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**University of Alabama at Birmingham**  
**Drug-Free Schools and Communities Act Biennial Review**  
[34 CR.R. Part 86]

**Academic Years 2022 – 2024**  
(August 1, 2022 – July 31, 2024)

*Prepared by:*  
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*On-behalf of the:*  
UAB Drug-Free Schools Act Compliance Committee

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## I. **Introduction and Overview**

The [University of Alabama at Birmingham](#) (UAB) is a comprehensive urban university with a nationally recognized academic health center. Situated in Birmingham, the state's largest metropolitan area, UAB is the largest research university in the state of Alabama. UAB offers 181-degree programs through 12 academic schools and colleges. There were 21,160 students enrolled during the Fall 2024 semester.

The Drug-Free Schools and Communities Act of 1989 (DFSCA) and the Department of Education General Administrative Regulations (EDGAR) Part 86 requires UAB to certify that it has developed and implemented a Drug and Alcohol Prevention Program (DAAPP) addressing the unlawful use, possession and distribution of alcohol and drugs within the UAB campus community and its associated programs and activities. In addition to the establishment of the DAAPP, EDGAR Part 86 requires UAB to annually notify all students and employees of the program and biennially conduct a review of the program to determine its effectiveness and make recommendations for its improvement. This report reflects the results of UAB's biennial review for the 2022/2023 and 2023/2024 academic years.

## II. **President's Approval**

All members of the University community – including faculty, staff, and students have the right to pursue their individual and collective goal in a healthy work and educational environment, one that is free of the effects of alcohol and substance misuse. Such misuse adversely affects the University's achievement of its mission and is not condoned. The University addresses these issues through a comprehensive program of education, prevention, and assistance programs and activities, cumulatively identified as the UAB Drug and Alcohol Prevention Program.

The 2022-2024 Biennial Review of the UAB Drug and Alcohol Prevention Program has been reviewed and approved.

A handwritten signature in black ink that reads "Ray L. Watts". The signature is written in a cursive style with a large initial "R" and a distinct "L" and "W".

Ray L. Watts, M.D. President

### **III. Biennial Review Process**

UAB Drug-Free Schools Act Compliance Committee formally reviews the University's efforts to comply with the Drug-Free Schools and Communities Act and conducts the biennial review. The findings and recommendations of this group are included within this report.

#### Members of the Drug-Free Schools Act Compliance Committee include:

Marc Booker – Executive Director, Student Housing and Dining

Courtney Champion – Compliance Coordinator, Compliance and Risk Assurance Office

Kit Emslie – Assistant Director, Collegiate Recovery Community

Shelby Gillis – Assistant Director, Care and Peer Support Programs

Jennifer Griffin - Director, Student Involvement & Leadership

A'dja Jones –Associate Athletic Director, Student Athlete Support Services

Mica Hughes-Harrell – Director, Wellness Promotion

Rebecca Kennedy – Assistant Vice President, Student Health and Wellbeing

Kelly Mayer – Director, Employee Relations

Lamont Mayer, Jr. – Associate Director of Programs, University Recreation

Shawra Rainer – Director, Community Standards and Student Accountability

Evan Thraikill – Director, Digital Strategy, Office of Marketing and Communications

Seneca Wilson – Director, University Recreation

#### IV. University Policy Review

The committee completed an inventory and review of all relevant campus policies governing EDGAR Part 86 compliance. Policies that are available online have been embedded within this report.

a [Drug-Free Campus and Workplace Policy](#)

i. Introduction

The University of Alabama at Birmingham (UAB) is committed to providing a healthy drug-free work and educational environment for all members of the UAB community, including faculty, staff, students, and visitors. Alcohol misuse and illicit drug use endangers the health and safety of employees, students and visitors. Such misuse adversely affects and interferes with UAB's achievement of its mission, and it is not condoned.

ii. Scope

This Drug-Free Campus and Workplace Policy applies to all members of the UAB community, including all students, faculty, and staff, as well as visitors. It applies to behavior that occurs on the UAB campus, on property owned or controlled by UAB, and at UAB-sponsored or University-supervised activities, including use and operation of UAB-sponsored vehicles. This policy works in conjunction with the UAB Student Conduct Code, HR Policy 634 - Alcohol and Drug Testing for Reasonable Cause, and the General Policy Regarding the Use and Consumption of Alcoholic Beverages.

iii. Policy Statement

Every UAB community member has a personal responsibility to adhere to all applicable laws and regulations, and policies concerning the use of alcohol or other drugs. These include federal and state laws, city ordinances, the [Student Conduct Code](#), the [UAB Enterprise Code of Conduct](#), and other UAB policies.

b [Alcohol and Drug Testing for Reasonable Cause – HR Policy 634](#). This policy governs alcohol and drug testing of employees for reasonable cause.

c [Board of Trustees Board Rule 303, Compliance with Drug-Free Workplace Requirements](#). Statement from the University of Alabama System Board of Trustees that charges the Chancellor to ensure all University Presidents enact policies and procedures to ensure that each campus will not fail to meet the requirements recited in the Drug-Free Workplace Act of 1988.

d [General Policy Regarding the Use and Consumption of Alcoholic Beverages](#) Within the academic and social environment of UAB, there are occasions where alcohol may be served in a responsible manner. To guide the occasional use of alcoholic beverages, the University has established policies and guidelines governing the possession, sale, and consumption of alcoholic beverages on campus.

e Office of Community Standards and Student Accountability

i. [Student Conduct Code](#)

The Student Conduct Code promotes honesty, integrity, accountability, rights, and responsibilities expected of students consistent with the core missions of the University of Alabama at Birmingham. All standards of behavior regarding alcohol and other drug use and campus processes for adjudicating violations of alcohol and other drug policies and standards are included within the Student Conduct Code.

ii. UAB Standard Sanctioning Grid

The Office of Student Conduct Sanctioning Grid has been developed to offer general sanctioning recommendations for alcohol and drug violations of the Student

- Conduct Code and to ensure a level of consistency among conduct officers and hearing boards when issuing sanctions. (See Appendix A)
- iii. [Student Handbook \(electronic handbook\)](#)  
The Student Handbook offers the University community information about a number of resources, services, policies, and procedures.
- f Housing and Residential Life
- i. [Residence Life Handbook](#)  
The Residence Life Handbook provides information to residential students outlining policies and procedures including policies, expectations, and procedures for alcohol and other drug use by residents and within the residential halls. (See Appendix B)
- g Student Involvement and Leadership
- i. [Fraternity and Sorority Life Community Policy Handbook](#)  
The policies contained in this handbook review all expectations, requirements, and privileges of fraternities and sororities at the University of Alabama at Birmingham. In addition, all members and fraternal organizations must adhere to the rules and regulations outlined in the Student Code of Conduct. Included within this handbook are expectations and policies for alcohol and other drugs (AOD). (See Appendix C)
  - ii. [Student Organization Handbook](#)  
The Student Organization Handbook serves as a resource for UAB student leaders interested in developing, participating in, or leading a student organization. Information regarding hosting events with alcohol and event marketing guidelines is addressed within the handbook. (See Appendix D)
- h University Recreation
- i. The Sports Club Manual includes an Alcohol/Tobacco/Drugs Policy that club members are expected to abide by. (See Appendix E)
  - ii. The Outdoor Pursuits program includes an AOD statement in their trip registration form, reviews the Drugs and Alcohol Policy with each student group prior to the beginning of any trip, and addresses that the Student Code of Conduct applies to student behavior while on campus. (See Appendix F)
- i Athletic Department
- i. Student-Athlete Drug and Alcohol Education Program and Testing Policy addresses overarching objectives for student-athlete alcohol and drug education, drug-testing policy, process for violations of policies, and treatment for substance misuse. (See Appendix G)
  - ii. [NCAA Drug Testing Program](#) is also enforced.

**V. Annual Drug-Free Campus and Workplace Policy (DFCWP) Notification**

The following describes UAB’s intentional efforts to notify the campus community of the Drug and Alcohol Prevention Program and relevant policies, standards of conduct, sanctions for violation, federal, state, and local laws and campus policy as well as health risks associated with AOD use and identification of treatment options. Distribution methods include 1) direct email, 2) BlazerNet notification that requires students to click the announcement to acknowledge they received the notification before navigating further into their BlazerNet account, 3) the Greenmail student newsletter that students cannot opt out of, 4) the eReporter and/or HR faculty and staff newsletter, and 5) new employee trainings. (See Appendix H for examples of DFCWP emails, notifications, and publications)

Date	What was distributed	Where/How was it distributed	Who was it distributed to?
8/1/2022 - 7/31/2023	Drug-Free Campus & Workplace Policy within the UAB Medicine and UAHSF Employee Handbook	Faculty Onboarding	All new Faculty, including HSOM
11/10/2022	Drug-Free Campus & Workplace Policy featured in “Policy Corner” section	HR Newsletter	Staff & Faculty/ALL UAB HR employees
11/18/2022	Drug-Free Campus & Workplace Policy	Email from Provost and Vice President of Student Affairs	All students
6/26/2023	Drug-Free Campus & Workplace Policy	Email from Provost and Vice President of Student Affairs	All students
6/26 – 6/30/2023	Drug-Free Campus & Workplace Policy	Blazernet	All students
7/26/2023	Drug-Free Campus & Workplace Policy	Greenmail	All students
8/1/2023 - 7/31/2024	Drug-Free Campus & Workplace Policy within the UAB Medicine and UAHSF Employee Handbook	Faculty Onboarding	All new Faculty, including HSOM
9/7/2023	Drug-Free Campus & Workplace Policy	Email from Chief HR Officer Janet May	Staff & Faculty
9/8/2023	Drug-Free Campus & Workplace Policy	EReporter	Staff & Faculty
9/12/2023	Drug-Free Campus & Workplace Policy	EReporter	Staff & Faculty
10/24 - 10/29/2023	Drug-Free Campus & Workplace Policy	Blazernet	All students
10/27/2023	Drug-Free Campus & Workplace Policy	Email from Provost and Vice President of Student Affairs	All students
1/30/2024	Drug-Free Campus & Workplace Policy	Blazernet	All students
2/7/2024	Drug-Free Campus & Workplace Policy	Email from Provost and Vice President of	All students

		Student Affairs	
2/14/2024	Drug-Free Campus & Workplace Policy	Greenmail	All students
6/18/2024	Drug-Free Campus & Workplace Policy	Email from Provost and Vice President of Student Affairs	All newly enrolled students (since last distribution)

**VI. Policy Violation and Enforcement**

Compliance with existing policies is essential to maintaining a healthy work and educational environment, one that is free of the effects of alcohol and substance misuse. UAB will diligently enforce established policies and impose appropriate disciplinary sanctions on those who violate them.

- a. Primary enforcement of university policies for students is through the application of the Student Conduct Code administered by the Office of Community Standards & Student Accountability. Anyone can make a report of a violation however, most reports originate in campus housing through Residence Life. The UAB Police Department will also refer reports. The Student Conduct Code Sanctioning Grid informs the process.

The following table outlines student conduct incidents:

	2022-2023	2023-2024
Alcohol Violations	<i>Note 1 below</i>	<i>Note 2 below</i>
Number of Charges	82	147
Number of Responsible Findings	60	111
Drug Violations	<i>Note 3 below</i>	<i>Note 4 below</i>
Number of Charges	36	55
Number of Responsible Findings	21	34

<sup>1</sup> Includes the following charge: Health and Safety – Use/possession of alcohol

<sup>2</sup> Includes the following charges: b.1. Alcohol: Underage Possession/Consumption; b.5. Alcohol: Violation of University Policy; Health and Safety – Use/possession of alcohol

<sup>3</sup> Includes the following charge: Health and Safety – Use/possession of drugs

<sup>4</sup> Includes the following charges: g.1. Drugs: Possession/Consumption/Use; g.3. Drugs: Paraphernalia; Health and Safety – Use/possession of drugs

- b. Faculty and Staff policy violations are managed by the UAB Human Resources department in compliance with established policy.

Employee Relations addressed the following AOD related issues for all campus and hospital employees.

2022-2023	2023-2024
43	37

- c. The UAB Police Department publishes the [Annual Security and Fire Safety Report](#) which includes criminal arrests and disciplinary actions for violations of liquor laws and drug abuse.

Arrests for:	2022	2023	2022	2023
	On Campus		Campus Housing*	
Liquor Law Violations	0	0	0	0
Drug Abuse Violations	11	31	0	10
Disciplinary Actions/ Judicial Referrals for:	2022	2023	2022	2023
	On Campus		Campus Housing*	
Liquor Law Violations	84	48	84	48
Drug Abuse Violations	26	13	24	12

\* Campus Housing (Residential Facilities) are a subsection of On Campus totals

**VII. Services and Interventions**

Faculty, staff, employees and students have information and access to a wide range of educational programs and substance misuse services. The following identifies and describes a list of those efforts.

a. Faculty and Staff

- i. [Employee Assistance and Counseling Center \(EACC\)](#) offers confidential support services for UAB employees and members of their immediate household. A dedicated team of certified counselors, an extensive collection of online resources and a schedule of programs and events are designed to help employees identify, understand and resolve work-related and personal issues including, but not limited to, alcohol and drug misuse.
- ii. [UAB Medicine Addiction Recovery Services](#)  
The addiction recovery program offered by UAB Medicine offers an individualized approach to the assessment and treatment of alcohol and substance use disorders. The program accepts most major insurances, including insurance programs offered through UAB.

b. Students

- i. AlcoholEdu  
Incoming students are asked to complete AlcoholEdu, a research-based online interactive alcohol prevention education program designed to promote healthy choices regarding alcohol use including supporting non-use of alcohol. The educational modules provide tailored information based on participant responses, incorporate campus AOD policies, and link students with relevant campus resources.

