



2019

BIENNIAL REVIEW REPORT

SOUTHEASTERN OKLAHOMA STATE UNIVERSITY

Drug and Alcohol Abuse Prevention Programs

For AY 2017-2018 and AY2018-2019

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STATEMENT OF INTRODUCTION

Southeastern Oklahoma State University completed its biennial review of its Drug and Alcohol Abuse Prevention Programs (DAAPP) for the years 2017/2018 and 2018/2019. The purpose of this review is to determine our effectiveness to implement needed changes and to make sure that sanctions are consistently enforce.

Southeastern Oklahoma State University believes that student success and achievement requires vigilance and effort on the part of the University to promote healthy living and learning. We affirm that we have a role in promoting an environment conducive to education and that actively discourages drug and alcohol abuse. We commit to prevention, developmental student conduct, and effective intervention for students at risk for these behaviors. The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an institution of higher education (HE) to certify it has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by students and employees, both on campus and as part of any institutional activities.

This report includes a list of contributors, and inventory of all educational programming, a statement of the DAAPP goals and discussion of achievement, summaries of the programs strengths and weakness, and the procedures for the distribution of the policies to the students and employees along with copies of the policies and recommendations for revision.

BIENNIAL REVIEW COMMITTEE

Committee Membership

Mike Davis, Director of Compliance and Safety/Title IX Coordinator, Equity, Compliance and Safety

April Lehrling, Director Student Wellness Services

Liz McCraw, Vice President for Student Affairs

Dorothy Owens, Assistant Director Human Resources

Contributors

Durward Cook, Director of Campus Safety and Chief of Policy

Kelly D'Arcy, Director of Housing and Residence Life

Mitchell Emberson, Director of Student Activities

Debra Fulenchek, Clinical Counselor/Wellness Coordinator

James Reed, Director of Student Conduct, Rights and Responsibilities

Cherrie Wilmoth, Associate Director for Compliance and Internal Operations, Athletics

ITEMS REVIEWED AS PART OF THIS REPORT

- DAAPP 2017 and DAAPP 2018
- The mandatory annual notification required by the DFSCA.
- Student Code of Conduct
- Academic Policies and Procedures Manual
- Administrative, Professional and Support Staff Handbook
- Athletics and NCAA Policies
- Student Organization Handbook
- Resident Student Handbook
- Sodexo Employee Handbook
- SE Employee Assistance Program Information
- Data collected from ACHA and NCHA survey data
- Programming records from Student Affairs units
- Athletic Drug Testing Statistics
- Student Conduct Data

COMPLIANCE STANDARDS AND EXPECTATIONS

The compliance checklist highlights the legal requirement of the Drug Free Schools and Campus (DFSCA) Regulations. Many of the documents provided to faculty, staff, and students referenced in the biennial review will be found on the University website <http://www.se.edu/student-wellness-services/drug-alcohol-education/>. Southeastern annually provides this information to all students who are earning any type of academic credit.

The Vice President of Student Affairs conducts the Biennial Review. A copy of this document is available in the President's Office, the Office for Student Affairs, the Office of Human Resources, Student Wellness Services, Residential Life, Student Life, and the Campus Police Department.

The Southeastern policy statement for all students regarding the Drug Free Schools and Campuses Act clearly prohibits the unlawful possession, use, or distribution of alcohol and other drugs by students. It reflects the applicable legal sanctions for the unlawful possession or distribution of illicit drugs and alcohol, describes the health risks associated with the use of illicit drugs and the abuse of alcohol, and provides information about drug or alcohol treatment and rehabilitation programs that are available to students and employees. It is specific in its statements that Southeastern will impose sanctions, consistent with the law, upon violators of the policy, and clearly describes the sanctions.

This policy statement is included in the Student Code of Conduct section of this report. The Student Code of Conduct is updated and published annually, and maintained on the Southeastern website <http://www.se.edu/current-students>.

Distribution of the policy occurs through several venues as follows:

- New student orientation sessions in the summer.
- Required College Success classes primarily for students who have not declared a major.
- Required College Success classes primarily for students pursuing certain degrees.
- Email blasts to all employees (faculty/staff) and students.
- Individual Student Sign Off completed each semester as part of enrollment.
- Required Greek meetings for new and continuing members
- Electronic review of policies by student athletes.

The Southeastern Drug Free Workplace Policy is located in the Employee Handbook and the Academic Policies and Procedures Handbook. An all employee email is sent each fall reminding/acquainting continuing and new employees of this policy and is handed to each new employee throughout the year. The policy is reviewed annually by the Office of Compliance and the Human Resources Office.

Review

The DAAPP was reviewed by Liz McCraw, Vice President for Student Affairs and the DFSCA Annual Notification was reviewed by Mike Davis, Director of Compliance and Safety for compliance with regulations. Both the DAAPP and DFSCA for 2017 and 2018 were found to be in compliance.

Policy Inventory and Review

Student Conduct:

In accordance with the Code of Conduct, the use, possession, manufacturing, distribution, and/or being under the influence of alcoholic beverages and/or low point beer, as defined by Oklahoma Law, on the campus or at any on-campus activity sponsored by or for a student organization or any other university sponsored activity for students is not permitted. The use, possession, manufacturing, distribution and/or being under the influence of controlled dangerous substances, or controlled substances as defined by Oklahoma law, except as expressly permitted by law and/or University policy is not permitted. The inappropriate use, misuse, or abuse of prescription or over-the counter medications is forbidden.

Student Sanctions:

The violation of this student policy can result in reprimand, conduct probation, removal from residence halls, mandatory treatment or rehabilitation at the student's own expense, and can result in sanctions up to and including suspension or expulsion from the university.

Review

The Director of Student Conduct, Rights and Responsibilities reviewed the alcohol and controlled substance policies in the Code. The review found that the policies are compliant with state and local law and the policy of the Regional University System of Oklahoma (RUSO).

RUSO continues to look at the alcohol policies on campus and hopes to make significant change moving forward.

The DAAPP Committee met in the summer of 2018 to discuss the impact of the Oklahoma State Statutes allowing for Medical Marijuana to be sold. After review by the committee and review by the legal counsel of the Regional University System of Oklahoma, it was determined that no changes in University policy were required for the students, staff or faculty. Marijuana continues to be listed as a controlled substance at the Federal level, therefore it is not allowed on the University campus and use is prohibited at the workplace.

Faculty Conduct:

In accordance with the Academic Policies and Procedures Manual, the illegal use, sale, or possession of alcohol, narcotics, drugs, or controlled substances while on university property or during any university activity is prohibited. Any illegal activity or substances will be reported to the appropriate law enforcement agency and may result in criminal prosecution. Employees who are under the influence of alcohol or drugs, or who possess or consume alcohol or drugs on the job, have the potential for interfering with their own, as well as their co-workers' safe and efficient job performance. Any university employee who is convicted of any federal or state criminal drug statute for drug related misconduct in the workplace must report the conviction within five (5) days thereafter to the Human Resources office.

Faculty Sanctions:

Such conditions will be proper cause for disciplinary action including employment probation, mandatory treatment or rehabilitation at the employees own expense, and up to and including termination of employment.

Review

The policy was reviewed by the Office of Compliance and Safety and found to be compliant.

Staff Conduct:

In accordance with the Administrative, Professional, and Support Staff Handbook, the illegal use, sale, or possession of alcohol, narcotics, drugs, or controlled substances while on university property or during any university activity is prohibited. Employees who are under the influence of alcohol or drugs, or who possess or consume alcohol or drugs on the job, have the potential for interfering with their own, as well as their co-workers' safe and efficient job performance. Any university employee who is convicted of any federal or state criminal drug statute for drug related misconduct in the workplace must report the conviction within five (5) days thereafter to the Human Resources office.

Staff Sanctions:

Any illegal activity or substances will be reported to the appropriate law enforcement agency and may result in criminal prosecution. Violation of conduct standards are cause for disciplinary action up to and including termination of employment. University officials reserve the right to require drug testing when there is reasonable cause to believe that an employee is under the influence of drugs.

Review

The policy was reviewed by the Office of Compliance and Safety and found to be compliant.

Student Organization Policy

The Student Organization Advisor Handbook requires a risk management role on the part of every organization advisor, and prohibits the purchase of alcohol for a registered or recognized student organization or its members. Student Organization members are held accountable to the provisions included in the Student Handbook in their capacity as individual students.

Review – The policy review was completed by the Director of Student Conduct and requires no change.

Recommendation – The development of stand-alone policy could benefit student groups with educational and prevention efforts.

Fraternity & Sorority Policy

Southeastern has four active and chartered Greek organizations, none of which has housing. Sigma Sigma Sigma Sorority, Alpha Sigma Tau Sorority, Sigma Tau Gamma Fraternity, Tau Kappa Epsilon Fraternity. Southeastern has a dry campus, individual Greek risk management policies are in place but not unified under a campus Greek risk management policy. The need for more education has been identified and plans for seminars and workshops are in place.

Review – The policy review was completed by the Director of Student Conduct and requires no change.

Recommendation – The development of stand-alone policy could benefit student groups with educational and prevention efforts. Required educational sessions must be in place to address drug and alcohol use and policy. This education will be conducted by the Director of Student Conduct, Rights and Responsibilities two times a year with the full membership of the sororities and fraternities present.

Resident Student Handbook

The Resident Student Handbook states the consumption or possession of all alcoholic beverages on campus, in university housing, or at any on or off - campus event sponsored by or for a student organization or other university sponsored activity for students, is forbidden. (The university is authorized to develop and implement a policy regulating consumption of alcohol at officially sponsored events). All Residence Halls are maintained as alcohol free environments. No alcohol or alcohol containers (even empty or those deemed to be “decorative”) are permitted within the halls for any reason. Students are expected to comply with laws of the state of Oklahoma and the policies of the University.

The use, possession, or distribution of narcotics or other controlled substances except as expressly, permitted by law, and the inappropriate use or abuse of prescriptions or over-the-counter medications is forbidden.

Review – A review of the Resident Student Handbook was completed and found to need no change.

Policy for Sodexo/Food Services

Sodexo’s employee handbook reinforces a commitment to comply with the Drug Free Workplace act of 1988 and states, “The unlawful manufacture, distribution, dispensation, sale or attempted sale, purchase, use, consumption or possession of alcohol, unauthorized controlled substances, inhalants or illegal drugs, or drug paraphernalia of any kind, is prohibited while you are on work time or on Company/client premises. Being under the influence of an unauthorized controlled substance, illegal drug, inhalant or alcohol on Company/client premises, in Company/client-supplied vehicles, or during work hours is prohibited. This rule also prohibits consumption of alcohol at the end of a client catering event or on Company/client premises at the end of a work day.”

Non-Student Campus Alcohol

After reviewing non-student campus alcohol practices, it has been determined that is an area of weakness that requires additional development.

Student Code of Conduct/Residence Life Policy and Sanction Review

A review of all alcohol and drug policies was completed in Summer 2017 and Summer 2018. The Vice President for Student Affairs, the Director of Conduct, Director of Housing and Residence Life, and Residence Hall Directors discussed the sanctions and consistency of sanctioning procedures and outcomes. Violations, sanctions and outcomes were discussed. The group determined that a strength was congruency of sanctions between the two offices for the 2017/2018 and 2018/2019 years. Weaknesses to be addressed include the differing enforcement for drug and alcohol violations; concerns about the application of policy based on the age of the student, on campus vs. off campus public law. The group also reviewed the effectiveness of a new on-line education module used in sanctioning. The module allows students to complete the course free of charge.

Results of the Alcohol and Drug Education Module were reviewed for consideration.

Year	Education	Violations	Not Resp.	Education Sanctions	Completers
2017-2018	Alcohol Education	55	20	18	13
2017-2018	Drug Education	23	9	8	4
2018-2019	Alcohol Education	62	13	39	30
2018-2019	Drug Education	14	6	1	0

* Stats will differ from Clery Stats due to calendar year versus academic year data.

* Not responsible stats were included to provide further insight into the number of students accused of violating drug and alcohol policy.

*The increase in violations in 2018 was specifically related to a student organization alcohol violation and the conduct that followed for each member of the organizations whether they were directly involved in the case or not.

In some cases the student(s) involved in the violation left campus or were suspended from campus, therefore not completing their education modules. A category for “not responsible” was added to provide further insight into the number of students accused of violating drug and alcohol policy.

The online educational module SafeColleges was instituted in 2018. With the addition of this program students have been completing educational sanctioning at a higher rate. This is attributed to the no cost nature of the program. We can add information to the program as necessary based on trends in violations.

Recommendation: Student Wellness Services, Campus Police and Student Conduct should review the module annually to look at necessary updates or additions to the programs.

Athletic Policy and Sanctions Review

The Associate Athletic Director/Internal Operations, Athletic Director, Assistant Athletic Director/Head Athletic Trainer complete a yearly review of the SE Athletic Drug Policy and make any changes as required by the NCAA or as needed by the University and Athletic Department. They review the NCAA Banned Drug List, the Drug Testing Scores and Results, and make additions to the Drug Education Program. This year education on Marijuana and Synthetic Marijuana, Dietary Supplement Safety and Sports Nutrition and Prescription and Over the Counter Medication Database was added.

Enforcement and Sanctions - Student Conduct, including Housing and Residence Life

Students who are involved in alcohol and other drug related policy violations are subject to the student conduct process and sanctioning. The purpose of student conduct sanctioning is to use the opportunity to educate, impact, and engage the student to make better choices, with a goal of helping the student to be successful academically and in life. Additionally, the goal of the student conduct process and sanctioning is to create an environment conducive to academic success for all members of the campus community. While each student and situation is different, all sanctions align with these goals, and may include one or more of the following sanctions.

Recommendation: Case Management should be employed to track the sanctions and completion of those sanctions.

The student conduct officer, or his or her designee, may authorize the following sanctions for violations of University regulations or public law which may include one or a combination of the following:

- **Warning.**
- **Customized Restrictions or Projects:** Including but not limited to: letter of apology, presentation of a workshop, preparation of a research paper or project, social probation, community service, assessment or evaluation, counseling, no contact orders (may include restricted access to campus services/amenities/enrollment/facilities/etc.) , assigned a mentor/role model, required community/organizational involvement, restitution for damages, punitive fines, eviction from residence halls, loss of privileges (i.e. visiting privileges in housing or denial of access to computer or other campus services) prohibiting membership or leadership in campus organizations; or denial of participation in any official athletic or non-athletic extracurricular activity, including practices or travel;

or withholding of official transcript or degree; or blocking from enrollment for a specified period of time; intervention program (may require a fee); or any combination of the above.

