

BIENNIAL REVIEW OF THE UNIVERSITY OF SOUTHERN MISSISSIPPI'S ALCOHOL AND OTHER DRUG PROGRAMS 2016-18



THE UNIVERSITY OF
**SOUTHERN
MISSISSIPPI**

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In accordance with the requirement of the Drug Free Schools and Campuses Act of 1989, institutions must publish a biennial report containing information on campus alcohol and drug policies, programs and standards related to its institution.

ABOUT THE BIENNIAL REPORT

OVERVIEW

The Drug-Free Schools and Campuses Regulations of the Drug-Free Schools and Communities Act (34 CFR Part 86) requires all institutions of higher education to provide evidence that the institutions have developed policies, programs and sanctions related to the use of alcohol and other drugs.

At the minimum, an institution of higher education (IHE) is required to distribute the following in writing to all its students and employees:

- Conduct standards clearly prohibiting the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;
- Detailed descriptions of the sanctions imposed pursuant to local, state and/or federal law for unlawfully possessing or distributing illicit drugs and alcohol;
- Description of drug or alcohol counseling, treatment or rehabilitation or re-entry programs available to employees or students; and
- A clear statement indicating that sanctions will be imposed by the institution on any students and employees, along with a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution for violations of the conduct standards.

CONSEQUENCES

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.

OBJECTIVES OF THE REVIEW

The law requires that the institution conduct a biennial review of its programs with the following objectives:

- Determine the effectiveness of and implement any needed changes to the alcohol and drug prevention program
- Ensure that the sanctions developed are enforced consistently

PURPOSE

The University of Southern Mississippi (USM) is committed to maintaining an alcohol- and drug-free community that provides students, faculty and staff a safe environment which supports academic excellence. The use of alcohol and other illegal drugs can lead to high-risk behaviors that impact not only the individual, but also the community as a whole. The purpose of this document is to provide a review and summation of programs and activities related to alcohol and drug prevention on the campuses of The University of Southern Mississippi from 2016-18 and to comply with its acknowledged legal obligation to conduct a biennial review to determine if the institution is fulfilling the requirements of the previously referenced federal regulations.

INFORMATION REVIEWED

The following information was examined for the 2016-18 biennial review:

- Prevention initiatives that were offered during the review period
- Alcohol and drug incidents reported in Maxient, the public safety incident reporting software for colleges and universities, and to the University Police Department (UPD)
- University policies related to drug and alcohol use on campus and the sanctions imposed for failure to comply
- Survey data on future recommendations from various campus stakeholders

STATEMENT OF ALCOHOL AND OTHER DRUG PROGRAM GOALS

The University of Southern Mississippi values engagement that fosters personal growth, professional development, and a lifelong commitment to wellness. At Southern Miss, many directives and programs are in place to foster healthy lifestyle choices, including those focused on alcohol and drugs. Goals related to alcohol and other drug (AOD) programming include the following:

- Educating the campus community on alcohol and drugs and university policies

- Reducing problematic behaviors through
 - the consistent enforcement of policies regarding underage drinking and illicit drug use,
 - encouraging harm reduction behaviors in those at risk, and
 - identifying and assisting those at risk through referral services
- Creating environments that include alcohol-free events and options
- Adopting policies that reflect national recommendations
- Supporting students in recovery from substance misuse

GOAL ONE: EDUCATING THE CAMPUS COMMUNITY

Annual Notification

The annual notification is a requirement mandating that the institution provide specific information regarding alcohol and drugs to each employee and student in writing each year. The annual notification must include the following:

- Standards of conduct
- Disciplinary sanctions for violations of the standards of conduct
- Possible legal sanctions and penalties
- Statements of the health risks associated with alcohol and drug misuse
- Programs available to students and employees

The annual notification is sent via the USM Mailout every fall, spring and summer semester. The USM Mailout is distributed by

email to all faculty and staff on Wednesdays, to all students on Thursdays, and to the entire campus community on Fridays. The annual notification is available in Appendix A.

Athletics

Southern Miss Athletics strives to promote and protect the safety, health and well-being of each and every student-athlete. At the beginning of each academic year during each sports' team meeting, athletic trainers educate student-athletes on impermissible drug use in compliance with the National Collegiate Athletic Association (NCAA) and departmental policies and regulations. Throughout the year, sports medicine will provide supplemental educational information, as needed, relative to the types of problems associated with alcohol and drug use.

During the 2016-17 academic year, several student-athletes, coaches and Athletics staff participated in a five-hour Green Dot Bystander Intervention Training. The program provided training to students regarding the ways to intervene to prevent sexual assault, especially when alcohol is involved.

During the 2017-18 academic year, student-athletes participated in several AOD programming efforts. On January 30, 2018, Athletics partnered with Pine Grove to sponsor “Rebound with Chris Herren,” a former collegiate and NBA player who shared his story of addiction to drugs and alcohol, as well as the impact of those struggles on his career, his family and himself. The event was open to the campus and Hattiesburg community, and 247 student-athletes were in attendance. In the week leading up to Spring Break, eight student-athletes partnered with the Office of Health Promotion to participate in “Don’t Be Stupid Week.” This educational event was held in the Union for all students and provided information on alcohol and drugs as it related to their use and abuse during Spring Break. On April 17-19, 2018, 15 student-athletes participated in Alcohol Awareness Week. Offered to all students, this interactive event was sponsored by the Office of Health Promotion and the Psychology department, who provided information and simulations illustrating the effects of drugs and binge drinking. In anticipation of the event, student-athletes promoted the event and handed out information.

Greek Life

The Office of Greek Life works through USM-specific social event management programming and in support of each organization’s national mandates for education on risk management, social event management, and social health-related issues. This encompasses, but is not limited to, alcohol-related risk, risk surrounding illicit drugs, sexual health and others.

Gulf Park

A “Drunk Busters” event allowed members of the campus community to wear goggles that simulated a .08% blood alcohol content (BAC) while performing simple tasks, such as picking things up from the floor and walking in straight lines to illustrate the debilitating effects of alcohol.

Housing and Residence Life

The mission of Housing and Residence Life is to provide a high-quality physical, social and cultural environment that encourages and supports the holistic development of the residential student. The resident assistant (RA) programming model includes a health and wellness component that requires RAs to host AOD awareness programs. In 2016-17, there were 29 programs with 422 students in attendance. In 2017-18, there were 37 programs with 582 students in attendance. Specific programs are available in Appendix B.

Office of Health Promotion at Moffitt Health Center

The Office of Health Promotion sponsors a group known as the Wellness Ambassadors, which is comprised of health educators, graduate assistants and peer health educators. The Wellness Ambassadors provide programs and resources to help encourage the campus community to make healthy lifestyle choices. During the 2016-18 academic years, the Wellness Ambassadors successfully conducted outreach aimed at increasing awareness of the risks of

using alcohol and drugs. Outreach efforts included tabling to promote harm reduction, programs in residence halls, and National Alcohol Screening Day. Harm reduction activities included using drunk goggles to simulate various BACs and a pour station to help students better understand standard drink sizes. In 2016-17, 27 hours of outreach were conducted specific to AOD, and in 2017-18, 31 hours of outreach were conducted specific to AOD.

Orientation and Transition Programs

The Office of Orientation and Transition Programs is dedicated to facilitating students’ holistic development through academic support, illuminating strengths and building community. At new student Orientations, students and families were exposed to educational sessions and tabling that provided educational information about health-related resources on campus. All incoming freshmen attending Orientations over the summer on the Hattiesburg campus also participated in a program called “Belonging at Southern Miss.” The program is a reader’s theater, which is a spoken word performance that covers a variety of topics new students will face, including high-risk drinking, stress and sexual assault. Students then participated in a small-group discussion about how to navigate those types of situations while in college. Finally, at Golden Eagle Welcome Week, new students were again exposed to departments and student organizations, which provide educational information about health-related resources on campus.

Physical Plant

In January 2018, the Office of Health Promotion held a 30-minute educational session for all employees of the Physical Plant relative to alcohol and drugs. Approximately 85 staff members attended across the three sessions.

Student Empower Plus

Student Empower Plus was an interactive online course mandatory for all students to help them understand the dangers and consequences of alcohol abuse and drugs, the signs of a problem, and how to get help. Underage students learned essential skills, like alternatives to drinking. For students 21 or older, the course provided education on how to drink responsibly. The course emphasized personal responsibility while encouraging students to help friends make good decisions regarding drinking. In 2016-17, 5,222 students were assigned the course, and 3,169 (60.7%) completed the program. In 2017-18, 5,195 students were assigned the course, and 1,635 (31.5%) completed the program.

University Police Department

UPD facilitates educational programs, activities and crime-prevention events focused on alcohol and drug awareness, personal and property safety, sexual assault prevention, fire safety and other requested topics throughout the campuses and residence halls during the academic year. “Drugs, Alcohol and the Law” is a program meant to address how various state laws apply to the campus community. As part of the course, officers also discuss the dangers of certain types of drugs, and visual aids are used during this program to educate students on how to identify certain drugs based on their appearance. In 2016-17, more than 360 individuals attended various programs sponsored by UPD; a detailed list of these programs is available in Appendix B.

GOAL TWO: REDUCING PROBLEMATIC BEHAVIORS

Alcohol and Drug Policies

Alcohol and Drug Policy. The purpose of the alcohol and drug policy is to advise all employees, students and visitors of The University of Southern Mississippi that they are prohibited from

manufacturing, selling, possessing, distributing or using illegal drugs or controlled substances in the workplace (i.e. by students or employees of the University), in classrooms, on University premises, at official University functions, while conducting University

business, in University vehicles, or relative to any activity sponsored by the University. Moreover, neither employees nor students are permitted to use alcohol or illegal substances or abuse legal substances, including those not prescribed to the person using said drugs, if doing so results in impairment of their work performance, scholarly activities or student life, as well as their conduct.

The full policy is available in Appendix C and includes information regarding violations, controlled substance and alcohol testing, and amnesty.

Athletics. The University of Southern Mississippi's Department of Intercollegiate Athletics has developed and implemented a Drug Testing and Intervention Program, referred to as "The Program," for its student-athletes to promote their physical and mental well-being. "The Program" is designed to develop and maintain an environment that encourages student-athletes to avoid the use of unauthorized controlled substances, performance-enhancing drugs, alcohol, tobacco and unapproved dietary supplements. Because of the serious nature of substance misuse, "The Program" also includes significant sanctions and penalties that serve as a deterrent to drug use. The University of Southern Mississippi works in conjunction with the NCAA in its Drug Testing Programs, both on-campus and during its post-season championship events. While the NCAA's Drug Testing Programs and The University of Southern Mississippi's Program are separate and distinct programs, all Southern Miss student-athletes are subject to the rules and regulations of both. Finally, student-athletes are referred for mandatory assessment by the University's Student Counseling Services, if deemed necessary by the Drug Testing Committee. An action plan is created for each student-athlete based on recommendations from the Student Counseling Services and Sports Medicine. The full description of "The Program" is available in Appendix D.

The Code of Student Conduct (CSC). The CSC has been established to foster and protect the core missions of The University of Southern Mississippi, to foster the scholarly and civic development of the University's students in a safe and secure learning environment, and to protect the people, properties and processes that support the University and its missions. The CSC applies to the on-campus conduct of all students and registered student organizations, including conduct using University computing or network resources. The CSC also applies to the off-campus conduct of students and registered student organizations. The CSC explicitly prohibits conduct relating to alcohol and drugs and assigns responsibility for investigating violations to UPD and/or other appropriate law enforcement agencies, as well as the dean of students and/or other designated University personnel. Sanctions are applied commensurate with the violation and take into account any mitigating circumstances and any aggravating factors. Sanctions may include any of the following: informal admonition, formal reprimand, probation, restitution, campus or community service, educational restorative justice, suspension and expulsion. Relevant sections of the CSC are available in Appendix E.

Reporting an Incident

All students, faculty and staff are encouraged to report incidents of alcohol and drug misuse. If uncertain if The University of Southern Mississippi is aware of a potential incident regarding a violation of laws of the State of Mississippi and/or The University of Southern Mississippi policy, please contact one of the following non-emergency numbers:

Hattiesburg Campus

Dean of Students Office: 601.266.6028

Human Resources: 601.266.4050

University Police Department: 601.266.4986

Gulf Park Campus

Human Resources: 228.865.4581

Student Affairs: 228.214.3341

University Police Department: 601.266.4986

When calling, please provide as much information as possible about the person being reported, location, time and date. Incidents may also be reported using the Campus Action Referral and Evaluation System (CARES), which is a team of campus professionals that will respond to reports of concern regarding academic progress and well-being of students. To report an incident, an online report can be completed at usm.edu/cares.

Incidents

Brief Alcohol Screening and Intervention for College Students (BASICS) In the spring semester of 2018, Moffitt Health Center partnered with the Psychology department to bring BASICS to Student Health Services. BASICS is an empirically supported prevention and intervention program focused on high-risk students with slight, yet detectable, evidence of an alcohol problem with the goal of reducing hazardous drinking through harm reduction. In the spring semester, 12 students completed the program.

Maxient. To address student conduct issues, Housing and Residence Life, the Dean of Students Office and the CARES team uses Maxient. Within Maxient, charges and sanctions related to alcohol and drugs are tabulated for each academic year. Details are listed in the tables below. Formal reprimands included warnings and educational restorative justice, including classes, the Judicial Educator (online training modules), programs and papers. Referrals were to on-campus resources, such as Student Counseling Services. Probation included restrictions, suspensions and housing and/or disciplinary probation. Restitution consisted of community service.

Table 1: Alcohol- and Drug-related Charges by Frequency

CHARGE	2016-17	2017-18
Appears to be under the influence of drugs or alcohol	3	13
Concern about alcohol and/or drug abuse	5	13
Letter W – Alcohol violations	40	36
Letter U – Drug violations	44	42
Housing and Residence Life – Alcohol over 21	0	4
Housing and Residence Life – Alcohol under 21	8	37
Housing and Residence Life – Drug paraphernalia	1	1
Housing and Residence Life – Drug policy	1	3

Table 2: Frequency of Sanctions for Alcohol- and/or Drug-related Misconduct

SANCTION	2016-17	2017-18
Formal reprimand	2	4
Educational restorative justice	69	63
Referral/assessment	8	10
Probation/restriction	7	22
Restitution	0	1

University Police Department Citations. The number of alcohol and drug citations that were violations of state laws issued by University Police Department between August 1, 2016, through July 31, 2017, and August 1, 2017, through July 31, 2018, are shown in Table 3.

Table 3: Alcohol and Drug Citations Issued by University Police Department

	2016-17	2017-18
DUI	2	4
Drugs	47	57
Public drunkenness	26	24
Liquor laws	25	5

GOAL THREE: CREATING ENVIRONMENTS

The Department of Housing and Residence Life offers several programs that provide alcohol-free alternatives and are listed in Appendix B. The Southern Miss Activities Council (SMAC) is a student-run, student-funded organization that focuses on offering a variety of educational and entertaining programs to complement the Southern Miss academic experience, while bringing programs to

educate and enlighten the student body. Events offered include concerts, movies, speakers, novelty acts and many more events open to all students free of charge. The Collegiate Recovery Community (CRC) hosted several sober tailgates each fall and provided an alcohol- and drug-free environment for students to come together and enjoy football.

