Annual Notice of Loyola University Maryland's Drug and Alcohol Abuse Prevention Program
2020-2021

The information in this document is compiled and maintained by:
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Introduction

The information contained in this document is required by the *Drug Free Schools and Communities Act of 1989*, to be given out annually to all students, faculty, administrators, and staff. This document provides information about:

I. Standards of conduct regarding alcohol and drugs
II. Laws governing alcohol and drugs
III. Health risks associated with substance use
IV. Substance use treatment and supportive programs offered
V. Possible sanctions for violating University alcohol and drug policies

Distribution of Documents

As required by the Drug Free Schools and Communities Act of 1989, Loyola University Maryland distributes this *Annual Notification* of University's Drug and Alcohol Prevention Program. To ensure that all members of the campus community receive the *Annual Notification* document it is directly emailed to all students (undergraduate and graduate) and employees to their University email address. These emails are sent in September, January, and June to ensure that regardless of when a person becomes a member of our campus community, they receive this information. In addition, the *Annual Notification* is embedded on the following University websites: Office of Human Resources and the Office of Student Support and Wellness Promotion. To ensure that all new employees are provided this information they are given a copy of this document at their new employee orientation.

I. Standards of Conduct Regarding Alcohol and Drugs

The following section outlines the policies that have been adopted by Loyola University Maryland for its students and employees. All members of the Loyola University Maryland community (all students and employees) are subject to both University policies as well as all applicable local, state, and federal laws. The University will impose appropriate sanctions on any member of the campus community who is found responsible for violating the law and/or University policy.

Heroin and Opioid Addiction and Prevention

Loyola University Maryland has established this policy that addresses heroin and opioid addiction and prevention in accordance with the Maryland Education Code, sections 11-1201 through 11-1204. The policy requires that:

1. All incoming, full-time students complete electronic (online) heroin and opioid addiction and prevention awareness training.
2. All incoming, part-time students receive resources that alert and educate them regarding heroin and opioid addition and prevention.
3. Campus Police officers are trained to recognize the symptoms of an opioid overdose, administer naloxone or other overdose-reversing medications, and implement proper follow-up emergency procedures. In addition to Campus Police officers, other designated employees at Loyola University Maryland's Timonium and Columbia campuses, Student Health and Education Services Office, Belvedere Clinical Center, and the University's Retreat Center receive similar training.

4. The Department of Public Safety is responsible for documenting each incident during which naloxone was administered at the University, and a report will be submitted to the Maryland Higher Education Commission prior to October 1st of each year starting in 2018.

For questions regarding this protocol, please contact **Julie F. Sanz, MSN, CRNP**, Director of Student Health and Education Services, by email at jfsanz@loyola.eduor phone at 410.617.5055.

Procedures for the Responsible Distribution of Alcohol at University Sponsored Events:

To ensure the safe and responsible distribution of alcohol at University sponsored events, Loyola University Maryland has implemented for following procedures:

- Alcohol is only served by bartenders who are trained in the proper techniques for serving alcohol
- Events where alcohol is served, University Evergreen ID cards are the only form of acceptable ID for students. Electronic birthday checking is utilized.
- Alcohol is not served in mixed class settings. Alcohol is not served at events where underclass students are present unless a specific waiver is approved by Student Development.
- People who are 21 or older are given non-removable specified wristbands to wear at the event.
- People who are under 21 are given different non-removable specified wristbands to wear at the event.
- 30 minutes prior to the event ending the service of alcohol is stopped.
- Any person visibly intoxicated upon arriving at an event is denied access.
- If a person is combative or argumentative at an event appropriate action is taken (i.e., students would be removed from the event and referred to the University conduct process).

The Director of Events Services is responsible for the implementation of this policy. Any questions about the procedures taken can be directed to Joseph Bradley at: jbradley@loyola.edu

Policies for Students:

The following information can be found in the *Community Standards*.

Alcohol Policy

Loyola University Maryland fully supports and requires compliance with Maryland's alcoholic beverage laws. These laws include prohibitions on the possession or consumption of alcohol by persons under age 21; furnishing alcohol to or obtaining alcohol for a person under age 21; and misrepresenting one's age in order to obtain alcohol. Only those students who are 21 years of age and older are permitted to have alcohol in their residence unit. Guests who are 21 years of age and older may not bring alcohol to a unit where at least one person is under the age of 21. Students 21 years of age or older may possess and consume alcohol in the privacy of their unit in single-serving containers only. All students and guests are expected not to abuse alcohol, but rather to drink responsibly or abstain. This section includes policies applicable to students 21 years of age or older.

