion.usdoj.gov/21cfr/21usc/index.html>

HEALTH RISKS OF DRUG AND ALCOHOL USE

Illicit drugs, as well as alcohol and other drugs, have various effects on the body and mind. The initial, short-term effects may be positive feelings like alertness, optimism, self-confidence, energy or stress relief. These positive feelings and reactions are the primary reason drugs have appealed to so many for so long. However, the secondary, long-term, negative effects far exceed the initial positive effects.

Effects of use on the body:

- mood swings/impaired judgment
- depression/mania
- sleep disturbances and irritability
- increase in aggressive or combative behavior
- heart and/or breathing difficulties/death
- increased susceptibility to bacterial and viral infections
- liver damage

Signs that indicate a person is becoming dependent on a substance:

- Increased tolerance – takes more and more to get the desired effect (this increases the risk of overdose).
- Changes in relationships with friends and family
- Withdrawal symptoms such as nausea, shakiness, headaches, convulsions, hallucinations, etc.
- Psychological dependence – thinking that using a substance will help him or her get through the day

UAPB does not discriminate on the basis of disability in admission, employment or access to its programs and activities in accordance with section 504 of the Rehabilitation Act of 1973 and Title I and II of the Americans with Disabilities Act of 1991 (ADA). Under ADA, current illegal drug use is excluded from the definition of disability when a “covered entity” acts on the basis of such use. The definition of “individual with a disability” does include persons who are in or who have completed a supervised drug rehab program or have been otherwise rehabilitated and are no longer using drugs.

Additional Health Risk for Alcohol and Illicit Drugs are detailed below:

ALCOHOL. Alcohol consumption causes a number of changes in behavior and physiology. Even low doses significantly impair judgment, coordination, and abstract mental functioning. Statistics show that alcohol use is involved in a majority of violent behaviors on college campuses, including acquaintance rape, vandalism, fights, and incidents of drinking and driving. Continued abuse may lead to dependency, which often causes permanent damage to vital organs and the deterioration of a healthy lifestyle.

TOBACCO. Tobacco contains numerous chemicals that alter internal functions, including brain activity. Nicotine is a powerfully addictive substance. With sufficient exposure, tobacco has devastating effects on health including cancer, cardiovascular disease, respiratory conditions, and secondhand smoke deaths. Smoking is the single most preventable cause of death in the United States.

CANNABIS (Marijuana, Hashish). The use of marijuana may impair short-term memory and comprehension, alter the sense of time, and reduce coordination and energy level. Users often have a lowered immune system and an increased risk of lung cancer. The active ingredient in marijuana, THC, is stored in the fatty tissues of the brain and reproductive system for a minimum of 28 to 30 days.

HALLUCINOGENS. Lysergic acid (LSD), mescaline, and psilocybin ("mushrooms") cause illusions and hallucinations. The user may experience panic, confusion, suspicion, anxiety, and loss of control. Delayed effects, or flashbacks, can occur even when use has ceased. Phencyclidine (PCP) affects the section of the brain that controls the intellect and keeps instincts in check. Because the drug blocks pain receptors, violent PCP episodes may result in self-inflicted injuries.

COCAINE/CRACK. Cocaine users often have a stuffy, runny nose and may have a perforated nasal septum. The immediate effects of cocaine use include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature, followed by depression. Crack, or freebase rock cocaine, is extremely addictive and can cause delirium, hallucinations, blurred vision, severe chest pain, muscle spasms, convulsions, and even death.

AMPHETAMINES. Amphetamines can cause a rapid or irregular heartbeat, tremors, loss of coordination, collapse, and death. Heavy users are prone to irrational acts.

HEROIN. Heroin is an opiate drug that causes the body to have diminished pain reactions. The use of heroin can result in coma or death due to a reduction in heart rate. The sharing of needles also obviously poses serious health risks.

OXYCONTIN. Oxycontin, a prescription painkiller, is a narcotic drug that produces sedation, euphoria, respiratory depression, and constipation. Side effects also include nausea, vomiting, dizziness, headache, and sweating. The most significant risk associated with Oxycontin use is that it may lead to tolerance and dependence.

HYDROCODONE. Hydrocodone is a painkiller similar to codeine, but with more morphine-like effects. Hydrocodone pills are the most frequently encountered dosage form in illegal traffic. As with most opiates abuse is associated with tolerance, dependence, and addiction.

