



**HOWARD**  
**UNIVERSITY**



# **Biennial Review Alcohol and Drug Prevention Network**

*2022*



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# Howard University Alcohol and Drug Prevention Notice



## Introduction

The Drug-Free Schools and Communities Act Amendments of 1989 is a federal law that requires institutions of higher education (IHEs) receiving federal financial assistance establish a program to prevent the use of illicit drugs and the abuse of alcohol by its students and employees. Howard University (HU) has adopted and implemented policies that prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students, faculty, and staff, both on the HU premises and as part of any of University activities. To comply with the federal requirements while promoting and sustaining a safe campus environment, HU uses a multi-disciplinary approach to facilitate its policies through its Alcohol and Drug Prevention Services Network (the Network).

The Network includes University Counseling Services; the Student Health Center; the Office of the Dean of Student Services; the Office of Human Resources; Center for Drug Abuse and Research (CDAR) and the Department of Public Safety, whose missions range from providing health services, counseling, referrals, and enforcement of sanctions. Through collaborative efforts, members of the Network serve as points of contact for students, faculty, staff and other members of the University community seeking assistance with substance abuse matters. Students, faculty and staff receive an annual written notification that provides the University community with an understanding of the risks associated with using illicit drugs and abuse of alcohol. The notification also includes information about on and off campus resources that are available to them and the sanctions that can be imposed for violating University policies, federal, state and local laws.

Members of Service Network	Student	Faculty/Staff and Other HU members
Office of the Dean for Student Services Contact (202) 238-2420 <a href="https://studentaffairs.howard.edu/about/departments/office-student-services">https://studentaffairs.howard.edu/about/departments/office-student-services</a>	✓	
University Counseling Service Contact (202) 806-6870 <a href="https://studentaffairs.howard.edu/wellness/get-counseling-services">https://studentaffairs.howard.edu/wellness/get-counseling-services</a>	✓	✓
Student Health Center Contact (202) 806-7540 <a href="https://www.hustudenthealth.com/contact-us">https://www.hustudenthealth.com/contact-us</a>	✓	
Office of Human Resources (EAP) Contact 202-806-1280 <a href="https://hr.howard.edu/working-hu/managers/employee-separations/employee-assistance-program">https://hr.howard.edu/working-hu/managers/employee-separations/employee-assistance-program</a> <a href="https://hr.howard.edu/working-hu/managers/employee-separations/employee-assistance-program">https://hr.howard.edu/working-hu/managers/employee-separations/employee-assistance-program</a>		✓
EAP Direct Contact: Metlife Phone: 1-888-319-7819 <a href="https://metlifeeap.lifeworks.com/">https://metlifeeap.lifeworks.com/</a> <b>Username:</b> metlifeeap <b>Password:</b> eap		✓

HU Department of Public Safety Contact (202) 806-1100 <a href="https://publicsafety.howard.edu/">https://publicsafety.howard.edu/</a>	✓	✓
Center for Drug Abuse and Research (CDAR)                      Contact (202) 806-6515 cdar@cdar.howard.edu <a href="https://education.howard.edu/affiliated-programs/center-drug-abuse-research">https://education.howard.edu/affiliated-programs/center-drug-abuse-research</a>	✓	

## Biennial Review



The objective of the biennial review is severalfold. It is performed to determine the effectiveness of the services and prevention efforts made by members of the Alcohol and Drug Prevention Services Network; to identify the strengths and weaknesses of its initiatives and activities; to implement policy and procedure to improve the Network services, as needed, and to ensure consistent enforcement of sanctions; and to disclose the number of drug and alcohol related violations, fatalities, and disciplinary sanctions.

## Effectiveness of the Alcohol and Drug Prevention Network Goals and Achievements



The Network’s goals are to provide prevention and awareness education about substance abuse to University students and employees. In pursuant of these goals, the Network has established partnerships with federal and local community organizations, many of which participate in campus-wide events and activities to disclose and distribute prevention and awareness information about the risk associated with substance abuse, resources available on and off campus, and contact information for individuals and agencies.

A. The multi-disciplinary approach allows for members with different experiences and skills and is complimentary when trying to resolve the various issues that may be involved with substance abuse matters. Many of the campus initiatives and activities are designed to keep the members of the university community not only mindful of the effects and health risk the involved when abusing alcohol and drugs, but also to make them aware of sanctions that can be imposed when a violation of University policies, local and federal laws occur. The following describes the types of on-going alcohol and drug prevention activities and the implementation of changes that have been made at HU within the past two years.

### 1. Alcohol and Drug Prevention Activities

a. Distribution of the “Howard University Alcohol and Drug Prevention Notice.” The intent of the Howard University Alcohol and Drug Prevention Notice is to increase awareness about issues related to alcohol and drug abuse. It is posted on the Department of Public Safety website <https://publicsafety.howard.edu/about/alcohol-drug-prevention-notice> and published in the Howard University Student Handbook 2020-2021 [Student Handbook 2020.2021.pdf \(howard.edu\)](#) Hosting health and safety fairs on campus at various times throughout the year provide numerous opportunities for the

Network and other departments to reinforce our prevention through awareness messaging. Having students understand the dangers and negative impact abuse of alcohol and drugs can have on their health and livelihood is essential.

- b. Continuing the University's ongoing partnership with government agencies like the Department of Behavioral Health for substance abuse resources and Alcohol Beverage Regulation Administration with the DC Double Check 101 Program administered by the District of Columbia. The Program monitors and was formed to address underage drinking by college students and identifies those locations that are: (1) problematic for colleges and universities; and (2) known by college students as places that are violating District of Columbia law. <https://abra.dc.gov/page/underage-drinking-prevention> | Sales to Minor Laws (25-781, 25-783) <https://abra.dc.gov/node/1253021>
- c. Annually, employees of Howard University receive an email notification from the Office of Human Resources about open enrollment. Employee Assistance Program (EAP) service information is included in the distribution. Professional onsite or telephone counseling is available through EAP, and these sessions are free and completely confidential. Trained counselors are available 24- hours a day, seven days a week.

The EAP can help with many life problems that include alcohol and drug dependency issues. Contact **Lifeworks** at (888) 319-7819 | [metlifeeap.lifeworks.com](http://metlifeeap.lifeworks.com) Username: metlifeeap Password: eap

- d. Primary Prevention Activities is simultaneously offered with other mental health centers across the nation during National Depression Screening Day and National Alcohol Screening Day. The "Notorious BBP" (before break party), is a pre-spring break wellness fair that includes the participation of alcohol drug prevention agencies from the community. The purpose of this fair is to help our students have a happy and healthy spring break by arming them with the necessary resources to make informed decisions during the break. Another purpose of the fair is to make students aware of wellness resources on campus and in the community. All of this takes place in an atmosphere filled with music, food and fun and help to remove the stigma of visiting a counseling service.

### **Request Mental Health Outreach**

<https://studentaffairs.howard.edu/wellness/request-mental-health-outreach>

## **2. Implementation of Recommended Changes**

- a. Policies addressing substance abuse are disclosed in student, employee and faculty handbooks. Additionally, a University-wide policy statement has been published titled "Policy Statement Concerning the Use of; the Possession for Sale, Transfer, Or Exchange of; and the Manufacture, Transfer, Sale Or Exchange of; Controlled Substances."

To review the Policy Statement click on the link [Policy Statement Concerning the Use of; the Possession for Sale, Transfer, or Exchange of; Controlled Substances \(howard.edu\)](#)

- b. Student Outreach Prevention and Recovery Groups
  - i. **PEER SERVICES:** A Peer Recovery Coach (PRC) is a hospital employee with lived experience and in their own recovery journey who supports patients in the screening, brief intervention and referral to treatment. [Peer Services | Howard University College of Medicine](#)

Howard University students are trained to be Student Peer Educators (SPEs) via the Health Science for Peer Educators course offered in the Department of Health and Human Performance. SPEs present awareness sessions, workshops and other peer-led interventions that are designed to

enhance knowledge, change attitudes and behavior related to substance abuse, HIV/AIDS, and hepatitis.

