



**AUBURN UNIVERSITY  
AT MONTGOMERY**

Biennial Report of Alcohol and Other Drug Prevention Programs  
for  
2021-2023

Prepared by AUM's Committee on Alcohol and Drug Prevention  
2024

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## **Introduction**

This report is published biennially in compliance with the Drug-Free Schools and Campuses Act of 1989.

The Drug free Schools and Communities Act (DFSCA) and Part 86, of the Education General Administrative Regulations (EDGAR Part 86) requires that, as a condition of receiving funds or any other form of financial assistance under any federal program, an Institution of Higher Education (IHE) 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.

In order to certify its compliance with the regulations, an IHE must adopt and implement a drug prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees both on school premises and as part of any of its activities.

Creating a program that complies with the regulations requires an IHE to do the following:

1. Prepare a written policy on alcohol and other drugs.
2. Develop a sound method for distribution of the policy to every student and IHE staff member each year.
3. Prepare a biennial review report on the effectiveness of its alcohol and other drug (AOD) programs and the consistency of policy enforcement.
4. Maintain its biennial review report on file, so that, if requested to do so by the U.S. Department of Education, the campus can submit it.
5. Ensure that the University has consistently enforced disciplinary sanctions related to drug and alcohol conduct violations.
6. Evaluate strengths and weaknesses of the University's drug and alcohol abuse prevention programs and outline strategies for program improvement.

## **Review Committee Members**

Dr. Leon Higdon, Dean of Students

Leslie Meadows, Chief Human Resources Officer

Dr. Shu-Ching Wang, Director Counseling and Health Promotion Services Dr.

Dr. Andrea Blake, Assistant Director for Advocacy and Accountability

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Brenda Mitchell, Director of Police Operations, Campus Police

Erik Mass, Athletic Director, Athletics

## **Purpose**

Auburn University at Montgomery (AUM) is committed to the safety, health and well-being of all campus community members. As a residential campus with students under the age of 21, we have an obligation to ensure that our campus is free of illegal drugs and alcohol, as abuse of those substances presents a direct threat to our mission. AUM has established a drug-free workplace program that incorporates respect for individuals and their choices, as well as the priority to maintain an alcohol and drug-free campus.

## **Policies**

As AUM services and employs different types of individuals, there is one central policy from which specific departments can derive policies to meet the needs of their stakeholders.

Departments with additional drug and alcohol policies include: Housing and Residence Life, Athletics, and Student Affairs. Links to these policies are listed below.

[Appendix A](#) - University Policy

[Appendix B](#) - Housing and Residence Life Policy

[Appendix C](#) - Student Affairs – Social Regulations and University Alcohol Policy

[Appendix D](#) - Athletics Policy

[Appendix E](#) – Consent and Acknowledgement Form

## **Procedures for Students and Employees**

1. The Policy is provided at the time of hiring paperwork, and an electronic version sent via email. The signed acknowledgement is returned concurrently with other hiring paperwork to the Office of Human Resources upon completion and will be retained in the employee's personnel file.
2. To emphasize the importance of this policy, every employee is notified of this policy annually, through campus wide emails.
3. Any employee, including part time employees, student employees and work-study students receiving a criminal drug statute conviction for a violation occurring on campus shall notify the Office of Human Resources no later than five (5) days after such conviction. If the employee reporting such a conviction is employed under a contract or grant, an authorized Auburn University at Montgomery representative will notify the appropriate granting or contracting agencies within ten (10) days after receiving such notice of a criminal drug statute conviction.
4. Upon receiving notice of the conviction, the appropriate campus administrator may impose sanctions or remedial measures on the employee or student worker.
5. Violations of local ordinances or of state or federal laws regarding controlled and/or dangerous substances, including alcohol, by members of the University community may result in University disciplinary actions, regardless of where such violations occur.

6. Any full-time employee who has self-disclosed a problem with alcohol or other drugs may be referred to the University's Employee Assistance Program as appropriate. Such disclosure will not excuse any inappropriate behavior in the workplace relating to drug or alcohol use or abuse. Student employees may be referred to the Counseling and Health Promotion Services.
7. An employee who suspects another employee may be impaired and unable to perform their job duties and responsibilities is encouraged to immediately inform their supervisor or the Office of Human Resources.
8. Signs indicating an employee is under the influence should be based in specific, contemporaneous, articulable observation about the employee's appearance, performance, behavior, speech, or body odors.
9. Supervisors should not automatically assume that certain behaviors are the result of drugs or alcohol. They should immediately report unusual behavior or circumstances to the Office of Human Resources.
10. Supervisors are responsible for administering this policy in a fair and consistent manner, according to the regulations and procedures identified herein.

