

WAYNE STATE UNIVERSITY

DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM

Wayne State University has developed and implemented a comprehensive drug and alcohol abuse prevention program (DAAPP) for its students and employees. The DAAPP consists of four elements: standards of conduct, treatment, education and a biennial review of the program. Together, these program components are intended to deter students and employees from using illicit drugs and abusing alcohol on University property and in connection with University-sponsored activities.

I. Standards of Conduct

The University is committed to providing a drug-free campus and to a legal and responsible use of alcohol on campus and in university activities. Board of Governors (BoG) Statute §2.20.04, "Drug and Alcohol Abuse on Campus", states the University's commitment to "a drug-free environment for its faculty, staff and students." The statute prohibits the "unlawful possession, use, distribution, dispensation, sale or manufacture of drugs or alcohol . . . on university premises, at university activities and at university worksites." Any employee or student who is convicted of a criminal drug offense occurring at the workplace or is convicted of the unlawful possession, use, distribution, dispensation, sale or manufacture of drugs or alcohol on university premises or at any university activity is subject to discipline.

The use or possession of alcoholic beverages is expressly prohibited in classrooms, lecture halls, laboratories, the libraries, the chapel and within buildings or arenas where athletic events, lectures, and concerts are held. The use of alcoholic beverages is also prohibited in all public areas of campus buildings, except as permitted by the President in BoG Statute §2.85.06, "Alcoholic Beverages Use on Campus".

These rules are enforced by the Student Code of Conduct and the Official Rules and Regulations for student housing (found in the Community Living Guide). The Student Code of Conduct prohibits the illegal use, possession, manufacture or distribution of drugs and requires compliance with University regulations relating to the sale and consumption of alcoholic beverages. Sanctions for violation range from a reprimand to expulsion and convictions from the possession and sale of controlled substances can result in the ineligibility for federal financial aid. The use of alcohol is tightly regulated in student housing. For example, consumption of alcohol is restricted to those 21 years of age or older in their apartments where all occupants are also of legal drinking age. No person under 21 may consume or possess alcohol in a residence hall, and dispensing alcohol to underage individuals is prohibited. Drinking in public areas of those facilities, possessing a common source of alcohol (e.g., a keg) or paraphernalia are prohibited. Intoxicated individuals are subject to sanctions. Illegal drugs, their possession, use, sale, manufacture, distribution, and paraphernalia are banned. Sanctions for a violation of the housing regulations include a verbal warning, suspension of privileges and removal from university housing.

Disciplinary action that may be taken against employees who violated University drug and alcohol policies are governed by the Administrative Policy and Procedures Manual, the Personnel Manual for Non-Represented Employees and the applicable collective bargaining agreements.

II. Treatment Options

Students who need assistance with drug or alcohol problems may contact Counseling and Psychological Services (CAPS). In addition to providing individual counseling, CAPS operates a Substance Use Committee, comprised of several licensed CAPS staff members with expertise in assessment and treatment of substance use disorders. The committee runs a weekly substance use support group for students, conducts specialized assessments to determine disposition of CAPS cases with substance use concerns, and advises CAPS outreach efforts regarding prevention. CAPS also maintains a list of referrals for substance abuse treatment. Students may also receive treatment at the Campus Health Center (CHC).

Employees may obtain assistance from the Employee Assistance Program (EAP). EAP provides short-term counseling and crisis intervention for a wide variety of personal issues, including drug and alcohol abuse. EAP is a free benefit offered to eligible employees.

Additional information about treatment options provided by these University resources may be found in hard copy at their respective offices or online at www.wayne.edu.

III. Education

The University conveys information about its DAAPP to both students and employees. A description of the DAAPP and other related information are included in the University's Annual Security and Fire Safety Report (ASFSR) which is emailed to students and employees each October. The Dean of Students Office also sends emails to students once each year about resources that are offered by the University. CAPS provides annual training for Resident Assistants. CAPS counselors conduct sessions with small groups of RAs on the effects of drugs and alcohol, how to recognize the effects of substance abuse, how to refer students for help and other related topics. CAPS provides outreach presentations on substance abuse to departments upon request. The CHC and the Human Resources department also provide information to students and employees during orientation along with a variety of useful newsletters provided via email and their website.

IV. Distribution

The DAAPP will be included on the University's website as a part of the Consumer Information Disclosures. Additionally, the information required under the Drug Free Schools and Communities Act (DFSCA) will also be included in the Annual

Security and Fire Safety Report (ASFSR) which will be provided to all students and employees via email on or before October 1st. Additional information about the DAAPP will be available in hard copy as described above.

V. Biennial Review of DAAPP

Every even numbered year, the University reviews the DAAPP. The review is undertaken to determine the following: (1) the effectiveness of the DAAPP; (2) the number of drug and alcohol-related violations and fatalities that occurred on WSU's campuses or as part of a University activity that were reported to University officials in the previous two calendar years; (3) the number and type of sanctions that are imposed by WSU as a result of drug and alcohol-related violations and fatalities on WSU's campus or as part of the University's activities in the previous two calendar years; and (4) to ensure that sanctions for violations by students and employees of the applicable standards of conduct pertaining to the unlawful possession, use, or distribution of illicit drugs or abuse of alcohol are enforced consistently.

The review shall be conducted by a committee comprised of the Dean of Students, the Human Resources Director of Benefits and Wellness, the Director of Student Housing, the Director of the Campus Health Center, the Director of CAPS, and the Associate Vice President and Chief Audit Executive of the Office of Internal Audit. Generally, the committee shall begin its work in April and finalize its report by the end of July. Relevant data, including the information described above, shall be provided to the committee by the Office of the Dean of Students, the Office of Housing and Residential Life, Public Safety, the Campus Health Center, CAPS, Human Resources, and other University units, upon the committee's request. The committee will then identify any recommendations for improving the effectiveness of the DAAPP. The final report will be available to all students and employees via the University's Consumer Information Disclosures webpage.

The Office of Internal Audit (IA) will review to ensure that the University complies with the regulatory requirements of this program including, but not limited to, the distribution of information, the accurate collection of data, the consistent enforcement of sanctions, the timely completion of the biennial review, and the implementation of recommendations.