- **Conduct probation:** A student may be placed on conduct probation for a specified time frame. If a second violation occurs while a student is on probation, disciplinary action will be based on both charges. If the student has a Dean's disciplinary hold on the student records, it is removed at the discretion of the Conduct Officer.
- **Suspension:** A student may be suspended from the University for a definite period of time not less than the remainder of the current semester in which student is enrolled. The student who has been suspended may apply for readmission at the close of the period for which the student was suspended. A suspension hold will be placed on the student's transcript during the period of suspension.
- **Expulsion:** When a student is expelled, a record of this action will be noted on the student's transcript and it will be a part of the student's permanent record in the Office of the Registrar. A student who is expelled will not be allowed to re-enter the university.
- **Degree revocation or rescission of credit.**
- **Temporary suspension:** A student may be temporarily suspended from the university or university housing prior to the student code of conduct hearing to ensure safety and well-being of members of the university community or preservation of university property; to ensure a student's own physical or emotional safety and well-being; and/or if the student poses an ongoing threat or disruption. Such an administrative decision will be effective immediately. During the temporary suspension, a student may be denied access to university housing and/or all other university activities, privileges, and property for which the student might otherwise be eligible, as the conduct officer may determine to be appropriate. The temporary suspension does not replace the regular process, which shall proceed on the normal schedule, up to and through a student hearing and appeal, if required. The student will be notified in writing of this action and the reasons for the temporary suspension. The notice shall include the time, date, and place of an initial hearing at which the student may show cause why his or her continued presence on the campus or in university housing does not constitute a threat.

EDUCATIONAL PROGRAM INVENTORY

Many departments on campus are involved in educating students and parents about alcohol and other drugs both in an out of the classroom setting. These departments include Housing and Residence Life, Student Wellness Service (Counseling Center and Student Health Services), Human Resources, Athletics and Academics. The coordination of alcohol and drug related programming has become a strength for the DAAPP. Expertise and resources are shared to create value-based education for our student.

The Southeastern Oklahoma State University Counseling Center provides counseling services to students struggling with alcohol and drug related matters, and is capable of referral services to any

faculty, full-time, and part-time staff that are struggling with alcohol and drug related matters. Their contact information shall be included in the annual DFSCA disclosure.

Not Anymore is a mandatory program which educates students about the elements of healthy relationships, being a good communicator, understanding and reporting sexual assault, the importance of sexual consent, and the role of bystanders in creating safe, healthy communities.

Student Health 101 is an online campus magazine to which Southeastern subscribes that addresses a multitude of health related issues including drug and alcohol informational articles. This publication may be accessed by going to <http://readsh101.com/se.html> and is delivered to student email inboxes monthly.

National College Health Assessment is completed every-other year to assess many health and wellness issues that affect our students. This instrument allows us to see what educational gaps and individual needs need to be addressed.

Springapalooza is an event that happens the week before spring break every year in the Atrium of the Student Union during the hours the cafeteria is serving dinner. During this time, students are educated on safety tips for various circumstances that could possibly leave them vulnerable to assault.

Camp SE is an orientation camp that is held every summer before the fall semester begins. Alcohol and drug abuse and prevention education will be provided during this orientation session.

Classroom Instruction: Instructors will be encouraged to include drug and alcohol abuse prevention education in their curriculum.

Customized educational outreach is offered throughout the year as requested through classrooms and other campus outreach initiatives, and periodically as part of health outreach programming. Additional outreach is provided through ongoing programming in Housing and Residence Life, The Office for Student Life, and Student Wellness Services.

Student Wellness Services

Student Wellness Services is an alumni **member** of the JED Foundation Campus Program and will continue to utilize the services they provide to alumni members where appropriate. A member of our team is represented on the Bryan County Substance Abuse Task Force and the Bryan County Turning Pont Coalition which work on drug and alcohol related issues through the county.

With Student Wellness Services, **counseling clients** still complete a drug and alcohol assessment at the beginning of each semester and at the end to assist with documenting improvement. We are currently using the AUDIT for alcohol use and the ASSIST for substance use. These are contained in our **Screenings for Mental Health inventory** that we purchase each year for online screenings for a number of mental health concerns, not just alcohol and other substances of abuse.

For the 2017-2018 academic year, 196 people completed the AUDIT. The data showed that 91% of those that completed it had use not consistent with misuse or abuse of alcohol. One percent of those who completed it had been in treatment in the past for alcohol abuse. 207 people completed the ASSIST and 66% of those were at low risk for substance abuse and 30% for moderate risk. What we could not tell at the end of this year was, of these numbers, how many of those individuals were we seeing in our clinic and how many were just taking the anonymous online screening? This was because we were using the routinely anonymous online screening for completion at intake, and printing for our records, to reduce the screening cost we experienced by purchasing and training on the SASSI. The AUDIT and ASSIST were already available to us through our Screenings for Mental Health subscription and were validated for the college age population. Therefore, we decided to use these tools already available to us at no additional cost.

For 2018-2019 we began tracking numbers that were being generated through client intakes every semester so we could separate out those who were help-seeking and could be captured for further evaluation by clinicians of use/misuse. For 2018-2019, year-to-date, there were 220 AUDIT screenings completed and 87% of those screenings were done in the clinic. The overall numbers showed 89% of our students engaged in use not consistent with misuse or abuse. Of the 125 completed in the clinic, 8.8% showed a high risk for misuse/abuse; however, at post-screening after counseling, we saw that number reduced to 4.5%. However, we only had a 54% completion rate of exit screenings. While this number has gone up from what was previously reported, improvement measures are still needed to get an accurate representation.

With regard to the ASSIST data for 2018-2019, year-to-date, 210 total screenings were done and 91% of those were conducted in the clinic. The overall numbers showed 65% were at low risk, 30% at moderate risk, and 6% at high risk for substance abuse. Much of this shift has been seen with regard to marijuana and, the staff believe, legalization in our state for medical use has blurred the lines on recreational use as well. Within the clinic, we saw 28% of our clients had moderate risk and 4.8% had a high risk for substance abuse. At the completion of counseling, those numbers went down to 26.9% and 4.5% respectively. Again, the same return rate on exit paperwork was seen with substances, and because of the way the ASSIST tracks use history, a reduction in risk may be hard to capture with this tool.

In the 2018-2019 academic year the university made the decision to replace our previous educational program with the SafeColleges Training program offered through Vector Solutions. This program is currently being offered to individuals that receive sanctions for alcohol and other drugs. It is planned for the 2019-2020 year to educate the campus community on their ability to offer these modules through the classroom on a multitude of topics. Available modules related to alcohol and other drugs for students are: Alcohol Awareness for Students and Drug Awareness and Abuse. Staff modules include: Reasonable Suspicion for Drug and Alcohol Use in the Workplace and Student Drug & Alcohol Abuse.

During new patient intakes in the **health clinic** students are asked about tobacco, alcohol and other recreational substance abuse. For those that are identified as problematic users that are ready for behavioral change, appropriate referrals are made for cessation assistance. For those not ready to quit, tips on risk reduction are shared. From 2017 to date, we have seen the number of students identifying as tobacco users go down. However, comparing one year to the next, fewer are now expressing a desire to quit. Fewer students are expressing that they engage in routine alcohol use; however, those engaging in recreational drug use has grown (Note: this is also related to marijuana use increases and

students do not consider this when looking at tobacco use. This inquiry has started to be regularly conducted by staff to insure accurate tobacco use numbers.) Staff intend to train in motivational interviewing to see if we can assist with these and other health behavior outcomes.

Educational presentations for students and professional continuing education are conducted throughout the year. Tobacco free campus status and cessation resources are shared with the campus community by email at least annually. Presentations options around marijuana have been explored and continue as an appropriate resource has not been identified at this time. A large-scale program planning attempt was made around the drug collection box at campus police; however, community support outside of the university was not significant enough to pull off implementation. The community task force chose to host instead a substance abuse memorial this past fall on the campus of SE. Continued efforts to host a community-wide educational event will be considered. Since it was not set as a priority for the task force to host an educational and outreach event, the campus chose to send emails and social media announcements between 2017 and to date discussing overdose issues and the take back resource on our campus. These efforts have collected 19 pounds 13 ounces of various medications from the campus community for disposal. Law enforcement and clinic staff have also been trained and policy created on the use of Naloxone for opiate overdose and maintain the medication in both areas for use if needed.

Professional staff in Student Wellness Services attended 18 hours of continuing education programs related to alcohol and substance abuse during 2017-2018: From Chocolate to Morphine: Everything You Need to Know About Mind-Altering Drugs; Addiction: Why Can't They Just Stop? New Knowledge. New Treatments. New Hope. In the 2018-2019 year 8 hours of continuing education were achieved: Engaging Parents in AOD Prevention and Intervention: Parental Influence, Opportunities, and Challenges; Utilizing Student Feedback to Engage Peer Leaders in Challenging Conversations about Alcohol; Aiming High: A Data-Driven Approach to a Cannabis Education Messaging Campaign; An Integrated Addiction Model; Keeping Up With Cannabis: Understand the Use, Impact and Policy Related to Oils, Dabbing and Edibles. Staff also engaged with the Oklahoma State University Addiction Medicine ECHO program. In this program a short education didactic is presented and case reviews are conducted. These were held every Monday beginning Fall 2018 and staff participated as the topic or support services were needed.

In the classroom setting a few different programs covering drugs and alcohol were presented and pre/post tests were conducted (data below). Data was aggregated for the year on any program presented more than once throughout the year. Some clarification of information may be needed on those questions where percentages are going down after the program and rewrites on those responses that do not indicate learning, but new attempts have been made since the last review to change programs being offered and content. In 2017-2018 training was done for RAs and 14 individuals reached through this initiative. In 2018-2019 programming was offered through RA training and student orientation classes and 53 students were reached. Continued advertisement of these programming will be made to the campus community through email. Programs can be presented in classrooms or meetings.

Problems in College (2017/18)

	Pre	Post
College students have never reported academic consequences due to drinking.	100%	100%
First 2 weeks of freshman year affects student drinking	100%	71.4%
A “social drinker” tries to solve problems by drinking	78.6%	100%
It’s important to have and know your solid beliefs about alcohol and drugs before talking to someone with a problem	85.7%	100%
You need to wait until the person is sober to have a conversation	42.9%	100%

How to Help Someone with a Problem (2018/19)

	Pre	Post
First 6 weeks of freshman year affects student drinking	100%	100%
A “social drinker” tries to solve problems by drinking	92.9%	92.9%
It’s important to have and know your solid beliefs about alcohol and drugs before talking to someone with a problem	89.3%	96.4%
Confidentiality and privacy are the same thing	75%	100%
You need to wait until the person is sober to have a conversation	92.9%	96.4%

College Drinking (2018/19)

	Pre	Post
College students have never reported academic consequences due to drinking	96%	100%
Tolerance is not a warning sign of becoming dependent on alcohol	76%	91.7%
When you are going out for a drink, to a party, etc. you don’t need a plan	100%	100%
You should call an ambulance if someone has blue or pale-tinged skin (esp. lips/nail beds)	96%	100%
Having a polite, convincing “no thanks” ready can help you cut down on drinking.	100%	96%

Our campus conducts the **National College Health Assessment** every-other year to assess many health and wellness behaviors in which our students engage. Our completion rate of the survey has increased; however, not in statistically significant quantities. Continued efforts to increase completion are ongoing, but this instrument does give us more of a picture than we would have without it. More of our students are engaging in the consumption of alcohol, but the data (table below) reflects that they are mostly still occasional users who engage in healthy drinking behaviors. Ongoing efforts are needed to increase the number of measures used to promote risk-reduction efforts when drinking.

Marijuana use on campus is growing and harm reduction strategies are needed to keep users safe as this population continues to grow with legalization of medical marijuana. Identifying balanced educational presenters and creating educational materials to hang around campus are still needed. Social media has been the most consistent form of outreach around this topic.

NCHA	2014 (n=191) 5.4% of students	2016 (n=294) 8.8% of students	2018 (n= 328) 9% of students
Key findings: Alcohol use in the last 30 days			
Never used	32.7%	36.6%	25.4%
Used, but not in the last 30 days	26.1%	23.0%	28.7%
Used 1-9 days	34.7%	35.6%	38.8%
Used 10-29 days	6.5%	3.1%	6.7%
Used all 30 days	0%	1.6%	0.3%
Driving after drinking 5 or more drinks	3%	1.0%	1.1%
Driving after having any alcohol	16.2%	22.2%	12.4%
Key findings: Cigarette use in the last 30 days			
Never used	62.3%	64.4%	74.2%
Used, but not in the last 30 days	14.8%	18.3%	16.0%
Used 1-9 days	5.5%	4.2%	4.0%
Used 10-29 days	1.6%	2.1%	2.1%
Used all 30 days	17.2%	11.0%	3.7%
Key findings: Marijuana used in the last 30 days			
Never used	80.4%	81.6%	75.8%
Used, but not in the last 30 days	15.1%	15.3%	17.4%
Used 1-9 days	2.4%	1.6%	3.1%
Used 10-29 days	1.6%	1.1%	1.2%
Used all 30 days	0.4%	0.5%	2.4%
Key findings: Use of any other drug* in the last 30 days			
*excludes alcohol, cigarettes, hookah, and marijuana	10.5%	9.9%	10.2%
Key findings: Number of drinks consumed when students “partied” or socialized, for students reporting they did drink			
4 or fewer	72.3%	67.0%	68.0%
5	5.7%	13.6%	8.6%
6	8.5%	5.8%	7.1%
7 or more	13.5%	13.6%	16.2%
Key findings: Percent of students who reported using prescription drugs that were not prescribed to them within the last 12 months			
Antidepressants	4.0%	3.2%	4.0%

Erectile dysfunction drugs	0.4%	0.5%	1.2%
Pain killers	7.7%	5.8%	4.9%
Sedatives	4.9 %	0.5%	4.3%
Stimulants	2.4%	0.0%	3.1%
Key findings: Students who drank reported doing the following most of the time or always when “partied” or socialized in the last 12 months			
Alternate non-alcoholic with alcoholic beverages	30.1%	24.3%	31.6%
Avoid drinking games	65.6%	48.6%	51.4%
Choose not to drink alcohol	42.1%	37.9%	36.7%
Determine in advance not to exceed a set number of drinks	51.0%	47.3%	54.5%
Eat before and/or during drinking	73.9%	72.5%	74.0%
Have a friend let you know when you have had enough	40.4%	45.9%	48.3%
Keep track of how many drinks being consumed	70.6%	65.5%	73.8%
Pace drinks to one or fewer an hour	43.7%	45.0%	51.4%
Stay with the same group of friends the entire time drinking	90.1%	86.4%	87.4%
Stick with only one kind of alcohol when drinking	72.5%	56.4%	60.9%
Use a designated driver	88.1%	86.4%	91.6%
Reported one or more of the above	98.8%	96.6%	96.9%
Key findings: Estimated Blood Alcohol Concentration of students who are drinking			
<.10	88.1%	88.0%	80.9%

Student Health 101 is an online campus magazine to which Southeastern subscribes that addresses a multitude of health related issues including occasional drug and alcohol informational articles. The publication is customized to our campus and can be found by the campus community at <https://se.readsh101.com> and there is also a companion publication for student advocates so they may engage their students in content discussion from the student magazine that can be found at <https://se.readsh101.com/category/student-advocate/>. Below are charts that demonstrate student learning from articles within the publication:

Student Health 101 Aug.1, 2017-July 31, 2018 Learning Outcomes				
<i>Article</i>	<i>I read the article + learned from it</i>	<i>I read the article + learned nothing</i>	<i>I didn't read the article</i>	<i>Responses</i>
Need a caffeine break? Here's how to stay alert all day without it	78.13%	3.13%	18.75%	32

Making social gatherings fun for everyone: A guide for hosts and guests	68.75	15.63	15.63	32
5 things you didn't know about vaping	25.00	0.00	75.00	8

Student Health 101 Aug.1, 2018-July 9, 2019 Learning Outcomes				
<i>Article</i>	<i>I read the article + learned from it</i>	<i>I read the article + learned nothing</i>	<i>I didn't read the article</i>	<i>Responses</i>
Smoking Q&A: What do we know about vaping, juuling, and cigarettes?	100.00%	0.00%	0.00%	4

In fall 2018 the university switched from using Everfi for its online education and prevention efforts to **SafeColleges** offered through Vector Solutions. Onboarding of the system for use was mainly done for sanctions this year; however, in the coming fall more education of the campus community about what the system can offer will be conducted. This outreach will include information about alcohol and drug program offerings. For students, the systems offers the following programs: Alcohol Awareness for Students and Drug Awareness and Abuse. For faculty and staff, the system offers the following: Reasonable Suspicion for Drug and Alcohol Use in the Workplace; Steroid and PED Awareness in Athletics; Drug Free Workplace; and Student Drug & Alcohol Abuse.

