



DRUG-FREE SCHOOLS & COMMUNITIES ACT
BIENNIAL REVIEW 2020

ACADEMIC YEARS 2018-19 & 2019-20

In Compliance with the U.S. Department of Education's Drug-Free Schools and Communities Act (DFSCA)
and Drug and Alcohol Abuse Prevention Regulations

The University of Virginia’s College at Wise (UVA Wise) is committed to maintaining an environment that supports the health and wellbeing of its community members, while discouraging the illicit use of drugs and alcohol. The College demonstrates this commitment through the continuous development of policies, programs, and services that support healthy lifestyles. The intent of this document is to meet the legal requirements of conducting a biennial review and summarize the various activities and programs that occurred on the UVA Wise campus as they related to drug and alcohol prevention during the 2018-2019 and 2019-2020 academic years. In accordance with the Clery Act, biennial reports are maintained for seven years.

The Office of Compliance & Inclusion had primary oversight for steering the 2020 Biennial Review Report. The following campus units provided policy information and review:

- Athletics
- Campus Police
- Compliance & Inclusion
- Dean of Students
- Student Affairs
- Human Resources

DFSCA COMMITTEE MEMBERS

Tabitha Smith	Director of Compliance & Inclusion; Title IX Coordinator
Joshua Justice	Dean of Students and Chief Housing Officer
Stephanie Perry	Director of Human Resources
Kendall Rainey	Director of Athletics
Sara P. Schill	Lead Licensed Professional Counselor
Chief Ronnie Shortt	Director of Public Safety & Chief of Campus Police
SGT Mickel Mullins	Campus Police Sergeant

Ex officio members

Jewell Worley	Vice Chancellor for Student Affairs
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Note: COVID-19 created limited scheduled meetings. However, the Office of Compliance & Inclusion stayed connected to DFSCA committee members in order to maintain updated resources and DFSCA compliance.

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SUMMARY OF DFSCA BIENNIAL REVIEW REPORT

The Drug-Free Schools and Communities Act (DFSCA) was amended in 1989 to include institutions of higher education (IHE). In order to receive financial aid or other funding, DFSCA requires an IHE to certify that it has adopted and implemented an alcohol and other drug (AOD) prevention program in order to prevent unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. The AOD prevention program must include, at minimum, the following:

1. Annual Distribution of a document to all students and employees that includes:
 - a) Standards of conduct prohibiting unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.
 - b) A description of the local, State, and Federal laws which provide sanctions against unlawful possession or distribution of illicit drugs and alcohol.
 - c) A description of the health risks associated with the use of illicit drugs and the abuse of alcohol.
 - d) A description of the treatment resources available to students and employees.
 - e) A clear statement that the college or university will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law).
 - f) A description of those sanctions, up to and including expulsion, or termination of employment and referral for prosecution. A sanction may include the requirement that the offender complete an appropriate treatment program.

2. Completion of a Biennial review by the College of its Drug and Alcohol Program that includes the following objectives:
 - a) Evaluation of the effectiveness of AOD policies and programs.
 - b) Verification that the disciplinary sanctions described in the document are consistently enforced.
 - c) Recommendations for program and policy changes as needed.

A copy of the biennial review must remain on file and be available for inspection by the U.S. Department of Education. A copy of this document is maintained on file in the Office of Compliance & Inclusion located on the 2nd floor of Cantrell Hall. Additionally, the report may be found at www.uvawise.edu/DFSCA.

Please contact the Director of Compliance & Inclusion at 276-332-0131 with any questions concerning this policy and/or alcohol and other drug programs, interventions and policies, or to request a printed copy of the biennial report.

2020 BIENNIAL REPORT

DESCRIPTIONS of ALCOHOL & OTHER DRUG (AOD) PROGRAM ELEMENTS

The University of Virginia's College at Wise (UVA Wise) utilized a framework for prevention based on efforts both within specific units and collaboratively between departments. Prevention efforts included but were not limited to; biannual notification to all students and employees of the College's alcohol and drug policy including sanctions for illegal use and possession according to campus policy and State laws, education for first year students, specialized prevention programming for athletes based on NCAA guidelines, prevention programming provided by Housing and Residence Life professional and student staff, safety and social justice training through Campus Police, prevention and wellness programming through the Center for Student Development, and alcohol and drug prevention programming through the Office of Compliance & Inclusion. The intent of UVA Wise's AOD program was to create an environment in which students and employees were well-educated in order to make healthy choices: 1) regarding alcohol use and the potential for impairment problems and long-term consequences; and, 2) regarding the risks as well as legal consequences of illegal drug use. The overall goal of the AOD program was to promote the health, safety, and quality of life for all UVA Wise students and employees.

