

2011-2013 Biennial Review of Compliance with the Drug Free Schools and Communities Act

May 1, 2014



TABLE OF CONTENTS

Introduction	1
Annual Written Notification to All Employees and All Students	2
Biennial Review	5
Appendix A: Drug and Alcohol Prevention and Intervention	10
Appendix B: Health Risks Associated with Alcohol and Drug Use	11
Appendix C: American College Health Association (ACHA) Tobacco Position Statement	14
Appendix D: Smoking in University Buildings and on University Owned Property	16
Appendix E: Student Code of Conduct	17
Appendix F: Campus Public Safety - Criminal Drug Fines: Oregon and Federal	21
Appendix G: Employee and Student Drug and Alcohol Sanctions	25
Appendix H: University Housing Residence and Dining Contract	26
Appendix I: SAD.006 Residence Hall Policies	30
Appendix J: FAD.025 Drug, Alcohol and Weapons Policies	31
Appendix K: FAD.031 Southern Oregon University Drug-Free Workplace Policy	32
Appendix L: SAD.002 Alcohol and Drug Policy	33
Appendix M: FAD.012 Performance Management for Administrators	37
Appendix N: Annual Notification Email to All Students and Employees	38

I. Introduction

In accordance with the provisions of the Safe and Drug Free Schools and Communities Act as described in Sections 120 (1)-(d) of the Higher Education Act of 1965, as amended, and Education Department General Administrative Regulations (EDGAR) Title 34, Code of Federal Regulations (CFR), Part 86, Southern Oregon University (SOU) has conducted a review of the efficacy of alcohol and other drug (AOD) programs including education, prevention, intervention, and related policy enforcement.

As directed within EDGAR 34 CFR 86, the Safe and Drug Free Schools and Communities Act, requires institutions of higher education (1) to provide annual written notification to all students and all employees of the institution's drug and alcohol prevention programs, and (2) to conduct a biennial review of the institution's drug and alcohol prevention programs.

1. **Annual written notification** of the provisions of the University's drug and alcohol prevention program must be provided to *each student*, taking one or more classes for any type of academic credit except for continuing education units, regardless of the length of the student's program of study, and to *each employee*. Written notification must include:
 - a. Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on university property or as part of any university activity;
 - b. A description of legal sanctions under local, state, or federal law for the unlawful possession, use, or distribution of illicit drugs and alcohol;
 - c. A description of health risks associated with the use of illicit drugs and the abuse of alcohol;
 - d. A description of any alcohol or drug (AOD) resources including counseling, treatment, rehabilitation, and re-entry programs available to students or employees;
 - e. A statement that clearly explains that the university will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law), and provides a description of those sanctions.
2. **Biennial review** will:
 - a. Review and describe the method of distributing the annual notification to each student and employee.
 - b. Determine the efficacy of the university's AOD program, including policies, education, prevention, enforcement, and intervention; evaluate and make recommendations for improvements or updates to the program.
 - c. Ensure that the student and employee disciplinary sanctions described above at (1) (e) are consistently enforced.

The Office of Student Support and Intervention is responsible for conducting the biennial review. The Biennial Review Committee for Safe and Drug Free Schools will review and make recommendations to the Director of Student Support & Intervention regarding the report. Membership of this committee will include the Director or designee, as well as representatives from University Housing, Student Health and Wellness, AOD Counseling, Campus Public Safety, Student Conduct, Student Life, and Human Resource Services. Biennial Reviews of the Safe and Drug Free Schools and Communities Act will be posted on the Southern Oregon University Office of Student

Support and Intervention website (<http://www.sou.edu/ssi/index.html>) and maintained in the Office of Student Support and Intervention where copies will be available.

II. Southern Oregon University Annual Written Notification to All Employees and All Students

Faculty and Staff

In compliance with the annual notification requirements of 34 CFR 86, Southern Oregon University will provide annual email notification to all students, staff and faculty. In this email, we cover the following:

- a. Employee standards of conduct that prohibit unlawful possession, use or distribution of illicit drugs and alcohol;
- b. Local, State, and Federal legal sanctions;
- c. Health risks of alcohol and drug abuse;
- d. Resources for treatment and re-entry that may include the Employee Assistance Program (EAP);
- e. A statement of disciplinary sanctions that may include rehabilitation, but could extend to dismissal.

A copy of the notification email sent to all employees is attached. See Appendix M.

For the purposes of this review, the criteria above have been expounded upon.

a. Standards of Conduct

Southern Oregon University is committed to maintain a drug-free workplace. The unlawful manufacture, possession, distribution, or use of controlled substances by university employees in the workplace is prohibited. All employees of the University, including student employees, must abide by this policy.

Any employee convicted of violating a criminal drug statute in the workplace must notify his or her supervisor and the Director of Human Resources, no later than five days after such conviction. If the employee is involved in work supported by a federal agency, the federal agency will be notified within ten days after receiving notice of the criminal drug statute conviction.

b. Local, State and Federal legal sanctions

Information on local, State, and Federal penalties for unlawful use, possession, and distribution of illegal drugs is available at "Criminal Drug fines: Oregon and Federal" on the SOU Campus Public Safety website (<http://www.sou.edu/security/drugs.html>). See Appendix E.

c. Health Risks of Alcohol and Drugs

A description of the health risks and resources associated with the use of illicit drugs and the abuse of alcohol is available in several places within the SOU website. This information can be found on the SOU Student Health and Wellness Center website and is accessible to students, faculty and staff (<http://www.sou.edu/health/index.html>). This information can also be found in the Alcohol and Drug Policy (SAD.002) which is located on the University Policies website (<http://www.sou.edu/policies.html>). See Appendix B.

d. Treatment, Re-entry and the Employee Assistance Program (EAP)

The University supports programs for the prevention of controlled substance abuse by university employees and students, as well as assistance programs for those with problems related to controlled substance abuse. Eligible faculty and staff are encouraged to seek assistance for controlled substance dependency problems through the Employee Assistance Program (1-800-433-2320). No-cost, confidential evaluation, consultation, and referral services are available to employees through this program. For more information about the Employee Assistance Program, please visit www.oregon.gov/das/pebb/pages/eap.aspx.

e. Sanctions

In addition to any penalties under federal and state law, employees found to be in violation of this policy may be subject to disciplinary sanctions consistent with applicable provisions of state laws and regulations, Oregon State Board of Higher Education administrative rules, applicable collective bargaining agreements, and applicable university administrative rules and directives. Sanctions will include appropriate personnel action (up to and including termination), and may require satisfactory employee participation in an approved substance abuse assistance or rehabilitation program.

Additional relevant policy resources for employees include the Performance Management for Administrators policy (FAD.012), the Southern Oregon University Drug-Free Workplace Policy (FAD.031), and the Drug, Alcohol and Weapons Policy (FAD.025) located on the University Policies website (<http://www.sou.edu/policies/index.html>) in Appendices J, K, and M. See Appendix N for a copy of the notification email sent to all students and all employees.

Students

Students enrolled in one or more classes for any type of academic credit, except continuing education units, will receive written email notification of the provisions of the University's drug and alcohol (AOD) prevention programs each quarter to ensure that students who matriculate mid-year are made aware of:

- a. University alcohol and drug policies including the student Code of Conduct and other policies that prohibit unlawful possession, use or distribution of illicit drugs and alcohol. The Code of Conduct for students, Oregon Administrative Rule 573-076, is available online:
 1. Office of Student Support and Intervention: <http://www.sou.edu/ssi/index.html>;
 2. University Policy SOU Specific OARs: <http://sou.edu/policies/index.html>;
 3. Oregon Administrative Rules, Oregon University System, Southern Oregon University: http://arcweb.sos.state.or.us/pages/rules/oars_500/oar_573/573_076.html.

SOU utilizes the code of student conduct as a guideline for demonstrating a level of citizenship consistent with institutional expectations. Further, specific prohibited behaviors are listed to indicate what actions are in violation of the code.

b. Local, State, and Federal legal sanctions

Information on local, State, and Federal penalties for unlawful use, possession, and distribution of illegal drugs is available at "Criminal Drug Fines: Oregon and Federal" on the SOU Campus Public Safety website: <http://www.sou.edu/security/drugs.html>. (Appendix F)

c. Health risks associated with drug and alcohol abuse

Students are informed of the health risks of drug and alcohol abuse and available treatment resources beginning at New Student Orientation and continuing throughout their enrollment at the University. For residence hall students, policies related to alcohol and drug use, possession, and distribution are discussed at each residence hall area meeting during Opening Weekend of the academic year. Health risks are emphasized in the curriculum and with event programming. The University Student Health Promotion Specialist is an important educational asset to students. The Student Health and Wellness Center (SHWC) informs students of health risks of alcohol and drug use/misuse and abuse via pamphlets and education at the health center and via SHWC website: <http://www.sou.edu/health/index>. (Appendix A)

d. Resources for counseling, treatment, and rehabilitation

The Student Health and Wellness Center provides mental health and substance abuse counseling. The University is fortunate to have an AOD specialist on staff who has extensive background in chemical dependency counseling, mental health counseling and co-occurring disorder treatment. SHWC coordinates with on-campus and off-campus referral sources, provides individual and small-group interventions, and provides recovery supports for students getting sober in 12-step groups or as part of aftercare from treatment.

Southern Oregon University emphasizes prevention. Student Health and Wellness Center coordinates with Housing, Conduct, and Student Life in our prevention efforts on campus. The SHWC would recommend the reinvigoration and commitment to a broad and empowered AOD and mental health prevention committee or task force.

e. Disciplinary sanctions

The University makes every effort to consistently enforce both employee and student disciplinary sanctions. SOU utilizes sanctions as a developmental tool to educate while also modifying behavior. In practice, our model is geared away from fines, changes in student status, or other punitive measures. Our hope is that students learn from our process, the specific detriment of the behavior, and their overall impact on themselves and their community. Alcohol EDU is used for our primary alcohol sanctions. Alcohol EDU provides the most utility for first year students. For marijuana use, we have a Health Promotion Specialist who facilitates a three-hour seminar that departs heavily from the information students are exposed to prior to their time at SOU. For more acute alcohol and drug issues, we have an assessment specialist on-campus who can conduct assessments, make recommendations, and facilitate limited treatment options for students.

Although SOU prefers an educational model, policy violations are a serious concern and may extend to expulsion from the University. When a student is found responsible for policy violations, possible individual student Code of Conduct sanctions include warning, loss of

privileges, fines, restitution, discretionary sanctions, educational classes, conditional disciplinary probation, residence hall suspension, residence hall expulsion, eviction from University Housing, unconditional probation, university suspension, University dismissal.