DRUGS IN COMBINATION. Students often mistakenly believe prescribed medications are harmless because they are so commonly used and shared. Many prescription medications such as Adderall, Ritalin, and Xanax can be extremely dangerous or even lethal when used improperly, in combination with other drugs <alcohol, marijuana, over-the-counter, or herbal remedies>, or when used by an individual with an unsuspected, undetected medical condition.

Standards of Conduct and Disciplinary Sanctions

Alcohol and Student Misconduct (The Roar, § 4.15.1)

1. Possession and/or consumption of alcoholic beverages on University property, at a campus event, at areas of the campus at which University-sponsored events take place is prohibited. University

property shall include classrooms, residence hall rooms, offices, administrative buildings, all open spaces on the campus, all dining rooms and snack bars, all hallways, stairwells, lounges, bathrooms, and in other student residences owned, controlled, or administered by the University, and all sports areas on or off campus in which events take place. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension or dismissal from the University. Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residence halls, they may lose their residential hall living privileges.

2. Possession of alcoholic beverages, in an opened or unopened container, anywhere on University property, including cars and other vehicles, is prohibited. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension, or dismissal from the University. Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residential halls, they may lose their residential hall living privileges.

3. Irresponsible behavior while under the influence of alcoholic beverages on University property is prohibited. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension, or dismissal from the University. Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residential halls, they may lose their residential hall living privileges.

4. Providing/distributing alcohol to minors is prohibited. This includes any individual or organization that provides or distributes alcohol to an individual under the age of 21 years. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension, or dismissal from the University. Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residential halls, they may lose their residential hall living privileges.

Drugs and Student Misconduct (The Roar, § 4.15.2)

Note: Individuals who are involved in any drug-related violations are subject to criminal action, and it is the duty of the University to report these individuals to legal authorities.

1. Possession and use of illegal narcotics or drugs in any form is prohibited. This includes the illegal possession or use of narcotics or drugs, including prescription drugs, without a valid medical prescription, on the person or in the possession of a student on any University property and/or at events sponsored by the University, and in areas outside the campus; also involves such related incidents that are subject to prosecution under local, state, and federal laws. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension or dismissal from the University. Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residential halls, they may lose their residential hall living privileges.

2. Distribution, and/or sale of narcotics or drugs is prohibited. This includes the illegal distribution, and/or sale of narcotics, including prescription drugs without a valid medical prescription, on the person or in the possession of a student on any University property and/or at events sponsored by the University; also involves such related incidents that are subject to prosecution under local, state, and federal laws. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension or dismissal from the University. Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residential halls, they may lose their residential hall living privileges.

3. The illegal possession of drug paraphernalia is prohibited. The illegal possession and/or use of drug paraphernalia, includes but is not limited to roach clips, bongs, scales, balances, sandwich baggies and their corners, sifters, syringes, spoons, chamber pipes, homemade pipes, film canisters, diluents, carburetor pipes, pipes using screens, water pipes, and any other equipment, products, and materials that can be directly linked to the usage of controlled substances. Drug paraphernalia is defined as all equipment, products, and materials of any kind used to facilitate planting, propagating, cultivating, growing, manufacturing, converting, processing, preparing, packaging, storing, or concealing, or used to facilitate injecting, ingesting, inhaling, or otherwise introducing a controlled substance into the body. Scope includes being on the person or in the possession of a student on the University property and/or at events and activities sponsored by the University, and involves related incidents which are subject to prosecution under local, state, and federal laws. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension or dismissal from the University. Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residential halls, they may lose their residential hall living privileges.

4. Improper behavior or conduct on the campus, which is a result of the use of drugs, is prohibited. This includes individuals who, having consumed or used drugs, experience a loss of normal use of his or her mental and/or physical faculties and engage in improper behavior or conduct. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension or dismissal from the University. Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residential halls, they may lose their residential hall living privileges.

5. Accessory to illegal drug use, possession, or sale is prohibited. This means aiding and abetting the possession, sale, or the use of controlled or illegal substances. Students who violate the policy will be subject to sanctions, which may include but are not limited to fines, probation, suspension or dismissal from the University. Sanctions may also include a requirement to participate in the University's Alcohol and Drug Awareness Program. If students live in the residential halls, they may lose their residential hall living privileges.

