



THE UNIVERSITY OF ARIZONA

Drug and Alcohol Abuse Prevention Program 2024 Biennial Review Report

In compliance with the Drug-Free Schools and Communities Act

Academic Years 2022-2023 & 2023-2024

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Introduction

This biennial review report is prepared by the University of Arizona to meet the requirements of the Drug-Free Schools and Campuses Regulations (Education Department General Administrative Regulations Part 86) of the Drug-Free Schools and Communities Act. The purpose of EDGAR Part 86 is:

To implement section 22 of the Drug-Free Schools and Communities Act Amendments of 1989, which added section 1213 to the Higher Education Act. These amendments require that, as a condition of receiving funds or any other form of financial assistance under any Federal program, an institution of higher education (IHE) must certify that it has adopted and implemented a drug prevention program...to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees on school premises or as part of any of its activities. (34 C.F.R. § 86)

The drug prevention program must include:

- (1) the annual distribution to each student and employee of—
 - (A) 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;
 - (B) a description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;
 - (C) a description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
 - (D) a description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
 - (E) a clear statement that the institution will impose 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 required by paragraph (1)(A); and
- (2) a biennial review by the institution of its program to—
 - (A) determine its effectiveness and implement changes to the program if they are needed; and
 - (B) ensure that the sanctions required by paragraph (1)(E) are consistently enforced. (20 U.S.C. § 1145g)

Biennial Review Process

This biennial review report covers the academic years of 2022-2023 and 2023-2024. The university's drug and alcohol abuse prevention program was assessed by a committee led by Campus Health with representatives from Campus Health, the Dean of Students Office, the Department of Intercollegiate Athletics, Fraternity and Sorority Programs, Housing and Residential Life, the Department of Risk Management Services, the University of Arizona Police Department, and the University Compliance Office. The committee analyzed data, processes,

and policies. The recommendations from the 2022 biennial review report were assessed and new recommendations were proposed.

The university's biennial review reports can be found on the university's [Safe and Drug Free Campus website](#).

Annual Notification Process

The university provides annual notifications to employees and students that include information regarding university drug and alcohol policies and sanctions, state and federal drug and alcohol laws and sanctions, health risks associated with drug and alcohol use, and support resources.

Annual notifications were sent by Human Resources to employees in the Spring 2023 semester (see Appendix A) and in the Fall 2023 semester (see Appendix B). To ensure that all employees were receiving the university's annual notification, starting December 2023, Human Resources began sending the notification via email to all new employees as part of employee onboarding.

Annual notifications were sent by the Dean of Students to students in the Fall 2023 semester (see Appendix C) and in the Spring 2024 semester (see Appendix D). There were inconsistencies in the timing of the notifications due in part to the decentralization of efforts, where student and employee emails were coordinated separately, as well as some debate on whether these should be sent only on an annual basis or each fall and spring semester. To ensure that all students were receiving the university's annual notification, starting in the Fall 2023 semester, the Dean of Students Office began sending the notification after census day each semester.

Policies

The university prohibits the unlawful or unauthorized dispensation, distribution, manufacture, possession, sale, or use of controlled substances, illegal drugs, or alcohol on its property or as part of any of its activities. The university enforces all applicable drug and alcohol policies and regulations, including policies set forth by the [Arizona Board of Regents](#), and local, state, and federal laws. Information regarding Arizona and federal laws and sanctions can be found on the university's [Safe and Drug Free Campus website](#).

Due to the university's obligations under the Controlled Substances Act, the university prohibits marijuana possession and use on campus except for use in medical research projects as authorized by applicable university or federal authorities, which may include the Food and Drug Administration, the Drug Enforcement Administration, and the National Institute on Drug Abuse.

The university enforces and abides by the Arizona Board of Regents and university policies and regulations listed below.