See Appendix N for a copy of the notification email sent to all students and all employees.

III. Biennial Review

Description of AOD Program Elements, Goals, Strengths and Weaknesses

1. SOU emphasizes a healthy campus community by providing alcohol free options.
 - a. Alcohol-free events, activities, and gathering places such as student centers, fitness center and other alcohol-free settings with expanded hours.
 - b. Residential programming is offered that focuses on alcohol and drug awareness.
 - c. Student service learning and volunteer opportunities are created and promoted.
 - d. Community service as part of the curriculum.
 - e. Nonalcoholic beverages are promoted at events.
 - f. We also promote recovery events related to SOU's Collegiate Recovery Program. SOU is very fortunate to have one of the older and more established collegiate recovery programs on the West Coast (even while being as small as it is). The Community of Recovery in Education (CORE) has been around for four years and we continue to grow and change as staffing and our student constituency has changed. CORE exists to support SOU students in recovery from any substance or process addiction. We strongly believe in the hope and success that recovery brings to students' health, academics, and lives. CORE is an underutilized resource for our school and area. The SHWC would recommend continued marketing efforts to select audiences regarding CORE and at the same time work collaboratively towards an on-campus recovery housing model in the future. Limited staffing resources affect our ability to simultaneously recruit for and administer the program.
2. SOU supports health-promoting norms.
 - a. University Admissions procedures promote a healthy environment.
 - b. The academic schedule offers core classes on Thursdays, Fridays, and Saturdays.
 - c. Exams/projects increasingly require class attendance and academic responsibility.
 - d. The campus encourages improvement in academic standards.
 - e. Faculty and staff are educated about behavioral indicators, student norms, and cultural attitudes related to high-risk or illegal alcohol use.
 - f. Faculty and staff are educated about behavioral indicators, student norms, and cultural attitudes related to illicit drug use through faculty educational opportunities during pre-term instructional days.
 - g. Faculty members are encouraged to engage in a higher level of contact with students.
 - h. Students are educated about misperceptions of drinking norms.
 - i. Residential students are held accountable to the University Housing contract. Residence hall programming and events promote health, wellness, and alcohol/drug awareness.
 - j. Student leadership (e.g., orientation leaders, resident assistants, athletes, and student organizations) promotes positive, healthy norms.

- k. Students have opportunities to advise and mentor peers through the First Year Mentor Program and the CORE Program, our collegiate recovery program.
 - l. Pro-health messages are publicized through campus and community media channels.
3. Alcohol Availability
 - a. Alcohol is banned or restricted on campus, except for by approval of the President for University events or where legal for students over 21 in residential life and housing.
 - b. Alcohol use is prohibited in public places, except for special events as approved by the President.
 - c. Delivery or use of kegs or other common containers is prohibited in residential facilities.
 - d. Alcohol servers are required to be registered and trained.
 - e. University residential policies limit alcohol availability.
 4. Limited Marketing and Promotion of Alcohol
 - a. Alcohol advertising on campus is banned or limited.
 - b. Alcohol industry sponsorship for on-campus events is banned or limited.
 - c. Content of party or event announcement is limited.
 - d. Alcohol advertising in the vicinity of campus is limited.
 - e. The sale of shot glasses, beer mugs, and wine glasses at campus bookstores are limited.
 5. AOD Prevention Policy Development and Enforcement
 - a. On-campus functions must be registered and alcohol use must be pre-approved by the President.
 - b. ID checks at on-campus functions are enforced.
 - c. Patrols observe on-campus parties.
 - d. Disciplinary sanction options for violation of campus AOD policies are increased with the addition of Alcohol EDU, renewal of BASICS and other health education, and referral for on-campus AOD assessment.
 - e. Criminal prosecution of students for alcohol-related offenses is strictly enforced.
 - f. DUII laws are enforced.
 6. Statement of AOD Program Goals

Southern Oregon University shall articulate and consistently enforce clear policies that promote an educational environment free from illegal substance use/abuse. We will provide:

 - ongoing education for members of the campus community for the purpose of preventing illegal and/or harmful alcohol abuse and other drug use;
 - a reasonable level of care for substance abusers including assessment and related recommended level of intervention;
 - levels of intervention on campus including BASICS, a series of psycho-educational/life skills AOD workshops for self-referral, health/mental health referral and conduct referral, individual and group counseling, recovery focused programs, and referral to community resources from multiple sites on campus;
 - campus activities that promote and reinforce health, responsible living, respect for community and campus standards, individual responsibility on the campus, and

intellectual, social, emotional, spiritual or ethical, and physical well-being of the members.

We will be vocal and visionary in our approach to combating the negative issues surrounding alcohol and other drug use and abuse on campus.

7. Summaries of AOD Program Strengths and Weaknesses

1. Strengths

- a. The health promotion specialist and alcohol and drug-focused counselor positions added before the 2011 Biennial Review have proved very important to successful AOD programming.
- b. SOU has clarified policies related to medical marijuana use on campus and is now working on a tobacco and e-cigarette policy to supplement Oregon Administrative Rule 573-055, Policy on Smoking in University Buildings and on University Owned Property.
- c. In 2012, best practices research led to the creation of the Student Support Network (SSN) behavioral intervention team. SOU students, faculty and staff access Symplicity Advocate "SOU Cares" on the University portal. This online reporting system allows SSN to quickly and appropriately respond to concerns that impact academic success including AOD issues. The Advocate system also allows SSN to determine if an individual is experiencing broader concerns when secondary reports are submitted.

Between September 24, 2012 and April 24, 2014 the SOU students, faculty and staff submitted 51 AOD concerns to the Student Support Network for referral to appropriate University resources.

d. Programming

Relevant classes:

The SOU Health Promotion Specialist created a class relating specifically to marijuana policy violations. The class is titled "Weeding out the Myths: Marijuana and You", and is an in-person 3 hour class offered 2 or 3 times per term depending on need. The class explores the multi-dimensional nature of the marijuana and employs the spirit of motivational interviewing in a group setting.

Starting in the fall of 2014 there will be a similar class for alcohol policy violations. It will also be developed and implemented by the Health Promotion Specialist. We currently use Alcohol EDU for alcohol policy violations, but believe that an in-person experience might prove to be more valuable in behavior change for our students.

Peer education: With the newly formed Student Health Advisory Committee we are hoping to create more opportunities for peer education. What may also help with this is a part-time Health Promotion Assistant student position.

Programming and alcohol: During New Student Orientation at the beginning of Fall Term we conduct a larger alcohol/drug education program. Throughout the term programming will take place in the residence halls, through publications

(mostly disseminated through the residence halls), and guest lectures in academic classes by our Health Promotion Specialist.

Consent and alcohol: During fall term the Health Promotion Specialist partners with our Women's Resource Center coordinator to deliver a 2 hour presentation about consent, sexual health, alcohol, and bystander intervention to most first-year students. For fall of 2014 this program will be delivered to all first-year students.

Use of Alcohol EDU: We are currently in a contract with Alcohol EDU. We currently use it as a tool for alcohol policy violations, and we send it out to all first-year students approximately a month before they matriculate. At this time we have a soft mandate for program completion.

How we target first-year students: There has been discussion of a first-year experience class offered at SOU. If this happens there will be extensive opportunity to run programs relating to substance use. Currently New Student Orientation (NSO) at SOU strives to promote integration of students to our community using a holistic approach to student learning and development. In September 2013, NSO collaborated with resources around campus to promote educational opportunities related to student success. One of our programs focused on Health and Safety at SOU was a discussion in the dining hall where topics of alcohol and other drugs were explored through the lens of their potential impact on student success. Several other programs throughout the first six weeks of Fall Term addressed alcohol and other drugs as a component of the theme but were not the main topic. For example, programs covered the topics of mental health and suicide prevention, two topics that relate to the use and abuse of alcohol and other drugs.

These programs were optional and received moderate attendance of fewer than 100 students. Current discussions are exploring the possibility of expanding New Student Orientation with the goal of including more intentional programming around alcohol and other drugs and making those programs a compulsory component of a student's matriculation to the university.

2. Recommended Changes

- a. Recent rebuilding after organizational change has been both a strength and a weakness. In the last year two profound changes to organizational structure have occurred. The Oregon University System began a formal process of dissolution. Southern Oregon University experienced much change to organizational structure and went into formal retrenchment. SOU will be successful, stronger and more focused, but change has been challenging for the University community, as we have seen significant turn-over.

With the demise of the Healthy Campus Initiative and its associated task forces, the integration of student affairs with academic affairs, and especially recently with resource constraints due to time and budgetary issues - it seems that these kinds of holistic, campus-wide prevention and education efforts have become less of a priority. The SHWC would recommend the establishment of an empowered working group focused on student and community health - that would also have the

resources to more effectively involve students, staff, and faculty; pay for needed assessments such as the National College Health Assessment; coordinate with the our new Student Health Advisory Committee (SHAC), ASSOU student government, and EPIC (programming board) on student health issues and relevant programming, etc. This group would also ideally be involved with Student Life and the programming around Raider Registration, New Student Orientation, First Year Experience and all student support departments. This group could come out of the University Planning Board (UPB) or student government or be tied into an existing group such as the Student Success Committee.