Year	# of Students Who Completed Program
2022-2023	1,888
2023-2024	Data not available

- ii. [Alcohol eCheckUpToGo](#) & [Cannabis eCheckUpToGo](#)  
Alcohol & Marijuana eCheckUpToGo is free and available to all UAB students and is a brief self-assessment that provides accurate and detailed information about a student's personal risk patterns, level of alcohol tolerance, unique family risk

- factors, harm reduction strategies, and helpful resources.
- iii. [TAO](#)  
 Therapy Assistance Online (TAO) is free and available to all UAB students. TAO therapy is an online platform of tools and educational materials to help students learn about and change how they think and feel. TAO is evidence-based and has been found effective in the treatment of depression, anxiety, and other mental health concerns. It also includes modules on evaluating alcohol and drug misuse as well as a module on supporting recovery skills.
- iv. [Student Counseling Services](#)  
 Student Counseling Services offers many services related to alcohol, tobacco and other drug prevention and intervention. Student Counseling Services provides screening, initial assessment, psychoeducation, brief intervention and referral services to students.
- v. [Wellness Promotion](#)  
 Wellness Promotion offers student-focused evidence-based alcohol misuse prevention and coordinates the Promoters of Wellness Peer Education program. The department actively promotes alcohol misuse prevention through a philosophy of harm reduction, peer-based alcohol education, supporting healthy norms, and supporting abstinent students. Comprehensive outreach efforts are coordinated through a multitude of avenues that permeate the campus culture as one that promotes healthy choices. Wellness Promotion also conducts health assessments such as the National College Health Assessment to understand student behavior, including the self-reported use of and perceptions about alcohol and drugs.
- vi. [Collegiate Recovery Community](#)  
 The Collegiate Recovery Community (CRC) is a peer-centered resource for students working to improve their relationships to substance use, mental health, or other unmanageable patterns of behavior. The CRC offers twice-weekly support meetings for students, a variety of substance-free social events, and regular outreach programming both on and campus and in the wider community. Student members are encouraged to identify and pursue their personal, academic, and professional goals, with the support of a community of peers and the Assistant Director. Members are expected to participate in CRC programming, attend meetings and events, and schedule weekly check-ins with the Assistant Director. The CRC also maintains a dedicated physical space on campus, where students can meet, study, attend events, and socialize together.

**VIII. Educational Programs and Initiatives**

Faculty, staff, employees and students have access to a wide variety of awareness and educational programs conducted throughout the campus. The following identifies communication and programming done to promote AOD policy, prevention, and education.

**a. Human Resources**

The following table outlines educational, and prevention programs offered by Human Resources:

Human Resources			
Date	Program Title	Attendance	Participant Category

Fall 2022	NUR 100 (Module on Wellness and resources available on-campus presented by UAB Student Health and Wellness.)	170	Nursing Students
8/1/2022-7/31/2023	Campus New Employee Orientation (Discover UAB)	1,566	Staff & Faculty
9/13/2022	UAB ED Emergency Services	25	Staff
11/17/2022	Nursing Leadership Training/Hospital	12	Staff
3/9/2023	Nursing Leadership Training/Hospital	24	Staff
5/11/2023	Nursing Leadership Training/Hospital	20	Staff
Fall 2023	NUR 100 (Module on Wellness and resources available on-campus, presented by UAB Student Health and Wellness.)	206	Nursing Students
8/1/2023-7/31/2024	Campus New Employee Orientation (Discover UAB)	1,665	Staff & Faculty
8/17/2023	Nursing Leadership Training/Hospital	12	Staff
3/27/2024	Facilities Leadership Training	56	Staff
3/28/2024	Nursing Leadership Training/Hospital	8	Staff
4/3/2024	Facilities Leadership Training	54	Staff
5/29/2024	Nursing Leadership Training/Hospital	3	Staff
6/27/2024	University Police Leadership Training	20	Staff

**b. Wellness Promotion**

The following table outlines educational and prevention programs offered by Wellness Promotion:

Wellness Promotion			
Date	Program Title	Attendance	Participant Category
9/6/2022	Bartending 101	32	Undergraduate
9/7/2022	Bartending 101	28	Undergraduate
9/11/2022	AOPi Booze Bingo	40	Undergraduate
9/13/2022	Vaping and Tobacco Outreach	26	Undergraduate
9/14/2022	Vaping and Tobacco Outreach	49	Undergraduate
9/16/2022	First Year Experience: Well Pro Jeopardy	23	Undergraduate
9/19/2022	Sex n Booze Bingo	17	Residential Undergraduate
9/19/2022	Fraternity & Sorority Life 101	68	Sorority & Fraternity
9/21/2022	Wine Down Wednesday	22	Undergraduate

9/27/2022	Bystander Intervention Outreach	60	Undergraduate
9/28/2022	Fraternity & Sorority Life 101	160	Sorority & Fraternity
9/29/2022	Bystander Intervention Outreach	30	Undergraduate
10/19/2022	Alcohol CHOICES	4	Undergraduate
10/20/2022	Alcohol Outreach	25	Undergraduate
10/24/2022	Cannabis Outreach	9	Undergraduate
10/25/2022	Cannabis Outreach	25	Undergraduate
10/27/2022	Cannabis Outreach	30	Undergraduate
10/27/2022	Monster Mash	27	Undergraduate
11/8/2022	Naloxone education evet	43	Undergraduate
11/8/2022	Naloxone training	23	Undergraduate
11/14/2022	Multicultural Greek Council Meeting: Booze n More Bingo	24	Sorority & Fraternity
11/15/2022	Alcohol CHOICES	12	Undergraduate
11/17/2022	Great American Smokeout	100	Undergraduate
11/18/2022	Black Student Awareness Committee Meeting: Alcohol & Other Drugs Bingo	30	Undergraduate
12/14/2022	Alcohol CHOICES	2	Undergraduate
1/22/2023	Alcohol CHOICES	4	Undergraduate
2/6/2023	Standard Drink Pouring: Resident Assistant Event	24	Residential Undergraduate
2/7/2023	Vaping Outreach	36	Undergraduate
2/16/2024	Alcohol CHOICES	4	Undergraduate
2/20/2023	Alcohol Outreach	20	Undergraduate
2/21/2023	Alcohol Outreach	28	Undergraduate
2/22/2023	Alcohol Outreach	25	Undergraduate
2/22/2023	Alcohol Outreach	4	Undergraduate
2/22/2023	Fraternity & Sorority Life 101	48	Sorority & Fraternity
3/8/2023	Alcohol Bystander Intervention Outreach	4	Undergraduate
3/8/2023	Alcohol Bystander Intervention Outreach	29	Undergraduate
3/21/2023	Alcohol CHOICES	5	Undergraduate
3/23/2023	Fraternity & Sorority Life 101	26	Undergraduate
3/29/2023	Standard Drink Pouring: Resident Assistant	20	Residential Undergraduate

	Event		
4/4/2023	Standard Drink Pouring: Resident Assistant Event	53	Residential Undergraduate
4/4/2023	Cannabis Outreach	15	Undergraduate
4/5/2023	Cannabis Outreach	6	Undergraduate
4/5/2023	Cannabis Outreach	30	Undergraduate
4/13/2023	Wellness Jeopardy: Resident Assistant Event	10	Residential Undergraduate
4/19/2023	Alcohol CHOICES	7	Undergraduate
8/10/2023	Alcohol 101: Residence Assistant Training	28	Residential Undergraduate
8/19/2023	University Recreation Staff Training: Alcohol Safety Training	40	Undergraduate Staff
8/30/2023	Mocktails 101	80	Undergraduate
9/5/2023	Graduate Student Resource Fair: Alcohol Safety	93	Graduate
9/6/2023	In The Mix: Mixology 101	74	Undergraduate
9/11/2023	Vaping Prevention Outreach	36	Undergraduate Organization
9/18/2023	KSDAP Student Org Kidney Health Event	8	Undergraduate
9/30/2023	Certified Peer Health Advocate Training: Pt 3 Party Smarter	14	Undergraduate
10/10/2023	Tobacco Free Council Meeting	10	Undergraduate Organization
10/11/2023	Certified Peer Health Advocate Training: Pt 3 Party Smarter	1	Undergraduate
10/16/2023	Alcohol Refusal Outreach	20	Undergraduate
10/17/2023	Alcohol Refusal Outreach	21	Undergraduate
10/17/2023	Black Student Focus Groups: Relationships with Substances	6	Undergraduate
10/18/2023	Alcohol Refusal Outreach	31	Undergraduate
10/25/2023	Silent Disco: Alcohol Free Event	193	Undergraduate
10/29/2023	Alcohol Bingo	82	Sorority
10/31/2023	Wicked Wellness: Alcohol Safety	56	Undergraduate
11/3/2023	Alcohol Bingo	9	Residential Undergraduate
11/6/2023	Alcohol & Other Drugs Bingo	40	Fraternity
11/7/2023	Certified Peer Health Advocate Training: Pt 3 Party Smarter	9	Undergraduate
11/7/2023	Alcohol & Other Drugs Bingo	22	Undergraduate

11/15/2023	Alcohol Bingo	10	Residential Undergraduate
11/15/2023	Choices: Alcohol	2	Undergraduate
11/16/2023	Great American Smokeout	133	Undergraduate
12/14/2023	Choices: Alcohol	6	Undergraduate
1/18/2024	First Year Experience Jeopardy	16	Undergraduate
1/24/2024	Choices: Alcohol	5	Undergraduate
1/30/2024	Alcohol Bystander Intervention Outreach	18	Undergraduate
2/1/2024	Alcohol Bystander Intervention Outreach	25	Undergraduate
2/5/2024	Vaping Outreach	5	Undergraduate
2/6/2024	Vaping Outreach	17	Undergraduate
2/8/2024	Vaping Outreach	10	Undergraduate
2/13/2024	Fraternity and Sorority Life 101: Multi-Topic Safety Training	28	Sorority & Fraternity
2/19/2024	Alcohol Outreach	14	Undergraduate
2/20/2024	Alcohol Outreach	5	Undergraduate
2/21/2024	Alcohol Outreach	32	Undergraduate
2/21/2024	Certified Peer Health Advocate Training: Pt 3 Party Smarter	2	Undergraduate
2/21/2024	Fraternity and Sorority Life 101: Multi-Topic Safety Training	35	Sorority & Fraternity
2/22/2024	Choices: Alcohol	4	Undergraduate
3/2/2024	Certified Peer Health Advocate All Day Training	11	Undergraduate
3/4/2024	Safe Spring Break Outreach	17	Undergraduate
3/5/2024	Safe Spring Break Outreach	14	Undergraduate
3/5/2024	Alcohol Bingo	19	Residential Undergraduate
3/5/2024	Race to Responsibility: Housing Alcohol Safety Event	85	Residential Undergraduate
3/6/2024	Safer Spring Break Event	32	Undergraduate
3/7/2024	Black Student Focus Groups: Relationships with Substances	7	Residential Undergraduate
3/18/2024	Alcohol Bingo	4	Residential Undergraduate
3/19/2024	INTO UAB (International Students) Multi-Topic Bingo	7	International Undergraduate
3/19/2024	Choices: Cannabis	3	Undergraduate

3/19/2024	Tobacco Free Council Meeting	12	Undergraduate Organization
3/25/2024	Alcohol Bingo	6	Residential Undergraduate
3/27/2024	Choices: Alcohol	3	Undergraduate
3/28/2024	Certified Peer Health Advocate Training: Pt 3	2	Undergraduate
4/2/2024	Wellness Jeopardy	18	Undergraduate
4/8/2024	Sex & Booze Bingo	30	Undergraduate
4/15/2024	UAB Collegiate Recovery Community Event	141	Undergraduate
4/18/2024	Choices: Alcohol	6	Undergraduate
6/19/2024	Cannabis CHOICES	2	Undergraduate
7/17/2024	INTO UAB (International Students) Bingo	14	International Undergraduate
7/24/2024	First Year Experience Jeopardy	19	Undergraduate

**c. Collegiate Recovery Community (CRC)**

- i. The CRC offers daily drop-in hours for students in recovery to find a safe and supportive space for studying, meetings and fellowship. They host weekly recovery meetings, conduct campus-wide outreach, and plan sober programs and events.