Drugs and Employee Misconduct (Faculty and Staff Handbook, § 6.2)

Drug abuse and use at the workplace are subjects of immediate concern in our society. These problems are extremely complex and ones for which there are no easy solutions. From a safety perspective, the users of drugs may impair the well-being of all employees, the public at large, and result in damage to state property. Therefore, it is the policy of the State of Arkansas that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in a state agency's or institution's workplace is prohibited. Any employees violating this policy will be subject to discipline up to and including termination. The specifics of this policy are as follows:

State agencies will not differentiate between drug users and drug pushers or sellers. Any employee who gives or in any way transfers a controlled substance while on the job or on agency premises will be subject to discipline up to and including termination.

The term "controlled substance" means any drug listed in 21 U.S.C. § 812 and other federal regulations. Generally, these are drugs which have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, and "crack." They also include legal drugs which are not prescribed for the individual using them by a licensed physician.

Each employee is required by law to inform the University within five days after he or she is convicted for violation of any federal or state criminal drug statute where such violation occurred on the University's premises. A conviction means a finding of guilt (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury in any federal court, state court, or another court of competent jurisdiction.

d. Alcohol and Employee Misconduct (Faculty and Staff Handbook, § 6.3)

The possession or consumption of alcoholic beverages on University property or during working hours, reporting to work under the influence of alcohol, and intoxication while on duty are prohibited, and

will result in disciplinary action up to and including termination. Information about laws relating to alcohol possession and use is available from Human Resources. Information about the health consequences of alcohol use and about locally-available sources of alcohol-abuse counseling is available from the Health Services. Dispensing, possessing and/or consuming alcoholic beverages on State property is strictly prohibited, except as allowed at the Chancellor's residence for events associated with the campus.

EDUCATION, COUNSELING, AND REFERRALS EDUCATION:

The process of providing information concerning the negative aspects of drug use and abuse to students and employees is conducted through a variety of mechanisms. The Office of Student Counseling and the Office of Human Resources provides free literature, handouts, one-on-one information sessions, and referrals for currently enrolled students and employees. The University provides Alcohol/Drug Awareness Online Seminars through Safe Colleges campus-wide training

and assessment software to educate the students, staff, and faculty in the areas of substance abuse, risk reduction, and self-assessment.

COUNSELING:

Free confidential assistance is available to all UAPB employees as provided in Section 6.2 of the Faculty & Staff Handbook. The Office of Student Counseling provides individual counseling and referrals to currently enrolled students. Referrals to private and public facilities, outpatient and inpatient institutions, and individual practitioners are provided by Student Counseling Services, Health Services, and EAP. Employees and students may also avail themselves of community-based self-help groups such as Alcoholics Anonymous and Narcotics Anonymous.

REFERRALS:

Referrals to private and public facilities, outpatient and inpatient institutions, and individual practitioners are provided by The Office of Counseling, Assessment and Development and the UAPB Human Resources Department.

HELPFUL NUMBERS

UAPB Human Resources	870-575-8400
Employee Assistance Program	1-800-542-6021
UAPB Counseling Services	870-575-8290
UAPB Health Services	870-575-7105
UAPB Police and Public Safety	870-575-8102
Alcoholics Anonymous	501-664-7303
Narcotics Anonymous	501-373-8682

Appendix C: Annual Notice for Drug-Free Schools & Communities Act

The screenshot shows a web browser displaying the 'Campus Bulletin' for the University of Arkansas at Pine Bluff. The page has a yellow header with the university logo and the text 'CAMPUS BULLETIN'. Below the header, there is a 'General Announcements' section with a 'Back to Main Page' button. The announcements are organized into a grid of icons and text links. The icons include a calendar for 'PLANNED MAINTENANCE Schedule', a Wi-Fi symbol for 'Connecting to UAPB Wireless', a shield for 'Multi-Factor Authentication', and the 'workday' logo for 'UAPB Clery Reports'. Below these are several text links: 'CREDIT UNION CHRISTMAS SAVINGS NOTICE', 'Library Fall Newsletter 2022', 'UAPB Dining Survey', 'UAPB Basketball Seasons Ticket 2022-2023', and 'Payroll Deduction Form Basketball 2022-2023'. At the bottom, there are more links: 'Academic Calendar', '2022-2023 Holiday Schedule', 'UNIVERSITY-WIDE COMMITTEES FOR FY 2022-2023', 'Wireless Survey', 'Blackboard Training via Zoom September 6th - November 17th', and 'UAPB Annual Notice for Drug-Free Schools & Communities Act'. The browser's address bar shows the URL 'tsrequest.wixsite.com/campusbulletin/general-announcements' and the taskbar at the bottom shows the date '11/10/2022' and time '3:28 PM'.