Student Wellness Services also conducts routine **social media outreach** around drugs and alcohol. Many of these posts are geared around certain times of the week or year in response to evidence that has demonstrated increased risk during certain times. During the first two weeks of May and December, social media posts revolving around amphetamines and stimulants increase because of finals week. Students use more of those substances during that time. Alcohol posts are made regularly on Thursdays and/or the weekends due to 'college night' and parties, and are frequently posted around the holidays. The month of January we post about smoking cessation so that individuals can incorporate this as part of their new year's resolution, and the month of April is nationally recognized as alcohol awareness month so posts are made accordingly. Social media outlets are currently done through Facebook and Twitter; however, Instagram is being added back to our offerings. In 2017-2018 there were 133 posts made about alcohol and other drugs and in 2018-2019 there were 102 posts.

Athletics

The NCAA Banned Drug List can be found at: http://www.ncaa.org/sites/default/files/2018-19NCAA_Banned_Drugs_20180608.pdf and is shared with our student athletes annually and during education programs throughout the year.

Student Athlete Drug Testing

The overall goal of Southeastern Oklahoma State University's (SE) Alcohol, Tobacco, and Drug Education Guidelines and Drug-Testing Program is to promote a year-round drug free

environment in the SE Athletic Program. The first priority of SE’s program is the health, safety, and welfare of the student-athletes. The approach is from a medical perspective with an emphasis on education, testing, and referral for treatment of student-athletes and others who are a part of the intercollegiate athletics program at SE. Athletics conducts random drug testing, as well as drug testing based on suspicion. Student athletes agree to these tests as a part of participation in SE’s athletics. The alcohol/drug and education and counseling program have been a successful intervention based on the drug testing results below. Student Wellness and Athletics work closely together to provide services to impacted students.

Student-Athlete Drug Tests Conducted and Results					
Southeastern Student- Athlete Drug Testing					
	# Institutional Tests	Positive Results 1 st Test	Positive Results 2 nd Test	Student-Athletes Quit	Student Counseling and Returned
Fall 2017	44	2		1	1
Spring 2018	40	5			5
Fall 2018	44	2		1	1
Spring 2019	40	1		1	
NCAA Student-Athlete Drug Testing					
Fall 2017	14	0			
Spring 2018	10	1			
Fall 2018	20	1		1	
Spring 2019					

Academics

Freshman Programs at Southeastern teaches “ORIE 1002—College success to about 420 incoming freshmen each year. The course has a chapter on stress, health, and wellness covers issues of drinking and drug use among college students. Specifically, journaling exercises exploring college drinking experiences are offered along with an activity that asks the student to consider their drinking style and identify campus resources. This information is supplemented by guest speakers from Student Wellness Services. The course is taught by full-time faculty or student affairs staff.

Occupational Safety teaches the class “Drugs in Society” to about 250 students per year in several majors. The course is focuses on educational awareness of drugs in recreational use and, more specifically, drug use in the workplace and their impact on society. It is taught by Sgt. Wayne Levins (Retired Los Angeles Police Department academy instructor) and Capt. Chris Cicio (Durant Police Department).

Approximately 400 students a year take PSY 1113—Introduction to Psychology. The course is primarily taught by full-time faculty in the Psychology department and supplemented by qualified adjunct instructors. During the class, students will learn the definition of psychoactive drugs, substance abuse, and addiction. Students will examine issues around dependence and withdrawal along with physiological effects. The differences between stimulants, depressants, and hallucinogens will also be covered,

RESOURCES

TREATMENT PROGRAMS

Southeastern Oklahoma State University Counseling Center (students only)
Glen D. Johnson Student Union, Suite 229
580-745-2988

Southeastern Oklahoma State University Student Health Services (students only)
Glen D. Johnson Student Union, Room 229

Well on Target Health Assessment and Coaching (insured faculty and staff)
Provided by Blue Cross Blue Shield
www.bcbsok.com

Non-Campus Programs (external options)

Alcoholics Anonymous
580-324-1332

Bryan County Health Unit
924-4299 or 4285

Grayson County Counseling Services
903-892-2874

Grayson County Health Department
Administration and Services
903-893-0131 or 903-892-3776

Kiamichi Council on Alcoholism and Other Drug Abuse (Idabel and Hugo)
924-6692

Alliance Health
924-3080

Lighthouse Counseling Centers (formerly Mental Health Services of Southern Oklahoma)
924-7330; 371-3019

Substance Abuse Council
903-892-9911

Texoma Medical Center
903-416-4000

Non-Campus Hotlines

Substance Abuse and Mental Health Services, Admin: SAMHSA, Referral
1-800-662-HELP, Monday-Friday, 8:30 a.m – 4:30 p.m.

Federal Substance Abuse and Mental Health Services Administration Treatment Referral Service
1-800-622-2255, 7 days a week, 24 hours a day

Al-Anon & Alateen Crisis Line
1-800-356-9996

Cocaine Helpline
1-800-COCAINE

Marijuana Hotline
1-866-235-4572

Reach-Out Hotline (alcohol, drug crisis intervention, mental health and referral)
1-800-522-9054

SUMMARY OF OVERALL STRENGTH AND WEAKNESSES

Strengths

- Collaborations between departments to provide value-added educational programs using shared resources and expertise.
- Attention to Title IX and Title IV Compliance as part of the plan
- Coordination of the committee and contributors to review and strengthen the plan for alcohol and drug education.
- Student Wellness Services data regarding student attitudes about alcohol and drugs
- Distribution of DAAPP and DFSCA is integrated as part of standard operation procedures.
- Regular meetings and reporting on the effectiveness of our alcohol and drug programs.
- Continual review of the policies, sanctions and enforcement of alcohol and drug policies.
- Proven metric demonstrating the effectiveness of counseling for student athletes
- Free access online module for education and sanctioning

Weaknesses

- Inconsistencies with the way that alcohol and drugs are viewed from a sanctioning and enforcement perspective. The State of Oklahoma is still developing protocols, laws and enforcement guidelines since the 2018 change to state law regarding medical marijuana.
- Student Conduct policy is an abstinence based policy which does not allow students to learn and practice safety around alcohol. The policy is part of Regent's policy and does not allow for flexibility.

SUMMARY OF COMMUNICATION WITH STAKEHOLDERS

Date	Activity	Meeting Notice/Request for Information/Calendar Reference
6/6/2017	Notification of Biennial Review 2017	Email
6/13/2017	Discussion on Sanctioning for Biennial Review	Meeting/Calendar Reference
6/14/2017	Biennial Review Work Plan	Calendar Notice
6/14/2017	Biennial Review 2017 Draft	Calendar Notice
6/19/2017	DAAPP Biennial Review Check In	Calendar Reference
6/21/2017	DAAPP Athletic Policy Review	Meeting Notice – Calendar
6/27/2017	DAAPP Review 2017	Calendar Reference
7/13/2017	2017 Biennial Review ready for posting/printing	Calendar Reference
8/31/2017	DFSCA Notification to Faculty/Staff/Students - Email	Email
12/17/2017	Orientation Reboot Meeting	Calendar Reference
12/19/2017	Receive Documents for Fall 2017/DAAPP Fall 2017 Review	Email
1/31/2018	Follow Up meeting on EverFi Alternatives	Calendar Reference
5/14/2018	Student Health and Wellness Advisory Meeting – JED Assessment	Calendar Reference
5/21/2018	DAAPP Review Notice	Meeting Notice – Calendar
6/11/2018	DAAPP REVIEW 2017/2018	Calendar Reference
7/2/2018	DAAPP 2018 Update	Calendar Reference
7/5/2018	Sanctioning Flow Chart Meeting	Calendar Reference
7/9/2018	Conduct Processes – Athletics	Calendar Reference
7/23/2018	DAAPP 2018 Update Notification	Email
7/26/2018	DAAP Committee Meeting Request	Email
8/2/2018	Final Review of 2018 DAAPP	Calendar Reference
8/6/2018	Updates to DFSCA/DAAPP 2018 posted - Web	Calendar Reference
8/24/2018	Review of Student Conduct Process and Sanctions	Calendar Reference
8/28/2018	Greek Education – Drugs/Alcohol/Hazing	Calendar Reference
9/4/2018	DFSCA Notification Email to Faculty/Staff/Students	Email
9/12/18	RUSO Reminder of DAAPP/DFSCA	Email
11/5/2018	Request for Fall 2018 Review	Email
11/15/2018	Send notice of FALL 2018 Meeting	Calendar Reference
12/17/2018	DAAPP Fall 2018 Review Meeting	Calendar Reference
4/12/19	Sent Request for DAAPP Review	Email
5/27/2019	Send Notice of DAAPP Biennial Review	Email
6/18/2019	Update to Committee on 2019 Biennial Review and DAAPP 2019	Email
7/10/2019	DAAPP Committee Review of 2019 and Biennial Materials	Calendar Reference
7/22/2019	Biennial Review Committee Meeting	Calendar Reference

Findings of the 2019 Biennial Review Report of the Southeastern Oklahoma State University's Drug and Alcohol Abuse Prevention Programs:

After reviewing the information collected on all drug and alcohol abuse and prevention across the University landscape, we have determined that our educational programming and awareness efforts have benefitted from a centralized strategy. The coordination recommended in the 2015 and 2017 Biennial Reviews have strengthened the overall program. Policy, sanctioning and disclosures have been integrated into standard operating procedure and clear lines of responsibility have been established. The following conclusion can be made:

- Each semester the DAAPP Committee members should review, evaluate and update each component of their drug and alcohol related programs.
- An annual review of policy and sanctioning regarding alcohol and drugs should be completed for alignment and should be submitted to the DAAPP committee by July 1 each year. Policies and practices will be updated in advance of the academic year.
- The non-student campus alcohol policies are underdeveloped and need to be revised.
- A review of current education modules should be done annually with updates and additions made prior to each academic year.
- Continuing research and discussions must be had as the new medical marijuana laws are implemented. Attention will be given to best practices regarding the policy, practice and implementation of these laws.

APPENDIX A

Drug and Alcohol Abuse Prevention Program 2017

DFSCA Disclosure for 2017

The full document is located at on the Southeastern Oklahoma State University Website at <http://www.se.edu/dept/student-wellness-services/files/2015/06/DAAPP-2015.pdf>.



Drug and Alcohol Abuse Prevention Program 2017

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Provision of a Drug and Alcohol-Free Environment

Southeastern Oklahoma State University believes that student success and achievement requires vigilance and effort on the part of the University to promote healthy living and learning. We affirm that we have a role in promoting an environment conducive to education and that actively discourages drug and alcohol abuse. We commit to prevention, developmental student conduct, and effective intervention for students at risk for these behaviors.

Southeastern Oklahoma State University is committed to compliance with the Drug Free Schools and Communities Act, and a campus culture that reduces alcohol and drug use, abuse, and illegal conduct. This commitment includes the development, enforcement, and continual evaluation of policy and programming, and promotion of awareness. Southeastern will continue to host and promote alcohol-free events and housing, and promote student learning opportunities in regard to alcohol and drug abuse. Southeastern is committed to offering primary wellness and counseling options to students who are at-risk or abusing alcohol and other drugs.

As codified in local, state and federal laws, and the rules and regulations of the Regional University System of Oklahoma (RUSO), Southeastern Oklahoma State University prohibits the unlawful possession, use, or distribution of illicit drugs in buildings, facilities, grounds or other property owned and/or controlled by the University or as a part of the University activities. Additionally, no alcoholic beverages, including 3.2 beer, is allowed in student spaces on the Southeastern campus, including dorms, fraternities, sororities, stadiums/arenas, no matter the age or student status. Southeastern limits the advertising and alcohol related displays in residence halls and other student spaces through Residence Life policy and flyer approval procedure. We are committed to reporting all alcohol and drug related crimes through standard Clery Act procedure so that the campus community is aware of those incidents.

Student drug and alcohol policy provisions can be found in the Student Handbook, updated annually and available online at [<http://www.se.edu/dept/student-life/student-handbook/>]. Faculty policy provisions can be found in the Academic Policies and Procedures Manual, Section 7.1. [<http://lectures.se.edu/academic-affairs/policies-and-procedures/docs/academic-policies-and-procedures.pdf>]. Staff policy provisions can be found Administrative Policies and Procedures Handbook. [<http://www.se.edu/dept/human-resources/files/2015/11/Employee-Handbook-Rev-11-09-2015.pdf>] These drug and alcohol policies will be updated or reviewed, at a minimum, in response to data and information gathered through the biennial review process in accordance with this policy.

Students who are also employees may be held to the standards applicable in both sets of policies.

Drug and Alcohol Abuse Prevention Plan Administration

The Drug and Alcohol Abuse Prevention Program Committee must meet quarterly (or once a semester) to evaluate and discuss each component of our multifaceted and campus wide programs. This committee is housed in the Division for Student Affairs and convened by the Chief Student Affairs Officer or their designee. Members of the committee shall be drawn from Human Resources, Student Affairs, Athletics, Academics, and other departments as appropriate. The purpose of this committee will

be to oversee the overall planning and implementation of all drug and alcohol abuse prevention components.