The following table outlines educational programs and events offered by the CRC:

Collegiate Recovery Community			
Date	Program Title	Metrics	Participant Category
Weekly	CRC All Recovery Meetings	623 (total)	Students
Monthly, beginning 1/26/2023	Recovery Speaker Series	54 (total)	Students, Community
4/15/2024	Collegiate Recovery Resource Fair	141	Students
4/17/2024	“Pugs Not Drugs” Outreach Event	100	Students
Multiple	“Collegiate Substance Use & Student Support” workshops		Students, Faculty, Staff

**d. Student Housing & Residence Life**

- i. Student Housing and Residence Life distributes its Residence Life Handbook to all residents each semester. This handbook outlines all policies including the Student Code of Conduct and additional policies regarding living on campus. This handbook clearly outlines additional restrictions and expectations for alcohol and drug use in residence halls and student apartments. Gold Hall, McMahan Hall, and other designated freshman rooms/suites are substance-free areas. Alcohol is not allowed in these locations whether the resident or guest is of legal age or not. Additionally, a detailed, bulleted summary of the Housing Policy on Alcohol & Illegal Drugs is

- posted on the Student Housing and Residence Life website.
- ii. Professional and Student Staff are trained each semester by the UAB Police Department, the Office of Wellness Promotion, Student Counseling Services, and the Office of Community Standards and Student Accountability, on how to respond, report, and/or refer students who violate the Housing Policy on Alcohol & Illegal Drugs or who need additional resources to the appropriate office.
  - iii. Residence Life Professional Staff also serve as Conduct Hearing Officers as an extension of the Office of Community Standards and Student Accountability. Professional staff may meet with students who have violated any number of policies including the Drug and Alcohol policies. These meetings and their sanctions are recorded through the Office of Community Standards and Student Accountability and are reflected in the data provided from that office.
  - iv. A key strategy included in residential educational curriculum is having intentional one-on-one conversations with students as an additional way to assess their needs to plan programs around what students actually need rather than what we think they need. While some formal programs were conducted to aid students in their understanding of the impact of drugs and alcohol, there were countless one-on-one interactions between the hall staff and students about substance misuse, alcohol use and safety in addition to many other personal conversations surrounding this topic. Because of intentional outreach efforts, Student Housing and Residence Life staff are able to connect students to various campus resources (i.e. counseling, advocacy services, wellness promotion) to aid in further developing their understanding of substance use/misuse and to provide support and resource to students who need it.

The following table outlines professional and student staff trainings offered by Student Housing and Residence Life:

Student Housing and Residence Life: Staff Training Programs			
Date	Topic	Description	Audience
8/9/22	Student Conduct	Trained on how to confront behaviors that are in violation with Student Code of Conduct	Student Staff
8/11/22	UABPD- Q&A	UABPD took questions from staff about all types of violations including AOD	Student Staff
7/21/23	Serving On-Call	Responding to AOD violations that occur within the halls	Housing Professional Staff
7/27/23	Narcan Training	Trained on how to administer Narcan in case of an overdose in the residence halls.	Housing Professional Staff
7/26/23	Student Conduct and Maxient Training	Responding to AOD violations that occur within the halls	Housing Professional Staff
8/4/23	Student Conduct	Trained on how to confront behaviors that are in violation with Student Code of Conduct	Student Staff

8/4/23	Student Outreach	Trained student staff on how to support and refer students to resources on campus	Student Staff
8/10/23	Narcan Training	Trained on how to administer Narcan in case of an overdose in the residence halls.	Student Staff
8/8/23	UAB Police Department	UAB Police trained students on identifying AOD violations as well as the role of UAB PD	Student Staff
8/10/23	Bystander Intervention Training	Trained on how to intervene in situations where risky behaviors, substances, or abuse are taking place	Student Staff
8/10/23	Recovery Ally Training	Trained on how to be a supportive ally to residents struggling with addiction	Student Staff
8/10/23	Alcohol and Cannabis Use	Trained on recognizing the signs of substance abuse and educated on the various forms of cannabis	Student Staff
7/19/24	Serving On-Call	Responding to AOD violations that occur within the halls	Housing Professional Staff
7/19/24	Narcan Training	Trained on how to administer Narcan in case of an overdose in the residence halls.	Housing Professional Staff
7/22/24	Student Conduct and Maxient Training	Responding to AOD violations that occur within the halls	Housing Professional Staff
8/6/24	Student Conduct	Trained on how to confront behaviors that are in violation with Student Code of Conduct	Student Staff
8/13/24	Student Outreach	Trained student staff on how to support and refer students to resources on campus	Student Staff
8/14/24	Narcan Training	Trained on how to administer Narcan in case of an overdose in the residence halls.	Student Staff
8/12/24	UAB Police Department	UAB Police trained students on identifying AOD violations as well as the role of UAB PD	Student Staff
8/14/24	Bystander Intervention Training	Trained on how to intervene in situations where risky behaviors, substances, or abuse are taking place	Student Staff
8/14/24	Recovery Ally Training	Trained on how to be a supportive ally to residents struggling with addiction	Student Staff

8/14/24	Alcohol and Cannabis Use	Trained on recognizing the signs of substance abuse and educated on the various forms of cannabis	Student Staff
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The following table outlines educational, and prevention programs offered to residential students by Student Housing & Residence Life:

Student Housing and Residence Life: Student Resident Programs			
Date	Program Title	Attendance	Participant Category
08/2022	Residential Onboarding Module- outlined alcohol and drug policy and safety	3,208	Residential
08/2022	First Floor Meeting – outlined alcohol and drug policy and safety (Gold)	410	Residential
08/2022	First Floor Meeting – outlined alcohol and drug policy and safety (Blazer)	300	Residential
08/2022	First Floor Meeting – outlined alcohol and drug policy and safety (McMahon)	400	Residential
02/2023	Mocktail Monday	53	Residential
03/2023	Darty like a Smarty	51	Residential
04/2023	Happy Hour: Alcohol 101	52	Residential
08/2023	Residential Onboarding Module- outlined alcohol and drug policy and safety	3,208	Residential
08/2023	First Floor Meeting – outlined alcohol and drug policy and safety (Gold)	408	Residential
08/2023	First Floor Meeting – outlined alcohol and drug policy and safety (Blazer)	277	Residential
08/2023	First Floor Meeting – outlined alcohol and drug policy and safety (McMahon)	410	Residential
10/2023	Happy Hour	70	Residential
11/2023	Alcohol Bingo	3	Residential
11/2023	Mocktails & Bingo	18	Residential
03/2024	Mocktails 101	37	Residential
03/2024	Bingo Night! Partying Smarter Edition	20	Residential
04/2024	Sex and Booze Bingo	50	Residential

**e. Athletics**

- i. The UAB Department contracts with the local company What Good Looks Like

(WGLL) to facilitate their Drug & Alcohol Awareness Program in compliance with NCAA Standards. Every semester each athletic team attends AOD educational workshops. Topics include:

- a. NCAA Drug Testing Compliance
  - b. Binge Drinking: The effects on student athletes
  - c. The Truth About Marijuana
  - d. Understanding the Dangers of Prescription Drug Abuse
- ii. This program also works to address individual team concerns in the following ways:
- a. WGLL staff meet individually with coaching staff and student athletes as requested in order to address team specific topics of interest.
  - b. WGLL staff provides one on one peer support and drug and alcohol education for individual student athletes as requested by the students themselves, coach staff, training staff or athletic administration.
  - c. Small group education sessions are conducted weekly for individual student athletes that volunteer or are referred to the groups by coaching staff, training staff or athletic administration.

The following table outlines policy and educational discussions offered by Athletics:

Athletics			
Dates	Program Title	Attendance	Participant Category
8/3/2022 4/3/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Soccer
8/4/2022 4/19/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Football
8/5/2022 4/13/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Volleyball
8/10/2022 4/5/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Men's Soccer
8/10/2022 4/27/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Beach Volleyball
8/10/2022 4/17/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Golf
8/12/2022 4/24/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Cross Country
8/12/2022 4/6/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Men's Basketball
8/22/2022 4/13/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Rifle
8/22/2022 5/3/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Baseball
8/22/2022 4/12/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Tennis
8/23/2022 4/19/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Men's Golf
8/23/2022	Student Athlete Team Orientation/End of	Team	Women's Bowling

4/10/2023	Season Meetings		
8/23/2022 5/3/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Softball
8/24/2022 4/10/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Basketball
8/29/2022 4/24/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Indoor Track
8/29/2022 5/3/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Outdoor Track
8/30/2022 4/17/2023	Student Athlete Team Orientation/End of Season Meetings	Team	Men's Tennis
June 2023	Summer Bridge Program		Incoming Athletes
8/2/2023 4/19/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Soccer
8/2/2023 4/29/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Football
8/9/2023 4/19/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Volleyball
8/10/2023 4/16/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Men's Soccer
8/9/2023 4/19/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Beach Volleyball
8/24/2023 5/10/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Golf
8/1/2023 4/25/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Cross Country
8/2/2023 4/10/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Men's Basketball
8/18/2023 4/17/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Rifle
8/4/2023 4/9/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Baseball
8/23/2023 4/12/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Tennis
8/24/2023 5/10/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Men's Golf
8/23/2023 4/18/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Bowling
8/21/2023 5/2/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Softball
8/23/2023 4/19/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Basketball
8/25/2023 4/25/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Women's Indoor Track
8/25/2023	Student Athlete Team Orientation/End of	Team	Women's

5/3/2024	Season Meetings		Outdoor Track
8/25/2023 4/26/2024	Student Athlete Team Orientation/End of Season Meetings	Team	Men's Tennis
June 2024	Summer Bridge Program		Incoming Athletes

**f. Student Involvement and Leadership & Fraternity and Sorority Life**

- i. The Student Involvement & Leadership department specifically included alcohol free events that were social in nature and offered at times when students are likely to be in environments where alcohol is readily available.

The following table outlines educational and prevention programs offered by Student Involvement & Leadership &/or Fraternity and Sorority Life that are not captured elsewhere: (many programs are conducted in partnership with Wellness Promotion and information is included in that department's section)

Student Involvement & Leadership & Fraternity and Sorority Life			
Date	Program Title	Attendance	Participant Category
10/31/2022	Hazing Prevention Talk	16	Fraternity/Sorority
11/1/2022	Sam Spady Story & Discussion	15	Fraternity/Sorority
11/14/2022	Alcohol Workshop	23	Fraternity/Sorority
1/28/2023	Alpha Gamma Delta ASTP	72	Fraternity/Sorority
4/17/2023	Theta Chi Sacred Purpose Week: Chalking the Green	25	Fraternity/Sorority
9/13/2023	Alcohol EDU Launch Party	16	Underclassmen
9/25/2023	Hazing Prevention Week: Speaker, Dr. Jason Meriwether	186	Fraternity/Sorority
9/27/2023	Hazing Prevention Week: Anti-Hazing Trivia	93	Fraternity/Sorority
9/28/2023	Hazing Prevention Week: 45 Mill Street – The Collin Wiant Story) Documentary Viewing & Discussion	75	Fraternity/Sorority
10/10/2023	Tobacco-Free at UAB: General Body Meeting	20	Underclassmen
11/6/2023	IFC Alcohol/Other Drugs Seminar	40	Fraternity/Sorority
4/16/2024	Sacred Purpose Educational Tabling	56	RSO/Fraternity/Sorority

**g. Community Standards and Student Accountability**

- i. In addition to enforcing campus AOD policies and addressing violations of campus policies with students, Community Standards and Student Accountability also seeks to proactively educate students about the Code of Conduct.

The following table outlines educational and prevention programs offered by Community

Standards and Student Accountability that are not captured elsewhere: (AOD programs provided to students as part of an educational sanction are provided by Wellness Promotion and information is included in that department’s section)

Community Standards and Student Accountability			
Date	Program Title	Attendance	Audience
03/06/2024	Know the Code Engagement	83	Student/Faculty/Staff
09/19/2024	Know the Code Engagement	130	Student/Faculty/Staff

**h. University Recreation**

- i. University Recreation is one of the largest employers of students on campus, coordinates Sports Clubs, and partners with departments across campus to offer AOD education, programs and events.

The following table outlines educational and prevention programs offered by University Recreation:

University Recreation			
Date	Program Title	Attendance	Audience
02/2023	Health and Wellness Fair: Collegiate Recovery Community	114	Students, Faculty & Staff
8/20/23	Student Staff Orientation: AOD Prevention Education	79	Students
4/12/2024	Facility Operations Staff: AOD Prevention Education	30	Students
02/2024	Lock In w/ Housing: Providing Sober Alternatives	115	On Campus Students

**IX. Status of Last Report Recommendations**

- a. To ensure consistent compliance for DFCWP notification for both students and employees, we recommend that the Office of University Compliance and Risk Assurance oversee compliance with Drug-Free Schools and Communities Act/EDGAR Part 86, retention of records, and the Biennial Review process.
  - i. In collaboration with the Office of University Compliance and Risk Assurance and the Assistant Vice President of Student Health and Wellbeing, we determined that a representative from the Office of University Compliance and Risk Assurance will serve as a standing committee member to provide counsel and guidance. Regular consultations were held with the Chief Risk and Compliance Officer, with representatives from Student Affairs, Human Resources, and University Marketing and Communications participating throughout to ensure that all requirements of EDGAR Part 86 were met. Additionally, we outlined a clear process to ensure these requirements continue to be met consistently in the future.
- b. Community Standards and Student Accountability (CSSA) will review the Student Conduct Code, Medical Amnesty Policy, and their sanction and resolution processes to align with best practices and integrate restorative justice principles.
  - i. The Student Conduct Code was reviewed and revised on August 21, 2023. To

prioritize upstream approaches and practices to align with our role as part of a Health Promoting University (HPU), CSSA updated policy language, reviewed the medical amnesty policy, enhanced assessment questions to take a holistic view of students, and introduced alternative resolution options through a soft launch. CSSA is dedicated to transitioning toward a process centered on restorative practices and has incorporated this language into the Student Conduct Code. Our professional organization, the Association for Student Conduct Administration (ASCA), has noted that the Council for the Advancement of Standards in Higher Education (CAS) will soon include a standard focused on restorative practices. CSSA currently has a committee reviewing the medical amnesty policy, aiming to expand its coverage to include both alcohol and drugs.