GOAL FOUR: ADOPTING POLICIES

The University's Alcohol and Drug Policy was revised in 2017 to include an amnesty policy. The policy states that in the event of alcohol intoxication, alcohol-related injury or drug overdose, medical attention should be sought, and neither the impaired student nor the student providing assistance will face disciplinary action for the

possession, use or provision of alcohol or the possession or use of other drugs. In order to be granted amnesty, the student must complete a mandatory follow-up coordinated by the Office of the Dean of Students. Amnesty will not be granted if a student is belligerent toward emergency responders.

GOAL FIVE: SUPPORTING STUDENTS IN RECOVERY

The Collegiate Recovery Community (CRC) is a program for students recovering from addictive disorders, including alcohol, drugs and eating disorders. The program is designed to assist these students with any struggles they may have in maintaining sobriety while being successful college students. The CRC has a dedicated space for students in recovery to meet to hold meetings and social

gatherings. The "Blue House" also hosts several Alcoholics Anonymous (AA) and Narcotics Anonymous (NA) meetings during the week, which are open to both the Hattiesburg campus and community. The CRC maintained an average of eight members each semester during the review period.

CONCLUSIONS

Strengths

Strengths that were identified by various campus entities included the following:

- Increasing levels of collaboration between departments/entities aimed at intentionally addressing AOD through various programming efforts
- Using an empirically supported intervention program (BASICS) to address high-risk drinking behaviors in college students
- Adding an amnesty policy to place an emphasis on the well-being and safety of students by granting limited immunity to those needing medical attention for potentially life-threatening emergencies
- Having Athletics provide a wide range of educational topics via life skills and student development programs, which provide information that will not only be preventative, but also proactive in asking students to be responsible regarding the use of alcohol
- Athletics partnering with other campus and community organizations to adequately present this topic to student-athletes

Weaknesses

Weaknesses that were identified by various campus entities included the following:

- Insufficient expert presenters available to provide up-to-date

information in an entertaining way capable of connecting with students

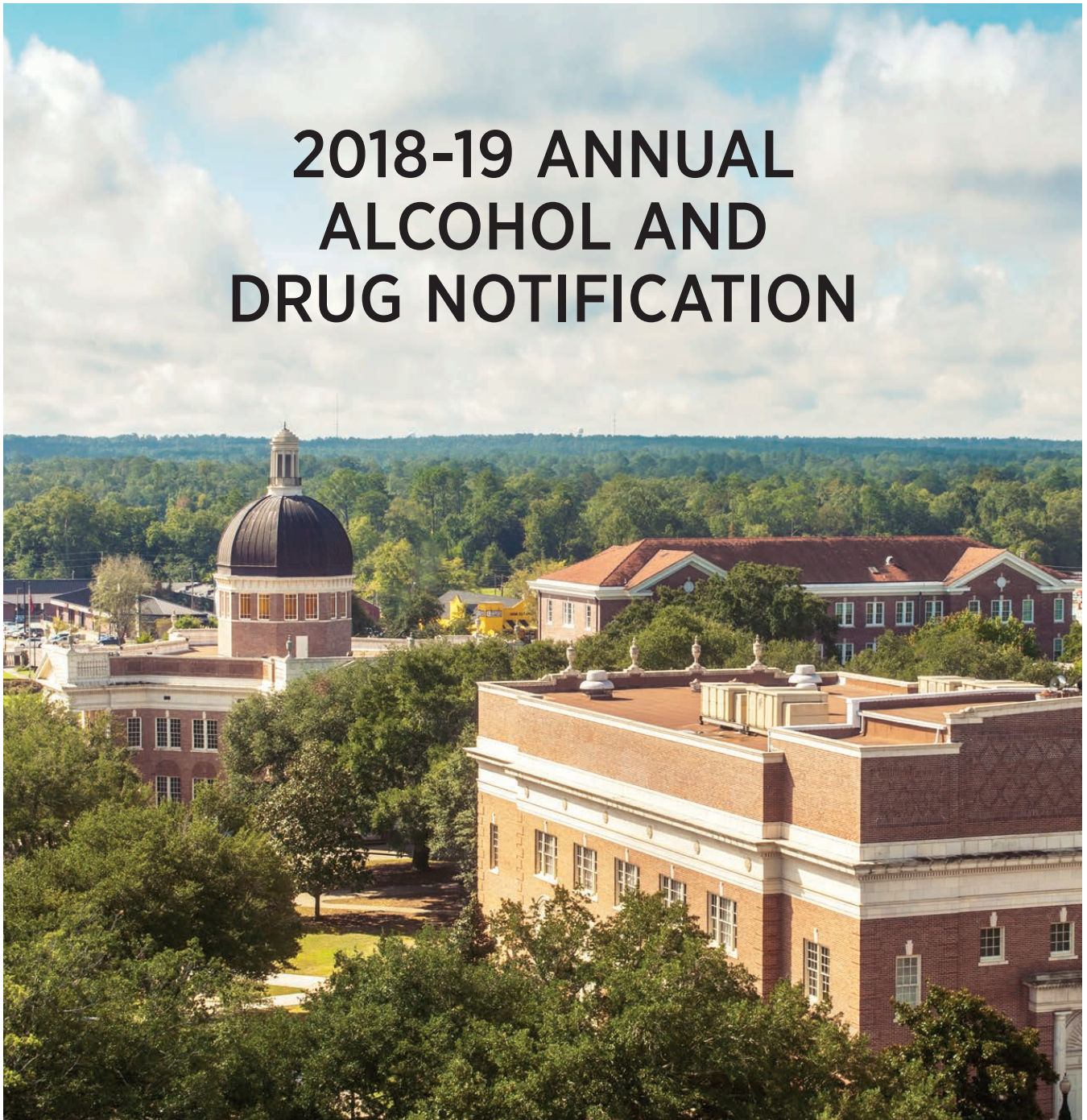
- A need for ongoing efforts, including a closer partnership with the University Police Department to capitalize on their successful AOD programs, which former participants reported to be approachable, fun and helpful
- Diminished completion rates of the Student Empower course, which contained alcohol and drug education content, due to completion not being mandatory

Recommendations

The following recommendations are made:

- Continue to explore means of increasing levels of collaboration
- Gather additional data to evaluate efforts
- Expand the BASICS program to include brief intervention for students using marijuana
- Identify a means of improving completion rates of online training modules, such as Student Empower
- Apply for a NCAA Choices grant as a means of integrating athletics into campus-wide efforts to reduce alcohol abuse over a three-year period

2018-19 ANNUAL ALCOHOL AND DRUG NOTIFICATION



THE UNIVERSITY OF
SOUTHERN
MISSISSIPPI

ANNUAL ALCOHOL AND DRUG NOTIFICATION

for The University of Southern Mississippi

The Drug-Free Schools and Communities Act Amendments of 1989, Public Law 101-226, require that, as a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education must 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. This document was prepared and distributed in compliance with Title 34 of the Code of Federal Regulations Part 86.

STANDARDS OF CONDUCT

The unlawful manufacture, distribution, dispensation, possession, use or sale of alcohol, illegal drugs or controlled substances by University employees or students in the workplace, in classrooms, on University premises at official University functions, on University business, in University vehicles, or related to any University-sponsored activity is prohibited. In addition, employees and students shall not use alcohol or illegal substances or abuse legal substances in a manner that impairs work performance, scholarly activities or student life. Conduct involving prescription drugs, which have not been prescribed by a physician to the person using or in possession of them, will be treated as a violation of this policy.

The University reserves the right to inspect the workplace for alcohol, controlled substances, illegal drugs or paraphernalia relating to alcohol, controlled substances or illegal drugs, and to question any employee when it reasonably suspects that this policy or any procedure under this policy has been violated.

All traditional freshmen, sophomores and other students under the age of 21 are prohibited from the possession and consumption of alcohol. All students are prohibited from the use and possession of illegal drugs. In addition, student organizations sponsoring events where alcohol is present are subject to the additional requirements and guidelines of the University's social events policy and registration form.

DISCIPLINARY SANCTIONS

VIOLATIONS BY EMPLOYEES

Employees found to be in violation of this policy, including student employees, if the circumstances warrant, may be subject to corrective action up to and including dismissal under applicable University policies, or may be required, at the discretion of the University, to obtain an assessment or evaluation to determine whether the employee may have a substance or alcohol abuse issue, and/or may be reported to authorities for criminal prosecution or other appropriate action. The University may impose multiple sanctions.

VIOLATIONS BY STUDENTS

Students or student organizations found to be in violation of this policy may be subject to corrective action, which may include alcohol and/or other drug education, mandated evaluation and treatment, community service, suspension and dismissal. Individuals may also be reported to authorities for criminal prosecution or other appropriate action.

All student or student organization violations of the University Alcohol and Drug Policy will be handled by the Office of the Dean of Students and follow the adjudication, sanctioning and appeal processes for alcohol violations contained in the Code of Student Conduct.

- (1) **Disciplinary Probation** – Probation makes the offense a part of the student's permanent disciplinary record and places that student under formal warning. Should a further offense occur while the student is serving a disciplinary probation, the subsequent punishment will be swift and more severe and likely include suspension or expulsion. Disciplinary probation allows a student to continue in school but may include other sanctions, including, but not restricted to, the following: loss of housing visitation privileges, transfer to another residence hall, eviction from campus housing and counseling.
- (2) **Suspension** – Suspension removes the student's right to attend the University for some period of time. Suspension can be immediate or projected in the future, and it may be for a fixed period of time (two years, one semester, etc.) or an indefinite period of time with the right to appeal and show cause for reinstatement at a fixed date. Suspension removes the student from the campus, relinquishing all "in progress" academic work. The disciplinary suspension becomes a permanent part of the student's record. The University can require that students accomplish certain things prior to reinstatement. These may include completing addiction treatment, receiving psychological services, or fulfilling other non-punitive requirements.
- (3) **Expulsion** – Expulsion is the most severe sanction a university can render. Expulsion is immediate and permanent separation from the University with no rights to future reinstatement.
- (4) **Parental Notification Policy** – The Dean of Students office reserves the right to notify the parents of students under the age of 21, who violate alcohol and other drug provisions of the student Code of Conduct and/or who, in our professional judgment, are considered to be a danger to themselves or others. Upon receipt of an alcohol or other drug violation by a student under the age of 21, the dean of students will staff the case and make a decision regarding parental notification based on the particular circumstances of the offense and the student's history. Parents will be notified by letter or phone, depending on the circumstances of the case.

STATE LEGAL SANCTIONS AND PENALTIES

MISSISSIPPI SALE OF A CONTROLLED SUBSTANCE LAWS

Penalties for Making or Selling Controlled Substances

SCHEDULE I AND II SUBSTANCES

Making or selling a schedule I or II substance incurs a fine of between \$5,000 and \$1,000,000, up to 30 years in prison or both. (Ms. Code Ann. § 41-29-139(b)(1))

SCHEDULE III AND IV SUBSTANCES

Making or selling a schedule III or IV substance incurs a fine of between \$1,000 and \$250,000, up to 20 years in prison or both. (Ms. Code Ann. § 41-29-139(b)(4))

SCHEDULE V SUBSTANCE

Making or selling a schedule V substance incurs a fine of between \$1,000 and \$50,000, up to 10 years in prison or both. (Ms. Code Ann. § 41-29-139(b)(5))

MAKING OR SELLING SPECIFIED CONTROLLED SUBSTANCES OVER A 12-MONTH PERIOD

A person who makes, sells, barter or transfers (without payment) the following types and amounts of CDS over any 12-month period will face life imprisonment. (Ms. Code Ann. § 41-29-139(f))

- Heroin – two or more ounces
- Cocaine (or any mixture containing cocaine) – two or more ounces
- Methamphetamine – two or more ounces
- Morphine, Demerol, Dilaudid, Oxycodone, MDMA – 100 or more dosage units

Trafficking Controlled Substances

“Trafficking” in a CDS refers to committing three or more offenses described above during a 12-month period, when two or more offenses occurred within different Mississippi counties. Penalties include a fine of between \$5,000 and \$1,000,000, up to 30 years in prison or both. (Ms. Code Ann. § 41-29-139(g)(1))

Second and Subsequent Offenses

A second or subsequent conviction incurs up to double the applicable fine, prison term or both, as described above. (Ms. Code Ann. § 41-29-147)

POSSESSION OF A CONTROLLED SUBSTANCE IN MISSISSIPPI

SCHEDULE I AND II SUBSTANCES

Possessing less than one-tenth of a gram (or one dosage unit) may be charged as a misdemeanor or a felony. If charged as a misdemeanor, penalties include a fine of up to \$1,000, up to one year in jail or both. If charged as a felony, penalties include a fine of up to \$10,000, at least one (and up to four) years in prison or both. (Ms. Code Ann. § 41-29-139(c)(1)(A))

Possessing one-tenth of a gram or more, but less than two grams (or two or more dosage units, but fewer than 10 dosage units), incurs a fine of up to \$50,000, at least two (and up to four) years in prison or both. (Ms. Code Ann. § 41-29-139(c)(1)(B))

Possessing two grams or more, but less than 10 grams (or 10 or more dosage units, but fewer than 20 dosage units), incurs a fine of up to \$250,000, at least four (and up to 16) years in prison or both. (Ms. Code Ann. § 41-29-139(c)(1)(C))

Possessing 10 or more, but less than 30 grams (or 20 or more dosage units, but fewer than 40 dosage units), incurs a fine of up to \$500,000, at least six (and up to 24) years in prison or both. (Ms. Code Ann. § 41-29-139(c)(1)(D))

Possessing 30 grams or more (or 40 or more dosage units) incurs a fine of up to \$1,000,000, at least 10 (and up to 30) years in prison or both. (Ms. Code Ann. § 41-29-139(c)(1)(E))

SCHEDULE III, IV OR IV SUBSTANCES

Possessing less than 50 grams (or fewer than 100 dosage units)

incurs a fine of up to \$1,000, up to one year in jail or both. (Ms. Code Ann. § 41-29-139(c)(3)(A))

Possessing 50 grams or more, but less than 150 grams (or 100 dosage units or more, but fewer than 500 units), incurs a fine of up to \$10,000, at least one (and up to four) years in prison or both. (Ms. Code Ann. § 41-29-139(c)(3)(B))

Possessing 150 grams or more, but less than 300 grams (or 500 dosage units or more, but fewer than 1,000 units), incurs a fine of up to \$50,000, at least two (and up to eight) years in prison or both. (Ms. Code Ann. § 41-29-139(c)(3)(C))

Possessing 300 grams or more, but less than 500 grams (or 1,000 dosage units or more, but fewer than 2,500 units), incurs a fine of up to \$250,000, at least four (and up to 16) years in prison or both. (Ms. Code Ann. § 41-29-139(c)(3)(D))

Possessing 500 grams or more (or 2,500 or more dosage units) incurs a fine of up to \$500,000, at least six (and up to 24) years in prison or both. (Ms. Code Ann. § 41-29-139(c)(3)(E))

Second and Subsequent Offenses

A second or subsequent conviction incurs up to double the applicable fine, prison term or both, as described above. (Ms. Code Ann. § 41-29-147)

MARIJUANA LAWS

POSSESSION		INCARCERATION	FINE
30 grams or less (first offense)	misdemeanor (summons only, no arrest)	none	\$100 - \$250
30 to 250 grams	felony	3 years	\$3,000
250 to 500 grams	felony	2 - 8 years	\$50,000
500 grams to 5 kilograms	felony	6 - 24 years	\$500,000
5 kilograms or more	felony	10 - 30 years	\$1,000,000
30 grams or less within a motor vehicle (except trunk)	misdemeanor	90 days	\$1,000

SALE		INCARCERATION	FINE
Less than 1 ounce	felony	3 years	\$3,000
1 ounce to 1 kilogram	felony	20 years	\$30,000
1 kilogram to 10 pounds	felony	30 years	\$5,000 - \$1,000,000
More than 10 pounds	felony	life without parole	variable
To a minor	felony	double penalty	double penalty
Within 1,500 feet of school, church and other specified areas	felony	double penalty	double penalty

MISCELLANEOUS (Paraphernalia, License Suspensions, Drug Tax Stamps, etc.)