- b. SOU does not target first-year students well enough. The Student Health and Wellness Center would recommend very strongly that we deliver a holistic and coordinated set of activities, resources, information and opportunities to all incoming students - either through a first-year experience or extended New Student Orientation programming; via the Houses and/or University Seminar Program which is mandatory for most of the first year students. An abbreviated version of this program should be developed for the transfer and/or nontraditional students (maybe broken down into: parents, veterans, etc.). This programming would follow a wellness model and look at these domains: physical and mental health, social, spiritual, financial, academic, etc.
 - c. Health risk information could be updated and written in a more accessible format. It could be more widely distributed. The Student Health and Wellness Center would recommend that all incoming students (first-year and transfer) receive health risk and other pertinent health information in a variety of formats.
 - d. The Student Health and Wellness Center could be better staffed to provide more long-term treatment options and support for those unable to access and/or maintain in outpatient treatment options in the community
 - e. Maintenance of information on the SOU website and contained in policies could be improved. Within this maintenance, redundancies could be eliminated and only accurate information would be posted and/or retrieved when someone searches for information on the website.
8. AOD Policy Distribution
- SOU publicizes AOD policy with formal written notification to students and employees, during new student orientation, during opening week meetings, when a new employee is hired, through health promotions, at formal speaking engagements and with these documents.
- Student Code of Conduct Prohibited Conduct and Sanctions
 - University Housing Contract
 - University Alcohol and Drug Policy

Appendix A: Drug and Alcohol Prevention and Intervention

<http://www.sou.edu/health/services.html#alcohol>

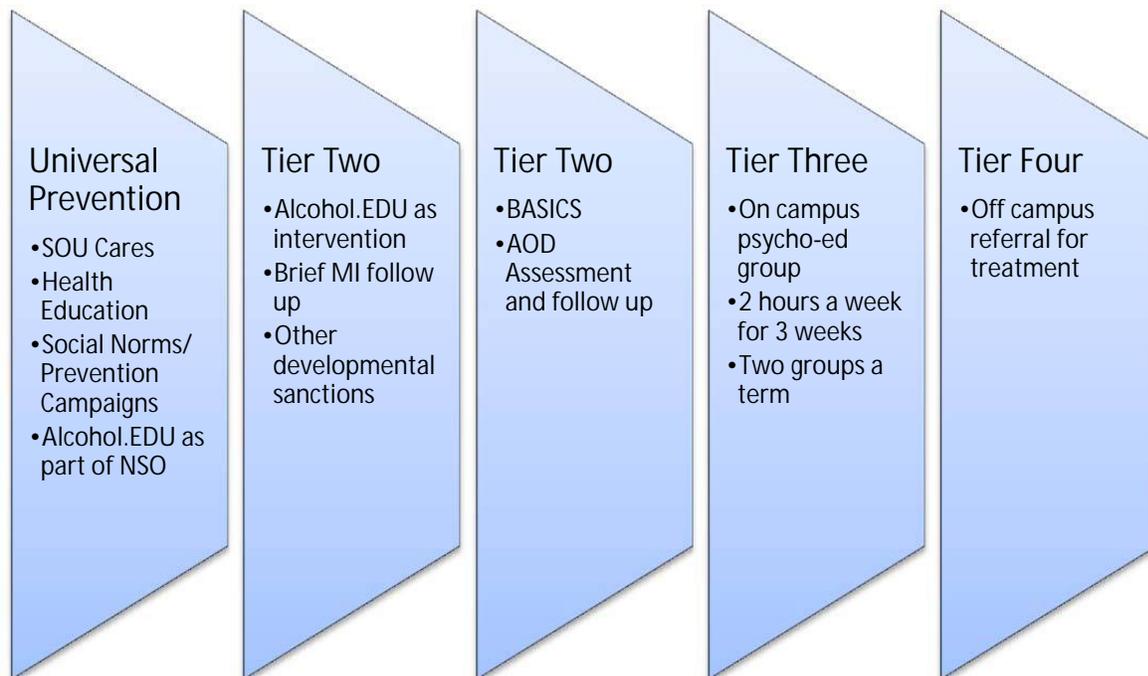
Drug and Alcohol Prevention and Intervention Services on Campus

1. Counseling: Students engaged in using alcohol and drugs may benefit from exploring personal dynamics in their life. Identifying stress sources and response patterns can provide insight into coping mechanisms that are supportive versus those that present threats to health, safety and academic success.
2. Brief Alcohol Screening Intervention for College Students (BASICS)
3. Drug and alcohol assessments
4. Drug and alcohol counseling
5. Referral for appropriate level of intervention needed
6. Life skills workshops
7. Medical evaluation for health implications due to substance abuse and dependence
8. Recovery Support: CORE (sou.edu/core)
9. Access to 12 Step Meetings at SOU — Meeting schedules available at SHWC

College Drinking Prevention

High Risk Drinking in College: What we Know and What We Need to Learn
<http://www.collegedrinkingprevention.gov/>

Example of Tiered AOD Prevention and Intervention



Appendix B: Health Risks Associated with Alcohol and Drug Use

<http://www.sou.edu/health/services.html#alcohol>

Tobacco and Nicotine

Smokers are more likely than nonsmokers to contract heart disease. Lung, larynx, esophageal, bladder, pancreatic, and kidney cancers also strike smokers at increased rates. Thirty percent of cancer deaths are linked to smoking. Chronic obstructive lung diseases, such as emphysema and chronic bronchitis, are 10 times more likely to occur among smokers than among nonsmokers. Smoking during pregnancy also poses risks, such as spontaneous abortion, pre-term birth, and low birth weights. Fetal and infant deaths are more likely to occur when the pregnant woman is a smoker. Nicotine is both psychologically and physically addictive.

Alcohol

Low doses significantly impair the judgment and coordination needed to operate vehicles. Small amounts can also lower inhibitions. Moderate to high doses cause marked impairments in higher mental functions, and loss of memory and the ability to learn and remember information. High doses cause respiratory depression and death. Long-term consumption, particularly when combined with poor nutrition, can also lead to dependence and permanent damage to vital organs such as the brain and the liver. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation.

Cannabis

(Marijuana, Hashish, Hashish Oil, Tetrahydrocannabinol)

Physical effects of cannabis include increased heart rate, bloodshot eyes, dry mouth and throat, and increased appetite. Use of cannabis may impair or reduce short-term memory and comprehension, alter sense of time, reduce ability to perform tasks requiring concentration and coordination, and impair driving ability. Motivation and cognition may be altered, making the acquisition of new information difficult. Marijuana, hashish, THC, etc., can also produce paranoia and psychosis. Long-term use may result in possible lung damage, reduced sperm count and sperm motility, and may affect ovulation cycles. Cannabis can also be psychologically addictive.

Inhalants

(Nitrous Oxide, Amyl Nitrite, Butyl Nitrite, Chlorohydrocarbons, Hydrocarbons)

Immediate effects of inhalants include nausea, sneezing, coughing, nosebleeds, fatigue, lack of coordination, and loss of appetite. Solvents and aerosol sprays also decrease the heart and respiratory rates and impair judgment. Amyl and butyl nitrite cause rapid pulse, headaches, and involuntary passing of urine and feces. Long-term use may result in hepatitis or brain damage. Deeply inhaling vapors, or using large amounts over a short time, may result in disorientation, violent behavior, unconsciousness, or death. High concentrations of inhalants can cause suffocation by displacing oxygen in lungs. Long-term use can cause weight loss, fatigue, electrolyte imbalance, muscle fatigue, and permanent damage to the nervous system.

Cocaine (Crack)

Cocaine stimulates the central nervous system. Its immediate effects include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature. Occasional use can

cause nasal irritation; chronic use can ulcerate the mucous membrane of the nose. Crack or freebase rock is extremely addictive. Physical effects include dilated pupils, increased pulse rate, elevated blood pressure, insomnia, loss of appetite, tactile hallucinations, paranoia, and seizures. The use of cocaine can cause death by cardiac arrest or respiratory failure.

Stimulants

(Amphetamines, Methamphetamines, Crank, Ice)

Stimulants cause increased heart and respiratory rates, elevated blood pressure, dilated pupils, and decreased appetite. Users may experience sweating, headache, blurred vision, dizziness, sleeplessness, and anxiety. Extremely high doses can cause rapid or irregular heartbeat, tremors, loss of coordination, and physical collapse. Amphetamine injection creates a sudden increase in blood pressure that can result in stroke, very high fever, or heart failure. In addition to physical effects, feelings of restlessness, anxiety, and moodiness can result. Use of large amounts over a long period of time can cause amphetamine psychosis that includes hallucinations, delusions, and paranoia. The use of amphetamines can cause physical and psychological dependence.

Depressants

(Barbiturates, Methaqualone, Tranquilizers)

Small amounts can produce calmness and relaxed muscles, but somewhat larger doses can cause slurred speech, staggering gait, and altered perception. Large doses can cause respiratory depression, coma, and death. Combination of depressants and alcohol can multiply effects of the drugs, thereby multiplying risks. Babies born to mothers who abuse depressants during pregnancy may be physically dependent on the drugs and show withdrawal symptoms shortly after birth. Birth defects and behavioral problems may also result. The use of depressants can cause both physical and psychological dependence.

Hallucinogens

(PCP, LSD, Mescaline, Peyote, Psilocybin)

Phencyclidine (PCP) interrupts the functions of the neocortex, the section of the brain that controls intellect and instinct. PCP blocks pain receptors, and users can have violent PCP episodes resulting in self-inflicted injuries. Lysergic acid diethylamide (LSD), mescaline, and psilocybin cause illusions and hallucinations. The physical effects may include dilated pupils, elevated body temperature, increased heart rate and blood pressure, loss of appetite, sleeplessness, and tremors.

Narcotics

(Heroin, Methadone, Codeine, Morphine, Meperidine, Opium)

Narcotics initially produce a feeling of euphoria that often is followed by drowsiness, nausea, and vomiting. Users may experience constricted pupils, watery eyes and itching. Overdoses may produce respiratory depression, clammy skin, convulsions, coma and death. Addiction in pregnant women can lead to premature, stillborn, or addicted infants who experience severe withdrawal symptoms. Use of narcotics can cause physical and psychological dependence.

Designer Drugs

(Analog of Fenatyl, Analog of Meperidine, MDMA, Ecstasy Analog of PCP)

Many "designer drugs" are related to amphetamines and depressants and have mild stimulant and depressant properties. Use can produce severe neurochemical damage to the brain. Narcotic analogs can cause symptoms such as those seen in Parkinson's disease: uncontrollable tremors,

drooling, impaired speech, paralysis, and irreversible brain damage. Analogs of amphetamines and methamphetamines cause nausea, blurred vision, chills or sweating, and faintness. Psychological effects include anxiety, depression, and paranoia. Analogs of PCP cause illusions, hallucinations, and impaired perception.

Anabolic Steroids

Steroid users subject themselves to more than 70 side effects, ranging in severity from acne to liver cancer, including psychological as well as physical reactions. The liver and cardio-vascular and reproductive systems are most seriously affected by use. In males, use can cause withered testicles, sterility, and impotence. In females, irreversible masculine traits can develop along with breast reduction and sterility. Psychological effects in both sexes include very aggressive behavior, known as "roid rage", and depression. While some side effects appear quickly, others, such as heart attacks and strokes, may not show up for years.

References

U.S. Dept. of Education (1989). What Works: Schools Without Drugs. (Rockville, MD: National Clearinghouse for Alcohol and Drug Information, 1989), pp 61-72.

National Institute on Drug Abuse, NIDA Capsules, (Rockville, MD: Press Office of the National Institute on Drug Abuse, 1986).

Position Statement on Tobacco on College and University Campuses

The American College Health Association (ACHA) acknowledges and supports the findings of the Surgeon General that tobacco use in any form, active and/or passive, is a significant health hazard. ACHA further recognizes that environmental tobacco smoke has been classified as a Class-A carcinogen and that there is no safe level of exposure to environmental tobacco smoke (ETS), a recognized toxic air contaminant. In light of these health risks, ACHA has adopted a NO TOBACCO USE policy and encourages colleges and universities to be diligent in their efforts to achieve a 100% indoor and outdoor campus-wide tobacco-free environment. *This position statement reflects the viewpoint of ACHA and serves only as a guide** to assist colleges and universities with evaluating progress toward becoming or maintaining tobacco-free living and learning environments that support the achievement of personal and academic goals.