Arizona Board of Regents Drug and Alcohol Policies and Regulations:

- 5-108 Sale and Consumption of Alcoholic Beverages on Campus
Authorization of the sale, service, or consumption of alcoholic beverages
- 5-303 Prohibited Conduct
Prohibited conduct subject to disciplinary action applicable to employees and students including unauthorized use, possession, distribution, or possession for purposes of distribution of any controlled substance or illegal drug; restrictions on the sale or possession of alcoholic beverages; and smoking, the use of and the sale of tobacco products, and the use of and the sale of smokeless tobacco products
- 5-304 Sanctions
Sanctions for violations of 5-303
- 5-308 Student Code of Conduct
Code of conduct for students which includes prohibited conduct including unauthorized use, possession, or distribution of any controlled substance or illegal drug or possession of drug paraphernalia; violations of rules or laws governing alcohol, including consumption, distribution, unauthorized sale, or possession of alcoholic beverages; and smoking, the use of and the sale of tobacco products, including all electronic smoking devices
- 6-913 Drug Free Workplace
Requirement to establish policies and programs to certify compliance with the Drug-Free Workplace Act of 1988 and its implementing regulations

University of Arizona Drug and Alcohol Policies and Regulations:

- [Acknowledgement and Advertising on University of Arizona Web Pages](#)
Parameters of acceptable acknowledgment of or advertising by non-university parties on university web pages
- [Alcohol Policy and Regulations](#)
Regulations regarding the use, possession, service, or sale of alcoholic beverages on university property
- [Classified Staff Rules of Conduct](#)
Rules of conduct for classified staff employees including rules regarding smoking; consuming alcoholic beverages; being under the influence of alcoholic beverages; and being under the influence of, distributing, using, or possessing narcotics or controlled substances
- [College of Medicine – Phoenix Alcohol and Drug Screening Policy](#)
Policy and procedures for drug and alcohol testing for College of Medicine – Phoenix matriculation and clinical activities
- [College of Medicine – Tucson Drug and Alcohol Testing Policy](#)
Policy and procedures for drug and alcohol testing for College of Medicine – Tucson Training Program

- [College of Nursing Drug and Alcohol Test Policy and Procedures](#)
Policy and procedures for drug and alcohol testing for College of Nursing admission and clinical programs
- [Department of Intercollegiate Athletics Student-Athlete Handbook](#)
Rules for student-athletes including rules regarding the use of drugs prohibited by the NCAA; and the abuse of legally permitted substances including legally obtained alcoholic drinks, tobacco, prescription drugs, and other non-illegal substances
- [Fraternity and Sorority Programs Social Events Policy](#)
Requirements for fraternity and sorority events including requirements regarding alcoholic beverages
- [Good Samaritan Protocol](#)
Student and recognized student organization protocol for seeking assistance for intoxicated/impaired students
- [Hazing Policy of the University of Arizona](#)
Prohibition of hazing including criminal conduct related to alcohol and drug law violations
- [Housing and Residential Life Policies and Procedures for Dorm Living](#)
Policies and procedures for students living in campus housing including policies regarding alcoholic beverages, drugs and paraphernalia, and tobacco
- [Product Licensing and Trademark Usage](#)
Licensing requirements of products that bear university trademarks including prohibition of university trademarks in the promotion of alcohol, tobacco, or recreational drug products
- [Smoking and Tobacco Policy](#)
Prohibition of and exceptions for the use of products that contain tobacco or nicotine, including bidis, cigarettes, cigars, electronic smoking devices (such as e-cigarettes), hookahs, kreteks, pipes, water pipes, and all forms of smokeless tobacco
- [Sponsorship of Events by Alcoholic Beverage Corporations/Distributors](#)
Alcoholic beverage policy in relation to joint advertising, sponsorships, and promotions where contractual relationships exist between the university and a vendor
- [Student Conduct](#)
Application of Arizona Board of Regents Policies 5-308 Student Code of Conduct and ABOR 5-401 Student Code of Conduct Procedures
- [Student Worker Rules of Conduct](#)
Rules of conduct for student workers, student residence hall assistants, and graduate assistants and associates, including rules regarding smoking; consuming alcoholic beverages; being under the influence of alcoholic beverages; and being under the influence of, distributing, using, or possessing narcotics or controlled substances
- [University Handbook for Appointed Personnel](#)
Policies, rules, and information for appointed personnel including requirements of adhering to Arizona Board of Regents and university drug and alcohol policies

- [University Staff Manual](#)
Policies, rules, and information for university staff including requirements of adhering to Arizona Board of Regents and university drug and alcohol policies
- [University Staff Standards of Conduct Policy](#)
Standards of conduct for university staff including rules regarding smoking, vaping, and using tobacco products; consuming alcohol; working while under the influence of alcohol; and possessing, using, or working while under the influence of controlled substances

The university applies the following sanctions for employees for drug and alcohol violations: written warning (notification that further disciplinary action will ensue with failure to achieve satisfactory level of performance); restitution (payment for damages); disciplinary probation (specified timeframe in which improvement is required); disciplinary suspension (suspension without pay/temporary release from duty without pay); forfeiture (forfeiture of the right or expectation to an increase in pay, sabbatical leave, or summer employment for a definite period of time); and dismissal (termination of employment or nonrenewal of contract).