Below is a summary of AOD prevention-related activities and events by specific units. Targeted groups included first-year students, athletes, Greek Life, and residential students.

First-year students

All first-year students participated in an extended orientation event where a variety of information was provided for new students including, a See Something. Say Something session on Title IX education regarding the role of alcohol and drugs in sexual violence/assault. Resident Advisors (RAs) and professional Housing staff shared the College's policies regarding alcohol and drug use during mandatory floor meetings and during Spring/Fall 2020 modified meetings that were door to door stops due to COVID-19.

Student-athletes

The Intercollegiate Athletics Department of UVA Wise maintained additional written policies which were presented to each student-athlete annually prior to participation. These policies encompassed mandatory drug testing, sanctions as a result of positive tests, programs of education relative to drug and alcohol use and abuse, and counseling. Prior to athletes participating in athletic practice or competition at UVA Wise they completed the following forms and were provided education on the institutional, conference, NCAA, and state statutes governing alcohol and other drugs.

- UVA Wise Consent to Drug Test
- NCAA Consent to Drug Test
- NCAA Student-Athlete Statement (HIPAA/FERPA)
- Buckley Amendment (HIPAA)

Policies were provided in the UVA Wise Student-Athlete Handbook, the UVA Wise Student Handbook, and the UVA Wise Athletic Department Handbook. Student-athletes have participated in alcohol and drug abuse presentations and workshops. Student-athletes have also assisted with educational

programs and substance abuse prevention initiatives in conjunction with the Office of Compliance & Inclusion.

myPlaybook is an evidence-based suite of wellness programming aimed at promoting health and safety among college athletes. myPlaybook was developed and evaluated with funding from the National Institutes of Health (NIH) and targets important scientifically established risk and protective factors. myPlaybook, as well as additional athlete health and wellness programming is delivered by the Institute to Promote Athlete Health & Wellness located at the University of North Carolina at Greensboro.

All UVA Wise athletes took the Alcohol and Other Drug course in Spring 2019. This core course covers the NCAA's drug testing procedures and protocols and provides education to student-athletes on the NCAA's banned substance list. This course is devoted to targeting normative perceptions held by athletes, their alcohol and other drug expectancies, as well as their efficacy to use harm prevention strategies for themselves and others. Athletes explore alcohol and drug use by other athletes and compare it to their own use/non-use. Additionally, they consider ways to reduce the negative effects of alcohol and other drug use on their athletic and academic performances.

Greek Life

The Office of Greek Life (OGL) serves as a liaison between national organizations and local fraternity and sorority chapters at UVA Wise. The OGL provides direction, management and supervision to nationally sponsored Greek chapters on campus. In conjunction with national organization training requirements, related to risk management, the OGL provides annual trainings on risk management specifically related to hazing, alcohol awareness at social events, and familiarizes chapters with the College's Alcohol and Drugs Amnesty Policy. In addition, The Office of Compliance & Inclusion provides Greek organizations with Title IX education, regarding the role of alcohol and drugs in sexual violence/assault.

Residential students

All residential students attended mandatory floor meetings at the beginning of each academic semester. Resident Advisors (RAs) and professional Housing staff reviewed the College's alcohol policy, the Housing policy regarding alcohol and drug use, and the expectations detailed in the Student Code of Conduct. Throughout the academic year, RAs were required to present a variety of programs including information related to physical and emotional wellness as involved in alcohol and drug use. Additional programming was provided in this residence hall which addressed avoiding use of drugs, tobacco, and excessive alcohol consumption and with additional programming provided by Campus Police and the Office of Compliance & Inclusion. Passive programming was provided through educational bulletin boards focused on Alcohol and Drug Awareness.

Due to COVID-19, in the Spring and Fall of 2020, floor meetings and other larger events were modified to door to door stops or held virtually.

Other Programming Initiatives

AOD programs were provided through the biennial period for the entire campus community with the Cavs: Before One More Campaign, which focused on Safe Homecoming, Halloween, Valentine's Day and Spring Break.

The Office of Compliance & Inclusion (OCI) hosted fall and spring Gordie events including National GORDIE Day during National Hazing Prevention Week each September that offered educational Blood Alcohol Content cards and posters, documentary viewings, and information on being an active bystander for alcohol overdose and more.

OCI also promoted National Campus Safety Awareness Month (NCSAM) in September of 2019 and 2020. NCSAM encourages higher education institutions to develop educational resources, opportunities and events about the positive power of a safe campus environment. Programs included AOD awareness and education topics, personal safety, fire awareness and resources.

National Drug & Alcohol Facts Week (NDAFW) was also promoted in January 2019 and 2020 by OCI through social media and a mass e-mail campaign. NDAFW seeks to counteract the myths about drugs and alcohol that we get from the internet, social media, TV, movies, music or from friends.