ACHA joins with other professional health associations in promoting tobacco-free environments. According to the ACHA-National College Health Assessment (ACHA-NCHA) conducted in fall 2008, 83% of college students described themselves as non-smokers (never smoked or have not smoked cigarettes in the last 30 days); 90% reported being non-smokers for hookah/water pipes (never used or have not used in the last 30 days); and 97% described themselves as non-users of smokeless tobacco (never used or have not used in the last 30 days). ACHA supports the health goals of the U.S. Public Health Service to reduce the proportion of adults who smoke to below 12% by the year 2010 and to positively influence America's college students to help them remain or become tobacco-free. Additionally, ACHA actively supports the Healthy Campus 2010 goals to reduce cigarette smoking by college students to below 10.5% and smokeless tobacco use to below 1.0% by the year 2010.

Efforts to promote tobacco-free environments have led to substantial reductions in the number of people who smoke, the amount of tobacco products consumed, and the number of people exposed to environmental tobacco hazards. ACHA acknowledges that achieving a tobacco-free environment requires strong leadership and support from all members of the college/university community. Because the improvements to health can be so significant, ACHA recommends the following positions be taken to address policy, prevention, and cessation as it pertains to tobacco issues:

1. Develop a strongly worded tobacco policy that reflects the best practices in tobacco prevention, cessation, and control. These include the following recommendations:
 - a. Tobacco is defined as all tobacco-derived or containing products, including, but not limited to, cigarettes (clove, bidis, kreteks), cigars and cigarillos, hookah-smoked products, and oral tobacco (spit and spitless, smokeless, chew, snuff).
 - b. Tobacco use is prohibited on all college and university grounds, college/university owned or leased properties, and in campus-owned, leased, or rented vehicles.
 - c. All tobacco industry promotions, advertising, marketing, and distribution are prohibited on campus properties.
 - d. The sale of tobacco products and tobacco-related merchandise (including logo containing items) is prohibited on all university property and at university-sponsored events, regardless of the operating vendor.
 - e. The distribution or sampling of tobacco and associated products is prohibited on all university owned or leased property and at university-sponsored events, regardless of the venue.
 - f. Tobacco industry and related company sponsorship of athletic events and athletes is prohibited.
 - g. The college/university does not permit tobacco companies on campus to conduct student recruitment or employment activities.
 - h. The college/university does not accept any direct or indirect funding from tobacco companies.
 - i. The campus provides and/or promotes cessation services/resources for all members of the college/university community.
2. Inform all members of the campus community by widely distributing the campus tobacco policy on an annual basis. The

tobacco policy is clearly posted in employee and student handbooks, on the college/ university website, and in other relevant publications. Key components of the policy are also shared with parents, alumni/ae, and visitors. The general policy should be included in prospective student materials in both printed and electronic formats.

3. Offer and promote prevention and education initiatives that actively support non-use and address the risks of all forms of tobacco use.
4. Offer and promote programs and services that include practical, evidence-based approaches to end tobacco use, including screenings through health and counseling services, free/reduced-cost tobacco-cessation counseling, free/reduced-cost nicotine replacement therapy, and medication options on campus.
5. Advocate for the inclusion of tobacco use cessation products, medications, and services in student health insurance plans.
6. Provide a comprehensive marketing and signage effort to ensure that all college/university visitors, vendors, guests, and others arriving on property owned or leased by the institution are aware of the tobacco-free policy.
7. Plan, maintain, and support effective and timely implementation, administration, and consistent enforcement of all college/university tobacco-related policies, rules, regulations, and practices. Provide a well-publicized reporting system for violations.
8. Collaborate with local, state, and national public health entities and tobacco prevention and control public, private, and national non-profit tobacco-related organizations in support of maintaining a healthy tobacco-free environment.
9. Develop and maintain a tobacco task force on campus to identify and address needs and concerns related to tobacco policy, compliance, enforcement, and cessation. Key individuals and departments to invite/include:
 - a. Undergraduate and graduate students (particularly from student-elected/representative organizations)
 - b. Health and counseling center professionals
 - c. Faculty (including faculty senate or other faculty governing bodies)
 - d. Residence life/housing
 - e. Judicial affairs
 - f. Campus safety/police
 - g. Human resources
 - h. Neighborhood liaisons
 - i. Facilities
 - j. Other important stakeholders specific to your campus

 American College Health Association
1362 Mellon Road, Suite 180
Hanover, MD 21076
(410) 859-1500
(410) 859-1510 fax

* Compliance with the elements of this position statement is not and cannot be mandated by ACHA; nor is compliance a condition for institutional membership in ACHA.

Appendix D: Smoking in University Buildings and on University Owned Property

Oregon Administrative Rule 573-055

The complete text of OAR 573-075 Southern Oregon University policy on Smoking in University Buildings and on University Property is online at:

http://arcweb.sos.state.or.us/pages/rules/oars_500/oar_573/573_055.html

OREGON UNIVERSITY SYSTEM,
SOUTHERN OREGON UNIVERSITY

DIVISION 55

Policy on Smoking in University Buildings and on University Owned Property

573-055-0010

Purpose

It is the policy of Southern Oregon University that students, employees, and visitors are entitled to and will be provided smoke-free areas in which to study, work, teach, conduct research, transact business, and otherwise participate in university activities indoors.

573-055-0020

Areas in Which Smoking is Prohibited

- (1) Smoking or carrying any lighted smoking device is prohibited within enclosed university facilities, including but not limited to office, reception areas, laboratories, classrooms, stairwells, hallways, lobbies, meeting rooms, gymnasiums, elevators, and storage rooms.
- (2) Smoking shall not occur:
 - (a) Within a reasonable distance, not less than fifteen (15) feet, of any entrance or air intake of any enclosed area where smoking is prohibited; or
 - (b) In any other area where a smoking prohibition is posted.

[For 573-055 sections 0030 and 0040, go to full online text at link above.]

573-055-0050

Sanctions

The university reserves the right to impose reasonable sanctions including disciplinary sanctions, consistent with applicable provisions of state law and regulations, applicable collective bargaining agreements, and applicable university and OSBHE [Oregon State Board of Higher Education] administrative rules, upon university employees and students who violate this policy.

Appendix E: Code of Conduct

Oregon Administrative Rule 573-076

Student Standards of Conduct and Disciplinary Sanctions for Alcohol and Other Drug Use

The Code of Conduct applies to all students and student organizations. The Code of Conduct excerpts referenced below describe alcohol and illegal drug use and sanctions. The full Code of Conduct is available online at:

http://arcweb.sos.state.or.us/pages/rules/oars_500/oar_573/573_076.html

OREGON UNIVERSITY SYSTEM,
SOUTHERN OREGON UNIVERSITY

DIVISION 76
CODE OF CONDUCT

573-076-0000

Introduction

- (1) Participation as a member of the Southern Oregon University community entails respect for oneself and all other members of the campus community. All students, upon matriculation, agree that every other member of the campus community is to be respected as a colleague committed to the pursuit of knowledge and self-understanding. To misuse or abuse that mutual respect is to threaten the entire academic enterprise.
- (2) Behaviors that impede others' ability to engage in their work and lives at the University and/or that are self-destructive have no place. The student code of conduct, prohibited conduct, and all of the University's policies are designed to guide students by providing clear descriptions of problematic behaviors and the responses that can be expected should they occur.
- (3) Civility is the hallmark of this community. Hostility in any form has no place in open and honest learning. These ideals operate within the balance between freedom of expression and freedom from threats to safety, both physical and emotional.
- (4) Acceptance of admission to Southern Oregon University implies your acceptance of the University's rules and regulations, and compliance with them. All University rules and policies have been crafted to balance freedom and responsibility and to provide standards for the orderly operation of this educational community.
- (5) Conduct occurs in the context of a community of scholars dedicated to personal and academic excellence. Joining this community obligates each member to observe the following principles:
 - (a) Mutual respect
 - (b) Personal and academic integrity
 - (c) Civil discourse
 - (d) Responsible decision making
- (6) Most members of the SOU community act in a mature manner consistent with the

benchmarks of mutual respect, civil discourse, appreciation of differences, and responsible choices. However, it is necessary to protect the many from the few who may choose to act in an irresponsible manner. This is one of the main reasons the University has a code of conduct and a comprehensive set of policies and regulation

573-076-0020

Jurisdiction

- (1) Generally, University jurisdiction and discipline shall be limited to student conduct which occurs on University premises or which threatens the University community and/or the pursuit of its objectives (the term "University premises" includes all land, buildings, facilities, and other property in the possession of or owned, used, or controlled by the University, and/or University sponsored or controlled events). University jurisdiction and discipline may also apply to student conduct which occurs off-campus if such conduct causes concern for the University and/or the University community.

573-076-030

Violation of Law and University Conduct Proceedings

- (1) In cases where criminal charges are filed against a student for actions that are also violations of University policy, the University is responsible for hearing allegations of policy violations regardless of and separate from any other proceedings. Student conduct hearings may be carried out prior to, simultaneously with, or following civil or criminal proceedings off- campus.
- (2) When a student is charged by federal, state, or local authorities with a violation of law, the University will not request or agree to special consideration for that individual because of his or her status as a student. If the alleged offense is also a violation of University policy, the University may advise off-campus authorities of the existence of this Code and of how such matters will be handled internally within the University community. The University will cooperate fully with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by the criminal courts for the rehabilitation of student violators.

573-076-0070

Sanctions

- (1) A disciplinary sanction is an educational tool designed to send a clear message regarding violation of University policy. Sanctions relate to the nature of the violation, with stronger sanctions imposed for more aggravated or repeated misconduct. Sanctions of probation, suspension, and dismissal require the approval of the Director or designee.
- (2) The following sanctions may be imposed when a student is found responsible for policy violation(s):
 - (a) Warning: A notice in writing to the student that the student is violating or has violated University policy.
 - (b) Loss of Privileges: Denial of specified privileges for a designated period of time.