The university applies the following interventions and sanctions for students for drug and alcohol violations: parental notification letter (disclosure to parent/legal guardian of violation); written warning (advisement that violation has been committed and further misconduct may result in more severe disciplinary action); reflection/research paper (paper addressing behavior); workshops and classes (academic integrity, personal responsibility, alcohol, and/or drug courses); counseling (required consultation with Counseling and Psych Services); monetary sanction (non-refundable fee); community service (volunteer service with a non-profit organization in lieu of a monetary sanction); housing license agreement probation or termination (notice, warning, or termination of Housing and Residential Life agreement); probation (removal from good conduct standing); suspension (temporary separation from the university); or expulsion (permanent separation from the university).

Fatalities, Violations, and Sanctions

Data on drug and alcohol-related fatalities and violations that occurred on the university's campus or as a part of the university's activities, and sanctions imposed, can be found below.

Fatalities

For the period under review, the University of Arizona Police Department indicated that no drug or alcohol-related fatalities on the university's campus or as part of any of the university's activities were reported.

Violations and Sanctions

The number of liquor law and drug abuse arrests and disciplinary referrals as reported in the university's 2024 [Annual Security and Fire Safety Report](#) in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act are included below.

Arrests and Disciplinary Referrals

Offense	On-Campus Property	Noncampus Property	Public Property	Total	On-Campus Student Housing Facilities
Liquor Law Arrests (2022)	50	9	19	78	29
Liquor Law Arrests (2023)	45	5	8	58	28
Liquor Law Disciplinary Referrals (2022)	397	14	41	452	372
Liquor Law Disciplinary Referrals (2023)	671	6	29	706	634
Drug Abuse Arrests (2022)	26	2	7	35	9
Drug Abuse Arrests (2023)	69	1	4	74	4
Drug Abuse Disciplinary Referrals (2022)	35	0	2	37	32
Drug Abuse Disciplinary Referrals (2023)	66	0	0	66	56

Note: On-Campus Student Housing Facilities are a subset of On-Campus Property.

The tables below include data regarding sanctions imposed on employees and students for drug and alcohol-related violations. The data was provided by the Dean of Students Office, Housing and Residential Life, and Human Resources.

Interventions and Sanctions for Drug and Alcohol-Related Violations – Employees

Intervention/Sanction	2022-2023		2023-2024		Total	
	Drug	Alcohol	Drug	Alcohol	Drug	Alcohol
Written Warning	0	0	0	2	0	2
Disciplinary Probation	0	0	0	0	0	0
Disciplinary Suspension (Suspension Without Pay)	0	0	0	0	0	0
Dismissal	0	1	1	0	1	1
Restitution	0	0	0	0	0	0
Forfeiture	0	0	0	0	0	0

Interventions and Sanctions for Drug and Alcohol-Related Violations – Students

Intervention/Sanction	2022-2023		2023-2024		Total	
	Drug	Alcohol	Drug	Alcohol	Drug	Alcohol
Parental Notification Letter	41	401	44	441	85	842
Written Warning	6	21	11	14	17	35
Reflection/Research Paper	2	22	6	33	8	55
Academic Integrity Workshop	0	0	0	7	0	7
Personal Responsibility Workshop	19	184	3	132	22	316
3 rd Millennium Online Alcohol Education Course	-	87	-	38	-	125
3 rd Millennium Online Drug Education Course	0	-	9	-	9	-
Student Health Alcohol & Drug Education (SHADE) Alcohol Class	-	147	-	236	-	383
Student Health Alcohol & Drug Education (SHADE) Marijuana Class	12	-	33	-	45	-
CAPS Consultation	0	9	0	7	0	16
Monetary Sanction	50	440	54	399	104	839
Community Service	1	7	8	61	9	68
Housing License Agreement Probation	7	176	45	248	52	424
Housing Deferred License Agreement Termination	28	50	7	74	35	124

Interventions and Sanctions for Drug and Alcohol-Related Violations – Students (cont.)