- ii. Student Outreach for All Recovery (S.O.A.R.) is a peer led recovery group for HU students. The goal of S.O.A.R. is to assist students in recovery from substance abuse disorders and other harmful behaviors. Under the direction of The Center for Drug Abuse Research (CDAR), S.O.A.R. strives to create a campus-based recovery space and a supportive social community to enhance educational opportunities while supporting student's recovery and emotional growth.

**ZERO**   
**TOLERANCE**  
**POLICY**

## Howard University Alcohol and Drug Policies



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Howard University's alcohol and drug policies are distributed to students, faculty, and staff through a variety of methods. The information is disclosed in student and employee handbooks and accessible from various websites. Below is a list of documents where alcohol and drug policies can be found as it relates to a member's affiliation with the University.

# Student Code of Conduct

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## Student Alcohol Use Policy

The University prohibits the unauthorized possession, use or distribution of alcoholic beverages. The University enforces all local and federal laws or regulations that regulate and control the sale or use of alcohol. The University limits the use of alcoholic beverages on its campus.

Underage drinking is not permitted or sanctioned by the University. Violations of the University's Alcoholic Beverages Regulations and Guidelines are violations of the Student Code of Conduct. The specific violations are as follows:

- B. Under no circumstances will alcoholic beverages be provided to anyone under 21 years of age. The sale, service, possession, or consumption of an alcoholic beverage is expressly prohibited unless approved by the appropriate University official for students over 21 years of age.
- C. Consumption and/or possession of alcoholic beverages in the residence halls are prohibited.
- D. Aiding or abetting an underage person in the purchase of alcoholic beverages or providing an underage person with alcohol is prohibited.
- E. Student organizations affiliated with schools and colleges may not serve alcoholic beverages at events without the express written approval of the Academic Dean of the school or college and the Director of Student Activities regarding the location and conditions of possession and consumption. Approval will be given only for those students over 21 years of age. If approved, alcoholic beverages may not be consumed outside of the designated areas for the event. If violations occur, the student organizational leadership along with the coordinator(s) of the particular event may be charged under the Code.
- F. Student organizations serving alcoholic beverages at off-campus events may not identify these events as University-sponsored or sanctioned events.
- G. Disorderly conduct all or in part due to being under the influence of alcohol is prohibited.
- H. Possession of an open alcohol container on campus is prohibited.
- I. Consumption of alcohol in a public area is prohibited.

After consuming alcoholic beverages, students of age must assume full responsibility for their conduct as it relates to the need for the exercise of good judgment, moderation, respect for the rights of others, and the legal regulations of the jurisdictions involved.

## Student Drugs/Controlled Substances Use Policy

The University prohibits the possession, use, sale, manufacture, or distribution of illegal drugs or controlled substances and illegal use of prescription drugs. The University also requires that students comply with any and all laws within the District of Columbia Code that pertain to drugs, drug paraphernalia, and controlled substances.

However, if the District of Columbia or Maryland legalizes the possession, use, sale, manufacture, or distribution of any drugs or controlled substance, these actions will still be prohibited on any University owned and operated premises. Also, under federal law, students convicted of a drug-related offense may lose their eligibility to receive federal financial aid.

The University has a "zero" tolerance policy regarding the use of illegal drugs and the improper use of controlled substances, and expressly prohibits the possession, use, manufacturing, distribution or intent to distribute and/or sell a controlled or illegal substance.

- J. Examples of these illegal substances are crack cocaine, ecstasy, date rape drugs, marijuana, cocaine, heroin, other narcotics or any other controlled substance expressly prohibited by law.
- K. The illegal possession, use, manufacturing, distribution or intent to distribute and/or sale of drug paraphernalia is prohibited.
- L. Aiding or abetting an individual or individuals who are in illegal possession, or who have an intent to use, sell, or to distribute or who use, sell, or distribute controlled substances or drug paraphernalia, including allowing persons involved in such activities to visit or stay in their residence hall room, or to be in any University owned or operated property over which they have control is prohibited.
- M. The possession, use, sale, manufacturing, distribution or intent to distribute and/or sale of marijuana, even if it is deemed to be legal in any of the cities, counties, states, or jurisdictions in which the University conducts business or in which a student is engaging in any educational, extracurricular, or athletic activity as a member of and on behalf of Howard University is prohibited.

The University is committed to maintaining a safe and healthy living, learning, and working environment for students, faculty, and staff. The University is required to comply with all applicable federal, state and local regulations regarding alcohol and substance abuse, including the federal requirements of the Drug Free Schools and Communities Act Amendment of 1989. These matters are not only addressed in this Code, but also in the Howard University Alcohol and Drug Prevention Policy. This policy is located on the University's policy website.

## Student-Athletes Handbook



In addition to the Student Code of Conduct, all student-athletes must also adhere to the rules and policies contained within the Student-Athletes Handbook. The document represents the University's response to a growing concern for the health, safety, and overall well-being of its student-athletes and addresses the threat presented by the use of prohibited and other detrimental drugs by students participating in the University's intercollegiate athletics program. The applicable provisions are designed to establish a program for drug education and the prevention of drug abuse, including screening and, when warranted, treatment of student-athletes found to be using prohibited substances. The policy further provides for sanctions, where appropriate, for those individuals found to be in violation of this policy.

### Prohibited Drugs

This policy prohibits the student-athletes' use of any drug or substance on the NCAA Banned Drug Reference List, except as prescribed by qualified physicians in the treatment of a student-athlete with a documented medical condition demonstrating the need for the use of such drugs.



The prohibition applies regardless of whether such drug use occurs before, during or after the team's practice and competition seasons. The NCAA Banned Drugs Reference List is available for inspection by student-athletes and is subject to change at any time.

## Other Drug Testing

The University conducts random drug testing of student-athletes, without notice, and of individual student-athletes if the team physician, athletic trainer, or the student athlete's Head Coach has a reasonable basis for believing the student-athlete has used banned drugs. The NCAA also conducts random drug testing of student-athletes at any given time throughout the year.

## Residence Hall Handbook



The Office of Residence Life has a zero-tolerance policy concerning students found to be in possession of or using illegal drugs. The presence of illegal drugs of any sort in a student's room constitutes possession for purposes of this policy. Students found to be in possession of or using illegal drugs will be required to vacate University housing within 48 hours, without the possibility of having on-campus housing privileges at the University in the future. Additionally, such students will face other sanctions including disciplinary action and possible police action. In such cases, no adjustments or refunds will be allowed on room charges.

## Employee Handbook - Alcohol and Substance Abuse Policy



Howard University prohibits the abuse of alcohol, controlled substances, marijuana or illegal use of drugs that may affect the workplace. Specifically, the University prohibits the possession, use, sale, manufacture or distribution of marijuana and illegal drugs and controlled substances on the University's premises or when conducting work on behalf of the University. An employee who abuses alcohol or unlawfully uses controlled substances or drugs, including the unlawful use of prescription drugs, on the job, or comes to work under the influence of alcohol, marijuana or illegal drugs, or possesses, sells, or distributes such substances in the workplace, jeopardizes the well-being of all campus stakeholders, and is subject to disciplinary action.

All employees must comply with all federal and District of Columbia laws that pertain to drugs and alcohol. Nothing in this policy prohibits the appropriate use of legally prescribed medications. However, if the use of legally prescribed medications will impact an employee's job performance, or ability to work safely, employees are required to inform managers or Human Resources of known limitations.

The University offers assistance to employees who voluntarily report their drug or alcohol abuse or addiction problem through the Employee Assistance Program. However, the following conduct is strictly prohibited:

- Reporting to work under the influence of marijuana, alcohol or illegal drugs;
- Reporting to work under the influence of a prescription drug more than the prescribed dosage;
- Drinking alcohol on the job or University property (except as may be authorized by the President or his designee at approved University social functions and in accordance with applicable laws);
- Use, manufacture, possession, sale, distribution or offer of marijuana, illegal drugs, including prescription drugs for which the employee has no prescription, on the job or on University property.