- (c) Fines: Previously established and published fines may be charged to a student's account.
 - (d) Restitution: Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
 - (e) Discretionary Sanctions: Work assignments, research, apology letters, service to the University, or other related discretionary assignments.
 - (f) Educational classes to be paid by fee assessed to violator. Fee may be paid directly or through community restitution.
 - (g) Conditional Disciplinary Probation: A written reprimand which places the student's participation in University activities in a provisional status. Probation may exclude the student from participation in co-curricular activities in which the student represents the University (e.g. varsity athletics and club sports, elected student office, debate, musical and dramatic groups). Probation may include mandatory counseling and includes the probability of more severe disciplinary sanctions if the student further violates University regulation(s) during the probationary period.
 - (h) Residence Hall Suspension: Separation of the student from the residence halls for a stated period of time, after which the student is eligible to return. Because the University maintains a one year residency requirement, a residence hall suspension may result in a suspension from the University, if the student has not completed the one year residency requirement. Conditions for readmission may be specified. The student may be issued a written trespass notice from one or more residence halls for the duration of the suspension.
 - (i) Residence Hall Expulsion: Permanent separation of the student from the residence halls. The student will be issued a written trespass notice from all residence halls at the time of the expulsion.
 - (j) Eviction from University Housing: Removal from any University owned or operated housing other than the residence halls. The student will be issued a written trespass notice from all University housing at the time of the eviction.
 - (k) Unconditional Probation: Immediate invocation of University suspension if additional violation(s) of University policies occur during a specified period of time. Unconditional Probation also includes the provisions of a disciplinary probation.
 - (l) University Suspension: Separation of the student from the University for a specific period of time after which the student is eligible to return. Conditions for readmission may be specified. At the discretion of the Director or designee, a University trespass order is in effect for the period of the suspension. A suspension may be deferred to the end of a term at the discretion of the Director or designee.
 - (m) University Dismissal: Permanent separation of the student from the University.
- (3) The following sanctions may be imposed upon groups or organizations:
- (a) Those sanctions listed above.
 - (b) Deactivation—Loss of all privileges, including University recognition, for a specified period of time.
- (4) Interim Suspension—In certain circumstances, the Director or designee may impose a

University or residence hall suspension prior to the hearing.

(a) Interim suspension may be imposed only:

- (A) To ensure the comfort, safety, and well-being of members of the University community or preservation of University property and/or;
- (B) To ensure the student's own physical or emotional safety and well-being and/or;
- (C) If the student poses a definite threat of disruption of or interference with the normal operations of the University.

(b) During the interim suspension, the student is denied access to the campus (including classes) and all other University activities or privileges for which the student might otherwise be eligible, as the Director or designee may determine to be appropriate.

(5) More than one of the sanctions listed above may be imposed for any single violation.

(6) Other than University dismissal, disciplinary sanctions are not made part of the student's permanent academic record, but are part of the student's confidential disciplinary record.

(7) Where sanctions involve the separation of the responsible student from University housing, the student is accountable for all financial penalties or other conditions as outlined in the residential housing contract.

For more information, read the full Code of Conduct, Oregon Administrative Rule 573-076.

The Code of Conduct is available online at these websites:

- *Office of Student Support and Intervention: <http://www.sou.edu/ssi.html>*
- *University Policy SOU Specific OARs: <http://www.sou.edu/policies/sou-oars.html>*
- *Oregon Administrative Rules, Oregon University System, Southern Oregon University: http://arcweb.sos.state.or.us/pages/rules/oars_500/oar_573/573_076.html*

Appendix F: Campus Public Safety - Criminal Drug Fines: Oregon and Federal

<http://www.sou.edu/security/drugs>

State and Federal Penalties for Schedules I, II, III, IV, V and Marijuana, Hashish and Hashish Oil, Schedule I Substances

Oregon penalties for unlawful use, possession and distribution of illegal drugs are based on the following schedule. Most drugs appear on the same federal and state schedule.

Schedule/Examples Manufacture/Distribution Unlawful Possession

Schedule I: Heroin, LSD, marijuana mescaline, peyote, psilocybin	Class A Felony Up to 20 years & \$100,000 fine	Class B Felony Up to 10 years & \$100,000 fine
Schedule II: Opium, cocaine, methamphetamine	Class B Felony Up to 10 years & \$100,000 fine	Class C Felony Up to 5 years & \$100,000 fine
Schedule III: Amphetamines, depressants, PCP	C Felony Up to 5 years & \$100,000 fine	Class A Misdemeanor Up to 1 year & \$2,500 fine
Schedule IV: Various prescription drugs	Class B Misdemeanor Up to 6 months & \$1,000 fine	Class C Misdemeanor Up to 30 days, \$500 fine
Schedule V: Other less dangerous prescription drugs and small amounts of controlled drugs	Class C Misdemeanor Up to 30 days & \$300 fine	Violation \$250 fine

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana) (pages 22-24)

<http://www.justice.gov/dea/druginfo/ftp3.shtml>

Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	<p>First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p>Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	Cocaine 5 kilograms or more mixture	<p>First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p>Second Offense: Not less than 20 yrs, and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p>2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p>
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more	
I	Fentanyl Analogue 10-99 grams		Fentanyl Analogue 100 grams or more	
I	Heroin 100-999 grams		Heroin 1 kilogram or more	
I	LSD 1-9 grams mixture		LSD 10 grams or more	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	
Substance/Quantity		Penalty		
Any Amount Of Other Schedule I & II Substances		First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.		
Any Drug Product Containing Gamma Hydroxybutyric Acid		<p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.</p>		
Flunitrazepam (Schedule IV) 1 Gram				
Any Amount Of Other Schedule III Drugs		<p>First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p>Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.</p>		

<p>Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)</p>	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>
<p>Any Amount Of All Schedule V Drugs</p>	<p>First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p>Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances

<p>Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants</p>	<p>First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.</p> <p>Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.</p>
<p>Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants</p>	<p>First Offense: Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.</p> <p>Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.</p>
<p>Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants</p>	<p>First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.</p> <p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.</p>
<p>Hashish More than 10 kilograms</p>	
<p>Hashish Oil More than 1 kilogram</p>	
<p>Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)</p> <p>1 to 49 marijuana plants</p>	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000; \$1 million if other than an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.</p>
<p>Hashish 10 kilograms or less</p>	
<p>Hashish Oil 1 kilogram or less</p>	

Appendix G: Employee and Student Drug and Alcohol Sanctions

Southern Oregon University makes every effort to consistently enforce both employee and student disciplinary sanctions.

Table 1: Employee Drug and Alcohol Sanctions

Disciplinary	2013	2012	2011	2010
Liquor Law Violations	0	0	0	0
Drug Law Violations	1*	0	0	0

* Smoking marijuana on-campus after hours: 3 day suspension and referral to Employee Assistance Program

Campus Public Safety Crime Awareness Statistics Jeanne Clery Disclosure

Excerpts from Campus Public Safety Brochures published in 2013

<http://sou.edu/assets/security/docs/SOUCampusSafetySecurityeDoc2013FINALCopy.pdf>

Table 2: Student Disciplinary Actions for Drug and Alcohol Violations

Disciplinary	2012	2011	2010
Liquor Law Violations	179	125	128
Drug Law Violations	81	73	62

Note: Disciplinary actions and sanctions administered by University Housing or the Office of Student Support and Intervention Community Standards Coordinator do not preclude Campus Public Safety from prosecuting offenders. The numbers above include people who have been sited and administratively sanctioned.

Table 3: Student Drug and Liquor Citations

Crimes	2012			2011			2010		
	RH*	On	Off	RH	On	Off	RH	On	Off
Liquor Law Citations	47	63	0	23	39	0	23	61	0
Drug Law Citations	32	64	0	27	42	3	19	33	0

*RH - Residence Halls

On - On Campus

Off - Off Campus

Appendix H: University Housing Residence and Dining Contract

TERMS & CONDITIONS for the 2013 – 2014 ACADEMIC YEAR

The following excerpt of the University Housing Contract covers provisions 19 and 22 -28. The full 13-14 housing contract is available at: <https://sou.edu/assets/housing/docs/FY14Contract.pdf>

19. Behavior and Conduct (*sections 1-18 omitted*)

- a. The Resident agrees to become aware of and observe all published rules affecting his/her status with the University, including, without limitation, this Contract, the University Handbook, Student Code of Conduct, Community Standards and Housing Policies, and posted residence hall rules established by University officials and/or residence hall student governing bodies.
- b. The Resident agrees to Southern Oregon University Standards and Expectations, and all members of the community of Southern Oregon University share the following expectations:
 - i. To be active participants in the process of education: asking questions, seeking and using resources, reading and responding to communication;
 - ii. To be positive contributors to the University, the city of Ashland, and surrounding communities;
 - iii. To conduct ourselves with civility and be held accountable as members of the SOU community;
 - iv. To be respected and respectful;
 - v. To accept the concepts of volunteerism, wellness, and diversity;
 - vi. To approach this educational opportunity with an open mind and a positive attitude, recognizing we all have much to learn; and
 - vii. To accept admission into the university community with access to many opportunities including libraries, computers, recreational facilities, classrooms, residence halls, faculty and staff; understanding our responsibilities to treat all with honesty, respect, and integrity.
- c. The Resident agrees to obey all applicable laws and to respect the rights, privileges and property of other members of the University community and visitors to campus. The Resident will abide by all policies and regulations in the Contract, and by any additional regulations, policies and standards of the University and the University Housing Office. The Resident will respect the dignity of the other members of the University community and visitors to campus, and understands that any acts that denigrate an individual's race, sex, sexual orientation, religion, disability, or gender identity will not be tolerated. In addition, the Resident agrees to comply with the directions of University officials and their authorized agents acting in the performance of their duties.
- d. The Resident will not do anything that will interfere with University operations or endanger the health, safety or welfare of other people or themselves. The Resident will be responsible for the behavior of their guests. If guests or the Resident do not comply with the regulations and policies, the Resident may be subject to fines, probation, and other disciplinary action in accordance with applicable rules and policies, which may result in eviction from the residence halls and/ or appropriate action by the University. While in University housing, the Resident and guests will not:
 - i. Sell, use or possess (including possession by consumption) illegal drugs or drug paraphernalia or provide illegal drugs or drug paraphernalia to others;
 - ii. Sell, use, possess (including possession by consumption) or provide beverages containing alcohol if the Resident or his/her guests are under 21 years of age; or in a substance-free environment regardless of age;
 - iii. Engage in any drinking games that promote the excessive and/or rapid consumption of any and all beverages;