### **Enforcement**

The University reserves the right to offer employees or students convicted of violating a criminal drug statute in the workplace participation in an approved rehabilitation or drug abuse assistance program as an alternative to, or concurrent with, disciplinary action.

Students under the influence within the Montgomery community can access Warhawk Transit, a free shuttle service that has designated routes throughout the Montgomery area.

Upon notification that an employee or student has been convicted of violating a criminal drug statute on campus, the following sanctions or remedial measures will be imposed upon that employee or student:

- Taking whatever necessary and appropriate corrective action against such an employee or student, up to and including termination of employment for employees, and, in the case of a student, whatever action the Division of Student Affairs deems appropriate.
- Requiring such employee or student to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency.
- During and after participation in the assistance program, the employee must maintain an alcohol and/or drug-free status to remain employed. The Division of Student Affairs will monitor students' participation and take whatever actions may be necessary.

On-going compliance with this policy statement is required by all campus members. Failure to comply with this law may result in suspension of all federal grant funding and suspension or debarment from future funding for Auburn University at Montgomery.

## **Student Code of Conduct**

### ***Students should be specifically aware of the following:***

- The legal age to drink and purchase alcohol is 21 years of age.
- Furnishing alcohol to someone under 21 years of age is a violation of AUM policy and Alabama state law.
- Students who are 21 years of age or older may have alcohol in their individual rooms. Alcohol is not permitted in public areas of residence halls.
- Intoxication as exhibited by behavior is prohibited and will subject the student to disciplinary action. Inappropriate behavior relating to alcohol use will be regarded as a serious violation of the Student Code. The involvement of alcohol and/or other drugs is not considered a legitimate excuse for violation of any University policy.
- Parents or legal guardians of students under 21 years of age will be notified if their student is found to be in violation of the University's alcohol policy.

### ***Students in Residence Halls should be specifically aware of the following:***

Community Standards apply to all residents. Staff members follow Housing and Residence Life procedures dealing with appropriate violations of policies and Community Standards. All violations will be investigated thoroughly, and the appropriate sanctions and points will be determined accordingly.

Ignorance of a standard or policy does not excuse the violation. When a violation of any standard or policy is recorded on an incident report, Housing and Residence Life will meet with the resident and assign sanctions (disciplinary measures.) Sanctions imposed may include, but are not limited to, points, fines, community service, required viewing of educational videos, loss of privileges and eviction. Failure to respond to a request made by a staff member may result in fines and additional disciplinary action.

### ***Peer Review Board***

The Peer Review Board (PRB) is comprised of up to 6 students who represent the residential communities, as well as the Residential Education Coordinator. It hears cases referred to them by the Residential Education Coordinator involving alleged violations of Housing and Residence Life policies and/or the Community Standards. PRB members undergo training during the semester and serve for one full year.

### ***Points***

Depending on the nature and severity of an incident, a certain number of points will be assigned to a resident found guilty of a violation. Repeated offenses result in additional points. Once a resident has lost 6 points or more, he or she may be placed on Housing probation and given further sanctions. Once a resident has lost 12 points, the resident may

be recommended for eviction. It is possible to receive 12 points for one violation, depending on its severity.

Students removed from Housing and Residence Life for disciplinary purposes will not be permitted to visit Housing and Residence Life facilities for one academic year.

#### *Disciplinary Procedures and Peer Review Board Process Sanctions*

Sanctions (disciplinary measures) relate directly to the nature and severity of the violation as well as the perceived willingness of the resident to accept responsibility for his or her actions. The following sanctions may be imposed during the review and/or appeals process:

- **Points** – predetermined system that is used to tally violations.
- **Formal Reprimand** – a written warning
- **Community Service** – the performance of reasonable, non-credit assignments (examples include trash pick-up, attending/presenting an educational program to fellow residents, creating bulletin boards, etc.)
- **Essay Assignments** – the required completion of reflection papers, article reviews, journal entries, or other written assignments
- **Required viewing of educational videos**
- **Probation** – the loss of a certain privilege, such as visitation, etc.
- **Fines** – monetary sanctions given to offset cost of violation and deter future violations.
- **Transfer** – relocation within on-campus housing
- **Eviction** – permanent removal from housing

#### *Peer Review Board Meetings*

PRB Hearings are closed. The only persons who may attend are the resident involved, the PRB advisor, and PRB board members.

#### *Judicial Appeal Process*

If a resident does not agree with a judicial decision, he/she receives, the resident may appeal the judicial decision to the Director of Housing and Residence Life. Final decisions on all appeals will be made by the Dean of Students.

*Note:* Behavior or actions not listed under the Community Standards or policies may be deemed inappropriate or destructive by staff members and could bring about disciplinary action. Also, if a resident is in a room/apartment when a violation occurs, he or she may face disciplinary action. Community Standards and policies are meant to preserve rights and services for present and future residents. Housing and Residence Life staff members may not ignore or fail to deal with violations (policy or law) which they encounter.

