



Southern Illinois  
University

**2020-2022 Biennial Review  
of Southern Illinois University's  
Alcohol and Other Drug Programs**

**Southern Illinois University, Carbondale**  
**Drug Free Schools and Campuses Regulations**  
**Alcohol and Other Drug Prevention Certification**

The undersigned certifies that Southern Illinois University, Carbondale has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees both on the institution's premises and as part of any of its activities, in order to comply with the Drug-Free Schools and Campuses Regulations (EDGAR Part 86.100, Subpart B).

Southern Illinois University annually notifies each employee and student in writing of standards of conduct, a description of appropriate sanctions for violation of federal, state, and local law and campus policy, a description of health risks associated with Alcohol and Other Drug use, and a description of available treatment programs. There exists a sound method for distributing Annual Notification information to every student and staff member each year.

Southern Illinois University prepares a Biennial Report on the effectiveness of its Alcohol and Other Drug programs and the consistency of sanction enforcement by the end of each even year. The university has retained all records related to DFSCA compliance for three years.

Signature: *Austin Lane*  
Austin Lane (Dec 20, 2022 10:18 CST)

Date: Dec 20, 2022

Dr. Austin Lane  
Chancellor  
Southern Illinois University

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The Drug-Free Schools and Campus Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act require that institutions of higher learning adopt, implement, and evaluate programs to prevent the misuse or abuse of alcohol and use or distribution of illicit drugs both by university students and employees both on its premises and as a part of any of its activities.

Southern Illinois University, Carbondale acknowledges its obligation to conduct a biennial review of compliance with the Drug-Free Schools and Communities Act. The intention of this document is to comply with requirements set forth by the Drug Free Schools and Communities Act and to determine the effectiveness of its policies, implement program changes when needed, and ensure that the sanctions developed are enforced consistently during the 2020-2021 and 2021-2022 academic years.

### **Biennial Review Process**

The Drug Free Schools and Campuses Committee was formed to complete the review process. Committee Co-Chairs are:

- Brian Beccue, Director of Student Rights and Responsibilities
- Shelly Ridgeway, Interim Director of Wellness and Health Promotion Services

Members include:

- Todd Bryson, Interim Director of Residential Life
- Bob Grimmer, Counseling and Psychological Services Senior Mental Health Coordinator
- Kendall Hollister, Department of Public Safety Lieutenant
- Carrie Keith, Department of Public Safety Corporal
- Jane Nichols, Counselor and Rehabilitation Education Assistant Professor
- Laura Rowald, Director of Core Institute
- Brent Van Hamm, Center for Rural Health and Service Development Project Coordinator

The Drug Free Schools and Campuses Committee met monthly to:

- 1). Administer and evaluate The Core Institute's Alcohol and Other Drug Survey
- 2). Review the effectiveness of alcohol and other drug prevention programming
- 3). Establish alcohol and other drug-related strategic interventions and desired outcomes
- 4). Evaluate and revise alcohol and other drug policies
- 5). Judge the consistency of sanction enforcement
- 6). Compile information for the Biennial Review

Southern Illinois University's Biennial Review is conducted in a timely manner every two years on even numbered years over the previous two years. It is presented to the Board of Trustees for approval and certification. The review is made available to current and potential students, employees, and the general public by December 31<sup>st</sup> of the biennial year on the following website: [dos.siu.edu/](https://dos.siu.edu/).

## **Annual Alcohol and Other Drug Notification Procedures**

Southern Illinois University, Carbondale distributes information about its drug and alcohol abuse prevention program to all students, faculty, and staff. Annual notification includes:

- 1). Standards of conduct that prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees
- 2). Federal, state, and local laws regarding unlawful possession or distribution
- 3). Descriptions of health risks associated with use
- 4). A list of campus drug and alcohol programs
- 5). Disciplinary sanctions for student and employee violations of the standards of conduct

During the 2020-2022 review period, Southern Illinois University incorporated information about its drug prevention programs and policies into frequently read policy documents. This information is kept up to date and available on the SIU website. It is provided annually to students and provided upon hire and annually thereafter to all faculty and staff. Policy summaries are also provided to all students, faculty, and staff in the “Guide to Important Information for SIU Carbondale Students, Faculty, and Staff” ([Appendix A](#)), posted on the SIU website and available in writing. These means of distribution provide reasonable assurance that each student, faculty, and staff receive the materials annually and makes provisions for providing these materials to students who enroll after the initial distribution.

## **Alcohol and Other Drug Policies**

Southern Illinois University policies are intended to safeguard the rights of students and the university community. Alcohol and Other Drug policies are as follows:

- SIU Policies: Alcohol and Drug Abuse Policy ([Appendix B](#))
- SIU Policies: Alcohol Liquor Management Policy ([Appendix C](#))
- Student Conduct Code: Standards of Conduct ([Appendix D](#))
- Employee Handbook: Drug-Free Workplace ([Appendix E](#))
- Employee Handbook: Drug and Alcohol Use: Standards of Conduct ([Appendix F](#))
- Employee Handbook: Drugs and Alcohol: Disciplinary Sanctions Relating to Illicit Use ([Appendix G](#))
- Employee Handbook: Drugs and Alcohol Use by Employees ([Appendix H](#))

Southern Illinois University’s Alcohol and Other Drug Policies are kept up to date and available on the SIU website. Students, staff, faculty, and guests can find this information on the following webpages:

- [srr.siu.edu/Drug-Free%20Schools%20Act/index.php](http://srr.siu.edu/Drug-Free%20Schools%20Act/index.php)
- [policies.siu.edu/other-policies/chapter3/alcoholdrugabuse.php](http://policies.siu.edu/other-policies/chapter3/alcoholdrugabuse.php)
- <https://policies.siu.edu/other-policies/chapter6/alcohol.php>
- [dos.siu.edu/policies\\_resources/index.php](http://dos.siu.edu/policies_resources/index.php)
- [srr.siu.edu/student-conduct-code/index.php](http://srr.siu.edu/student-conduct-code/index.php)
- [policies.siu.edu/employees-handbook/](http://policies.siu.edu/employees-handbook/)

## **Alcohol and Other Drug Violations on Campus**

Southern Illinois University's Department of Public Safety is responsible for policing on and around campus, overseeing parking, and providing public safety information to students, staff, and faculty. The Crime Statistics section of the Annual Security & Fire Safety Report ([Appendix I](#)) reports:

In 2020, there were 7 liquor-related arrests and 4 drug-related arrests. There were 5 liquor related referrals and 6 drug-related referrals.

In 2021, there were 19 liquor-related arrests and 9 drug-related arrests. There were 33 liquor related referrals and 2 drug-related referrals.

The Office of Student Rights and Responsibilities receives allegations of student misconduct through multiple reporting avenues from students, staff, and faculty. Their Alcohol and Other Drug-related cases ([Appendix J](#)) are as follows:

In 2020, 119 students were found responsible for Alcohol and Other Drug-related cases, 94 involving alcohol and 25 involving drugs.

In 2021, 150 students were found responsible for Alcohol and Other Drug-related cases, 100 involving alcohol and 50 involving drugs.

In 2022, 102 students were found responsible for Alcohol and Other Drug-related cases, 52 involving alcohol and 50 involving drugs.

## **Alcohol and Other Drug Sanctions**

Southern Illinois University's Office of Student Rights and Responsibilities assists in the administration of the Student Conduct Code, provides interventions in response to allegations of misconduct, and educates students regarding their rights and responsibilities as members of the University community.

Sanctions may include:

- 1). Written warning that behaviors exhibited are inconsistent with the values and standards set forth by the University and are not acceptable behavior for students of the University.
- 2). Removal of a student from good conduct standing, preventing the student from representing the University in extracurricular activities or serving in formal leadership roles on campus. Probation is issued for a stated period of time appropriate to the type of violation and the student's history of violations of this Code, after which time a student's good conduct standing is restored.
- 3). Involuntary separation of a student from the University, barring the student from all University premises and prohibiting participation in University-sponsored activities. Suspension is imposed for a period of time appropriate for the type of violation and the student's history of violations of this Code.
- 4). Permanent, involuntary separation from the University, expelling the student from all University premises and prohibiting participation in University-sponsored activities.

In 2020, the following sanctions were imposed the coordinating number of times:

Written Warning	32
Alcohol and Controlled Substance Intervention	14
Basic Alcohol and Controlled Substance Education	13
Parental Notification Letter	13
Community Standards Workshop	4
Disciplinary Suspension	1

In 2021, the following sanctions were imposed the coordinating number of times:

Written Warning	63
Alcohol and Controlled Substance Intervention	37
Basic Alcohol and Controlled Substance Education	16
Reflection Paper	15
Disciplinary Probation	5
Conditional Disciplinary Probation	4
Advanced Alcohol and Controlled Substance Intervention	3
Conditional Disciplinary Suspension	3
Disciplinary Suspension	1

In 2022, the following sanctions were imposed the coordinating number of times:

Conditional Disciplinary Probation	4
Disciplinary Suspension	4
Conditional Disciplinary Suspension	5
Reflection Paper	5
Housing Policy Review	8
Fire Safety/Detector Written Assignment	9
Advanced Alcohol and Controlled Substance Intervention	10
Disciplinary Probation	11
\$25 Smoking Policy Fee	12
Basic Alcohol and Controlled Substance Education	19
Parental Notification Letter	27
\$50 Substance Education Fee	29
Alcohol and Controlled Substance Intervention	29
Written Warning	53

### **Alcohol and Other Drug Policy Evaluation**

Southern Illinois University's Office of the Chancellor publishes the university's policies and procedures. Revisions are submitted to the General Counsel, the Chancellor, and the President. Once approval has been received, University Communications updates the Policies and Procedures page on the university's website. The Dean of Students publishes the "Guide to Important Information." Revisions and updates may be submitted to the Dean of Students and University Communications updates the guide on the university's website.

The Drug Free Schools and Campuses Committee annually reviewed policy effectiveness towards program goals and outcomes. The recommendation was made to revise outdated program names and descriptions. Revisions were submitted to the Chancellor and the Dean of Students for updates to Southern Illinois University's policies and procedures posted on the university website and the "Guide to Important Information."

Southern Illinois University's Office of Student Rights and Responsibilities monitors the administration of the conduct process, the adjudication of all reported incidents, and the administration of sanctions and stipulations for violations. The office follows a tiered system that guides the sanctions of each violation. First violations encompass an administrative and an educational sanction, and subsequent violations increase in severity. Complex cases, repeat violators, and situations involving a threat to safety are referred to the Campus Violence Prevention Committee, the Involuntary Withdraw Committee, or a Conduct Panel hearing where outcomes and stipulations appropriate to the situation regarding the incident(s) are determined by representatives from campus student and mental health programs. All students are held to this system, regardless of individual factors.

The Drug Free Schools and Campuses Committee reviewed consistent enforcement to ensure that all students are held to the same policy standards. Quarterly reviews were conducted to ensure that students were equitably sanctioned for similar violations. The review found that the Office of Student Rights and Responsibilities administers a fair, educational, and consistent conduct process that holds students and student organizations accountable to the Student Conduct Code.

### **Drug and Alcohol Awareness Prevention Program**

Southern Illinois University, Carbondale creates a healthy environment that promotes class attendance and academic responsibilities. Alcohol and other drugs are restricted on campus and the Department of Public Safety monitors and enforces these policies. The university also provides and promotes alcohol-free events and programs. The campus offers the Student Center, Recreation Center, Morris Library, and Campus Lake with expanded hours to allow students, employees, and community members alcohol-free activities and settings. Students are encouraged to participate in student organizations, fraternities and sororities, intramural sports and clubs, student government councils, along with opportunities for mentorship, service learning, and volunteering. Residence Halls offer substance-free and recovery living communities.