STATEMENT of AOD PROGRAM GOALS & GOAL ACHIEVEMENT DISCUSSION

UVA Wise's mission seeks to provide students with the insight, competence, sensitivity, and integrity necessary for living enriched lives and enriching the lives of others and we are a diverse community of people who believe that information can be transformed into knowledge. With the College's mission at the forefront, AOD efforts were supported by faculty, staff, campus police officers, the Athletic Department, the Office of Human Resources and community partners including local law enforcement and the Virginia Alcoholic Beverage Control.

While targeted programming was provided for designated groups on campus, a variety of AOD programs were available to the entire campus community including but not limited to health screenings and consultations, National Gordie Day events and various types of passive programming materials.

For the current biennial review, data for student-athletes was collected as part of the broader student survey. There was not an athlete-specific data collection. However, based on previous data points student-athlete were enrolled in myPlaybook courses.

During this biennial, the following surveys were created specific to the UVA Wise campus community:

- Employee Perspective Survey Spring 2020
- Student Perspective Survey Fall 2020

Additionally, goals reported in the 2018 Biennial Review achieved were: Continuing to maintain a DFSCA Committee to review programming progress and needs based on data obtained from student and employee climate surveys; Conduct a minimum of two campus survey for students and employees to assess perceived AOD climate and campus programming efforts; Continued work with Housing & Residence Life to continue AOD events into programming models; and Continuing to disseminate the notification email containing policy/ information on a semiannual basis, as well as Summer I and Summer II sessions. Continued work to explore resources for planning and implementing programming regarding the use of caffeine and vaping will remain a goal.

Data Summary from the Student Perspective Survey Fall 2020. There were 95 students full-time residential, full-time commuters and part-time who participated in the survey process.

- 88.17% surveyed do not think alcohol is a problem on campus
- 73.12% do not think drugs are a problem on campus
- 81.72% were aware of the College's policies on alcohol
- 82.80% report being aware of the College's drug policies
- 87.20% report they drink caffeinated beverages

Findings and Recommendations

- 65.59% of students reported they do not drink alcohol, only 8.60% report consuming alcohol once a week, and 17.20% report only using alcohol on special occasions.
- 12% reported that they have had unprotected sex while under the influence of alcohol, with 8.60% reporting have been sexually assaulted while under the influence of alcohol.
- 86.9% of students reported they do not smoke tobacco, 7.61% report daily tobacco use
- 18.69% of students reported they do use a vape or e-cigarettes.
- 34.14% of students reported they drink 10 or more caffeinated drinks a week, 23.66% report 3-5 caffeinated drinks a week.
- 65.59% of students reported they do not drink alcohol, only 8.60% report consuming alcohol once a week, and 17.20% report only using alcohol on special occasions.
- Continue programming focused on alcohol awareness that encourages responsible drinking practices.
- Bringing new programs to campus and partnering with community agencies may be beneficial in increasing student involvement in these programs.
- Since caffeine use continues to remain the top habit used by our students, implementing programs focused on caffeine is needed.
- Continue to education on the College's Alcohol and Drugs Amnesty policy and Affirmative Consent to all students, focused on first-year students.

Data Summary from the Employee Perspective Survey Fall 2020. There were 77 employees full-time and part-time who participated in the survey process.

- 82.19% surveyed do not think alcohol is a problem on campus
- 76.71% do not think drugs are a problem on campus
- 91.78% were aware of the College's policies on alcohol
- 89.04% report being aware of the College's drug policies
- 87.20% report they drink caffeinated beverages

Findings and Recommendations

- 65.57% of employees reported they only drink alcohol on special occasions, 11.48% report consuming alcohol once a week.
- 100% of employees reported that they have never experienced issues at work due to alcohol use and 2.78% reported that they have experienced issues at home due to their drinking.
- 90.28% of employees reported they do not smoke tobacco, 6.941% report daily tobacco use
- 100% of our employees reported that they do not use a vape or e-cigarettes.
- 51.39% of employees reported they drink 10 or more caffeinated drinks a week, 26.39% report 6-9 caffeinated drinks a week.
- Continue programming focused on alcohol awareness that encourages responsible drinking practices and stress management.
- Since caffeine use continues to remain the top habit used by our employees, implementing programs focused on caffeine is needed.

- Continue to education on the College’s Alcohol and Drugs Amnesty policy and Affirmative Consent to all students, focused on first-year students.

DISTRIBUTION of ANNUAL AOD NOTIFICATION to STUDENTS & EMPLOYEES

As a requirement of DFSCA, UVA Wise disseminates policy/information to all students and employees on a semiannual basis. This process is formally conducted by disseminating an email to the entire campus community after the “add” date for classes. The disseminating of a notification email occurs in both January and in September; including Summer I and II sessions. For employees who are hired after either notification date, copies of the alcohol and drug policies are provided and employees sign acknowledging they have received copies of these policies.