Second and subsequent offenses double first offense penalties.

Any conviction causes driver's license suspension for six months.

Possession of paraphernalia is a misdemeanor punishable by up to a \$500 fine and up to six months in jail. However, a paraphernalia charge may not be brought if the person is also charged with possession of less than one ounce of marijuana.

DETAILS

For second or subsequent offenses of over 30 grams of marijuana, the penalty increases to twice the amount available to first offenders. A second conviction within two years for possession of 30 grams or less carries a fine of \$250 and not less than five or more than 60 days in county jail.

MISSISSIPPI PENALTIES FOR ILLEGAL ALCOHOL SALE, POSSESSION AND DRIVING UNDER THE INFLUENCE

Sale or Transfer of Alcoholic Beverages to a Person Under 21 Years of Age: MCA 67-1-81 and MCA 67-3-53(b)

FIRST OFFENSE

Fine of \$500 to \$1,000

SUBSEQUENT OFFENSES

Fine of \$1,000 to \$2,000 or maximum jail term of one year or both

Possession or Purchase of Alcoholic Beverages by a Person Under the Age of 21 Years: MCA 67-1-81 and MCA 67-3-70(1)

Fine of \$200-\$500, driver's license suspension for 90 days, and not more than 30 days of community service

Misrepresentation of Age to Purchase Alcoholic Beverages: MCA 67-1-81 and MCA 67-3-70(2)

Fine of \$200-\$500 and not more than 30 days of community service

Driving Under the Influence of Alcoholic Beverages or Other Impairing Substances: MCA 67-11-30

From and after July 1, 2014, this section shall read:

- (1) It is unlawful for any person to drive or otherwise operate a vehicle within this state who
 - (a) is under the influence of intoxicating liquor;
 - (b) is under the influence of any other substance that has impaired the person's ability to operate a motor vehicle;
 - (c) has an alcohol concentration of eight one-hundredths percent (.08%) or more for persons who are above the legal age to purchase alcoholic beverages under state law, or two one-hundredths percent (.02%) or more for persons who are below the legal age to purchase alcoholic beverages under state law;
 - (d) is under the influence of any drug or controlled substance, the possession of which is unlawful under the Mississippi Controlled Substances Law.
- (2) (a) First Offense DUI. Upon conviction, the person shall be fined not less than \$250 nor more than \$1,000, or imprisoned for not more than 48 hours in jail or both; and the court shall order the person to attend and complete an alcohol safety education program. Suspend the driver's license and driving privileges of the person for a period of 90 days.

- (b) Second Offense DUI. Within a period of five years, the person shall be fined not less than \$600 nor more than \$1,500, shall be imprisoned not less than five days nor more than one year, and sentenced to community service work for not less than 10 days nor more than one year. Suspend the driver's license of the person for 45 days.
 - (c) Third Offense DUI. Within a period of five years, the person shall be guilty of a felony and fined not less than \$2,000 nor more than \$5,000, and shall serve not less than one year nor more than five years in the custody of the Department of Corrections. Suspend the driver's license of the person for two years.
 - (d) Fourth or Subsequent Offense DUI. For any fourth or subsequent conviction of any person violating subsection (1) of this section without regard to the period of time over which the offenses were committed, the person shall be guilty of a felony and fined not less than \$3,000 nor more than \$10,000, and shall serve not less than two nor more than 10 years in the custody of the Department of Corrections. The Commissioner of Public Safety shall suspend the driver's license of the person for five years, which shall begin upon the person's release from the custody of the Department of Corrections.
- (3) (a) Zero Tolerance for Minors. This subsection shall be known and may be cited as Zero Tolerance for Minors. The provisions of this subsection shall apply only when a person under the age of 21 years has a blood alcohol concentration of two one-hundredths percent (.02%) or more, but lower than eight one-hundredths percent (.08%). If such person's blood alcohol concentration is eight one-hundredths percent (.08%) or more, the provisions of subsection (2) shall apply.
 - (b) First Offense: Such person shall be fined \$250 and shall have his driver's license suspended for 90 days; and the court shall order such person to attend and complete an alcohol safety education program.
 - (c) Second Offense (within a period of five years): Such person shall be fined not more than \$500 and shall have his driver's license suspended for one year.
 - (d) Third Offense (or subsequent conviction within a period of five years): Such person shall be fined not more than \$1,000 and shall have his driver's license suspended until he either reaches the age of 21 or for two years, whichever is longer.
- (4) DUI Test Refusal. In addition to the other penalties provided in this section, every person refusing a law enforcement officer's request to submit to a chemical test of his breath, as provided in this chapter, shall suffer an additional suspension of driving privileges.
 - (5) Aggravated DUI. Every person who operates motor vehicle in a negligent manner, causes the death of another, or mutilates, disfigures, permanently disables or destroys the tongue, eye, lip, nose or any other limb, organ or member of another shall, upon conviction, be guilty of a separate felony for each such death, mutilation, disfigurement or other injury, and shall be committed to the custody of the state Department of Corrections for a period of time of not less than five years, not to exceed 25 years for each such death, mutilation, disfigurement or other injury. The imprisonment for the second or each subsequent conviction, in the discretion of the court, shall commence either at the termination of the imprisonment for the preceding conviction or run concurrently with the preceding conviction.

Impoundment, Immobilization and Installation of Interlock System: MCA 67-11-31

Changes in DUI Sentencing Requirements Effective July 1, 2014

- (2) (b) Anyone convicted under Section 63-11-30 shall be assessed by the court, in addition to the criminal fines, penalties and assessments provided by law for violations of Section 63-11-30, a fee of not less than \$30 nor more than \$100. Anyone who receives a non-adjudication under Section 63-11-30 shall be assessed by the court a fee of \$250.
- (3) (a) The specific calibration setting for an ignition interlock device shall be no more than three one-hundredths percent (0.03%) blood alcohol concentration for persons 21 years of age or older and no more than two one-hundredths percent (0.02%) blood alcohol concentration for persons under 21 years of age, over which concentration the ignition interlock device will prevent the motor vehicle from being started. Cost of the impoundment, immobilization and interlock shall be paid by the person convicted.
- (4) (a) (iv) A person may not tamper with, or in any way attempt to circumvent, the operation of an ignition interlock device that has been installed in a motor vehicle. Violation is a misdemeanor. Violator shall be fined not less than \$250 nor more than \$1,000 or imprisoned for not more than one year or both.

FEDERAL LEGAL SANCTIONS AND PENALTIES

FEDERAL PENALTIES AND SANCTIONS FOR ILLEGAL TRAFFICKING OF A CONTROLLED SUBSTANCE

The Controlled Substances Act (1970; Title 21, Chapter 13, SubChapter 1, Part B and D) places all substances regulated under federal law into one of five schedules based on the substance's medical use, potential for abuse, and safety or dependence liability.

For detailed federal trafficking penalties for illicit drugs, please refer to Table 1 and Table 2. For detailed federal trafficking penalties for marijuana, please refer to Table 3.

FEDERAL PENALTIES AND SANCTIONS FOR ILLEGAL POSSESSION OF A CONTROLLED SUBSTANCE

Sentencing Provisions: Title 21, United States Code, Section 844(a)

- First conviction: Up to one year imprisonment and fined at least \$1,000, but not more than \$100,000, or both
- After one prior drug conviction: At least 15 days in prison, not to exceed two years, and fined at least \$2,500, but not more than \$250,000, or both
- After two or more prior drug convictions: At least 90 days in prison, not to exceed three years, and fined at least \$5,000, but not more than \$250,000, or both
- Special sentencing provision for possession of crack cocaine: At least mandatory five years in prison, not to exceed 20 years, and fined up to \$250,000, or both, if
 - First conviction and the amount of crack possessed exceeds five grams,
 - Second crack conviction and the amount of crack possessed exceeds three grams, or
 - Third or subsequent crack conviction and the amount of crack possessed exceeds one gram.

FORFEITURES

Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance, if that offense is punishable by more than one year imprisonment (See special sentencing provisions re: crack). Title 21 United States Code, Sections 853(a)(2) and 881(a)(7)

Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance. Title 21, United States Code, Section 881(a)(4)

CIVIL FINES

Civil fine of up to \$10,000 (pending adoption of final regulations). Title 21, United States Code, Section 844(a)

DENIAL OF FEDERAL BENEFITS

Denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one year for first offense, up to five years for second and subsequent offenses. Title 21, United States Code, Section 853(a)

MISCELLANEOUS

Revocation of certain federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual federal agencies. Title 21, United States Code, Section 862. Note: These are only federal penalties and sanctions. Additional state penalties and sanctions may apply.

HEALTH RISKS ASSOCIATED WITH AOD

ALCOHOL

Alcoholic beverages in the form of beer, wine, wine coolers or distilled spirits require no digestion and are absorbed directly into the bloodstream from the digestive tract. Within approximately three minutes after drinking, alcohol may be found in the brain and other tissues, organs and body fluids. Alcohol depresses the central nervous system. Even at low levels, alcohol impairs vision, judgment and complex motor skills and behaviors, making driving dangerous. Not only are persons under the influence of alcohol less able to perform the many complex tasks involved in safe driving, they cannot judge their own levels of impairment. Because alcohol decreases inhibitions, users often do things they normally would not do.

Long-term drinking of moderate to large quantities of alcohol can cause liver damage. Heavy drinking can cause serious nervous mental disorders, including permanent brain damage. Ulcers, gastritis, pancreatitis, diabetes, high blood pressure, malnutrition and some cancers are also more common among chronic heavy drinkers than among the general population. Users may also experience periods of amnesia called blackouts. During these periods, the person functions but later cannot remember what he or she has done during this time. Dependence on alcohol can occur after many years of heavy drinking or, for some individuals, soon after the first drink. Dependent persons may experience withdrawal symptoms, including craving alcohol, anxiety, weakness, tremors and perspiration. More severe withdrawal symptoms include nausea, vomiting, seizures, convulsions, hallucinations and delirium tremors. Severe alcohol withdrawal is life-threatening.

Mothers who drink during pregnancy may give birth to infants with Fetal Alcohol Syndrome (FAS) or other alcohol-related birth defects. Drinking by the mother during pregnancy places the unborn child at risk, affecting the child's development. Conditions seen in FAS children include (1) mental retardation, (2) a pattern of abnormal facial and body features, and (3) central nervous system abnormalities. Not all infants born to women who drink exhibit abnormal development. "Safe" levels of alcohol use during pregnancy have not been established, and it is currently recommended that pregnant women abstain.

DRUGS

Drug use can have a wide range of short- and long-term, direct and indirect effects. These effects often depend on the specific drug or drugs used, how they are taken, how much is taken, the person's health and other factors. Short-term effects can range from changes in appetite, wakefulness, heart rate, blood pressure and/or mood, to heart attack, stroke, psychosis, overdose and even death. These health effects may occur after just one use.

Long-term effects can include heart or lung disease, cancer, mental illness, HIV/AIDS, hepatitis and others. Long-term drug use can also lead to addiction. Drug addiction is a brain disorder. Not everyone who uses drugs will become addicted, but for some, drug use can change how certain brain circuits work. These brain changes interfere with how people experience normal pleasures in life, such as food and sex, their ability to control their stress levels, their decision-making, and their ability to learn and remember. These changes make it much more difficult for someone to stop taking the drug, even when it's having negative effects on their lives and want to quit.

Drug use can also have indirect effects on both the people who are taking drugs and on those around them. This can include affecting a person's nutrition; sleep; decision-making and impulsivity; and risk for trauma, violence, injury and communicable diseases. Drug use can also affect babies born to women who use drugs while pregnant. Broader negative outcomes may be seen in education level, employment, housing, relationships and criminal justice involvement. More detailed information regarding the uses and effects of controlled substances is available in Tables 4 and 5.

AOD PROGRAMS

CAMPUS RESOURCES

Collegiate Recovery Community (601.266.5340) – The Collegiate Recovery Community (CRC) is a program for students who are in recovery from addictive disorders, including alcohol, drugs and eating disorders. Students can engage with and seek support from students fighting the same battles, as well as have access to supportive faculty and staff members on campus. The program is designed to assist these students with any struggles they may have in maintaining sobriety while being successful college students.

Community Counseling and Assessment Clinic (601.266.4601) The Community Counseling and Assessment Clinic provides counseling and psychological assessment services to students, staff, faculty and community adults. They focus on issues related to coping, adjustment (e.g., to college life), academic success, and major or career choices. They also provide services related to

anxiety, depression, homesickness, grief and loss, relationship issues, adult Attention Deficit/Hyperactivity Disorder (ADHD) and other common challenges.

Psychology Clinic (601.266.4588) – The Psychology Clinic focuses significant time on helping people deal with anxiety, depression and stress, but they also work with people facing other challenges. The Psychology Clinic screens contacts for various needs and refers them to appropriate providers as needed.

Student Counseling Services (601.266.4829) – Student Counseling Services sees students for counseling and provides assistance to walk-ins and students in crisis. Student Counseling Services provides care to students with a wide range of concerns, particularly those related to the development of strong coping skills and issues that interfere with academic achievement.

Student Health Services (601.266.5390) – Student Health Services provides medical care for the University community, including preventative care, treatment for illnesses, and common mental health challenges faced by students, such as stress, depression, anxiety, eating disorders, and problems with alcohol or drugs.

University Clinic for Family Therapy (601.266.5475) – The University Clinic for Family Therapy provides individual, couple and family therapy to University of Southern Mississippi faculty, staff, students and the community. They focus on communication and relationship issues, life transition concerns, anxiety, stress management, and other general challenges that persons in relationships face.

COMMUNITY RESOURCES

Clearview Recovery Center (800.845.8919) – Clearview is the first step on the road to recovery for individuals caught in dependency or addictive behavior. While their comprehensive program focuses mainly on alcohol or drug dependency, Clearview counselors also assist clients with other addictive behaviors. Clearview also provides treatment to individuals with a dual diagnosis, a mental or emotional condition that exists alongside the addictive behavior and may contribute to it.

I-59 Area of Narcotics Anonymous (800.627.3543) – Narcotics Anonymous meeting schedule for the Hattiesburg area is available at i59area.org/meeting-schedule.

Mississippi Assembly of Alcoholics Anonymous (601.544.5666) Alcoholics Anonymous groups and meeting schedules in Hattiesburg are available at aa-mississippi.org/meetings/?tsml-day=any&tsml-region=245.

Pine Grove Behavioral Health and Addiction Services (888.574.4673) – Pine Grove Behavioral Health and Addiction Services in Hattiesburg understands lasting recovery and healing begins at the roots of who we are. Transformation is deeply woven into the core of each individual through broad-reaching treatment options. As a result, we have gained a reputation as one of the nation's most comprehensive treatment campuses – drawing on cross-disciplinary expertise and multiple, whole-life treatment programs to effectively address the real complexities of life and addiction.