The university has established drug and alcohol awareness prevention programming that educates students, faculty, and staff about the dangers of alcohol and drug use. The departments of Counseling and Psychological Services and Wellness and Health Promotion Services implement programming designed to prevent the unlawful possession, use, and distribution of drugs and alcohol on campus at recognized events and activities. This information is available to all faculty, staff, and students. A full list of programs and their descriptions are outlined in the Drug and Alcohol Awareness Prevention Program Descriptions ([Appendix K](#)).



Wellness and Health Promotion Services provides presentations, tabling outreach, workshops, events, and staff trainings on alcohol, tobacco, marijuana, and other drugs, focusing on the effects and impacts of use and harm reduction strategies. Multiple events are held each semester that develop the strengths and skills needed to make informed decisions regarding use. These events are open to students and employees free of charge. Alcohol and Other Drug program descriptions and schedules are kept up to date and available on the SIU website. Additionally, students, staff, faculty, and guests can request specific and uniquely tailored programming events.

Drug and Alcohol Awareness Prevention information and resources are visually presented through marketing materials across campus, as well as on the Student Health Services website, <https://shc.siu.edu/>, and social media accounts, SIU Student Health Services on Facebook and SIUSTUDENTHEALTH on Instagram. Written material, including signs and pamphlets, are available in multiple departments on campus.

Counseling and Psychological Services offers counseling and consultation for SIU students who have questions about their own substance use. They utilize a multidisciplinary team to explore clients' current or past substance use, harm reduction, sober curiosity, and/or recovery. The primary purpose is to provide support, psychotherapy, information and referrals for students who desire to make changes to their substance use. A Recovery Process Group is also provided to assist students exploring or currently engaged in the active recovery process to explore new concepts, practice recovery skills, and ways to incorporate these into daily practice.

Students who receive sanctions from Student Rights and Responsibilities may be referred to Counseling and Psychological Services for participation in psychoeducational classes. These programs are designed to help students reflect on their choices about alcohol, marijuana, and other substances to reduce the risk of being harmed by their own or someone else's use.

Students may also be recommended or sanctioned from Student Rights and Responsibilities to participate in three sessions of mandated assessment by Counseling and Psychological Services. The assessment provides a comprehensive and in-depth inquiry of the precipitating incident, usage of alcohol and drugs, and create an action plan for decreasing usage. The assessment also provides the student with resources to adhere to a standard of safety.

At least once each academic year, programming is provided to staff, faculty, residential advisors, and members of registered student organizations that reviews the Alcohol and Other Drug information, predictors, indicators, policies, and strategies for effective interventions. Drug-free awareness is a component of existing employee assistance and rehabilitation programming.

## **Drug and Alcohol Awareness Prevention Program Evaluation**

Southern Illinois University's Drug Free Schools and Campuses Committee utilized current research information and data analysis to determine the effectiveness of its Drugs and Alcohol Awareness Prevention Program. Members annually reviewed the Drugs and Alcohol Awareness Prevention Program effectiveness, assessing if the identified objectives have been achieved.

To evaluate the number of students attending programming and their satisfaction with services, the committee reviewed:

- Drugs and Alcohol Awareness Prevention Program Data (Appendix L)
- Drugs and Alcohol Awareness Prevention Program Satisfaction Surveys (Appendix M)

To evaluate levels of use of alcohol and other drugs, the committee reviewed the following:

- The Department of Public Safety Annual Security & Fire Safety Report Crime Statistics (Appendix I)
- The Student Rights and Responsibilities Alcohol and Other Drugs Cases (Appendix J)

To evaluate perceptions on use, the committee reviewed the following:

- The Core Institute Alcohol and Other Drug Survey (Appendix N)

In 2020, 24 Alcohol and Other Drug programs were facilitated with 493 students, employees, and community members in attendance. In 2021, 30 programs were facilitated with 2226 in attendance. In 2022, 21 programs were facilitated with 390 in attendance. The number of programs per year has been efficient, though not stable across years. Fewer larger-scale events, reaching multiple students, employees, and community members have been facilitated, resulting in lower numbers of attendance. However, there have been increased numbers of programs targeting at risk populations.

Of the program participants who completed satisfaction surveys, 79% reported being extremely satisfied with the overall program, and 77% reported being extremely satisfied with the content. 68% reported that they strongly agreed that the program enhanced their knowledge on the topic, and 68% reported they gained skills/strategies and/or resources. 70% reported that that they feel able to apply the information/skills learned, and 79% feel equipped to make decisions to help themselves be successful and reduce harm to themselves and others. The majority of students attending Drug and Alcohol Awareness Prevention Programming are satisfied with the programming and content they are receiving. They feel that it helps them gain the knowledge and skills needed to make informed decisions and reduce harm.

In 2020, Southern Illinois University had 7 liquor-related arrests, 5 liquor-related referrals, and 94 students were found responsible for alcohol-related violations. There were 4 drug-related arrests, 6 drug-related referrals, and 25 drug-related violations. In 2021, the university had 19 liquor-related arrests, 33 liquor-related referrals, and 100 students were found responsible for alcohol-related violations. There were 9 drug-related arrests, 2 drug-related referrals, and 50 drug-related violations. In 2022, the university had 52 alcohol-related violations and 50 drug-

related violations. The levels of alcohol and drug-related arrests and violations have increased, as has the number of referrals for additional treatment.

The Drug Free Schools and Campuses Committee contracted The Core Institute to complete their Alcohol and Other Drug Survey to evaluate student use and perceptions on alcohol and other drug use. The survey results ([Appendix N](#)) indicate that, of those who participated in the survey, 25% report not drinking alcohol in the past 12 months. Of the 75% who did, students drank an average of 2-3 drinks at a time. Male respondents reported drinking more than 5 drinks in one sitting an average of 1 time in two weeks; female respondents reported drinking more than 4 drinks in one sitting an average of 1 time in two weeks as well. The majority of students reported practicing harm reduction strategies, such as eating before and while drinking, pacing and limiting drinks, monitoring drinks, and avoiding driving most of the time. Few reported unwanted consequences from alcohol use. Of those who participated in the survey, 74% report not using marijuana in the past 30 days. 58% report not using prescription medications in the past 12 months. However, of the 42% who did, only an average of 30% of use was from a legitimate prescription. There were very few reports of illicit drug use. The survey results showed that students who participated perceive that students use alcohol, tobacco, marijuana, and prescription drugs more often than the average use of respondents. They also perceived students drank more frequently and consumed more alcohol per setting than was reported. They also perceived unwanted behaviors as more common and acceptable as was reported. Additionally, only 40% were aware of Drug and Alcohol Awareness Prevention Programs available on campus.

Southern Illinois University's Plan of Action regarding Drug and Alcohol Awareness Prevention Program evaluation is to increase the number of Alcohol and Other Drug programs, focusing on large-scale events on alcohol use and prescription drug misuse. Visual presentations and social media will be increased to increase awareness and educate student and employee populations. Topic specific presentations, trainings, and classes will continue to be provide to at-risk populations. The recommendation was made for Mandated Alcohol and Other Drug Interventions to be facilitated by counselors who specialize in substance use treatment. This transition has been completed. Future evaluations will include the Department of Human Resources disciplinary data and Residential Life Daily Housing Report logs. Additional plans are to elicit policy and programming recommendations from a diverse representation of students and employees via focus groups.

### **Alcohol and Other Drug Program Goals**

Southern Illinois University's Alcohol and Other Drug program goals are to provide quality, evidenced-based and student-centered alcohol and other drug education to promote healthy and positive decision-making skills, and to prevent harm and unwanted outcomes. University departments will collaborate and partner with community resources to systemically serve students, especially targeting at risk populations.

To meet these goals, the university will consistently enforce clear policies that promote an educational environment free from alcohol and substance abuse. Campus activities that promote and reinforce overall wellness, healthy behaviors, safe decision-making, and respect for self and others will be provided. Ongoing prevention education will be provided to members of the campus community. University administration will strive to combat alcohol and other drug use on campus. Reasonable levels of care for those struggling with dependence will be provided.

The Drug Free Schools and Campuses Committee has identified the following objectives to meet Alcohol and Other Drug program goals:

- Increase education and prevention outreach related to Alcohol and Other Drugs.
- Increase health-promoting norms through social media and visual representations.
- Challenge student perceptions that alcohol and drug use is part of the college experience through normative presentations and workshops.
- Decrease self-reported rates of alcohol consumption, particularly for underage students.
- Decrease instances of cannabis use in the Residence Halls and corresponding sanctions.

### **Alcohol and Other Drug Program Strengths and Weaknesses**

The Drug Free Schools and Campuses Committee determined that Southern Illinois University's Alcohol and Other Drug programming strengths are as follows:

- University leaders are supportive of Drug and Alcohol Awareness Prevention Programs.
- University policies are clearly defined to meet the standards of care.
- University Drug and Alcohol Awareness Prevention Programs are student-focused, equitable, inclusive, and affirmative.
- Training and outreach to students, faculty, and staff has increased.

The Drug Free Schools and Campuses Committee determined that Southern Illinois University's Alcohol and Other Drug programming weaknesses are as follows:

- Low staffing to efficiently implement effective Drug and Alcohol Awareness Prevention Programs.
- Budget constraints for facilitator training and Drug and Alcohol Awareness Prevention Program facilitation.
- Lack of consistent partnerships with community resources.
- Inadequate community referral options for students and employees.

### **Alcohol and Other Drug Program Recommendations**

Southern Illinois University's Drug Free Schools and Campuses Committee recommends the following:

- Increase larger-scale education and prevention programming related to Alcohol and Other Drugs.
- Seek grant opportunities to increase opportunities for programs, training, and materials.

- Increase collaborative partnerships with community agencies and taskforces.
- Increase awareness and usage of co-occurring treatment for substance use and mental health disorders.
- Expand Narcan training for employees and Residential Advisors.

## **Conclusion**

Southern Illinois University, Carbondale has adopted and implemented effective policies to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees, annually notifying each employee and student in writing these policies. The Drug Free Schools and Campuses Committee annually reviewed policy effectiveness towards program goals and outcomes, updating outdated program names and descriptions. The review found that the Office of Student Rights and Responsibilities administers a fair, educational, and consistent conduct process that holds students and student organizations accountable to the Student Conduct Code.

Southern Illinois University, Carbondale has established drug and alcohol awareness prevention programming that educates students, faculty, and staff about the dangers of alcohol and drug use. The number of programs per year has been efficient, though the recommendation is to increase the number of programs provided and to provide more large-scale events to educate greater amounts of the campus population. There have been increased numbers of programs targeting at risk populations, and the majority of those surveyed are satisfied with the programming and content received. They report increased knowledge and skills needed to make informed decisions and reduce harm.

According to survey results from The Core Institutes 2022 Alcohol and Other Drug Survey. The majority of students drink alcohol, though rarely in excess and rarely resulting in unwanted outcomes. 25% of students use marijuana and 42% misuse prescription medications. The levels of alcohol and drug-related arrests and violations have increased, as has the number of referrals for additional treatment.

The Drug Free Schools and Campuses Committee has found that university leaders are supportive of Drug and Alcohol Awareness Prevention Programs, which are student-focused, equitable, inclusive, and affirmative. University policies are clearly defined to meet the standards of care, and training and outreach to students, faculty, and staff has increased. However, the university is experiencing low staffing levels and budget constraints that impact Drug and Alcohol Awareness Prevention Programs. Additionally, there are few community partnerships and referral resources.

