

**Annual Notice of Loyola University Maryland's Drug and Alcohol Abuse Prevention
Program**

2017-2018

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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 insure 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 insure 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 University websites including those for the Office of Human Resources, and the Office of Student Support and Wellness Promotion. To insure 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 as well as its 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.

Policies for Students:

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

Student Code of Conduct

1. 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 apartments. Guests who are 21 years of age and older may not bring alcohol to a room/apartment/suite 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 rooms/apartment/suite 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 and/or guardians will be notified in writing if their first year student under age 21 is found responsible for an alcohol violation involving use or possession. Core Advisors will be notified.

Violations of the alcohol policy include, but are not limited to, the following:

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.) First offense: \$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 room/apartment/suite.

Minimum Standard Sanctions for Alcohol Violations

- 1st Offense: \$75 fine, written reprimand, and alcohol screening/education.
- 2nd Offense: \$125 fine, disciplinary probation, and alcohol screening/education.
- 3rd Offense: \$200 fine, deferred suspension from the University, and an alcohol 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 per individual host, and a referral for alcohol screening/education.

The student social host policy will apply if alcohol is available in the room. Thus, the host is also responsible for misconduct if they passively allow prohibited alcohol use to occur within their room.

d. 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 alcohol screening/education.

e. Charging a fee when hosting parties. Standard sanction: deferred suspension from the residence halls, \$200 fine, and a referral for alcohol 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 an alcohol 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 be forwarded to the appropriate State authorities.

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

h. Multiple or repeated violations of the Alcohol Policy.

i. Possession of 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.

2. Destruction of Property/ Tampering with Property

Intentionally or recklessly damaging or destroying exit signs, graffiti writing, defacing, or tampering with University or public property or the property of another. This includes the tampering with or destruction of security equipment maintained by the University. Standard sanction: suspension from the residence halls and/or the University.

3. 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.

Violations of the Drug Policy include, but are not limited to, the following:

a. Drug use or possession (e.g. marijuana, heroin, LSD, cocaine, mushrooms, ecstasy, ketamine, unauthorized use or abuse of prescription drugs, etc.)

Small quantities. Standard sanction: suspension from the University, \$500 fine, substance abuse screening and education.

Large quantities. Standard sanction: expulsion.

The determination of “large quantity” is based on all the surrounding circumstances. No specific weight or value shall constitute the difference between small and large quantity.

b. Drug paraphernalia possession. Standard sanction: suspension from the University, \$500 fine, substance abuse screening and education.

The student social host will be considered serving/providing drugs to anyone if they possess drugs or if drugs are available in the room. Thus, the host is also responsible for misconduct if they passively allow drug use to occur within their room.

c. Sale, potential for sale, facilitation in the sale, distribution, or providing 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 and/or guardians will be notified in writing if their son or daughter is found to be in violation of the University’s drug policy. Core advisors will be notified.

Policies for Employees:

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

8.12 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 his/her criminal drug statute conviction for a violation occurring in the workplace to his/her 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.

8.12.1 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.

8.13 Smoking Policy

The University has an interest in providing a healthy and productive work environment for all employees. Smoking or vaporizing of tobacco or any other material in any type of device or equipment, including but not limited to cigarettes, cigars, pipes, or electronic cigarettes (e-cigarettes), is prohibited inside all buildings and vehicles owned or leased by the University.

Smoking and vaporizing are permitted in designated areas that are a minimum of 30 feet from University building entrances and exits. Smokers are responsible for the appropriate disposal of their cigarette butts, e-cigarettes and/or supplies, wrappers and matches.

The following information can be found in the *Faculty Handbook* at:

<https://inside.loyola.edu/worklife/governance/academic/Documents/academicaffairs/documents/FINAL-2014-2015%20Faculty%20Handbook.pdf>

C. Policy on Alcoholic Beverages

Maryland State Law prohibits any person under 21 years of age from being in possession of, or under the influence of, alcoholic beverages. Loyola University does not endorse or condone violation of the law of the State of Maryland.