Table 1

Federal Trafficking Penalties for Schedules I, II, III, IV and V (Except Marijuana)				
SCHEDULE	SUBSTANCE/QUANTITY	PENALTY	SUBSTANCE/QUANTITY	PENALTY
II	Cocaine 500-4,999 grams mixture	First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million, if an individual, \$25 million, if not an individual.	Cocaine 5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million, if an individual, \$50 million, if not an individual.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture	Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million, if an individual, \$50 million, if not an individual.	Fentanyl 400 grams or more mixture	Second Offense: Not less than 20 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million, if an individual, \$75 million, if not an individual.
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million, if an individual, \$75 million, if not an individual.
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	
SUBSTANCE/QUANTITY		PENALTY		
Any Amount of Other Schedule I and II Substances		First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of \$1 million, if an individual, \$5 million, if not an individual. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine of \$2 million, if an individual, \$10 million, if not an individual.		
Any Drug Product Containing Gamma Hydroxybutyric Acid				
Flunitrazepam (Schedule IV) 1 gram				
Any Amount of Other Schedule III Drugs		First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine of not more than \$500,000, if an individual, \$2.5 million, if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine of not more than \$1 million, if an individual, \$5 million, if not an individual.		
Any Amount of All Other Schedule IV Drugs (other than 1 gram or more of Flunitrazepam)		First Offense: Not more than 5 yrs. Fine of not more than \$250,000, if an individual, \$1 million, if not an individual. Second Offense: Not more than 10 yrs. Fine of not more than \$500,000, if an individual, \$2 million, if not an individual.		
Any Amount of All Schedule V Drugs		First Offense: Not more than 1 yr. Fine of not more than \$100,000, if an individual, \$250,000, if not an individual. Second Offense: Not more than 4 yrs. Fine of not more than \$200,000, if an individual, \$500,000, if not an individual.		
dea.gov/druginfo/ftp_chart1.pdf				

Table 2

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
SUBSTANCE/QUANTITY	PENALTY
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million, if an individual, \$50 million, if not an individual. Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million, if an individual, \$75 million, if not an individual.
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	First Offense: Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million, if an individual, \$25 million, if not an individual. Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million, if an individual, \$50 million, if not an individual.
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of \$1 million, if an individual, \$5 million, if not an individual.
Hashish more than 10 kilograms	Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine of \$2 million, if an individual, \$10 million, if not an individual.
Hashish Oil more than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants	First Offense: Not more than 5 yrs. Fine not more than \$250,000, if an individual, \$1 million, if not an individual. Second Offense: Not more than 10 yrs. Fine \$500,000, if an individual, \$2 million, if not an individual.
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	
dea.gov/druginfo/ftp_chart2.pdf	



Table 3

National Institute on Drug Abuse – Commonly Abused Drugs		
Category and Name	Examples of Commercial and Street Names	Acute Effects/Health Risks
TOBACCO		
Nicotine	Found in cigarettes, cigars, bidis and smokeless tobacco (snuff, spit tobacco, chew)	Increased blood pressure and heart rate; chronic lung disease; cardiovascular disease; stroke; cancers of the mouth, pharynx, larynx, esophagus, stomach, pancreas, cervix, kidney, bladder and acute myeloid leukemia; adverse pregnancy outcomes; addiction
ALCOHOL		
Alcohol (Ethyl Alcohol)	Found in liquor, beer and wine	In low doses, euphoria, mild stimulation, relaxation, lowered inhibitions; in higher doses, drowsiness, slurred speech, nausea, emotional volatility, loss of coordination, visual distortions, impaired memory, sexual dysfunction, loss of consciousness, increased risk of injuries, violence, fetal damage (in pregnant women), depression, neurologic deficits, hypertension, liver and heart disease, addiction, fatal overdose
CANNABINOIDS		
Marijuana	Blunt, dope, ganja, grass, herb, joint, bud, Mary Jane, pot, reefer, green, trees, smoke, skunk, weed	Euphoria; relaxation; slowed reaction time; distorted sensory perception; impaired balance and coordination; increased heart rate and appetite; impaired learning, memory; anxiety; panic attacks; psychosis; cough; frequent respiratory infections; possible mental health decline; addiction. Also, for synthetic cannabinoids—increased blood pressure and reduced blood supply to the heart, heart attack
Synthetic Cannabinoids	K2, spice, black mamba, bliss, bombay blue, fake weed, fire, genie, moon rocks, skunk, smacked, Yucatan, Zohai	
OPIOIDS		
Heroin	Diacetylmorphine: smack, horse, brown sugar, dope, H, junk, skag, skunk, white horse, China white, cheese (with OTC cold medicine and antihistamine)	Euphoria, drowsiness, impaired coordination, dizziness, confusion, nausea, sedation, feeling of heaviness in the body, slowed or arrested breathing, constipation, endocarditis, hepatitis, HIV, addiction, fatal overdose
Prescription Opioids	Codeine: Captain Cody, Cody, lean, schoolboy, sizzurp, purple drank Fentanyl: Apache, China girl, China white, dance fever, friend, goodfella, jackpot, murder 8, Tango and Cash, TNT Hydrocodone: vike, Watson-387 Meperidine (Demerol): Demmies, pain killer Morphine: M, Miss Emma, monkey, white stuff Oxycodone: O.C., Oxycet, Oxycotton, Oxy, hillbilly heroin, percs	
STIMULANTS		
Cocaine	Cocaine hydrochloride: blow, bump, C, candy, Charlie, coke, crack, flake, rock, snow, toot	Increased heart rate, blood pressure, body temperature, metabolism; feelings of exhilaration; increased energy, mental alertness; tremors; reduced appetite; irritability; violent behavior; psychosis; weight loss; insomnia; cardiac or cardiovascular complications; stroke; seizures; addiction Also, for cocaine—nasal damage from snorting Also, for methamphetamine—severe dental problems Also, for prescription stimulants—dangerously high body temperature and irregular heartbeat, heart failure, seizures Also, for synthetic cathinones—increased sociability and sex drive, hallucinations, suicidal thoughts, breakdown of skeletal muscle tissue, kidney failure, death
Methamphetamine	Desoxyn: meth, ice, crank, chalk, crystal, fire, glass, go fast, speed	
Prescription Stimulants	Amphetamine: Bennies, black beauties, crosses, hearts, LA turnaround, speed, truck drivers, uppers Methylphenidate: JIF, MPH, R-ball, skippy, the smart drug, vitamin R	
Synthetic Cathinones	Bath salts, bloom, cloud nine, cosmic blast, flakka, ivory wave, lunar wave, Scarface, vanilla sky, white lightning	
CLUB DRUGS		
MDMA	Ecstasy, Adam, clarity, Eve, lover’s speed, peace, uppers	MDMA—mild hallucinogenic effects, increased tactile sensitivity, empathic feelings, lowered inhibition, anxiety, chills, sweating, teeth clenching, muscle cramping, sleep disturbances, depression, impaired memory, hyperthermia, addiction Flunitrazepam—sedation, muscle relaxation, confusion, memory loss, dizziness, impaired coordination, addiction GHB—drowsiness, nausea, headache, disorientation, loss of coordination, memory loss, unconsciousness, seizures, coma
Flunitrazepam	Rohypnol: forget-me pill, Mexican Valium, R2, roach, Roche, roofies, roofinol, rope, rophies	
GHB	Gamma-hydroxybutyrate: G, Georgia home boy, grievous bodily harm, liquid ecstasy, soap, scoop, goop, liquid X	

(continued on next page)

Table 3 (continued from previous page)

DISSOCIATIVE DRUGS		
Ketamine	Ketalar SV: cat Valium, K, Special K, vitamin K	Feelings of being separate from one's body and environment; impaired motor function; anxiety; tremors; numbness; memory loss; nausea
PCP and Analogs	Phencyclidine: angel dust, boat, hog, love boat, peace pill	Also, for ketamine—analgesia; impaired memory; delirium; respiratory depression and arrest; death
Salvia Divinorum	Salvia, shepherdess' herb, Maria pastora, magic mint, Sally-D	Also, for PCP and analogs—analgesia; psychosis; aggression; violence; slurred speech; loss of coordination; hallucinations
Dextromethorphan (DXM)	Found in some cough and cold medications: Robotripping, robo, triple C	Also, for DXM—euphoria; slurred speech; confusion; dizziness; distorted visual perceptions
HALLUCINOGENS		
LSD	Lysergic acid diethylamide: acid, blotter, cubes, microdot, yellow sunshine, blue heaven	Altered states of perception and feeling; hallucinations; nausea
Mescaline	Buttons, cactus, mesc, peyote	Also, for LSD and mescaline—increased body temperature, heart rate, blood pressure; loss of appetite; sweating; sleeplessness; numbness; dizziness; weakness; tremors; impulsive behavior; rapid shifts in emotion
Psilocybin	Magic mushrooms, purple passion, shrooms, little smoke	Also, for LSD—flashbacks, Hallucinogen Persisting Perception Disorder Also, for psilocybin—nervousness; paranoia; panic
OTHER COMPOUNDS		
Anabolic Steroids	Anadrol, Oxandrin, Durabolin, Depo-Testosterone, Equipoise: roids, juice, gym candy, pumpers	Steroids—no intoxication effects; hypertension; blood clotting and cholesterol changes; liver cysts; hostility and aggression; acne; in adolescents—premature stoppage of growth; in males—prostate cancer, reduced sperm production, shrunken testicles, breast enlargement; in females—menstrual irregularities, development of beard and other masculine characteristics
Inhalants	Solvents (paint thinners, gasoline, glues); gases (butane, propane, aerosol propellants, nitrous oxide); nitrites (isoamyl, isobutyl, cyclohexyl): laughing gas, poppers, snappers, whippets	Inhalants (varies by chemical)—stimulation; loss of inhibition; headache; nausea or vomiting; slurred speech; loss of motor coordination; wheezing; cramps; muscle weakness; depression; memory impairment; damage to cardiovascular and nervous systems; unconsciousness; sudden death
Prescription Sedatives	Barbiturates: Barbs, Phennies, Red Birds, Reds, Tooies, Yellow Jackets, Yellows Benzodiazepines: Candy, Downers, Sleeping Pills, Tranks Sleep medications: Forget-me Pill, Mexican Valium, R2, Roche, Roofies, Roofinol, Rope, Rophies	Drowsiness; slurred speech; poor concentration; confusion, dizziness; problems with movement and memory; lowered blood pressure; slowed breathing; death when in combination with alcohol
drugabuse.gov/sites/default/files/cadchart.pdf		



Table 4

Drug/CSA Schedule	Trade or Other Names	Risk of Dependence	Tolerance	Duration (hours)	Effects of Overdose	Withdrawal Syndrome
NARCOTICS						
Morphine/II III	Morphine, MS-Contin, Roxanol, Roxanol-SR	High	Yes	3 – 6	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating
Codeine/II III V	Tylenol w/Codeine, Empirin w/ Codeine, Robitussin A-C, Fiorinal w/Codeine	Moderate	Yes	3 – 6		
Heroin/I	Diacetylmorphine, Horse, Smack	High	Yes	3 – 6		
Meperidine (Pethidine)/II	Demerol, Mepergan	High	Yes	3 – 6		
Other Narcotics/I II III IV V	Numorphan, Percodan, Percocet, Tylox, Tusslonex, Fentanyl, Darvon, Lomotil, Talwin	High-Low	Yes	Variable		
DEPRESSANTS						
Barbiturates/II III IV	Amytal, Butisol, Fiorinal, Lotusate, Nembutal, Seconal, Tuinal, Phenobarbital	High-Moderate	Yes	1 – 16	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death
Benzodiazepines/IV	Ativan, Dalmane, Diazepam, Librium, Xanax, Serax, Valium, Tranxene, Verstran, Versed, Halcion, Paxipam, Restoril	Low	Yes	4 – 8		
Methaqualone/I	Quaalude	High	Yes	4 – 8		
Other Depressants/III IV	Equanil, Miltown, Noludar, Placidyl, Valmid	Moderate	Yes	4 – 8		
STIMULANTS						
Cocaine/II	Coke, Flake, Snow, Crack	High	Yes	1 – 2	Agitation, increase in body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation
Methylphenidate/II	Ritalin	Moderate	Yes	2 – 4		
Other Stimulants/III IV	Adipex, Cylert, Didrex, Ionamin, Melfiat, Plegine, Sanorex, Tenuate, Tepanil, Prelu-2	High	Yes	2 – 4		
HALLUCINOGENS						
LSD/I	Acid, Microdot	Unknown	Yes	8 – 12	Longer, more intense “trip” episodes, psychosis, possible death	Withdrawal not reported
Mescaline and Peyote/I	Mexc, Buttons, Cactus	Unknown	Yes	8 – 12		
Amphetamine Variants/I	2.5-DMA, PMA, STP, MDA, MDMA, TMA, DOM, DOB	Unknown	Yes	Variable		
Phencyclidine/I	PCP, Angel Dust, Hog	Unknown	Yes	Days		
Other Hallucinogens/I	Bufotenine, Ibogaine, DMT, DET, Psilocybrn, Psilocyn	Unknown	Possible	Variable		
CANNABIS						
Marijuana/I	Pot, Acapuco Gold, Grass, Reefer, Sinsemilla, Thai Sticks	Moderate	Yes	2 – 4	Fatigue, paranoia, possible psychosis	Insomnia, hyperactivity and decreased appetite occasionally reported
Tetrahydrocannabino/I II	THC, Marinol	Moderate	Yes	2 – 4		

APPENDIX B

AOD PROGRAMS

2017-18 Alcohol and Drug Awareness RA Programming				
TITLE	LOCATION	DATE	ATTENDEES	OBJECTIVE(S)
Drink, Drank, Drunk	Vann Hall	9/22/16	14	Provide an alternative to drinking
Alcohol Awareness and Prevention Tips	Century Park North #1	9/22/16	44	Demonstrate responsible behavior and talk about the diseases and problems associated with not drinking responsibly
Don't Blow It	Scott Hall	9/28/16	17	Review information about how to drink safely and responsibly with discussion facilitated by UPD officer
Mocktail Party	Scott Hall	9/28/16	33	Provide ways to be safe while consuming alcohol
Don't Blow It	Scott Hall	9/28/16	17	Discuss how alcohol affects the body and how residents who are of age should take precautions to safely consume alcohol with discussion led by UPD officer
All-You-Can-Drink Mocktails	McCarty Hall	10/17/16	23	Learn about the effects of alcohol and how to drink responsibly
Mocktails Mixer	Village Complex	10/18/16	31	Discuss the dangers of alcohol poisoning and view a video while making "mocktails"
Drunk Driving	Wilber Hall	10/25/16	19	Inform residents how drunk driving is dangerous and provide statistics about drunk driving, as well as providing scenarios that could happen even when someone may think they were under the drinking limit with discussion led by UPD officer
{Beer} Pong Party	McCarty Hall	11/01/16	25	Participate in alcohol games while also learning safe ways of conducting themselves while in an alcohol-permitted area
Shots, Shots, Shots/Choose Your Poison	Hillcrest Hall	11/09/16	15	Inform residents how to prevent alcohol-related injuries and problems
Wine and Cheese Party	Wilber Hall	11/11/16	18	Discuss the importance of not drinking alcohol and safe ways to drink if they do decide to drink
I've Got 99 Problems but Alcohol Ain't One	Wilber Hall	11/14/16	10	Increase awareness of the dangers of overconsuming alcohol and what is considered a serving
Drunk Goggles Relay	McCarty Hall	11/28/16	5	Learn how uncoordinated an individual can be while "drunk" by simulating intoxication with drunk goggles
Flipping Out	Scott Hall	11/30/16	7	Show the dangers of playing drinking games
Alcohol Dos and Don'ts	McCarty Hall	12/01/16	6	Provide information on alcohol misuse and best practices to use when drinking alcohol; discuss the importance of avoiding underage drinking
Alcohol Awareness	Luckyday	12/02/16	5	Discuss the risks of alcohol misuse and the benefits of abstaining
Turn Up Responsibly	Wilber Hall	2/15/17	7	Increase awareness of alcohol use/misuse when dealing with depression, as well as conduct while using alcohol
Pardi On Mardi	Hattiesburg Hall	2/20/17	30	Inform on the importance of alcohol awareness and how to be responsible when drinking
Alcohol Awareness Program	Scott Hall	3/02/17	12	Guess serving sizes, followed by education on the correct amount; provide advice on what to do if they have been drinking and what they can do to save someone else's life
Drinking Games	Wilber Hall	3/08/17	10	Educate on the risks associated with binge drinking
Alcohol Awareness	Luckyday	3/28/17	5	Discuss the dangers of alcohol and binge drinking
Tipsy Tuesday	Hillcrest Hall	3/28/17	10	Learn facts and statistics about alcohol from UPD
Under the Influence	Wilber Hall	3/30/17	6	Teach about the consequences of under-age drinking and over consumption of alcohol
Mocktails with a Twist	McCarty Hall	3/30/17	24	Learn specific ways to be responsible and safe when drinking
Black and Gold Ball	Vann Hall	3/31/17	5	Discuss the negative effects of alcohol and the importance of keeping yourself safe by making positive choices regarding alcohol consumption
Root Beer Pong	Village Complex	4/05/17	5	Play an interactive game while providing facts about alcohol awareness
The Drinking Game	Wilber Hall	4/11/17	6	Learn interesting facts about alcohol through an activity of playing "beer" pong with Sprite
Red Solo Cup Social	Vann Hall	5/01/17	7	Learn about the dangers of drinking and safety practices, such as having a designated driver, eating before drinking, and being aware of how much you're drinking
Alcohol Awareness Film Night	Luckyday	5/02/17	6	Watch a film to learn more about safe practices in situations where alcohol is present
		Total	422	