Note: Parents or guardians and core advisors will be notified in writing if their first-year student under age 21 is found responsible for an alcohol violation involving use or possession.

a. Having open containers of alcoholic beverages or consumption of alcohol in any public area on Loyola owned or leased property, regardless of age (e.g., lounges, corridors, outdoors, etc.) Standard sanction: $75 fine and a written reprimand, in addition to sanctions for underage possession if applicable.

b. Unauthorized possession or consumption of alcoholic beverages. "Possession" means having an alcoholic beverage under one's charge or control. Students under age 21 may not possess or consume alcoholic beverages at any time. Students age 21 or older generally may not possess or consume alcoholic beverages in the presence of persons under age 21; however, they may consume or possess alcoholic beverages in the presence of their roommates in their own residence unit.

Minimum Standard Sanctions for Alcohol Violations:

- 1st Offense: $75 fine, written reprimand, and substance screening/education.
- 2nd Offense: $125 fine, disciplinary probation, and substance screening/education.
- 3rd Offense: $200 fine, deferred suspension from the University, and a substance screening or referral as specified in sanction letter.
- 4th Offense: University suspension and required completion of outpatient/inpatient treatment prior to the ability to reenroll at the University.

c. Selling, furnishing, or giving any beverage containing alcohol to any person under 21 years of age. **Standard sanction: deferred suspension from the residence halls, $200 fine, and a referral for substance screening/education.**

d. Prohibited items or activities that encourage excessive drinking. This includes but is not limited to: using or possessing excessive amounts or prohibited sources of alcohol (e.g., kegs, beerballs); using or possessing items or devices that encourage excessive drinking (e.g., bars, beer bongs, funnels); or organizing or participating in activities that encourage excessive drinking (e.g., beer pong, drinking games, or contests). **Standard sanction: deferred suspension from the residence halls, $200 fine, and referral for substance screening/education.**

e. Charging a fee when hosting parties. **Standard sanction: deferred suspension from the residence halls, $200 fine, and a referral for substance screening/education.**

f. Being intoxicated or exhibiting behaviors associated with intoxication or impairment. Standard sanction: deferred suspension from the residence halls, $150 fine, and referral for a substance screening. In cases that involve the operation of a motor vehicle, the University reserves the right to consider more serious sanctions including suspension or expulsion.

g. Providing false identification:

g1. Possessing, conspiring to obtain, or using false identification. **Standard sanction: deferred suspension from the residence halls and a $250 fine per false ID. False IDs confiscated by the University may forwarded to the appropriate State authorities.**

g2. Manufacturing, selling, or distributing false identification. **Standard sanction: expulsion.**

h. Possession of empty alcohol containers. Students who are under 21 years of age may not possess empty alcohol containers. Students who are 21 years of age or older are expected to dispose of empty alcohol containers. Students are prohibited from displaying empty alcohol containers. Empty alcohol containers should not be used as decoration.

Drug Policy

Loyola University Maryland fully supports and requires compliance with federal and state laws regarding illegal drugs and paraphernalia. For purposes of this policy, "drug" also includes any other substance that is used to change mood or alter reality and is not used in accordance with a medical prescription, and "look alike" substances.

a. Drug use or possession (e.g. marijuana, heroin, LSD, cocaine, mushrooms, ecstasy, ketamine, unauthorized use or abuse of prescription drugs, etc.) **Standard sanction: suspension from the University, $500 fine, and referral to substance use counseling to be completed prior to return.**

   In less severe cases, the University will ordinarily exercise its discretion to apply a less severe sanction including deferred suspension from the university, $500 fine, and referral to substance use counseling. In more severe cases, the University will ordinarily exercise its discretion to apply a more severe sanction including expulsion.

   Severity will be determined based on all surrounding circumstances including type of drug, quantity of drug, student conduct history, and impact on community.

b. Drug paraphernalia possession. **Standard sanction: suspension from the University, $500 fine, and referral to substance use counseling to be completed prior to return.**

   In less severe cases, the University will ordinarily exercise its discretion to apply a less severe sanction including deferred suspension from the university, $500 fine, and referral to substance use counseling.