***Student-athletes should be specifically aware of the following:***

Any student-athlete criminally charged in an alcohol, drug or other related offense will receive an immediate temporary suspension from all athletic and team-related activities pending a preliminary investigation.

It is the responsibility of the student-athlete involved in the incident to report the matter immediately to their Head Coach who will immediately report to the Director of Athletics or designee. Failure of the student-athlete to report the incident is itself a violation and subject to sanctions.

The charge will be investigated within a reasonable time by the Investigating Committee. The penalties may range from playing time suspension to loss of scholarship to removal from the team. Any charge involving drugs or alcohol will be considered a positive drug test. If the charge is found to not have merit, the temporary suspension will be lifted.

The Investigating Committee for all offenses involving drugs and alcohol shall consist of the Director of Athletics or designee, the student-athlete's Head Coach and the Faculty Athletic Representative. The Director of Compliance will serve as an ex-officio member of the committee. The Investigating Committee will be chaired by the Faculty Athletic Representative. The Director of Athletics or designee will inform the student-athlete of the findings and recommendations of the Investigating Committee.

The Auburn University at Montgomery investigation and possible penalties are separate and apart from any criminal prosecution resulting from the incident. In most cases, the Auburn University at Montgomery investigation and penalties would occur well in advance of the legal disposition of the matter.



## Crime Statistics

The information below is from the University's 2020-22 Clery Report.

	On-Campus			Non-Campus			Public Property			Residence Halls			Unfounded Crimes		
	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
Liquor Law Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	12	14	6	0	0	0	0	0	0	12	14	6	0	0	0
Drug Law Arrest	3	1	2	0	0	0	0	0	0	1	0	6	0	0	0
Drug Law Violations Referred for Disciplinary Action	15	5	9	0	0	0	0	0	0	9	4	7	0	0	0
Weapons Law Arrest	0	1	2	0	0	0	0	0	0	0	1	0	0	0	0
Weapon Law Violations Referred for Disciplinary Actions	2	0	2	0	0	0	0	0	0	1	0	0	0	0	0

## Sanctions for Violations

The University will impose sanctions (consistent with local, state, and federal law) upon all students who violate these standards of conduct. This will be outside of any legal sanctions. The penalties for misconduct range from probation to dismissal.

The goals for these sanctions are to educate the student and help them to assess their own behaviors. It is important that our conduct process not only engage the student in conversation about their behavior but also provide the necessary supports for behavioral change. To that end, university sanctions may include, but are not limited to the following:

- **Warning:** The student or student organization is given written notice that their conduct is in violation of university policies, rules or regulations. Future violations of the code may result in the imposition of additional sanctions.
- **Community service:** The student or student organization is required to complete a designated number of hours in the service of the university.

- **Restitution:** The student or student organization is required to replace (replacement cost) or restore damaged, stolen, or misappropriated property.
- **Educational sanction:** Defined as online or in class programs, projects, or assignments designed to educate a student about the effect of his/her behavior including but not limited to an alcohol/drug education program, reflection paper, community or campus service, or letter of apology.
- **Probation in the Office of Student Affairs:** The student or student organization is placed on supervisory status for a specified period.
- **Probation with the Loss of Some Privileges:** The student or student organization is placed on supervisory status for a specified period, along with the loss of one or more privileges such as participation in or sponsorship of university recognized activities, holding any student office or committee chair, or use of university facilities or services.
- **Probation in University Housing:** The Student or nonstudent resident is placed on supervisory status for a specified period.
- **University-Wide Probation:** The student or student organization is placed on supervisory status for a specified period. The loss of some privileges, such as participation in or sponsorship of university recognized activities, holding any student office or committee chair, or use of university facilities or services may occur.
- **Suspension from University Housing:** The student is removed from University housing and/or may lose University Housing visitation rights for a specified period. If a student wishes to regain such privileges, he or she must contact the Assistant Vice Chancellor for Student Affairs and receive approval. If approval is given, the student must apply for housing and/or visitation rights in accordance with university housing procedures.
- **Suspension:** The student's or student organization's status is temporarily terminated and all privileges, including access to the university and its resources, are removed for a specific period. For student organizations, this sanction means loss of all university privileges.
- **Suspension with Review:** This sanction is the same as Suspension outlined above, but, in addition, the student or student organization must meet with the Assistant Vice Chancellor for Student Affairs or the AUM Committee on Discipline, or the AUM Hearing Panel for approval prior to regaining full student or student organizational status or readmission to the university. Determination of which the student meets is based on the specifics of the case.

- **Denial of a Degree:** The University may not award the student an academic degree.
- **Expulsion:** The student or student organization is removed from the university, including access to the university and its resources.

