

Queens University of Charlotte

2013 Biennial Drug and Alcohol Abuse Prevention Program Review

The Drug Free Schools and Campuses Act requires that, as a condition of receiving funds or any other form of financial assistance under any federal program, Queens must have implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.

Creating a program that complies with the Act requires the College to (1) prepare a written policy on alcohol and other drugs; (2) annually distribute the policy in writing to every student and employee; and (3) prepare a biennial report on the effectiveness of the College's alcohol and drug abuse prevention programs and the consistency of policy enforcement. This report is intended to satisfy the requirement for preparing a biennial report.

Written Policy on Alcohol and Other Drugs – For Students

In addition to North Carolina law, Queens University of Charlotte maintains the following policy for students. This policy is located in the Honor Code.

Alcohol

Students who are 21 years of age or older may possess and/or consume alcohol in their residence hall room or in the room of another student who is 21 years of age or older. Students who are of legal drinking age, living with students who are not of legal drinking age, are permitted to possess alcohol in their rooms. Students who are of legal drinking age living off campus are held to state and federal laws regarding alcohol consumption and subsequent behavior, but certain behavior that occurs as a result of excessive drinking can be considered a violation of the Queens Honor Code (e.g. fighting, sexual misconduct, property damage).

The following are not allowed at Queens University of Charlotte and are considered violations of the alcohol policy:

- Possessing or consuming alcohol if under 21 years of age.
- Purchasing, furnishing, or serving alcohol to anyone not of legal drinking age.
- Possessing or consuming open containers of alcohol, regardless of age, outside of a residence hall room or university approved BYOB event.
- Possessing a common source of alcohol. Under no circumstances are students living on campus allowed to possess kegs for beer balls.
- Being dangerously intoxicated. Being dangerously intoxicates includes but is not limited to being unresponsive and/or incoherent, staggering, slurring speech, and/or acting in a disruptive manner. In situations where a traditional student is believed to be dangerously intoxicated, the Dean of Students or designee will contact the parents or guardians to notify them of the situation.

- Displaying alcohol beverages containers or empty cartons. This includes, but is not limited to, pyramids made of cans or bottles, empty beer cases, signs in windows, empty alcohol containers and alcohol containers filled with non-alcoholic substances.
- Being in the presence of alcohol if under the age of 21, unless attending approved BYOB event, or living in a room with a student who is 21 years of age or older.

During times of emergency crisis on campus, the Dean of Students may designate the campus as “dry”, meaning no students may possess alcohol or consume alcohol, regardless of age. Possessing or consuming alcohol during a designated “dry” period is considered a violation of the alcohol policy.

Alcohol at Events

Recognized student club and organizations may host events on campus with alcohol. Students and student organizations are expected to conduct themselves in accordance with all local, state, and federal laws, as well as with the policies in the Honor Code booklet, and they assume full responsibility for their activities and events. The University assumes no responsibility for any liability incurred at any event not sponsored by the University where alcohol is served and/or sold. Student organizations wanting to host an event where alcohol is provided must complete a Student Alcohol Event Request, available through the Office of Student Activities. They must return the completed form two weeks prior to the event. Student organizations will then meet with the Director of Student Activities to review the detailed alcohol event guidelines and policies before the event will be approved.

The following are guidelines for students attending and consuming alcohol at approved events:

- All students who are 21 years of age or older must have a wristband in order to consume alcohol.
- Students must present a government issued ID in order to obtain a wristband.
- Any student found to be dangerously intoxicated, behaving inappropriately, violating any laws, or acting in a disruptive manner may face judicial charges through Queens and/or criminal charges.
- Students are responsible for the possession and security of their own alcoholic beverages. It is the responsibility of the of age student to be sure his or her drink is not consumed by anyone who does not have a wristband.
- Underage drinking at any alcohol event is prohibited.

Alcohol Allowed:

- Only 12 ounce beers, containing no more than 6% alcohol are allowed. For outdoor events, beer must be in cans or poured into cups.
- Wine must be served in 4 oz. cups.

Drugs

The use, possession, presence, sale and/or distribution of illegal drugs (as defined by federal, state and local laws) and/or drug paraphernalia (including hookah pipes) on and/or off campus can lead to disciplinary action and/or possible criminal action. The use of illegal drugs is physically and mentally harmful and often interferes with the user’s ability to function adequately in his/her academic and social

life and often impinges upon the social and academic rights of the rest of the community. Special efforts are made to keep drugs off campus and to prevent the presence of illegal drugs on campus.

Imminent Danger/Temporary Administrative Suspension

It is the responsibility of the Dean of Students Office to ensure the health and safety of all students at all times. On occasion, it may be necessary for the Dean of Students office to act swiftly to protect the health and safety of the Queens community and to ensure the educational process on campus is not disrupted.