The university's goals are increase education, prevention, and health promotion related to Alcohol and Other Drugs in order to challenge student perceptions and decrease use. In order to achieve these objectives, the Drug Free Schools and Campuses Committee recommends improving awareness campaigns, increasing larger-scale education and prevention

programming, seeking grant opportunities to increase training, and establishing collaborative partnerships with community agencies.

The Drug Free Schools and Campuses Committee will continue to meet monthly to evaluate university policies and programs, preparing a Biennial Report on the effectiveness of its Alcohol and Other Drug programs and the consistency of sanction enforcement by the end of each even year. Future evaluations will include the Department of Human Resources disciplinary data and Residential Life Daily Housing Report logs. Additional plans are to elicit policy and programming recommendations from a diverse representation of students and employees via focus groups.

# Appendix A

## Fall 2022 and Spring 2023 Guide to Important Information for SIU Carbondale Students, Faculty, and Staff

Members of the University Community:

This information is provided to all students, faculty, and staff of the university to make you aware of and give you access to important information and resources. While this guide is primarily a service for students, the university's faculty and staff can also benefit from this information. Please read and save this information. If you have any questions regarding a particular report or policy, please do not hesitate to contact the office listed in the entry. We hope your understanding of these policies and of the programs and services available to you will enhance your experience as a member of the university community.

Sincerely,  
Jennifer Jones-Hall  
Dean of Students  
Student Services Building, Room 486, Mail Code 4308  
1263 Lincoln Drive  
Carbondale, IL 62901  
(618) 453-2461, [deanofstudents@siu.edu](mailto:deanofstudents@siu.edu)

### INSTITUTIONAL INFORMATION

- Southern Illinois University Carbondale is an Affirmative Action/Equal Opportunity institution in accordance with Civil Rights legislation and does not discriminate on the basis of race, religion, national origin, sex, sexual orientation, marital status, age, disability, or status as a protected veteran or other factors prohibited by law in any of its educational programs, activities, admissions, or employment practices. Concerns regarding discrimination as it relates to any of the above areas including Title IX, gender discrimination, and sexual harassment, are available under SIU Policies. For additional assistance please contact the Office of Equity and Compliance, Woody Hall, Room 478, Mail Code 4316, SIU Carbondale, 900 South Normal Avenue, Carbondale, IL 62901. Telephone: (618) 453-4807.
- The Student Conduct Code describes a set of policies designed to reflect the unique culture of our university community. This code is intended to provide a framework to facilitate our shared commitment to sustaining a community based upon the common goal of the pursuit of knowledge. The Student Conduct Code is the primary document governing SIU student conduct and sets forth the rights afforded to, and responsibilities incumbent upon, each student at the university. All students are expected to be familiar with it. The code includes a list of all Standards of Conduct, defines the procedures used in adjudication of alleged violations and a list of possible sanctions which may be imposed. It is the mission of the university to protect the health and safety of our students and staff while minimizing the potential spread of disease. For more information, please contact Student Rights and Responsibilities via email or in the Student Services Building, Room 497, Mail Code 4718, SIU Carbondale, 1263 Lincoln Drive, Carbondale, IL

62901. Telephone: (618) 536- 2338. The Student Conduct Code is available on the Student Rights and Responsibilities and University Policies websites.

- Southern Illinois University Carbondale has a student ombudsperson that is available to provide students confidential consultation in assisting with the possible resolution of university-related concerns, grievances and appeals. For assistance, please contact the Dean of Students, Student Services Building, Room 486B, Mail Code 4308, SIU Carbondale, 1263 Lincoln Drive, Carbondale, IL 62901. Telephone: (618) 453-2461.
- Information regarding SIU Carbondale academic programs; entities that accredit, license, or approve the school and its programs; and procedures for reviewing school's accreditation, licensing or approval documentation is available from the Office of the Associate Provost for Academic Programs, Anthony Hall, Room 220, Mail Code 4305, SIU Carbondale, 1265 Lincoln Drive, Carbondale, IL 62901. Telephone: (618) 453-7653.
- For information about accommodations, services, and access to facilities for students with disabilities, contact Disability Support Services, Student Health Center, Suite 220, Mail Code 4705, SIU Carbondale, 374 East Grand Avenue, Carbondale, IL 62901. Telephone: (618) 453-5738.
- For information about the Student Health Center HIPAA (Health Insurance Portability & Accountability Act) privacy practice, Illinois Meningitis Law, vaccination policies, and immunization requirements contact Student Health Center, 374 East Grand Avenue, Mail Code 6740, SIU Carbondale, Carbondale, IL 62901. Telephone: (618) 453-3311.
- For information about individual counseling, group counseling, crisis services, gender-based violence services, alcohol & other drug counseling, couples counseling, Dialectical Behavior Therapy program (DBT), Eating Disorder Outpatient Program (EDOP) and SIU mandatory suicide assessment policy contact Counseling and Psychological Services (CAPS), Student Health Services, 374 East Grand Avenue, Mail Code 6740, SIU Carbondale, Carbondale, IL 62901. Telephone: (618) 453-3311.
- Policies regarding user responsibility of stored information, confidentiality of stored information, inappropriate usage, and electronic mail are available from the Office of Information Technology— Information Security via email or at Mail Code 6633, SIU Carbondale, 850 Lincoln Drive, Carbondale, IL 62901. Telephone: (618) 453-5155.
- Southern Illinois University is committed to the health of the university community, to preserve and protect university property and to provide a clean and safe environment. For further information on the Clean Air policy, please visit SIU Policies. For additional assistance please contact the Dean of Students, Student Services Building, Room 486B, Mail Code 4308, SIU Carbondale, 1263 Lincoln Drive, Carbondale, IL 62901. Telephone: (618) 453-2461.
- Institutional Research and Studies maintains information regarding completion and graduation rates of cohorts (identified groups) of full-time certificate or degree-seeking SIU Carbondale undergraduates who graduated or completed their programs within 150 percent of the normal time for graduation or completion. For further information or a paper copy, contact Institutional



Research and Studies, Faner Hall Room 2179, Mail Code 4512, SIU Carbondale, Telephone: (618) 536-2384.

- The Center for Environmental Health and Safety (CEHS) is a department devoted to continually improving occupational and environmental safety and health on our campus. All students and employees are encouraged to review the “Safety Resource Handbook.” This handbook provides an overview related to occupational and environmental safety and health issues at SIU, including such issues as:
  - Health and safety responsibilities of employees, supervisors, unit heads and CEHS
  - General safety guidelines and practices, including personal protective equipment, workplace inspections, emergency procedures and accident reporting
  - Outlines the units within CEHS devoted to assisting the campus community
  - Health and safety training checklists for laboratories and non-laboratory workplaces. These checklists are important to assist you and your supervisor in determining regulatory required safety and health training. Please review the training checklist with your supervisor (even if you are employed outside the university).
  - Important health and safety phone numbers and contacts The CEHS website provides many safety and health resources such as fact sheets and guides.

CEHS responds to requests for assistance and reports of health and safety concerns, which may be submitted to us anonymously or by contacting CEHS at Mail Code 6898, SIU Carbondale, 1325 Radio Drive, Carbondale, IL 62901. Telephone: (618) 453-7180.

- Voter Registration information and locations where you may obtain Illinois Voter Registration applications are available at the Office of the Registrar, Student Services Building, 2nd floor, Mail Code 4701, SIU Carbondale, 1263 Lincoln Drive, Carbondale, IL 62901. Telephone: (618) 453-2963.
- University policies dictate user responsibility of stored information, the importance of confidentiality for stored information, inappropriate usage of computing and networking resources, and appropriate use of electronic mail. For more information contact the Office of Information Technology, Mail Code 6633, SIU Carbondale, 850 Lincoln Drive, Carbondale, IL 62901. Telephone: (618) 453-5155.

#### FINANCIAL ASSISTANCE

- The Financial Aid Office provides a description of all available federal, state, local, private and institutional financial assistance programs, including application form/procedures; student eligibility requirements; selection criteria; criteria for determining the amount of the student’s awards; rights and responsibilities of students receiving Title IV and other financial aid, including criteria for continued eligibility; satisfactory academic progress policies and procedures; method and frequency of financial aid disbursements; terms of any loans received, sample loan repayment schedules and the necessity for repaying loans; general conditions and terms of student employment offered as part of the student’s financial aid award; and exit counseling information required to be provided and collected from student Direct Loan borrowers. For further information or a paper copy, contact the director of the Financial Aid Office, Student Services Building, 2nd floor, Mail Code 4702, SIU Carbondale, 1263 Lincoln Drive, Carbondale, IL 62901. Telephone: (618) 453-4334.

- The Financial Aid Office has information on terms and conditions of receiving direct loan repayment deferments for Peace Corps service, service under the Domestic Volunteer Service Act of 1973, and comparable volunteer service for certain tax-exempt organizations of demonstrated effectiveness in the field of community service. For further information or a paper copy, contact the Director of the Financial Aid Office, Student Services Building, 2nd floor, Mail Code 4702, SIU Carbondale, 1263 Lincoln Drive, Carbondale, IL 62901. Telephone: (618) 453-4334.
- Access to consumer information is available on the Financial Aid Office website. Contact the Financial Aid Office for additional assistance: Student Services Building, 2nd floor, Mail Code 4702, SIU Carbondale, 1263 Lincoln Drive, Carbondale, IL 62901. Telephone: (618) 453-4334.
- The SIU Carbondale refund policy is available from the Office of the Registrar website. Contact the Office of the Registrar for additional assistance, Student Services Building, 2nd floor, Mail Code 4701, SIU Carbondale, 1263 Lincoln Drive, Carbondale, IL 62901. Telephone: (618) 453-2963.
- For information regarding requirements and procedures for officially withdrawing from school, contact the Office of the Registrar, Student Services Building 2nd floor, Mail Code 4701, SIU Carbondale, 1263 Lincoln Drive, Carbondale, IL 62901. Telephone: (618) 453-2963.
- Cost of attending information available includes a summary of requirements for the return of Title IV grant or loan assistance by withdrawn students (official or unofficial withdrawals); notice that enrollment in a study abroad program approved for credit may be considered enrollment at the school for the purpose of applying for Title IV assistance; and titles, availability and contact information of employee(s) responsible for dissemination of financial assistance disclosure information. For further information, or a paper copy, contact the Financial Aid Office, Student Services Building, 2nd floor, Mail Code 4702, SIU Carbondale, 1263 Lincoln Drive, Carbondale, IL 62901. Telephone: (618) 453-4334.
- If due to Covid-19, you or your family's wages, savings or financial security does not accurately reflect your financial situation, you may be eligible for a Professional Judgement. For further information, contact the Financial Aid Office, Student Services Building, 2nd floor, Mail Code 4702, SIU Carbondale, 1263 Lincoln Drive, Carbondale, IL 62901. Telephone: (618) 453-4652.

#### EQUITY IN ATHLETICS DISCLOSURE ACT

- Disclosure of information on participation rates and financial support data for men's and women's sports in intercollegiate athletics can be found on the Athletics Department website, or you may contact the Office of Compliance, Saluki Athletics, Lingle Hall, Mail Code 6620, SIU Carbondale, 1490 Douglas Drive, Carbondale, IL 62901. Telephone: (618) 453-5463.
- The report on graduation rates of student athletes receiving athletic aid is available from the Office of the Registrar, Student Services Building, 2nd floor, Mail Code 4701, SIU Carbondale, 1263 Lincoln Drive, Carbondale, IL 62901. Telephone: (618) 453-2963.

#### JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT

- In accordance with Federal law (20 USC § 1092(f)), the following information is provided for the purpose of increased safety and awareness. For further information regarding these reports, or to request paper copies, contact the Department of Public Safety, Trueblood Hall, Mail Code 6723, SIU Carbondale, 1175 South Washington Street, Carbondale, IL 62901. Telephone: (618) 453-3771.
  - The Annual Security and Fire Safety Report (published every October) includes:
    - Three most recent calendar years of select crime statistics for certain on-campus, non-campus, and public properties.
    - Three most recent calendar years of fire statistics occurring in student housing facilities.
    - Procedures for reporting criminal actions or other emergencies.
    - Policies for timely warnings and emergency notifications.
    - Procedures to follow after a sexual assault, including rights guaranteed to victims.
    - Procedure regarding missing students.
    - How to obtain information on registered sex offenders.
    - Information regarding education/prevention programs.
  - The daily crime log is available through the SIU Carbondale Department of Public Safety.
  - The fire log is available through the SIU Carbondale Department of Public Safety.
  
- Effective January 1, 2012, registered sex offenders who attend or are employed by SIU Carbondale are required to register once a year with the SIU Carbondale Department of Public Safety. Individuals who wish to review the list of registered sex offenders provided by the Illinois State Police to SIU Carbondale may do so by request at the SIU Carbondale Department of Public Safety. For further information, contact the Department of Public Safety, Trueblood Hall, Mail Code 6723, SIU Carbondale, 1175 Washington Street, Carbondale, IL 62901. Telephone: (618) 453-DPS1 (3771).
  
- The Interim Policy and Procedures on Sexual Harassment, Sexual Assault, Sexual Misconduct, Dating Violence, Domestic Violence, and Stalking for SIU Carbondale faculty, staff, and students effective on 08/14/20 can be found here. Related student policies and procedures are also referenced in the Student Conduct Code. For a paper copy please contact Office of Equity and Compliance, Woody Hall, Room 478, Mail Code 4316, SIU Carbondale, 900 South Normal Avenue, Carbondale, IL 62901. Telephone: (618) 453-4807.
  
- Wellness and Health Promotion Services and the Dean of Students Office are home to SIU's confidential advising services. They are dedicated to providing support to all SIU students who are involved in gender-based violence (i.e., sexual harassment, sexual misconduct, sexual assault, dating violence, domestic violence, or stalking). The goal is to help students find the support, resources and information needed to continue their studies. To schedule an appointment, please contact the confidential advisor at Wellness & Health Promotion Services, Student Health Center, Mail Code 6740, SIU Carbondale, 374 East Grand Avenue, Carbondale, IL 62901, telephone: 618-536-4441, or the Dean of Students Office, Student Services Building, Room 486, Mail Code 4308, 1263 Lincoln Drive, Carbondale, IL 62901, telephone: (618) 453-7557.

- Discrimination: Complaint and investigation procedures related to discrimination were approved in March 2014. For further information or a complete copy please contact the Office of Equity and Compliance, Woody Hall, Room 478, Mail Code 4316, SIU Carbondale, 900 South Normal Avenue, Carbondale, IL 62901. Telephone: (618) 453-4807.

#### DRUG/ALCOHOL ABUSE, POLICIES, PREVENTION AND INTERVENTION RESOURCES

- To receive federal financial assistance of any kind, all institutions of higher education must certify that they have "adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees." This certification is mandated by the Drug-Free Schools and Campuses Act Amendments of 1989. The requirements of the law are separate and distinct from the requirements specified by the Drug-Free Workplace Act of 1988, which relate only to employees (including student workers) involved in work supported by or paid from federal grants and contracts. The rules under the Safe and Drug-Free Schools and Campuses Act are much broader in scope, covering drugs and alcohol, students and employees, on university property or as part of university activities. The use, including the sale, delivery, possession, and consumption of alcoholic beverages in or on property owned or controlled by the university or as part of any university activity, is strictly prohibited except as otherwise provided in the university's Alcoholic Beverages: Regulations policy. Additional university statements on drug and alcohol use by students and employees and on the regulation of alcohol on the university campus include:
  - Drug/Alcohol Use: Standards of Conduct
  - Drug/Alcohol Use by Employees Performing Safety-Sensitive Work
  - Drugs/Alcohol: Disciplinary Sanctions Related to Illicit Use
  - Student Conduct Code Related to Drug and Alcohol Use

A description of federal penalties and sanctions for illegal trafficking and possession of a controlled Substance can be found [here](#) and local ordinance may be found [here](#).

Information about the health risks associated with alcohol abuse and illicit drug use may be found [here](#) Descriptions of alcohol and other drug prevention programs can be found on the Wellness and Health Promotion Services website.

Descriptions of alcohol and other drug counseling programs can be found on the Counseling and Psychological Services website.

For further information, contact the Dean of Students Office, Mail Code 4308, SIU Carbondale, 1265 Lincoln Drive, Carbondale, IL 62901. Telephone: (618) 453-4846.

- Illinois Public Act 95-764 and Illinois Public Act 099-0426 make sexual assault awareness education mandatory for all public high schools, colleges, and universities. Additional resources on sexual assault awareness education can also be found on the Wellness and Health Promotion Services website.

#### PRIVACY RIGHTS OF STUDENTS AND PARENTS-FERPA REGULATIONS

- The Family Education Rights and Privacy Act (FERPA) outlines the right to and procedures for inspecting and reviewing student's education records and for requesting amendments of the student's education records; the right to consent to disclosure of personally identifiable information contained in student's education records; the right to file a complaint with the U.S.

Department of Education for alleged failure of school to comply with FERPA requirements; and the right to the criteria used to determine who are school officials with a legitimate educational interest if the school's policy is to disclose personally identifiable information from educational records without prior consent. For further information or a paper copy, contact the Office of the Registrar, Student Services Building, 2nd floor, Mail Code 4701, SIU Carbondale, 1263 Lincoln Drive, Carbondale, IL 62901. Telephone: (618) 453-2963.

## Appendix B

### SIU Policies: Alcohol and Drug Abuse Policy

#### I. Introduction

Southern Illinois University Carbondale expects a standard of conduct regarding student safety and self-welfare. The University expects students to have a concern for their own safety, and the welfare of the university community. Alcohol and Drug Abuse constitutes a violation of the University's expectations regarding student safety.

A student may be subject to mandated intervention if found in violation of the Student Conduct Code (<https://srr.siu.edu/>) with affiliation to alcohol and other drugs. These sanctions vary in severity, depending on the seriousness of the offense.

#### II. Mandated Intervention

I. The intervention sessions, conducted by Counseling and Psychological Services, will provide a comprehensive and in-depth inquiry of the precipitating incident, prior alcohol and drug usage, and current alcohol and drug use behaviors. The intervention will also provide the student with resources to adhere to the standard of safety in the future.

II. For students who have paid the Student Health Services (SHS) fee and are otherwise eligible for SHS programs, the cost for these services includes an initial assessment fee of \$125.00. The usual front door fee of \$10.00 will be charged for subsequent visits. A \$15.00 fee will be incurred for failing to attend or canceling an appointment less than two hours in advance.

III. Students have the option to continue counseling after the mandated intervention requirement has been met.

#### III. Reporting Alcohol and Drug Abuse

I. Anyone who observes or becomes aware of a student who has been treated for alcohol related injuries, has engaged in behavior that disrupted the university community while under the influence of alcohol/drugs, has engaged in acts of violence against others while under the influence of alcohol/drugs, or has been found passed out or disoriented in a public forum due to alcohol/drug usage have an ethical obligation to complete a Saluki Cares Report located on the Saluki Cares website, <https://salukicare.siu.edu/>. SIU employees are mandated to report such alcohol/drug related incidents involving students. The Saluki Cares report identifying Alcohol/Drug Abuse will be given to the Office of Student Rights and Responsibilities.

II. The Office of Student Rights and Responsibilities will make contact with the student after receiving a credible Alcohol/Drug Abuse Report, as outlined in the Student Conduct Code. For a copy of the Code, please visit the Student Rights and Responsibilities website, <https://srr.siu.edu/student-conduct-code/>. Generally, a member of the Office of Student Rights and Responsibilities or designee will schedule an Administrative Conference via the students' University email providing the student at least three (3) days notification from time of allegations to time of scheduled meeting. See Adjudication of Alleged General Misconduct section.

#### IV. Non-compliance with Mandated Intervention

I. The Office of Student Rights and Responsibilities will contact the student if they have not completed the mandated intervention.

II. Failure to fulfill the requirements of the intervention may result in further disciplinary action as determined by the Office of Student Rights and Responsibilities. A registration hold may be imposed for non-compliance.

#### V. Appeals

For detailed information on appeals, visit the Student Rights and Responsibilities website, <https://srr.siu.edu/>.

#### VI. Confidentiality

I. All records associated with the mandated intervention are protected by state laws regarding confidentiality.

II. Students who are mandated are required to inform the staff at CAPS that this is a mandated sanction and must complete a waiver, allowing CAPS to inform Student Rights and Responsibilities that they have completed this sanction. CAPS will only confirm their completion of this sanction and will not inform Student Rights and Responsibilities of their determined course of action or anything the student may choose to discuss.

#### VII. Amendments to Alcohol/Drug: Policy and Procedure for Mandated Intervention

I. Upon recommendation of the Vice Chancellor for Student Affairs, Counseling and Psychological Services or Student Rights and Responsibilities staff, amendments to this document will be considered by a committee composed of the Vice Chancellor for Student Affairs or designee, director of Student Health Services or designee, director of Counseling and Psychological Services or designee, director of University Housing or designee, director of Student Rights and Responsibilities or designee and a representative from University Legal Counsel.

II. All proposed amendments must be approved by the Vice Chancellor for Student Affairs and the Chancellor.

III. Amendments will take place immediately upon approval by the Chancellor but will apply only to new cases and not to cases under review at the time of the amendment.

#### VIII. Annual Reporting

I. The number and disposition of all cases reviewed by Saluki Cares during an academic year will be reported annually to the Vice Chancellor of Student Affairs.

# Appendix C

## SIU Policies: Alcohol Liquor Management Policy

### I. Purpose

Southern Illinois University Carbondale (“SIUC”) adopts this Policy to ensure a safe and enjoyable campus, including at all public, cultural, educational, entertainment, athletic, and social events and to enact the requirements and policy of the Board of Trustees of Southern Illinois University. This Policy sets forth guidelines for the sale or delivery of alcoholic liquor on campus or at campus-controlled events to ensure alcohol is served only in accordance with all applicable laws, policies, and regulations, including but not limited to ensuring that alcoholic liquor is only served to individuals over the age of 21 years who are drinking responsibly.

This Policy outlines the procedures that must be followed to obtain authorization to sell or distribute alcohol on the Carbondale campus or at events under the control of the Carbondale campus. The Policy sets forth the necessary rules and guidelines for events to ensure that the campus takes steps to protect the safety of all individuals at events at which alcoholic liquor is sold or distributed. Applicable federal, state, and local laws, and Board of Trustees by-laws, statutes, and policies take precedence over the requirements of this Policy.

In accordance with Board of Trustees Policy 6 Policies of the Board, Section C.3.b, the following criteria will be considered in determining whether an event is a public event and not a student related activity:

1. Whether the event is a student activity or student-related activity;
2. Whether the physical setting of the event is conducive to control of liquor sales and distribution;
3. The ability of the event operator to ensure that the sale or serving of alcoholic liquors and the demeanor of the participants are in accordance with State law, University policies, and applicable campus regulations and procedures;
4. Of the anticipated attendees at the event, the relative proportion of individuals under the age of 21 to individuals age 21 or older;
5. The ability of the venue operator to prevent the sale or distribution of alcoholic liquors to individuals under the age of 21;
6. Whether the event prohibits participants from removing alcoholic beverages from the venue; and
7. Whether the event prohibits participants from providing their own alcoholic liquors to the venue.