The text of the University's Alcohol Policy may be found in the Student Handbook and in Appendix E of this document (*Faculty Handbook*).

Please consult the Director of Student Activities 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/druginfo/ftp3.shtml>

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance/ Quantity	Penalty	Substance/ Quantity	Penalty
II	Cocaine 500-4999 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. 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.	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. 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. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 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			Fentanyl 400 grams or more mixture
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
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 & 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 \$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 \$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 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 not	

	more than \$1 million if an individual, \$5 million if not an individual.
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	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 not more than \$500,000 if an individual, \$2 million if other than an individual.
Any Amount Of All Schedule V Drugs	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 individual, \$500,000 if not an individual.

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
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 not more than \$10 million if an individual, \$50 million if other than an individual. Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than 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 not more than \$5 million if an individual, \$25 million if other than an individual. Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than 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 \$1 million if an individual, \$5 million if other than an individual. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Hashish More than 10 kilograms	
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, \$1 million if other than an individual. Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

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:

It is illegal in the State of Maryland, MD. Ann. Code Art. 27, sections 400 to 403 (1994), for any 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, or to obtain alcohol on behalf of a person under 21. The penalty is a fine of up to \$500 for a first offense, and up to \$1000 for repeat offenses.

MD. Ann. Code Article 2B, section 19-202(1989) and 19-204(1993) states that it is illegal in the State of Maryland to drink alcohol on any public property or shopping center, mall, or other retail establishment, with a penalty of a fine up to \$100. Section 19-101(1989) and 19-102(1993) states that it is illegal to be intoxicated and create a disturbance or endanger the safety or property of another person. The penalty is a fine of up to \$100 and/or imprisonment not exceeding 90 days.

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)

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

The following points deserve special emphasis:

1. Severe consequences can result from the use and abuse of alcohol and other psychoactive substances, without the development of alcoholism or other drug use disorder.
2. Alcohol and other drug use disorders can and do develop rapidly in teenagers and young adults.
3. Although addictive disease can develop in almost any chronic user of psychoactive substances, persons from families with a history of alcoholism, especially in parents or grandparents, are at a greater risk to develop alcohol problems themselves. A family history of alcoholism or drug addiction also tend to increase the risk of developing other problems, including eating disorders and difficulties in intimate relationships.
4. Use of any non-physician prescribed medications, especially pain killers such as OxyContin, can result in addiction and pose dangers of overdose.
5. According to the National Institute on Alcohol Abuse and Alcoholism (2016) 1,825 college students in the United States die each year from excessive alcohol use. Drinking too much alcohol too fast can kill you. Mixing alcohol and other drugs, whether prescribed, over the counter medications, or street drugs, can also be deadly. If you encounter a person who is passed out, or unconscious and cannot be easily aroused, or appears to have trouble breathing, it can be a fatal decision to put the person to bed, unattended, "to sleep it off." The safest action is to call for help. Call Campus Police 410-617-5911 if on-campus and 911 if off-campus.

Health Risks: Alcohol

Alcohol, a drug, is a central nervous system depressant. With moderate drinking a person may experience flushing, dizziness, dulling of senses, and impairment of coordination, reflexes, memory and judgment. Taken in larger quantities, death may occur due to depression of the parts of the brain that control breathing and heart rate. Drinkers who also smoke are more at risk for developing certain cancers. Pregnant women who drink risk fetal alcohol syndrome in the newborn. It is important to read labels of over-the-counter medications for cautions about the use of alcohol while on a particular medication.

College students who drink to get drunk are at significant risk while drinking for personal injury, acquaintance rape, and unplanned, unprotected sexual activity which could result in pregnancy and exposure to sexually transmitted infections (STIs), including the AIDS virus, and genital human papillomavirus (HPV), Chlamydia, and genital herpes.

The dangers of drinking and driving cannot be overemphasized. Data suggest that despite widespread knowledge of these dangers, a significant number of students continue to drive under the influence of alcohol.