Educational Programming Components

The Southeastern Oklahoma State University Counseling Center provides counseling services to students struggling with alcohol and drug related matters, and is capable of referral services to any faculty, full-time, and part-time staff that are struggling with alcohol and drug related matters. Their contact information shall be included in the annual DFSCA disclosure.

AlcoholEdu is an on-line education and prevention program offered to freshmen enrolled in College Success Orientation classes that focuses on harm reduction. **AlcoholEdu** is also utilized currently as a possible sanction with conduct issues related to alcohol.

Marijuana 101 is an on-line education and prevention program, which is utilized as a possible sanction with conduct issues related to drugs.

Haven is a mandatory program which educates students about the elements of healthy relationships, being a good communicator, understanding and reporting sexual assault, the importance of sexual consent, and the role of bystanders in creating safe, healthy communities.

Student Health 101 is an online campus magazine to which Southeastern subscribes that addresses a multitude of health related issues including drug and alcohol informational articles. This publication may be accessed by going to <http://readsh101.com/se.html> and is delivered to student email inboxes monthly.

New Year's Resolution Booth gives the campus community an opportunity to express that they had a desire to promote safe and healthy behavior during the coming year. Information is passed out to those who were interested on healthy lifestyles. These events are held during the lunch time in the Student Union Atrium.

National College Health Assessment is completed every-other year to assess many health and wellness issues that affect our students. This instrument allows us to see what educational gaps and individual needs need to be addressed.

Springapalooza is an event that happens the week before spring break every year in the Atrium of the Student Union during the hours the cafeteria is serving dinner. During this time, students are educated on safety tips for various circumstances that could possibly leave them vulnerable to assault.

Camp SE is an orientation camp that is held every summer on multiple occasions before the fall semester begins. Alcohol and drug abuse and prevention education will be provided during this orientation session.

Classroom Instruction: Instructors will be encouraged to include drug and alcohol abuse prevention education in their curriculum.

Customized educational outreach is offered throughout the year as requested through classrooms and other campus outreach initiatives, and periodically as part of health outreach programming. Additional outreach is provided through ongoing programming in Housing and Residence Life, The Office for Student Life, and Student Wellness Services.

Mandatory Annual Notification Procedure

To comply with Part 86 of the Drug-Free Schools and Campuses Regulations, Southeastern will produce an annual notice to be communicated to all students, faculty, and staff at the beginning of each Fall Semester. A similar notice shall also be communicated to any new students or employees who matriculate after the date of annual distribution. Distribution shall be in writing and may be accomplished through electronic communication unless the University has a reason to know that the individual cannot use that method of communication, in which case the communication shall be made in an alternative format. The annual notification shall include:

1. Southeastern's expected standards of conduct, including a summary of policy for alcohol and other drugs.
2. Possible legal sanctions for students, faculty, and staff for violation of the expected standards of conduct.
3. Statements or summaries of the health risks associated with the abuse of alcohol and other drugs.
4. Southeastern's DAAPP shall be available to students, staff, and faculty.
5. Southeastern's institutional sanctions for violation of the expected standards of conduct.

The Chief Student Affairs Officer shall designate an individual responsible for this annual notification to the campus community.

Biennial Review Policy and Procedure

To comply with regulations, Southeastern must conduct a biennial review of its DAAPP in order to determine effectiveness and consistency of sanction enforcement, and in order to identify any necessary changes and/or improvements. A copy of the biennial review report shall be communicated to the U.S. Department of Education or its representative upon request. The Chief Student Affairs Officer shall assemble a committee of appropriate personnel and/or stakeholders to produce the biennial review report in a timely manner, or shall designate an individual to do so. This committee shall meet throughout June of each year and plan to produce a report by July 15 of each odd numbered year.

- The biennial review shall include:
 - An inventory and description of applicable drug and alcohol policies, programming, metrics associated with various programming models used, and student conduct metrics applicable to the two-year period.
 - A summary of policy and program areas that need improvement, and explanations of policy and programs that should remain unchanged.
 - A copy of the two most recent mandatory annual notifications.

- A review of the distribution of the mandatory annual notifications and whether the distribution was successful.
- Recommendations for revision of DAAPP policy or the language of the annual notification.
- Discussion of sanctions and the consistency of sanctioning procedure and outcomes.
- A summary of any available student or staff self-reporting on drug and alcohol usage and abuse.
- AHCA data.

Calendar of the Biennial Review procedure:

- June 1 (of each year): Chief Student Affairs Officer requests to various campus offices for information about their portion of the DAAPP, including statistical data. The review committee shall be assembled and begin evaluating this information in regularly scheduled meetings.
- July 15 (odd numbered years): Production of the Biennial Review Report, complete with recommendations of improvements to the DAAPP.
- August 1: (odd numbered years): The Biennial Review Report shall be made available to all members of the campus community and the Federal Department of Education.

Findings of the 2017 Biennial Review Report of Southeastern Oklahoma State University's Drug and Alcohol Abuse and Prevention Programs:

After reviewing the information collected on all drug and alcohol abuse and prevention across the University landscape, we have determined that our programming and awareness elements have benefitted from a centralized strategy. The coordination recommended in the last Biennial Review 2015 has strengthened the overall program. Policy, sanctioning and disclosures have been integrated into standard operating procedure and clear lines of responsibility have been established. The following conclusions can be made:

- Each semester the Drug and Alcohol Abuse Prevention Program Committee should meet once each semester to evaluate and discuss each component of our multi-faceted and campus wide programs.
- An annual review of policy regarding alcohol and drugs should be completed by each area that has policy and reviewed for alignment between various areas of campus. This review should be submitted to the Drug and Alcohol Abuse Prevention Program Committee by June 1 of each year for review. Based on the review, policies and practices can be updated in advance of the academic year.
- The University's non-student campus alcohol policies are underdeveloped and need to be revisited.
- The on-line education model is not meeting the needs of our campus. The contract will end in 2018. A new module will need to be selected to better meet our needs.
- Each semester a review of conduct violations and sanctioning should be completed to check consistency and effectiveness. The review should include Clery reporting statistics and the Maxient conduct reporting system.



DRUG FREE SCHOOLS AND COMMUNITIES ACT NOTIFICATION

Dear Southeastern Students, Faculty, Staff, and Community,

The Drug-Free Schools and Communities Act Amendments of 1989 require that the University must advise faculty, staff and students of relevant laws pertaining to the illicit manufacture, possession, distribution, and usage of drugs and alcohol. This disclosure is to notify you of penalties for violations of Oklahoma and Federal statutes, the health risks associated with the usage of controlled substances, and the student conduct penalties associated with the manufacture, possession, distribution, and usage of controlled substances.

Standards of Conduct and Institutional Sanctions

Student Conduct:

In accordance with the and Code of Conduct found in the Student Handbook, the use, possession, manufacturing, distribution, and/or being under the influence of alcoholic beverages and/or low point beer, as defined by Oklahoma Law, on the campus or at any on-campus activity sponsored by or for a student organization or any other university sponsored activity for students is not permitted. The use, possession, manufacturing, distribution and/or being under the influence of controlled dangerous substances, or controlled substances as defined by Oklahoma law, except as expressly permitted by law and/or University policy is not permitted. The inappropriate use, misuse, or abuse of prescription or over-the counter medications is forbidden.

Student Sanctions:

The violation of this student policy can result in reprimand, conduct probation, removal from residence halls, mandatory treatment or rehabilitation at the student's own expense, and can result in sanctions up to and including suspension or expulsion from the university.

Faculty Conduct:

In accordance with the Academic Policies and Procedures Manual, the illegal use, sale, or possession of alcohol, narcotics, drugs, or controlled substances while on university property or during any university activity is prohibited. Any illegal activity or substances will be reported to the appropriate law enforcement agency and may result in criminal prosecution. Employees who are under the influence of alcohol or drugs, or who possess or consume alcohol or drugs on the job, have the potential for interfering with their own, as well as their co-workers' safe and efficient job performance. Any university employee who is convicted of any federal or state criminal drug statute for drug related misconduct in the workplace must report the conviction within five (5) days thereafter to the Human Resources office.

Faculty Sanctions:

Such conditions will be proper cause for disciplinary action including employment probation, mandatory treatment or rehabilitation at the employees own expense, and up to and including termination of employment.

Staff Conduct:

In accordance with the Administrative, Professional, and Support Staff Handbook, the illegal use, sale, or possession of alcohol, narcotics, drugs, or controlled substances while on university property or during any university activity is prohibited. Employees who are under the influence of alcohol or drugs, or who possess or consume alcohol or drugs on the job, have the potential for interfering with their own, as well as their co-workers' safe and efficient job performance. Any university employee who is convicted of any federal or state criminal drug statute for drug related misconduct in the workplace must report the conviction within five (5) days thereafter to the Human Resources office.

Staff Sanctions:

Any illegal activity or substances will be reported to the appropriate law enforcement agency and may result in criminal prosecution. Violation of conduct standards are cause for disciplinary action up to and including termination of employment. University officials reserve the right to require drug testing when there is reasonable cause to believe that an employee is under the influence of drugs.

Relevant State and Federal Laws

Students, faculty, and staff who violate Southeastern’s drug and alcohol policies are simultaneously subject to criminal sanctions provided by federal, state, and local law. This is a summary of those legal sanctions:

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
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</p>
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
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	

				an individual, \$75 million if not an individual.
Substance/Quantity		Penalty		
Any Amount Of Other Schedule I & II Substances		First Offense: Not more that 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. 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.		
Any Drug Product Containing Gamma Hydroxybutyric Acid Flunitrazepam (Schedule IV) 1 Gram				
Any Amount Of Other Schedule III Drugs		First Offense: Not more than 10 yrs. If death or serious bodily injury, not more that 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. 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.		
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)		First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.		
Any Amount Of All Schedule V Drugs		First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	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. 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>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>Hashish More than 10 kilograms</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 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) 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>	

For a detailed and comprehensive overview of all Federal drug laws written by the Congressional Research Service, visit: <https://www.fas.org/sgp/crs/misc/RL30722.pdf>

Oklahoma Law provides similar penalties with regard to the simple possession, distribution, or possession with the intent to distribute a controlled dangerous substance. Simple possession of marijuana is a misdemeanor and carries a punishment of up to 1 year in the county jail. A second or subsequent conviction for simple possession of marijuana carries 2-10 years in the state penitentiary. Possession of marijuana with the intent to distribute is a felony and carries a punishment of 2 years to life in the penitentiary and a fine of up to \$20,000 for the first conviction. A second or subsequent conviction carries a punishment of 4 years to life in prison and a fine of up to \$40,000. Depending upon the quantity involved, a convicted individual could be sentenced under the Oklahoma "Trafficking in Illegal Drugs Act" which provides for much harsher penalties.

In addition, the Prevention of Youth Access to Alcohol, became effective July 1, 2006. For minors consuming/in possession of alcohol or 3.2 beer, the following penalties apply:

1st violation: fines up to \$300 and/or community service not to exceed 30 hours, and mandatory revocation of driver's license for 6 months;

2nd violation: fines up to \$600 and/or community service not to exceed 60 hours, and mandatory revocation of driver's license for 1 year;

3rd violation: fines up to \$900 and/or community service not to exceed 90 hours, and mandatory revocation of driver's license for 2 years;

All minors who violate this law are subject to drug and alcohol assessment;

Minors who have not yet received a driver's license will not be allowed to obtain a license for the same amount of time as the license would have been revoked.

Health Risks Associated with Alcohol and Other Drugs

Table

SOURCE: DEA, <i>Drugs of Abuse</i> , 2011				Dependence							
Drugs	CSA Schedules	Trade or Other Names	Medical Uses	Physical	Psycho-logical	Tolerance	Duration (Hours)	Usual Method	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Narcotics											
Heroin	Substance I	Diamorphine, Horse, Smack, Black tar, <i>Chiva, Negra (black tar)</i>	None in U.S., Analgesic, Antitussive	High	High	Yes	3-4	Injected, snorted, smoked	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating
Morphine	Substance II	MS-Contin, Roxanol, Oramorph SR, MSIR	Analgesic	High	High	Yes	3-12	Oral, injected			
Hydrocodone	Substance II, Product III, V	Hydrocodone w/ Acetaminophen, Vicodin, Vicoprofen, Tussionex, Lortab	Analgesic, Antitussive	High	High	Yes	3-6	Oral			
Hydro-morphone	Substance II	Dilaudid	Analgesic	High	High	Yes	3-4	Oral, injected			

Oxycodone	Substance II	Roxicet, Oxycodone w/ Acetaminophen, OxyContin, Endocet, Percocet, Percodan	Analgesic	High	High	Yes	3-12	Oral			
Codeine	Substance II, Products III, V	Acetaminophen, Guaifenesin or Promethazine w/Codeine, Fiorinal, Fioricet or Tylenol w/Codeine	Analgesic, Antitussive	Moderate	Moderate	Yes	3-4	Oral, injected			
Other Narcotics	Substance II, III, IV	Fentanyl, Demerol, Methadone, Darvon, Stadol, Talwin, Paregoric, Buprenex	Analgesic, Antidiarrheal, Antitussive	High-Low	High-Low	Yes	Variable	Oral, injected, snorted, smoked			
Depressants											
<i>gamma</i> Hydroxybutyric Acid	Substance I, Product III	GHB, Liquid Ecstasy, Liquid X, Sodium Oxybate, Xyrem®	None in U.S., Anesthetic	Moderate	Moderate	Yes	3-6	Oral	Slurred speech, disorientation, drunken behavior without odor of alcohol, impaired memory of events, interacts with alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death
Benzodiazepines	Substance IV	Valium, Xanax, Halcion, Ativan, Restoril, Rohypnol (Roofies, R-2), Klonopin	Antianxiety, Sedative, Anti-convulsant, Hypnotic, Muscle Relaxant	Moderate	Moderate	Yes	1-8	Oral, injected			
Other Depressants	Substance I, II, III, IV	Ambien, Sonata, Meprobamate, Chloral Hydrate, Barbiturates, Methaqualone (Quaalude)	Antianxiety, Sedative, Hypnotic	Moderate	Moderate	Yes	2-6	Oral			

Stimulants											
Cocaine	Substance II	Coke, Flake, Snow, Crack, <i>Coca, Blanca, Perico, Nieve</i> , Soda	Local anesthetic	Possible	High	Yes	1-2	Snorted, smoked, injected	Increased alertness, excitation, euphoria, increased pulse rate & blood pressure, insomnia, loss of appetite	Agitation, increased body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation
Amphetamine/ Meth-amphetamine	Substance II	Crank, Ice, Cristal, Krystal Meth, Speed, Adderall, Dexedrine, Desoxyn	Attention deficit/ hyperactivity disorder, narcolepsy, weight control	Possible	High	Yes	2-4	Oral, injected, smoked			
Methylphenidate	Substance II	Ritalin (Illy's), Concerta, Focalin, Metadate	Attention deficit/ hyperactivity disorder	Possible	High	Yes	2-4	Oral, injected, snorted, smoked			
Other Stimulants	Substance III, IV	Adipex P, Ionamin, Prelu-2, Didrex, Provigil	Vaso-constriction	Possible	Moderate	Yes	2-4	Oral			
Hallucinogens											
MDMA and Analogs	Substance I	(Ecstasy, XTC, Adam), MDA (Love Drug), MDEA (Eve), MBDB	None	None	Moderate	Yes	4-6	Oral, snorted, smoked	Heightened senses, teeth grinding and dehydration	Increased body temperature, electrolyte imbalance, cardiac arrest	Muscle aches, drowsiness, depression, acne
LSD	Substance I	Acid, Microdot, Sunshine, Boomers	None	None	Unknown	Yes	8-12	Oral	Illusions and hallucinations, altered perception of	(LSD) Longer, more intense "trip" episodes	None