   In more severe cases, the University will ordinarily exercise its discretion to apply a more severe sanction including expulsion. Severity will be determined based on all surrounding circumstances including type of drug, quantity of drug, student conduct history, and impact on community.

c. Sale, potential for sale, facilitation in the sale, distribution, or providing of drugs to others. **Standard sanction: expulsion.**
Controlled substances, illegal drugs, and drug paraphernalia are subject to confiscation. The University reserves the right to refer potential criminal violations to local law enforcement authorities.

d. Manufacturing, making, or possessing ingredients in sufficient quantities to manufacture drugs. **Standard sanction: immediate removal from campus and expulsion from the University.**

Note: Parents or guardians will be notified in writing if their student is found to be in violation of the University's drug policy. Core advisors may be notified if their first-year students are found to be violation of the University's drug policy.

Policies for Employees:

The following information can be found in the *Staff and Administrator Policy Manual* at: https://www.loyola.edu/department/hr/about/policy

The following information can be found in the *Faculty Handbook* at:
https://www.loyola.edu/department/academic-affairs/resources

Please consult the Director of Events Services and Off-Campus Centers if there are any questions regarding the use of alcoholic beverages on campus.

II. Laws Governing Alcohol and Drugs

Legal Sanctions
The possession, use, or distribution of drugs, drug paraphernalia, or alcohol by Loyola University students or employees on campus or at any University sponsored or related activity is subject to applicable federal, state and local laws. Criminal sanctions for illegal drug and alcohol activity are severe. Loyola University students or employees are not exempt from these laws by virtue of their status as students or their presence on Loyola University property. The information in this document is provided for informational purposes only and is not intended to describe fully all of the pertinent laws regarding drug or alcohol offenses.

Federal Laws:
The following charts outline the various penalties for possessing or trafficking scheduled substances as enforced by the Federal government. This information can also be found at: https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20_0.pdf

FEDERAL TRAFFICKING PENALTIES–

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500–4999 grams mixture	**First Offense:** Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 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, and not more than life. If death or serious injury, life imprisonment. Fine of not more than $8 million if an individual, $50 million if not an individual.	5 kgs or more mixture	**First Offense:** Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 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, and not more than life. If death or serious injury, life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual. **2 or More Prior Offenses:** Life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual.
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture		100 gm or more pure or 1 kg or more mixture	

PENALTIES		
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid) Flunitrazepam (Schedule IV)	Any amount 1 gram	**First Offense:** Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine $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 imprison- ment. Fine $2 million if an individual, $10 million if not an individual.
Other Schedule III drugs	Any amount	**First Offense:** Not more than 10 years. If death or serious injury, not more that 15 yrs. Fine not more than $500,000 if an individual, $2.5 million if not an individu-al. **Second Offense:** Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than $1 million if an individual, $5 million if not an individual.
All other Schedule IV drugs Flunitrazepam (Schedule IV)	Any amount Other than 1 gram or more	**First Offense:** Not more than 5 yrs. Fine not more than $250,000 if an individ-ual, $1 million if not an individual. **Second Offense:** Not more than 10 yrs. Fine not more than $500,000 if an individ-ual, $2 million if other than an individual.
All Schedule V drugs	Any amount	**First Offense:** Not more than 1 yr. Fine not more than $100,000 if an individual, $250,000 if not an individual. **Second Offense:** Not more than 4 yrs. Fine not more than $200,000 if an individ-ual, $500,000 if not an individual.

FEDERAL TRAFFICKING PENALTIES—MARIJUANA—

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	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 not more than life. Fine not more than $10 million if an individual, $50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $20 moillion if an individual, $75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	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 not more than life. Fine not more than $5 million if an individual, $25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $20 moillion if an individual, $75 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not less than 20 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine $1 million if an individual, $5 million if other than an individual.	Not less than 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) marijuana plants; 1 to 49 marijuana plants;	Not less than 5 yrs. Fine not more than $250,000, $1 million if other than an individual	Not less than 10 yrs. Fine $500,000 if an individual, $2 million if other than individual
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to $20 million if an individual and $75 million if other than an individual.