Employee violation of this policy will result in disciplinary action, up to and including discharge, depending on the circumstances. Any potentially criminal conduct may be reported to police authorities. An employee who violates the policy may also be required to participate in and successfully complete a rehabilitation program as a condition of continued employment. This rehabilitation option will not be made available to employees whose violations include serious misconduct, a judgment to be determined within the sole discretion of the University.

**Searches:** The University may conduct searches for controlled substances, marijuana, illegal drugs or alcohol anywhere on its premises at any time, with or without prior notice.

## **Faculty Handbook - Substance Abuse Policy**

The term substance abuse, as used in this policy, refers to the use of illegal drugs or controlled substances, and to the consumption of alcohol in quantities that may inhibit an employee from performing work in a safe and productive manner. It is the goal of Howard University to protect the public health and environment of all members of the University by promoting a drug-free environment, in accordance with the Drug-Free Workplace Act of 1988. Howard University prohibits the unlawful manufacture, distribution, dispensation, possession, and/or use of any controlled substance or illegal drug on its premises. Employees who engage in prohibited drug or alcohol-related activities will be subject to disciplinary action up to and including termination. The entire text of the University's policy is outlined in the appendix of this document. All faculty, staff and students are subject to this policy and required to follow its provisions. Howard University policy prohibits the following:

- N. Use, possession, manufacture, distribution, dispensation, or sale of illegal drugs or drug paraphernalia on university premises or in university-supplied vehicles;
- O. Use, possession, or any manufacture, distribution, dispensation, or sale of a controlled substance on university premises or in University-supplied vehicles;
- P. The use and storage of any illegal drug, drug paraphernalia, or controlled substance, in a locker, desk, or any other repository are unauthorized on University premises;
- Q. Being under the influence of an unauthorized controlled substance or illegal drug on University premises or in university-supplied vehicles;
- R. Use of alcohol that adversely affects the employee's work performance, safety at work or that of others, or the university's reputation in the community;
- S. Possession, use, manufacture, distribution, dispensation, or sale of illegal drugs off University premises that adversely affects the employee's work performance or safety, or safety of others, at work;
- T. Conviction under any criminal drug statute for a violation occurring in the workplace;
- U. Conviction under any criminal drug statute under circumstances that adversely affect the university's reputation in the community;
- V. Failure to notify the University of a conviction, under any criminal drug statute for conduct occurring in the workplace within five days of the conviction;
- W. Refusal to sign a statement acknowledging receipt of the university's Drug and Alcohol Abuse Policy.

## Controlled Substances Policies

- ✓ Howard University Policy Statement Concerning the Use of, the Possession for Sale, Transfer, or Exchange of, and the Manufacture, Transfer, Sale or Exchange of, Controlled Substances (Approved by the Board of Trustees on September 23, 1989)
- ✓ 400-013: Alcohol and Drug Prevention Policy
- ✓ HU-Student Handbook, Student Code of Conduct and Residence Hall Handbook

## Education, Intervention and Support Services



The University recognizes that there are times when personal problems among students, faculty, and staff may require support. Community members having difficulties with alcohol or drug abuse are encouraged to take full advantage of the services provided at the University and in surrounding community-based agencies.

## Student and Employees Support and Referrals Services



### Student Health Center

The Student Health Center provides health education services that offer various services to help students develop and maintain positive health behaviors and prevent disease. This is accomplished through increasing awareness of various health issues (sexual health, nutrition, weight management, wellness, fitness, alcohol, tobacco, and other drugs), promoting healthy lifestyle choices, providing access health counseling, and conducting health promotion programs and outreach activities. The staff in the Office of Health Education consists of a team of highly trained and experienced health professionals and peer health educators.

### Student-Athletes

Each student-athlete is required to participate in a regularly scheduled Drug Education and Abuse Prevention Program. The program provides student-athletes with information on drug abuse and introduces the University's policy on drug abuse prevention, screening, and rehabilitation. The administrator of the Student Health Center directs the program with the assistance of representatives from the University Counseling Service and the University Institute on Drug Abuse and Addiction.

#### *Rehabilitation*

If the University determines that a student-athlete has engaged in prohibited drug use, the student-athlete will be required to complete a mandatory counseling and rehabilitation program that is administered by the Student Health Center, among other potential rehabilitation efforts. The student-athlete may also face disciplinary action under the Student Code of Conduct.

## Employee Assistance Program

Howard University employees receive an annual e-mail notification from the Office of Human Resources about the University open enrollment period; the Benefits Enrollment Guide is attached to this notification. The Benefits Enrollment Guide includes information about health-related services and resources offered and available University employees. Among the many medical options, employees and members of their family may receive substance abuse counseling and treatment under the University health plan or the Employee Assistance Program (EAP). Also, the annual Health Sciences Health Fair is designed to support an employee's overall concerns with wellness.

## University Counseling Service

University Counseling Services (USC) provide support to the student community, but for non-students (faculty, staff and any other employees) they will provide consultation and, if need, crisis intervention and referrals when appropriate. On the UCS website, the Self-Help section lists substance abuse treatment referrals that can be accessed through Addiction Prevention and Recovery Administration (APRA). APRA promotes access to substance abuse prevention, treatment and recovery support services. DC Residents in need of substance abuse treatment can access these services free of charge. HU students will require a DC license or a letter from Howard affirming residency status.

## Alcohol and Drug Enforcement Data



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## Disciplinary Actions and Sanctions for Alcohol and Drug Policy Violations

Students and employees who violate the University's alcohol and drug policy will be subject to discipline, ranging from warnings to expulsion from the University for students, or termination from employment for employees. Enforcement of the policies is facilitated by the Department of Public Safety, the Dean of Student Services and Employee Relations. As a part of the disciplinary process, the University may request that a student or employee complete a rehabilitation program that is certified by state or local government regulations.

### Student Disciplinary Sanctions

One or more of the following sanctions may be imposed for any violation of the Code. Failure to perform a lesser sanction, as directed, may lead to the imposition of more severe sanctions, up to and including suspension or expulsion.

All students who are found to have violated the alcohol policy will be required to take an online alcohol education course. This sanction is intended to change high-risk behavior. The course includes six (6) lessons on key issues such as the effects of alcohol consumption on health, drinking and driving, state-specific laws, and alcohol/prescription interactions. Students receive a confidential drinking profile that summarizes personal drinking-related problems, compares drinking habits with social norms, challenges personal expectations, and provides a range of non-drinking strategies.

All students who are found to be in violation of the drug policy will be required to take an online drug education course. This sanction is intended to change high-risk behavior. This course includes six (6) lessons covering a variety of key issues such as marijuana dependence, effects of marijuana use, mental health issues, synthetic marijuana, local laws and legalization issues, and legal penalties associated with use. Students receive a confidential personalized-feedback profile that summarizes the marijuana-related use and negative consequences, compares individual use with social norms, challenges personal expectations, and provides a range of strategies to quit.