CONTENT of POLICIES DISTRIBUTED to STUDENTS & EMPLOYEES

The University of Virginia’s College at Wise has a written policy that describes standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by student and employees on College property or as part of any College-sponsored activities.

The written policy includes (1) a description of the applicable legal sanctions under federal, state, or local laws for the unlawful possession or distribution of illicit drugs and alcohol; (2) a description of the health risks associated with the use of illicit drugs and the abuse of alcohol; (3) a description of any drug and alcohol programs (counseling, treatment, and rehabilitation) that are available to employees or students; and (4) a clear statement that UVA Wise will impose disciplinary sanctions on students and employees for violations of the standards of conduct (see Appendix D).

RECOMMENDATIONS for REVISING AOD PROGRAMS including SUMMARIES of AOD PROGRAM STRENGTHS & GROWTH

For the current biennial review, identified strengths included:

- The DFSCA Committee and the Office of Compliance & Inclusion provided numerous opportunities for the campus community to participate in surveys regarding perspectives on alcohol and drug use and regarding the College’s AOD program.
- There was a strong collaborative effort across campus and including community partners to provide education for AOD prevention.
- First year students continue to be targeted upon arrival on campus and engaged early in prevention education.
- Continued advancement of campaigns Cavs Before One More and Cavaliers Respect Cavaliers to the campus community.
- Student-athletes are introduced to both UVA Wise and NCAA expectations regarding alcohol and substance use and prevention early in the semester prior to engaging in any sport.
- The Office of Human Resources sent mass e-mail education for the campus community through CommonHealth Connections and the HoosWell program.

The following areas of growth were noted:

- Increase the overall participation of students and employees that complete the next Student and Employee Perspective Surveys.
- The Committee should develop a plan to reach more students who identify as male in order to obtain a more inclusive survey.
- Increase collaborative programming and education with the UVA Wise Counseling Center and with the Assistant Director Student Conduct & Responsibility.
- Stronger information and passive programming to UVA Wise students regarding the use of vaping and e-cigarettes.
- Since caffeine use continues to remain the top habit used by our employees and students the need is apparent to implement programs focused on caffeine use.

For the 2018-19 and 2019-2020 biennium, UVA Wise used a comprehensive, environmental approach to address alcohol and other drug use on campus, focusing on policy, education, social life, academics, enforcement, intervention and assessment. The College employed a collaborative model, working across departments and units to provide both active and passive education and prevention programming for the entire campus community. The College remains committed to the creation of a safe and healthy environment for our students and employees.

Recommendations for 2020-2022 are:

- Maintain a DFSCA Committee that will review programming progress and needs based on data obtained from student and employee climate surveys and campus trends.
- Conduct two campus surveys for students and employees to assess perceived AOD climate and campus programming efforts.
- Collaborate with the Counseling Center and with the Assistant Director Student Conduct & Responsibility to incorporate more robust AOD programming and prevention education.
- Utilize funding from Student Conduct restitutions to supplement new programming and education initiatives.
- Continue to seek grant opportunities to enhance programming initiatives such as the NCAA CHOICES grant.
- Based on survey data, AOD programming should include awareness/education events regarding the use of caffeine.
- Continue to explore resources for planning and implementing programming regarding vaping and e-cigarettes.

APPENDIX

APPENDIX A – EDUCATION PROGRAMS

APPENDIX B – TRAINING PROGRAMS

APPENDIX C – ENFORCEMENT EFFORTS

APPENDIX D – POLICIES, SANCTIONS & PENALTIES

APPENDIX A
EDUCATION PROGRAMS

EDUCATION PROGRAMS

The Office of Compliance & Inclusion; the Office of Housing & Residence Life; Athletics; Campus Police and Human Resources provide numerous awareness and safety-focused educational programming opportunities for the campus community and in the residence halls throughout each semester. Information may be disseminated through events/programs, flyers, displays, videos, press releases.