- iv. Carry or possess firearms, explosives (including fireworks), dangerous chemicals, martial arts weapons, air-powered guns and rifles, any device that produces a projectile through a barrel or other dangerous weapons or replicas of any of the above-mentioned items;
- v. Make unreasonable or excessive noise, meaning noise that can be heard in the corridors or beyond the boundaries of the Resident's room;
- vi. Keep any pets, except fish in a ten (10) gallon tank or smaller. Exemptions to this restriction may be made upon request and approval by University Housing;
- vii. Interfere with the security system, prop doors open, remove screens, tamper with locks or elevators or unlock doors designated to be locked at all times;
- viii. Cook in residence hall rooms;
- ix. Have a space heater or halogen lamp in the Resident's room, unless provided by the University;
- x. Burn a candle, create an open flame, or store propane or gas;
- xi. Engage in physical activities which might endanger the health or safety of others;
- xii. Smoke (any substance) or burn incense in the residence halls
- xiii. Neither duplicate or alter University keys or lock mechanisms, nor will the Resident knowingly or willfully misuse a key or fob.
- xiv. Tamper with fire safety equipment. This includes pull stations, smoke detectors, sprinklers or fire extinguishers. The Resident will report equipment malfunctions and evacuate the buildings on any and all fire alarms.
- xv. Use residence hall exterior areas such as ledges, roofs, walls, stairwell grids, windows, etc. Climbing out onto the ledges of Greensprings Complex will result in disciplinary action that could include removal from University Housing and assessed fines.
- xvi. Use my room or any other building facility for commercial purposes without prior written approval from University Housing.
- xvii. And will comply with all directives from Housing staff acting within the scope of their duties.
- xviii. And will check his/her university mail box and e-mail on a daily basis for official university correspondence.
- e. The Resident agrees to membership in the respective student governing bodies of the residence hall to which the Resident is assigned, including all rights, privileges, and responsibilities of such membership.
- f. The Resident agrees that occupancy of the assigned room is limited to residents assigned to that room, that the room will be used only as living space, and that the space will not be loaned to or occupied by persons not assigned to that space.
- g. The Resident agrees that use of the assigned room or any part of the residence halls or dining facilities to advertise, sell, solicit, or conduct business of any kind is prohibited, except as authorized in writing by University Housing.
- h. Harassment is any verbal, visual, electronic, or physical conduct that is sufficiently severe, persistent, or pervasive that it adversely affects, or has the purpose or logical consequence of interfering with, any student's educational program or creates an intimidating, hostile, or offensive environment within the University community. Harassing any person because of race, ethnicity, religion, gender, gender identity, sexual orientation, age, creed, national origin, disability, veteran status, or on any other basis will not be tolerated. Violations of this policy may result in disciplinary action as outlined in the University Handbook and Community Standards and Housing Policies for the members of the university community.
- i. All spaces, including resident rooms, balconies and entry ways, within University Housing are designated nonsmoking areas. Violations of this policy may result in disciplinary action as outlined in the University Handbook and Community Standards and Housing Policies.
- j. Residents are responsible for the choices they make. In the presence of a policy violation, you may attempt to stop the violation, contact housing staff, and/or immediately remove yourself from the

situation and the vicinity of the violation. If you choose to remain at the scene of a policy violation, you will be included on the incident report and may also be held accountable for policy violation.

Mutual Provisions (*sections 20, 21 omitted*)

22. Termination by the University for Default or Breach of Contract

- a. The Resident agrees that breach of Contract exists when it is determined by an appropriate University official or judicial body that a violation of provisions of this Contract or of rules and regulations of the University has occurred.
- b. The Resident agrees that the University reserves the right to reassign or remove from the residence halls, residents who, by their behavior, have exhibited disregard for the residential community and/or the specific living area environment, the terms and conditions of this Contract, or University rules and regulations.
- c. The Resident understands that breach of Contract may also result in assessment of Liquidated Damages in the amount of Ninety Percent (90%) of the remainder or unexpired portion of the Contract Term.
- d. The Resident understands the University may give twenty-four (24) hour notice of intention to terminate this Contract and thereafter terminate the Contract in the event of any of the following circumstances:
 - i. If the Resident is in default of payment of rent for more than fifteen (15) days except where the University has agreed in writing to extend the period of payment of rent; or
 - ii. If the Resident breaches, violates, fails to perform, or is in default of the performance of any of the terms or covenants or conditions of this Contract including University Housing rules and regulations.
- e. The Resident understands that the University may terminate this Contract and require the Resident to leave the residence halls immediately if the University reasonably believes that emergency conditions exist which might threaten the health, safety, welfare or property of the Resident, the University or other students living in the residence hall, by providing the Resident with written notification of such termination at the time of the termination.
- f. The resident understands that no termination of this Contract in accordance with the provisions of this section shall relieve the Resident of liabilities and obligations under this Contract, and such liabilities and obligations shall survive any such termination.
- g. The Resident understands that the provisions of this section relating to the rights of the University shall survive the termination or expiration of this Contract should the Resident default or breach this Contract. As stated in this Contract, in accordance with the provisions of this section, the Resident will pay the University the room and board charges required up to the time of termination and shall further be liable to the University for Liquidated Damages in the amount of Ninety Percent (90%) of the remainder or unexpired portion of the Contract Term.

23. Waiver of Breaches

- a. The Resident understands that the failure of the University to exercise any right or remedy available to the University as a result of the Resident breach of any of the terms, covenants or conditions of this Contract shall not be deemed to be a waiver by the University of any such Rights or remedies.
- b. The Resident understands that the terms or conditions of this Contract are required to be performed by the Resident and no breach thereof shall be waived, altered or modified except by an express written instrument executed by the University. The receipt of rent of the University with the breach of any terms, covenants, or conditions of this Contract shall not be deemed a waiver of such breach.

24. Cumulative Remedies

- a. The Resident understands that in any case where he/she breaches or threatens to breach any provision of this Contract that the specified remedies to which the University may resort under

the terms of this Contract are not intended to be exclusive of any other remedies or means of redress to which the University may be lawfully entitled.

25. Legal Costs

The Resident understands that he/she shall pay all costs of proceedings by the University for recovery of the possession of the premises, or for the enforcement of any of the terms and conditions of this Contract, including reasonable attorney's fees. Collection of all bills for room and board shall be consistent with the Oregon University System Academic Year and Summer Session Fee books.

26. Power of Attorney

- a. The Resident understands that in consideration of monies due and owed to the University for housing purposes, the Resident hereby appoints and constitutes irrevocably the Southern Oregon University Business Office Manager as attorney-in-fact to endorse any Oregon University System or University checks or disbursements payable to the Resident, to cash such checks or disbursements, and to apply the proceeds there from to the debts presently owed to the University for housing purposes.
- b. The Resident understands that if monies that are payable to the Resident are in excess of amounts due and owing, such overage will be forwarded to the Resident. The Resident understands that he/she is responsible for any changes of address and will be responsible for advising the University Housing and/or the Southern Oregon University Business Office Manager of any changes from the address given.

27. Oregon Administrative Rules

- a. Please refer to the Oregon Administrative Rules for further information; section 573-070 refers to Southern Oregon University Housing.

28. Governing Law

- a. Except to the extent governed by federal law, this Agreement shall be governed, construed and enforced in accordance with the laws of the State of Oregon, without regard to the choice of law provisions thereof. Any claim, action, or suit between Resident and University that arises out of or relates to performance of this Contract shall be brought and conducted solely and exclusively within the Circuit Court for Jackson County, for the State of Oregon. Provided, however, that if any such claim, action, or suit may be brought in a federal forum, it shall be brought and conducted solely and exclusively within the United States District Court for the District of Oregon.

Appendix I: SAD.006 Residence Hall Policies

<http://www.sou.edu/assets/policies/docs/Residence-Hall-Policies.pdf>

Residence Hall Policies

When you signed your Residential Housing Contract, you agreed to certain legal requirements, and specific guidelines in entering and terminating the agreement. One of the conditions you agreed to uphold was University and Housing policies and regulations. Every resident student shares the responsibility for knowing the residence hall rules and for using common sense to protect the rights of the community. A community that helps each member achieve his or her personal endeavors must be based on concern, mutual respect, and maturity. This is only possible if everyone makes a significant contribution to building this community.

This section describes the policies and procedures that help insure a pleasant, secure, and equitable standard of living in the residence halls.

Community Responsibility

1. Residence hall students agree to obey all applicable laws and to respect the rights, privileges and property of other members of the University community and visitors to the campus. Residence hall students will abide by all policies and regulations in the contract and by any additional regulations, policies and standards of the University and the Housing Services Office. Residence hall students will respect the dignity of other members of the University community and visitors to campus and understand that any acts that denigrate an individual's race, gender, sexual orientation, heritage, culture, religion or disability will not be tolerated. In addition, residence hall students agree to comply with the directions of University officials and their authorized agents acting in the performance of their duties.
2. Residence hall students will not do anything that will interfere with University operations or endanger the health, safety or welfare of other people or him/herself. Residence hall students will be responsible for the behavior of their guests. If a residence hall student or his/her guests do not comply with the regulations and policies, the residence hall student hosting that guest and/or the guest may be subject to fines, probation, dismissal from the residence halls, and/or other University action. While in the Southern Oregon University residence halls, residence hall students and their guests will not:
 - a. Sell, use or possess illegal drugs (including possession by consumption);
 - b. Sell, use, possess (including possession by consumption) or provide beverages containing alcohol if the residence hall student or his/her guest is under 21 years of age;
 - c. Possess empty or full kegs of beer, or other common source containers of alcohol (e.g., beer balls, pony kegs, boxed wine, etc.).
 - d. Use or possess open beverages containing alcohol in public areas;
 - e. Possess paraphernalia used for drinking excessive amounts of alcohol, such as keg taps or "beer bong" are prohibited in the residence halls and will be confiscated.

(Policy continues at <http://www.sou.edu/assets/policies/docs/Residence-Hall-Policies.pdf>.)

Appendix J: Campus Public Safety FAD.025 Drug, Alcohol and Weapons Policies

FAD.025 Drug, Alcohol, and Weapons policy is available the University Polices Full Policy Listing Website: <http://www.sou.edu/policies/all-policies.html>

Note: Current policy is being reviewed by the University Policy Committee.

OAR 573-076 replaced OAR 573-075.

The Administrative Rules (OAR 580-022-0045) of the Oregon State Board of Higher Education authorize SOU to sanction and prosecute persons who use, possess, or distribute illegal drugs on campus.

OAR 573-075-0040* authorizes the University to sanction persons who engage in certain proscribed conduct, such as possession, consumption, or furnishing of alcoholic beverages on SOU-owned or -controlled property or at SOU-sponsored or -supervised functions. There will be no alcoholic beverages served on campus unless specifically authorized by the University president. Students desiring counseling for chemical dependency may contact SOU's Counseling Services. Employees may take advantage of SOU's Employee Assistance Program (EAP).