UNIVERSITY of ARKANSAS AT PINE BLUFF

CAMPUS BULLETIN

Disclaimer: Campus Bulletin is a single message containing all of the recently submitted announcements intended for our internal campus community. The bulletin is not the official website or content manager for the university. Campus Announcements are for UAPB sponsored activities and events only. It is not for public service announcements.
Please send submissions by 3 pm DAILY to tsrequest@uapb.edu

General Announcements

[Back to Main Page](#)

- PLANNED MAINTENANCE Schedule**
- Connecting to UAPB Wireless**
- Multi-Factor Authentication**
- UAPB Clery Reports**

[CREDIT UNION CHRISTMAS SAVINGS NOTICE](#)

[Library Fall Newsletter 2022](#)

[UAPB Dining Survey](#)

[UAPB Basketball Seasons Ticket 2022-2023](#)

[Payroll Deduction Form Basketball 2022-2023](#)

[Academic Calendar](#)

[2022-2023 Holiday Schedule](#)

[UNIVERSITY-WIDE COMMITTEES FOR FY 2022-2023](#)

[Wireless Survey](#)

[Blackboard Training via Zoom September 6th - November 17th](#)

[UAPB Annual Notice for Drug-Free Schools & Communities Act](#)

Students are also notified in the following ways:

- AOD Programming
- Student Judicial Conduct Processes

Appendix D: Save Arkansas Students Campaign Participation

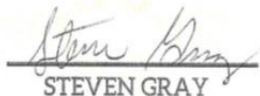
CERTIFICATE OF RECOGNITION

IS HEREBY GRANTED TO

**University of Arkansas at
Pine Bluff**

Given this 25th of April 2022.

This certificate acknowledges and shows appreciation for your institution of higher education serving as a Core Team Member for Arkansas Collegiate Network and for participating in Spring 2022 Save AR Students Campaign.


STEVEN GRAY

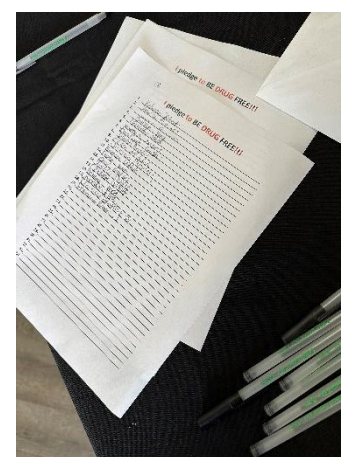
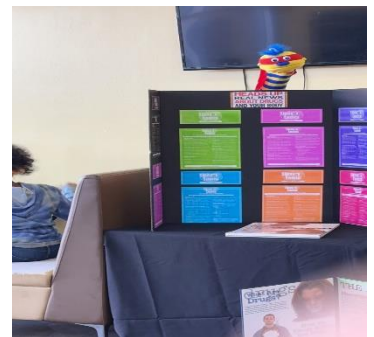
Collegiate Program Coordinator


TENESHA BARNES

Substance Abuse Prevention
Director



Appendix E: Red Ribbon Drug Free Initiative Day October 27, 2022





Appendix F: The Layperson Naloxone (NARCAN) training course

Department of Addiction Students Hosted the **Layperson Naloxone (NARCAN) training course** which taught how to recognize the signs of an opioid overdose and administer the opioid overdose reversal drug Naloxone. The training was held November 15, 2022 9:00-10:00 am

Appendix D: Drug and Alcohol Survey Fall 2022

Alcohol & Drug Abuse

324
Responses

06:02
Average time to complete

Active
Status

1. What is your gender preference?

294
Responses

Latest Responses

"Non-binary"

"Female"

"Female "

[Update](#)

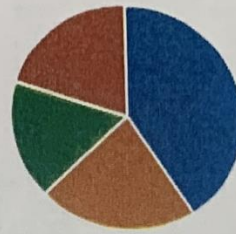
162 respondents (56%) answered **Female** for this question.