Intervention/Sanction	2022-2023		2023-2024		Total	
	Drug	Alcohol	Drug	Alcohol	Drug	Alcohol
Housing License Agreement Termination	1	5	5	6	6	11
Other	0	10	0	1	0	11
Probation	0	3	0	3	0	6
Suspension	0	0	0	1	0	1
Expulsion	0	0	0	1	0	1

Note: 1) More than one intervention/sanction may be assigned for a violation. 2) For the period under review, there were no graduate student violations.

Drug and Alcohol Abuse Prevention Program

Elements

The university’s drug and alcohol abuse prevention program for the period under review included education, events, overdose tools, reporting, screenings, and support resources (listed below).

Education

In addition to the programs, trainings, and workshops listed below, information and education about drugs and alcohol is provided regularly by various university offices. Fraternity and Sorority Programs provide information during new member orientations and as part of the Alcohol Skills Training Program to all fraternal organizations. Housing and Residential Life provides education in mandatory meetings that are designed to enhance good decision-making among student residents. The Department of Intercollegiate Athletics provides information during new student-athlete orientations and individual meetings with teams. The Dean of Students Office provides education during new student orientation. The University of Arizona Police Department offers brochures to educate students about alcohol and drugs and provides training and presentations to various campus departments.

[Hazing Prevention Coalition](#)

The Hazing Prevention Coalition educates the university community about the dangers of hazing and hazing prevention.

[Health Impact Program](#)

The Health Impact Program is a tool provided by the Arizona Department of Administration to help people make changes to experience better health. Life and Work Connections makes it available to all benefits-eligible employees.

[Hunter White Health Advocates Program](#)

The Hunter White Health Advocate Program is a peer education health initiative offered by Fraternity and Sorority Programs. Fraternities and sororities nominate a member to be a health advocate. The health advocates enroll in a course that teaches them about health and wellness, including topics related to drugs and alcohol, in order to share that information with their chapters.

[Navigating Relationships Workshop](#)

The Navigating Relationships Workshop is offered by Campus Health to encourage empathy and conversation.

[Personal Responsibility Workshop](#)

The Personal Responsibility Workshop is offered by the Dean of Students Office to teach students about decision-making.

[Red Cup Q&A](#)

Red Cup Q&A is a program offered in a game show format by Campus Health to educate students on alcohol and harm reduction tips. It is offered upon request to groups, classes, and campus housing.

[Safe Spring Break Symposium](#)

The Safe Spring Break Symposium is offered by Fraternity and Sorority Programs. It focuses on bringing speakers to educate students about values-based decision-making related to health and wellness.

[Step UP!](#)

Step UP! is a bystander intervention training offered by the Department of Intercollegiate Athletics to student-athletes to educate them to recognize problem situations (e.g., alcohol abuse, hazing) involving their peers and to safely and effectively act on them.

[Student Health Alcohol and Drug Education \(SHADE\)](#)

Student Health Alcohol and Drug Education (SHADE) is a program offered by Campus Health for students who are in violation of drug and alcohol policies. The program includes a six-hour class on alcohol and a four-hour class on marijuana. The classes focus on issues such as the impact on health and relationships, strategies to plan consumption, and how to recognize when to stop.

[The Buzz](#)

The Buzz is an alcohol education/prevention program offered by Campus Health upon request to fraternity and sorority programs and students living in campus housing.

Events

[Be-Leaf and Bloom](#)

Be-Leaf and Bloom is an event offered by Campus Health which was implemented in the Spring 2024 semester. The event involves activities, including painting a plant pot, to teach students about substance abuse and other issues.

[Campus Health Wellness Summit](#)

The Campus Health Wellness Summit is a half-day conference sponsored by Campus Health which was implemented in the Spring 2024 semester. The summit engages faculty, students, and staff in discussions about health and wellness.

[Cats After Dark](#)

Cats After Dark is a program offered by Housing and Residential Life that provides alcohol-free programming on Thursday, Friday, Saturday, and Sunday nights to students living in campus housing. Program offerings include mocktail bars, movie screenings, and trivia nights. Cats After Dark also provides mocktail bars at the events of other organizations across campus serving typically 200-400 attendees at each event.