2017-18 Alcohol and Drug Awareness RA Programming

TITLE	LOCATION	DATE	ATTENDEES	OBJECTIVE(S)
Mocktails and Root Beer Pong	Wilber Hall	8/29/2017	20	Learn about the harmful effects of alcohol and to be aware of their surroundings, as well as look out for each other
Bystander Effect	Scott Hall	9/12/2017	19	Present various hypothetical, yet very real, situations that involve drugs, alcohol and rape in college settings; learn how to respond to gain knowledge about bystander prevention/ intervention and alcohol and drug issues
Root Beer Pong	McCarty Hall	9/12/2017	14	Discuss alcohol and increase awareness of the potential dangers of drinking
AI-Co-Hol You Later	Century Park North #2	9/15/2017	11	Teach about the dangers of over-consuming alcohol and how to reduce the likelihood of violence due to alcohol
Title IX Program	Wilber Hall	9/28/ 2017	20	Learn about "safe" ways to drink alcohol, such as not leaving your drink alone and not mixing drinks. Review the ways in which Title IX can protect them after a sexual assault; understand the nationwide problem of alcohol poisoning in the college setting
Mocktails	Hillcrest Hall	9/29/2017	25	Provide helpful tips aimed at increasing alcohol awareness using an educational game about the effects of alcohol
Think Before You Drink	Wilber Hall	9/29/2017	18	Inform attendees how to save someone's life if they are in the beginning stages of alcohol poisoning
Cheese and Wine	Village Complex	10/01/ 2017	15	Provide an open forum for residents to answer questions about alcohol safety and awareness
This Is What Happens When You Drink and Drive	Wilber Hall	10/17/2017	40	Inform attendees about the alcohol policy and consequences for violations, including drinking and driving and the consequences that come with decisions made while under the influence
Fright Night	Wilber Hall	10/25/2017	64	Demonstrate how easily someone could get the wrong drink to prevent possible assaults
Sobering Facts	Wilber Hall	10/16/2017	7	Discuss the facts of being drunk and visually impaired
Alcohol Awareness	Luckyday	11/02/2017	15	Increase awareness of the dangers of excessive intake of alcohol and address personal safety
Root Beer Pong	Mississippi Hall	11/02/2017	10	Increase alcohol awareness by playing a game where those whose ball goes in the cup are asked questions related to alcohol with the first team to get the most balls in and answer the most questions winning
A Drunk Maid's Obstacle Course	Century Park North #2	11/02/2017	12	Present several tips about drinking alcohol and partying safely
The Drinking Game	McCarty Hall	11/03/2017	11	Play an interactive game about alcohol and under-aged drinking
Mocktails	Scott Hall	11/08/2017	19	Provide information on how alcohol can be dangerous, especially if not consumed properly; provide information on how to drink safely if they choose to partake, if they are of age
Partying the Safe Way	Village Complex	11/19/2017	16	Provide ideas on how to have fun at parties while being safe
(Nonalcoholic) Drinks on Us!	Village Complex	11/20/2017	15	Discuss alcohol/drug awareness, domestic violence, sexual assault, and recent changes to the USM Drug and Alcohol Policy with a UPD officer leading the discussion
Soda Pong	Century Park North #3	11/27/2017	11	Teach residents about alcohol awareness and provide a fun alternative to drinking
Awareness Jeopardy	Wilber Hall	1/23/2018	8	Learn about Title IX, health, Moffit Health Center, and the risks of consuming alcohol
Mixed with a Twist	Century Park North #2	1/29/2018	10	Illustrate how easily drugs can be given to someone without consent
Come Through	Century Park North #2	2/15/2018	16	Teach what alcohol does to perception by engaging in various activities using the drunk goggles
Blame it on the A-A-A-Alcohol	Wilber Hall	2/20/2018	16	Discuss alcohol use and the consequences of underage alcohol use with UPD officer facilitating session
Trivia Night	McCarty Hall	2/27/2018	12	Learn about alcohol and how to drink responsibly
The Drinking Game	Vann Hall	3/05/2018	10	Utilize a board game to discuss questions regarding alcohol as it relates to its effects on the body, the consequences of alcohol if used on campus, and how easy it is to become intoxicated
DUI Mario Kart	Vann Hall	3/07/2018	10	Provide residents with information on how alcohol can negatively impact their lives
Mocktail with a Twist	Wilber Hall	3/26/2018	13	Discuss common alcohol myths and their negative effects
Save-a-Life Jeopardy	Century Park North #2	3/28/2018	22	Play an interactive game with questions about safety
Party at My Place	Century Park North #2	3/28/2018	15	Simulate a social setting where someone is drugged at a party to illustrate how easy it is if they are not careful
Alcohol Safety	Century Park North #1	3/28/2018	5	Provide information about drinking safely and using the drunk goggles to show the dangers of drunk driving
Ain't That A Beach!	Wilber Hall	3/27/2018	8	Differentiate between myths and facts about alcohol
Know Your Limits	Mississippi Hall	3/29/2018	14	Review drink sizes and the effects of consuming excessive amounts of alcohol
Raise the Roofie	Luckyday	4/09/2018	17	Provide information on how to be aware of their surroundings and to watch their drinks at all times
Let's Get to the Root on Beer	Hillcrest Hall	4/18/2018	22	Provide information on safe drinking practices and emergency numbers to call
Alcohol Awareness	Luckyday	4/29/2018	5	Discuss alcohol awareness statistics, how to be safe, and how to help others in need as it relates to being aware of alcohol consumption
The Truth About Alcohol	Luckyday	4/29/2018	7	View a Netflix documentary on the truth about alcohol and discuss the effects of alcohol
Alcohol Awareness	Village Complex	5/03/2018	10	Explain the effects of alcohol on the body and discuss alcohol policies on campus
		Total	582	

2016-17 Alcohol and Drug Awareness UPD Programming

LOCATION	DATE	ATTENDEES
GEWW	8/22/2016	280
Century Park North	9/19/2016	13
Scholarship Hall	9/26/2016	12
Scott Hall	9/26/2016	15
McCarty Hall	10/03/2016	11
Wilbur Hall	10/10/2016	20
Wilbur Hall	10/25/2016	-
Tabling	3/02/2017	-
Hillcrest Hall	3/28/2017	13
	Total	*364

APPENDIX C

ALCOHOL AND DRUG POLICY

POLICY STATEMENT

The University of Southern Mississippi strives to maintain campus communities, activities and worksites free from the illegal use, possession, or distribution of alcohol, illegal drugs or controlled substances as defined by state law and in Schedules I through V of the Controlled Substances Act, 21 United States Code section 812, as amended and by regulation at 21 Code of Federal Regulations section 1308. The University of Southern Mississippi recognizes that the illegal and/or abusive use of alcohol or drugs by members of the University community can prevent the University from meeting its commitments and accomplishing its missions. Further, such use jeopardizes the safety and welfare of the individual, fellow employees and students, and the University community. The University Alcohol and Drug Policy prescribes standards of conduct expected of academic and staff employees, students and visitors to maintain alcohol and drug-free campus communities, activities and worksites, and contains provisions to ensure that the University is in compliance with federal and state statutes.

REASON FOR POLICY/PURPOSE

Consistent with state and federal law, the University will maintain a workplace and educational environment free from the unlawful manufacture, distribution, dispensation, possession, or use of any controlled substance and/or alcohol. This policy is implemented in compliance with the Drug-Free Workplace Act of 1988, and the Drug-Free Schools and Communities Act Amendments of 1989. The purpose of this statement is to establish policy for all employees, students and visitors of The University of Southern Mississippi concerning manufacture, sale, possession, distribution, or use of alcohol or illegal drugs during working hours; during class attendance; in a manner while off duty that impairs on-duty work performance; or in a manner while in attendance at an official University function or at an authorized University site that adversely affects the performance of the employee or student or may adversely affect the health or safety of any other person.

WHO NEEDS TO KNOW THIS POLICY

All members of The University of Southern Mississippi community including employees, students and visitors

WEBSITE FOR THIS POLICY

usm.edu/institutional-policies/policy-pres-pr-001

DEFINITIONS

Alcohol means the intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohols including methyl or isopropyl alcohol.

BYOB or BYO is an initialism meant to stand for “bring your own bottle,” “bring your own booze,” “bring your own beer,” or “bring your own beverage.” BYOB is often placed on an invitation to indicate that the host will not be providing alcohol and that guests are welcome to bring their own.

Community Alcohol refers to common source and “tap” systems. This includes, but is not limited to, kegs, beer balls, punch bowls used to mix or serve alcohol, mixed drinks/cocktails and beer/wine provided to other persons.

Consumption of alcohol refers to the act of drinking or ingesting any amount of an alcoholic beverage.

Controlled substances (or “illegal drugs”) refers to any drug or substance whose use is legally prohibited including, but not limited to, marijuana (THC), cocaine, opiates, phencyclidine (PCP), amphetamines (including methamphetamines) and any others contained or identified in Schedules I through V of the Controlled Substances Act, 21 United States Code section 812, as amended and by regulation at 21 Code of Federal Regulations section 1308.

Distribution of drugs refers to the sharing of illegal drugs/controlled substances with or giving them to others.

Employee(s) means faculty, staff or student employees.

Facilitating the possession/use of alcohol or drugs refers to the act of allowing others to possess, consume or use alcohol or illegal drugs/controlled substances in one’s residence or automobile.

Hard Liquor/Alcohol includes any distilled beverage, spirit, liquor, hard liquor or hard alcohol which is produced by distillation of grains, fruit or vegetables that have already gone through alcoholic fermentation. The term “hard liquor” applies to all alcohol and alcohol-containing beverages except beer, wine, champagne and pre-made alcoholic drinks not made from distilled spirits; the alcohol content of beverages not considered hard liquor/alcohol must be below 20%; distilled spirits of any kind are considered hard liquor/alcohol.

Invitee(s)/Visitor(s) means any person authorized by the University to engage in University-related activities on University premises or University-controlled property, including, but not limited to,

independent contractors, consultants, volunteers, individuals employed by outside employment agencies, conference attendees, and persons taking or auditing educational programs.

Possession of alcohol or drugs refers, but is not limited, to holding, no matter the duration, alcohol or illegal drugs/controlled substances in hand or having them in one's clothing, purse/book bag (or similar case), automobile or residence.

Sale of drugs refers to the exchange of illegal drugs/controlled substances for money or other forms of compensation (sale).

Student(s) means anyone admitted to the University and registered for, taking or pursuing undergraduate, graduate or professional studies or academic courses at the University, both full-time and part-time, as well as persons attending classes on-campus, off-campus or online.

University premises/University-controlled property means any building, structure, vehicle, improved land or unimproved land, in whole or part, which is owned, used or occupied by the University or for the use and benefit of the University.

Use of drugs refers to the act of ingesting, inhaling, drinking, eating, and/or any other method of introducing an illegal drug or controlled substance into one's body.

Workplace means any University premise or other location where an employee is engaged in University business.

POLICY/PROCEDURES

1. POLICY

The Drug-Free Schools and Communities Act Amendment of 1989, Public Law 101-226, requires that, as a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education must certify that it has adopted and implemented a program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by faculty, staff and students. Thus, the unlawful manufacture, distribution, dispensation, possession, use or sale of alcohol, illegal drugs or of controlled substances by University employees or students in the workplace, in classrooms, on University premises, at official University functions, on University business, in University vehicles or related to any University-sponsored activity is prohibited. In addition, employees and students shall not use alcohol or illegal substances or abuse legal substances in a manner that impairs work performance, scholarly activities or student life. For prescription drugs that are not prescribed by a physician to the person using or in possession of them, conduct involving the use of such drugs will be treated as a violation of this policy.

Annually, each employee and student will be provided with a written statement concerning

- (a) the applicable legal sanctions under local, state and federal law regarding unlawful possession, use or distribution of illicit drugs and alcohol,
- (b) the health risks associated with use of illicit drugs and the abuse of alcohol,
- (c) the available drug or alcohol counseling, treatment and/or rehabilitation programs, and
- (d) the disciplinary sanctions that will be imposed on employees and students for the unlawful possession, use or distribution of illicit drugs and alcohol.

1.1. Violations by Employees. Employees found to be in violation of this policy, including student employees if the circumstances warrant, may be subject to corrective action, up to and including dismissal, under applicable University policies, or may be

required, at the discretion of the University, to obtain an assessment or evaluation to determine whether the employee may have a substance or alcohol abuse issue, and/or may be reported to authorities for criminal prosecution or other appropriate action.

The University reserves the right to inspect the workplace for alcohol, controlled substances, illegal drugs or paraphernalia relating to alcohol, controlled substances or illegal drugs and to question any employee when it reasonably suspects that this policy or any procedure under this policy has been violated.

1.2. Violations by Students. The University of Southern Mississippi's Code of Student Conduct, in conjunction with this policy, prohibits the unlawful possession, use or distribution of alcohol and other drugs by students and student organizations, as well as any other alcohol-related misconduct.

1.3. Housing and Residence Life. In accordance with the Housing and Residence Life policy, alcohol is not permitted inside student housing. Any possession or consumption of alcoholic beverages of any kind in plain view shall be considered a violation of this policy. The concepts of "private space" or "private gatherings" in this policy do not condone underage or excessive drinking in private spaces. Rather, the policy arises from the reality that, while police officers enforce state laws, they may not have a need or legal reason to enter students' private living spaces unless a problem is apparent or a large gathering requires investigation. However, privacy rights of students in their residential space will be respected, but any public nuisance coming from private space related to the consumption of alcohol shall bring the full force of this policy and applicable state law into play. The concealment of illegal alcohol consumption from plain view does not preclude the enforcement of state laws or this policy.