Phencyclidine and Analogs	Substance I, II, III	PCP, Angel Dust, Hog, Loveboat, Ketamine (Special K), PCE, PCPy, TCP	Anesthetic (Ketamine)	Possible	High	Yes	1-12	Smoked, oral, injected, snorted	time and distance	Unable to direct movement, feel pain, or remember	Drug seeking behavior *Not regulated
Other Hallucinogens	Substance I	Psilocybe mushrooms, Mescaline, Peyote Cactus, Ayahuasca, DMT, Dextro-methorphan* (DXM)	None	None	None	Possible	4-8	Oral			
Cannabis											
Marijuana	Substance I	Pot, Grass, Sinsemilla, Blunts, <i>Mota, Yerba, Grifa</i>	None	Unknown	Moderate	Yes	2-4	Smoked, oral	Euphoria, relaxed inhibitions, increased appetite, disorientation	Fatigue, paranoia, possible psychosis	Occasional reports of insomnia, hyperactivity, decreased appetite
Tetrahydro-cannabinol	Substance I, Product III	THC, Marinol	Antinauseant, Appetite stimulant	Yes	Moderate	Yes	2-4	Smoked, oral			
Hashish and Hashish Oil	Substance I	Hash, Hash oil	None	Unknown	Moderate	Yes	2-4	Smoked, oral			
Anabolic Steroids											
Testosterone	Substance III	Depo Testosterone, Sustanon, Sten, Cypt	Hypogonadism	Unknown	Unknown	Unknown	14-28 days	Injected	Virilization, edema, testicular atrophy, gynecomastia, acne, aggressive behavior	Unknown	Possible depression
Other Anabolic Steroids	Substance III	Parabolan, Winstrol, Equipoise, Anadrol, Dianabol, Primabolin-Depo, D-Ball	Anemia, Breast cancer	Unknown	Yes	Unknown	Variable	Oral, injected			

Inhalants											
Amyl and Butyl Nitrite		Pearls, Poppers, Rush, Locker Room	Angina (Amyl)	Unknown	Unknown	No	1	Inhaled	Flushing, hypotension, headache	Methemoglobinemia	Agitation
Nitrous Oxide		Laughing gas, balloons, Whippets	Anesthetic	Unknown	Low	No	0.5	Inhaled	Impaired memory, slurred speech, drunken behavior, slow onset vitamin deficiency, organ damage	Vomiting, respiratory depression, loss of consciousness, possible death	Trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, convulsions
Other Inhalants		Adhesives, spray paint, hair spray, dry cleaning fluid, spot remover, lighter fluid	None	Unknown	High	No	0.5-2	Inhaled			
Alcohol		Beer, wine, liquor	None	High	High	Yes	1-3	Oral			

Programs Available to Students Faculty and Staff

Educational Programs

The Southeastern Oklahoma State University Counseling Center provides counseling services to students struggling with alcohol and drug related matters, and is capable of referral services to any faculty, full-time, and part-time staff that are struggling with alcohol and drug related matters. Their contact information shall be included in the annual DFSCA disclosure.

AlcoholEdu is an on-line education and prevention program offered to freshmen enrolled in College Success Orientation classes that focuses on harm reduction. **AlcoholEdu** is also utilized currently as a possible sanction with conduct issues related to alcohol.

Marijuana 101 is an on-line education and prevention program, which is utilized as a possible sanction with conduct issues related to drugs.

Haven is a mandatory program which educates students about the elements of healthy relationships, being a good communicator, understanding and reporting sexual assault, the importance of sexual consent, and the role of bystanders in creating safe, healthy communities.

Student Health 101 is an online campus magazine to which Southeastern subscribes that addresses a multitude of health related issues including drug and alcohol informational articles. This publication may be accessed by going to <http://readsh101.com/se.html> and is delivered to student email inboxes monthly.

New Year's Resolution Booth gives the campus community an opportunity to express that they have a desire to promote safe and healthy behavior during the coming year. Information is passed out to those who are interested on healthy lifestyles. These events are held during the lunch time in the Student Union Atrium.

National College Health Assessment is completed every-other year to assess many health and wellness issues that affect our students. This instrument allows us to see what educational gaps and individual needs need to be addressed.

Springalooza is an event that happens the week before spring break every year in the Atrium of the Student Union during the hours the cafeteria is serving dinner. During this time, students are educated on safety tips for various circumstances that could possibly leave them vulnerable to assault.

Camp SE is an orientation camp that is held every summer on multiple occasions before the fall semester begins. Alcohol and drug abuse and prevention education will be provided during this orientation session.

Classroom Instruction: Instructors will be encouraged to include drug and alcohol abuse prevention education in their curriculum.

Customized educational outreach is offered throughout the year as requested through classrooms and other campus outreach initiatives, and periodically as part of health outreach programming. Additional outreach is provided through ongoing programming in Housing and Residence Life, The Office for Student Life, and Student Wellness Services.

Counseling and Treatment Programs

Southeastern Oklahoma State University Counseling Center (students only)

Glen D Johnson Student Union, Room 229

580-745-2988

Southeastern Oklahoma State University Student Health Services (students only)

Glen D Johnson Student Union, Room 229

580-745-2867

Non-Campus Programs (external options)

Alcoholics Anonymous

580-324-1332

Bryan County Health Unit

924-4299 or 4285

Bryan County Counseling Center

924-0564

Grayson County Counseling Services

903-892-2874

Grayson County Health Department

Administration and Services

903-893-0131 or 903-892-3776

Kiamichi Council on Alcoholism and Other Drug Abuse

924-6692

Alliance Health-Durant

924-3080

Oklahoma Alcoholism Information Centers

924-7330; 371-3019

Texas Alcoholism Information Centers

903-892-9911

Texoma Medical Center

903-416-4000

Non-Campus Hotlines

National Institution on Drug Abuse Information and Referral, 1-800-662-HELP, Monday-Friday, 8:30 a.m.-4:30 p.m.

Safe & Drug-Free Schools, 1-800-624-0100, Monday-Friday, 8 a.m.-5 p.m.

National Council on Alcoholism, 1-800-622-2255, 7 days a week, 24 hours a day

American Council for Drug Education, 1-800-488-DRUG

National Clearinghouse for Alcohol & Drug Information, 1-800-SAYNOTO

Al-Anon & Alateen crisis Line 1-800-356-9996

Cocaine Helpline, 1-800-COCAINE

National Marijuana Hotline 1-888-MARIJUA

National Heroin Hotline 1-900-9-HEROIN

Reach-Out Hotline, 1-800-522-9054 (alcohol, drug crisis intervention, mental health and referral)

Southeastern Oklahoma State University, in compliance with Title VI and VII of the Civil Rights Act of 1964, Executive Order 11246, as amended, Title IX of the Education Amendments of 1972, Americans with Disabilities Act of 1990, and other federal laws and regulations, does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, sexual orientation, gender identity, or status as a veteran in any of its policies, practices or procedures. This includes but is not limited to admissions, employment, financial aid and educational services.

Appendix B

Drug and Alcohol Abuse Prevention Program 2018

DFSCA Disclosure 2018

The full document is located at on the Southeastern Oklahoma State University Website at <http://www.se.edu/dept/student-wellness-services/files/2015/06/DAAPP-2015.pdf>.



Drug and Alcohol Abuse Prevention Program 2018

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Provision of a Drug and Alcohol-Free Environment

Southeastern Oklahoma State University believes that student success and achievement requires vigilance and effort on the part of the University to promote healthy living and learning. We affirm that we have a role in promoting an environment conducive to education and that actively discourages drug and alcohol abuse. We commit to prevention, developmental student conduct, and effective intervention for students at risk for these behaviors.

Southeastern Oklahoma State University is committed to compliance with the Drug Free Schools and Communities Act, and a campus culture that reduces alcohol and drug use, abuse, and illegal conduct. This commitment includes the development, enforcement, and continual evaluation of policy and programming, and promotion of awareness. Southeastern will continue to host and promote alcohol-free events and housing, and promote student learning opportunities in regard to alcohol and drug abuse. Southeastern is committed to offering primary wellness and counseling options to students who are at risk or abusing alcohol and other drugs.

As codified in local, state and federal laws, and the rules and regulations of the Regional University System of Oklahoma (RUSO), Southeastern Oklahoma State University prohibits the unlawful possession, use, or distribution of illicit drugs in buildings, facilities, grounds or other property owned and/or controlled by the University or as a part of the University activities. Additionally, no alcoholic beverages, including 3.2 beer, is allowed in student spaces on the Southeastern campus, including dorms, fraternities, sororities, stadiums/arenas, no matter the age or student status. Southeastern limits the advertising and alcohol related displays in residence halls and other student spaces through Residence Life policy and flyer approval procedure. We are committed to reporting all alcohol and drug related crimes through standard Clery Act procedure so that the campus community is aware of those incidents.

Student drug and alcohol policy provisions can be found in the Student Handbook, updated annually and available online at [<http://www.se.edu/dept/student-life/student-handbook/>]. Faculty policy provisions can be found in the Academic Policies and Procedures Manual, Section 7.1. [<http://lectures.se.edu/academic-affairs/policies-and-procedures/docs/academic-policies-andprocedures.pdf>]. Staff policy provisions can be found Administrative Policies and Procedures Handbook. [<http://www.se.edu/dept/human-resources/files/2015/11/Employee-Handbook-Rev-11-092015.pdf>] These drug and alcohol policies will be updated or reviewed, at a minimum, in response to data and information gathered through the biennial review process in accordance with this policy.

Students who are also employees may be held to the standards applicable in both sets of policies.

In response to the passage of State Question 788, the medical Marijuana Legalization Initiative, Southwestern Oklahoma State University stakeholders met to discuss the possible implications and outcomes for the Southeastern community. During this meeting, discussion ranged from possible residential living and learning scenarios to classroom interactions. A secondary group, the student conduct committee, looked into possible policy and sanctioning fluctuations. In the end, it was concluded that no policy change will occur in that Southeastern receives federal funding and therefore must abide by the federal Drug Free Schools and Communities Act Amendments of 1989. Thus, Southeastern will continue to enforce its current policy related to the use, possession, or distribution of marijuana on its campus.

Drug and Alcohol Abuse Prevention Plan Administration

The Drug and Alcohol Abuse Prevention Program Committee must meet quarterly (or once a semester) to evaluate and discuss each component of our multifaceted and campus wide programs. This committee is housed in the Division for Student Affairs and convened by the Chief Student Affairs Officer or their designee. Members of the committee shall be drawn from Human Resources, Student Affairs, Athletics, Academics, and other departments as appropriate. The purpose of this committee will be to oversee the overall planning and implementation of all drug and alcohol abuse prevention components.

Education Programming Components

The Southeastern Oklahoma State University Counseling Center provides counseling services to students struggling with alcohol and drug related matters, and is capable of referral services to any faculty, full-time, and part-time staff that are struggling with alcohol and drug related matters. Their contact information shall be included in the annual DFSCA disclosure.

Not Anymore: Alcohol and Other Drugs is an on-line education and prevention program offered to freshmen enrolled in College Success Orientation classes that focuses on harm reduction. It is also utilized currently as a possible sanction with conduct issues related to alcohol and to drugs.

Safe Colleges is a mandatory program which educates students about the elements of healthy relationships, being a good communicator, understanding and reporting sexual assault, the importance of sexual consent, and the role of bystanders in creating safe, healthy communities.

Student Health 101 is an online campus magazine to which Southeastern subscribes that addresses a multitude of health related issues including drug and alcohol informational articles. This publication may be accessed by going to <http://readsh101.com/se.html> and is delivered to student email inboxes monthly.

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Classroom Instruction: Instructors will be encouraged to include drug and alcohol abuse prevention education in their curriculum.

Customized educational outreach is offered throughout the year as requested through classrooms and other campus outreach initiatives, and periodically as part of health outreach programming. Additional outreach is provided through ongoing programming in Housing and Residence Life, The Office for Student Life, and Student Wellness Services.

Mandatory Annual Notification Procedure

To comply with Part 86 of the Drug-Free Schools and Campuses Regulations, Southeastern will produce an annual notice to be communicated to all students, faculty, and staff at the beginning of each Fall Semester. A similar notice shall also be communicated to any new students or employees who matriculate after the date of annual distribution. Distribution shall be in writing and may be accomplished through electronic communication unless the University has a reason to know that the individual cannot use that method of communication, in which case the communication shall be made in an alternative format. The annual notification shall include:

1. Southeastern's expected standards of conduct, including a summary of policy for alcohol and other drugs.
2. Possible legal sanctions for students, faculty, and staff for violation of the expected standards of conduct.
3. Statements or summaries of the health risks associated with the abuse of alcohol and other drugs.
4. Southeastern's DAAPP shall be available to students, staff, and faculty.
5. Southeastern's institutional sanctions for violation of the expected standards of conduct.

The Chief Student Affairs Officer shall designate an individual responsible for this annual notification to the campus community.

Biennial Review Policy and Procedure

To comply with regulations, Southeastern must conduct a biennial review of its DAAPP in order to determine effectiveness and consistency of sanction enforcement, and in order to identify any necessary changes and/or improvements. A copy of the biennial review report shall be communicated to the U.S. Department of Education or its representative upon request. The Chief Student Affairs Officer

shall assemble a committee of appropriate personnel and/or stakeholders to produce the biennial review report in a timely manner, or shall designate an individual to do so. This committee shall meet throughout June of each year and plan to produce a report by July 15 of each odd numbered year.

- The biennial review shall include:
 - An inventory and description of applicable drug and alcohol policies, programming, metrics associated with various programming models used, and student conduct metrics applicable to the two-year period.
 - A summary of policy and program areas that need improvement, and explanations of policy and programs that should remain unchanged.
 - A copy of the two most recent mandatory annual notifications. ○ A review of the distribution of the mandatory annual notifications and whether the distribution was successful.
 - Recommendations for revision of DAAPP policy or the language of the annual notification.
 - Discussion of sanctions and the consistency of sanctioning procedure and outcomes.
 - A summary of any available student or staff self-reporting on drug and alcohol usage and abuse.
 - AHCA data.