All weapons, including firearms (as defined by Oregon Revised Statutes: ORS 166.210), air guns, swords or knives (over 3 inches in length), arrows, slings and spears, slugging devices, ammunition and explosives are prohibited on campus. Only duly appointed federal, state, or city law enforcement officers who are required to carry weapons within the scope of their appointed duties are permitted to carry firearms into buildings or onto campus grounds. Students living in residence halls who wish to pursue hunting or shooting sports must store legitimately owned guns or other sporting equipment at the Campus Public Safety Office. Any person who violates federal, state, or local laws on controlled substances, alcoholic beverages, or weapons is subject to criminal prosecution.

Appendix K: Academic Affairs FAD.031 Southern Oregon University Drug-Free Workplace Policy

FAD.031 Southern Oregon University Drug-Free Workplace Policy is available the University Polices Full Policy Listing Website: <http://www.sou.edu/policies/all-policies.html>

Note: Current policy is being reviewed by the University Policy Committee.

Southern Oregon University is committed to maintain a drug-free workplace. The unlawful manufacture, possession, distribution, or use of controlled substances by university employees in the workplace is prohibited. All employees of the University, including student employees, must abide by this policy.

Any employee convicted of violating a criminal drug statute in the workplace must notify his or her supervisor and the Director of Human Resources, Classified (552-6511), or the Director of Human Resources, Unclassified (552-6512), no later than five days after such conviction. If the employee is involved in work supported by a federal agency, the federal agency will be notified within ten days after receiving notice of the criminal drug statute conviction.

In addition to any penalties under federal and state law, employees found to be in violation of this policy may be subject to disciplinary sanctions consistent with applicable provisions of state laws and regulations, Oregon State Board of Higher Education administrative rules, applicable collective bargaining agreements, and applicable university administrative rules and directives. If imposed, sanctions will include appropriate personnel action (up to and including termination), and may require satisfactory employee participation in an approved substance abuse assistance or rehabilitation program.

The University supports programs for the prevention of controlled substance abuse by university employees and students, as well as assistance programs for those with problems related to controlled substance abuse. Eligible faculty and staff are encouraged to seek assistance for controlled substance dependency problems through the Employee Assistance Program (1-800-433-2320). No-cost, confidential evaluation, consultation, and referral services are available to employees through this program. The University also provides no cost confidential assistance for eligible students with dependency problems through the Health and Wellness Center. The health benefits packages available to all eligible university employees provide at least partial reimbursement of expenses related to treatment and rehabilitation services associated with substance abuse problems.

Appendix I: Student Affairs SAD.002 Alcohol and Drug Policy

SAD.002 Alcohol and Drug Policy is available the University Polices Full Policy Listing Website:
<http://www.sou.edu/policies/all-policies.html>

Note: Current policy is being reviewed by the University Policy Committee.

SAD.002 Alcohol and Drug Policy requires re-evaluation and update by the University Policy Committee to include:

- *Oregon Administrative Rule 573-076 Code of Conduct (Appendix E) supersedes Oregon Administrative Rule 573-075 Code of Student Conduct.*
- *Correct sanctions for possession, manufacture, and distribution of illicit drugs. See Appendix F Campus Public Safety Criminal Drug Fines: Oregon and Federal Illicit drugs (sou.edu/security/drugs) for current legal sanctions.*

Southern Oregon University is committed to promoting an environment that supports the health and well-being of every member of the campus community. Since drug and alcohol abuse can seriously impair an individual's personal and academic functioning, the University helps campus members make responsible decisions about drugs and alcohol. It is Southern's obligation, therefore, to provide pertinent drug and alcohol information, educational opportunities, prevention-related activities, individual support and referral services, and enforcement of University rules regarding the use of alcohol and illegal drugs.

In keeping with this policy and the intent of Public Law 101-226, Section 22: Drug-Free Schools and Campuses, it is our obligation and responsibility to inform you of the health risks associated with the use of various illicit drugs, nicotine, and the abuse of alcohol. Please note that any substance used through needle-sharing increases the risk of contracting AIDS and hepatitis B.

Controlled Substances: Type of Drug and Possible Health Risks

1. Stimulants – speed up action of central nervous system
 - Amphetamines (speed). *Hallucinations; heart problems; malnutrition; dependency; paranoid psychosis; death. Affects fetal development.*
 - Cocaine (coke, crack) — Classified as a narcotic. *Confusion; depression; convulsions; damaged nasal membranes; lung lesions; dependency; coma; paranoid psychosis; death. Affects fetal development.*
 - MDMA (ecstasy). *Short-term: euphoria; dehydration; loss of inhibition. Long-term: danger to cognitive learning and memory impairment.*
2. Depressants – relax central nervous system
 - Barbiturates (downers). Tranquilizers and methaqualone (ludes). *Confusion; loss of coordination; tolerance; dependency; seizures; coma; death.*
 - *Especially dangerous in combination with alcohol.*
3. Cannabis – alters perception and mood
 - Marijuana and hashish. *Confusion; loss of coordination; memory loss; tolerance; dependence; lung damage. Decreased sex drive.*
4. Hallucinogens – distort reality
 - Lysergic acid diethylamide (LSD, acid), mescaline, MDA, DMT, STP (designer drugs), psilocybin. *Hallucinations; panic; tolerance; flashbacks; possible birth defects in users' children; and long-term psychosis in susceptible persons.*
 - Phencyclidine (PCP, angel dust) – legally classified as a depressant. *Depression; confusion; hallucinations; coma; irrational behavior; tolerance; convulsions; death.*
5. Narcotics – lower pain perception

- Heroin (smack), morphine, codeine, opium. *Lethargy; apathy; loss of judgment and self- control; tolerance; dependence; malnutrition; infection; hepatitis; convulsions; coma; death. Decreased sex drive.*
- 6. Deliriants – cause mental confusion
- Aerosol products, lighter fluid, paint thinner, amyl nitrite, other inhalants. *Confusion; loss of coordination; hallucinations; convulsions; dependence; damage to lungs, brain, liver, bone marrow; death.*
- 7. Hypnotics – affect consciousness of actions and cause memory loss
- Water-soluble, tasteless GHB, rohypnol (“rophies”). *Decreased inhibition; sleepiness; memory loss; psychedelic effect.*
- 8. Alcohol – slows reflexes and senses
- *Tolerance; dependence; depression; coma; death. Linked to cancer; heart and liver damage. Decreased sex performance. Fetal alcohol syndrome.*
- 9. Nicotine – raises heart rate
- *Emphysema; lung cancer; heart disease; dependence.*

Illicit Drugs

Illegal drug activities are subject to Southern Oregon University, Oregon state, and federal sanctions. Any student who uses, possesses, or distributes illegal drugs on University property or at official University functions is subject to disciplinary action up to and including eviction from the residence halls, expulsion from the University, and criminal prosecution by state and federal authorities.

Oregon penalties for unlawful use, possession and distribution of illegal drugs are based on the following schedule. Most drugs appear on the same federal and state schedule.

Schedule/Examples	Manufacture/Distribution	Unlawful Possession
Schedule I: Heroin, LSD, marijuana mescaline, peyote, psilocybin	Class A Felony Up to 20 years & \$375,000 fine	Class B Felony Up to 10 years & \$258,000 fine
Schedule II: Opium, cocaine, methamphetamine	Class B Felony Up to 10 years & \$250,000 fine	Class C Felony Up to 5 years & \$125,000 fine
Schedule III: Amphetamines, depressants, PCP	Class C Felony Up to 5 years & \$125,000 fine	Class A Misdemeanor Up to 1 year & \$6,250 fine
Schedule IV: Various prescription drugs	Class B Misdemeanor Up to 6 months & \$2,500 fine	Class C Misdemeanor Up to 30 days, \$1250 fine
Schedule V: Other less dangerous prescription drugs and small amounts of controlled drugs	Class C Misdemeanor Up to 30 days & \$1250 fine	Violation \$500-\$1,000 fine

Manufacture or delivery of a schedule I, II, or III controlled substance within 1,000 feet of the real property comprising a public or private elementary, vocational or secondary school attended by minors is class A felony, penalty of up to 20 years and \$375,000 fine.

All convictions include an additional penalty of twice the value of any resulting gain of property or

money. Defendants also pay court costs and forfeit any property used in commission of the crime including vehicles.

Alcohol

Under Oregon law any person under 21 years of age with any amount of alcohol in the blood is considered under the influence of intoxicating liquor under Oregon DUII statutes (class A misdemeanor, penalty of up to 1 year and \$6,250 fine and suspension and/or revocation of driving privileges).

- Minor in possession: any attempt to purchase by a person under 21 years is a violation (up to \$360 fine)
- Providing liquor to a minor is a Class A misdemeanor (up to 1 year in prison and a fine, plus restitution and community service). Mandatory minimums:
 - First conviction - \$350
 - Second conviction - \$1000
 - Third or subsequent conviction - \$1000 and not less than 30 days in jail

The sale, possession, and consumption of alcoholic beverages are governed by Oregon state laws, Ashland city ordinances, and cited University regulations. All members of the University community are obligated to know and obey these laws, ordinances, and regulations. Students at the University are not exempt from state laws or city ordinances. The legal age for purchase and consumption of all alcoholic beverages is twenty-one.

Every Southern Oregon University student has certain rights and responsibilities as a student and citizen. Every student is subject to federal and Oregon State laws as well as the Southern Oregon University **Code of Student Conduct**. Included in the Code of Student Conduct is Southern Oregon University Oregon Administrative Rule Chapter 573, Division 75, Section 0040 [*correction needed: OAR 573-076**], which states that any person who engages in the following proscribed conduct shall be subject to sanctions according to University procedures:

- (1) Illegal use, possession, or distribution of drugs or illegal substances on institutionally owned or controlled property or at University sponsored or supervised functions
- (2) Possession, consumption, or furnishing of alcoholic beverages on University-owned or controlled property or at University sponsored or supervised functions, unless authorized by the President
- (3) Appearing in a public place on University premises or at University sponsored or supervised functions under the influence of an intoxicating or illegal substance.

Sanctions for proscribed behavior, disciplinary action taken by Southern Oregon University under OAR 573-075-0050 [*correction needed: OAR 573-076**] for violation of proscribed conduct may include any of the following: restrictions or loss of privileges, restitution, warning, discretionary assignments, probation, residence unit suspension, residence unit expulsion, interim suspension, interim suspension of participation, University suspension, University expulsion.

All of the above sanctions may be enhanced with additional conditions deemed appropriate by the disciplinary authority, which may include referral for assessment and counseling, and applicable Oregon state and federal statutes.

Referrals for Help

Any student who has personal concerns regarding the use or abuse of any drug is urged to contact Counseling Services in the Student Health and Wellness Center for confidential assistance, consultation, and referral.