**Programs & Events**

Programming and Campus events are large parts of campus efforts to not only educate students but also provide them with alternative activities to drinking and drug abuse, especially during weekends and at night.

**Student Affairs**

<b>Event</b>	<b>Description</b>	<b>2021-2022 Participation</b>	<b>2022-2023 Participation</b>
<b>New Student Orientation</b>	Students attending orientation participate in sessions that cover campus life and policies, including drug and alcohol use on campus, and in- residence areas.	1,803 students	2,203 students
<b>Title IX Training with UNIV Peer Mentors</b>	All peer mentors are trained before working with students in the classroom where policies and expectations regarding Title IX and impairment due to alcohol or drug use are discussed.	86 students	70 students
<b>Annual Drug and Alcohol Event</b>	Student clubs and organization leaders participated in this workshop to emphasize and bring awareness to alcohol and drug prevention and long-term consequences	N/A	58 students; 5 faculty/staff

## **Athletics**

The Auburn University at Montgomery Athletic Department Drug and Alcohol Education/Testing Program has been developed to assist our student-athletes in bringing about a drug-free lifestyle. The specific objectives of this program include:

- To prevent any drug and/or alcohol abuse (or misuse) by Auburn University at Montgomery student-athletes and to educate them concerning the associated problems of drug and/or alcohol abuse.
- To identify any Auburn University at Montgomery student-athletes that may be abusing drugs and/or alcohol and identify the drug.
- To establish any necessary treatment, counseling, and education for any Auburn University at Montgomery student-athlete identified as a drug and/or alcohol abuser.
- To safeguard the health and safety of the student-athlete.

Additionally, the following educational opportunities are required or offered:

- Student-athletes are required to attend one drug and alcohol education program per year and are encouraged to attend additional meetings.
- Annual presentation is made to the athletic teams explaining the purposes and procedures of the drug and alcohol screening program.
- Student-athletes annually sign an Auburn University at Montgomery consent form wherein the student-athlete agrees to be randomly tested for the use of drugs prohibited by the NCAA banned drug list. Consent is required prior to the student's participation in intercollegiate competition.

<b>Event</b>	<b>Description</b>	<b>2021-2022 Participation</b>	<b>2022-2023 Participation</b>
Drug and Alcohol Education and Testing Program	All AUM student-athletes completed an online education course through myPlaybook provided by the NCAA on Alcohol & Other Drug Prevention	200	n/a
Drug and Alcohol Education and Testing Program	All AUM student-athletes and Athletics Department employees completed an online education course through Risk-X: Drug Education & Testing	240	n/a
Drug and Alcohol Education and	All AUM student-athletes completed an online education	n/a	215

Testing Program	course through Risk-X: Drug Education & Testing		
Drug Free Sport Random Drug Testing	All AUM student-athletes were subject to random drug testing. Testing occurred twice per year.	200 / 44 tested	185 / 44 tested

### Housing and Residence Life

Event	Description	2018-2019 Participation	2019-2020 Participation
Drunkopoly	Purpose - to teach alcohol awareness in a fun and engaging environment.	26 students	N/A
Water Pong Tournament	Purpose - to bring awareness of the dangers of drinking, and what a great responsibility it is.	19 students	N/A
Drinking Olympics Game	In this RA program, residents participated in various activities to emphasize the effects of intoxication and educate residents about alcohol safety and responsibility.	N/A	17 students
Resident Assistant Training	Purpose - to prepare Resident Assistants to enforce Housing and Residence Life policies. There is specific training offered on drug and alcohol use in residence halls.	25 students	25 students
Do What You Wanna -	In this program, residents are given scenarios involving drug and alcohol use. They must choose the best option to keep them and their friends safe.	N/A	31 students

## **Program Assessment**

Beyond the improvements that have been implemented, the committee recognizes a need for more robust and better coordinated strategies to gather, analyze, and use the collected data. To that end, future strategies may include:

1. Conduct regular surveys among different demographics (students, employees, community members) to gauge current attitudes, behaviors, and perceptions towards alcohol and other drugs.
2. Review of trend data related to student participation in alcohol and other drug educational programming.
3. The Dean of Students for Student Affairs or designee will provide to each student found in violation of alcohol and/or drug violations information about on-campus and community resources (e.g. Alcoholic Anonymous, Narcotics Anonymous)
4. Leveraging national events, such as the National Collegiate Alcohol Awareness Week, held annually in October. Free programs will be focused on alcohol and substance abuse issues, including impact of those substances on the body, and discussions of social trends and perceptions of drug and alcohol use among college students.
7. Increased coordination, support, training and promotion of student organization led events.
8. Create a standard communication approach regarding state marijuana use laws to students and employees.
9. Campus Police will co-facilitate training, with various departments on campus, training on drug and alcohol education.
10. Use insights from trend analysis to anticipate future challenges, refine prevention strategies, and develop early intervention approaches to address emerging issues proactively.