Calendar of the Biennial Review procedure:

- June 1 (of each year): Chief Student Affairs Officer requests to various campus offices for information about their portion of the DAAPP, including statistical data. The review committee shall be assembled and begin evaluating this information in regularly scheduled meetings.
- July 15 (odd numbered years): Production of the Biennial Review Report, complete with recommendations of improvements to the DAAPP.
- August 1: (odd numbered years): The Biennial Review Report shall be made available to all members of the campus community and the Federal Department of Education.

Findings of the 2017 Biennial Review Report of Southeastern Oklahoma State University's Drug and Alcohol Abuse and Prevention Programs:

After reviewing the information collected on all drug and alcohol abuse and prevention across the University landscape, we have determined that our programming and awareness elements have benefitted from a centralized strategy. The coordination recommended in the last Biennial Review 2015 has strengthened the overall program. Policy, sanctioning and disclosures have been integrated into standard operating procedure and clear lines of responsibility have been established. The following conclusions can be made:

- Each semester the Drug and Alcohol Abuse Prevention Program Committee should meet once each semester to evaluate and discuss each component of our multi-faceted and campus wide programs.
- An annual review of policy regarding alcohol and drugs should be completed by each area that has policy and reviewed for alignment between various areas of campus. This review should be submitted to the Drug and Alcohol Abuse Prevention Program Committee by June 1 of each year for review. Based on the review, policies and practices can be updated in advance of the academic year.
- The University's non-student campus alcohol policies are underdeveloped and need to be revisited.
- The on-line education model is not meeting the needs of our campus. The contract will end in 2018. A new module will need to be selected to better meet our needs.
- Each semester a review of conduct violations and sanctioning should be completed to check consistency and effectiveness. The review should include Clery reporting statistics and the Maxient conduct reporting system.



DRUG FREE SCHOOLS AND COMMUNITIES ACT NOTIFICATION

Dear Southeastern Students, Faculty, Staff, and Community,

The Drug-Free Schools and Communities Act Amendments of 1989 require that the University must advise faculty, staff and students of relevant laws pertaining to the illicit manufacture, possession, distribution, and usage of drugs and alcohol. This disclosure is to notify you of penalties for violations of Oklahoma and Federal statutes, the health risks associated with the usage of controlled substances, and the student conduct penalties associated with the manufacture, possession, distribution, and usage of controlled substances.

Standards of Conduct and Institutional Sanctions

Student Conduct:

In accordance with the Student Handbook and Code of Conduct, The use, possession, manufacturing, distribution, and/or being under the influence of alcoholic beverages and/or low point beer, as defined by Oklahoma Law, on the campus or at any on-campus activity sponsored by or for a student organization or any other university sponsored activity for students is not permitted. The use, possession, manufacturing, distribution and/or being under the influence of controlled dangerous substances, or controlled substances as defined by Oklahoma law, except as expressly permitted by law and/or University policy is not permitted. The inappropriate use, misuse, or abuse of prescription or over-the counter medications is forbidden.

Student Sanctions:

The violation of this student policy can result in reprimand, conduct probation, removal from residence halls, mandatory treatment or rehabilitation at the student's own expense, and can result in sanctions up to and including suspension or expulsion from the university.

Faculty Conduct:

In accordance with the Academic Policies and Procedures Manual, the illegal use, sale, or possession of alcohol, narcotics, drugs, or controlled substances while on university property or during any university

activity is prohibited. Any illegal activity or substances will be reported to the appropriate law enforcement agency and may result in criminal prosecution. Employees who are under the influence of alcohol or drugs, or who possess or consume alcohol or drugs on the job, have the potential for interfering with their own, as well as their co-workers' safe and efficient job performance. Any university employee who is convicted of any federal or state criminal drug statute for drug related misconduct in the workplace must report the conviction within five (5) days thereafter to the Human Resources office.

Faculty Sanctions:

Such conditions will be proper cause for disciplinary action including employment probation, mandatory treatment or rehabilitation at the employees own expense, and up to and including termination of employment.

Staff Conduct:

In accordance with the Administrative, Professional, and Support Staff Handbook, the illegal use, sale, or possession of alcohol, narcotics, drugs, or controlled substances while on university property or during any university activity is prohibited. Employees who are under the influence of alcohol or drugs, or who possess or consume alcohol or drugs on the job, have the potential for interfering with their own, as well as their co-workers' safe and efficient job performance. Any university employee who is convicted of any federal or state criminal drug statute for drug related misconduct in the workplace must report the conviction within five (5) days thereafter to the Human Resources office.

Staff Sanctions:

Any illegal activity or substances will be reported to the appropriate law enforcement agency and may result in criminal prosecution. Violation of conduct standards are cause for disciplinary action up to and including termination of employment. University officials reserve the right to require drug testing when there is reasonable cause to believe that an employee is under the influence of drugs.

Relevant State and Federal Laws

Students, faculty, and staff who violate Southeastern’s drug and alcohol policies are simultaneously subject to criminal sanctions provided by federal, state, and local law. This is a summary of those legal sanctions:

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
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 mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
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 that 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	
Flunitrazepam (Schedule IV) 1 Gram	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.
Any Amount Of Other Schedule III Drugs	First Offense: Not more than 10 yrs. If death or serious bodily injury, not more that 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. 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.
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Any Amount Of All Schedule V Drugs	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	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. 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.
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	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.

	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.
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	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. 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.
Hashish More than 10 kilograms	
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants	First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual. Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

For a detailed and comprehensive overview of all Federal drug laws written by the Congressional Research Service, visit: <https://www.fas.org/sfp/crs/misc/RL30722.pdf>

Oklahoma Law:

Code Section	Oklahoma Statutes Title 63 §2-101, et seq. : Uniform Controlled Dangerous Substances Act
Possession	Misdemeanor with penalty of up to 1 yr. or fined \$10,000; Subsequent offense: felony, 2-10 yrs. Fine not to exceed \$25,000; Within 1000 feet of school or in presence of child under 12: up to double penalties; subsequent offense: up to triple penalties
Sale	Felony, 2-10 yrs. and/or up to \$5000; Subsequent offense: double penalties
Trafficking	Between 25-1000 lbs.: \$25,000 to \$100,000; Over 1000 lbs.: \$100,000 to \$500,000

In addition, the Prevention of Youth Access to Alcohol, became effective July 1, 2006. For minors consuming/in possession of alcohol or 3.2 beer, the following penalties apply:

1st violation: fines up to \$300 and/or community service not to exceed 30 hours, and mandatory revocation of driver's license for 6 months;

2nd violation: fines up to \$600 and/or community service not to exceed 60 hours, and mandatory revocation of driver's license for 1 year;

3rd violation: fines up to \$900 and/or community service not to exceed 90 hours, and mandatory revocation of driver's license for 2 years;

All minors who violate this law are subject to drug and alcohol assessment;

Minors who have not yet received a driver's license will not be allowed to obtain a license for the same amount of time as the license would have been revoked.

Health Risks Associated with Alcohol and Other Drugs

Table

SOURCE: DEA, <i>Drugs of Abuse</i> , 2011				Dependence							
Drugs	CSA Schedules	Trade or Other Names	Medical Uses	Physical	Psycho-logical	Tolerance	Duration (Hours)	Usual Method	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Narcotics											
Heroin	Substance I	Diamorphine, Horse, Smack, Black tar, <i>Chiva, Negra (black tar)</i>	None in U.S., Analgesic, Antitussive	High	High	Yes	3-4	Injected, snorted, smoked	Euphoria, drowsiness, respiratory depression, constricted pupils, nausea	Slow and shallow breathing, clammy skin, convulsions, coma, possible death	Watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, cramps, nausea, chills and sweating
Morphine	Substance II	MS-Contin, Roxanol, Oramorph SR, MSIR	Analgesic	High	High	Yes	3-12	Oral, injected			
Hydrocodone	Substance II, Product III, V	Hydrocodone w/ Acetaminophen, Vicodin, Vicoprofen, Tussionex, Lortab	Analgesic, Antitussive	High	High	Yes	3-6	Oral			
Hydro-morphone	Substance II	Dilaudid	Analgesic	High	High	Yes	3-4	Oral, injected			
Oxycodone	Substance II	Roxicet, Oxycodone w/ Acetaminophen, OxyContin, Endocet, Percocet, Percodan	Analgesic	High	High	Yes	3-12	Oral			
Codeine	Substance II, Products III, V	Acetaminophen, Guaifenesin or Promethazine	Analgesic, Antitussive	Moderate	Moderate	Yes	3-4	Oral, injected			

		w/Codeine, Fiorinal, Fioricet or Tylenol w/Codeine										
Other Narcotics	Substance II, III, IV	Fentanyl, Demerol, Methadone, Darvon, Stadol, Talwin, Paregoric, Buprenex	Analgesic, Antidiarrheal, Antitussive	High-Low	High-Low	Yes	Variable	Oral, injected, snorted, smoked				
Depressants												
<i>gamma</i> Hydroxybutyric Acid	Substance I, Product III	GHB, Liquid Ecstasy, Liquid X, Sodium Oxybate, Xyrem®	None in U.S., Anesthetic	Moderate	Moderate	Yes	3-6	Oral	Slurred speech, disorientation, drunken behavior without odor of alcohol, impaired memory of events, interacts with alcohol	Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death	Anxiety, insomnia, tremors, delirium, convulsions, possible death	
Benzodiazepines	Substance IV	Valium, Xanax, Halcion, Ativan, Restoril, Rohypnol (Roofies, R-2), Klonopin	Antianxiety, Sedative, Anti-convulsant, Hypnotic, Muscle Relaxant	Moderate	Moderate	Yes	1-8	Oral, injected				
Other Depressants	Substance I, II, III, IV	Ambien, Sonata, Meprobamate, Chloral Hydrate, Barbiturates, Methaqualone (Quaalude)	Antianxiety, Sedative, Hypnotic	Moderate	Moderate	Yes	2-6	Oral				
Stimulants												
Cocaine	Substance II	Coke, Flake, Snow, Crack, <i>Coca, Blanca, Perico, Nieve</i> , Soda	Local anesthetic	Possible	High	Yes	1-2	Snorted, smoked, injected	Increased alertness, excitation, euphoria, increased pulse rate & blood pressure, insomnia, loss of appetite	Agitation, increased body temperature, hallucinations, convulsions, possible death	Apathy, long periods of sleep, irritability, depression, disorientation	
Amphetamine/ Meth-amphetamine	Substance II	Crank, Ice, Cristal, Krystal Meth, Speed, Adderall, Dexedrine, Desoxyn	Attention deficit/ hyperactivity disorder, narcolepsy, weight control	Possible	High	Yes	2-4	Oral, injected, smoked				

Methylphenidate	Substance II	Ritalin (Illy's), Concerta, Focalin, Metadate	Attention deficit/hyperactivity disorder	Possible	High	Yes	2-4	Oral, injected, snorted, smoked			
Other Stimulants	Substance III, IV	Adipex P, Ionamin, Prelu-2, Didrex, Provigil	Vaso-constriction	Possible	Moderate	Yes	2-4	Oral			
Hallucinogens											
MDMA and Analogs	Substance I	(Ecstasy, XTC, Adam), MDA (Love Drug), MDEA (Eve), MBDB	None	None	Moderate	Yes	4-6	Oral, snorted, smoked	Heightened senses, teeth grinding and dehydration	Increased body temperature, electrolyte imbalance, cardiac arrest	Muscle aches, drowsiness, depression, acne
LSD	Substance I	Acid, Microdot, Sunshine, Boomers	None	None	Unknown	Yes	8-12	Oral	Illusions and hallucinations, altered perception of time and distance	(LSD) Longer, more intense "trip" episodes	None
Phencyclidine and Analogs	Substance I, II, III	PCP, Angel Dust, Hog, Loveboat, Ketamine (Special K), PCE, PCPy, TCP	Anesthetic (Ketamine)	Possible	High	Yes	1-12	Smoked, oral, injected, snorted		Unable to direct movement, feel pain, or remember	Drug seeking behavior *Not regulated
Other Hallucinogens	Substance I	Psilocybe mushrooms, Mescaline, Peyote Cactus, Ayahuasca, DMT, Dextro-methorphan* (DXM)	None	None	None	Possible	4-8	Oral			
Cannabis											
Marijuana	Substance I	Pot, Grass, Sinsemilla, Blunts, <i>Mota, Yerba, Grifa</i>	None	Unknown	Moderate	Yes	2-4	Smoked, oral	Euphoria, relaxed inhibitions, increased appetite, disorientation	Fatigue, paranoia, possible psychosis	Occasional reports of insomnia, hyperactivity, decreased appetite
Tetrahydro-cannabinol	Substance I, Product III	THC, Marinol	Antinauseant, Appetite stimulant	Yes	Moderate	Yes	2-4	Smoked, oral			

Hashish and Hashish Oil	Substance I	Hash, Hash oil	None	Unknown	Moderate	Yes	2-4	Smoked, oral			
Anabolic Steroids											
Testosterone	Substance III	Depo Testosterone, Sustanon, Sten, Cypt	Hypogonadism	Unknown	Unknown	Unknown	14-28 days	Injected	Virilization, edema, testicular atrophy, gynecomastia, acne, aggressive behavior	Unknown	Possible depression
Other Anabolic Steroids	Substance III	Parabolan, Winstrol, Equipose, Anadrol, Dianabol, Primabolin-Depo, D-Ball	Anemia, Breast cancer	Unknown	Yes	Unknown	Variable	Oral, injected			
Inhalants											
Amyl and Butyl Nitrite		Pearls, Poppers, Rush, Locker Room	Angina (Amyl)	Unknown	Unknown	No	1	Inhaled	Flushing, hypotension, headache	Methemoglobinemia	Agitation
Nitrous Oxide		Laughing gas, balloons, Whippets	Anesthetic	Unknown	Low	No	0.5	Inhaled	Impaired memory, slurred speech, drunken behavior, slow onset vitamin deficiency, organ damage	Vomiting, respiratory depression, loss of consciousness, possible death	Trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, convulsions
Other Inhalants		Adhesives, spray paint, hair spray, dry cleaning fluid, spot remover, lighter fluid	None	Unknown	High	No	0.5-2	Inhaled			
Alcohol		Beer, wine, liquor	None	High	High	Yes	1-3	Oral			

Programs Available to Students Faculty and Staff

Educational Programming

The Southeastern Oklahoma State University Counseling Center provides counseling services to students struggling with alcohol and drug related matters, and is capable of referral services to any faculty, full-time, and part-time staff that are struggling with alcohol and drug related matters. Their contact information shall be included in the annual DFSCA disclosure.

Not Anymore: Alcohol and Other Drugs is an on-line education and prevention program offered to freshmen enrolled in College Success Orientation classes that focuses on harm reduction. It is also utilized currently as a possible sanction with conduct issues related to alcohol and to drugs.