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	Table 1. Controlled Substances—Uses & Effects*				
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	High	High			
Hydrocodone					
Hydromorphone					
Oxycodone (OxyContin) Methadone and LAAM					
Fentanyl and Analogs	High	High			
DEPRESSANTS					
Chloral Hydrate	Moderate	Moderate	Slurred speech Disorientation Drunken behavior without odor of alcohol	Shallow respiration Clammy skin Dilated pupils Weak and rapid pulse Coma Possible death	Anxiety Insomnia Tremors Delirium Convulsions Possible death
Barbiturates Benzodiazepines	High-Moderate	High-Moderate			
Ketamine (Special K)	Possible	Unknown	Psychedelic effects Muscle rigidity Aggressive/violent behavior Exaggerated strength Euphoria Illusions, Hallucinations Dissociation Impervious to pain	Vomiting Convulsions Possible death	Anxiety, labored breathing, and schizophrenic-like tendencies
STIMULANTS					
Cocaine (crack) Amphetamine Methamphetamine Ritalin (methylphenidate)	Possible	High	Increased alertness Euphoria Increased pulse rate and blood pressure Excitation Insomnia Loss of appetite	Agitation Increased 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 Ness 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 Headache Aches, chills Craving
HALLUCINOGENS					
Phencyclidine and Analogues (PCP)	Unknown	High	Illusions/ hallucinations Misperception time Dissociation Depersonalization Combativeness Amnesia Impervious to pain	Paranoia Seizures High blood pressure Longer trips Psychosis Catatonia Coma Possible death	Unknown
LSD	None	Moderate	Stimulant effects Light trails Sensory distortion Depersonalization	Acute anxiety/panic Paranoia Delusions Psychosis	None

IV. Substance Use Treatment and Supportive Programs Offered

Services and Programs Available to Students:

The Office of Student Support and Wellness Promotion: This Department is staffed by a full time Director, Mary Beth Mudric, PhD.; a full time counselor, Zachary Hitchens, MS, CAS, LCADC, NCC; and an Administrative Assistant Danielle Avent, MBA. 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 Web Site: <http://www.loyola.edu/department/sswp>, which provides information about alcoholism and related problems and SSWP services. SSWP services are free to Loyola undergraduate and graduate students. Services available to students include:

- Individual counseling
- Group counseling
- Education programs

Cardoner Collegiate Recovery Community: The program strives to support students in recovery from substance use disorders, through helping create connections, not only to other students in recovery but to the Baltimore recovery community as well. By building connections the program helps them connect to Loyola, through activities, community service, and engagement with campus clubs and organizations. The goal is to help students better understand, build, and grow in their recovery, which will continue after their time at Loyola. Students interested in the Cardoner Program can contact Zachary Hitchens, M.S., CAS, LCADC, NCC via email at zthitchens@loyola.edu or by phone at 410-617-2928.

Think About It: Online Education Program

All incoming undergraduate students are required to complete all three modules of Think About It which provides education on alcohol and drugs, sexual assault and violence, and responsible decision making. Loyola University Maryland insures 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.

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	<ul style="list-style-type: none"> Screenings and referral for education or treatment Education interventions Support groups Parental notification of policy violations Faculty/Administrator/Staff/ Student Leaders conversations with students
Interventions at the student population (group) level	<ul style="list-style-type: none"> Consistent policy enforcement Referral of students with conduct violations for education and/or evaluation and treatment Alcohol-free social activities Think About It 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	<ul style="list-style-type: none"> 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:

Employee Assistance Program (EAP)

The EAP, and your medical benefits, provides confidential intervention, support, and referral services for employees with, or at risk to develop alcohol or other drug problems. Help is also available to employees experiencing difficulty due to the alcohol or other drug use of someone close to him or her.