Students found responsible for "Possession with the Intent to Distribute" are automatically suspended for no less than one (1) semester. Please note that the above-identified sanctions do not represent the full range of sanctions which may be imposed on a student found "Responsible" for a violation of the Code. Other possible sanctions for students included:

- X. **Disciplinary Warning or Reprimand** — A disciplinary warning or reprimand is an official written statement of censure. It is used when a student's behavior is unacceptable but is considered to be minor and/or unintended. It includes a warning that any other violation of the University's Code in which the student is found guilty will result in more severe disciplinary action. The written statement shall be delivered to the student.
- Y. **Letter of Apology to the Aggrieved Party** — A student may be required to write a letter of apology to the aggrieved party. A draft copy of the letter must be provided to the Director of Judicial Affairs for the final approval, prior to submission to the complainant(s).
- Z. **Requirement to Seek Counseling** —This sanction may be imposed when a student is found guilty of engaging in disrupting or uncivil behaviors. In such case, the student shall be required to provide evidence to ODSSS of attendance and completion of counseling by a qualified professional.
- AA. **Participation In, or Conducting, Special Workshops, Classes or Seminars** —A student maybe required to participate in, or to develop, advertise and present special workshops or seminars related to a Code violation. In such a case, the student may be required to present a typed summary of the activity to the ODSSS.
- BB. **Research Assignment**—A student may be required to complete a research assignment on a topic related to the Code violation within a specified deadline.
- CC. **Mandatory University or Community Service** —A student may be required to perform work assignments at the University or in the local community.
- DD. **Restitution** - Restitution is reimbursement to compensate for the personal injury, property damage, or misappropriation of University or other personal property. It may be in the form of money or services, subject to the discretion of the Hearing Officer or Disciplinary Hearing Board.
- EE. **Disciplinary Probation** - Disciplinary probation may be imposed for a specified period. A student who is under disciplinary probation will not be permitted to participate in intramural, intercollegiate or club sports, or student clubs and organizations. Such a student may not represent the University in any public function, competition, or performance, hold office in a student organization, or be eligible to join a fraternity or sorority.

Students receiving scholarships for any activities enumerated above may have that scholarship suspended or terminated. Decisions regarding scholarships will be made by the Vice President for Student Affairs in consultation with the Dean for Special Student Services and other appropriate University officials.

- FF. **Limited Term Suspension** - Suspension is appropriate in cases of serious misconduct or cases when a student has violated a condition of disciplinary probation or has failed to meet the stipulations of lesser sanctions. A student may be suspended from the University for the remainder of the semester, or the summer session, in which the sanction is applied, or any portion thereof, for the next semester, or for any other additional periods determined appropriate by the University.

Suspensions are recorded on the student's permanent record (official transcript). Students suspended from the University are required to return their student identification cards, room keys and other University

property and shall be barred from the campus for the duration of their suspension. Exceptions may be granted to this prohibition by ODSSS if it first determines that the barred student must enter University property for the purpose of conducting official business. If a student returns to the campus without permission during the period of suspension, his or her eligibility to be re-admitted to Howard University is jeopardized, and such persons may also be charged with unlawful entry and, thereby, made subject to arrest.

GG. **Indefinite Suspension** - Indefinite Suspension - Indefinite Suspension provides for all conditions described in Limited Term Suspensions but does not give a specific date for the consideration of readmission of the suspended student. This sanction is used in cases of extremely serious misconduct when evidence of rehabilitation must be presented by the student and accepted by the Vice President for Student Affairs before the student is readmitted to the University.

HH. **Expulsion** - Expulsion is the most severe sanction that the University may impose. Expulsion is permanent dismissal from the University. In addition, the student is not eligible for readmission to the University and permanently barred from Howard University owned or operated property and from all University-sponsored events. Students expelled from the University are required to return any student identification cards, room keys, and other University property and must leave campus immediately upon notification of being expelled. If an expelled student returns to the campus, he or she will be charged with unlawful entry and may be arrested. An expelled student's relationship with the University is severed permanently.

The passing of **Initiative 71**—Legalization of Possession of Minimal Amounts of Marijuana for Personal Use Initiative on February 26, 2015, in the District of Columbia has created some confusion regarding the legalization and possession of marijuana. Therefore, it is important for the University to continue to reiterate its proactive prevention and awareness message to all students, especially for new and transfer students to avoid confusion about campus policies and local and federal laws. The standard of conduct is the use and abuse of all drugs including tobacco, alcohol, and marijuana is prohibited on Howard University properties at all times, regardless of the legal status of those substances. Policy violators will be subject to sanctions including the possibility of expulsion.

The University administers its sanctions in a progressive manner and ensures that the sanctions are consistently imposed under the University’s judicial process. Data regarding student alcohol and drug violations are recorded in accordance with reporting periods for the Jeanne Clery Campus Crime guidelines.

Due to the COVID-19 Global Pandemic and the University closure during this time some of the information was unable to be verified during the 2020-2021 academic year.

Students Substance Abuse Violations and Sanctions						
Year	Reported Violations	Sanctions Imposed	Sanctions Enforced	Arrests	Fatalities	

Alcohol	2020	0	0	Online Alcohol Education Course	0	0
Drug	2020	0	0	Online Drug Education Course	0	0

Alcohol	2021	0	0	Online Alcohol Education Course	0	0
Drug	2021	0	0	Online Drug Education Course	0	0

## Employee Disciplinary Actions



The policy does not alter the employee's at-will status. The University has the right to terminate the employment relationship at any time for any lawful reason or no reason, as does the employee. The University reserves the right to omit any or all of the levels of discipline depending on the severity of the offense.

However, to avoid the need for discipline or termination, the University will endeavor to provide a process for which employees may be made aware of performance and/or conduct issues, and if possible, be provided an opportunity for improvement. Such steps may include:

### Counseling and Coaching

Upon early signs of problems in an employee's performance, conduct, or attendance, the supervisor should discuss the concern with the employee and counsel him or her to address and correct the problem. If counseling has been ineffective, the supervisor should schedule a coaching meeting with the employee to outline the specific areas of poor performance, conduct or attendance and notify the employee that immediate corrective action is necessary to avoid formal discipline. The supervisor should follow up on such meeting with an email to the employee that reminds him of the initial counseling and summarizes the coaching session.

### Formal Disciplinary Action

If counseling and coaching the employee has failed to result in satisfactory improvement by the employee, the supervisor must contact Human Resources and initiate the formal disciplinary process. Depending on the nature or seriousness or frequency of the problem, the supervisor and HR Business Partner may use one or more of the following steps to influence the employee to correct deficiencies and attain a fully satisfactory level of performance.

### Letter of Admonition

The letter is a detailed recitation of the employee's performance or conduct problem(s) and the corrective action the employee must take to resolve the problem(s) within thirty (30) days. The letter admonishes the employee that failure to take the required corrective action and to demonstrate satisfactory conduct and performance may result in more serious discipline, up to and including discharge. It also informs him or her that at the 30-day target date, the supervisor and HR Business Partner will review the situation to determine whether further action is warranted.

## Letter of Warning and Performance Improvement Plan (PIP)

The letter and plan (PIP) are a more formal way to address continued and repeated deficiencies in performance before discharge. In a meeting where a PIP is to be presented, the supervisor will meet with the employee and the department's HR Business Partner, and review the unacceptable conduct and/ or performance, remind the employee of the specific corrective actions that have previously been recommended in the letter of admonition, and inform the employee of the terms of the PIP. The letter of warning typically memorializes the specific conduct and/or performance issues that were discussed in the warning meeting and contains the PIP, which identifies the specific actions that the employee must take to correct the deficiencies. The letter and PIP set forth deadlines by which the employee must demonstrate satisfactory improvement for each of the corrective actions.

Failure to complete the PIP in a satisfactory manner and continue to maintain an acceptable level of performance and conduct thereafter may result in termination.

## Final Warning

A supervisor and HR Business Partner may decide, based on various factors, that a final warning is warranted. A final warning may be used in a variety of circumstances, including to address serious and immediate performance concerns, or where an employee engages in a serious conduct offense.

In addition, with the approval of the Vice President of Human Resources, a final warning may be used to extend a PIP deadline by a period not to exceed 30 days to provide the employee one final chance to improve. The time period covered by the final warning and terms will be described in a written letter or memoranda.

## Termination

Termination may occur at any time in the disciplinary process, depending on the specific facts and circumstances of each situation. Employment at Howard University is terminable at will, thus there is no requirement that the employee receives any progressive discipline or documentation prior to termination.