Safe Colleges is a mandatory program which educates students about the elements of healthy relationships, being a good communicator, understanding and reporting sexual assault, the importance of sexual consent, and the role of bystanders in creating safe, healthy communities.

Student Health 101 is an online campus magazine to which Southeastern subscribes that addresses a multitude of health related issues including drug and alcohol informational articles. This publication may be accessed by going to <http://readsh101.com/se.html> and is delivered to student email inboxes monthly.

New Year's Resolution Booth gives the campus community an opportunity to express that they had a desire to promote safe and healthy behavior during the coming year. Information is passed out to those who were interested on healthy lifestyles. These events are held during the lunch time in the Student Union Atrium.

National College Health Assessment is completed every-other year to assess many health and wellness issues that affect our students. This instrument allows us to see what educational gaps and individual needs need to be addressed.

Springapalooza is an event that happens the week before spring break every year in the Atrium of the Student Union during the hours the cafeteria is serving dinner. During this time, students are educated on safety tips for various circumstances that could possibly leave them vulnerable to assault.

Camp SE is an orientation camp that is held every summer before the fall semester begins. Alcohol and drug abuse and prevention education will be provided during this orientation session.

Classroom Instruction: Instructors will be encouraged to include drug and alcohol abuse prevention education in their curriculum.

Customized educational outreach is offered throughout the year as requested through classrooms and other campus outreach initiatives, and periodically as part of health outreach programming. Additional outreach is provided through ongoing programming in Housing and Residence Life, The Office for Student Life, and Student Wellness Services.

Counseling and Treatment Programs

Southeastern Oklahoma State University Counseling Center (students only)
Glen D Johnson Student Union, Room 229
580-745-2988

Southeastern Oklahoma State University Student Health Services (students only)
Glen D Johnson Student Union, Room 229
580-745-2867

Non Campus Programs

Alcoholics Anonymous
580-924-1332
Bryan County Health Unit
924-4299 or 4285
Bryan County Counseling Center
924-0564
Grayson County Counseling Services
903-892-2874
Grayson County Health Department
Administration and Services
903-893-0131 or 903-892-3776
Kiamichi Council on Alcoholism and Other Drug Abuse
924-6692
Alliance Health-Durant
924-3080
Lighthouse Counseling Center
924-7330; 371-3019
Substance Abuse Council
903-892-9911
Texoma Medical Center
903-416-4000

Non Campus Hotlines

Substance Abuse and Mental Health Services, Admin: SAMHSA, Referral, 1-800-662-HELP, Monday-Friday, 8:30 a.m.-4:30 p.m.
National Council on Alcoholism and Drug Dependence, In. Hope Line , 1-800-622-2255, 7 days a week, 24 hours a day
National Clearinghouse for Alcohol & Drug Information, 1-800-SAYNOTO
National Directory of Drug Hotlines, Narcotics Hotlines and Crisis Intervention Centers, 1-800-999-9999

Drug and Alcohol Hotline for Rehab/Treatment Referral Service, 1-800-622-HELP
Al-Anon & Alateen crisis Line 1-800-356-9996
National Heroin Hotline 1-900-9-HEROIN
Reach-Out Hotline, 1-800-522-9054 (alcohol, drug crisis intervention, mental health and referral)

Southeastern Oklahoma State University, in compliance with Title VI and VII of the Civil Rights Act of 1964, Executive Order 11246, as amended, Title IX of the Education Amendments of 1972, Americans with Disabilities Act of 1990, and other federal laws and regulations, does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, sexual orientation, gender identity, or status as a veteran in any of its policies, practices or procedures. This includes but is not limited to admissions, employment, financial aid and educational services.

Appendix C

Resident Student Handbook (Relevant Sections)

Section VI of the Resident Student Handbook (Policies A to Z) contains the following policies related to alcohol, other drugs, and controlled substances.

VI. – b. Alcohol: The consumption or possession of all alcoholic beverages on campus, in university housing, or at any on or off - campus event sponsored by or for a student organization or other university sponsored activity for students, is forbidden. (The university is authorized to develop and implement a policy regulating consumption of alcohol at officially sponsored events). All Residence Halls are maintained as alcohol free environments. No alcohol or alcohol containers (even empty or those deemed to be “decorative”) are permitted within the halls for any reason. Students are expected to comply with laws of the state of Oklahoma and the policies of the University regarding the use or possession of alcoholic beverages and other drugs.

VI. – k. Controlled Substances: The use, possession, or distribution of narcotics or other controlled substances except as expressly, permitted by law, and the inappropriate use or abuse of prescriptions or over-the-counter medications is forbidden.

VI. – m. Drugs – See “controlled substances”

Appendix D
Athletic Drug Testing Program (in full)

The document can be found at

https://gosoutheastern.com/documents/2017/5/16//DrugPolicy_2017.pdf?id=271

SOUTHEASTERN OKLAHOMA STATE UNIVERSITY ATHLETIC DEPARTMENT
ALCOHOL, TOBACCO, and OTHER DRUG-EDUCATION GUIDELINES (Revised June 2017)

and the

DRUG-TESTING PROGRAM for STUDENT-ATHLETES

“Student-athletes are responsible for anything they ingest.”

The overall goal of Southeastern Oklahoma State University’s (SE Athletics) Alcohol, Tobacco, and Drug-Education Guidelines and Drug-Testing Program is to promote a year-round drug free environment in the SE Athletics Program. Objectives within the overall goal are to:

- Protect the health, safety, and welfare of the student-athlete.
- Address student-athletes’ problems and concerns with regard to alcohol, tobacco, and other drugs.
- Inform and educate the student-athlete and others associated with athletic teams about alcohol, tobacco, and other drugs as well as the effects of their use/abuse.
- Assure compliance with all University, Great American Conference, and National Collegiate Athletics Association policies and procedures.

The first priority of SE Athletics program is the health, safety, and welfare of the student-athletes. The approach is from a medical perspective with an emphasis on education, testing, and referral for treatment of student-athletes and others who are a part of the intercollegiate athletics program at SOSU. The program focuses on three concerns to ensure the health of the student-athlete.

The first focus is on the consumption of alcohol. Alcohol is involved in most of the undesirable behavior observed among students on college campuses.

The second focus is the use of tobacco products. There is solid evidence that points to the dangers of tobacco use. SOSU is a Tobacco Free Campus and is banned by the NCAA during practice and competition.

The third focus is on other drugs commonly believed to be “performance enhancing” drugs, “street” drugs, and supplements. There is sufficient evidence to substantiate that the use of these substances could impair or injure a student athlete during athletic activities.

Education and counseling are the essential cornerstones of the program and are directed toward alerting student-athletes and coaches to the potential harm of Substance Use, Misuse, and Abuse. Since studies indicate that education alone is not a sufficient deterrent to drug use, education and counseling will be supplemented with a substance testing component. The SE Athletics protocol for drug-testing is designed to be fair, to achieve reliability of testing results, and to protect the privacy rights of the student-athlete’s medical records. Test results will not be released except in accordance with the policy

of this program or as otherwise required by law, which can include but is not limited to SE University officials. This Program and its consequences are independent of the NCAA Drug Testing Program.

DRUG-EDUCATION COMPONENT

There are two facets to the Educational Program: (A) explanation of SE Athletics Drug-Education Guidelines and Drug-Testing Program to student-athletes and others, and (B) dissemination of information to student-athletes and those associated with athletic teams regarding alcohol, tobacco, and other drugs, their use and abuse, and the effect on the student-athlete, his/her team, and teammates as a result of this use or abuse.

A. Explanation of SE Athletics Program to the Student-Athletes

1. At the beginning of each school year, a presentation will be made to each athletic team. The presentation will outline and review SE Athletics Alcohol, Tobacco, and Drug-Education Guidelines as well as the Drug-Testing Program, its purposes, the plan for implementing it, and the consequences for violating the policies of the program. There will be an additional meeting held for those student-athletes entering SE Athletic Program at mid-year.
2. Any student-athlete who does not sign both the NCAA and SE Athletics Consent Forms will not be permitted to participate in intercollegiate athletics and will forfeit all athletic financial aid. A student-athlete who fails to submit drug-testing as provided in this program, after initially consenting to such testing, shall be considered to have made a decision not to participate in the program and will immediately be banned from all athletic activity and will forfeit athletic financial aid.

B. Education of Student-Athletes Concerning Alcohol, Tobacco, and Drug Use and Abuse.

1. Education programs are designed to:
 - a. educate the student-athlete and other appropriate personnel about the associated problems of alcohol, tobacco, and other drug use/abuse and how such use/abuse may adversely affect the student athlete and his/her team and teammates.
 - b. educate, inform, and teach those associated with intercollegiate athletics how to recognize the warning signs of usage and the side effects of specific substances, e.g., alcohol, tobacco, street drugs, performance enhancers, supplements, and others.
 - c. encourage open discussion about the consumption of alcohol as well as the use of tobacco and other drugs.
 - d. familiarize the student-athlete with rehabilitation and treatment programs.

<http://www.se.edu/dept/student-wellness-services/files/2015/06/Drug-and-Alcohol-Resources.pdf>

2. Athletic department may provide and disseminate information to student-athletes with educational opportunities that may include guest speakers, educational videos, interactive educational programming, and visual aids posted in athletic facilities, including locker rooms, training rooms, offices, and classrooms. These opportunities may be provided Drug Free Sport which is the NCAA recognized authority on education and testing of banned substances. <https://www.drugfreesport.com/> password: ncaa2

3. Each team and coaching staff may provide an educational session once a year that will focus on information regarding the dangers of using alcohol, tobacco, and performance enhancing drugs, street drugs, and supplements.

4. Attendance of the student-athlete at scheduled educational sessions is mandatory. Absences will only be permitted with the approval of the Athletic Director. Any absences will result in the student-athlete being required to attend a make-up session.

DRUG-TESTING COMPONENT

A. General Provisions

1. The testing program will be conducted by athletic training staff and will consist of random testing and testing under suspicion. This collection will be handled by the athletic training staff by the use of instant testing cups.

2. Southeastern Athletics test mirrors the drug classifications tested for by the NCAA. For a partial list please refer to Appendix A.

3. Each team will be subjected to testing of all team members at any time.

4. All student-athletes will be subject to random, unannounced drug-testing throughout their career as a Southeastern student-athlete.

5. All student-athletes, regardless of previous test results, will be subjected to random selection for on-campus and/or off-campus drug-testing.

6. All student-athletes will be subjected to drug-testing under suspicion throughout their career as a Southeastern student-athlete.

7. The Director of Athletics and the Head Athletic Trainer will handle records of test results in strict confidentiality. The results will only be released under the provisions stated in this document or as otherwise required by law, which can include but is not limited to SE University officials.

8. All positive test results will remain with the student-athlete throughout his/her athletic career at Southeastern Oklahoma State University.

9. All positive tests will result in a follow up test at a third party provider.

B. Amnesty Program

1. Any student-athlete who self-reports that he/she believes he/she may have violated the Southeastern Oklahoma State University Athletics Drug Policy will be required to attend drug-education and treatment programs as prescribed by the Athletic Department. A self-reported student athlete will be required to immediately submit to a drug test and will be treated as a first offense without any sanction from the Athletic Department.
2. Upon successful completion of the educational session, including a negative post-test no sooner than 30 days from the initial failed test, the student athlete will be deemed not to have violated any offenses listed in this policy. A positive post-test results in a 2nd offense and is subject to consequences outlined in this document.
3. A student-athlete is not eligible for the Amnesty Program if he/she has been informed of an impending drug test or has previously received a positive test result at SE Athletics.
4. This Amnesty Program is a one-time opportunity. Further positive drug tests will be handled according to the procedures stated in this document.
5. NCAA testing supersedes this amnesty program.

C. Testing Under Reasonable Suspicion.

Southeastern Oklahoma State University Athletic Department reserves the right to test any student athlete for the use of alcohol, prohibited drugs, or controlled substances when actions of said student athlete indicate reasonable suspicion of the use of alcohol, prohibited drugs, or controlled substances. Any coach and/or administrator may report reasonable suspicion to the Athletic Director and/or Head Athletic Trainer who will make a decision regarding the need for drug-screening. A report should be a written statement including facts such as times, dates, and parties involved.

Reasonable suspicion is defined as proof or evidence that is more than intuition or strong feeling, but less than probable cause. Such reasonable suspicion must be based on specific observations including but not limited to appearance, grades, behavior, speech, and/or body odors of the student-athlete. Testing under this provision permits SE Athletics to test following an incident outside of athletics, e.g., dorm incidents, arrests, or confrontations. These observations may include but not be limited to indications of the chronic and/or withdrawal effects of prohibited substances or any of the following:

- Reduced quality of academic or athletic performance;
- Patterns of unexcused absences or tardiness in regards to academic classes or athletic meetings;
- Inability to get along with others or excessive withdrawal and isolation;
- Decreased manual dexterity, short-term memory loss;
- Periods of unusual hyperactivity, irritability, or drowsiness;
- When an administrator, coach or support staff has suspicion created through the senses of smell, sight, or sound; or
- Presence or possession by a student-athlete of illegal or controlled drugs or drug-related paraphernalia.

D. Appeals

1. A student-athlete may appeal any sanction as the result of a positive drug test. A student athlete desiring to appeal must file a written Notice of Appeal with the Director of Athletics within two consecutive university working days of notification of a positive test result.
2. The Appeals Committee may be composed of the Director of Athletics, Faculty Athletic Representative, Head Athletic Trainer, Director of Compliance, and other athletic personnel as selected by the Director of Athletics.
3. The Appeals Committee will be responsible for conducting each appeals hearing.
4. The Appeals Committee will reach a decision of an appeal and inform the student-athlete of the decision within three (3) university working days.
5. In the appeals phase, a student-athlete would provide a new urine sample:
 - If the result of the appeals test is positive, the student-athlete will incur the expense of the test.
 - If the result of the appeals test is negative, the student-athlete will appear before the appeals committee for a final decision.

SOUTHEASTERN OKLAHOMA STATE UNIVERSITY ATHLETICS PROGRAM SUBSTANCE USE, MISUSE, and ABUSE POLICY

A. Elements of the Policy.

- The Policy is in effect from the initial full-time enrollment in SE Athletics throughout the student athlete's SOSU playing career, including SOSU vacation periods. This Policy is in effect during all school-related field trips, activities, athletic events, and other extracurricular events, whether such activities are on-campus or off-campus.
- The Policy is in effect for any and all student-athletes whose misconduct related to the use of alcohol, tobacco, or illegal and/or controlled drugs outside of the University.
- Random unannounced testing will occur periodically as directed by the Head Athletic Trainer and approved by the Director of Athletics.
- Drug-testing may occur based on suspicion as outlined in this document.
- Unannounced, on-campus instant testing, can be performed at any time as requested by the Director of Athletics and/or the respective Head Coach.
- Failure of a student-athlete to appear at scheduled test will be considered a positive result.
- A diluted specimen may be considered positive. The student-athlete will be financially responsible for the re-test. If the re-test is negative, positive test for the diluted sample will be set aside.
- With any positive result, the respective Head Coach can enforce team policies which may be stricter than those in the SE Athletics Substance Use, Misuse, and Abuse Policy. Each team's policy will be kept on file in the office of the Director of Athletics.
- If the student-athlete has a positive result on a test, the student-athlete, respective Head Coach, Head Athletic Trainer, and Director of Athletics will meet to discuss the test and the consequences involved.