The Employee Assistance and Referral program for Faculty, Staff, and Administrators is a benefit that provides professional and confidential assessment, referrals or short-term problem-solving to eligible participants and their family members. Among the types of problems for which assistance is provided are marital or family problems, job problems, emotional distress, gambling, financial, legal, health, or addiction problems. Services begin on the first of the month coinciding with, or following, date of hire. There is no cost to participants or family members for services provided through this plan. EAP can be reached at 1-800-765-0770.

Medical Benefits (for benefits eligible Faculty, Administrators, and Staff)

Substance Abuse Services	CareFirst BCBS PPO		BlueChoice HMO		HealthyBlue HDHP	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Inpatient Facility Services <i>Preauthorization required</i>	No deductible, 25% coinsurance	Deductible, then 40% coinsurance	Deductible, then 10% coinsurance	N/A	Deductible, then \$300 copay per admission	Deductible, then \$500 copay per admission
Inpatient Physician Services <i>Preauthorization required</i>	No deductible, 25% coinsurance	Deductible, then 40% coinsurance	Deductible, then 10% coinsurance	N/A	Deductible, then no charge	Deductible, then \$50 copay per visit
Outpatient Facility and Physician Services	Deductible, then 25% coinsurance	Deductible, then 40% coinsurance	Deductible, then 10% coinsurance	N/A	Deductible, then no charge	Deductible, then \$50 copay per visit
Office Visits	\$25 copay per visit	Deductible, then 40% coinsurance	\$20 copay per visit	N/A	Deductible, then no charge	Deductible, then \$50 copay per visit
Partial Hospitalization	Deductible then 25% coinsurance	Deductible, then 40% coinsurance	Deductible, then 10% coinsurance	N/A	Deductible, then no charge	Deductible, then \$50 copay per visit

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.

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 resources are not affiliated with Loyola University Maryland and their inclusion in this document is not an endorsement by the University.

Peer Support Fellowships:

Alcoholics Anonymous: www.aa.org

Al-Anon Family Groups: www.al-anon.org

Narcotics Anonymous: www.na.org

Substance Use Treatment Locator:

SAMHSA, Behavioral Health Treatment Services Locator: <https://findtreatment.samhsa.gov/>

V. Sanctions for Violating University Alcohol and Drug Policies

Sanctions for Students:

For student sanctions please see the “Policies for Students” section on pages 2-4 of this document which outlines both the standards of conduct for students, as well as the sanctions for students who are determined to be in violation of the University’s alcohol and other drugs policies. These sanctions are imposed equally among all students regardless of their academic, athletic, or other departmental affiliation on campus.

Sanctions for Employees:

The following section applies to all employees of the university including faculty, staff, and administrators.

2.2.2 Termination for Cause

Termination for cause by the University is generally the result of an employee’s inability to attain the required level of performance on the job, failure to comply with required policies and procedures, failure to meet standards of professional behavior applicable to employment, or repeated failure to perform required duties. In the event of termination for cause, supervisors/department chairs should consult with the director of human resources generalist services (ext. 1345) prior to any termination actions. Cause for dismissal includes but is not limited to:

- inability, failure, or refusal of the employee to maintain satisfactory performance of the responsibilities of his/her position;
- conduct which, in the judgment of his/her supervisor/department chair, directly and substantially impairs the effectiveness of the employee in the performance of his/her responsibilities;
- conduct which, in the judgment of the employee’s supervisor/department chair, directly and substantially impairs the effectiveness of University operations;
- conduct which, in the judgment of the employee’s supervisor/department chair, is harmful to persons or property or destroys goodwill or otherwise causes jeopardy or serious harm to the University.

It is impossible to list every single action which might cause harm to the University, its students or fellow employees. Following is a list of some, but not all, of the acts which will result in disciplinary action up to and including termination:

- Possessing, using, buying or selling alcohol or illegal drugs, or being under the influence of alcohol or illegal drugs while at work.
- Direct violation of University policies and procedures.
- Knowingly violating any University, OSHA, or state regulation, guideline or rule governing workplace safety.

Supervisors/department chairs shall consult with the director of human resources generalist services (410-617-1345) prior to any termination for cause.