1.4. All traditional freshmen, sophomores, and other students under the age of 21 are prohibited from the possession and consumption of alcohol. All students are prohibited from the use and possession of illegal drugs. In addition, student organizations sponsoring events where alcohol is present are subject to the additional requirements and guidelines of the University's Social Events Policy and registration form. Students or student organizations found to be in violation of this policy may be subject to corrective action, which may include alcohol and/or other drug education, mandated evaluation and treatment, community service, suspension and dismissal. Individuals may also be reported to authorities for criminal prosecution or other appropriate action.

1.5. All student or student organization violations of the University Alcohol and Drug Policy will be handled by the Office of the Dean of Students and follow the adjudication, sanctioning and appeal processes for alcohol violations contained in the Code of Student Conduct.

1.5.1. Community/Common Source Alcohol. Except as may be otherwise specifically authorized by this policy, community alcohol, common sources of alcohol and "tap" systems are prohibited. This includes, but is not limited to, kegs, beer balls, punch bowls used to mix or serve alcohol, mixed drinks/cocktails, and/or beer/wine provided on behalf of a student organization to other persons at a social event. Drinking games and rapid consumption techniques and devices (e.g., flip cup, beer pong, quarters, funnels, power hour, whoop juice, card games, shots, etc.), mixed drinks/cocktails and beer/wine provided to other persons are strictly prohibited and violate this policy.

1.5.2. Penalty for Providing Community or Common Source

Alcohol. The University has determined that students or student organizations that provide “community alcohol” or “common source alcohol,” in any of its forms, constitutes a clear and present danger to others and is strictly prohibited. A violation of this policy by an individual or organization, as adjudicated under the Code of Student Conduct, may result in the most severe sanctions or penalties, up to and including expulsion or dismissal of an individual and complete suspension or dismissal of a student organization. The penalties shall be determined by the sanctioning official in accordance with the Code of Student Conduct. Further, a violation of this policy may also result in an interim suspension in accordance with the Code of Student Conduct.

1.5.3. Sanctions are appealable as provided in the Code of Student Conduct.

1.5.4. The Family Educational Rights and Privacy Act (FERPA) has given colleges/universities the option to notify parents or guardians about specific types of information from a student’s conduct record. The office of the Dean of Students may notify parents/guardians the first time and any subsequent time a student is found to have violated Code of Student Conduct policies on the use or possession of alcohol or other illegal substances if he/she is under the age of 21.

1.6. Amnesty. Student health and safety are primary concerns in cases of possible alcohol intoxication, alcohol-related injury or drug overdose. If a student on campus becomes endangered by alcohol or drug use, students should contact Emergency Medical Services (EMS), the duty of which is to provide medical assistance, not to report violations of policy. In these situations, the University is most concerned that students who need care receive medical attention. Any student may seek emergency medical assistance or University Police Department (UPD) assistance or bring an intoxicated or drug-impaired person to Student Health Services. Neither the impaired student nor the student providing assistance will face disciplinary action for the possession, use or provision of alcohol (see exception below) or the possession or use of other drugs, if the student seeking amnesty completes a mandatory follow-up with the Dean of Students (or his/her designee, which may include the University of Southern Mississippi Counseling Center or Wellness Center). Amnesty does not apply to other prohibited conduct, such as assault (physical or sexual), violence, property damage, provision of alcohol to persons under 21, or distributing dangerous substances (whether legal or illegal). Failure by a student, student organization or responsible University entity to call EMS or UPD when faced with an alcohol or other drug-related emergency is a serious violation and may be sanctioned with restrictions, suspension or expulsion. To receive amnesty, a student must initiate a request for assistance before being confronted by The University of Southern Mississippi for possible alcohol or drug violations. Students may receive amnesty on more than one occasion. Because cooperation is crucial during emergency responses, any interference with EMS, UPD or others trying to provide care to an injured person is unacceptable and will be severely sanctioned. An intoxicated or drug-impaired student who is belligerent toward emergency responders will not receive amnesty.

1.7. Additional Regulations. Any alcohol served and consumed on any University of Southern Mississippi campus must be done in a safe and responsible manner subject to the following additional regulations.

1.7.1. Driving Under the Influence. Driving under the influence is strictly prohibited on any University of Southern Mississippi campus or in any University-owned, leased or borrowed vehicle by students, employees or visitors of The University of Southern Mississippi.

1.7.2. Alcoholic beverages shall not be provided under any circumstances to any person under the age of 21 or to anyone who is disorderly, visibly intoxicated, or known to be a habitual drunkard. Groups are considered in violation of this policy if they facilitate the consumption or acquisition of alcohol by anyone under the age of 21.

1.7.3. No person under 21 years of age may misrepresent her/his age for the purpose of obtaining alcoholic beverages, nor may a person assist another in such a misrepresentation.

1.7.4. Proof of age must include presentation of a valid American driver’s license or non-driver identification card, a valid passport, or a valid identification card issued by the United States Armed Forces. No person under 21 years of age shall provide false or written evidence of age for the purpose of attempting to consume or purchase alcoholic beverages.

1.7.5. No person under the age of 21 may possess any alcoholic beverage with the intent to consume it.

1.7.6. Actions or situations that involve forced consumption of liquor or drugs for the purpose of initiation into or affiliation with any organization are prohibited.

1.7.7. Alcohol may not be brought in glass containers to on-campus Bring Your Own Beverage (“BYOB”) events. BYOB events may include only beer, sparkling wine and wine coolers. Hard liquor, as defined herein, is specifically prohibited under any circumstances. No individual may possess more than six cans at a BYOB event. Each can may not exceed 12 ounces.

1.7.8. Alcoholic beverages may not be served (sale of drinks, admission charged, donations solicited, etc.) without the appropriate license or permit.

1.7.9. Alcohol that is not specifically manufactured for human consumption may not be offered, served or consumed in any form (e.g., diluted or undiluted, or as an ingredient in punches or other admixtures) under any circumstances.

1.7.10. The theme of all events where alcohol is allowed must be primarily social, cultural or educational and not the availability of alcohol. Language stating that double proof of age is required for consumption of alcoholic beverages must appear in all promotional material. No other mention or depiction of alcohol is permitted.

1.7.11. Ample quantities of food and appealing nonalcoholic beverages must be continuously provided and visibly displayed during the event.

1.7.12. There may be no games of chance, drinking games, contests, “happy hours,” or other activities that induce, encourage or result in the consumption of alcohol.

1.7.13. Kegs or other bulk containers of alcoholic beverages are not permitted. The possession, use or storage of such containers is considered “community alcohol” and is strictly prohibited.

1.7.14. Those who serve alcohol under an appropriate license or permit, and those who check proof of age for any student organization-sponsored social event, may not consume

alcohol during the event. Additionally, prior to the event, the sponsoring organization must designate an additional non-drinking individual to serve as a proctor who will be present during the event to assist in its management.

1.7.15. Those who serve alcohol (with an appropriate license or permit) or those who consume alcohol at any University event must be at least 21 years of age.

1.7.16. Application for approval of events where alcohol is to be consumed must be made by an appropriately authorized representative of the sponsoring organization or group. This person must be at least 21 years of age.

1.7.17. All student events where alcohol is to be consumed require written approval by student organization advisers, student activities officers or other recognizing body. The approving officer must meet with the organizer(s) of the event prior to approving same and discuss in detail the applicable provisions of this policy, including proctoring, health issues related to alcohol consumption, availability of food and alternative nonalcoholic beverages, event management, and any requirements relative to the location of the event or the policies and procedures of the recognizing office. Signature of approval will constitute an assertion of compliance with this provision.

1.7.18. Student events where alcohol will be consumed may not be publicized until the event is approved by the appropriately recognized adviser or sponsor of the organization.

1.7.19. Where there is reason to believe that attendees may include persons under 21, individuals must present double proof of age before being served alcoholic beverages. A valid University of Southern Mississippi ID card may constitute the second proof of identification. Such events require proctors as directed by the University in § 1.5.14.

1.7.20. Officers of student organizations are responsible for the implementation and enforcement of these policies. Officers are also responsible for educating their membership, guests, alumni and incoming officers about these policies. Violations will result in disciplinary action against the responsible individuals and the organization, up to and including loss of University recognition, suspension, expulsion and loss of housing status.

1.7.21. Recognized student organizations may not serve or provide a common supply of alcohol by purchasing alcohol with organizational funds or facilitating the purchase of alcohol in any other manner (i.e. bar tabs, use of personal checking accounts, pooling of funds, giving one or more members a break on organizational dues and expenses, etc.).

1.7.22. Off-campus alcohol use. Students who violate federal, state and local laws off campus may still be held accountable by the Dean of Students Office in appropriate circumstances.

1.7.23. Consumption of alcohol at events sponsored by a Greek-letter organization is governed additionally by these specific provisions, as well as by any additional requirements as directed by the Director of Greek Life:

1.7.23.1. Alcohol of any kind is not permitted at any new member event.

1.7.23.2. Student organization funds may not be used to purchase alcoholic beverages, nor are members allowed to pool money or resources to purchase alcoholic beverages.

1.8. Violations by Invitees/Visitors. Any invitee or visitor who engages in prohibited conduct may be barred from further work for the University, access to the University, or from participating in other University-related activities as may be permitted by law. Further, such entity may be reported to authorities for criminal prosecution or other appropriate action.

1.9. Special Requirements for Employees Engaged in Federal Contracts and Grants. The Drug-Free Workplace Act of 1988 (Public Law 100-690, Title V, subtitle D) and HR Employee Policy Retrieval Number 9003 require that University employees directly engaged in the performance of work on a federal contract or grant shall abide by this policy as a condition of employment and shall notify the University within five days if he/she is convicted of any criminal drug statute violation occurring in the workplace or while on University business. The University is required to notify the federal contracting or granting agency within 10 calendar days of receiving notice of such conviction and to take appropriate corrective action or to require the employee to participate satisfactorily in an approved drug-abuse assistance or rehabilitation program.

2. CONTROLLED SUBSTANCE AND ALCOHOL TESTING

2.1. Commercial Motor Vehicle Drivers. Persons employed as commercial motor vehicle operators who are governed by the United States Department of Transportation and/or Mississippi Department of Transportation regulations are subject to drug and alcohol testing under procedures developed by the Department of Human Resources in compliance with the Omnibus Transportation Employee Testing Act of 1991, (OTETA).

2.2. Maritime Vessels. Persons employed as licensed operators or crewmembers of a maritime vessel are subject to drug and alcohol testing in compliance with Title 46 Code of Federal Regulations (CFR) Parts 4 and 16.

2.3. Testing. The University of Southern Mississippi shall conduct alcohol and controlled substances testing of all applicants for employment in positions requiring a commercial driver's license and positions as a licensed operator or crewmember of a maritime vessel and current employees whose University employment requires them to possess a commercial driver's license or are employed as a licensed operator or crewmember of a maritime vessel.

2.4. When Testing Conducted. Testing will be conducted pre-employment, randomly, when there is reasonable suspicion, and post-accident, if driving a University vehicle or operating a maritime vessel.

2.5. Penalty. Employees whose test results confirm prohibited alcohol concentration levels or the presence of a controlled substance or an illegal drug as defined by OTETA will be terminated.

2.6. Defense Contracts. Department of Defense regulations require the University to establish programs to test employees and final applicants for illegal drug use if they will work in sensitive positions on Department of Defense contracts. The University will determine appropriate tests based on the nature of the work being performed, the employee's duties, the efficient use of University resources, and the risks to public health and safety and national security that could result if the employee fails to perform the duties of the position adequately.

2.7. Intercollegiate Athletics. Student-athletes who participate

in intercollegiate sports will be subject to drug and alcohol testing under National Collegiate Athletic Association regulations in testing programs developed by the University's Department of Intercollegiate Athletics as set forth in the Department of Intercollegiate Athletics Drug Testing and Intervention Program, which can be found in the Student-Athlete Handbook.

2.8. Employee Reasonable Suspicion Drug and Alcohol

Testing. Any employee of the University may be subjected to reasonable suspicion drug and alcohol testing under procedures developed by the Department of Human Resources and approved by the president of the University or his or her designee, which may include a testing program pursuant to Sections 71-7-1, *et seq.*, of the Mississippi Code of 1972, Ann., titled "Drug and Alcohol Testing of Employees" (hereinafter referred to as "the Act"), and you are hereby advised of the existence of said act.

2.9. Procedures. These procedures must, at a minimum, provide that the decision to conduct reasonable suspicion testing will be made jointly by a supervisor who believes reasonable suspicion exists and a representative of the Department of Human Resources. Further, in all cases, reasonable suspicion testing must be authorized by an appropriate University employee or other individual designated by the University who has been trained to recognize physical or behavioral symptoms commonly attributed to the use of drugs or alcohol.

2.10. Testing based on reasonable suspicion of drug and alcohol use means drug and alcohol testing based on a belief that an employee is using or has used drugs or alcohol in violation of this policy drawn from specific facts and reasonable inferences drawn from those facts, and may be based upon, among other things:

2.10.2. Observable phenomena, such as direct observation of drug or alcohol use while working or while on the University premises;

2.10.3. A report of drug use provided by reliable and credible sources that has been independently corroborated;

2.10.4. Evidence that an individual has tampered with a drug and alcohol test during employment with the University;

2.10.5. Evidence that an employee is involved in the use, possession, sale, solicitation or transfer of drugs while working or while on the University premises or operating a University vehicle, machinery or equipment.

2.11. An employee to be tested shall be given (1) a medication disclosure form to permit the employee to disclose any non-prescription or prescription medications that have been taken within the last forty-five (45) days which may result in a positive test result, and (2) a statement that the form shall be submitted directly to the laboratory in order that the University has no access to the information disclosed on the form. The procedure for submission of the form shall ensure that no person other than the laboratory has access to the information disclosed on the form.

2.12. Public Safety Employees. Employees performing public safety duties may be subject to drug and alcohol testing procedures as authorized by the president of the University or his or her designee and developed and implemented by the chief of the University Police Department. This testing may include, but is not limited to, pre-employment testing, post-accident testing, return-to-duty testing, random and follow-up testing.

2.13. Confidentiality. The University will take reasonable measures to ensure individual privacy under this policy, including, but not limited to, keeping all drug and alcohol test

results confidential to the maximum extent possible. To that end, all information, interviews, reports, statements, memoranda and test results, written or otherwise, received by the University through its drug and alcohol testing program relative to Sections 71-7-1, *et seq.*, of the Mississippi Code of 1972, Ann., titled "Drug and Alcohol Testing of Employees" are confidential communications and may not be used or received in evidence, obtained in discovery, or disclosed in any public or private proceedings, except in accordance with the act and this policy. Any information obtained by the University pursuant to the act and these regulations shall be the property of the University. The University shall not release to any other person other than the applicant, or employer medical, supervisory or other personnel, as designated by the University on a need-to-know basis, information related to drug and alcohol test results unless:

- (a) the employee or job applicant expressly, in writing, granted permission for the University to release such information;
- (b) it is necessary to produce a confirmed test result into an administrative hearing under applicable state law or local law, or a judicial proceeding, provided that information is relevant to the hearing or proceeding, or the information must be disclosed to a federal or state agency or other unit of the state or United States government as required under law, regulation or order, or in accordance with compliance requirements of a state or federal government contract, or disclosed to a drug abuse rehabilitation program for the purpose of evaluation or treatment of an employee; or
- (c) there is a risk to public health or safety that can be minimized or prevented by the release of such information, provided, however, that unless such risk is immediate, a court order permitting the release shall be obtained prior to the release of the information.

The confidentiality provisions provided for by the act shall not apply to other parts of an employee's or job applicant's personnel or medical files. If an employee refuses to sign a written consent form for the release of information to persons as permitted by the act, the University shall not be barred from terminating or disciplining the employee.