## **Appendix A**

### **University Policy**

Auburn University at Montgomery, as the metropolitan campus of Auburn University recognizes that its employees are the key to achieving the University's Land Grant Mission of Instruction, Research and Outreach. The University seeks to provide a safe work environment within which to achieve that mission and to maximize the skills and talents of our employees. The University also seeks to fully comply with state and federal requirements concerning substance abuse. This policy statement is offered to clarify the University's position on employee drug and alcohol use. This policy and its procedures should not be construed as contractual in any nature.

#### **POLICY OBJECTIVES:**

1. To create and maintain a safe, drug-free working environment for all employees.
2. To encourage any employee with a dependence on, or addiction to, alcohol or other drugs to seek help in overcoming the problem.
3. To reduce problems of absenteeism, tardiness, carelessness and/or other unsatisfactory matters related to job performance.
4. To reduce the likelihood of incidents of accidental personal injury and/or damage to students, employees, visitors, or property.
5. To meet the requirements of 49 CFR Part 382 of the U.S. Department of Transportation, Federal Motor Carrier Safety Administration.
6. To meet the requirements of 48 CFR Part 223 and 252 of the Department of Defense Federal Acquisition Regulations Supplement: Drug-Free Work Force, as amended.
7. To reduce the likelihood that University property will be used for illicit drug activities.
8. To protect the reputation of the University and its employees within the community.

This University Policy requires that all employees report to work without being under the influence of alcohol, and without illegal or mind-altering substances in their systems. Specifically, no employee shall report for work or remain on duty requiring the operation of a motor vehicle, other hazardous equipment or

performing job duties in a hazardous environment when the employee is using any controlled substance, even one legally prescribed. An employee, however, may report to work when the use has been prescribed by a physician who has advised the employee that the substance does not adversely affect the employee's ability to perform in a safe manner. No employee shall use alcohol or illegal drugs while on duty.

Employees must inform their supervisor when they are taking legally prescribed and/or over-the-counter medication that may affect their ability to safely carry out their job responsibilities.

The University also prohibits employees from using, possessing, manufacturing, distributing or making arrangements to distribute illegal drugs while at work or on University property.

### **ENFORCEMENT**

In order to enforce this Policy, the University will require employees subject to 49 CFR Part 382 of the Federal Motor Carrier Safety Administration to submit to scheduled and random drug and alcohol testing. Further, the University will identify which employees covered by 48 CFR Part 223 and 252 Department of Defense Federal Acquisition Regulations will be subject to random drug testing based on considerations that include the nature of the work being performed, the employee's duties, or the risk to the public health, safety, and national security that could result from the failure of an employee to adequately discharge his or her position. All University employees are subject to reasonable suspicion and on the job accident drug and alcohol testing as well as, in certain situations, return to work testing following treatment after a positive drug or alcohol test.

Pursuant to University Policy and regulations, job applicants for positions subject to 49 CFR Part 582 or 48 CFR Parts 223 and 252 may be required to submit for drug testing post-offer/pre-employment.

Employees are required to report all accidents involving University property or personnel or accidents that occur during University hours or at University-related activities.

Violations of this University Policy and the Drug-Free Campus and Workplace Policy will subject the employee to discipline, possibly including discharge. Refusal to cooperate with the University in any test investigation will result in discipline, up to and including discharge.



Employees who return to work following the successful completion of a Substance Abuse Professional (SAP) approved rehabilitation program will be required to submit to follow-up testing in addition to the general University testing requirements. If an employee who tested positive for drugs does not complete the required rehabilitation program, the employee will be terminated.

All information, interviews, reports, statements, memoranda, and test results, written or otherwise, received by the employer through its drug and alcohol testing program 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 provisions of the Policy Consent/Release Form as noted at the time of testing. Any questions should be directed to the Office of Human Resources (334) 244-3639.

## **Appendix B**

### **Housing and Residence Life Policy**

Illegal, dangerous, or controlled drugs and/or drug paraphernalia are strictly prohibited by Housing and Residence Life. Housing and Residence Life staff members have authority to conduct a plain view search of rooms/suites/apartments, including an entire hall or building as deemed necessary. All residents are responsible for reporting violations. Residents located in the room/suites/apartment/vehicle of the person(s) in violation of the drug policy are also subject to discipline by Housing and Residence Life and/or the university.

Residents in violation of this policy may also face criminal prosecution. Housing and Residence Life will contact Campus Police immediately to assist with drug related violations.

Housing and Residence Life has a zero-tolerance policy for the possession, distribution, and/or use of illegal drugs/drug paraphernalia. Failure to comply with Housing and Residence Life's drug policy may result in sanctions, including but not limited to the following:

- Removal from housing with full payment of housing contract required.
- Referral to the university judicial system for possible disciplinary action, including suspension or expulsion.