Data regarding employee Alcohol and Drug violations are recorded in accordance with reporting periods for the Jeanne Clery Campus Crime Reporting requirements and are representative of the time period of January 2020 – December 2021:

Howard University Employee Relations found no record of employee referrals to any Employee Assistance Program (EAP) nor any records of citations for disciplinary action as a result of substance abuse between the years 2020 and 2021.

Howard University Employees Substance Abuse Violations and Disciplinary Actions

	Year	Reported Violations	Disciplinary Actions Imposed	Disciplinary Actions Enforced	Arrests	Fatalities
Alcohol	2020	0	0	0	0	0
Drug	2020	0	0	0	0	0
Alcohol	2021	0	0	0	0	0



Drug	2021	0	0	0	0	0
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Between 2020 and 2021, there was no recorded arrest of any employee for drug or alcohol violations, nor were there any employee fatalities as a result of alcohol or illegal drug use.

### Education and Prevention Through the Orientation Programs

Howard University uses its orientation programs to introduce its newly hired employees and newly enrolled students to the University culture, work/academic environments and its governing policies. Among the information explained and distributed to students, faculty, and staff during orientations are the University policies that describe the standards of conduct regarding abuse of alcohol and illicit drug use, the support mechanisms that are available and the sanctions that will be imposed for policy violations.

Orientation is face-to-face communication in which the University's standards of conduct, alcohol, and drug policies, available support mechanisms, and sanctions that will be imposed for policy violations, are explained to students, faculty, and staff. The goal is to ensure that new students and employees understand that the University takes matters involving substance abuse very seriously.

### On-Campus Orientation

New and transfer students are required to attend mandatory on-campus orientation held at the beginning of each fall and spring semester. During the orientation sessions, students will participate in workshops and other critical sessions that offer support and guidance as they embark upon the Howard University experience. At these sessions, attendees are informed about the University's alcohol and drug policy, available support and sanctions that will be imposed for policy.

violations, which are documented in the Student Code of Conduct and the Student Handbook. All new Howard University students are required to complete the orientation process before the start of classes.

For reinforcement of the alcohol and drug policies, additional orientation sessions are held in on-campus housing facilities and for student-athletes and other student organizations.

### Residence Life Orientation

The Residence Life orientation sessions provide an overview of the policies in the Residence Hall Handbook, which include the prohibited use of alcohol and drugs.

Additionally, each resident is required to sign an agreement acknowledging that they will adhere to the policies and procedures contained therein, prior to receiving room keys. Floor and dorm meetings are also held throughout the school year to address and/or inform residents of any issues and changes to residential policies and procedures.

### Athletic Department Orientation

Team orientation meetings provide an overview of the policies contained within the Student – Athlete Handbook, which also includes regulations regarding the prohibited use of alcohol and drugs. Each student-athlete must abide by both the Student-Athlete handbook as well as the Student Code of Conduct. Additionally, all student-athletes

may be randomly tested for drug use by the University and/or the National Collegiate Athletic Association, in accordance with their drug policy.

## **New Employee Orientation**

Newly hired employees must complete orientation before they report to their work assignment. During orientation, faculty and staff are informed about the University's alcohol and drug policies, disciplinary actions that may be taken as a result of policy violations and the Employee Assistance Program (EAP). These policies are contained in the Employees Handbook and are accessible through the Office of Human Resources website.

## **Education and Prevention through Awareness, Outreach and Partnerships**

Events such as health and safety fairs provide Network partners and community-based organizations with multiple opportunities to educate students and employees about prevention and to raise awareness about the harmful effects of alcohol and drug abuse. These types of events are announced to all students and/or employees through various communication channels including via the University e-mail system and through the University social media pages.

### ***Department of Public Safety***

The Howard University Department of Public Safety ([HU-DPS](#)), hosts an annual Safety Awareness Fair and invites all students and employees to attend. The Safety Awareness Fair is a collaborative effort in which on-campus offices, departments and representatives from community-based agencies come together to share information about available programs and services designed to inform students and employees about information pertaining to their personal safety and well-being. Participants include, but are not limited to, University staff from the Office of Student Affairs, who are available to discuss policies contained in the Student Code of Conduct, including matters regarding substance abuse and sanctions, and Alcoholic Beverage Regulation Administration (ABRA) representatives of the DC Double Check 101 Program.

### ***University Counseling Service***

Annually, the University Counseling Service (UCS) staff participates in a number of on-campus events; these events include the Safety Awareness Fair, National Depression Screening Day and National Alcohol Screening Day. Another event is the Notorious BBP (Before Break Party). This event is a pre- spring break wellness fair designed to raise awareness of making informed decisions during the break. Another purpose of the fair is to make students aware of wellness resources on campus and in the broader community.

### ***Community-Based Alcohol Prevention Program***

The Alcoholic Beverage Regulation Administration's DC Double Check 101 Program was formed to address underage drinking by college students and identify those locations that are: (1) problematic for colleges and universities; and (2) known by college students as places that are violating District law.

Currently, the program has partnerships with the National Capitol Coalition to Prevent Underage Drinking (NCCPUD), the Metropolitan Police Department (MPD), the Addiction and Prevention Recovery Administration (APRA). The DC Double Check 101 goals are to address and combat underage drinking in DC as it relates to college students; and identify the locations that have been recognized by colleges and universities as the locality where students are buying their alcohol. To carry out this objective, ABRA MPD and NCCPUD continue the existing and successful Sale to Minors (STM) Program. The operation of the STM Program is to conduct compliance checks at various ABC establishments by sending individuals under the age of 21 into these locations, with valid identifications, to attempt to purchase alcohol. The STM Program relies on the use of minors from NCCPUD and the assistance of MPD. The STM Program has helped reduce underage drinking.

# Network Evaluation



## Network Strengths

- Network staff providing health services, counseling, advisement, referral, and enforcement of law and sanctions concerning substance abuse matters continue to work together and collaborate our efforts to ensure our students and employees who are suffering from substance abuse receive available services that are available.
- The Center for Drug Abuse Research (CDAR), S.O.A.R. strives to create a campus-based recovery space and a supportive social community to enhance educational opportunities while supporting student's recovery and emotional growth.
- Continue to sponsor events and activities that promote a drug-free campus environment and our partnerships with local and community-based organizations that are advocates for alcohol and drug education and prevention, such as the DC Double Check Program administered by the District of Columbia Alcohol Beverage Regulation Administration and explore utilizing other services and resource offered by the agency.

## Network Areas for Improvement

- Communication with students and employees regarding available resources that can be accessed by subject matter search on the Howard University and Policy Office websites, and under “Safety Tips” on the Howard University Department of Public Safety website. Program Recommendations
- Develop a
  - Campus Climate Survey with questions specifically focused on Alcohol and Drugs use on campus;
  - Explore utilizing social media toward prevention efforts, as this platform can be leveraged to reach both traditional and online students, such as promoting alcohol and drug-free event options;
  - Consistently utilize the University’s website to ensure information about the latest programs are easily accessible;
  - Seek Alcohol and Drug Abuse Prevention grant funding.

## Summary

The intention of this biennial review was to summarize and evaluate the effectiveness of the Howard University Alcohol and Drug Prevention Services Network (the Network), a requirement of the Drug-Free Schools and Communities Act. Howard University is committed to creating a safe and healthy environment for its students, faculty, and staff by having events and activities that advocate the prevention of alcohol and drug abuse. Through the collaborative efforts of the Network and other campus-based programs, we are continuing to work towards reducing the abuse of alcohol and use of illicit drugs on our campus. The following lists some of our accomplishments that have been made between January 2020 and December 2021.

1

In 2021 the Alcohol and Drug Prevention Policy was published to ensure the expertise among staff who provide health services, counseling, advisement, referral, and enforcement of law and sanctions concerning substance abuse matters understand their roles and responsibilities as well as work in collaboration to deter substance abuse on our campus.

**2**

In 2021 the Annual Security Report was published to the HU Community with safety and security related information.

**3**

An abbreviated version of the "Howard University Alcohol and Drug Prevention Notice" is disclosed in the Student Handbook.