State Laws:

Drugs and Controlled Substances:
In addition to the federal laws, the State of Maryland has its own laws dealing with distribution, manufacturing, and possession of controlled dangerous substances. MD. Ann. Code Art. 27, section 286 (1994), states that any person who unlawfully manufactures or distributes a Schedule I or II narcotic drug may be fined up to $25,000 and/or may be imprisoned for up to 20 years for a first offense.

Alcohol:

Students and employees at Loyola University Maryland are subject to state and local laws for drinking and obtaining alcohol.

- It is illegal in the State of Maryland for any person under 21 to drink alcohol.
- It is also illegal for a person under 21 to falsify or misrepresent his or her age to obtain alcohol, or to possess alcoholic beverages with the intent to consume them.
- It is also illegal in most situations to furnish alcohol to a person under 21.
- The penalty is a fine of up to $2,500 for a first offense, and up to $5,000 for repeat offenses.

In addition, state law dictates that it is illegal to:

- possess alcohol in an open container in any parking lot of any shopping center or retail store, unless given permission by the owner. The penalty is a fine of up to $100. It is also illegal to consume alcohol on any public property or highway unless authorized by the governmental entity which has jurisdiction over the property, with penalties including a fine of up to $100.

Students and employees are also subject to state and local laws governing drinking and driving. A person may not drive or attempt to drive while under the influence of alcohol. Individuals under 21 with a B.A.L. of only 0.02 (approximately 1 drink) will be charged with a violation of restricted license and may result in a suspended license until the age of 21.

Any individual with a B.A.L. of 0.08 will be presumed to be driving under the influence. An individual with a B.A.L. of 0.10 or more shall be determined to be under the influence of alcohol per se. Any of these violations will result in fines, imprisonment, or both.

It is also unlawful to drive while impaired by any Controlled Dangerous Substance whether or not it is illicit (prescribed or unlawfully obtained). A person can still be charged with these violations even though they possess a driver's license from another state.

Local Laws:

Baltimore City Laws (Evergreen Campus):
In Baltimore City, under Article 19, section 58C of the City Code, it is illegal to loiter in a certified drug-free zone, with penalties of imprisonment of up to 30 days and a fine of up to $400.

Baltimore County (Timonium Campus):
It is also illegal in Baltimore County to consume and/or to possess alcohol in opened alcohol containers on any public property or highway, A person who violates this section is guilty of a misdemeanor. (Baltimore County Code Article 17, Section 17-1-103) 10

Howard County (Columbia Campus):
In Howard County it is unlawful to advertise in whole, or in part, to promote the sale or delivery of drug paraphernalia. (C.B. 1, 1980 Sec. 8.304).

III. Health Risks Associated with Substance Use

Alcohol:

ALCOHOL'S EFFECTS ON THE BODY

Drinking too much – on a single occasion or over time – can take a serious toll on your health. Here's how alcohol can affect your body:

Brain:
Alcohol interferes with the brain's communication pathways and can affect the way the brain looks and works. These disruptions can change mood and behavior, and make it harder to think clearly and move with coordination.

Heart:
Drinking a lot over a long time or too much on a single occasion can damage the heart, causing problems including:

- Cardiomyopathy – Stretching and drooping of heart muscle
- Arrhythmias – Irregular heart beat
- Stroke
- High blood pressure

Liver:
Heavy drinking takes a toll on the liver, and can lead to a variety of problems and liver inflammations including:

- Steatosis, or fatty liver
- Alcoholic hepatitis
- Fibrosis
- Cirrhosis

Pancreas:
Alcohol causes the pancreas to produce toxic substances that can eventually lead to pancreatitis, a dangerous inflammation and swelling of the blood vessels in the pancreas that prevents proper digestion.

Cancer:
Source: National Cancer Institute -- see https://www.cancer.gov/about-cancer/causes-prevention/risk/alcohol/alcohol-fact-sheet:

Based on extensive reviews of research studies, there is a strong scientific consensus of an association between alcohol drinking and several types of cancer. In its Report on Carcinogens, the National Toxicology Program of the US Department of Health and Human Services lists consumption of alcoholic beverages as a known human carcinogen. The research evidence indicates that the more alcohol a person drinks—particularly the more alcohol a person drinks regularly over time—the higher his or her risk of developing an alcohol-associated cancer. Based on data from 2009, an estimated 3.5 percent of all cancer deaths in the United States (about 19,500 deaths) were alcohol related.