REVIEW

The provost and senior vice president for Academic Affairs and the vice president for Student Affairs and vice provost are responsible for review of this policy every four years, or when circumstances warrant.

FORMS/INSTRUCTIONS

N/A

APPENDICES

N/A

RELATED INFORMATION

Drug-Free Workplace Act of 1988, 41 U.S.C. § 701-707.

Drug-Free Schools and Communities Act Amendments of 1989, 20 U.S.C. § 1011i; 34 C.F.R. § 86.1 *et seq.*; 55 Fed. Reg. 33,580 (Aug. 16, 1990)

HISTORY

August 19, 2014 – Policy adopted by the Executive Cabinet.

July 18, 2017 – Policy substantially amended

AUTHORIZATION

Title: Alcohol and Drug Policy

Policy number: Pres-PR-001

APPENDIX D

DRUG TESTING AND INTERVENTION PROGRAM

THE UNIVERSITY OF SOUTHERN MISSISSIPPI

DEPARTMENT OF INTERCOLLEGIATE ATHLETICS

DRUG TESTING AND INTERVENTION PROGRAM for 2017-18

Mission:

The University of Southern Mississippi's Department of Intercollegiate Athletics has developed and implemented a Drug Testing and Intervention Program ("the Program") for its student-athletes in order to promote their physical and mental wellbeing. The Program is designed to develop and maintain an environment that encourages student-athletes to avoid the use of unauthorized controlled substances, performance-enhancing drugs, alcohol, tobacco and unapproved dietary supplements. Because of the serious nature of substance misuse, the Program also includes significant sanctions and penalties that serve as a deterrent to drug use.

The University of Southern Mississippi ("USM") works in conjunction with the National Collegiate Athletics Association ("NCAA") in its Drug Testing Programs, both on-campus and during its post-season championship events. While the NCAA's Drug Testing Programs and USM's Program are separate and distinct programs from one another, all Southern Miss student-athletes are subject to the rules and regulations of both.

Objectives:

1. To protect the mental and physical health and safety of the University's student-athletes, teams, and competitors;
2. To promote a safe, healthy, and drug-free environment that supports student-athletes in the achievement of their academic and athletic goals throughout their collegiate careers;
3. To educate all student-athletes regarding the physical, medical, psychological, social, and legal consequences of drug use and abuse;
4. To deter student-athletes from drug use, abuse, dependency and experimentation;
5. To protect the integrity of the University and its Intercollegiate Athletics Program by emphasizing abstinence from the use of unauthorized controlled substances and alcohol; and
6. To identify student-athletes in need of further educational and health-care counseling in order to help them lead healthier lifestyles during and following the end of their collegiate careers.

Drug Testing Committee:

The Drug Testing Committee ("the Committee") that oversees the operation and administration of the Drug Testing and Intervention Program will be comprised of the USM Director of Athletics, the Senior Athletics Compliance Officer, the Sports Medicine Director, the Faculty Athletic Representative and the Team Physician. The Committee will directly enforce the rules and regulations of the Drug Testing Program, which also includes the oversight of educational and health-care counseling. The Senior Compliance Officer will be the officially designated athletic department administrator to oversee the daily operation of the Program.

University Organization:

1. The Director of Athletics oversees all aspects of the Program (including the Drug Testing Committee) and the procedures by which the University's Department of Athletics governs the Program.
2. The University of Southern Mississippi Department of Intercollegiate Athletics employs the National Center for Drug Free Sport ("NCDFS") to assist with the administration of its institutional Drug Testing Program.

3. The NCDFS provides a Drug Testing Coordinator, Drug Testing Representatives for specimen processing, and Drug Testing Representatives to witness and collect the specimens from the student-athletes that were randomly chosen to be tested.
4. Collection of specimens will be at the testing site designated by the Sports Medicine Director.
5. The University's Director of Athletics will approve the contracts between the Department of Athletics and the NCDFS.

Educational and Health-Care Counseling:

The Drug Testing Committee will refer all student-athletes who the Committee determines are in need of possible professional assistance to the USM Student Counseling Services ("SCS") department for a mandatory assessment. The USM SCS department will perform the mandatory assessment and it will make recommendations based upon its assessment. The Committee and/or Sports Medicine Director will consider the SCS Department's recommendations before ultimately determining a course of action. If an outside professional source is recommended by the USM SCS department, the Committee will consider the recommendation.

Classifications of Illegal, Controlled, and Performance Enhancing Drugs:

1. **Anabolic Steroids**—Anabolic steroids are a derivative of the male hormone testosterone and they are banned by the NCAA, the United States Olympic Committee, the International Olympic Committee, and all sports federations and professional athletic organizations. Risks of steroids include, but are not limited to: aggressiveness leading to violence, acne, balding, stunted growth, impotence, psychiatric disorders, atrophy of the testicles, excessive hair growth, kidney disease, liver damage, breast enlargement in males, hypertension, and mood swings. Student-athletes may not possess or use steroids without the prescription of a medical doctor. Pursuant to Mississippi law, it is illegal to sell steroids.
2. **Illegal and Controlled Drugs** - These substances are generally drugs whose manufacture, possession, or use is regulated by the government. They may include, but are not limited to, illegal drugs and prescription medications. See Appendix A for the NCAA and USM banned substances list. Please note, synthetic cannabinoids are illegal drugs and will be treated as such. Examples of a synthetic cannabinoids include, but are not limited to, Spice, K2, JWH-018, and JWH-073.

Alcohol

Use of Alcoholic beverages on the University of Southern Mississippi campus must not violate state, federal and/or local laws. Student-athletes' use of alcohol is subject to USM's (institutional) Alcohol and Drug Policy, as well as the Athletic Department's Drug Testing and Intervention Program.

Southern Miss Institutional Drug Testing Procedure:

1. USM will conduct institutional drug tests periodically throughout the year.
2. Student-athletes with eligibility remaining will be chosen on a random basis by computer programs—either the NCDFS database or the USM Electronic Medical Record System ("EMRS"). The NCDFS or EMRS will randomly choose approximately 15%--20% of the total amount of student-athletes from all sports to be tested on each test date unless a particular team(s) or student-athlete(s) is unavailable (for a permissible reason(s)). Every effort will be made to conduct the test on a date that all teams are available. During the last few months of the academic year, student-athletes may be chosen for testing through alternative methods if they have not been tested via the random basis using the computer programs identified above.

3. Generally, the University of Southern Mississippi Department of Intercollegiate Athletics will panel test for alcohol, illegal and controlled drugs only. However, USM reserves the right to additionally test for performance enhancing drugs.
4. Student-athletes will be notified on the day prior to the drug testing date, and will be responsible for being present at the assigned time for testing. Student-athletes will report to the chosen facility, and will sign in with the NCDFS representative upon arrival. Failure to appear and provide a urine sample will be treated as a positive drug test.
5. Student-athletes will abide by the rules and regulations of NCDFS drug testing, and will deliver a urine sample in the presence of a NCDFS representative. The sample will be tested for appropriate levels of both specific gravity and ph on-site, and will be properly sent out to a lab by NCDFS representatives. Appropriate Chain-of-Custody paperwork will be signed by the NCDFS representative processor, NCDFS representative specimen witness, NCDFS crew chief, and a member of the Drug Testing Committee who is present. Chain-of-Custody forms sent to the NCDFS Lab will possess only the individual's drug test number assigned to the drug test, in order to maintain confidentiality and avoid bias.
6. All drug tests and Chain-of-Custody forms will be mailed by certified overnight mail by the NCDFS.
7. Results of all drug tests will be available for the Sports Medicine Director to view on the password protected website from the NCDFS lab. All student-athlete tests will be identified by the Chain-of-Custody number assigned to the individual's drug test rather than by name.
8. In addition to the above, all student-athletes are subject to Reasonable Suspicion Drug Testing. Head Coaches, with the pre-approval of the Senior Compliance Officer (who is the administrator of the drug testing policy), shall have the authority to select specific student-athletes on their team for immediate testing if the use of a banned substance is suspected. If a student-athlete(s) is selected for Reasonable Suspicion Drug Testing, the same protocol for collecting and examining specimen as noted above will be followed, except full-time USM Sports Medicine Staff will be responsible for applying the process rather than NCDFS staff. Likewise, failure to appear and provide a urine sample will be treated as a positive drug test.

Loss of Eligibility:

1. All student-athletes must sign a Drug Testing Consent Form ("consent form") annually each year prior to athletics participation. The consent form requires each student-athlete to consent to be tested for use of drugs prohibited by NCAA legislation and the Program.
2. The athletics compliance office shall administer the consent form annually to each student-athlete prior to his/her participation in countable athletic related activities.
3. All student-athletes testing positive for any substance found on the banned substance list are subject to a possible loss of eligibility as described in the *Penalty/Sanction* section of the Program, below.
4. Student-athletes testing positive for alcohol are subject to USM's Alcohol and Drug Policy, including all disciplinary policies and procedures. In addition to any institutional penalty that may be imposed by USM's Alcohol and Drug Policy, the Drug Testing Committee reserves the right to take additional disciplinary measures, including but not limited to attending a required SCS Department assessment, suspension, and permanent dismissal from the team.
5. Student-athletes who fail to sign the notification form (as required for NCAA Testing), fail to arrive at the designated collection site without a permissible justification, fail to provide a urine sample according to protocol, leave the collection site before providing a specimen according to protocol, attempt to alter the integrity or validity of the urine specimen, or cause disruption to the drug testing environment thus causing either the Drug Testing Coordinator or the Sports Medicine Director to remove him/her from the premises will be treated as if he/she had tested positive for a banned substance.

Student-Athlete Selection:

1. All USM student-athletes are subject to the Program. Reasonable efforts will be made to ensure that every student-athlete shall be tested no less than once per year. However, due to the truly random selection process used to identify student-athletes for testing discussed in number three below, some student-athletes may not be tested each year. As such, some student-athletes may be selected directly per the selection procedure identified in number four below.
2. The Committee is responsible for selecting the institutional drug testing dates.
3. Student-athletes will be randomly selected for testing by a NCFDS or EMRS computer program. The NCFDS or EMRS program will select the student-athletes randomly from the squad lists that are provided each semester by the Sports Medicine Director.
4. During the last few months of the academic year, student-athletes that have not been tested during the academic year pursuant to the selection process identified above may be specifically chosen for testing on institutional testing dates in order to reasonably ensure that every student-athlete in every sport is tested at least once per year.
5. Student-athletes who test positive and subsequently have their eligibility restored will continue to be subject to institutional drug testing pursuant to the Program. In addition, all such individuals may be tested per the discretion of the Director of Athletics and the Head Coach of his/her sport.
6. Reasonable Suspicion Drug Testing: All Head Coaches, with the pre-approval of the Senior Compliance Officer, shall have the authority to select specific student-athletes on their team for immediate testing if the use of a banned substance is suspected. The Director of Athletics and the Sports Medicine Director shall have the analogous authority for student-athletes in all sports. The Sports Medicine Director and his/her staff shall initiate the Reasonable Suspicion Drug Testing if the day of the requested test falls on a day in which random testing is not performed.
7. Additional testing subsequent to a positive drug test: Immediately following a positive drug test, a student-athlete shall be subject to random drug testing at an increased frequency for a period of at least one year. Follow-up drug tests that result in positive results will not be subject to the penalty progression if it is determined the results were due to a residual drug excretion rather than new drug use.
8. Baseline testing: Upon initial enrollment at USM, all new student-athletes will be immediately drug tested. This baseline testing shall be used as an opportunity for the coaches and staff to educate all incoming student-athletes about The Program and our expectations of their behavior as USM student-athletes. Because of the educational nature of baseline testing, a positive test will not be treated as a 1st Occurrence and it will not be subject to the USM Penalty/Sanction section of the Program noted below. Rather, since the student-athlete was likely not enrolled at USM at the time the prohibited substance was used and he/she had likely not been apprised of the terms of The Program, education and possible enrollment in SCS is the appropriate treatment method for all positive Baseline tests.

Student-Athlete Notification:

1. If selected for a drug test, each student-athlete will be notified in person (if possible) by either a member of the Sports Medicine Staff, the student-athlete's coaching staff, the Director of Athletics, or the Senior Compliance Officer. If the student-athlete cannot be notified in person, he/she will be notified by phone call, text message, or email.
2. The Sports Medicine Director will identify the student-athlete upon arrival to the Drug Testing Site. If the Sports Medicine Director is not able to attend the drug test, either a member of the Sports Medicine Staff or the Senior Compliance Officer will identify the student-athlete(s) chosen for testing upon his/her arrival at the Drug Testing Site.

Specimen Collection:

1. Collection of specimens for institutional random drug testing will be performed by the NCFDS per the NCFDS protocol, whereas collections of specimens for the Reasonable Suspicion Drug Testing will be performed by a full-time member of the USM Sports Medicine Staff if the NCFDS staff is not available.
2. If collection is performed by a full-time member of the Sports Medicine Staff, it will be performed in the following manner:
 - a. A member of the Sports Medicine Staff will provide the student-athlete with a clean and packaged collection cup, and will ask the student-athlete to wash his/her hands with soap and water prior to collection.
 - b. The student-athlete will lower pants to the knee area, and will provide his/her sample in the presence of the Sports Medicine Staff.
 - c. The student-athlete will place the sample at the appropriate testing counter where the *specific gravity* and *ph* will be tested using a urinalysis machine.
 - d. Once the validity of the specimen is registered, the collector will place the appropriate amounts into two collection tubes provided by NCFDS (one for an "A Sample" and one for a "B Sample").
 - e. The two samples will be placed into a sealable plastic bag, and the plastic bag will then be placed in a box marked "NCFDS." The box will have a seal containing the drug testing specimen number placed on its opening, and that number will match the number on the Chain-of-Custody Form.
 - f. The specimen collection will be sent via overnight mail on the day of collection, unless it is collected on a weekend, in which case it will be sent the following Monday.

Chain of Custody:

1. The Drug Testing Coordinator will deliver the specimen collections to the postal carrier.
2. A laboratory employee will record that the shipping case(s) has been received.
3. The laboratory will confirm the numbered security seal on each container arrived intact.
4. If the specimen arrives without the seal intact, the University will be notified and it may collect another specimen from the student-athlete whose specimen was compromised.

Notification of Results:

1. The Laboratory will notify the Sports Medicine Director that the samples have been tested. The Sports Medicine Director will then be given access to the laboratory's secured and password protected website to obtain the results.
2. Drug Tests are confirmed by the Sports Medicine Director by matching the number of the student-athlete's Chain-of-Customer number with the specimen number listed on the secured website. This procedure is done in order to maintain confidentiality of the student-athlete and avoid bias.
3. For all positive tests, the Sports Medicine Director will notify the Director of Athletics, the Senior Compliance Officer, and the student-athlete's head coach.
4. The student-athlete will then be notified of the positive result by the Director of Athletics, his/her Head Coach, and the Sports Medicine Director.
5. The parents of the student-athlete will be notified via certified mail by the Director of Athletics.
6. If a student-athlete would like to file an appeal, it must be requested in writing to either the Sports Medicine Director or the Director of Athletics within 48 hours following notification of a positive test. The NCFDS Laboratory will then test the "B Sample" to determine the validity of the first test, if it has not been tested already.
7. The results of the specimen B testing will be considered final.
8. If a student-athlete wishes to appeal a disciplinary decision or procedure, he/she may do so by filing the request in writing to the Director of Athletics within 7 days after the disciplinary decision

is finalized. All appeals will be considered by the Drug Testing Committee. The Committee will conduct a hearing in a timely manner.