B. Positive Test Results and Consequences

1. First Offense: First Positive Result

Confidentiality of test results will be observed except for:

Student-Athlete

- Director of Athletics
- Head Athletic Trainer
- Head Coach
- Others as required by the Director of Athletics

Consequences:

a. Mandatory counseling with a Substance Use, Misuse, and Abuse counselor. The Head Athletic Trainer and the student-athlete will make the initial appointment within 7 working days of the positive test result. Failure to attend any counseling sessions (unless excused by the counselor) will result in a Second Offense. A student-athlete's completion of education and counseling is allowed upon mutual agreement between the Director of Athletics or the Head Athletic Trainer and the counselor.

b. A re-test no sooner than 30 days from the initial positive test may be required at the discretion of the Director of Athletics.

2. Second Offense: Second Positive Result

If a second positive result occurs at any time, a meeting will be held with the following individuals:

- Student-Athlete
- Director of Athletics
- Head Athletic Trainer
- Head Coach
- Compliance Coordinator
- Others as required by the Director of Athletics

Consequences:

a. The student-athlete will forfeit 30% of his/her athletic financial aid in the next full-time semester. This is applicable for all student-athletes except those in the last semester of receiving athletic aid, in which the student-athlete may lose 30% of the athletic aid in the current semester. In the case of a non-scholarship student-athlete, he/she will lose 30% of athletic contests and/or 30% of future athletic aid. The balance of the season may be such that the total number of suspended games will have to carry over into post-season play and even into the next season.

b. Mandatory counseling with a Substance Use, Misuse, Abuse counselor. The Head Athletic Trainer and the student-athlete will make the initial appointment within 7 working days of the positive test result. Failure to attend any counseling sessions (unless excused by the counselor) will result in a Third Offense. A student-athlete's completion of education and counseling is allowed upon mutual agreement between the Director of Athletics or the Head Athletic Trainer and the counselor.

c. A re-test no sooner than 30 days from the initial positive test may be required at the discretion of the Director of Athletics.

3. Third Offense: Third Positive Result

If a third positive result occurs at any time, a meeting will be held with the following individuals:

- Student-Athlete
- Director of Athletics
- Head Athletic Trainer
- Head Coach
- Others as required by the Director of Athletics

Consequences:

a. The student-athlete will be banned from all participation in athletics at Southeastern.

b. Athletic scholarships will automatically and immediately be forfeited.

c. The student-athlete may apply to the Director of Athletics for reinstatement for participation in the intercollegiate athletic program. This application for reinstatement may not be made until the student-athlete passes a drug test and has had a year of non-participation in any intercollegiate athletic activity.

ALCOHOL POLICY

In developing a policy regarding the consumption of alcohol by student-athletes, it should be viewed in the context that lawful responsible consumption or abstinence is expected from the student-athlete and that consumption and/or possession of alcohol by persons under 21 years of age in the state of Oklahoma is illegal. On-campus or off-campus incidents involving alcohol will be governed by the consequences of the SOSU Student Code of Conduct and as set forth in section B of this document. The Head Coach could have team rules regarding the consumption and possession of alcohol that may affect the student-athlete's eligibility for practice and competition.

TOBACCO POLICY

In developing a policy regarding the use of tobacco products by student-athletes, Southeastern Oklahoma State University recognizes the stipulations set forth by the NCAA. Tobacco use in all forms is prohibited during practice and competition by student-athletes and game personnel in all sports and may result in ejection from the game. SOSU is a Tobacco Free Campus.

OTHER ISSUES

All student-athletes must also abide by the rules of the Board of Regents of the Regional University System of Oklahoma which states: "The use, possession, manufacturing, distribution, and/or being under the influence of alcoholic beverages and/or low point beer, as defined by Oklahoma law, on the campus or at any on-campus activity sponsored by or for a student organization or any other university sponsored activity for students is not permitted. Campus includes but is not limited to university housing including sorority and fraternity housing. Each university is authorized to develop and implement a policy regulating consumption of alcohol at officially sponsored off-campus activities." On campus or off-campus incidents in violation of the Board of Regents of the Regional University System of Oklahoma which states statement will be governed by the consequences of the SOSU Student Code of Conduct. The Head Coach could have team rules addressing this violation that may affect the student athlete's eligibility for practice and competition.

Any student-athlete who is involved with distributing, attempting, or conspiring to distribute illegal drugs (alcohol, including banned dietary supplements or other performance enhancing drugs) may be immediately suspended from any connection with the SOSU Athletics Program and may be permanently banned from participation pending final adjudication of the case. On-campus or off-campus incidents violating this Policy will be governed by the consequences of the SOSU Student Code of Conduct.

NOTE: THIS POLICY IS SUBJECT TO CHANGE AT ANY TIME AND THE APPLICATION OF THIS POLICY IS AT THE DISCRETION OF THE DIRECTOR OF ATHLETICS. ALL HEAD COACHES WILL HAVE TEAM POLICIES ON FILE WITH THE DIRECTOR OF ATHLETICS. TEAM POLICIES MAY BE STRICTER THAN SOUTHEASTERN OKLAHOMA STATE UNIVERSITY'S ATHLETICS DEPARTMENT ALCOHOL, TOBACCO, AND OTHER DRUGS POLICY.

Appendix A

NOTE: There is no complete list of banned substances. Any substance that is chemically related to the class, even if it is not listed as an example, is also banned.

Prior to consuming any nutritional/dietary supplement product, it is the responsibility of the student athlete to review the product with the appropriate athletics training staff. Because nutritional supplements are not strictly regulated any may contain substances banned by the NCAA, any product containing a dietary supplement ingredient is taken at the risk of the respective student-athlete.

2017-18 NCAA Banned Drugs:

It is your responsibility to check with the appropriate or designated athletics staff before using any substance

The NCAA bans the following classes of drugs:

1. Stimulants.
2. Anabolic Agents.
3. Alcohol and Beta Blockers (banned for rifle only).
4. Diuretics and Other Masking Agents.
5. Illicit Drugs.
6. Peptide Hormones and Analogues.
7. Anti-Estrogens.
8. Beta-2 Agonists.

Note: Any substance chemically related to these classes is also banned.

The institution and the student-athlete shall be held accountable for all drugs within the banned drug class regardless of whether they have been specifically identified.

Drugs and Procedures Subject to Restrictions:

1. Blood Doping.
2. Gene Doping
3. Local Anesthetics (under some conditions).
4. Manipulation of Urine Samples.
5. Beta-2 Agonists permitted only by prescription and inhalation (i.e., Albuterol).

NCAA Nutritional/Dietary Supplements WARNING:

Before consuming any nutritional/dietary supplement product, review the product with the appropriate or designated athletics department staff!

1. Dietary supplements, including vitamins and minerals, are not well regulated and may cause a positive drug test result.
2. Student-athletes have tested positive and lost their eligibility using dietary supplements.
3. Many dietary supplements are contaminated with banned drugs not listed on the label.
4. **Any product containing a dietary supplement ingredient is taken at your own risk.**

Check with your athletics department staff prior to using a supplement. 2017-18 NCAA Banned Some Examples of NCAA Banned Substances in Each Drug Class.

THERE IS NO COMPLETE LIST OF BANNED SUBSTANCES.

Do not rely on this list to rule out any label ingredient.

Stimulants: amphetamine (Adderall); caffeine (guarana); cocaine; ephedrine; methamphetamine; methylphenidate (Ritalin); synephrine (bitter orange); methylhexanamine (DMAA); "bath salts" (mephedrone); Octopamine; DMBA; phenethylamines (PEAs); etc.

exceptions: phenylephrine and pseudoephedrine are not banned.

Anabolic Agents (sometimes listed as a chemical formula, such as 3,6,17-androstenetrone):

Androstenedione; boldenone; clenbuterol; DHEA (7-Keto); epi-trenbolone; testosterone; etiocholanolone; methasterone; methandienone; nandrolone; norandrostenedione; stanozolol; stenbolone; trenbolone; SARMS (ostarine, ligandrol, LGD-4033); etc.

Alcohol and Beta Blockers (banned for rifle only):

alcohol; atenolol; metoprolol; nadolol; pindolol; propranolol; timolol; etc.

Diuretics (water pills) and Other Masking Agents:

bumetanide; chlorothiazide; furosemide; hydrochlorothiazide; probenecid; spironolactone (canrenone); triameterene; trichlormethiazide; etc.

Illicit Drugs:

heroin; marijuana; tetrahydrocannabinol (THC); synthetic cannabinoids (e.g., spice, K2, JWH-018, JWH-073)

Peptide Hormones and Analogues:

growth hormone(hGH); human chorionic gonadotropin (hCG); erythropoietin (EPO); IGF-1 (colostrum); etc.

Anti-Estrogens:

anastrozole; tamoxifen; formestane; ATD, clomiphene; SERMS (nolvadex); Arimidex; clomid; evista; fulvestrant; aromatase inhibitors (Androst-3,5-dien-7,17-dione), etc.

Beta-2 Agonists:

bambuterol; formoterol; salbutamol; salmeterol; higenamine; norcoclaurine; etc.

Any substance that is chemically related to one of the above classes, even if it is not listed as an example, is also banned!

Information about ingredients in medications and nutritional/dietary supplements can be obtained by **contacting Drug Free Sport AXIS, 877-202-0769 or www.drugfreesport.com/axis password ncaa1, ncaa2 or ncaa3.**

It is your responsibility to check with the appropriate or designated athletics staff before using any substance.

SOUTHEASTERN OKLAHOMA STATE UNIVERSITY

DEPARTMENT OF ATHLETICS

DRUG-TESTING CONSENT FORM

I have read and understand the Southeastern Oklahoma State University Athletics Department policy for drug-testing, drug-education, and assistance to help ensure the health, safety, and welfare of its student athletes and to ensure the continued integrity of the university's intercollegiate athletic program. I agree to submit to drug-testing and understand that non-compliance with Southeastern Oklahoma State University's Athletics Department athletics drug-education, drug testing, and counseling program and procedures will be a breach of this agreement which permits the Department of Athletics to remove me from participation in the athletic program and to cancel all of my athletic financial aid.

Print Name Date

Signature

SOUTHEASTERN OKLAHOMA STATE UNIVERSITY

DEPARTMENT OF ATHLETICS

PRESCRIPTION DRUG AGREEMENT FORM

I understand that if I take drugs pursuant to a prescription, I am required to register this information with the Head Athletic Trainer in writing and to supply such additional information as requested by the Head Athletic Trainer. I understand that some prescription drugs may result in a positive drug test in this program and the NCAA Drug-Testing Program. I understand that this information will be kept confidential.

Print Name Date

Signature

APPENDIX E

Sodexo Employee Handbook (Relevant Sections)

Drug and Alcohol Free Environment: We are committed to creating a safe workplace free from drugs and alcohol. In addition, the Company will vigorously comply with all applicable laws, including but not limited to, the Drug-Free Workplace Act of 1988. The unlawful manufacture, distribution, dispensation, sale or attempted sale, purchase, use, consumption or possession of alcohol, unauthorized controlled substances, inhalants or illegal drugs, or drug paraphernalia of any kind, is prohibited while you are on work time or on Company/client premises.

Being under the influence of an unauthorized controlled substance, illegal drug, inhalant or alcohol on Company/client premises, in Company/client-supplied vehicles, or during work hours is prohibited. This rule also prohibits consumption of alcohol at the end of a client catering event or on Company/client premises at the end of a work day. The sole exception to this policy is for alcohol use for employees who are guests at Company/client sponsored events, and in those instances, conduct must remain professional. If a doctor prescribes you a drug, you should ask your doctor whether use of that drug will affect your ability to work safely and effectively. If you are told by your doctor that a prescribed drug may adversely affect your ability to perform your job safely, efficiently and effectively, you should inform your manager or Sodexo Human Resources representative of the situation so accommodations can be made, if appropriate.

Drug and Alcohol Testing Policy

Sodexo reserves the right to require all employees be free of alcohol, unauthorized controlled substances, and illegal drugs. At present, pre-employment testing is conducted based on a client's request and/or legal requirements. In those cases, any offer of employment is conditional upon the results of a drug test showing the person is free of unauthorized controlled substances or illegal drugs. Any candidate who fails to pass the pre-employment drug test will be rejected, and will not be eligible for consideration for 12 months. In addition, where permitted by law, Sodexo reserves the right to require drug and/or alcohol testing of any current employee, and to implement constructive counseling, up to and including termination of employment, for any employee who refuses to submit to a test or who tests positive for drug or alcohol use. Before engaging in any constructive counseling, Sodexo will give an employee who tests positive the opportunity to explain the results. Drug and/or alcohol testing may only be conducted with the approval of a Sodexo Human Resources manager.

APPENDIX F

Biennial Review Policy and Procedure

To comply with regulations, Southeastern must conduct a biennial review of its DAAPP in order to determine effectiveness and consistency of sanction enforcement, and in order to identify any necessary changes and/or improvements. A copy of the biennial review report shall be communicated to the U.S. Department of Education or its representative upon request. The Chief Student Affairs Officer shall assemble a committee of appropriate personnel and/or stakeholders to produce the biennial review report in a timely manner, or shall designate an individual to do so. This committee shall meet throughout June of each year and plan to produce a report by August 1 of each odd numbered year.

- The biennial review shall include:
 - An inventory and description of applicable drug and alcohol policies, programming, metrics associated with various programming models used, and student conduct metrics applicable to the two-year period.
 - A summary of policy and program areas that need improvement, and explanations of policy and programs that should remain unchanged.
 - A copy of the two most recent mandatory annual notifications.
 - A review of the distribution of the mandatory annual notifications and whether the distribution was successful.
 - Recommendations for revision of DAAPP policy or the language of the annual notification.
 - Discussion of sanctions and the consistency of sanctioning procedure and outcomes.
 - A summary of any available student or staff self-reporting on drug and alcohol usage and abuse.
 - AHCA data.

Calendar of the Biennial Review procedure:

- June 1 (of each year): Chief Student Affairs Officer requests to various campus offices for information about their portion of the DAAPP, including statistical data. The review committee shall be assembled and begin evaluating this information in regularly scheduled meetings.
- July 15 (odd numbered years): Production of the Biennial Review Report, complete with recommendations of improvements to the DAAPP.
- August 1: (odd numbered years): The Biennial Review Report shall be made available to all members of the campus community and the Federal Department of Education.

Updated 2019