## **Appendix C**

### **Student Affairs – Social Regulations and University Alcohol Policy**

Auburn University at Montgomery encourages a positive philosophy about alcoholic beverages in which a consistent example of non-use or moderate use is presented and where alternative, non-alcoholic beverages are encouraged at social events/functions. The University fosters an environment where choosing not to drink is as socially acceptable as choosing to drink, where excessive drinking or drunkenness is not condoned, and where alcohol use is not the primary focus of social activity.

Consistent with the philosophy and in accordance, the University Alcohol Policy has been established to govern the sale, serving, and consumption of alcoholic beverages at Auburn University at Montgomery. The use of alcohol is an optional service provided principally for off-campus groups and organizations in conjunction with the institution's program of conference and convention-type activities.

Therefore, organization members and guests under 21 years of age are prohibited from the delivery, sale, serving, possession, and consumption of alcoholic beverages on University property or at University events. Organization members and guests who are 21 years of age or older are prohibited from the delivery, sale, serving, possession, and consumption of alcoholic beverages on University property or at University events, except in certain designated locations that have been specified in accordance with state law and university policy.

Organizations and individuals found to be in violation of the University Alcohol Policy will be subject to disciplinary action.

1. Preferably, any individual or organization planning to serve alcohol at a university function should arrange to have that function at a site away from campus.
2. All notifications of intent to serve alcohol at a university function must be submitted to the Vice Chancellor for Financial and Administrative Services at least two weeks prior to the time of the function.
3. One person must be designated as the official host. The host is solely responsible for the enforcement of these guidelines at the event.
4. All local, state, and federal laws governing the use of alcohol must be enforced.
5. Food and non-alcoholic beverages must be available in quantities sufficient to serve all attendees at the function.

6. If the function is a reception, a professional bartender must serve alcoholic beverages. If the event is a sit-down meal, a waiter or waitress (of legal age) will serve the alcoholic beverage at the table. Under no circumstance will an individual be allowed to serve him or herself.
7. All alcoholic beverages must be purchased from personal or private funds. They may not be purchased at the event, by charging at the door, or from state appropriations.
8. At the end of the event, all alcoholic beverages must be removed from campus.

The consumption of alcohol is a personal choice that is to be accompanied by responsible behavior. The serving of alcohol at university functions is a privilege, not a right. The university affirms its responsibility to deny this privilege in an individual instance, even entirely to revoke it, when doing so is in the university's best interests.

## **Appendix D**

### **Athletics Policy**

The Auburn University at Montgomery Athletic Department Drug and Alcohol Education/Testing Program has been developed to assist our student-athletes in bringing about a drug-free lifestyle. The specific objectives of this program include:

- To prevent any drug and/or alcohol abuse (or misuse) by Auburn University at Montgomery student-athletes and to educate them concerning the associated problems of drug and/or alcohol abuse.
- To identify any Auburn University at Montgomery student-athletes that may be abusing drugs and/or alcohol and identify the drug.
- To establish any necessary treatment, counseling, and education for any Auburn University at Montgomery student-athlete identified as a drug and/or alcohol abuser.
- To safeguard the health and safety of the student-athlete.

Auburn University at Montgomery does not condone the use, sale or possession of illegal drugs or drug paraphernalia or the abuse of alcohol/tobacco. According to NCAA regulations, athletes must sign a drug testing consent form before participation in the Auburn University at Montgomery athletic program. This form must be signed before the student-athlete can attend any university or team conditioning, practice, or competition. Any athlete under the age of 18 will require parental (or legal guardian) consent on the form. Consent forms are kept on file by the Athletic Department and will be available for examination by a representative of the NCAA. Student-athletes can be excused from institutional drug testing only under the most extreme circumstances (e.g., sickness, family emergency). The student-athlete is responsible for providing written verification for such absences. Approval of a verifiable absence is the responsibility of the Director of Athletics.

### *Education*

- Student-athletes are required to attend one drug and alcohol education program per year and are encouraged to attend additional meetings.
- Annual presentation is made to the athletic teams explaining the purposes and procedures of the drug and alcohol screening program.
- Student-athletes annually sign an Auburn University at Montgomery consent form wherein the student-athlete agrees to be randomly tested for the use of drugs prohibited by the NCAA banned drug list. Consent is required prior to the student's participation in intercollegiate competition.

### *Drug Testing*

The institutional drug and alcohol education/testing program are separate and distinct from the NCAA program (including without limitation, and sanction phases). Student-athlete will be defined as any individual who appears on the official NCAA squad list for their respective sport at the time of selection. Although a positive test result in the NCAA program will count as a positive under the Auburn University at Montgomery program, any positive under the Auburn University at Montgomery program will not count as a positive under the NCAA.