Clear patterns have emerged between alcohol consumption and the development of the following types of cancer:

- **Head and neck cancer**: Alcohol consumption is a major risk factor for certain head and neck cancers, particularly cancers of the oral cavity (excluding the lips), pharynx (throat), and larynx (voice box). People who consume 50 or more grams of alcohol per day (approximately 3.5 or more drinks per day) have at least a two to three times greater risk of developing these cancers than nondrinkers. Moreover, the risks of these cancers are substantially higher among persons who consume this amount of alcohol and also use tobacco.
- **Esophageal cancer**: Alcohol consumption is a major risk factor for a particular type of esophageal cancer called esophageal squamous cell carcinoma. In addition, people who inherit a deficiency in an enzyme that metabolizes alcohol have been found to have substantially increased risks of alcohol-related esophageal squamous cell carcinoma.
- **Liver cancer**: Alcohol consumption is an independent risk factor for, and a primary cause of, liver cancer (hepatocellular carcinoma). (Chronic infection with hepatitis B virus and hepatitis C virus are the other major causes of liver cancer.)
- **Breast cancer**: More than 100 epidemiologic studies have looked at the association between alcohol consumption and the risk of breast cancer in women. These studies have consistently found an increased risk of breast cancer associated with increasing alcohol intake. A meta-analysis of 53 of these studies (which included a total of 58,000 women with breast cancer) showed that women who drank more than 45 grams of alcohol per day (approximately three drinks) had 1.5 times the risk of developing breast cancer as nondrinkers (a modestly increased risk). The risk of breast cancer was higher across all levels of alcohol intake: for every 10 grams of alcohol consumed per day (slightly less than one drink), researchers observed a small (7 percent) increase in the risk of breast cancer.

  The Million Women Study in the United Kingdom (which included more than 28,000 women with breast cancer) provided a more recent, and slightly higher, estimate of breast cancer risk at low to moderate levels of alcohol consumption: every 10 grams of alcohol consumed per day was associated with a 12 percent increase in the risk of breast cancer.

- **Colorectal cancer:** Alcohol consumption is associated with a modestly increased risk of cancers of the colon and rectum. A meta-analysis of 57 cohort and case-control studiesthat examined the association between alcohol consumption and colorectal cancer risk showed that people who regularly drank 50 or more grams of alcohol per day (approximately 3.5 drinks) had 1.5 times the risk of developing colorectal cancer as nondrinkers or occasional drinkers. For every 10 grams of alcohol consumed per day, there was a small (7 percent) increase in the risk of colorectal cancer.

Immune System:
Drinking too much can weaken your immune system, making your body a much easier target for disease. Chronic drinkers are more liable to contract diseases like pneumonia and tuberculosis than people who do not drink too much. Drinking a lot on a single occasion slows your body's ability to ward off infections – even up to 24 hours after getting drunk. (https://www.niaaa.nih.gov/alcohols-effects-health/alcohols-effects-body)

The table below provides additional information on the possible health effects of various substances:

Drugs	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Narcotics					
Morphine	High	High	Euphoria, Drowsiness, Respiratory depression, Constricted pupils, Nausea	Slow and shallow breathing, Clammy skin, Convulsions, Coma, Possible death	Yawning, Loss of appetite, Irritability, Tremors, Panic, Cramps, Nausea, Runny nose, Chills and sweating, Watery eyes
Codeine	Moderate	Moderate			
Heroin Hydrocodone Hydromorphone Oxycodone (OxyContin) Methadone and LAAM	High	High			
Fentanyl and Analogs	High	High			
Depressants					
Choral hydrate	Moderate	Moderate	Slurred speech, Disorientation, Drunken behavior without odor of alcohol	Shallow respiration, Clammy skin, Dilated pupils, Weak and rapid pulse,	Anxiety, Insomnia, Tremors, Delirium, Convulsions Possible death
Barbiturates Benzodiazepines	High-moderate	High-moderate			