- c. Student Housing and Residence Life (SHRL) will develop processes to streamline residential programming to ensure best practices are being utilized for AOD programming and are being guided by AOD prevention experts.
  - i. SHRL worked closely with Wellness Promotion over the last two years to improve residential programming related to AOD. We implemented a request process to ensure students are working collaboratively with Wellness Promotion staff to conduct educational AOD programs and proactively scheduled AOD programming in the halls around peak times of the semester (Halloween, spring break, etc.).
- d. Fraternity and Sorority Life will continue to implement the updates to the FSL handbook to ensure AOD policies and procedures align with national guidelines and will expand best practices for AOD risk management and prevention education.
  - i. The FSL Handbook was reviewed in June of 2022, 2023, and 2024. The handbook continues to align with the national guidelines set forth by the National Interfraternity Council's Alcohol and Drug Guidelines. Additionally, Fraternity & Sorority Life has continued to incorporate elements of alcohol and drug education into harm reduction programming as it relates to hazing behaviors and activities.
- e. Develop and implement AOD prevention education opportunities within University Recreation to supplement policies outlined for part-time employees and organized recreational activities/organizations.
  - i. In Summer 2023, University Recreation integrated Alcohol and Other Drug (AOD) educational training into its employee staff training program. This training aimed to educate both student employees and University Recreation leadership, particularly those overseeing Club Sports and Outdoor Pursuits, on best practices related to risk management and substance misuse prevention.

## **X. New Initiatives**

In addition to implementing the recommendations from the current Biennial Review period and the initiatives already outlined in the report, several new initiatives were introduced.

- a. To improve the distribution process of the Drug-Free Campus & Workplace Policy, the communication plan has been updated to ensure that the policy is distributed annually to all students, faculty, and staff at UAB in a single enterprise-wide email each September. New employees will receive the policy during their onboarding, and students who enroll after the annual distribution will receive it the following semester. Previously, students were emailed the policy each semester (Spring, Summer, and Fall), which conflicted with efforts to reduce the frequency of university communications. The policy will also continue to be included in student and faculty/staff newsletters to ensure comprehensive outreach.
- b. Multiple initiatives to expand access to and training for Naloxone opioid overdose

prevention were implemented over the last two years.

- i. Student Housing and Residence Life (SHRL) - Beginning in summer 2023, SHRL incorporated Naloxone training for all professional staff and interested student staff during annual summer training. This initiative equips staff with the essential knowledge and resources to respond effectively in the event of an overdose in residence halls. Naloxone kits are now available at the front desks of each residence hall and are included in the Pro Staff On-call Go Bags.
  - ii. Collegiate Recovery Community – The Assistant Director of the CRC formalized an agreement with the Jefferson County Department of Health to become a certified Naloxone trainer and provider. This partnership enables the CRC to act as UAB's official campus representative in providing Naloxone response training and kits to the broader campus community.
- c. In November 2023, Student Counseling Services coordinated certification training for Brief Alcohol Screening and Intervention for College Students (BASICS) and Cannabis Screening and Intervention for College Students (CASICS). Staff from Student Counseling Services, Collegiate Recovery Community, Community Standards and Student Accountability, and Wellness Promotion participated. These evidence-based one-on-one screenings aim to reduce the harmful effects of alcohol and cannabis use, equipping staff with specialized prevention and intervention skills to support students seeking positive changes in their substance use.
  - d. In collaboration with Community Standards and Student Accountability, the Office of Wellness Promotion developed a small group workshop for students found responsible for violating campus cannabis policies. This workshop incorporates evidence-based practices similar to those in CASICS and provides an engaging and interactive early intervention opportunity for students with low-level violations or minor use. This workshop is offered multiple times throughout each semester.

## **XI. Summary of Findings**

A review of the universities DAAPP has identified the following:

- a. Published policies meet and exceed the requirements outlined by EDGAR Part 86.
- b. The Drug-Free Campuses and Workplace policy was distributed to students through multiple methods beyond the minimum requirement, including direct email, a notification in BlazerNet (requiring acknowledgment), and the Greenmail student newsletter. As noted in the last Biennial Review, the annual distribution did not occur in 2022. Human Resources has since revised its procedures, ensuring the Executive Director of Communications will oversee annual notifications each September. In addition, the policy will be supplemented through publication in the eReporter, the faculty/staff newsletter. This process was successfully implemented in 2023, as outlined in Section V of the Annual Drug-Free Campus and Workplace Policy. All new university and hospital employees continue to receive the policy during orientation.
- c. When campus AOD policies are violated, the offices of Community Standards and Student Accountability and Human Resources Employee Relations address the violation and provide appropriate disciplinary sanctions.
- d. All employees have access to services available through the Employee Assistance and Counseling Center for a wide range of services, including alcohol and drug misuse. UAB Medicine has an Addiction Recovery Program which is covered by the employee insurance plans offered through UAB.
- e. All students have access to services available through Student Counseling Services, Student

- Health Services, and the Collegiate Recovery Community.
- f. During the review period, several university departments, including Student Housing & Residence Life, Athletics, Student Involvement & Leadership, Wellness Promotion, the Collegiate Recovery Community, and Human Resources, offered a wide range of educational programs and alcohol-free events. These initiatives collectively engaged hundreds of students and employees, providing valuable opportunities for learning and healthy social engagement.

## **XII. Recommendations**

- a. Community Standards and Student Accountability (CSSA) will prioritize broadening the Medical Amnesty Policy to cover substances beyond alcohol, encouraging students to seek help during potential medical crises without fear of repercussions.
- b. CSSA will work with Student Counseling Services, the Collegiate Recovery Community, and Wellness Services to expand evidence-based sanctions, incorporating strategies to engage students who have committed significant or repeat violations, as well as those indirectly involved, such as bystanders or witnesses, who may benefit from support and education.
- c. Strengthen the partnership between Student Affairs and Athletics to create a collaborative framework for tailgate oversight, incorporating risk management strategies such as a pre-tailgate communication plan to students promoting healthy tailgate behaviors, procedures for tailgate policy enforcement and environmental management, and enhancing alcohol-free activities and/or areas. This initiative aims to address both proactive risk management and expanding the tailgate experience to be inclusive of all students.
- d. University Athletics will conduct a thorough review of its alcohol and drug policies, ensuring the policies are comprehensive, clearly outline expectations for student-athletes, protocols for responding to substance misuse, and preventive measures to support a healthy, substance-free environment.
- e. With the decision to end third-party contracting for substance use education and response, University Athletics will pursue collaborative partnerships with campus organizations and services to enhance the scope and impact of its substance misuse prevention efforts. This collaboration will support integrated programming that promotes healthy lifestyles and proactive substance misuse prevention tailored specifically for the athletic community.
- f. University Recreation will enhance and expand its late-night programming to increase the availability and diversity of alcohol-free activities on campus during evening hours.
- g. University Recreation will install permanent signage at the Intramural Fields and in the Recreation facility to clearly communicate alcohol and other drug policies, explicitly prohibiting the use of alcohol, nicotine, and other substances within these spaces. These signs will enhance policy visibility, reinforce a substance-free environment, and promote the health and safety of participants utilizing these facilities.

## **XIII. Conclusion**

UAB is committed to providing healthy and safe educational and working environments for all members of the campus community. The commitment includes maintaining an environment that is free of alcohol and substance misuse, including the use of illegal drugs. Such misuse adversely affects the university's achievement of its mission and is not condoned. This biennial review represents a thoughtful and comprehensive review of policies, alcohol and drug related incident data, and established prevention and education programs and initiatives, including recommendations to improve those policies, procedures, and programs.

#### **XIV. Appendix**

The following items are listed in order as referenced within the report.

- A. Community Standards and Student Accountability Alcohol and Drug Sanctioning Grid Excerpts
- B. Residence Life Handbook Excerpts
- C. Fraternity and Sorority Life Community Policy Handbook Excerpts
- D. Student Organization Handbook Excerpts
- E. Club Sports Manual Excerpt
- F. Outdoor Pursuits Excerpts
- G. Student-Athlete Drug and Alcohol Education Program and Testing Policy
- H. Drug-Free Workplace Policy Notification Examples
  - a. Official Notice: UAB's Drug-free Campus and Workplace Policy Employee email
  - b. Official Notice: UAB's Drug-free Campus and Workplace Policy Student email
  - c. Blazernet notification
  - d. eReporter publication
  - e. Greenmail publication

**Appendix A**

**STANDARD SANCTIONS FOR ALCOHOL VIOLATIONS**

Prohibited Conduct	Violation	Standard Sanctions
B.1. – Alcohol: Underage Possession/Consumption	<i>First Offense</i>	<ul style="list-style-type: none"> <li>▪ Conduct Warning</li> <li>▪ Alcohol and Drug Education Workshop</li> <li>▪ Parental/Guardian Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]</li> </ul>
	<i>Second Offense</i>	<ul style="list-style-type: none"> <li>▪ Conduct Probation (six months)</li> <li>▪ Substance Use Assessment</li> <li>▪ Parental/Guardian Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]</li> </ul>
	<i>Subsequent Offense(s)</i>	<ul style="list-style-type: none"> <li>▪ Progressively More Severe Sanctions, including Conduct Suspension, and Off-Campus Substance Use Assessment</li> <li>▪ Parental/Guardian Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]</li> </ul>
B.2. – Alcohol: Driving Under the Influence	<i>First Offense</i>	<ul style="list-style-type: none"> <li>▪ Conduct Probation (one year)</li> <li>▪ Alcohol and Drug Education Workshop</li> <li>▪ Parental/Guardian Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]</li> </ul>
	<i>Subsequent Offense(s)</i>	<ul style="list-style-type: none"> <li>▪ Progressively More Severe Sanctions, including Conduct Suspension, and Off-Campus Substance Use Assessment</li> <li>▪ Parental Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]</li> </ul>

**Note:** Standard sanctions may be adjusted or amended at the discretion of the University Conduct Officer based on compelling factors, including, but not limited to, the Responding Party’s demonstrated understanding of their responsibility and level of accountability; the conduct history of the Responding Party; the nature of the incident and the facts and circumstances related to the case; the severity of any damage, injury, or harm resulting from the incident; the level of disruption to normal University operations and activities; and whether the incident was motivated by bias based upon race, color, religion, sex, sexual orientation, gender identity, gender expression, age, national origin, disability unrelated to program performance, veteran status, or genetic or family medical history. Additional information can be found in Section VI of the *Student Conduct Code*.

## STANDARD SANCTIONS FOR DRUG VIOLATIONS

Prohibited Conduct	Violation	Standard Sanctions
<p>G.1. – Drugs: Possession / Consumption / Use <i>Marijuana-Related</i></p>	<i>First Offense</i>	<ul style="list-style-type: none"> <li>▪ Conduct Probation (six months)</li> <li>▪ Alcohol and Drug Education Workshop</li> <li>▪ Parental/Guardian Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]</li> </ul>
	<i>Subsequent Offense(s)</i>	<ul style="list-style-type: none"> <li>▪ Progressively More Severe Sanctions, including Conduct Suspension, and Off-Campus Substance Use Assessment</li> <li>▪ Parental/Guardian Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]</li> </ul>
<p>G.2. – Drugs: Sell / Manufacture / Distribution / Delivery <i>Marijuana-Related</i></p>	<i>First Offense</i>	<ul style="list-style-type: none"> <li>▪ Conduct Suspension (minimum of one semester)</li> <li>▪ Substance Use Assessment</li> <li>▪ Removal from University Housing (length at discretion of University Conduct Officer) [dependent upon residential status and location of incident]</li> <li>▪ All-Housing Administrative Ban (length at discretion of University Conduct Officer) [dependent upon location of incident]</li> <li>▪ Parental/Guardian Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]</li> </ul>
	<i>Second Offense</i>	<ul style="list-style-type: none"> <li>▪ Conduct Expulsion</li> <li>▪ Parental/Guardian Notification [at discretion of University Conduct Officer if under the age of twenty-one at time of resolution]</li> </ul>

**Note:** Standard sanctions may be adjusted or amended at the discretion of the University Conduct Officer based on compelling factors, including, but not limited to, the Responding Party’s demonstrated understanding of their responsibility and level of accountability; the conduct history of the Responding Party; the nature of the incident and the facts and circumstances related to the case; the severity of any damage, injury, or harm resulting from the incident; the level of disruption to normal University operations and activities; and whether the incident was motivated by bias based upon race, color, religion, sex, sexual orientation, gender identity, gender expression, age, national origin, disability unrelated to program performance, veteran status, or genetic or family medical history. Additional information can be found in Section VI of the *Student Conduct Code*.