Programming topics include, but are not limited to, drug awareness and prevention, alcohol awareness and prevention, crime prevention and safety, internet awareness and safety, personal safety, travel safety, bystander intervention, and sexual assault awareness and prevention. Examples include, but are not limited to:

Event	Audience	Frequency
CAVS Before One More: Safe Homecoming programming events	Current students & employees	Each fall
CAVS Before One More: Safe Halloween programming event	Current students & employees	Each October
CAVS Before One More: Safe Spring Break programming events	Current students & employees	Each spring
CAVS Before One More: Safe Valentine programming event	Current students & employees	Each February
Campus Police programming events	Current students & employees	Each fall & spring
Cavaliers Respect Cavaliers bystander campaigns	Current students & employees	Each fall & spring
CommonHealth e-newsletters	Current employees	Weekly
Faculty Workshop information session	Current employees	Each fall
FEAP e-newsletters & seminars	Current employees	Monthly
Fire Safety informational emails	Current residential students	Each fall & spring
Fire Safety Month awareness information	Current students & employees	Each October
myPlaybook NCAA Courses	Current student athletes	Each fall & spring
National Campus Safety Awareness Month (NCSAM) programming events, emails & PSAs	Current students & employees	Each September
National Drug & Alcohol Facts Week	Current students & employees	Each January
New Employee Orientation informational packet flyer & session	New employees	As needed throughout the year
Notes on IX informational emails	Current students & employees	Monthly
Orientation informational packet flyer & Activities Fair information table	New students & families	Multiple sessions each summer & spring
Red Flag Campaign Month programming events	Current students & employees	Each October
Residence Hall programming events	Current residential students	Typically monthly
Sexual Assault Awareness Month & Take Back the Night programming events	Current students & employees	Each April
Student Activities Fair information table	Current students & employees	Each fall
Student Organization information sessions	Current students	Each fall & spring
Welcome Week (extended orientation) information sessions	New students	Each fall

APPENDIX B
TRAINING PROGRAM

TRAINING PROGRAMS

Training	Frequency
Athletic Teams outreach/training	Variable
Athletics Staff outreach/training	Annually
Band outreach/training	Annually
Campus Police training	Annually
Club & Organization outreach/training	Bi-annually
Employee outreach/training	Continuous
Expedition Leaders (EL) training	Annually
Greek Life outreach/training	Variable
Housing & Residence Life and Resident Advisors (RA) training	Bi-annually
ROTC outreach/training	Annually
Student-Athlete Advisory Council (SAAC) training	Annually
Student employee outreach/training	Continuous

APPENDIX C
ENFORCEMENT EFFORTS

ENFORCEMENT EFFORTS

Campus Police Department

The Campus Police Department consists of nine full-time law enforcement officers. The Department is responsible for the enforcement of all laws within the Commonwealth of Virginia [[Code of Virginia § 23-234](#)], with special attention to the statutes regarding underage alcohol consumption and possession of controlled substances, and sex offenses. The officers have jurisdiction in all of Wise County and any location otherwise that the College owns or maintains. Each officer continually undergoes training with the DCJS to maintain state certification and professional skills. The Department also maintains an excellent working relationship with the Virginia State Police, Wise County's Sheriff's Office, and the Town of Wise Police Department.

Student Conduct System

The Student Conduct Board adjudicates alleged violations of the Student Code of Conduct, including those involving the use of alcohol and other drugs. The Board may sanction students to on-campus community restitution, counseling sessions, and/or other assignments based upon the violation.

Arrest & Referral Statistics

Offense	2018 Total	2019 Total
Liquor Law Arrests	8	0
Liquor Law Violations Referred for Disciplinary Action	14	16
Drug Law Arrests	0	0
Drug Law Violations Referred for Disciplinary Action	5	8

APPENDIX D
POLICIES, SANCTIONS & PENALTIES

POLICIES

ALCOHOL POLICY

The College hopes the Alcohol Policy will encourage students to make responsible decisions about the use of alcoholic beverages. The policy is intended to promote safe, legal and healthy decisions related to alcohol and social interaction. We recognize that our students are responsible adults and believe that students should behave in a manner that is not disruptive or endangering to themselves or others and is following state and local laws regarding the possession, consumption, sale, and delivery of alcohol.

UVA Wise does not encourage the use of alcoholic beverages and does not condone the illegal or otherwise irresponsible use of alcohol. In accordance with State and Federal law, the College prohibits the unlawful possession, sale, use or distribution of alcohol on College property or at College-sponsored functions. UVA Wise Campus Police has primary responsibility for the enforcement of State underage drinking laws.

All members of the College community are expected to know and act in accordance with Virginia State laws concerning the purchase, possession, consumption, sales and storage of alcoholic beverages. In this connection, members of the College community are reminded of the following:

1. Any sale of an alcoholic beverage requires an ABC license.
2. Alcoholic beverages are not to be given or sold to persons who are under the legal drinking age, which is 21 years of age.
3. Alcoholic beverages are not to be given or sold to persons who are intoxicated.
4. State law prohibits drinking in unlicensed public places; possession of an alcoholic beverage by a person under the legal drinking age; falsely representing one's age for the purpose of procuring alcohol; and purchasing an alcoholic beverage for a person who is under the legal drinking age. Violations of state alcohol laws are criminal misdemeanors punishable by fines of up to \$2,500, imprisonment for up to 12 months, and suspension of driver's license
5. All persons on College property consuming or possessing alcohol must carry a valid driver's license or state identification card, military identification card, or passport. In addition, students must carry their CAVS ID Card at all times.
6. Being under the influence of any amount of alcohol while underage is considered a violation of the alcohol policy.
7. Unsafe or irresponsible behavior is defined as actions that are harmful or potentially harmful to one's self or others involving the use of alcohol. Unsafe behavior includes, but is not limited to, consuming through beer bong, participating in or facilitating drinking games or progressive parties, taking shots of liquor, or consuming an excessive quantity in a short amount of time. Irresponsible behavior includes, but is not limited to, the use or attempted use of fraudulent identification in order to obtain alcohol or making alcohol available to underage drinkers.

8. It shall be a violation of the alcohol policy to engage in an action while under the influence of alcohol that is disruptive to the community. Such behavior includes, but is not limited to, vomiting in public, public urination, fighting, exhibiting disorderly conduct, damaging property, throwing bottles, blocking or lying across or otherwise preventing or interfering with access to or passage across an entryway or thoroughfare, or cursing or shouting at others.
9. In the residence halls, alcohol is only allowed in the rooms of legal age residents in facilities that have not been designated alcohol-free. It is the responsibility of those residents who are of age to ensure that underage drinking does not occur in their room or apartment.
10. The use of alcoholic beverages as a prize in a contest, drawing, lottery, etc., is prohibited.
11. The use of alcoholic beverages in games (e.g., quarters, drink-offs, "beer pong," etc.) is prohibited.
12. Only university-approved bartenders are permitted to distribute alcohol on campus, including alcohol from common-source containers.
13. Except at events in a licensed facility providing a cash bar, no spirituous liquor or fortified wines may be served to undergraduates.
14. Alcohol may not be brought in glass containers to BYOB events that require registration by submission of an Event Planning Form.
15. The College recognizes the value of group-sponsored social events. Groups are permitted to hold open or closed (by invitation only or through the use of guest lists) social events. Groups or individual group members may be held accountable for underage possession, unsafe or irresponsible behavior and/or violations of the risk management policy that occur during a group-sponsored event.
16. All club or organization events without alcohol require completion of the General Events Planning Form, and those events with alcohol require completion of the Alcohol Event Planning Form. The appropriate form must be submitted to the Office of Greek Life at least seven (7) days prior to the event. The event cannot move forward or be held until approval is granted. See the appropriate planning form for specifics.

Any member of the College community who violates state alcohol control laws is subject to prosecution.

UVA Wise assumes no responsibility for any liability incurred at any event not sponsored by the College where alcohol is served and/or sold. Students and recognized student organizations are always expected to conduct themselves in accordance with the laws of the Commonwealth of Virginia and to assume full responsibility for their activities and events. See Student Conduct Sanctions in the Student Code of Conduct.

Areas of Emphasis

1. The Chancellor and his/her designee approve all public areas on the campus of The University of Virginia's College at Wise where alcoholic beverages may be provided.
2. College funds may not be used for the illegal purchase of alcoholic beverages.
3. Alcoholic beverages purchased with College funds may be used only in compliance with State law.

4. Alcoholic beverages should not be served at any function or event sponsored by the College or held on College-owned or leased property without the permission of the Chancellor or his/her designee. Requests for permission must be made in advance to the Chancellor or his/her designee.
5. Non-alcoholic beverages and food items should be present at the College-sponsored events where alcoholic beverages are served.
6. Alcoholic beverages should not be mentioned in the advertising or publicizing of a College-sponsored event.
7. Organizations serving alcohol at College-sponsored events should not permit the entry or exit of persons with beverage containers.
8. Organizations must check for proper age identification of individuals attending events when alcohol is served. Organizations must submit an Alcohol Event Planning Form for approval at least seven (7) days before an event. The event cannot move forward or be held until approval is granted.
9. A student may not let another person use his/her student ID for the purpose of obtaining an alcoholic beverage.
10. Dining Services is the only organization eligible to obtain an ABC license for the purpose of selling alcoholic beverages on campus.
11. Any organization, as well as its leadership, sponsoring an event at the College will be responsible for following all State laws relative to the serving and/or selling of alcoholic beverages.
12. Members of the College community living on property owned or leased by the College, and their invited guests, who are lawfully permitted to purchase, possess and consume alcohol, may do so in the residence or on any immediately adjacent area devoted to residential use. They should not do so, however, in public places or in any area owned by the College which is devoted to common use. Public areas include, but are not limited to, hallways, lounges, patios or parking lots. The presence of underage family members, employees or guests does not preclude the serving of alcohol in College-owned or leased housing provided an appropriate of-age family member and/or host is willing to assume the legal responsibility for insuring compliance with state law.
13. The possession of kegs, pony kegs, beer bong, or any common source container is prohibited in College-owned residence facilities or at College organization events.
14. Possession of alcohol is prohibited in residence facilities where none of the permanent residents are of legal drinking age.
15. Intoxication is strictly prohibited.