The above criteria will be considered for all requests to sell or serve alcoholic liquor on the Carbondale campus or at events controlled by SIUC. These factors will be considered in creating procedures and policies that will govern:

- a. The service or sale of alcoholic liquors on the Carbondale campus that are owned or controlled by the Board of Trustees; and
- b. The service or sale of alcoholic liquors at University-sponsored events held off campus if the event requires a certificate of insurance from the University.

### II. Definitions

I. Definitions. The following terms shall have the meanings ascribed below for purposes



of this Policy.

1. The term "alcoholic liquor" shall include alcohol, spirits, wine and beer, and every liquid or solid, patented or not, containing alcohol, spirits, wine or beer, and capable of being consumed as a beverage by a human being.
2. The term "legal drinking age" refers to the legal age for use of the alcoholic liquor in Illinois, which is 21 years. (The Illinois Liquor Control Act provides, among other things, that anyone who sells, gives, or delivers an alcoholic liquor to an individual under the age of 21 years commits a Class A misdemeanor, and that any person under the age of 21 years who possesses any alcoholic liquor in any public place or in any place open to the public commits a Class B misdemeanor.)

### III. Alcoholic Liquor Possession Prohibited.

Except as otherwise provided in this Policy, the use, including but not limited to the sale, delivery, possession, and/or consumption of alcoholic liquor in or on any property owned or controlled by the university is strictly prohibited. Where permitted under this Policy, the use of alcoholic liquor on university premises shall be considered a privilege and may be allowed only if consistent with state laws and university policies, rules, and regulations, and only when it will not interfere with the decorum and academic atmosphere of the campus.

The possession and consumption of alcoholic liquor on campus by persons of legal drinking age may be permitted in the following areas and under the following circumstances:

1. In the living areas of designated upper-class, graduate, or professional residence halls or in faculty or family housing owned or controlled by the university. Such possession and consumption of alcoholic liquor shall be in accordance with administrative guidelines developed by University Housing and approved by the Chancellor (or designee) and shall be confined to the individual room of the resident.
2. In facilities operated by Intercollegiate Athletics, specifically SIU Arena, Saluki Stadium, Saluki Row, Davies Hall, Charlotte West Stadium, and Itchy Jones Stadium, at designated events controlled by Intercollegiate Athletics staff. Such events must be conducted in accordance with the university's Alcohol Liquor Management Policy. Any events sponsored by Intercollegiate Athletics outside of the facilities listed above shall require the pre-approval described in item 3 below.
3. At designated events if the Chancellor (or designee) pre-approves possession or consumption of alcoholic liquor by persons of legal drinking age. Any such approvals shall be for a specific designated event and location on campus. These exceptions may take place only at times and places which will not interfere with the academic functions of the university, and only if all applicable requirements of this Policy are met by the event sponsor.

### IV. Authority and Responsibilities of the Chancellor:

The Chancellor has the primary responsibility for approving request to sell or distribute alcoholic liquor and for otherwise managing of the distribution of alcoholic liquor on the campus or at campus-controlled events. The Chancellor is responsible for the administration and interpretation of this Policy. The Chancellor has the following further authorizations and responsibilities under this Policy:

1. Appointing, at his/her discretion, a designee on an as-needed basis. The Chancellor shall remain responsible for the decisions and/or actions made by any designee under his/her supervision.

2. Reviewing applications for events at which a request for Retail Alcohol Sales or Non-Retail Alcohol Distribution has been made and determining whether to approve such requests.
3. Approving food service/alcohol distribution contractors that provide food service and bartending services at approved events.

V. General Terms and Conditions:

Prior to the sale or distribution of alcoholic liquor on the Carbondale campus or at SIUC-controlled events at other locations, the unit hosting the event (hereafter referred to as the “sponsoring unit” shall complete an [Alcoholic Liquor Use Request form](#). The form must be completed and submitted to the Vice Chancellor for Administration and Finance at least ten (10) business days before the start of the event. The sponsoring unit must receive written approval to sell or distribute alcohol prior to any such sale or distribution and shall abide by all rules, requirements, and restrictions in the law, Board or University policy, or as otherwise stated by the Chancellor (or designee).

The University reserves the right to withhold approval of possession, consumption, delivery, and sale or serving of alcoholic liquor from any event at any time and for any reason deemed appropriate by the University.

All sale or delivery of alcoholic liquor on the Carbondale campus or at events controlled by SIUC shall meet the following requirements:

1. Events where direct cash sales and/or service of alcoholic liquor occur must be catered by one of the approved campus vendors or by sponsoring unit in compliance with this Policy.
2. An off-campus vendor shall not conduct direct cash sales for alcoholic liquor on University property even if the vendor is a licensed caterer unless the vendor has been approved in writing by the Chancellor or designee.
3. Alcoholic liquor may only be sold, delivered, or served in campus facilities and is limited to public cultural, educational, entertainment, athletic, or social events. No alcoholic liquor shall be sold or served in violation of any laws, including but not limited to, selling or serving alcoholic liquor to individuals under 21 years of age.
4. Alcoholic liquor must be sold, served, and consumed in a physical setting that is conducive to control and reasonable privacy. Participants may not be permitted to remove alcoholic liquor from this setting.
5. Participants may not be permitted to bring or otherwise provide their own alcoholic liquor to any event, except as otherwise approved by the Chancellor (or designee).
6. The campus vendor, or sponsoring unit if a campus vendor is not being used, is responsible for ensuring that the sale or service of alcoholic liquor and the demeanor of the participants and their invited guests are in accordance with state law and University policies.
7. Prior to holding or advertising an event at which alcoholic liquors may be sold or served, the sponsor(s) or unit(s) planning the event shall obtain approval for the sale and/or serving of alcoholic liquors from the Chancellor (or designee). *See the [Alcoholic Liquor Use Request](#)*. Each event requires approval; standing approvals are prohibited.
8. Events involving requests for the sale, delivery, or serving of alcoholic liquor must comply with all other requirements set forth in University policies regarding the use of University facilities.

9. The head of the sponsoring unit and/or other sponsor and the vendor (if applicable) are responsible for ensuring that the sale, serving, and consumption of alcoholic liquor remains in compliance with this Policy, and all other policies, laws, and regulations governing the sale or service of alcoholic liquor. The head of the sponsoring unit and/or other sponsor and the vendor (if applicable) are also responsible for ensuring that the demeanor of the participants and their invited guests at the event remain in compliance with University policy.
  10. The following regulations apply to all events at which alcoholic liquors are sold or served:
    - a. The events must be catered by one of the approved campus vendors or the sponsoring unit must have Basset-trained staff on-site to provide oversight and ensure compliance with all applicable laws, rules, regulations, and policies;
      1. The sponsoring unit of the event must demonstrate compliance with the factors set out in Board policy.
      2. The sale or service of alcohol liquors must be approved in writing in advance of the event by the Chancellor (or designee);
      3. The event must be hosted and/or controlled by a campus or university unit;
      4. The event must be closed in the sense that there are specific invitees or ticket holders or the location is otherwise separated or sectioned off from other areas of campus;
      5. The event must be conducted in a physical setting that is conducive to control and reasonable privacy; and
      6. The event must comply with all other requirements set forth by the Chancellor (or designee) in the approval and all other University policies, regulations, or rules governing the use of University facilities.
  - 11.
  12. All events, sponsors, concession operators, and caterers who are authorized to sell alcoholic liquors at events held in buildings owned or controlled by the University must maintain dram shop liability insurance with a minimum of \$1 million of coverage with the Board of Trustees named as an additional insured.
  13. Non-alcoholic beverages must be available whenever alcohol is being sold or distributed in any way.
  14. The University reserves the right for its staff, contractors, and representatives to refuse to provide or sell alcoholic liquors to any guest who appears to be intoxicated, inebriated, or impaired due to alcohol consumption and to require the guest to leave the property or premises.
- VI. Time Restrictions for Sale or Distribution of Alcoholic Liquor
- The following time restrictions are the minimum standards for time restrictions at events where alcoholic liquor is sold or delivered. The Chancellor may approve or require alternate starting and/or ending times for the sale or delivery of alcoholic liquor at the event. The sponsoring unit may also end the sale or delivery sooner than required by the approval or this Policy. The sponsoring unit responsible for the event may not extend the sale or delivery of alcoholic liquor.
1. The sale or delivery of alcoholic liquor may not begin more than sixty (60) minutes prior to the scheduled start of any event.
  2. For concerts and plays at the University, the sale or distribution of alcoholic liquor will terminate no later than forty-five (45) minutes prior to the scheduled end of the performance.

3. For events conducted by Intercollegiate Athletics, the sale or distribution of alcoholic liquor may begin not more than ninety (90) minutes prior to the scheduled game time for men's and women's basketball games and not more than 3 hours before the scheduled game time for football games. For other events, the sale or delivery of alcoholic liquor may not begin more than sixty (60) minutes prior to the scheduled start of the event.
4. For all other events the following general rules will apply:
  - a. If the event has a scheduled intermission, the sale or delivery of alcoholic liquor will terminate no later than thirty (30) minutes after the end of intermission or no later than forty-five (45) minutes prior to the end of the scheduled end of the event, whichever is later.
  - b. If the event does not have a scheduled intermission, the sale or delivery of alcoholic liquor will terminate no later than forty-five (45) minutes prior to the end of the scheduled completion time.
  - c. For private events, the sale or delivery of alcoholic liquor shall terminate no later than thirty (30) minutes prior to the scheduled end of the event.

VII. Staff Training

Servers and bartenders hired by the University, approved food service contractors, and other University-approved vendors or contractors must meet all legally mandated Basset training standards prior to beginning work.

# Appendix D

## Student Conduct Code: Standards of Conduct

The University considers the behavior described in the following subsections as inappropriate for the University community higher standards. These expectations and rules apply to all students, as defined by the University. The University encourages community members to report to University officials all incidents that involve the following actions. Any student found to have committed or to have attempted to commit the following misconduct is subject to the sanctions outlined in this Code. Alcohol use, possession or distribution of alcoholic beverages except as expressly permitted by law and the University's Alcohol Policies.

### 1. Alcohol

Use, possession, or distribution of alcoholic beverages except as expressly permitted by law and the University's Alcohol Policies.

- A. Manufacture or Production – The manufacture or production of alcohol on University premises or in ways not consistent with state or federal regulations, regardless of intended use. This policy does not prohibit the manufacture or production of alcohol for a valid educational purpose or as otherwise authorized in writing by the Chancellor, or their designee.
- B. Public Intoxication – Any action taken under the influence of alcohol including that which requires intervention by members of the University community, law enforcement, medical staff or other persons to ensure the health, safety or physical well-being of the student in question, another individual or property or to prevent disruption of normal operation of the University or another entity.
- C. Drinking Games – Games or activities occurring, which encourage excessive or unsafe levels of consumption, require consumption as a component of participation or use consumption as a component of winning, losing or keeping score, regardless of the presence of alcohol.
- D. Common Sources – Possessing, serving, supplying or otherwise making available to others a common source of alcohol, except as specifically authorized by University policy. Common sources include but are not limited to kegs, party balls, punch bowls or other containers intended to distribute alcohol in large quantities or to multiple individuals. Commercial containers such as 12 - 16oz cans or bottles 1.75 liters or less are not considered common sources of alcohol.