**4**

The University offer an (EAP) Employee Assistant Program to help employees who may have a Alcohol or Drug related problem.

**5**

The University provides students with access to resources to help with Substance Abuse and Alcohol related problems.



## Howard University Alcohol and Drug Prevention Notice Alcohol and Drug Abuse (Substance Abuse) Policy

In accordance with federal law, Howard University (HU) has adopted policies consistent with the *Drug-Free Schools and Communities Act Amendments of 1989*. Our policy prohibits the unlawful manufacture, distribution, dispensation, possession, or use of any controlled substance or illicit drug by students, faculty, and staff on or off its property or as a part of campus activities.

The University, as a part of the larger community, is similarly bound by law and out of necessity must act in similar fashion with offenders of its regulation's operative in this area. Members of the University community suffering from substance abuse-related problems are encouraged to seek professional help from University and local community resources where such assistance is handled with the utmost confidentiality.

However, violations of Howard University's alcohol and drug abuse policy include, but are not limited to:

1. Use, possession, manufacture, distribution, or sale of illicit drugs or drug paraphernalia on University premises, in University-supplied vehicles, or related to any University activity.
2. Use, possession, or any manufacture, distribution, or sale of a controlled substance on University premises, in University-supplied vehicles, or related to any University activity.
3. Storage of any illicit drug, drug paraphernalia, or controlled substance whose use is unauthorized in a locker, desk, or another repository on University premises.
4. Possession, use, or distribution of alcohol by underage persons (under 21 years old); providing alcohol to underage persons or providing a space for the consumption of alcohol by underage persons.
5. Possession of an open alcohol container in a public area regardless of the individual's age.
6. Being under the influence of an unauthorized controlled substance or illicit drug on University premises, in University-supplied vehicles, or at any University activity.
7. Use of a controlled substance that adversely affects the individual's work performance, safety at work, or safety of others at work that causes disruptive conduct due to all or in part to being under the influence of a controlled substance; and that adversely affects the University's reputation in the community.
8. Possession, use, manufacture, distribution, or sale of illicit drugs off University premises that adversely affects the individual's work performance or safety, or safety of others at work.

9. Conviction under any criminal drug statute for a violation occurring in the workplace, residence hall, off-campus domicile, and under circumstances that adversely affect the University's reputation in the community.
10. Failure to notify the University of any conviction under any criminal drug statute for conduct occurring on campus or off-campus (for registered students), within five (5) days of conviction.
11. Refusal to sign a statement acknowledging receipt of University policy on alcohol and illicit drugs.

## **Policy Violations Sanctions**

Students, faculty, and staff who violate the University's alcohol and drug policies will be subject to disciplinary action, up to and including the possibility of expulsion (for students), termination of employment (for faculty and staff), and termination of contract (for contractors and affiliates). The University may also refer a matter to the appropriate police or other governmental authorities for prosecution. On-campus affiliates may be recommended for termination of contract or agreement. The types of sanctions that may be imposed by the University may include, but are not limited to:

### **Students**

- Participation in special workshops, classes or seminars
- Warning or Reprimand
- Requirement to seek counselling
- Mandatory University or community service
- Restitution
- Parental/Guardian notification
- Suspension or Probation
- Expulsion from Howard University
- Immediately vacate on-campus housing and lose housing privileges

### **Employees**

- Verbal warning or written warning
- Requirement to seek counselling
- Suspension
- Demotion
- Termination of employment

## **Controlled Substances Policies**

- 400-013: Alcohol and Drug Prevention Policy

- Howard University Policy Statement Concerning the Use of, the Possession for Sale, Transfer, or Exchange of, and the Manufacture, Transfer, Sale or Exchange of, Controlled Substances (Approved by the Board of Trustees on September 23, 1989)
- HU-Student Handbook, Student Code of Conduct and Residence Hall Handbook
- HU Faculty Handbook and HU-Employees Handbook and Personnel Guidelines and Statement of Current Benefits

Howard University reserves the right, on a case-by-case basis, to advise individuals who exhibit behaviors indicative of the problematic use of alcohol or other drugs to seek professional assistance. It may include a referral to the Employee Assistance Program (EAP) for a professional assessment to determine the presence of alcohol or drug dependence, or a referral to the University Counseling Center, the Student Health Center, or the Dean for Student Services for counseling, advisement, and treatment, as appropriate. Completion of referral recommendations may be included as part of the sanctions for violating University alcohol and drug policy.

### I. Alcohol and Drug Prevention Services Network

The Alcohol and Drug Prevention Services Network is comprised of the Office of the Dean of Student Services, University Counseling Service, the Student Health Center, the Office of Human Resources, and the Howard University Department of Public Safety. These University offices and departments are responsible for handling matters involving drugs and alcohol and have adopted policies and procedures designed to educate members of the University community and address problems of alcohol and drug abuse that students, faculty, staff and other members of the University community may be experiencing.

Members of Service Network	Student	Faculty/Staff/Other Member of HU
Office of the Dean for Student Services Contact (202) 238-2420 <a href="https://studentaffairs.howard.edu/about/departments/office-student-services">https://studentaffairs.howard.edu/about/departments/office-student-services</a>	✓	
University Counseling Service Contact (202) 806-6870 <a href="https://studentaffairs.howard.edu/wellness/get-counseling-services">https://studentaffairs.howard.edu/wellness/get-counseling-services</a>	✓	✓
Student Health Center Contact (202) 806-7540 <a href="https://www.hustudenthealth.com/contact-us">https://www.hustudenthealth.com/contact-us</a>	✓	
Office of Human Resources (EAP) Contact 202-806-1280 <a href="http://www.hr.howard.edu/bpa/">http://www.hr.howard.edu/bpa/</a> <a href="https://hr.howard.edu/working-hu/managers/employee-separations/employee-assistance-program">https://hr.howard.edu/working-hu/managers/employee-separations/employee-assistance-program</a>		✓
EAP Direct Contact: Metlife Phone: 1-888-319-7819 <a href="https://metlifeeap.lifeworks.com/">https://metlifeeap.lifeworks.com/</a> <b>Username:</b> metlifeeap <b>Password:</b> eap		✓

Members of Service Network	Student	Faculty/Staff/Other Member of HU
HU Department of Public Safety Contact (202) 806-1100 <a href="https://publicsafety.howard.edu/">https://publicsafety.howard.edu/</a>	✓	✓

For more information see Howard University Alcohol and Drug Policy.

II. Health Risk Information - For more information visit the National Institutes of Health (NIH), National Institute on Drug Abuse (NIDA) Screening and Assessment Tools <https://nida.nih.gov/nidamed-medical-health-professionals/screening-tools-prevention>, The Science of Drug Abuse and Addiction websites, also visit <http://rethinkingdrinking.niaaa.nih.gov/>.

### Insights

If you encounter a person who is passed out, unconscious or appears to have trouble breathing, the safest action is to call for help. Call 911 medical services then HU-DPS on (202) 806-1100.

If you feel disoriented, out-of-control, or not able to care for yourself, or make decisions, ask for help from a trustworthy person:

12. **Do not** go to parties alone; there is safety in numbers;
13. **Do not** accept a mixed drink or an opened container and watch your drink as it is being mixed;
14. **Do not** share or exchange drinks with others nor leave your drink unattended.

**Alcohol** - It is a central nervous system depressant that is rapidly absorbed from the stomach and small intestine into the bloodstream.

### Possible Health Risks and Effects

Alcohol abuse, which can lead to alcoholism, is a pattern of drinking that results in harm to one's health, interpersonal relationships, or ability to work.

15. **Alcohol affects** the brain, heart, liver and pancreas and can damage a developing fetus. Intoxication can impair brain function and motor skills; heavy use can increase the risk of certain cancers, stroke, and liver disease. Alcoholism or alcohol dependence is a diagnosable disease characterized by a strong craving for alcohol and continued use despite harm or personal injury.