## STANDARD SANCTIONS FOR MISCELLANEOUS VIOLATIONS

Prohibited Conduct	Violation	Standard Sanctions
u. Violation of Residence Life Policies: Visitation	<i>First Offense</i>	<ul style="list-style-type: none"> <li>▪ Conduct Warning</li> </ul>
	<i>Second Offense</i>	<ul style="list-style-type: none"> <li>▪ Conduct Warning</li> <li>▪ Visitation Privileges Revocation (two weeks)</li> </ul>
	<i>Subsequent Offense(s)</i>	<ul style="list-style-type: none"> <li>▪ Conduct Warning or Conduct Probation (length at discretion of University Conduct Officer) [dependent upon nature of violation]</li> <li>▪ Progressively More Severe Visitation Privileges Revocation (ranging from four weeks to indefinitely)</li> </ul>
q. Theft and Unauthorized Possession <i>Parking-Related</i>	<ul style="list-style-type: none"> <li>▪ Conduct Warning or Conduct Probation (length at discretion of University Conduct Officer) [dependent upon nature of violation]</li> <li>▪ Educational Service (five hours)</li> <li>▪ Parking Permit Revocation (length at discretion of University Conduct Officer)</li> </ul>	

**Note:** Standard sanctions may be adjusted or amended at the discretion of the University Conduct Officer based on compelling factors, including, but not limited to, the Responding Party’s demonstrated understanding of their responsibility and level of accountability; the conduct history of the Responding Party; the nature of the incident and the facts and circumstances related to the case; the severity of any damage, injury, or harm resulting from the incident; the level of disruption to normal University operations and activities; and whether the incident was motivated by bias based upon race, color, religion, sex, sexual orientation, gender identity, gender expression, age, national origin, disability unrelated to program performance, veteran status, or genetic or family medical history. Additional information can be found in Section VI of the *Student Conduct Code*.

## Appendix B

The [Residence Life Handbook](#) includes the following community standards and policies on Alcohol and Other Drugs.

### **I. Alcohol and Drug Policy (p. 6)**

The possession, consumption, or distribution of alcohol and drugs is strictly regulated on campus. Residents must comply with all local, state, and federal laws, as well as university policies regarding alcohol and drug use. No person under 21 years of age may possess or consume alcoholic beverages in the residence halls, including decorative container collections (e.g., bottles, cans, bottle caps, etc.). Alcohol is permitted in designated areas for residents 21 years of age and over. Residents 21 years of age and over are not permitted to consume or have open containers of alcohol in a common area, e.g., hallways, lounges, kitchens, bathrooms, elevators. Kegs, beer balls, funnels, bongos, and other devices that promote irresponsible drinking are not permitted in the residence halls.

Residents who display signs of intoxication (e.g., glazed eyes, slurred speech, unsteady gait, etc.) or residents who require staff assistance due to their consumption of alcohol will be subject to the conduct process.

The use, possession, or distribution of illegal drugs or drug paraphernalia is prohibited in the residence halls.

Smoking any type of tobacco product or product intended to mimic tobacco products or the smoking or vaping of any other substance is not permitted in the residence halls, including balconies, vestibules, etc. This includes but is not limited to cigarettes, cigars, cigarillos, smokeless tobacco, electronic cigarettes, pipes, bidis, and hookahs. UAB is a smoke-free campus. There is no smoking permitted in the residence halls near the exterior of the building. Note: The legal age to sell or be in possession of any tobacco products including cigarettes, cigars and e-cigarettes is 21.

In addition to these restrictions, alcohol and illegal drugs are prohibited in Blazer Hall, Gold Hall, McMahon Hall, and other areas designated for first-year students.

### **Alcohol – Page 20**

Blazer Hall, Gold Hall, McMahon Hall, and any other designated freshman apartments/suites are substance-free areas. Alcohol is not allowed in these locations, whether the resident or guest is of legal age or not.

1. The use of alcoholic beverages must comply with federal, state, and local laws, including the regulations of the Alabama Alcoholic Beverage Control (ABC) Board. Use of alcoholic beverages must also comply with university regulations (see the Student Code of Conduct). Violations of the law or failure to comply with university policy may result in civil and/or University action with a minimum sanction or automatic probation.
2. Alabama State Law prohibits purchasing, consuming, or serving beer, wine, or distilled spirits by persons under the legal drinking age. It is also a violation of state law to

purchase alcohol for or serve alcohol to persons under the legal drinking age. In Alabama, the legal drinking age is 21.

3. Underage residents/guests are expected to know and understand state and federal laws as well as UAB Student Housing policies as they pertain to alcohol.
4. Alcoholic beverages may not be stored, consumed, or served in public areas or in the common areas of apartments where underage residents reside and/or are present. Public areas are generally defined as hallways, stairwells, entranceways, lobby areas, lounges, recreation areas, or outside areas such as parking areas or sidewalks on University property.
5. Alcoholic beverages may be possessed and consumed by a person of legal age inside the resident's apartment with the exception of Blazer Hall, Gold Hall, McMahon Hall, and identified freshman apartments in other buildings.
6. Kegs or similar containers are prohibited. Containers larger than individual servings are not permitted at any time. Beer balls, funnels, bongs, and other devices that promote irresponsible drinking are not permitted in the residence halls.
7. Decorative container collections (e.g. bottles, cans, bottle caps, etc.) are not permitted.
8. Residents who display signs of intoxication (e.g., glazed eyes, slurred speech, unsteady gait, etc.) or students who require staff assistance due to their consumption of alcohol shall be subject to the conduct process.

### **Decorations – Page 23**

Alcohol and other drug paraphernalia are not permitted for decorations, including decorative, alcohol-container collections (e.g., bottles, cans, bottle caps. etc.).

### **Health and Safety Inspections – Page 25**

The Office of Student Housing and Residence Life staff may confiscate personal items causing a health and safety violation or in violation of a Student Housing policy, including, but not limited to, alcohol, drugs, weapons, candles, and appliances left on like an iron or curling iron.

### **Illegal Drugs/Drug Paraphernalia/Suspicion of Drug Usage – Page 25-26**

It is against the law and University regulations for students to use, sell, and/or possess illegal or controlled drugs. These drugs are strictly prohibited in Student Housing. Residents in violation of this policy may lose Student Housing privileges and be disciplined by the University in accordance with its policies. Residents in violation of this policy also face criminal prosecution.

The Office of Student Housing and Residence Life has a “zero tolerance” policy for the possession or use of illegal drugs/drug paraphernalia. Failure to comply with the University's and the Office of Student Housing and Residence Life's drug policy may result in the following sanctions:

1. Termination of Student Housing Contract.
2. Referral to the Counseling Office or Substance Abuse Agency.
3. Referral to the Office of Student Conduct for further sanctioning, including possible suspension or removal from UAB.

Residence Life staff members also have authority to conduct a “plain view” search of suite(s), apartment(s) or area(s) (including a hall or building) as necessary when reasonable suspicion (smell, towels underneath the doors, etc.) is present. A search may be conducted with or without a resident present. All residents/students are responsible for reporting violations. All involved individuals will be held responsible for any illegal substances found in the suite/apartment or area. UABPD will determine if further action is necessary.

## Appendix C

The [Fraternity & Sorority Life Community Policy Handbook](#) includes the following expectations and policies for Alcohol and Other Drugs on page 21-24.

All social fraternities and sororities at the University of Alabama at Birmingham aim to provide opportunities for their members to grow and develop as responsible adults.

All fraternities and sororities must abide by the North-American Interfraternity Conference (NIC) Alcohol and Drug Policies, as well as their inter/national risk management policies regarding alcohol and other drugs, especially the sections regarding:

- Use of chapter funds for events including alcohol
- Distribution of alcohol
- Underage members
- Third Party Vendor requirements
- Use of alcohol during recruitment, intake, or new member activities

### ***NIC Alcohol and Drug Policies:***

In any activity or event sponsored or endorsed by the chapter/organization, including those that occur on or off organizational/chapter premises:

1. The chapter/organization, members and guests must comply with all federal, state, provincial and local laws. No person under the legal drinking age may possess, consume, provide or be provided alcoholic beverages.
2. The chapter/organization, members and guests must follow the federal law regarding illegal drugs and controlled substances. No person may possess, use, provide, distribute, sell, and/or manufacture illegal drugs or other controlled substances while on chapter/organizational premises or at any activity or event sponsored or endorsed by the chapter/organization.
3. Alcoholic beverages must either be:
  - a. Provided and sold on a per-drink basis by a licensed and insured third-party vendor (e.g., restaurant, bar, caterer, etc.); or
  - b. Brought by individual members and guests through a bring your own beverage ("BYOB") system.

*The presence of alcohol products above 15% alcohol by volume ("ABV") is prohibited on any chapter/organization premises or at any event, except when served by a licensed and insured third party vendor.*
4. Common sources of alcohol, including bulk quantities, which are not being served by a licensed and insured third party vendor, are prohibited (i.e., amounts of alcohol greater than what a reasonable person should consume over the duration of an event).

5. Alcoholic beverages must not be purchased with chapter/organizational funds or funds pooled by members or guests (e.g., admission fees, cover fees, collecting funds through digital apps, etc.).
6. A chapter/organization must not co-host or co-sponsor, or in any way participate in, an activity or event with another group or entity that purchases or provides alcohol.
7. A chapter/organization must not co-host or co-sponsor an event with a bar, event promoter, or alcohol distributor; however, a chapter/organization may rent a bar, restaurant, or other licensed and insured third-party vendor to host a chapter/organization event.
8. Attendance by non-members at any event where alcohol is present must be by invitation only, and the chapter/organization must utilize a guest list system. Attendance at events with alcohol is limited to a 3:1 maximum guest-to-member ratio, and must not exceed local fire or building code capacity of the chapter/organizational premises or host venue.
9. Any event or activity related to the new member joining process (e.g., recruitment, intake, rush, etc.) must be substance free. No alcohol or drugs may be present if the event or activity is related to new member activities, meetings, or initiation into an organization, including but not limited to "bid night," "big/little" events or activities, "family" events or activities, and any ritual or ceremony.
10. The chapter/organization, members or guests must not permit, encourage, coerce, glorify or participate in any activities involving the rapid consumption of alcohol, such as drinking games.

No alcohol shall be allowed at Fraternity and Sorority community-wide functions.

#### Sober Monitors

All social events where alcohol is served should have a minimum of three sober monitors. For each additional 25 attendees, one additional sober monitor is recommended. For example, at an event that hosts 100 attendees (members + guests), the recommended number of sober monitors would be 7.

#### Recruitment and New Member Activities

Alcohol and drugs (including the appearance or perception of) are not allowed in any manner in relation to recruitment or new member education program. This includes activities such as water pong.

## Appendix D

The [Student Organization Handbook](#) includes guidance surrounding Alcohol and Other Drugs in the following sections.

### **University Compliance for Events with Alcohol – Page 28**

The use of alcoholic beverages must be in compliance with federal, state and local laws; the regulations of the Alabama ABC Board; and other university policies and procedures, including, but not limited to, the Drug-Free Workplace Policy and the Drug-Free Campus Policy for students.

All events where alcohol is present must end by 1:00 am. Alcohol may not be served or consumed for more than four (4) hours during any single event.

#### Responsible Persons

A “responsible person” must be designated for every function at which alcoholic beverages are served. That individual is responsible for ensuring that this policy and other related policies (see “Compliance”) are followed. The organization’s advisor must be in attendance for any event where alcohol is present.

#### Controlled Areas

Steps should be taken to ensure that alcoholic beverages are contained within the boundaries of the event. All alcoholic beverages should be consumed or disposed of by all guests or participants before they leave the premises.

#### Self-Service

Alcoholic beverages must not be freely available to attendees. A designated server or hired professional bartender must be on duty at the event to limit the size and number of drinks served. IF the function involves a sit-down meal at which alcohol is served, waiters and/or waitresses should be instructed to ask before automatically refilling wine or liquor glasses.

#### Proper Identification

Alabama state law prohibits purchase, consumption or serving of beer, wine or distilled spirits by persons under legal drinking age. It is also a violation of Alabama state law to purchase alcohol for, or serve alcohol to, persons under the legal drinking age. Therefore, at all events where alcoholic beverages will be served, the designated server or hired professional bartender will be required to check for proper identification before serving any alcoholic beverages and must reject any questionable forms of identification. Alcoholic beverages may not be served at functions where the majority of attendees are under legal drinking age.

#### Non-Alcoholic Beverage Alternatives

Alternative non-alcoholic beverages must be equally available and accessible at all events where alcoholic beverages are served. Water should not be the only alternative beverage offered.

#### Food

Food must be made available to those in attendance at all events where alcoholic beverages are served.