### 2. Drugs

Use, possession or distribution of illegal drugs, misuse of prescription drugs, other substances used as a drug or drug paraphernalia (any object aiding the use of drugs) except as expressly permitted by law.

- A. Cannabis – While Illinois law may allow certain cannabis related activities, possessing and using cannabis remains a crime under federal law, requiring the University to prohibit cannabis on campus.
- B. Manufacture or Production – The manufacture or production of any controlled substance, regardless of intended use.
- C. Sale or Distribution – The sale or distribution of any controlled substance, with or without the exchange of money, goods or services.
- D. Possession with the Intent to Sell or Distribute – The possession of controlled substances for the purposes of sale or distribution. Intent may be established by the presence of paraphernalia commonly associated with distribution, by the manner in which the substances are packaged or

by the volume of the substances possessed.

E. Prescription drugs – Abuse, misuse, sale or distribution of prescription or over-the-counter medications.

#### Amnesty

The University may provide amnesty to those who may be hesitant to report to University officials because they fear that they themselves may be accused of minor policy violations, such as underage drinking, at the time of the incident. To encourage students to offer help and assistance to others, or to report other serious violations, the University adheres to a policy of amnesty for minor violations when students offer help to others in need. At the discretion of the Director of Student Conduct, amnesty may also be extended on a case-by-case basis to the person receiving assistance.

Abuse of amnesty requests can result in a decision by the Director of Student Conduct not to extend amnesty.

## Appendix E

### Employee Handbook: Drug-Free Workplace

Such policies will provide for a drug-free workplace which shall meet the minimum standards of applicable statutes or rules having the force of law. Guidelines published by the president shall be in effect and may be supplemented, where necessary, with more detailed campus regulations which have been approved by the president.

- I. All employees are hereby notified that the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances is prohibited on property owned or controlled by the Board of Trustees or in any site where duties of university employment are being performed. Violations of this prohibition will subject employees to disciplinary action in accordance with the applicable personnel policy, law, or regulations having the force of law. As a condition of employment for an employee directly engaging in the performance of work pursuant to a grant or contract covered by the said Act, the employee will abide by the above terms and shall notify the university of any criminal drug statute conviction for a violation thereof not later than 5 days after such conviction.
- II. The president directs that a drug-free awareness program be established, which may be a component of already existing employee assistance programs, and that such program inform employees about the dangers of drug abuse in the workplace, the university's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
- III. Each employee to be engaged in the performance of a federal grant or contract shall be given a copy of the statement set forth in paragraph A above.
- IV. The university will notify the granting or contracting agency within 10 days after receiving notice of a criminal drug statute conviction from an employee pursuant to the last sentence of the statement set forth in paragraph A above.
- V. The university chancellors or their representatives shall require of any employee who is so convicted the satisfactory participation in a drug abuse assistance or rehabilitation program and/or, in accordance with applicable university personnel policies, impose a sanction on such employee within 30 days of notification of conviction.
- VI. The university will make a good faith effort to continue to maintain a drug-free workplace through implementation of these requirements.
- VII. The chancellors are hereby directed to develop, as necessary, more detailed institutional regulations dealing with the further implementation of PL100-690. Those regulations shall be effective upon approval by the president

## Appendix F

### Employee Handbook: Drug and Alcohol Use: Standards of Conduct

Faculty, staff, and students must adhere to a code of conduct that recognizes that the unlawful manufacture, sale, delivery, unauthorized possession, or use of any illicit drug is prohibited on property owned or controlled by the SIU Board of Trustees or as part of any university activity.

The use, including the sale, delivery, possession, and consumption of alcoholic beverages in or on property owned or controlled by the university or as part of any university activity is strictly prohibited except as otherwise provided in the "Alcoholic Beverages: Regulations" at SIU. Where permitted under these regulations, the use of alcoholic beverages on university premises shall be considered a privilege and may be allowed only if consistent with state laws and university regulations and only when it will not interfere with the decorum and academic atmosphere of the campus.

If an individual associated with the university is apprehended for violation of any drug- or alcohol-related law when on university property or participating in a university activity, the university will cooperate fully with law enforcement and other agencies in administering a corrective or rehabilitative program for the individual. The university also reserves the right to initiate concurrent disciplinary action up to and including, where appropriate, the termination of the individual's association with the university.



## Appendix G

### Employee Handbook: Drugs and Alcohol: Disciplinary Sanctions Relating to Illicit Use

#### Civil Service

Disciplinary sanctions that the university may take directly against a civil service employee are governed by the *Guidelines for Progressive Disciplinary Actions: Civil Service Employees* for the Carbondale campus and the *Civil Service Employee Disciplinary Management Program: Policy on Employee Conduct and Discipline* for the Springfield campus and, in part, by the *Statute and Rules* of the State Universities Civil Service System.

Under the *Guidelines* for the Carbondale campus, possession of an alcoholic beverage in violation of the university's "Alcoholic Beverages: Regulations" would constitute a Level I infraction, calling for a warning or reprimand on the first such offense and pursuance of discharge on the fifth. Drinking intoxicating beverages in violation of these regulations would constitute a Level III infraction, calling for a 1-10 day work-day suspension without pay on the first such offense and pursuance of discharge on the third. Any criminal act that would qualify as a misdemeanor is a Level IV infraction, calling for a 15-20 work-day suspension without pay on the first such offense and pursuance of discharge on the second. Any criminal act that would qualify as a felony is a Level V infraction calling for pursuance of discharge on the first such offense. Unlawful possession, use, or distribution of illicit drugs or alcohol is by definition a misdemeanor or felony.

Under the *Policy* for the Springfield campus, possession of an alcoholic beverage in violation of the university's "Alcoholic Beverages: Regulations" or pertinent School of Medicine regulations and administrative guidelines would constitute a Level I infraction, calling for a warning or reprimand on the first such offense and pursuance of discharge on the sixth. Drinking intoxicating beverages in violation of those "Regulations" or School of Medicine regulations or administrative guidelines would constitute a Level III infraction, calling for a 5 work-day suspension without pay on the first such offense, a 20 work-day suspension on the second, and pursuance of discharge on the third. Any criminal act that would qualify as a misdemeanor is a Level IV infraction, calling for a 20 work-day suspension on the first such offense and pursuance of discharge on the second. Any criminal act that would qualify as a felony is a Level V infraction, calling for pursuance of discharge on the first such offense. Unlawful possession, use, or distribution of illicit drugs or alcohol is by definition a misdemeanor or felony. Under the *Policy* the School of Medicine Director of Personnel may take into account factors in mitigation and aggravation as well as other matters deemed relevant, such as the cumulative effect of an employee's overall disciplinary record in determining the disciplinary action to be taken.

In addition to direct sanctions imposed by the university, any evidence of a criminal act by an employee involving the unlawful possession, use, or distribution of illicit drugs or alcohol will be brought to the attention of the proper law enforcement authorities.

Even legal use of alcohol or undetected use of illicit drugs off the job which impairs an employee's ability to perform his/her job duties in a satisfactory manner exposes that employee to disciplinary sanctions up to and including discharge if the impairment is not corrected.

#### Faculty and Administrative/Professional Staff

The following disciplinary sanctions, approved by the Chancellor of SIUC on April 24, 1991, are applicable to faculty and administrative/professional staff for violation of standards of conduct required by the Drug-Free Schools and Communities Act Amendments of 1989 (PL101-226).<sup>[2]</sup>

I. Introduction

The standards of conduct of the Drug-Free Schools and Communities Act policy of SIUC prohibit the unlawful manufacture, sale, delivery, unauthorized possession, or use of any illicit drug on property owned or controlled by the university or as a part of any university activity. The standards also prohibit the use, including the sale, delivery, possession, and consumption of alcoholic beverages in or on property owned or controlled by the university or as part of any university activity, except as otherwise provided for in the "Alcoholic Beverages: Regulations" at SIUC.

SIUC requires that all faculty and staff members comply with the standards of conduct of the Drug-Free Schools and Communities Act policy and, for any concerns related to the use or abuse of illicit drugs or alcohol, encourages individuals to voluntarily seek assistance through the alcohol and drug prevention and counseling services available through SIUC, including the Springfield campus of the School of Medicine, or the community.

II. University Procedures

Before any disciplinary sanction for violation of the standards of conduct of the Drug-Free Schools and Communities Act policy may be imposed, a faculty or staff member suspected or alleged to have violated the standards shall be afforded the benefit of due process, including 1) notice in writing of the specific violation that is charged, 2) a meaningful opportunity to be heard and to present any relevant information in response to the charge, 3) the right to assistance in such proceedings by an adviser of his or her choice, 4) a determination based on clear and convincing evidence that a violation of the standards of conduct occurred, and 5) an opportunity for appeal pursuant to the applicable grievance procedure.

III. University Sanctions

The disciplinary sanctions that may be imposed for violations of the standard of conduct of the Drug-Free School and Communities Act policy include 1) a written reprimand and/or warning, 2) disciplinary probation, 3) disciplinary suspension without pay, and 4) termination of employment. Assessment, counseling or rehabilitative treatment in some situations may be required for continued employment. An individual charged with a violation of the standards of conduct may be temporarily relieved of assigned duties with pay or an individual may be suspended with pay pending any necessary investigation of an alleged violation of the standards of conduct. In addition to sanctions for violation of the standards of conduct on university-owned or controlled property or as part of any university activity, the university reserves the right to take appropriate disciplinary action for any other use of illicit drugs or alcohol by employees which directly or indirectly affects performance of employment responsibilities.

When the illegal possession, use, or distribution of drugs or alcohol is involved, the administrative action will include referring any evidence of such criminal act by an employee to the attention of the proper law enforcement authorities. The university reserves the right to initiate concurrent disciplinary action and impose sanctions for violations of the standards of conduct of the Drug-Free Schools and Communities Act policy.

Disciplinary sanctions for violations of the standards of conduct of the Drug-Free Schools and Communities Act policy shall be consistently enforced in order to promote fair and equitable treatment of any individual determined to have violated those standards. The following guidelines for particular violations for those standards shall be used as a means of assuring the imposition of similar sanctions for similar offenses but shall not be applied in a way that discourages an individual from seeking assistance for the abuse of alcohol and/or use and abuse of illicit drugs.

- A. Any felony conviction for manufacturing (which includes growing), selling, or distributing drugs or alcohol on university-owned or controlled property or as part of any university activity shall result in termination of employment.
- B. A felony conviction for possession or use of drugs or alcohol on university-owned or controlled property or as part of any university activity shall result in a range of penalties with a minimum of a six-month suspension with loss of pay to termination of employment, depending on the severity of the offense. Suspension must be accompanied by referral for assessment and/or treatment.
- C. Illegal distribution or manufacture of drugs or alcohol on university-owned or controlled property or as part of any university activity under any circumstances other than felony conviction shall result in a minimum of a three-month suspension with loss of pay. A second incidence of such illegal distribution or manufacture of drugs or alcohol shall result in termination of employment.
- D. The illegal possession or use of drugs on university-owned or controlled property or as part of any university activity, other than a felony offense, shall result in a range of penalties with a minimum of written reprimand or warning to a maximum of a 30-day suspension and a loss of pay, depending on the severity of the offense. Whenever a suspension is imposed, referral for assessment and/or treatment is mandatory. A second incidence of such possession or use shall result in a six-month suspension and loss of pay with mandatory referral for treatment. A third incidence of such possession or use shall result in termination of employment. If a felony conviction for possession or use of drugs on university-owned or controlled property or as part of any university activity follows a lesser violation for which an action (referral, suspension, or warning) was taken, then it shall result in termination of employment.
- E. Any possession or use of alcohol in violation of the "Alcoholic Beverages: Regulations" at SIUC shall result in a first sanction of either a written reprimand, warning, and/or suspension for up to 10 days with loss of pay, depending on the severity of the offense, and may result in a referral for assessment. Subsequent violations shall result in more severe sanctions and may result in referral for assessment and/or treatment.
- F. When the use of alcohol or illicit drugs off the job affects job performance, the initial focus for control is the rehabilitation of the offender. If unsatisfactory performance, as a result of drug or alcohol abuse, is observed during the rehabilitation period, suspension with loss of pay or termination are alternatives. The conditions which warrant this type of administrative action should be determined on the basis of the circumstances specific to the case.