Non bionary

Female Male

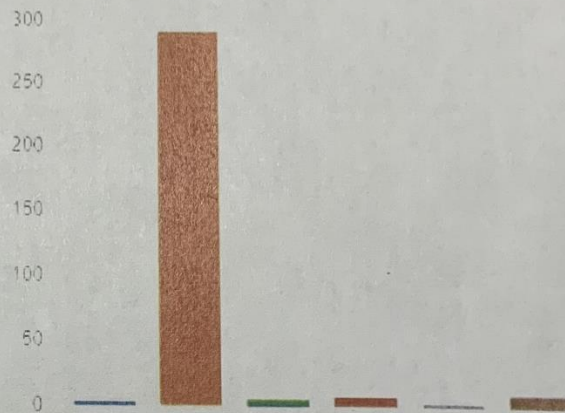
2. What is your classification?

Freshman	132
Sophomore	70
Junior	55
Senior	65



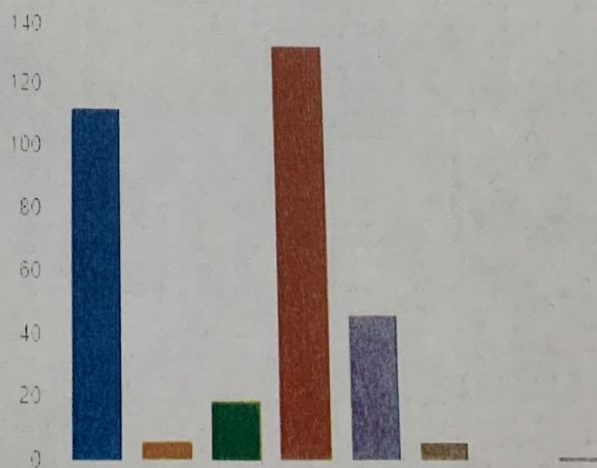
3. How old are you?

Under 18	4
18-24	291
25-34	6
35-44	8
45-54	4
55+	11



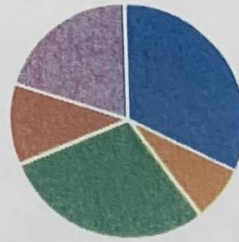
4. How old were you when you first consumed alcohol or other drugs?

I have never consumed alcohol ...	112
Under 10	6
10-14	19
15-18	133
19-21	46
22-25	6
26-30	0
30+	2



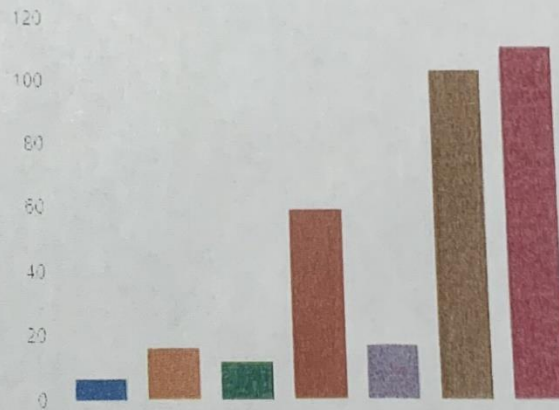
5. How were you first introduced to alcohol or other drugs?

I have never consumed alcohol ...	105
By my parents	25
By my friend(s)	93
By my colleagues at a college p...	36
Other	65



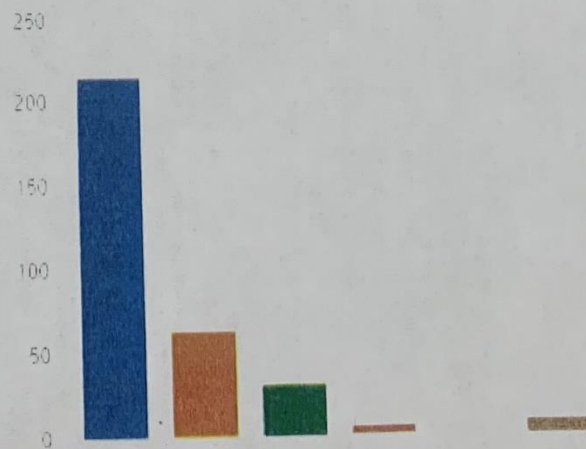
6. Which of the following best describes how often you consume alcohol?