#### Hours of Service

Service of alcoholic beverages must be discontinued at least one hour before an event is scheduled to

end.

#### Transportation

For the duration of the event, the student organization must provide and have available transportation by taxi or other similar means for members/guests who are visibly intoxicated or who request transportation.

#### Refusal to Serve Intoxicated Guests

If a participant or guest at an event where alcoholic beverages are being served appears to have exceeded his or her consumption limit, the designated server or hired professional bartender must discontinue serving alcoholic beverages to this individual.

#### **Event Marketing Guidelines – Page 29**

No Alcohol Promotion – Publicity and promotion of events where alcoholic beverages are being served should emphasize the nature of the event and not alcoholic beverages.

## Appendix E

The Sports Club Manual includes the following policy on Alcohol and Other Drugs on page 12.

### Animals, Alcohol, Drug and Tobacco Policy

Club Officers are responsible for enforcing the following policies:

1. With the exception of service animals, no animals are allowed on campus.
2. Consumption and/or transportation of alcohol or drugs is not permitted during any Sport Club activities. Alcoholic beverages and illegal drugs are prohibited from all UAB facilities. Sport Club members are not permitted to participate under the influence of alcohol and/or drugs. Infractions of this policy will not be tolerated, and all violators will face disciplinary actions. Off-campus home competitions are an extension of the University campus activities. Participant and spectator expectations extend to any location that the University of Alabama-Birmingham Sport Clubs consider a home competition.
3. 12 hours prior to participating in any club activity and are prohibited from participating in an activity while under the influence.
4. If the game is played off-campus, club members should refrain from consuming alcohol 24 hours before the trip's departure time and 48 hours before departure if operating a University Vehicle.
5. Alcohol shall not be made available to, purchased for, or consumed by any persons under the legal drinking age at any time.
6. UAB is a smoke- and tobacco-free campus. This policy also applies to any location where a university club is hosting a home competition.

## Appendix F

### UAB Outdoor Pursuits Trip Registration Form Excerpt

Please initial next to each statement that you have read and understand these policies. If you are not a student, you must still initial and abide by these policies as students will be on the trip. (If participant is a minor both they and their guardian must initial)

\_\_\_\_\_ UAB students are given and accept a high level of responsibility to self, others, and to the community. Behavior that violates this value includes, but is not limited to:

\_\_\_\_\_ Drugs. Use, possession, distribution, transporting, providing, manufacturing, selling, attempting to sell, cultivating, or being under the influence of any drugs, and/or other controlled substances and/or drug paraphernalia in violation of law or University policies.

\_\_\_\_\_ Drug paraphernalia includes all equipment, products, and material of any kind that are used to facilitate, or intended or designed to facilitate, drug use. Use or possession of marijuana, including Medical Marijuana, is prohibited. This prohibition includes students who knew, or reasonably should have known, they were in the presence of illegal drugs and/or drug paraphernalia whether they used the substance or not. This includes misuse of legal substances, inhaling a substance (other than in connection with its intended purpose) and/or other recreational substances used as if drugs as a “means to get high.”

\_\_\_\_\_ Alcohol. Use, possession, distribution, transporting, providing, purchasing, selling, attempting to sell, dispensing, exchanging, or being under the influence of alcoholic beverages in violation of law or University policies. This prohibition includes students under the age of 21 who knew, or reasonably should have known, they were in the presence of alcoholic beverages and/or alcohol containers, whether they consumed the alcohol or not. This prohibition also includes possession and/or consumption of alcohol in the presence of any person under the age of 21.

The Outdoor Pursuits pre-trip training PowerPoint includes the following policy on Alcohol and Other Drugs.

#### Drugs and Alcohol Policy

- Alcoholic beverages and other mind-altering substances are prohibited in all government owned vehicles and on Outdoor Pursuit Trips
- UAB Outdoor Pursuits along with the University and the state of Alabama prohibit smoking and vaping in all trip vehicles
- When smoking or vaping outside of the vehicle, please step away from the group
- Participants must adhere to any smoking or vaping policies of any area we are in, or outfitter with are working with
- UAB Outdoor Pursuits follows all guidelines pertaining to illegal substances and the illegal use of alcohol that are outlined in the UAB Student Code of Conduct



## Appendix G

# UNIVERSITY OF ALABAMA AT BIRMINGHAM ATHLETIC DEPARTMENT

## Drug and Alcohol Education Program and Testing Policy

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The University of Alabama at Birmingham (UAB) and the NCAA condemn the use of non-therapeutic drugs by student-athletes. The UAB Athletic Department's Drug and Alcohol Education Program is intended to provide education, screening and rehabilitation for student-athletes to encourage resistance to drug use.

### **Objectives**

The primary objective of the program is to protect the health and welfare of our student-athletes. The abuse of drugs, alcohol, and tobacco undermines the integrity of athletic competition and can have negative physical and emotional consequences for the student-athlete. The priorities of UAB's alcohol and drug program for student-athletes are:

1. To educate student-athletes, coaches and Athletic Department staff members about the risks associated with the use of alcohol and the dangers of using drugs
2. To identify student-athletes with substance abuse problems through testing and to encourage treatment
3. To deter drug and alcohol abuse among student-athletes
4. To provide confidential counseling and treatment for those student-athletes who request assistance for a possible substance abuse problem
5. To ensure individual student-athletes and the Athletic Department comply with NCAA rules by educating student-athletes about NCAA rules concerning drug and tobacco use through the use of NCAA drug education and testing programs.

### **Governance of Policies**

To serve in an advisory role and to insure the integrity of the Drug and Alcohol Education Program and Testing Policy, a committee has been established, hereafter referred to as "The Committee". A "Committee Chair" will be appointed by the Athletic Director and will serve as oversight for the committee. This individual will ultimately be charged with the development and direction of all drug and alcohol education and testing policies and procedures, including but not limited to: approving dates for testing according to committee approved procedures, notification of testing results to appropriate personnel and coordination of any disciplinary processes. The Committee Chair will appoint a "Program Administrator", who must be a member of the Athletic Department Sports Medicine Staff, and will ultimately be charged with implementing any testing and coordinating any rehabilitative referral(s).

The committee shall consist of the following members:

1. Chair: Senior Associate Athletic Director for Administration
2. Program Administrator: Associate Athletic Director for Sports Medicine
3. Athletic Department Team Physician
4. Associate Athletic Director for Compliance
5. Associate Athletic Director for Academics
6. Assistant Athletic Director for Student-Development
7. Senior Associate Athletic Director/SWA
8. Associate Athletic Director/CFO
9. Faculty Athletic Representative (FAR)
10. At least one head coach from both a men's and women's team

The committee will meet as needed and determine:

1. Logistics of the drug-testing program
2. Selection of laboratory to be used for testing
3. Procedures for implementation of testing procedures
4. Number of student-athletes selected for each round of testing
5. Treatment and disciplinary actions following positive test

#### D

1. **Student-Athlete** - any individual identified on an institutional squad list on file with the Athletics Department Compliance Office. Such individuals include, but are not limited to persons: “red shirting”, academically ineligible, injured, serving a year in residence, medically disqualified and any student receiving athletic-related aid and/or using other athletic related services.
2. **Controlled or Illegal(street) Drugs** – include narcotics, hallucinogens, depressants, stimulants, look-alike drugs or other substances which can affect or hamper the senses, emotions, reflexes, judgment, or other physical or mental activities. Included are controlled medications or substances not prescribed for current personal treatment by a licensed health practitioner in a medical setting to address a specific physical, emotional, or mental condition.
3. **Legally Obtained Medication** – includes drugs prescribed by a licensed practitioner and over-the-counter (OTC) drugs which have been legally obtained and are being used in the appropriate amount solely by the individual and for the purpose for which the medication was prescribed or manufactured. *\*The use of any legally obtained medication without prior notification to the UAB Athletics Sports Medicine staff is strictly prohibited and may result in a positive drug test result\**
4. **Positive Drug Test** – a test result determined to be positive, or containing substances within a biological specimen at or above the cutoff thresholds (above 15ng for THC), established between the “Committee” and the Drug Testing Facility(ies). Student-athletes who fail to arrive at the collection station at the designated time, without justification; fail to provide a biological specimen according to protocol; leave the collection station before providing a specimen according to protocol; attempt to alter the integrity or validity of the biological specimen and/or collection process; or are otherwise uncooperative with the administration of the test, may be treated as having a positive drug test.

#### Education

1. On a minimum of at least one annual meeting, a presentation will be made to all student-athletes of each sports that will include, but not limited to: the UAB Athletics Department Drug and Alcohol Education Program and Testing Policy, its purposes, its implementation, as well as the NCAA’s Drug Testing Program to reinforce important information and the ensure new and/or transfer student-athletes are appropriately educated.
2. The UAB Athletics Department Drug and Alcohol Testing Policy will be distributed either by electronic or hard copy to all student-athletes. These resources are also available on the UAB Athletics Department website at [uabsports.com](http://uabsports.com) in the Sports Medicine section
3. The NCAA Banned Drug List will be distributed either by electronic or hard copy to all student-athletes. This resource is also available at the [Drug Free Sport Axis](#) (Organization: NCAA Division 1, Password: ncaa1)
4. Athletic Department personnel, in a position to recognize signs of use/abuse will be required to participate in regular conditioning education conducted by medical personnel and/or a substance abuse counselor to review common signs and symptoms associated with drug and alcohol abuse.

### **NCAA and UAB Drug Testing Policies**

1. All UAB student-athletes must sign a separate waiver/consent form for NCAA and UAB testing. Failure to complete and sign the NCAA and UAB waiver/consent forms will result in the student-athlete's ineligibility for participation in all intercollegiate practices and competitions.
2. UAB's testing program is separate and distinct from the NCAA testing program even though it may ban the same drug classes. The NCAA conducts random drug testing at UAB during the academic year as well as at the sites of NCAA voluntary institutional testing program.
3. UAB policies are aligned with the recommendations from the NCAA regarding drug, alcohol and tobacco use. To reference policies: [2017-2018 NCAA Drug-Testing Program](#)
4. All student-athletes are subject to ongoing testing at any time during their tenure at UAB.
5. Any student-athlete who has a positive test can expect further testing and more frequent testing times.
6. Any student athlete that is found aiding in falsifying his/her test or the test another fellow student athlete will carry the penalty of a positive drug test.
7. Student-athletes will be subject to testing according to the [NCAA Banned Drug List](#) including, but not limited to the following:
  - Stimulants
  - Anabolic Agents
  - Alcohol and Beta Blockers
  - Diuretics and Other Masking Agents
  - Street Drugs
  - Peptide Hormones and Analogues
  - Anti-Estrogens
  - Beta-2 Agonists
  - Legally Obtained Medication
  - Any substances related to these classes are also banned
8. At the discretion of the Committee Chair, any student-athlete for whom reasonable grounds to suspect alcohol and drug abuse have been established may be subject to mandatory testing.
9. All test results remain part of UAB's Athletic Department records and do not become part of the student-athlete's permanent University records.
10. Positive test results for each student-athlete are cumulative for his/her entire period of eligibility and/or tenure of athletic financial assistance.
11. Failure to show for testing at designated date and time or refusal to provide a testing sample will be treated as a positive test result.

### **Disclosure of Nutritional Supplements**

Since the interpretation of NCAA Bylaw 16.5.2.2 ("It is not permissible for an institution to provide a nutritional supplement to its student-athletes, unless the supplement is a nonmuscle-building supplement ...").

Supplements are not regulated by any state or federal agency, therefore the ingredient list may not be complete or correct. **There is a risk that the supplement may contain NCAA banned substances**, which could result in a positive NCAA and/or Athletics Department drug test.

In an effort to decrease the chance of a positive test, the Athletics Department requires all student-athletes to disclose any nutritional supplements they are currently taken or have taken within the last 12 months. It is the student-athlete's responsibility to bring the supplement ingredient list to a member of the UAB Athletics Sports Medicine Department staff for their review. If you change supplements or start a new supplement, have the ingredient list reviewed by the UAB Athletics Sports Medicine Department staff. The UAB Athletics Sports Medicine Department staff will review the product/ingredient list and provide a recommendation; however, this

recommendation will not overrule should a positive drug test result. It is the student-athlete's responsibility to insure no banned substances are taken.

#### **Disclosure of Legally Obtained Medication.**

All UAB student-athletes are required to disclose any legally obtained medication to the UAB Athletics Sports Medicine Department. Certain legally obtained medications may contain banned substances which require the student-athlete to apply for a medical exception, through the NCAA. In addition, some legally obtained medications are either misused or abused.