				Coma, Possible death	
Ketamine (Special K)	Possible	Unknown	Psychedelic effects, Muscle rigidity, Aggressive/ violent behavior, Exaggerated strength, Euphoria, Illusions, Hallucinations, Disassociation, Impervious to pain	Vomiting, Convulsions, Possible death	Anxiety, Labored breathing, Schizophrenic-like tendencies
Stimulants					
Cocaine (crack) Amphetamine Methamphetamine Ritalin (methylphenidate)	Possible	High	Increase alertness, Euphoria, Increase pulse rate and blood pressure, Excitation, Insomnia, Loss of appetite	Agitation, Increase body temperature, Hallucinations, Convulsions, Death	Apathy, Long periods of sleep, Irritability, Depression, Disorientation, Pleasurelessness
Ecstasy (MDMA)	Unknown	Moderate	Same as stimulants, Nausea, Jaw muscle clenching, Heightened awareness, Calm empathy	High body temperature, High blood pressure, Seizures, Acute anxiety	Flashbacks, Possible effects on memory
Cannabis					
Marijuana	Possible	Moderate	Euphoria, Relaxed inhibitions, Increased appetite, Disorientation	Fatigue, Paranoia, Possible psychosis	Insomnia, Appetite loss, Headaches, Aches, Chills, Craving
Hallucinogens					
Phencyclidine and Analogs (PCP0	Unknown	High	Illusions/hallucinations Misperception of time Dissociation Depersonalization	Paranoia Seizures High blood pressure, Longer trips,	Unknown

			Combativeness Amnesia Impervious to pain	Psychosis, Catatonia, Coma, Possible death	
LSD	None	Moderate	Stimulant effects, Light trails, Sensory disorientation, Depersonalization	Acute, Anxiety/panic, Paranoia, Delusions, Psychosis	None

IV. Substance Use Treatment and Supportive Programs Offered

Services and Programs Available to Students:
Office of Student Support and Wellness Promotion: This Department is staffed by a Director, Mary Beth Mudric, Ph.D. and Administrative Assistant, Lisa Crowell. Department offices are located in Seton Court 02B next to the Health Center on the west side of campus. *Call 410-617-2928 for information or for a confidential individual session with a counselor to discuss any of the information in this document*, or visit our Website: http://www.loyola.edu/department/sswp , which provides information about alcoholism and related problems and SSWP services.

EVERFI REQUIRED COURSES: Online Education Program
All incoming undergraduate students are required to complete: AlcoholEdu and Higher Education Prescription Drug use Prevention, which provide education on alcohol and drugs, sexual assault and violence, and responsible decision making. Loyola University Maryland ensures that all incoming students complete the program by monitoring program completion, as well as prohibiting students from moving into their residence halls if they have not completed the initial phase of the program.

Re-entry to the University:

The Medical Review Committee within the Office of the Vice President for Student Development evaluates the students' medical documentation prior to a return from a medical leave of absence, during which treatment was recommended. Upon the student's return into the University, the administrator or designee in the Office of Student Support and Wellness Promotion will work with the student to develop an after-care plan, which involves coordinating and establishing a supportive network as the student continues through the University. Often the establishment of the plan for ongoing support begins while the student is receiving treatment. Students are able to meet with the administrator in SSWP prior to their return to the University to establish a therapeutic relationship and supportive structures to help in their transition back to the University.

Environmental Management Prevention Model

Loyola University Maryland utilizes best practices in creating and implementing a comprehensive prevention program to help reduce student substance use. The following table outlines the University's 3-in-1 prevention framework.

Loyola University Maryland's 3-in-1 AOD Environmental Management Prevention Model	
Interventions at the individual level for students	Screenings and referral for education or treatment Educational interventions Parental notification of policy violations Faculty/Administrator/Staff/Student Leaders conversations with students
Intervention at the student population (group) level	Consistent policy enforcement Referral of students with conduct violations for education and/or evaluation and treatment Alcohol-free social activities AlcoholEdu and Higher Education Prescription Drug online education requirement Social norms messaging campaigns Outreach and prevention presentations and programs Academic rigor Friday and morning classes Living-learning communities Peer education
Interventions at the University and surrounding community level.	Loyola AOD Task Force University representation on local coalitions University representation in neighborhood associations Participation in the Maryland State Collaborative to Reduce Underage Drinking and Associated Harm

Programs and Services Available to University Employees:

Drug and alcohol policies for faculty, staff and administrators are contained in the Drug and Alcohol Policies, Health Information, Services and Benefits document issued annually to all Faculty, Staff and Administrators. The University will impose disciplinary sanctions on violations of the institutions drug, alcohol and weapons possession policies.

Loyola University Maryland fully supports and requires compliance with federal and state laws regarding illegal drugs and paraphernalia. The term "drug" also includes any other substance that is

used to change mood or alter reality and is not used in accordance with a medical prescription and "look alike" substances.