Daily	7
A few times a week	16
Weekly	12
A few times a month	59
Monthly	17
Less than once a month	103
I have never consumed alcohol	110

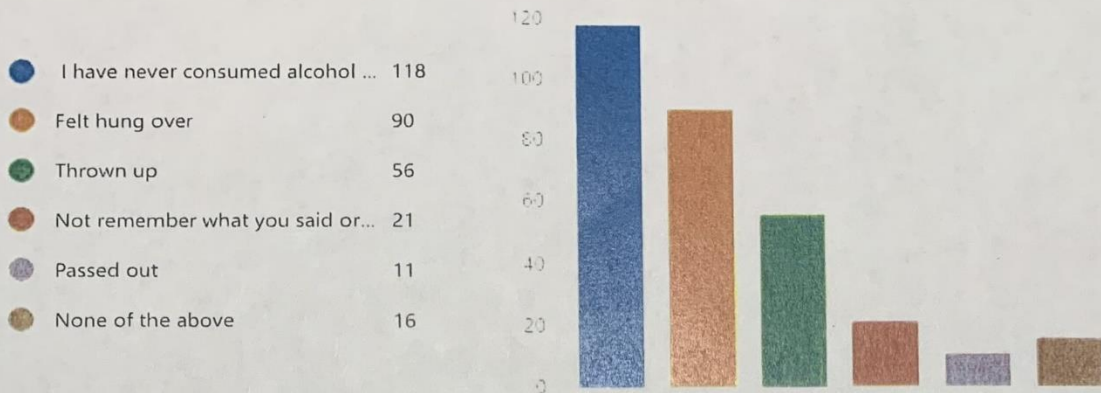


7. Have you ever drunk more than five alcoholic drinks in one setting?

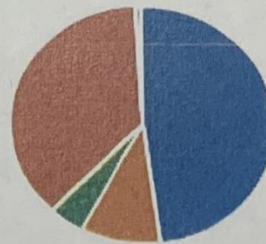
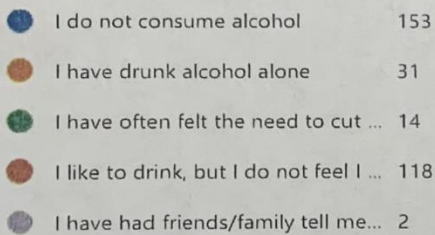
Never	215
Once or twice	63
Several times	31
Often	5
Almost every time I drink	0
Other	9



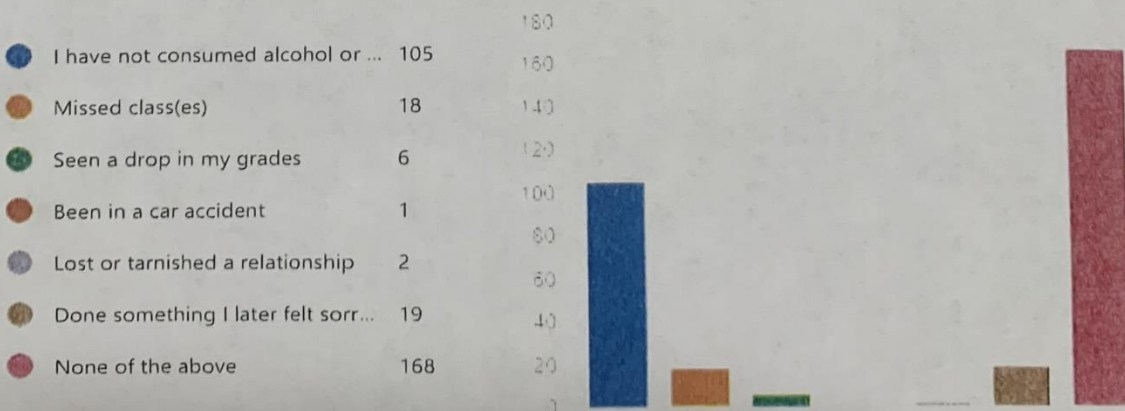
8. After drinking alcohol or doing other drugs, have you ever (mark the one that best fits):



9. Regarding your drinking habits, which of the following are applicable (mark the one that best fits)?



10. Because of my use of alcohol or other drugs, I have (mark the one that best fits):





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AT PINE BLUFF

1873

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