The NCAA will grant exceptions from a positive drug test for those student-athletes who are able to provide medical records which demonstrate that they have a medical need and current prescription for a banned substance. Exceptions may be granted for the following drug classes: stimulants used to treat ADD/ADHD, beta-2 agonists, diuretics and masking agents, anti-estrogens, peptide hormones and analogues\*, and anabolic agents (steroids)\*. (Bylaw 31.2.3.5) [***\*anabolic agents and peptide hormones must be approved by the NCAA before the athlete is allowed to participate while taking these medications.*** The institution, through its Director of Athletics and/or designee, may request an exception for use of an anabolic agent or peptide hormone by submitting to The National Center for Drug Free Sport any medical documentation it wishes to have considered.] In order for a student-athlete to request a medical exception for the use of a medication that contains a banned substance, the student-athlete must:

1. Declare the use of the substance to the Assoc. AD for Sports Medicine and/or his designee responsible for keeping medical records
2. Present documentation of the diagnosis of the condition
3. Provide documentation from the prescribing physician explaining the course of treatment and the current prescription including dosage amount

#### **NOTE TO STUDENTS DIAGNOSED WITH ADD/ADHD:**

1. The NCAA has indicated a stricter application of the NCAA Medical Exception Policy as it applies to banned stimulant medications used to treat ADD/ADHD. **If the student athlete does not undergo a standard assessment to diagnose ADD/ADHD, they have not met the requirements for an NCAA medical exception. The student-athlete should provide documentation of an earlier assessment, or undergo an assessment prior to using stimulant medication for ADD/ADHD.** The stricter application will require the following:
  - a. Documentation the student-athlete has undergone a clinical assessment to diagnose ADD/ADHD
  - b. Student-athlete is being monitored regularly for use of the stimulant medication
  - c. Non-banned medications/alternatives have been considered prior to use of banned substance
  - d. Current prescription on file

#### **Testing Procedure**

All UAB Student-athletes should be prepared to be tested at least once per year and throughout the duration of their UAB athletic career. UAB will utilize four main methods of testing selection to proactively detect any student-athlete with possible dependency or prohibited use of alcohol and/or drugs.

1. **Pre-Participation Testing:** All UAB student-athletes will be tested for drug use at or within 2 months of their Pre-Participation Examination. Any student-athlete whom tests positive at this initial test will not be subject to any athletic department disciplinary action. However, referral for treatment services to address any dependency will occur, which may include formal counseling and further testing.

2. **Random Testing:** a random testing process for student-athletes will be utilized under the advisement of the committee. Random selection of student-athletes will be generated from the third-party testing site determined by the committee. Number of student-athletes to be tested and frequency of testing will be determined by the committee
3. **Team Testing:** At the discretion of the Committee Chair and in coordination with the team's Head Coach, any student-athlete may be subjected to mandatory testing. This may include a specific position, class or entire team.
4. **Reasonable Suspicion:** Reasonable suspicion is defined as one founded on specific, objective facts, which if taken with rational inferences drawn from those facts and taken as a whole strongly suggest that drug testing may produce evidence of improper use. A student-athlete may be subject to drug testing at any time when the Committee Chair or his/her designee(s) (Associate/Assistant Athletic Director, Head Coach, Assistant Coach, Athletic Trainer, Team Physician, Academic Counselor or other Athletic Department staff member) determines that there is individualized, reasonable suspicion to believe the student-athlete is using or has used any Controlled or Illegal(street) Drug(s) or Performance Enhancing Supplements or has misused/abused any Legally Obtained Medication(s). Reasonable suspicion may include, without limitation, the following:
  - a. Observed possession or use of substances appearing to be prohibited drugs
  - b. Arrest or conviction for criminal offense related to the possession or transfer of prohibited drugs or substances
  - c. Prior treatment for drug or alcohol problems
  - d. Medically warranted reasons as determined by a Team Physician
  - e. Signs of use and/or possible impairment from drugs/alcohol or a pattern or abnormal behavior. i.e. Observed abnormal appearance, conduct or behavior reasonably interpretable as being caused by the use of prohibited drugs or substances. Among the indicators which may be used in evaluating a student-athlete's abnormal appearance, conduct or performance are:
    - Class attendance
    - Significant GPA changes
    - Athletic practice attendance
    - Increased injury rate or illness
    - Physical appearance changes
    - Academic/motivational level
    - Emotional condition
    - Mood changes
    - Legal involvement
  - f. If suspected of prohibited drug use, the Committee Chair will be notified and normal testing procedures will be followed.

If an Athletic Department staff member suspects drug and/or alcohol abuse, with reasonable suspicion (as listed above), the staff member should express this information confidentially to the Committee Chair, Program Administrator or a Team Physician. These individuals are available to all athletic association personnel to explain further signs that may point to the need for reasonable suspicion testing.

If testing proceeds, notification of student-athlete to be tested will be handled by the Program Administrator. Notification of the selected student-athletes will either be by phone, in person, or by a list posted in the respective locker room. Coaches and athletic trainers will be contacted in order to assist in notifying the student-athletes.

### **Testing Method**

The following collection and testing methods may be utilized: 1) Urine Sample, 2) Oral Swab, 3) Blood Sample, 4) Hair Sample, or any other valid testing measure determined by the Program Administrator and industry standard. The primary testing method will be urine sample, with other methods being utilized at the discretion of the Program Administrator. A valid urine sample is a sample provided directly from the donor (student-athlete), under direct observation: at a temperature of at least 90 degrees, sufficient volume to send to the testing lab, and undiluted within the standards for specific gravity.

The student-athletes shall report to the test site in clothing that can be removed easily from the waist down and uncovers the arms from the elbows to the fingertips. This is to assist the drug collection personnel in witnessing the collection. All student-athletes need to bring a picture I.D. with them to the test area. Student-athletes will check in and receive collection materials. They will be directed according to the protocol set forth by the contracted lab. They will then report back to the lab crew chief to finish packaging their specimens for transport to the lab. At no time should the student-athlete leave his/her collection materials unattended. The student-athlete is responsible for its contents until he/she checks out with the lab crew chief. The testing of samples collected will be done at state-of-the-art laboratories by certified technicians, contracted by the Athletic Department.

Character and conduct issues at the testing site will be addressed on an individual basis and may result in disciplinary action(s), which could be as severe as dismissal from team and removal of athletics related financial aid. Any incidents disrupting usual operations for providing a valid sample will be communicated from the testing site to the Program Administrator. **Failure to show for testing at the designated date and time or refusal to provide a testing sample may result in disciplinary action(s).**

### **Reporting Results and Testing Guidelines**

The laboratory will notify the Committee Chair and Program Administrator of the results within a reasonable time from processing of the samples. The Committee Chair will then notify the Athletic Director, Sport Administrator, Sport Head Coach and Sport Athletic Trainer. The Program Administrator and/or his/her designee will file the results in the student-athletes UAB Athletic Department file. Any positive test will be confirmed by the lab using Gas Chromatography/Mass Spectrometry. The Head Coach and/or Sport Administrator will notify each student-athlete testing positive promptly when they receive the results. Any student-athlete whom tests positive will need to schedule an appointment within 48 hours of notification from their head coach with the Athletic Director by contacting his/her assistant. Any student-athlete whom tests positive will also need to schedule an appointment with a University Counseling Services, via the sport athletic trainer. All information will be handled professionally and confidentially.

The UAB Athletic Department Policy follows a progressive approach to dealing with offenders. The Athletic Department reserves the right to take disciplinary measures appropriate to specific circumstances. All positive test results are cumulative. Unless the facts of an incident warrant alternative disciplinary action, a positive test result will prompt one of the three courses of action described below.

### **Appeal Process**

Any student-athlete whom tests positive has the right to challenge the results of the test. He/she may submit a statement of the reasons for the challenge in writing to the Committee Chair. The Committee Chair and the Athletic Director will review the student-athlete's statement and determine if it is justified. A student-athlete who challenges the results may have the option to have his/her original specimen analyzed at his/her expense at a laboratory certified by the College of American Pathologists and/or the Substance Abuse Mental Health Services Administration.

### **Consequences of Positive Results**

#### ***First Positive Test***

- a) Mandatory meeting between student-athlete, head coach and/or sport administrator
- b) Mandatory meeting with the Athletic Director
- c) Mandatory counseling session(s) with an approved substance abuse counselor. Treatment recommendations will be communicated with the Committee Chair and the Sport Athletic Trainer
- d) Increased testing may occur.
- e) The head coach has the right to release the student-athlete from the team and any athletic scholarship as he/she deems necessary. Dismissal must have prior approval by the Athletic Director.

#### ***Second Positive Test***

- a) Mandatory meeting between student-athlete, head coach and/or sport administrator
- b) Mandatory meeting with the Athletic Director
- c) The student-athlete is suspended for **25 percent** of the maximum countable competitions allowed by the NCAA. This includes any post-season competition and may carry over into the next season of competition to complete the suspension.
- d) Senior student-athletes who do not have 25 percent of a competition season in eligibility remaining will forfeit the Athletic Department's senior recognitions (ring, reception, sash, etc.) in addition to serving a suspension for the games, if any, remaining with their eligibility.
- e) Mandatory counseling session(s) with an approved substance abuse counselor. Treatment recommendations will be communicated with the Committee Chair and the Sport Athletic Trainer
- f) Increased testing may continue.
- g) The head coach has the right to release the student-athlete from the team and any athletic scholarship as he/she deems necessary. Dismissal must have prior approval by the Athletic Director.

#### ***Third Positive Test***

- a) The student-athlete is dismissed from the athletic program.
- b) All future athletic aid at UAB is forfeited.
- c) The student-athlete may be re-located from housing assignments with other student-athletes with approval from Housing on a space available basis.
- d) All Athletic Department equipment must be returned.

***Failure to comply with above described consequences and mandatory meetings may result in disciplinary action as determined by Athletics Department Administration and/or head coach***

#### **Counseling**

An Athletic Department-approved counselor, psychologist or psychiatrist will conduct all counseling sessions.

### **Athletic Department Alcohol Policy**

All student-athletes involved in alcohol-related incidents are subject to the rules and disciplinary policies of UAB. This is true for any violation of state law that occurs either:

- on University-owned or leased property
- at University-sponsored or supervised functions
- under other circumstances involving a direct and substantial connection to the University

The consumption of alcohol by student-athletes is prohibited in connection with any official intercollegiate team function. For the purposes of this policy, an official intercollegiate team function is defined as any activity that is held at the direction of or under the supervision of the team's coaching staff or sponsored by the Athletic Department.

Upon documentation provided in an official report from the Office of Judicial Affairs, Residence Life, Campus Police, or any other police agency, student-athletes who violate the Athletic Department Alcohol Policy will be subject to the following sanctions:

#### ***First Incident***

1. Evaluation by team physician for addiction and treatment as necessary
2. Participation in alcohol education program (may be on-campus or off-campus)

#### ***Second Incident***

1. Five-day suspension from all team-related activities (the only exceptions will be academic and athletic training services). This five-day period will begin on the date the student-athlete is informed of the suspension by the Athletic Director.
2. Evaluation for addiction and treatment as necessary
3. Participation in alcohol education program (may be on-campus or off-campus)

#### ***Third Incident***

1. 14-day suspension from all team-related activities (the only exceptions being academic and athletic training services). This 14-day period will begin as of the date the student-athlete is informed about their suspension by the Athletic Director.
2. The head coach has the right to release the student-athlete from the team and any athletic scholarship he/she deems necessary. Dismissal must have prior approval by the Athletic Director.

Felony offenses related to alcohol usage will result in immediate suspension from all athletic-related activities pending resolution of the criminal justice process.

Alcohol-related incidents for each student-athlete are cumulative for his/her entire period of eligibility and/or tenure of athletic financial assistance.

### **Tobacco Policy**

1. The Athletic Department does not condone the use of tobacco products.
2. The use of tobacco is prohibited in connection with any official intercollegiate team function.
3. NCAA rules prohibit the use of tobacco products by student-athletes, coaches and staff during practices or competition

### **Athletic Department Safe Harbor Program**

On exactly one (1) occasion during a student-athlete's period of athletic eligibility at UAB, he or she may elect to voluntarily report their use of alcohol, street drugs and/or performance-enhancing drugs to their Head Coach, the Committee Chair or any member of the Athletic Department Sports Medicine staff, for the purpose of seeking evaluation for addiction and/or treatment for chemical dependency. At that time, the student-athlete will be evaluated and/or tested and the result will be used in a treatment plan which will be provided to the student-athlete in writing. The student-athlete will not be subject to the sanctions that ordinarily accompany a first positive test. If, at any time, it is determined that the student-athlete has violated the prescribed treatment plan, they will be immediately removed from the Safe Harbor program, and the initial Safe Harbor positive test will be treated accordingly with the parameters of a first positive test.

A student-athlete is not eligible for the Safe Harbor once he or she has reported to deliver a sample, or after having received notification of a positive test from either UAB or the NCAA.

The Athletic Department does not have the authority to withhold a student-athlete from any NCAA drug testing, and participation in the Safe Harbor Program will not protect a student-athlete from any applicable penalties for positive tests.