1. This document is one of several university statements on drug and alcohol use by students and employees and on the regulation of alcohol on the university campus. These policies are Drug and Alcohol Use: Standards of Conduct; Drug and Alcohol Use By Employees Performing Safety-Sensitive Work; Drug-Free Workplace; Drugs and Alcohol: Disciplinary Sanctions Relating to Illicit Use; Alcoholic Beverages: Regulations.

2. Public Law 101-226 and implementing federal regulations require that, as a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. An institution's drug prevention program must include annual distribution in writing to each employee and student of, among other things, standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities, and a clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with local, state, and federal law), and a description of those sanctions up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.

## Appendix H

### Employee Handbook: Drugs and Alcohol Use by Employees

In accordance with the requirements of the Omnibus Transportation Employee Testing Act of 1991, university employees required to perform safety-sensitive work (defined as the operation of a commercial motor vehicle by an individual with a commercial driver's license) must participate in a comprehensive anti-drug and alcohol program which will include education and controlled-substance and alcohol testing. Any employee in a safety-sensitive position who violates the university policy on the use of controlled substances and alcohol will face disciplinary action up to and including termination of employment. Such violation will be considered to include a refusal to take or a failure to complete a drug and/or alcohol test, as well as a positive test for drugs and/or alcohol.

Employees in positions requiring the possession of a commercial driver's license (CDL) are prohibited from the following:

- I. using alcohol on the job;
- II. using alcohol during the four hours before driving a commercial motor vehicle (CMV);
- III. having an alcohol content concentration in the system of .02 or greater while driving a CMV;
- IV. using alcohol for 8 hours following an accident or until a post-accident alcohol test is conducted, whichever occurs first;
- V. refusing to take a required alcohol or controlled-substance test;
- VI. using any controlled substance, on or off duty, without a written prescription from a licensed doctor of medicine or osteopathy (use of a prescribed controlled substance is not a violation of this policy if the employee provides the university with a physician's written certification that such therapeutic drug use will not impair the CMV driver in the performance of safety-sensitive functions for the university);
- VII. possessing alcohol or controlled substances on duty or during the operation of a CMV unless the alcohol or controlled substance is manifested and transported as part of a shipment

Employees in violation of any of these prohibitions are not permitted to perform safety-sensitive functions. Testing for controlled-substance/alcohol use is required in the following circumstances:

- I. Pre-employment. Controlled-substance tests will be conducted during the employment process.
- II. Post-accident. Tests will be performed following any on-the-job accident involving the loss of human life or any on-the-job accident for which the driver-employee is cited for a moving traffic violation under state or local law.
- III. Random testing. Random testing will be conducted on an annual basis, the frequency of such tests and the number of employees affected being in accordance with the percentages established by the Federal Highway Administration and published in the *Federal Register*.
- IV. Reasonable suspicion. An employee who is suspected of being under the influence of a controlled substance or alcohol will be tested.
- V. Return to duty. Any employee returning to duty after violating the university policy concerning the use of alcohol or controlled substances will be tested prior to resuming safety-sensitive functions.
- VI. Follow-up. Any employee who has returned to duty following a determination that the employee has engaged in prohibited conduct will be subject to a minimum of six unannounced follow-up alcohol or controlled-substance tests (whichever is appropriate) administered over the first 12 months following return to duty.

Any employee testing positive under any of the mandated tests will be removed from performing safety-sensitive functions and may be subject to disciplinary action in accordance with the statement on "Disciplinary Sanctions Relating to Illicit Drugs and Alcohol." In any case, an employee will not be allowed to resume the operation of a CMV until he/she has tested negative in a follow-up test and, if applicable, has been evaluated by a substance-abuse professional and has complied with any treatment recommendation.

Refusing to be tested, engaging in conduct that clearly obstructs the testing process, or failing to sign a release will result in the employee being removed from performing safety-sensitive functions, not being allowed to perform safety-sensitive functions for the university in the future, and being subject to possible disciplinary action, including discharge from employment.

All controlled-substance and alcohol testing will be conducted in accordance with applicable Department of Transportation (DOT) regulations. All employees subject to testing will receive a copy of this policy and a copy of the procedures established by the university to enforce the policy. Employees will be required to sign a statement certifying receipt of this material.

Any records of alcohol and/or controlled-substance testing maintained by the university or its agents will be strictly confidential and will not be released to third parties without the specific written consent of the employee, except as otherwise provided by DOT regulation. Prescribed exceptions are as follows:

- I. Information may be released to DOT agencies when license or certification actions may be required.
- II. Information may be released to a decision maker in grievance, arbitration, litigation or administrative proceedings arising from a positive test result or employee-initiated action.
- III. In cases where criminal charges are filed, records may be obtained from the court or from the Secretary of State.

# Appendix I

## Annual Security & Fire Safety Report

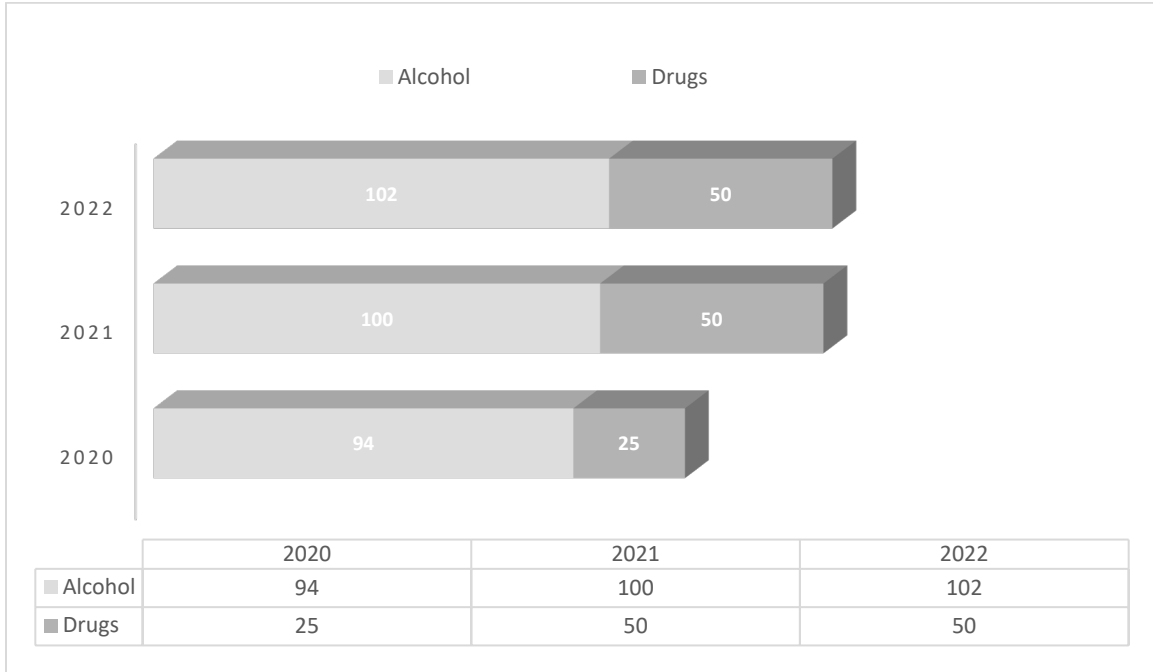
Southern Illinois University, Carbondale's Department of Public Safety's Crime Statistics section of the Annual Security & Fire Safety Report provides the following statistics on arrests and for Arrests and Referrals for Disciplinary Action for Liquor and Drug Laws is as follows:

### ARRESTS & REFERRALS FOR DISCIPLINARY ACTION

Crime Classification	Year	On - Campus			Public Property	Total
		On-Campus Student Housing	On-Campus Total	Non-Campus Property		
<b>ARRESTS</b>						
<b>Liquor Law Violation</b>						
	2021	9	19	0	0	19
	2020	4	7	0	0	7
	2019	15	23	0	0	23
<b>Drug Law Violation</b>						
	2021	4	8	0	1	9
	2020	2	4	0	0	4
	2019	8	11	0	0	11
* In 2018, Illinois state law no longer included possession of 10 grams or less of cannabis to be a criminal law violation. Therefore, these instances were no longer referred.						
<b>Illegal Weapons Possessions</b>						
	2021	0	0	0	0	0
	2020	0	1	0	0	1
	2019	0	1	0	0	1
<b>DISCIPLINARY REFERRALS</b>						
<b>Liquor Law Violation</b>						
	2021	33	33	0	0	33
	2020	4	5	0	0	5
	2019	59	61	0	0	61
<b>Drug Law Violation</b>						
	2021	2	2	0	0	2
	2020	4	6	0	0	6
	2019	1	1	0	0	1
<b>Illegal Weapons Possession</b>						
	2021	1	1	0	0	1
	2020	0	0	0	0	0
	2019	0	0	0	0	0
<b>Unfounded Crime</b>						
	2021	Zero Unfounded Crimes				
	2020	Zero Unfounded Crimes				
	2019	Zero Unfounded Crimes				

# Appendix J

## Student Rights and Responsibilities Alcohol and Drug Cases





## Appendix K

### Drug and Alcohol Awareness Prevention Program Descriptions

Program descriptions are as follows:

*Alcohol 101:* This presentation provides information that is essential to understanding how alcohol affects us, and corresponding steps that can be taken to reduce the risks of harm that can come with use.

*Alcohol and Other Drug Intervention:* This class provides information on the effects of alcohol and cannabis use, serving sizes and blood alcohol levels, health impacts, harm reduction strategies, university policies and local, state, and federal law for impacted populations.

*Alcohol Use and College:* This workshop examines perceptions and realities related to drinking on college campus, as well as helps individuals identify risky situations and make safer decisions.

*AOD and Sex- Changing the Culture:* This workshop reviews perceptions on substance use and sexual behavior, how use can increase the risks of sexual violence, and strategies to decrease the risk of harm to yourself and others.

*Basic Alcohol and Other Drug:* This class provides basic information on alcohol and cannabis, perceptions of use, and safety strategies for at risk populations.

*Beer is Not a Food Group:* This presentation reviews the basics of a balanced diet, the health impacts of alcohol, and strategies for disease prevention.

*Cannabis 101:* This presentation provides information that is essential to understanding how cannabis affects us, and corresponding steps that can be taken to reduce the risks of harm that can come with use.

*Drugs of Use:* This presentation reviews the dangers of substances and addiction.

*Engaging Faculty in AOD:* This presentation reviews assessments of student use and how staff and faculty can integrate prevention efforts into their work.

*Fatal Vision:* This demonstration examines the effects of alcohol at different blood alcohol levels and steps that can be taken to reduce the risks of harm from alcohol use.

*Intoxication and Performance:* This workshop reviews the impacts of alcohol and drug use on mental and physical performance.

*Party Smarter:* This presentation teaches ways to positively party while avoiding the unwanted consequences that can result from excessive drinking.