DRUG POLICY

Unauthorized manufacture, sale, distribution and possession of "controlled substances" (illegal drugs), including marijuana, cocaine and LSD, and including prescription drugs, are prohibited by both State and Federal laws and are punishable by severe penalties. The College does not tolerate or condone such conduct. Students who violate State or Federal drug laws may be referred by College authorities for

criminal prosecution and, if convicted, may be subject to the penalties described herein. UVA Wise Campus Police has primary responsibility for the enforcement of State and Federal drug laws.

The abuse of alcohol and other drugs by students, regardless of age and of location (on-campus or off-campus), is prohibited by the Student Code of Conduct. The College can, and will, impose disciplinary sanctions for violations. The Faculty Handbook and the Classified & University Staff Employee Handbook address violations for College employees.

The College strongly encourages students and employees to voluntarily obtain assistance for dependency or abuse problems before such behavior results in an arrest and/or disciplinary referral which may result in separation from the institution.

The use of, or addiction to, alcohol, marijuana, or controlled substances is not considered an excuse for violations of the Student Code of Conduct or employee expectations, and will not be a mitigating factor in the application of appropriate disciplinary sanctions for such violations.

DRUG-FREE WORKPLACE POLICY

The use of alcohol by employees while on The University of Virginia's College at Wise owned or controlled property, including meal periods and breaks, is absolutely prohibited except when authorized by the College for approved College functions. No employee will report to work while under the influence of alcohol or illegal drugs. Violations of these rules by an employee will be reason for evaluation/treatment for a substance use disorder or for disciplinary action up to and including removal. This policy applies to all employees (full-time, part-time, students, etc.).

The College prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol by any employee (faculty or staff) on its property or as any part of its activities. Under local, state, or federal law, those individuals who violate this policy are subject to the full range of criminal penalties including fines and imprisonment. In addition to criminal penalties, violators of this policy may be subject to College disciplinary action up to and including termination.

The use of alcohol by employees while on College owned or controlled property, including meal periods and breaks, is absolutely prohibited except when authorized by the College for approved College functions. Authorization is obtained through the office of the Chancellor. No employee will report to work while under the influence of alcohol or illegal drugs.

In order to comply with federal law and state policy, the College requires that an employee notify a supervisor in writing of any criminal drug statute conviction no later than five days after such a conviction. The College must notify any federal contracting agency within ten days of having received notice that an employee engaged in the performance of such contract has had a criminal drug statute conviction for a violation occurring in the workplace. The College will impose sanctions on or require satisfactory participation in a drug/alcohol abuse assistance or rehabilitation program by any employee who is so convicted.

Violations of these rules by an employee will be reason for evaluation/treatment for a substance use disorder or for disciplinary action up to and including dismissal.

The College's Drug-Free Workplace Policy is distributed and discussed at new employee orientation. All new employees must sign an acknowledgement they have received the policy.

INTERCOLLEGIATE ATHLETICS DRUG/ALCOHOL POLICY

The Intercollegiate Athletics Department of UVA Wise has additional written policies which are presented to each student-athlete annually prior to participation. These policies encompass mandatory drug testing, sanctions as a result of positive tests, programs of education relative to drug and alcohol use and abuse, and counseling.

COLLEGE ALCOHOL & DRUGS AMNESTY

Alcohol and other drugs amnesty is intended to encourage students to seek assistance for themselves or someone else by reducing fear of facing the College's Student Code of Conduct for other misconduct. It is an attempt to remove barriers that prevent students from seeking the medical attention or other assistance that they need when Prohibited Conduct has occurred.

This policy does not necessarily grant amnesty for criminal, civil or legal consequences for violations of federal, state or local laws. Campus Police are sworn police officers with full arrest authority and, in some circumstances, they have discretion to exercise that authority as circumstances dictate according to their training and professional experience.

However, the health and safety of the College community is a primary concern and this policy may provide amnesty for students from violations of the College's Student Code of Conduct where alcohol and/or other drug use is evidenced if granted by the Vice Chancellor of Student Affairs or designee. See the College's Policy on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence for more information.

SANCTIONS & PENALTIES

STUDENT SANCTIONS - ALCOHOL AND DRUGS

Alcohol

Whether or not criminal charges are brought, all students are subject to College discipline for any violation of state alcohol laws that occurs (i) on College-owned or leased property, or (ii) at College-sponsored or supervised functions, or (iii) under other circumstances involving a direct and substantial connection to the College. Any student found to have engaged in such conduct is subject to the entire range of sanctions, including suspension and expulsion.