The Safe Harbor Program is designed to educate student-athletes, coaches and Athletic Department staff members in:

- Risk of alcohol use
- Abuse of drugs
- Nutritional supplements
- Identification of student-athletes at risk
- Appropriate forms of intervention and treatment
- UAB and NCAA drug, alcohol, and tobacco regulations, policies and procedures

### **Privacy and Confidentiality**

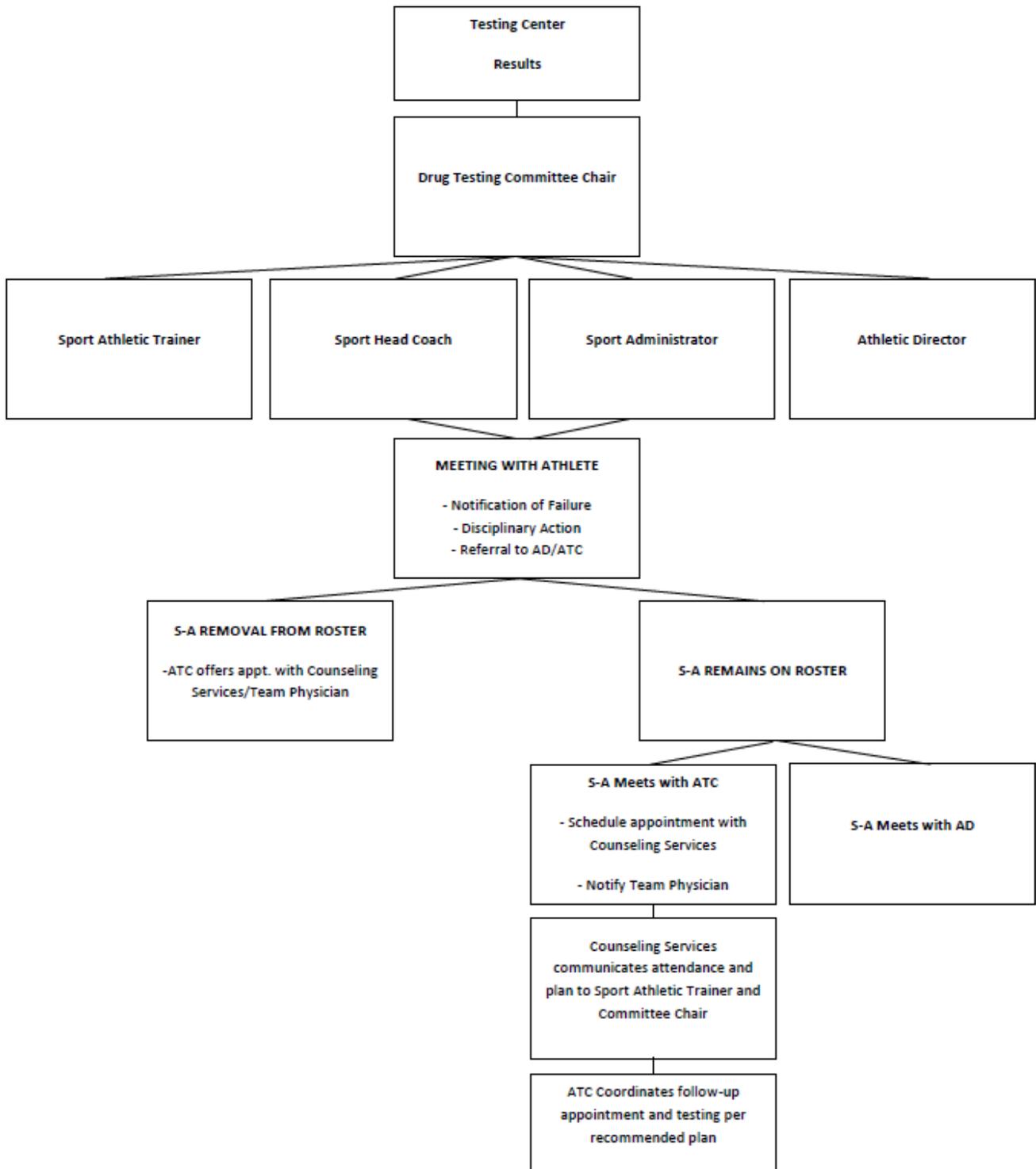
Maintaining confidentiality is a critical factor for an effective substance abuse policy. The Family Educational Rights and Privacy Act (FERPA) and the Health Insurance Portability and Accountability Act of 1996 (HIPAA) protect the privacy and security of student education records and individual health information from disclosures. No UAB employees or any individual associated with the substance abuse program is permitted to disclose or allude publicly to any information acquired in their capacity, whether or not it relates to identified student-athletes, individual teams, or the athletic association, unless required by court proceeding, following legal protocol. Employees who improperly release such information are subject to discipline up to and including termination of employment.

### **Addendum**

The UAB Athletic Department reserves the right to alter or amend this policy at any time that the needs of the institution, NCAA regulations, law, advances in technology or health and safety considerations may require.

***All suspensions and dismissal will be explained as "a violation of team rules" unless made public by the student-athlete***

Testing Procedures Flow Chart



**Positive Drug Test Notification**

Date: \_\_\_\_\_

\_\_\_\_\_, this is to notify you of your confirmed violation of UAB  
Student-Athlete Name

Athletics' Drug and Alcohol Education Program and Testing Policy. This is your {\_\_\_\_First, \_\_\_\_Second,  
\_\_\_\_Third} violation. Listed below are the sanctions that accompany each designated violation.

**First Positive Test**

- a) Mandatory meeting between student-athlete, head coach and/or sport administrator
- b) Mandatory meeting with the Athletic Director
- c) Mandatory counseling session(s) with an approved substance abuse counselor). Treatment recommendations will be communicated with the Committee Chair and the Sport Athletic Trainer
- d) Increased testing may occur.
- e) The head coach has the right to release the student-athlete from the team and any athletic scholarship as he/she deems necessary. Dismissal must have prior approval by the Athletic Director.

**Second Positive Test**

- a) Mandatory meeting between student-athlete, head coach and/or sport administrator
- b) Mandatory meeting with the Athletic Director
- c) The student-athlete is suspended for **25 percent** of the maximum countable competitions allowed by the NCAA. This includes any post- season competition and may carry over into the next season of competition to complete the suspension.
- d) Senior student-athletes who do not have 25 percent of a competition season in eligibility remaining will forfeit the Athletic Department's senior recognitions (ring, reception, sash, etc.) in addition to serving a suspension for the games, if any, remaining with their eligibility.
- e) Mandatory counseling session(s) with an approved substance abuse counselor Treatment recommendations will be communicated with the Committee Chair and the Sport Athletic Trainer
- f) Increased testing may continue.
- g) The head coach has the right to release the student-athlete from the team and any athletic scholarship as he/she deems necessary. Dismissal must have prior approval by the Athletic Director.

**Third Positive Test**

- a) The student-athlete is dismissed from the athletic program.
- b) All future athletic aid at UAB is forfeited.
- c) The student-athlete may be re-located from housing assignments with other student-athletes with approval from Housing on a space available basis.
- d) All Athletic Department equipment must be returned.

By signing this document, you acknowledge notification and understanding of the consequences and actions that will take place as a result of violating UAB Athletics' Drug and Alcohol Education Program and Testing Policy.

Student-Athlete Name	Signature	Date
Head Coach Name	Signature	Date
Sport Administrator Name	Signature	Date

## Appendix H

**From:** Official Message from UAB <uabupdates@reach.uab.edu>  
**Sent:** Thursday, September 7, 2023 8:56:59 AM  
**To:** Hughes-Harrell, Mica M <harrellm@uab.edu>  
**Subject:** Official Notice: UAB's Drug-free Campus and Workplace Policy



UAB Faculty and Staff,

The University of Alabama at Birmingham is committed to providing a work and educational environment conducive to the intellectual, emotional and social growth of all members of its community. A campus that is free from the effects of alcohol and substance misuse is critical in achieving this type of environment. Alcohol and substance misuse endangers the health and safety of our employees, students and visitors, and hinders us in achieving UAB's shared values.

To help ensure the success of our commitment, the [Drug-Free Campus and Workplace Policy](#) was adopted in September 2018 to inform employees and students of their responsibilities, the dangers of substance misuse disorders, as well as counseling, treatment and rehabilitation resources available on campus.

Every UAB community member has a personal responsibility to adhere to all applicable laws, regulations and policies concerning the use of alcohol or other drugs.

The Drug-Free Campus and Workplace Policy is available in its entirety in the [UAB Policy and Procedures Library](#). The policy works in conjunction with the [UAB Student Conduct Code](#), [HR Policy 634: Alcohol and Drug Testing for Reasonable Cause](#), and the [General Policy Regarding the Use and Consumption of Alcoholic Beverages](#). Please ensure you are familiar with these policies. Individuals who violate these policies will be held personally accountable for their behavior and will be subject to appropriate disciplinary sanctions.

In addition, the [UAB Biennial Review](#) on alcohol and other drugs details the university's efforts regarding education, prevention and assistance in accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. This email notification is required by this act and will be distributed annually.

For questions regarding the Drug-free Campus and Workplace Policy, the Biennial Review, or any of the educational, prevention or assistance programs, please contact the Human Resources [Talent Performance & Relations](#) department.

**Janet L. May | UAB Chief Human Resources Officer**  
UAB | The University of Alabama at Birmingham

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UAB One Stop<onestop@uab.edu>  
To: Hughes-Harrell, Mica M  
Sent: Thu 11/17/2022 7:52 PM  
Subject: UAB Drug-Free Campus Notification

Dear Student,

The University of Alabama at Birmingham is committed to maintaining an environment that is conducive to intellectual, emotional, and social growth of all members of its community. A campus that is free from the effects of alcohol and drug misuse is critical in achieving this type of environment. To help ensure the success of our commitment, UAB has adopted a "[Drug-Free Campus and Workplace Policy](#)" (dated September 27, 2018). Alcohol and drug misuse endanger the health, welfare, and safety of employees, students, and visitors. Every UAB community member has a personal responsibility to adhere to all applicable laws, regulations, and policies concerning the use of alcohol or other drugs. This policy is to inform students and employees of their responsibilities and the dangers of substance misuse disorders, as well as inform them of campus resources available for education, prevention, and assistance.

The text of this policy is available in its entirety within our [UAB Policy and Procedures Library](#) at [www.uab.edu/policies/Pages/default.aspx](http://www.uab.edu/policies/Pages/default.aspx). This policy works in conjunction with the [UAB Student Conduct Code](#), [HR Policy 634—Alcohol and Drug Testing for Reasonable Cause](#), and the [General Policy Regarding the Use and Consumption of Alcoholic Beverages](#). Please ensure you are familiar with these policies. We will hold students who violate these policies personally accountable for their behavior and they will be subject to appropriate disciplinary sanctions.

In addition, you may also access the [UAB Biennial Report](#) on alcohol and other drugs, which details the university's efforts of education, prevention, and assistance in accordance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. This notification is required by this act and is distributed annually. If you have any questions regarding the Drug-free Campus and Workplace Policy, the Biennial Report, or any of the educational or assistance programs, you can contact the Office of Student Health and Wellbeing, Wellness Promotion, Student Conduct and Outreach, Student Counseling Services, and/or Student Health Services.

Pamela Benoit, Ph.D.  
Senior Vice President for  
Academic Affairs & Provost

John R. Jones III, Ph.D.  
Vice President for Student  
Affairs



BlazerNET notification, January 30, 2024



EXIT

# Hello,

UAB is committed to providing a healthy, drug-free work and educational environment, free from the effects of alcohol and substance misuse. **UAB's Drug-Free Campus and Workplace Policy** details student responsibilities and provides education, prevention, and assistance resources. For more information about the **Drug-Free Schools & Communities Act** or the **Biennial Review**, contact the office of **Wellness Promotion**.

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## Things to know



### Expert advice for a new phase of COVID

To keep our campus safe, UAB experts encourage healthy behaviors, responsible symptom management and vaccines to avoid and manage respiratory illnesses like COVID, common cold, RSV or the flu. [Read more online.](#)



### Eat free samples, meet local caterers 🍷 🌿

UAB's Small Business Inclusion office is hosting a networking event 11 a.m. to 2 p.m. Sept. 14 at the Campus Recreation Center Center Court. Stop by and taste the work of local, small and minority-owned caterers.

### Follow UAB's Drug-free Campus and Workplace Policy

Every UAB community member has a responsibility to adhere to all applicable laws, regulations and policies concerning the use of alcohol or other drugs. The Drug-Free Campus and Workplace Policy is available in its entirety in the UAB Policies and Procedures Library.



## New facility will help create boundless opportunities for Department of Physics

"The physics department of today is not the same as the physics department of yesterday," said chair Ilias Perakis, Ph.D. "Its entire nature has changed."

### More news online

Get campus news at [uab.edu/students](http://uab.edu/students), [uab.edu/reporter](http://uab.edu/reporter) and [uab.edu/news](http://uab.edu/news). Check the [Campus Calendar](#) for more events on campus, and submit your own. If you have news you want to share, use the [Request Publicity form](#) online.

### Things to know



## Share your thoughts on UAB Libraries study spaces

Give feedback on space availability, access to materials, power connections and booking study rooms in a 5-question survey open through Sept. 8. Participants have a chance to win prizes — including a special study package and Amazon gift cards.

## UAB remains committed as a drug-free school and community

As part of the Drug-Free Schools and Communities Act of 1989 and the Department of Education General Administrative Regulations, UAB continues to implement drug and alcohol prevention programs that address the unlawful use, possession and distribution of alcohol and drugs within the UAB community. [Review related codes and policies here.](#)

### Blazer achievements