To that end, on rare occasions the Dean of Students may determine a student to be an “imminent danger” to themselves or others and that student may immediately, through administrative action, be removed from residence and/or temporarily administratively suspended from the University. Imminent danger is defined as “more likely than not” to result in harm to self or others. Some examples include, but are not limited to, threats of harm to others, using/possessing illegal drugs on campus, self-injurious behavior, possession of a weapon, etc. A student arrested for a criminal felony offense will by definition be considered an imminent threat to the community and be temporarily suspended pending the outcome of their trial and/or decision by the district attorney. Decisions about any administrative action can be appealed to the Vice President for Academic Affairs who retains final authority on such appeals.

Administrative removal from the residence halls or administrative suspension does not presume responsibility on the part of the accused student and will only be used when there is enough evidence to proceed with a judicial hearing before the appropriate hearing board. A judicial hearing will be held as soon as possible following any administrative removal or suspension. In nearly all cases, the student will be allowed on campus to attend their hearing. However, in situations where the Dean of Students believes there continues to be an immediate and on-going risk to the community s/he reserves the right to have the accused student’s input at their hearing occur by phone. If the accused student is found not responsible by the appropriate hearing board, any administrative action taken against the student will be immediately reversed. If the accused student is found responsible, any sanctions for the student will be determined by the hearing board.

Written Policy on Alcohol and Other Drugs – For Employees

In addition to North Carolina law, Queens University of Charlotte maintains the following policy for employees. This policy is located in the Employee Handbook.

Drug-Free Workplace

Queens is committed to preserving the health and well-being of our employees by providing a drug-free workplace. To achieve this objective, Queens prohibits the unlawful manufacture, distribution, dispensing, possession or misuse of a controlled substance at our facilities. A controlled substance may be an illegal drug, such as marijuana, or it may be a prescription drug. Further, Queens prohibits employees from reporting to work or working under the influence of alcohol, non-prescribed drugs, or prescribed drugs which induce an unsafe mental or physical state. Employees who must use medication prescribed by a doctor that may affect job

performance or safety must contact the Director of Human Resources. Occasionally, alcohol may be served at certain University-sponsored social events which employees may attend. Any employee who chooses to consume alcohol during these functions is expected to behave responsibly. Abuse of alcohol will not be tolerated. Employees who are convicted under a criminal drug statute for a drug-related violation occurring in the workplace are required to notify the Director of Human Resources no later than five days after such conviction. Violations of this policy will result in disciplinary action up to and including termination of employment or the successful completion of a rehabilitation program. The determination of which action is appropriate in each case rests with the University. All employees are covered by this policy and are subject to the same disciplinary actions.

The use of drugs is a serious problem in our society and the effects are widespread. Severe health problems such as liver ailments, muscle deterioration, blood diseases, brain damage and death can occur with even a single use of drugs. For information about drug counseling available in our area, employees may contact the Employee Assistance Program at (704) 529.-1428 or the Director of Human Resources at extension 2297. All inquiries will be handled confidentially.

Employee Assistance Program (EAP)

Queens recognizes that from time to time everyone experiences stress, which may arise as a result of alcohol or drug problems, emotional problems, family problems, financial problems, or other problems. Queens provides regular employees and their dependents access to free, confidential counseling with professional counselors through our employee assistance program. Employees may contact the Employment Assistance Program directly at (704) 529-1428. Additional information can be found on the Human Resources page of the myQueens portal (Administrative Offices >> Human Resources >> Benefits >> Employee Assistance). Brochures are also available in the Office of Human Resources.

Crime Report	On Campus		On Campus Student		Non Campus		Public Property	
	'11	'12	'11	'12	'11	'12	'11	'12
ARRESTS								
Alcohol Violations	0	1	0	1	0	0	0	0
Drug Violations	0	1	0	1	0	0	0	0
DISCIPLINARY ACTIONS								
Alcohol Violations	117	60	117	65	0	125	0	0
Drug Violations	15	3	15	3	0	0	0	0

Reported Incidents of Drug or Alcohol Policy Infractions – Human Resources

There were no reported incidents of lost work time or disciplinary actions related to drug or alcohol abuse.

Assessment

The individual owners of the various policies, program and reporting areas are listed below. It is the responsibility of this group to review policy, and recommend and implement changes as needed.

- Dean of Student Life
- Director of Residence Life
- Director of Human Resources
- Assistant Vice President, Public Safety and Campus Police
- Assistant Vice President, Student Financial Services

During the review, the Director Residence Life noted feedback from students that the sanctions delivered by campus hearing bodies appeared inconsistent. As a result of the feedback commitment was made to:

- Assess the hearing, sanction and appeals process
- Implement a sanctions guide for hearing bodies to follow when delivering sanctions
- Add the discipline process to future biennial review

It was also determined that the student alcohol policy should be updated to:

- Eliminate the following violation: "Being in the presence of alcohol if under the age of 21, unless attending a University approved BYOB event, or living in a room with a student who is 21 years of age or older. "

The suggestion was also made to consider the following updates to the alcohol policy:

- More specific violations for high risk drinking behaviors
- Specificity around allowed / non allowed areas for consumption.

It was also determined that it would be helpful to add a list of programming held for drug and alcohol abuse in future reviews.

It was determined that while the above suggestions will strength the program's effectiveness and consistency of application, in general the current program is effective.