**Prescription Drugs and Cold Medicines** – Some medications have psychoactive (mind-altering) properties and, because of that, are sometimes abused that is, taken for reasons or in ways or amounts not intended by a doctor, or taken by someone other than the person for whom they are prescribed. Some of the opioids include: Fentanyl (Duragesic), Hydrocodone (Vicodin), Oxycodone (OxyContin), Hydromorphone (Dilaudid), Meperidine (Demerol).



## Possible Health Risks and Effects

Commonly abused classes of prescription drugs include opioids (for pain), central nervous system (CNS) depressants (for anxiety and sleep disorders), and stimulants (for ADHD and narcolepsy).

16. **Opioids** can produce drowsiness, cause constipation, and—depending upon the amount taken—depress breathing. The latter effect makes opioids particularly dangerous, especially when they are snorted or injected or combined with other drugs or alcohol.
17. **Depressed respiration** can affect the amount of oxygen that reaches the brain, a condition called hypoxia. Hypoxia can have short- and long-term psychological and neurological effects, including coma and permanent brain damage.
18. **More people die** from overdoses of prescription opioids than from all other drugs combined, including heroin and cocaine (see "The Prescription Opioid Abuse Epidemic" below).

**Amphetamines** - Stimulant medications including amphetamines (e.g., Adderall) and methylphenidate (e.g., Ritalin and Concerta) are often prescribed to treat children, adolescents, or adults diagnosed with attention-deficit hyperactivity disorder (ADHD).

## Possible Health Risks and Effects

Prescription stimulants are sometimes abused however—that is, taken in higher quantities or in a different manner than prescribed, or taken by those without a prescription. Repeated abuse of stimulants can lead to feelings of hostility and paranoia. At high doses, they can lead to serious cardiovascular complications, including stroke.

19. **Stimulants can** increase blood pressure, heart rate, and body temperature and decrease sleep and appetite. When they are abused, they can lead to malnutrition and its consequences.

**Methamphetamine** - is a central nervous system stimulant drug that is similar in structure to amphetamine.

## Possible Health Risks and Effects

20. It can increase wakefulness and physical activity, decreased appetite, increased breathing, heart rate, blood pressure, temperature and irregular heartbeat.
21. Although methamphetamine can be prescribed by a doctor, its medical uses are limited, and the doses prescribed are much lower than those typically abused.

**Club Drugs - Rohypnol, GHB, and Ecstasy ("Molly")**

## Possible Health Risks and Effects

Lowered inhibition; enhanced sensory perception; confusion; depression; sleep problems; anxiety; increased heart rate and blood pressure; muscle tension; teeth clenching; nausea; blurred vision; faintness; chills or sweating; sharp rise in body temperature leading to liver, kidney, or heart failure and death.

22. **Rohypnol** a benzodiazepine chemically similar to prescription sedatives such as Valium® and Xanax®. Teens and young adults tend to abuse this drug at bars, nightclubs, concerts, and parties.

**Possible Effects:** Can cause Drowsiness, sedation, sleep; amnesia, blackout; decreased anxiety; muscle relaxation, impaired reaction time and motor coordination; impaired mental functioning and judgment; confusion; aggression; excitability; slurred speech; a headache; slowed breathing and heart rate.

23. **GHB** a depressant approved for use in the treatment of narcolepsy, a disorder that causes daytime "sleep attacks."

**Possible Effects:** Euphoria, drowsiness, decreased anxiety, confusion, memory loss, hallucinations, excited and aggressive behavior, nausea, vomiting, unconsciousness, seizures, slowed heart rate and breathing, lower body temperature, coma, or death.

24. **Ecstasy ("Molly")** a synthetic, psychoactive drug that has similarities to both the stimulant amphetamine and the hallucinogen mescaline. (**MDMA** methylenedioxy-methamphetamine)

**Possible Effects:** irritability, irritability, impulsiveness and aggression, depression, sleep problems, anxiety memory and attention problems, decreased appetite and decreased interest in and pleasure from sex

25. **Marijuana** - Refers to the dried leaves, flowers, stems, and seeds from the hemp plant, Cannabis sativa. The plant contains the mind-altering chemical delta-9-tetrahydrocannabinol (THC) and other related compounds.

### **Possible Health Risks and Effects**

**Marijuana over activates parts of the brain that contain the highest number of these receptors that causes the "high" that users feel. Effects may include altered senses, altered sense of time, changes in mood, impaired body movement and memory causing difficulty with thinking and problem-solving.**

26. When a person smokes marijuana, THC quickly passes from the lungs into the bloodstream. The blood carries the chemical to the brain and other organs throughout the body.
27. THC acts on specific brain cell receptors that ordinarily react to natural THC-like chemicals in the brain. These natural chemicals play a role in normal brain development and function.

**Cocaine - Cocaine is a powerfully addictive stimulant drug made from the leaves of the coca plant native to South America**

### **Possible Health Risks and Effects**

**Cocaine affects the body in a variety of ways. It constricts blood vessels, dilates pupils, and increases body temperature, heart rate, and blood pressure. It can also cause headaches and gastrointestinal complications such as abdominal pain and nausea.**

28. It produces short-term euphoria, energy, and talkativeness in addition to potentially dangerous physical effects like raising heart rate and blood pressure.

**Heroin – Heroin is an opioid drug that is synthesized from morphine, a naturally occurring substance extracted from the seedpod of the Asian opium poppy plant.**

## Possible Health Risks and Effects

Chronic users may develop collapsed veins, infection of the heart lining and valves, abscesses, constipation and gastrointestinal cramping, and liver or kidney disease.

29. Heroin abuse is associated with a number of serious health conditions, including fatal overdose, spontaneous abortion, and infectious diseases like hepatitis and HIV.

### K2 or Spice

## Possible Health Risk and Effects

Spice abusers who have been taken to Poison Control Centers report symptoms that include rapid heart rate, vomiting, agitation, confusion, and hallucinations. Spice can also raise blood pressure and cause reduced blood supply to the heart (myocardial ischemia), and in a few cases, it has been associated with heart attacks. Regular users may experience withdrawal and addiction symptoms.

K2/"Spice"(Synthetic cannabinoids/marijuana) refers to a wide variety of herbal mixtures that produce experiences similar to marijuana (cannabis) and that are marketed as "safe," legal alternatives to that drug. Sold under many names, including K2, fake weed, Yucatan Fire, Skunk, Moon Rocks, and others — and labeled "not for human consumption" — these products contain dried, shredded plant material and chemical additives that are responsible for their psychoactive (mind-altering) effects.

### Bath Salts

## Possible Health Risk and Effects

Common reactions reported for people who have needed medical attention after using bath salts include cardiac symptoms (such as racing-heart, high blood pressure and chest pains) and psychiatric symptoms including paranoia, hallucinations, and panic attacks.

Bath Salts (Synthetic cathinone) refers to an emerging family of drugs containing one or more synthetic chemicals related to cathinone, an amphetamine-like stimulant found naturally in the Khat plant.

For more information see the following websites: **Addiction Prevention and Recovery Administration (APRA)**, **Centers for Disease Control and Prevention (CDC)** and **Drug Enforcement Administration (DEA)**.

## III. State, Local, and Federal Legal Sanctions

Below are brief summaries citing some of the sanctions under federal, state and local drug and alcohol offense statutes. Concerned individuals may consult local, state or federal laws, codes, or an attorney for more detailed information. The following information is provided for informational purposes only and is not intended to fully describe all of the pertinent laws regarding drug or alcohol violations.