- Call the Student Health and Wellness Center (541-552-6316) to make an appointment with a personal counselor.
- Twenty-four-hour crisis service is also available through the Help Line at 541-779-

4357 or toll-free at 1-855-216-2111.

- Other resources include community substance abuse care programs, listed under “Drug Abuse Information and Treatment” and “Alcoholism Treatment” in the local phone directory.

For additional information about alcohol and drug policies, please contact the Office of Student Support and Intervention, Stevenson Union 321, 541-552-6223.

Appendix M: FAD.012 Performance Management for Administrators

<http://www.sou.edu/assets/policies/docs/Performance-management-admin.pdf>

(The following excerpt relates to this report. Read the full policy at the above link.)

D. Managing Performance-Related Issues and Concerns

1. When an employee's conduct violates a University policy or constitutes misconduct, or when an employee's performance does not meet the expectations or requirements of a position, the supervisor determines if corrective action is needed. When corrective action is the appropriate response, the supervisor begins the process within a reasonable time of the supervisor's knowledge of the situation. Corrective action must be appropriate to the issue and may be non-disciplinary such as training, coaching, a Performance plan or a letter of instruction and expectations; or it may be disciplinary such as a written reprimand, suspension, demotion, reassignment, or dismissal.
2. Misconduct is behavior that is contrary to professional standards and may range from acting disrespectfully towards a student, negligence in carrying out responsibilities, or other University employee to acts of violence. Acts of misconduct also include, but are not limited to, a violation of a University policy or rule; illegal use, possession or distribution of drugs; unauthorized entry or use of university facilities; refusal to comply with a supervisor's directive; and possession or use of firearms. Whether an action constitutes misconduct and warrants corrective action is determined by the supervisor on a case-by-case basis, taking into consideration factual evidence, the nature of the conduct, and the circumstances surrounding the action.
3. Performance issues arise when an employee does not successfully and consistently perform the duties and responsibilities of the position. Depending on the nature of the performance issue(s), it may be appropriate for the supervisor to identify ways to address the issues (e.g., training and formal class work) in a written performance plan prior to taking any corrective action. Use of a plan is optional and supervisors are encouraged to involve the employee in its development. A performance plan describes each job responsibility needing improvement, the nature of the problem, the desired outcome, the steps the employee plans to take to improve performance, available resources to assist the employee, and the time frame for follow-up and completion. Whether a performance issue warrants corrective action is determined by the supervisor on a case-by-case basis, taking into consideration factual evidence, the nature of the issue, and the circumstances surrounding the action.
4. Due Process: Discipline must be issued for cause, taking into account factors such as, but not limited to, the nature of the misconduct or performance issues, policies or rules, the employee's employment history, and prior discipline. Before the final disciplinary action is issued for either misconduct or performance, an employee is given the opportunity to provide information and respond to the reasons given for the proposed disciplinary action.
5. Appeals: Only disciplinary actions may be appealed through University's Grievance Procedure for Administrators. Disciplinary actions include written reprimand, suspension, demotion, reassignment, or dismissal.

Appendix N: Annual Safe and Drug Free Schools and Communities Act Notification to All Students and All Employees

Dear Campus Community,

Southern Oregon University is mandated by law to notify you of our stance pertaining to Drug and Alcohol use on our campus as well as the way that drug or alcohol use can impact you. In compliance, this email provides the following information:

- Standards of Conduct;
- Legal Sanctions;
- Health Risks of drug and alcohol abuse;
- Counseling, treatment, rehabilitation, and re-entry programs and other resources available to students and employees;
- A statement of disciplinary sanctions for students and employees with assurance that those sanctions are consistently enforced.

Standards of Conduct

Employees

The standard of conduct for SOU employees pertaining to drugs and alcohol can be found in the Drug-Free Workplace policy (FAD.031) and the Drug, Alcohol and Weapons policy (FAD.025) which can be found at <http://www.sou.edu/policies/all-policies.html>. These policies reaffirm Southern Oregon University's commitment to being a drug-free community and outline the institution's authority to prosecute or sanction employees (including student employees) who are in violation with these policies.

Students

Students enrolled in one or more classes for any type of academic credit, excluding continuing education units, are responsible for adhering to the Student Code of Conduct which among many restrictions, prohibits unlawful possession, use or distribution of illicit drugs and alcohol. The Code of Conduct for students, Oregon Administrative Rule 573-076, is available in several places online:

- Office of Student Support and Intervention: <http://www.sou.edu/ssi>
- University Policy SOU Specific OARs: <http://www.sou.edu/policies/sou-oars.html>
- Oregon Administrative Rules, Oregon University System, Southern Oregon University: http://arcweb.sos.state.or.us/pages/rules/oars_500/oar_573/573_076.html.

SOU utilizes the code of student conduct as a guideline for demonstrating a level of citizenship consistent with institutional expectations. Further, specific prohibited behaviors are listed to indicate what actions are in violation of the code.

Local, State and Federal Legal Sanctions

Information on local state and federal penalties for unlawful use, possession, and distribution of illegal drugs is available at "Criminal Drug Fines: Oregon and Federal" on the SOU Campus Public Safety website: <http://sou.edu/security/drugs.html>.

Health Risks Associated with Drug and Alcohol Abuse

The health risks associated with drug and alcohol abuse can be found in the Alcohol and Drug Policy (SAD.002) and the Student Health and Wellness Center website under Information on Alcohol and Drugs found at <http://www.sou.edu/health/services.html#alcohol>.

For a brief outline, see the following:

Controlled Substances: Type of Drug and Possible Health Risks

1. **Stimulants** – speed up action of central nervous system

- Amphetamines (speed). *Hallucinations; heart problems; malnutrition; dependency; paranoid psychosis; death. Affects fetal development*
- Cocaine (coke, crack) — Classified as a narcotic. *Confusion; depression; convulsions; damaged nasal membranes; lung lesions; dependency; coma; paranoid psychosis; death. Affects fetal development.*
- MDMA (ecstasy). *Short-term: euphoria; dehydration; loss of inhibition. Long-term: danger to cognitive learning and memory impairment.*

2. **Depressants** – relax central nervous system

- Barbiturates (downers). Tranquilizers and methaqualone (ludes). *Confusion; loss of coordination; tolerance; dependency; seizures; coma; death.*
- *Especially dangerous in combination with alcohol.*

3. **Cannabis** – alters perception and mood

- Marijuana and hashish. *Confusion; loss of coordination; memory loss; tolerance; dependence; lung damage. Decreased sex drive.*

4. **Hallucinogens** – distort reality

- Lysergic acid diethylamide (LSD, acid), mescaline, MDA, DMT, STP (designer drugs), psilocybin. *Hallucinations; panic; tolerance; flashbacks; possible birth defects in users' children; and long-term psychosis in susceptible persons.*
- Phencyclidine (PCP, angel dust) – legally classified as a depressant. *Depression; confusion; hallucinations; coma; irrational behavior; tolerance; convulsions; death.*

5. **Narcotics** – lower pain perception

- Heroin (smack), morphine, codeine, opium. *Lethargy; apathy; loss of judgment and self-control; tolerance; dependence; malnutrition; infection; hepatitis; convulsions; coma; death. Decreased sex drive.*

6. **Deliriants** – cause mental confusion

- Aerosol products, lighter fluid, paint thinner, amyl nitrite, other inhalants. *Confusion; loss of coordination; hallucinations; convulsions; dependence; damage to lungs, brain, liver, bone marrow; death.*

7. **Hypnotics** – affect consciousness of actions and cause memory loss

- Water-soluble, tasteless GHB, rohypnol ("rophies"). *Decreased inhibition; sleepiness; memory loss; psychedelic effect.*

8. **Alcohol** – slows reflexes and senses

- *Tolerance; dependence; depression; coma; death. Linked to cancer; heart and liver damage. Decreased sex performance. Fetal alcohol syndrome.*

9. **Nicotine** – raises heart rate

- *Emphysema; lung cancer; heart disease; dependence.*

Counseling and Treatment Programs

Employees

Employees who are seeking support or confidential counseling pertaining to alcohol or drug issues are encouraged to contact the Employee Assistance Program or EAP. You can contact EAP at (800) 433-2320. For more information about the services that the EAP can provide, employees should click on the following link <http://www.oregon.gov/das/pebb/pages/eap.aspx>.

Students

Any student who has personal concerns regarding the use or abuse of any drug or alcohol is urged to contact Counseling Services in the Student Health and Wellness Center for confidential assistance, consultation, and referral. Counseling Services offers the following:

- Counseling
- Brief Alcohol Screening Intervention for College Students (BASICS)
- Drug and alcohol assessments
- Drug and alcohol counseling
- Referral to appropriate level of intervention needed
- Life skills workshops
- Medical evaluation for health implications due to substance abuse and dependence
- Recovery Support through CORE (<http://www.sou.edu/core.html>)
- Access to 12 Step Meetings at SOU

The Student Health and Wellness Center can be reached at 541-552-6316, for more information regarding treatment programs.

Statement of Disciplinary Sanctions

Southern Oregon makes every effort to consistently enforce both employee and student disciplinary sanctions when the individual violates the institution's policies.

Employees

In addition to any federal or state penalties, employees found to be in violation of SOU's Drug-Free Workplace Policy (FAD.031) may be subject to disciplinary sanctions consistent with applicable provisions of state laws and regulations, Oregon Administrative Rules, and applicable collective bargaining agreements, and applicable university administrative rules and directives. If imposed, sanctions will include appropriate personnel action (up to and including termination), and may require satisfactory employee participation in approved substance abuse assistance or rehabilitation programs.

Students

Although SOU prefers an educational model, policy violations are a serious concern and may extend to an expulsion from the University. When a student is found responsible for policy violations, possible individual student Code of Conduct sanctions include:

- Warning
- Loss of privileges
- Fines
- Restitution
- Discretionary Sanctions
- Educational classes
- Conditional disciplinary probation
- Residence hall suspension or expulsion
- Eviction from University Housing
- Unconditional probation
- University suspension
- University dismissal.

The primary alcohol sanction is the requirement of violators of the alcohol policy to participate in Alcohol.EDU program. For marijuana use, students are required to participate in a three-hour seminar facilitated by the Health Promotion Specialist. In the event that drug or alcohol issues are more serious, students may be required to see the on-campus assessment specialist who will provide an assessment and make appropriate recommendations.

For more information about the SOU Drug and Alcohol policies, programs, and resources, please contact the Office of Student Support and Intervention at 541-552-6223.

Sincerely,

Marjorie Trueblood-Gamble