*Prescription Drug Use:* This presentation reviews information about prescription drug use and strategies to reduce misuse and abuse.

*Risk Reduction:* This training reviews strategies for safer drinking, signs of intoxication, implications of alcohol poisoning, responding to concerns, resources for aid, and the Medical Amnesty Law.

*Serving Sizes:* This demonstration examines standard serving sizes of alcoholic beverages, blood alcohol levels, and safer decision-making strategies.

*Tobacco and Vaping:* This presentation provides information on the health implications of tobacco use and vaping, along with cessation strategies and resources.

# Appendix L

## Drug and Alcohol Awareness Prevention Program Data

### 2020 Program Data:

- AOD Tabling; 102 Students and staff; 1/14/21; Marijuana and Harm Reduction Safety
- AOD Tabling; 99 Students and staff; 1/21/21; Marijuana and Harm Reduction Safety
- AOD Intervention; 2 Students; 1/22/2020; Alcohol, Drugs, and Harm Reduction Safety
- AOD Tabling; 75 Students and staff; 1/21/21; Alcohol and Harm Reduction Safety
- AOD Basic Class; 6 Students; 1/23/2020; Alcohol, Drugs, and Harm Reduction Safety
- AOD Tabling; 123 Students and staff; 1/23/21; Marijuana and Harm Reduction Safety
- AOD Intervention; 1 Student; 1/27/2020; Alcohol, Drugs, and Harm Reduction Safety
- Sober Monitor Training; 6 Staff; 1/29/2020; Alcohol and Harm Reduction Safety
- AOD Basic Class; 1 Student; 2/4/2020; Alcohol, Drugs, and Harm Reduction Safety
- AOD Basic Class; 1 Student; 2/13/2020; Alcohol, Drugs, and Harm Reduction Safety
- Sober Monitor Training; 8 Staff; 2/17/2020; Alcohol and Harm Reduction Safety
- AOD Basic Class; 1 Student; 2/18/2020; Alcohol, Drugs, and Harm Reduction Safety
- AOD Intervention; 4 Students; 2/26/2020; Alcohol, Drugs, and Harm Reduction Safety
- AOD Basic Class; 2 Students; 3/5/2020; Alcohol, Drugs, and Harm Reduction Safety
- AOD Basic Class; 3 Students; 3/23/2020; Alcohol, Drugs, and Harm Reduction Safety
- AOD Intervention; 4 Students; 4/7/2020; Alcohol, Drugs, and Harm Reduction Safety
- AOD Intervention; 6 Students; 4/15/2020; Alcohol, Drugs, and Harm Reduction Safety
- AOD Basic Class; 3 Students; 6/1/2020; Alcohol, Drugs, and Harm Reduction Safety
- AOD Basic Class; 6 Students; 9/30/2020; Alcohol, Drugs, and Harm Reduction Safety
- AOD Intervention; 2 Students; 10/6/2020; Alcohol, Drugs, and Harm Reduction Safety
- Alcohol 101 Presentation; 23 Students; 10/13/2020; Alcohol and Harm Reduction Safety
- AOD Basic Class; 8 Students; 10/19/2020; Alcohol, Drugs, and Harm Reduction Safety
- AOD Intervention; 2 Students; 10/29/2020; Alcohol, Drugs, and Harm Reduction Safety
- AOD Basic Class; 5 Students; 11/5/2020; Alcohol, Drugs, and Harm Reduction Safety

### 2021 Program Data:

- AOD Intervention Class; 3 Students; 1/25/2021; Alcohol, Drugs, and Harm Reduction Safety
- AOD Intervention Class; 4 Students; 2/11/2021; Alcohol, Drugs, and Harm Reduction
- Alcohol 101 Presentation; 55 Students; 2/19/2021; Alcohol and Harm Reduction Safety
- AOD Intervention Class; 2 Students; 2/24/2021; Alcohol, Drugs, and Harm Reduction Safety
- AOD Intervention Class; 8 Students; 3/1/2021; Alcohol, Drugs, and Harm Reduction Safety
- Alcohol 101 Presentation; 42 Students; 3/1/2021; Alcohol and Harm Reduction Safety
- AOD Intervention Class; 7 Students; 3/16/2021; Alcohol, Drugs, and Harm Reduction Safety
- AOD Basic Class; 3 Students; 3/22/2021; Alcohol, Drugs, and Harm Reduction Safety
- AOD Intervention Class; 2 Students; 3/31/2021; Alcohol, Drugs, and Harm Reduction Safety
- AOD Intervention Class; 6 Students; 4/5/2021; Alcohol, Drugs, and Harm Reduction Safety
- AOD Intervention Class; 7 Students; 4/13/2021; Alcohol, Drugs, and Harm Reduction Safety

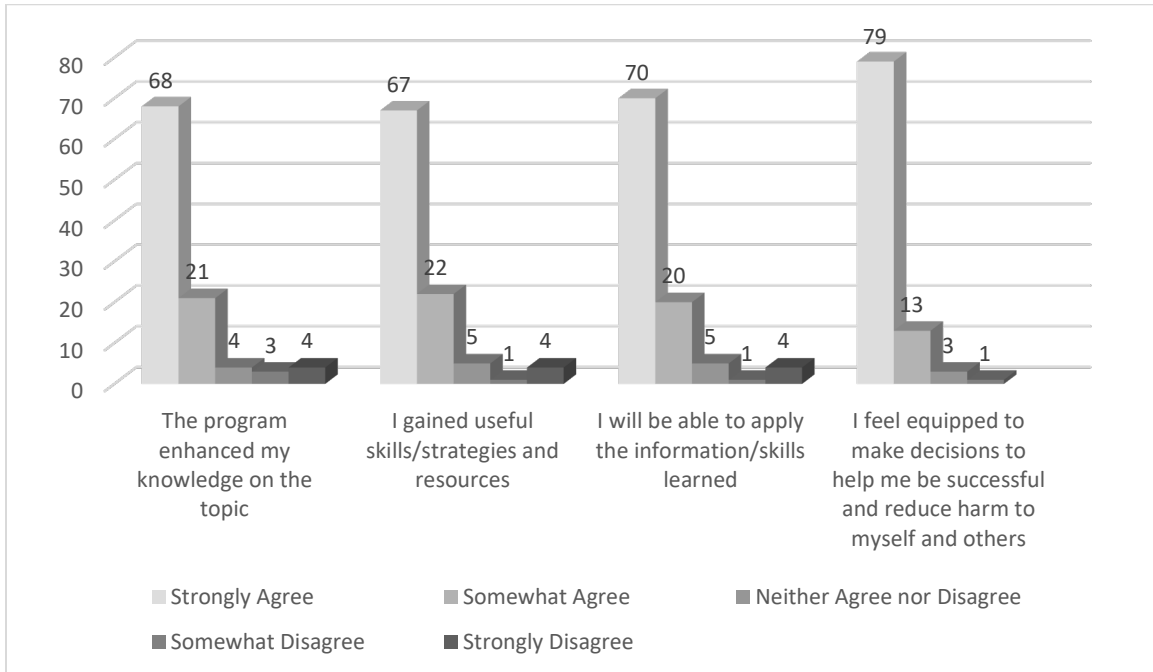
- AOD Basic Class; 2 Students; 4/21/2021; Alcohol, Drugs, and Harm Reduction Safety
- AOD Basic Class; 4 Students; 5/4/2021; Alcohol, Drugs, and Harm Reduction Safety
- AOD Intervention Class; 6 Students; 5/4/2021; Alcohol, Drugs, and Harm Reduction Safety
- AOD Training; 94 Staff; 8/10/21; Alcohol, Drugs, and Bystander Intervention
- AOD Tabling; 500 Students and staff; 8/12/21; Alcohol and Safety
- AOD Tabling; 564 Students and staff; 8/14/21; Alcohol and Safety
- AOD Tabling; 40 Students and staff; 8/15/21; Alcohol and Safety
- AOD Tabling; 100 Students and staff; 8/19/21; Alcohol and Safety
- AOD Tabling; 50 Students and staff; 8/21/21; Alcohol and Safety
- AOD Tabling; 42 Students and staff; 8/23/21; Alcohol and Safety
- AOD Intervention Class; 2 Students; 9/27/2021; Alcohol, Drugs, and Harm Reduction Safety
- AOD Tabling; 264 Students and staff; 9/28/21; Alcohol and Safety
- AOD Basic Class; 1 Student; 10/1/2021; Alcohol, Drugs, and Harm Reduction Safety
- AOD Basic Class; 1 Student; 10/14/2021; Alcohol, Drugs, and Harm Reduction Safety
- AOD Basic Class; 1 Student; 11/1/2021; Alcohol, Drugs, and Harm Reduction Safety
- AOD Tabling; 400 Student and staff; 11/3/21; Alcohol and Safety
- Alcohol 101 Presentation; 13 Students; 11/17/2021; Alcohol and Harm Reduction Safety
- AOD Basic Class; 1 Student; 11/18/2021; Alcohol, Drugs, and Harm Reduction Safety
- AOD Intervention Class; 2 Students; 12/3/2021; Alcohol, Drugs, and Harm Reduction Safety

#### 2022 Program Data:

- AOD Intervention Class; 3 Students; 01/25/2022; Alcohol, Drugs, and Harm Reduction Safety
- AOD Basic Class; 1 Student; 01/27/2022; Alcohol, Drugs, and Harm Reduction Safety
- AOD Basic Class; 1 Student; 02/09/2022; Alcohol, Drugs, and Harm Reduction Safety
- AOD Basic Class; 3 Students; 02/24/2022; Alcohol, Drugs, and Harm Reduction Safety
- AOD Intervention Class; 2 Students; 02/25/2022; Alcohol, Drugs, and Harm Reduction Safety
- AOD Intervention Class; 2 Students; 03/03/2022; Alcohol, Drugs, and Harm Reduction Safety
- AOD Presentation; 10 Students; 3/14/2022; Alcohol, Drugs, and Harm Reduction Safety
- AOD Basic Class; 5 Students; 03/16/2022; Alcohol, Drugs, and Harm Reduction Safety
- AOD Intervention Class; 2 Students; 03/21/2022; Alcohol, Drugs, and Harm Reduction Safety.
- AOD Intervention Class; 3 Students; 04/07/2022; Alcohol, Drugs, and Harm Reduction Safety.
- AOD Basic Class; 3 Students; 04/13/2022; Alcohol, Drugs, and Harm Reduction Safety
- AOD Intervention Class; 6 Students; 04/22/2022; Alcohol, Drugs, and Harm Reduction Safety.
- Alcohol Risk Reduction Presentation; 15 Students; 04/25/2022; Alcohol and Harm Reduction Safety
- AOD Basic Class; 2 Students; 04/28/2022; Alcohol, Drugs, and Harm Reduction Safety
- AOD RA Training; 100 Staff; 08/11/2022; Alcohol and other drugs
- Sober Monitor Training; 29 Staff; 09/15/2022; Alcohol and Harm Reduction Safety
- Alcohol Class; 2 Students; 10/18/2022; Alcohol
- Sober Monitor Training; 100 Students; 10/15/2022; Alcohol and Harm Reduction Safety
- Tobacco Presentation; 25 Students; 10/25/2022; Tobacco Cessation
- Tobacco Tabling; 50 Students and staff; 11/17/2022; Tobacco Cessation
- Safe Decision Tabling; 26 Students and staff; 12/14/22; Alcohol, Drugs, and Harm Reduction Safety

## Appendix M

### Drug and Alcohol Awareness Prevention Program Satisfaction Survey



## Appendix N

Core Institute Alcohol and Other Drug Survey