### District of Columbia

**District of Columbia Drug Law** states it is unlawful for any person to knowingly or intentionally manufacture, distribute, or possess, with intent to manufacture or distribute, controlled substances or drug paraphernalia. A conviction under local laws may result in imprisonment, a fine, or both. The length of prison term and the amount of the fine depend on the particular type of controlled substance(s) involved. Subsequent convictions and violations involving distribution to minors may carry increased penalties. **For more information see D.C. Code 48-904.01 for violations and sections D.C. Code 48-902.04, .06, .08, .10, .12 for penalties.**

**Initiative 71**—Legalization of Possession of Minimal Amounts of Marijuana for Personal Use Initiative became effective on February 26, 2015, in the District of Columbia. As a result, Marijuana possession by persons under 21 years of age is not allowed. Initiative 71 did not change existing law on marijuana possession for anyone under 21 years of age. It is still illegal. **For more information see the Metropolitan Police Department Website** <https://mpdc.dc.gov/page/marijuana-enforcement>

[https://mayor.dc.gov/sites/default/files/dc/sites/mayoromb/release\\_content/attachments/I-71Factsheet.pdf](https://mayor.dc.gov/sites/default/files/dc/sites/mayoromb/release_content/attachments/I-71Factsheet.pdf)

**Note: The use of Marijuana is prohibited throughout Howard University properties at all times, consistent with University policies with regard to maintaining a smoke-free campus environment. Policy violators will be subject to disciplinary action, up to and including the possibility of expulsion (for students) or termination of employment (for faculty and staff). Additionally, policy violators may be arrested for:**

It is legal for a person who is at least 21 years old to:	Person can still be arrested for:
<ul style="list-style-type: none"> <li>• Possess two ounces or less of marijuana;</li> <li>• Transfer one ounce or less of marijuana to another person who is at least 21 years old, so long as there is no payment made or any other type of exchange of goods or services;</li> <li>• Cultivate within their residence up to six marijuana plants, no more than three of which are mature;</li> <li>• Possess marijuana-related drug paraphernalia – such a bong, cigarette rolling papers, and cigar wrappers that is associated with one ounce or less of marijuana; or</li> <li>• Use marijuana on private property.</li> </ul> <p><b>Note: Violation of Howard University Policy</b></p>	<ul style="list-style-type: none"> <li>• Selling any amount of marijuana to another person; Possessing more than two ounces of marijuana;</li> <li>• Operating a vehicle or boat under the influence of marijuana; or Smoking, eating, or drinking marijuana – or holding or carrying a lighted roll of paper or other lighted smoking equipment filled with marijuana – in any public space, such as: &gt; On any street, sidewalk, alley, park, or parking area; &gt; In a vehicle on any street, alley, park, or parking area; or &gt; Any place to which the public is invited.</li> </ul>

**District of Columbia Alcohol Law** states, no person under 21 years of age may consume, purchase, and attempt to purchase, or otherwise possess alcohol, falsely represent his/her age, possess or present fraudulent identification for the purpose of procuring alcohol. Nor may a person purchase – in any public space, such as:

- alcohol for the purpose of delivering it to another person who is under 21 years of age. For more information see D.C. Code 25-1001, 25-1002, 50–2206.11, 2206.12, 2206.14 for violations and D.C. Code 50–2206.13 for penalties.

### Maryland

**Maryland Drug Law** states, an individual convicted of the manufacture, distribution, dispensing, or possession of certain controlled dangerous substance with an intent to do any of the foregoing is subject to imprisonment, a fine, or both. Depending on the drug types and the amount Maryland statute provides for increasingly stiff penalties for each drug offense conviction. **For more information see Maryland Code, Criminal Law Sections 5-603, 605-609, 612 for the type of violations and Sections 5-401 through 406 and 5-601,602, 620 for penalties and fines.**

**Maryland Alcohol Law** states it is unlawful for any person under 21 years of age to possess alcoholic beverages, misrepresent his/her age or the age of another to obtain alcoholic beverages; further, to furnish alcoholic beverages to another if he/she knows the recipient of the beverage is under 21 years old. **For more information see Maryland Code, Criminal Law Sections 10-114 for violations and Sections 10-113 through 120 for penalties and fines.**

**Driving Under the Influence of Alcohol or Drugs** In the State of Maryland, a person may not drive or attempt to drive any vehicle while intoxicated or under the influence of alcohol. A blood alcohol concentration (BAC) of more than .05 but less than .07 may be considered for **Driving Under the Influence or Driving while Impaired by Alcohol**. Charges include a BAC of .07 but less than .08 shall be evidence for **Driving Under the Influence or Driving while Impaired by Alcohol**, for a BAC level of .08 or more is considered intoxicated and under the influence of alcohol. **For more information see Maryland Code and Courts and Judicial Proceedings §10-307 and for a summary of penalties, see Maryland Transportation Code § 16-205.1, § 16-402 and § 27-101.**

A person under the age of 21 with a BAC of .02 (approximately one drink) may be charged with a violation of restricted license, which may result in a suspension of the driver's license. Such an individual can still be charged with a violation despite possession of an out-of-state driver's license. **For more information see Maryland Transportation Code at 16-113 and 27-101).**

### Federal

**Federal Law** generally prohibits the manufacture, distribution, or dispensing of a controlled dangerous substance and, under certain circumstances, of a counterfeit substance. It is also a crime to possess a controlled dangerous substance with the intent to manufacture, distribute or dispense the substance. A conviction for one of these "distribution offenses" may be punishable by penalties, a fine, or both. **For more information see the Drug Enforcement Administration Federal Trafficking Penalties for Schedules website:**

<https://www.dea.gov/sites/default/files/2021-12/Trafficking%20Penalties.pdf>

**University Counseling Center, 6th and Bryant Streets NW,**  
Washington, DC 20059  
Main phone number: (202) 806-6870  
Hours of Operation: 8:00 a.m. to 6:00 p.m.  
Walk-in intake hours: M-W-F 10:00 a.m. to 4:00 p.m.  
Crisis Hotline: calls after 6 p.m. (202) 345-6709

**Howard University Office of Human Resources Employee**  
Relations Employees Assistance Program (EAP)  
The EAP contact: [guidanceresources.com](http://guidanceresources.com)  
Phone: 866-519-8354 - TDD: 800-697-0350

**Providence Hospital/Seton House**  
1053 Buchanan St. NE, Washington, DC 20001  
Phone: (202)-269-7222, 202-269-7777 or 7395  
Intake Hours: Before 3pm  
Provide detox treatment for alcohol and opioids addiction

**Department of Behavioral Health (DBH)**  
Assessment and Referral Center (ARC)  
64 New York Avenue, NE, Washington, DC 20002  
Hours of Operation: M - F 7 am - 5 pm  
Phone: (202) 727-8473 - Fax: (202) 727-8411

**Family and Medical Counseling Services, Inc.**  
2041 Martin Luther King Jr. Ave, SE, Washington, DC 20020  
Hours of Operation: M-TH 9am – 5pm /F 9am – 4pm  
Phone: 202-889-7900 Fax: (202) 610-3095  
Bring Photo Identification, TB Test, and Insurance information

**Kolmac Clinic**  
1411 K Street, N.W., Suite 703, Washington, DC 20005  
Phone: (202) 638-1992  
Hours of Operation M-F 830 am – 6 pm  
Bring Photo Identification and Insurance Information

**Note:** Federal law with regards to Initiative 71—Legalization of Possession of Minimal Amounts of Marijuana for Personal Use Initiative, the changes in the District of Columbia marijuana law. Federal law still prohibits the possession or use of any amount of marijuana. As a result, federal law enforcement officers may arrest anyone in the District of Columbia for possession or use of any amount of marijuana as a violation of federal law. For example, the U.S. Park Police can arrest a person for possessing or using any marijuana on the National Mall, Rock Creek Park, or any other National Park Service land.

#### **Referral List for Alcohol and Substance Abuse Programs**

Howard University Counseling Services (UCS) provides assistance to the student and will consult with faculty and staff, if needed, during crisis intervention and support in making the appropriate referrals. A community resource in the District of Columbia is Department of Behavioral Health. It has established a network of community base agencies that provides substance use disorder services including detoxification, residential and outpatient services based on the level of need and is accessible through its Assessment and Referral Center (ARC).