Drug-free Workplace

All persons employed by the University are responsible for performing their duties effectively and safely for the community's health and safety. Therefore, it is imperative that Loyola as a community operate in an environment free from illegal drugs and other controlled substances, specifically:

• The manufacture, sale, possession, distribution, or use by employees in the workplace of a controlled substance or drug not medically authorized is strictly prohibited.

• An employee may not be under the influence of a controlled substance, alcohol, over-the-counter medication or prescription drug which affects job performance or poses a hazard to the safety and welfare of the employee or other employees.

• Employees are required to report their criminal drug statute conviction for a violation occurring in the workplace to their immediate supervisor/department chair within five days after such conviction. As applicable, the University will, in turn, also notify the appropriate federal granting/contracting agency of such conviction within 10 days after receiving notice from the employee.

• Information on the dangers of drug abuse and the availability of counseling and rehabilitation assistance is provided through the Health Services Center, the Counseling Center, alcohol and drug education and support services or the human resources office and is distributed annually to each employee.

• Certain staff positions require pre-employment physicals involving a drug/alcohol screen. Additional required screens include but are not limited to: reasonable suspicion, reliable information, post-accident, random, return-to-duty, and follow-up. Compliance with this policy is a condition of employment.

Any violation of this policy will result in disciplinary action, including, but not necessarily limited to required participation in a rehabilitation program, suspension from duties or dismissal from employment.

Alcohol

All members of the University community are to act in a manner consistent with the alcohol policy of the University. This policy is to be observed in the planning and hosting of functions, both public and departmental, on the campus or at University sponsored activities. Alcohol-free events are to be encouraged.

• Persons under the age of 21 and visibly intoxicated persons may not be served alcoholic beverages. All alcoholic beverages should be served by a bartender(s); the bartender(s) should be over the age of 21 and should be instructed to ask for proof of age.

• Food and non-alcoholic beverages should be provided and made easily available to all guests.

• The quantity of alcohol offered and the length of time during which alcohol is offered should be monitored by the host or hostess.

• Persons who are visibly intoxicated may not be served.

• Announcements and advertising of such events should not feature nor promote alcoholic beverages as the focus of the event.

• The unlawful possession, use, or distribution of alcoholic beverages is strictly prohibited on University property or as part of its activities.

Employee Assistance Program (EAP)
Employee Assistance Program (EAP) All regular full-time employees, core employees, and their immediate family members are eligible for EAP services beginning the first of the month coinciding with or following their date of hire. The EAP provides short-term assistance in a confidential and professional manner to help with a variety of personal and career-related issues. The plan offers assistance with workplace conflicts, marital or family problems, emotional distress (depression, stress), alcohol abuse, drug abuse, legal issues, locating child and elder care, financial counseling and other personal difficulties. There is no cost to eligible employees for the services provided by the EAP. Up to five free counseling sessions are provided per issue. If outside referral services are recommended, fees charged by those professionals will be the responsibility of the employee in coordination with the employee's health insurance. To speak with an EAP professional or for more information, call 1-800-765-0770. EAP services are available 24 hours a day, 7 days a week.
For more detailed information please contact Maurisha Hooper, Associate Director, Benefits and Wellness, at 410 617-1368, mhooper@loyola.edu. The Benefits and Wellness office is located at 5000 York Road in the Human Resources Office. Call 410-617-2354 for directions.

Re-entry to the University:

The benefits unit within the Human Resources Office evaluates the employees' physician return to work certification prior to them returning from a medical leave of absence, during which treatment was received.

Further information can be found at https://www.loyola.edu/department/hr/benefits/leave/fmla

Programs and Services Available to Students and Employees:
The following is a list of resources available in the Baltimore area that provide support and or treatment for alcohol and other drug use disorders or related issues. This list is not exhaustive but does provide links to helping members of the Loyola University Maryland campus community connect to additional resources. These are not affiliated with Loyola University Maryland and their inclusion in the document is not an endorsement by the University.

Peer Support Fellowships:
Alcoholics Anonymous: www.aa.org
Narcotics Anonymous: www.na.org
Al-Anon Family Groups: www.al-anon.org

Substance Use Treatment Locator:
SAMHSA, Behavioral Health Treatment Services Locator: https://findtreatment.samhsa.gov/