Auburn University at Montgomery may amend its program at any time as may be deemed necessary.

#### *Consent and Selection of Student-Athletes to be Tested*

Nothing in these procedures shall be construed to create a contract between a student-athlete and Auburn University at Montgomery or its representatives. However signed consent and notification forms shall be considered affirmation of the student-athlete's agreement to the terms and conditions contained in this policy and shall be a legal contractual obligation of the student- athlete.

- Random testing of student-athletes will be conducted throughout the year by Drug Free Sport (in season, out of season and summer school), with the selection of student-athletes made by Drug Free Sport from squad lists or rosters. Notifications of such random selection, and the time and place for conducting the test, shall be given to the student-athlete by the Drug Testing Coordinator for the institution or their designee.
- No prior notice is required for actual testing.
- Student-athletes may also be tested if there exists a "reasonable suspicion" that the individual is using banned drugs or alcohol. There may be a variety of observations which lead to a determination of reasonable suspicion, including information gathered from other sources. Observations leading to a determination of reasonable suspicion include, but are not limited to:
  - Mood swings
  - Loss of interest in school, sports and practice
  - Increased number of tardies and absences from practice and class
  - Increased aggressiveness
  - Severe facial and body acne
  - Weight loss or weight gain
  - Erratic behavior
  - Disorientation and confusion
  - Impaired short-term memory
  - Any other actions, behavior or observations the Athletics Department personnel or University personnel believe create a reasonable suspicion of drug use

The determination of reasonable suspicion, when reasonably possible, should be made by two university personnel or medical support staff. Thereafter, the student-athlete shall be requested to promptly submit a sample for testing.

- When multiple positive tests have been reported to a team, the Coach, sport administrator or Director of Athletics may request team testing on a regular basis.
  - Drug Free Sport will be the first option to collect specimens, but if the company cannot proceed at a reasonable time the Director of Athletics or their designee has the discretion to use another drug testing company.
- A positive drug test obtained as a result of testing by the NCAA will count as a positive in the Auburn University at Montgomery drug testing program. The penalties for lost playing time in the Auburn University at Montgomery program will run concurrently with the NCAA penalties for loss of playing time.

- Student-athletes being tested shall submit a specimen at such time and place as directed. If the test results are positive, the student-athletes may be retested. The primary method of testing is urine drug testing, however blood, serum, or hair may be used.
- The Director of Athletics, Faculty Athletics Representative, Head Coach, Head Athletic Trainer, Team Physicians, Director of Compliance, sport administrator and the student-athlete's parents or guardians may be made aware of the results of the drug test. All questions about the results of the drug test must be addressed to the Director of Athletics, and the Director of Athletics will be the sole respondent. The Drug Testing Coordinator of their designee will notify the student-athlete within 72 business hours (if possible) after receipt of positive test results.
- Post-season/Championship Screening: Any participant or team that advances to post-season championship competition may be subject to additional testing.
- Re-entry Testing: A student-athlete who has had his/her eligibility to participate in intercollegiate sports suspended as a result of a drug and alcohol violation may be required to undergo re-entry drug and/or alcohol testing prior to regaining eligibility.
- Follow-up Testing: A student-athlete who has returned to participation in intercollegiate athletics following a positive drug test under this policy may be subject to follow-up testing.
- Team Testing: All student-athletes who have signed the institutional drug-testing consent form and are listed on the institutional roster list are subject to unannounced random team testing at any time.
- Pre-season Screening: Student-athletes are subject to pre-season drug testing at any time prior to their first competition.

#### *Substances to be Included in the Testing Program*

Prescribed substances for which student-athletes may be tested include, but are not limited to, those listed as banned drugs in NCAA Banned Drugs. For the full NCAA list visit: <https://www.ncaa.org/sports/2015/6/10/ncaa-banned-substances.aspx>.

Student-athletes are prohibited from the use of any drug substance banned by the NCAA or Auburn University at Montgomery. The institution and the student-athlete shall be held accountable for all drugs within the banned drug class regardless of whether they have been specifically identified.

#### Drugs and Procedures Subject to Restrictions:

- Blood doping;
- Gene doping;
- Local anesthetics (under some conditions);
- Manipulation of urine samples

#### *Failure to Appear*

A student-athlete who fails to appear for drug testing during his/her career at the University may be assessed an offense under the penalty structure each time he/she fails to appear. The Head Coach will be notified and the student-athlete in question will not be allowed to practice or participate in any way until an adequate specimen is collected at the student-athlete's expense.



### *Positive Results*

Each intercollegiate athletics team may have policies, as determined by the Head Coach in that sport, which may be stricter than the Athletic Department policy. In no case can a team policy be less severe than the Departmental policy.

