



**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:*

- 1<sup>st</sup> offense: Fine - \$200 to \$500
- 2<sup>nd</sup> 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*

- 1<sup>st</sup> offense: Misdemeanor; Jail Time – No more than ten (10) days; Fine – No more than \$500
- 2<sup>nd</sup> 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.
4. 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.
5. 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***

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

- 1<sup>st</sup> offense: Class C felony: Jail Time – three (3) to ten (10) years; Fine No more than \$10,000
- 2<sup>nd</sup> 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*

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

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

- 1<sup>st</sup> offense: Misdemeanor; Jail Time – Determined by the court; Fine – No more than \$500
- 2<sup>nd</sup> offense: Same as 1<sup>st</sup> 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 1<sup>st</sup> 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 1<sup>st</sup> 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, § 4.16.1)***

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, § 4.16.2)***

**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, Assessment and Development and the Office of Human Resources provide 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 EVERFI 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, Assessment and Development 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