9. The university shall maintain strict confidentiality with regard to drug testing results and any possible appeal(s).

Penalty/Sanction for Positive USM Drug Test Results:

A. All drugs except *Street Drugs*

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|----------------------------|--|
| 1 st Occurrence | <ol style="list-style-type: none">a. Mandatory participation in an official <i>assessment</i> by the USM SCS department, or an alternative program suggested by the SCS department.b. Mandatory notification of parents/guardians, if applicable. If the student-athlete's parents/guardians are living and are involved in the student-athlete's life, they will be mailed a letter via certified mail by the Director of Athletics informing them of their son's/daughter's positive drug test.c. The student-athlete shall be subject to random drug testing at an increased frequency for a period of at least one year.d. An additional penalty may be imposed at the discretion of the Head Coach and Athletic Director, including termination of athletic scholarship and suspension or dismissal from the team. |
| 2 nd Occurrence | <ol style="list-style-type: none">a. The student-athlete is permanently dismissed from the intercollegiate athletics program and his/her athletic scholarship (if applicable) is terminated at the end of the semester. |

B. *Street Drugs*

- | | |
|----------------------------|--|
| 1 st Occurrence | <ol style="list-style-type: none">a. Mandatory participation in an official <i>assessment</i> by the USM SCS department, or an alternative program suggested by the SCS department.b. Mandatory notification of parents/guardians, if applicable. If the student-athlete's parents/guardians are living and are involved in the student-athlete's life, they will be mailed a letter via certified mail by the Director of Athletics informing them of their son's/daughter's positive drug test.c. The student-athlete shall be subject to random drug testing at an increased frequency for a period of at least one year.d. An additional penalty may be imposed at the discretion of the Head Coach and Athletic Director, including termination of athletic scholarship and suspension or dismissal from the team. |
| 2 nd Occurrence | <ol style="list-style-type: none">a. Mandatory participation in an official <i>assessment</i> by the USM SCS department, or an alternative program suggested by the SCS department.b. <u>Immediate mandatory suspension of 10% of the team's contests against outside competition</u>, with partial games rounded to the next whole number (e.g. 12 games results in a suspension of 1.2 games, which rounds down to 1 game; 56 games results in a suspension of 5.6 games, which rounds up to 6 games); |

- c. Mandatory notification of parents/guardians, if applicable. If the student-athlete's parents/guardians are living and are involved in the student-athlete's life, they will be mailed a letter via certified mail by the Director of Athletics informing them of their son's/daughter's second positive drug test.
 - d. The student-athlete shall be subject to random drug testing at an increased frequency for a period of at least one year.
 - e. An additional penalty may be imposed at the discretion of the Head Coach and Athletic Director, including termination of athletic scholarship and suspension or dismissal from the team.
- 3rd Occurrence a. The student-athlete is permanently dismissed from the intercollegiate athletics program and his/her athletic scholarship (if applicable) is terminated.

Failure to Comply With all Counseling Session Requirements:

Failure to comply with all requirements of the SCS Department treatment program or any program to which the student-athlete is referred by the SCS Department may result in additional penalties, which could include an immediate mandatory suspension of up to 10% of the team's schedule against outside competition, with partial games rounded to the next whole number, in the manner described above. Once a student-athlete has begun the treatment program, he/she is responsible for abiding by the drug counseling program rules. Any absences or deviations from the program will be reported to the Sports Medicine Director or the Senior Compliance Officer.

Positive Drug Test Forgiveness

If a student-athlete has previously tested positive for Street Drugs on one or two occasions, he/she has an opportunity to have one positive test removed from his/her record. The student-athlete must be in compliance with the treatment program and must not have any positive drug tests during the three semesters immediately following his/her most recent positive drug test (summer is not a countable semester. To illustrate how this policy works, a student who tested positive in October of his freshmen year may have his prior test forgiven if he has no additional positive tests during the spring semester of his freshmen year and throughout the fall and spring semesters of his sophomore year). Prior positive drug test forgiveness is only available once during a student-athlete's career.

Voluntary Disclosure/Safe Harbor:

A student-athlete who has engaged in prohibited drug use is encouraged to seek assistance from the Athletic Department by voluntarily disclosing his or her drug use to the Sports Medicine Director. A student-athlete may refer himself/herself to the program for voluntary assessment, evaluation, testing and counseling. The student-athlete will be tested for banned substances upon entry into the Safe Harbor Program; any such positive initial test will not result in any penalty or sanction. A student-athlete is not eligible to enter the Safe Harbor if he/ she has been informed of an impending drug test or after having received a positive institutional or NCAA drug test.

In addition, a student-athlete is not permitted to enter the Safe Harbor thirty (30) days prior to NCAA or Conference post-season competition. A student-athlete will only be permitted to enter the Safe Harbor Program one time during his/her athletics eligibility at USM. If a student-athlete successfully requests entry into the Safe Harbor prior to any notification of a random test, the duration of an individual's Safe Harbor will be determined by the Sports Medicine Director, with assistance of the NCFDS and/or the USM SCS department. While in compliance with the Safe Harbor Program's

treatment plan, the student-athlete will not be included in the list of student-athletes eligible for random drug testing. However, student-athletes in the Safe Harbor Program may be selected for drug testing by the NCAA.

Medical Exceptions:

Medical exceptions will be made for student-athletes testing positive that are currently taking a medication for which they have a valid doctor's prescription. Examples of these medications include, but are not limited to, Attention Deficit Disorder/Attention Deficit Hyperactivity Disorder ("ADD/ADHD") medications, Pain (narcotic) medications, etc. Any student-athlete who is taking an ADD/ADHD medication must show proof of ADD/ADHD testing prior to beginning the academic year. Any other medication that may fall under the banned substance list for which the student-athlete has a valid prescription should be provided in its prescribed container upon arrival at the drug testing site. Failure to do so will result in a positive drug test.

Counseling:

All student-athletes referred for assistance will attend a mandatory assessment by the USM SCS Department, if eligible. If it is advised and recommended by the USM SCS program that the student-athlete be referred to an off-campus site for counseling, the Committee will consider the recommendation.

During the course of the SCS Department's treatment program, follow-up drug testing may be recommended by SCS staff prior to the student-athlete being released from SCS counseling. If such requests occur prior to release from the SCS treatment program, such follow-up testing will be administered by the USM Student Health Center Staff, NCFDS or the USM Sports Medicine Staff and the results will remain confidential. As such, any positive test(s) will not be subject to the USM Penalty/Sanction section of the Program. Rather, it will be used as a treatment tool by SCS staff in determining continued treatment options.

NCAA Drug Testing Program:

The Department of Athletics participates in the NCAA Drug Testing Program. The NCAA tests randomly for a number of prohibited substances, including but not limited to: anabolic steroids, diuretics, ephedrine, peptide hormones and analogues, and urine manipulators. Any student-athlete(s) who tests positive in the NCAA Program is required to comply with all NCAA disciplinary actions. The penalty associated with a positive NCAA drug test for all drugs except "street drugs" is loss of one year of eligibility and student-athletes are withheld from competition for a full season. The penalty associated with a positive NCAA drug test for "street drugs" is loss of 50 percent of regular season contests in the season following the positive test.

NCAA Drug Testing Policy:

The NCAA's drug testing program involves urine collection on specific occasions and laboratory analyses for substances on the list of banned drug classes developed by the NCAA Executive Committee. This list consists of substances which are considered as "Performance Enhancing" and/or are potentially harmful to the health and safety of student-athletes. These classes of drugs include, but are not limited to, stimulants (such as cocaine), "street drugs" (such as marijuana), and anabolic steroids. The NCAA policies and procedures can be viewed, as well as the banned substance list, at www.ncaa.org.

APPENDIX A

The University of Southern Mississippi Banned Substance List

Below are the drugs that are included on both USM's and the NCAA's Banned Substance List. All student-athletes should consult with the Sports Medicine Director prior to taking any medications included on the list unless prescribed by a doctor.

Banned Drugs:

a. Stimulants

Amiphenazole	Meclofenoxate
Amphetamine	Methamphetamine
Bemigrade	Methylphenidate
Benzphetamine	MDMA - Ecstasy
Bromantan	Nikethamide
Caffeine	Pemoline
Chlorphentermine	Pentetrazol
Cocaine	Phendimetrazine
Cropropamide	Phenmetrazine
Crothetamide	Phentermine
Diethylpropion	Picrotoxine
Dimethylamphetamine	Pipradol
Doxapram	Prolintane
Ephedrine	Strychnine
Ethamivan	and related compounds
Ethylamphetamine	
Fencamfamine	

b. Anabolic Agents

Androstenediol	Nandrolone
Androstenedione	Norandrostenediol
Boldenone	Norandrostenedione
Clostebol	Norethandrolone
Dehydrochlormethyl-testerone	Oxandrolone
Dehydroepiandrosterone (DHEA)	Oxymesterone
Dehydrotestosterone (DHT)	Oxymetholone
Dromostanolone	Stanozolol
Fluoxymesterone	Testosterone
Mesterolone	and related compounds
Methandienone	
Methenolone	<i>Other Anabolic Agents:</i>
Methyltesterone	Clenbuterol

c. Diuretics

Acetazolamide	Hydroflumethiazide
Bendroflumethiazide	Methyclothiazide

Benzthiazide
Bumetanide
Clorothiazide
Chlorthalidone
Ethacrynic Acid
Flumethiazide
Furosemide
Hydrochlorothiazide

Metolazone
Polythiazide
Quinethazone
Spironolactone
Triamterene
Trichlormethiazide
and related compounds

d. Street Drugs

Heroin
Marijuana ("THC," Tetrahydrocannabinol)
Synthetic Cannaboids – K2, Spice, JWH-018, JWH-073

e. Peptide Hormones and Analogues

Chorionic Gonadotrophin	human growth hormone (HGH, Somatotrophin)
Human Chorionic Gonadotrophin (HCG)	Erythropoietin (EPO)
Corticotrophin (ACTH)	Sermorelin

Positive Definition:

1. **Caffeine** - if concentration in the urine exceeds 15 micrograms per milliliter.
2. **Testosterone** - if the administration of the testosterone or the use of any other manipulation has the result of increasing the ratio of the total concentration of testosterone to that of epitestosterone in the urine to greater than 6:1, unless there is evidence that this ratio is due to a physiological or pathological condition.
3. **Marijuana and THC** - if concentration in the urine of THC exceeds 15 nanograms per milliliter.
4. **Synthetic Cannaboids** - Any positive test, as determined from a sample given by the student-athlete.

Last updated 6.27.17/df

APPENDIX E

CODE OF STUDENT CONDUCT REGARDING AOD

5. ENDANGERING HEALTH OR SAFETY

5.1. Endangering Behavior. Taking or threatening action that endangers the safety, physical or mental health, or life of any person, or creates a reasonable fear of such action. Relationship violence or intimate partner abuse may constitute endangering behavior.

5.9. Drugs. Use, production, distribution, sale or possession of drugs in a manner prohibited under law or University policy. This includes, but is not limited to, the misuse of prescription drugs. See usm.edu/institutional-policies/policy-pres-pr-001.

5.10. Alcohol. Use, production, distribution, sale, or possession of alcohol in a manner prohibited under law or applicable University policy or facility policy. See usm.edu/institutional-policies/policy-pres-pr-001.

14. UNIVERSITY SANCTIONS

14.1. General guidelines for sanctions. Sanctions should be commensurate with the violation(s) found to have occurred. In determining the sanction(s) to be imposed, the Dean of Students or his/her designee or hearing panel should take into account any mitigating circumstances and any aggravating factors, including, but not limited to, any provocation by the subject of the conduct that constituted the violation; any past misconduct by the student; any failure of the student to comply fully with previous sanctions; the actual and potential harm caused by the violation; the degree of intent and motivation of the student in committing the violation; the severity and pervasiveness of the conduct that constituted the violation; and whether or not the conduct has been found to constitute a clear and present danger to the University community. Misconduct motivated by bias based on age, color, disability, gender identity or expression, national origin, race, religion, sex, sexual orientation or veteran status may be considered an aggravating factor for sanctioning. Impairment resulting from voluntary use of alcohol or drugs (i.e., other than medically necessary) will also be considered an aggravating, and not a mitigating, factor. One or more of the following courses of action may be taken when a student has been found to have violated the Code of Student Conduct:

14.2. Informal admonition. An oral or written admonition issued by the dean of students or his/her designee or authorized Housing and Residence Life staff member resulting from the student's misconduct. No formal charges are required before the issuance of an informal admonition. However, following issuance of an informal admonition, the student shall be entitled to a hearing, upon written request, under the procedures provided in the Code of Student Conduct. A written request for such a hearing must be filed with the University official who administered the informal admonition within five (5) working days of the student's receipt of the informal admonition. An informal admonition shall not be considered a disciplinary sanction, but may be considered an aggravating or mitigating factor in any subsequent hearings.

14.3. Disciplinary Sanctions.

14.3.1. Formal Reprimand. A written letter of reprimand resulting from a student's misconduct

14.3.2. Disciplinary Probation. This probationary condition shall be in effect for a specified period of time and may involve the loss of specified privileges. Further violation of University policies during the probationary period will additionally be viewed as a violation of the probation, which shall result in further action up to and including suspension or dismissal.

14.3.3. Restitution. The dean of students and/or designee or the Conduct Hearing Panel each has authority to order that the student, and/or the student organization, as a condition of his, her or its continued presence in the University community, render monetary restitution for the damages or injuries caused by his, her or its actions.

14.3.4. Probation. The student and/or student organization may be placed on probation, with or without other punitive sanctions. The time frame and the conditions of a probationary sanction can be set at the discretion of the dean of students or his/her designee, or the Conduct Hearing Panel. Additional CSC violations during the probationary period may result in additional sanctions.

14.3.5. Campus/Community Service. The student and/or student organization may be assigned to a community service site located on or off campus, with his, her or its acceptance by the agency or organization. A predetermined number of hours must be completed by a given date.

14.3.6. Suspension. Suspension is a sanction that terminates a student's enrollment at the University, or a student organization's affiliation with the University, for a specified period of time. Satisfactory completion of specified stipulations may be required for readmission or reinstatement at the end of the suspension period.

14.3.7. Expulsion. Expulsion is a sanction which permanently separates a student or student organization from the University without opportunity to re-enroll or be reinstated in the future.

14.3.8. Educational Restorative Justice. Students can be required to complete related educational assignments, such as, but not limited to, readings, focused papers, training modules, written apologies and interactive assignments.

14.4. Conditions of Suspension and Expulsion. A student who has been expelled or suspended from the University shall be denied all privileges afforded a student and shall be required to vacate campus at a time determined by the dean of students or his/her designee or Conduct Hearing Panel. In addition, after vacating campus property, a suspended or expelled student may not enter upon campus and/or other University property at any time, for any purpose, in the absence of expressed written permission from the vice president for Student Affairs or designee. To seek such permission, a suspended or expelled student must file a written petition to the vice president for Student Affairs for entrance to the campus for a limited, specified purpose or to have the terms of this condition modified or reduced.

14.5. Other Sanctions. Other appropriate sanctions may be imposed by a dean of students or his/her designee or Conduct Hearing Panel singularly or in combination with any of the above-listed sanctions. Examples include, but are not limited to, making restitution for property damage or misappropriation of University property or services or the property of any person, residence hall contract termination or reassignment to another room, restriction of access to specified campus facilities and/or property, exclusion from University premises, research assignments, community service projects, special workshop participation, and/or referral to medical resources or counseling personnel.