### *Penalty Structure for Use of Banned Substance*

First offense: Suspension of 25% of team's competitive season

Second offense: Suspension of 50% of team's competitive season

Third offense: Permanent loss of playing status at Auburn University at Montgomery

### *Conditions of Suspension*

- The student-athlete's suspension will take effect during the team's competitive season, including post-season and NCAA competition. The suspended events will be for the next consecutive events in the schedule, extending into the next season if applicable. Only contests which count towards NCAA Championships will be counted to satisfy playing time penalties (e.g., no exhibition contests, summer tour, or exempted contests such as alumni contests).
- Student-athletes who are serving a penalty will be allowed to practice, but not be allowed to participate in intercollegiate competition or other events that surround the competition.
- Suspension from competition will occur while the student-athlete is enrolled at Auburn University at Montgomery. All suspensions will be served during the student-athlete's playing status. They will not be allowed to dress out, be in designated team areas including the locker room and bench, travel with the team, or have pre-game or post-game meals.

### *Appeals Process*

Student-athletes who test positive for a banned substance by the laboratory retained by the institution may, within 72 hours following receipt of notice of the laboratory finding, contest the finding in writing to the Director of Athletics (or designee). AUM will then formally request the laboratory retained by Auburn University at Montgomery perform testing on specimen B. Specimen B findings will be final, subject to the results of any appeal. If specimen B results are negative the drug test will be considered negative.

Student-athletes who test positive under the terms of this policy will be entitled to a hearing with the Director of Athletics (or designee) prior to the imposition of any sanction. Requests for such a hearing must be made within 48 hours of notification of a positive test result. If the 48 hours would end on a weekend, the request must be made by noon on the next business day. Requests must be in writing via email and received by the Director of Athletics (or designee).

The student-athlete may have an advocate or other representative present if the student so desires. However, the student-athlete must present his/her own case. The meeting should take place no more than 72 hours after the written request is received. These proceedings shall include an opportunity for the student-athlete to present evidence, as well as to review

the results of the drug test. The proceedings shall be confidential. The decision by the Director of Athletics (or designee) regarding the sanction to be imposed shall be final.

*Offenses Involving Drugs and Alcohol*

Any student-athlete criminally charged in an alcohol, drug or other related offense will receive an immediate temporary suspension from all athletic and team-related activities pending a preliminary investigation.

It is the responsibility of the student-athlete involved in the incident to report the matter immediately to their Head Coach who will immediately report to the Director of Athletics or designee. Failure of the student-athlete to report the incident is itself a violation and subject to sanctions.

The charge will be investigated within a reasonable time by the Investigating Committee. The penalties may range from playing time suspension to loss of scholarship to removal from the team. Any charge involving drugs or alcohol will be considered a positive drug test. If the charge is found to not have merit, the temporary suspension will be lifted.

The Investigating Committee for all offenses involving drugs and alcohol shall consist of the Director of Athletics (or designee), the student-athlete's Head Coach, the Faculty Athletic Representative. The Director of Compliance will serve as an ex-officio member of the committee. The Investigating Committee will be chaired by the Faculty Athletic Representative. The Director of Athletics, or designee, will inform the student-athlete of the findings and recommendations of the Investigating Committee.

The Auburn University at Montgomery investigation and possible penalties are separate and apart from any criminal prosecution resulting from the incident. In most cases, the Auburn University at Montgomery investigation and penalties would occur well in advance of the legal disposition of the matter.

**Auburn University at Montgomery**  
**Drug Testing Notification Form**

I hereby acknowledge that a member of the athletics staff has informed me of the date, time, and location of my banned substance drug test. I acknowledge that I have read the Auburn University at Montgomery drug testing policy and procedures and agree to obey the guidelines set forth within. I also understand that by failing to report at the time designated for me will result in a positive drug test.

\_\_\_\_\_  
Name (Print)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Appendix

Consent and Acknowledgment Forms



**AUBURN UNIVERSITY  
AT MONTGOMERY**

**Drug - Free Campus and Workplace Acknowledgement Form**

I, \_\_\_\_\_, an employee of  
(Print Name)  
Auburn University at Montgomery (AUM), hereby certify that I have received a copy of AUM's  
policy regarding the maintenance of a drug free campus and workplace. I understand that this  
policy is in compliance with both the Drug-Free Workplace Act of 1988 and Drug-Free Schools and  
Communities Act Amendments of 1989. I understand that if I am found to be in violation of the  
Drug-Free policy, my employment with the University will be terminated.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Auburn University at Montgomery  
Office of Human Resources and Affirmative Action  
P.O. Box 244023, Montgomery, AL 36124 -4023; Telephone 334-244-3641; Fax 334-244-3751 [www.aum.edu](http://www.aum.edu)

Office of Human Resources

Drug Free Campus Acknowledgement, Revised 6/2014