Students who are charged through the Student Conduct System for alcohol violations and found responsible will be issued sanctions using the following minimum guidelines:

- **First Offense** - A \$100 fine, 15 hours of mandatory community restitution, and probation for six months.
- **Second Offense** - Minimum \$150 fine, 30 hours of mandatory community restitution, and probation for one year. Students may additionally be required to complete a community-based alcohol or counseling program, with suspension until written notification of successful completion of the community-based program is received by the Assistant Director of Conduct & Responsibility.
- **Third Offense** – Suspension or Expulsion

NOTE: Discretion may be used in applying sanctions in cases where violation is of such a nature to warrant additional or more severe actions.

NOTE: Student Athletes involved in the Conduct process need to also contact the UVA Wise Assistant Director of Athletics for Internal Operations for Compliance and Student Athlete Service at 276 - 376 - 3436 for NCAA eligibility advisement.

Drugs

Whether or not a criminal charge is brought, a student is also subject to College discipline for illegally manufacturing, distributing, possessing or using any controlled substance (i) on College-owned or leased property or (ii) at College-sponsored or supervised functions or (iii) under other circumstances involving a direct and substantial connection to the College. Any student found to have engaged in such conduct is subject to an entire range of sanctions, including suspension or expulsion.

Students who are charged through the Student Conduct System for drug violations and found responsible will be issued sanctions using the following minimum guidelines:

- **First Offense** - A \$150 fine, 24 hours of mandatory community restitution, and probation for one year. Note — the \$150 fine may either be paid at the Cashier's Office or campus working arrangements may be made with the Assistant Director of Conduct & Responsibility to satisfy the fine.
- **Second Offense** - Suspension or Expulsion

NOTE: Discretion may be used in applying sanctions in cases where violation is of such a nature to warrant additional or more severe actions.

EMPLOYEE SANCTIONS - ALCOHOL AND DRUGS

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance by employees on College property, or while conducting business on behalf of the College off campus, is absolutely prohibited.

Violations of this prohibition by employees may result in the application of sanctions, including possible required participation in an approved drug abuse assistance or rehabilitation program, and disciplinary

action up to and including termination of employment under applicable State and/or College regulations, University policies, statutes, employment contracts. The severity of disciplinary action for violations of this policy shall be determined on a case-by-case basis.

FEDERAL AND COMMONWEALTH OF VIRGINIA PENALTIES — ALCOHOL

Federal and Virginia law penalize the unlawful possession, sale, use or distribution of alcohol. Penalties vary based on many factors including specific charges (i.e. whether charges are felonies or misdemeanors). Misdemeanor penalties may include confinement in jail for up to twelve months and/or fines up to \$2,500. Felony penalties may include a term of imprisonment from one to five years, or in the discretion of the jury or the court trying the case without a jury, confinement in jail for not more than 12 months and a fine of not more than \$2,500, either or both.

FEDERAL AND COMMONWEALTH OF VIRGINIA PENALTIES — DRUGS

Federal and Virginia law penalizes the unlawful manufacturing, distribution, use, and possession of controlled substances, including prescription drugs. Synthetic designer drugs such as “bath salts,” “plant food,” and “carpet cleaner,” contain mixtures of many different chemicals, including those that resemble cocaine, methamphetamine, and MDMA or “ecstasy.” Federal law makes the distribution of “analogue” substances marketed for human consumption illegal if those substances are chemically similar to a scheduled illegal drug and have the same pharmacological effect on a user.

The penalties vary based on many factors, including the type and amount of the drug involved, and whether there is intent to distribute. Federal law sets penalties for first offenses ranging from less than one year to life imprisonment and/or fines up to \$10 million. Penalties may include forfeiture of property, including vehicles used to possess, transport or conceal a controlled substance, and the denial of professional licenses or federal benefits, such as student loans. The punishment for the possession and/or distribution of a controlled substance analogue is up to twenty years in prison and a fine of up to \$1 million. Convictions under Virginia law may be misdemeanor or felony crimes with sanctions ranging from probation to life imprisonment and/or fines of up to \$1 million. Virginia law specifically prohibits the sale, gift, distribution, and possession of synthetic cannabinoids, which carry penalties as a Class 6 felony.

Federal law holds that any person who distributes, possesses with intent to distribute, or manufactures a controlled substance on or within one thousand feet of an educational facility is subject to a doubling of the applicable maximum punishments and fines. A similar Virginia law carries sanctions of between one- and five-years imprisonment and up to a \$100,000 fine for similar violations.