Overdose Tools

[Narcan and Fentanyl Test Strip Availability](#)

Narcan and fentanyl test strips are available to university departments and organizations from Campus Health.

Reporting

[Hazing Hotline](#)

The Hazing Hotline is available for anyone to report hazing incidents.

Screening

[Alcohol eCHECKUP TO GO](#)

Alcohol eCHECKUP TO GO is an online screening tool that provides students with personalized feedback on their alcohol use and related risk factors. All incoming first-year students are asked to complete this screening.

Support

[Campus Health Counseling and Psych Services](#)

Campus Health Counseling and Psych Services provide mental health counseling, and short-term and goal-focused outpatient treatment for students with substance-related concerns. Services range from self-help tools and AA meetings to individual counseling, psychiatry, and referrals for off-campus support.

Campus Health Peer Counseling

Campus Health Peer Counseling is a peer-to-peer program that offers Psychological First Aid (PFA) to students in a confidential and safe environment, as part of a group or a one-on-one session. This is not psychological treatment but rather a brief, supportive intervention to help students connect and share tools to cope with stress.

Life and Work Connections Employee Assistance Counseling

Life and Work Connections Employee Assistance Counseling provides free, confidential short-term counseling to all benefits-eligible employees, their dependents, and members of their households through ComPsych.

Wildcats Anonymous

Wildcats Anonymous is an on-campus organization that works with Campus Health Counseling and Psych Services to provide meetings, programming, and peer mentoring for students who want to address their substance use.

Effectiveness

Campus Health has used the Health and Wellness Survey for over 25 years to collect student data on health indicators. The Health and Wellness Survey is administered every spring semester to a random selection of classes and includes questions regarding alcohol consumption and drug/substance use including frequency, settings, and consequences experienced ([Spring 2023 Health and Wellness Survey](#) & [Spring 2024 Health and Wellness Survey](#)). In addition to informing prevention programming, the data shows wider trends in health behaviors over time, including changes in substance use.

With respect to alcohol use, the Health and Wellness Survey has shown sustained decreases in the percentage of students who reported binge drinking (having five or more drinks in one sitting) within a two-week period. The most recent data from the [Spring 2024 Health and Wellness Survey](#) shows this number at an all-time low of 29% among undergraduate students, which is down from 41% in 2020. Those who reported binge drinking six or more times within a two-week period (those likely at greatest risk) also declined from 2021 and 2022. Given the correlation between binge drinking and risk, it is very promising, from a harm reduction perspective, that this and other student alcohol metrics are moving in the right direction. Alcohol use in general, measured in either past year or past 30-day use, also declined from 77% and 64% respectively in 2020 to 65% and 48% in 2024, though these reductions have been more variable from year to year.

Program evaluation results from the Student Health Alcohol and Drug Education (SHADE) Alcohol Class continue to show that the intervention is effective at curbing alcohol use. Among students who completed the program in 2023-2024, 70% reported that they intended to drink less after completing the course. In addition, 6% reported that they did not drink anymore, and only 14% reported that they intended to drink the same amount. Given these very positive

overall outcomes, ensuring more students have the chance to participate in SHADE will continue to be an important part of the alcohol prevention program.

Assessment of 2022 Biennial Review Recommendations

The following are assessments of the recommendations established in the 2022 biennial review report.

Alcohol Sales at Football and Basketball Games

2022 Recommendation: Monitoring of permitted alcohol sales at football and basketball games to note effect on alcohol abuse.

Assessment: The correlation between alcohol sales at games and alcohol abuse was not able to be measured. However, Aramark, the university's vendor for alcohol sales, continues to ensure training is provided to avoid overserving fans and preventing underage sales by consistently checking identification, following a two-drink per identification policy, and opening packaged product. The Department of Intercollegiate Athletics and the University of Arizona Police Department work to address alcohol-related risk at university sporting events where alcohol is served, and the Senior Associate Director of Athletics is Arizona Title 4 Manager certified. In addition, the Tucson Police Department runs a breathalyzer program at tailgating during home games, and hands out information and discusses the dangers of impaired driving with fans. For certain games, they have drunk goggles on hand to simulate impaired driving.

Cannabis Workshop

2022 Recommendation: Development of a cannabis use workshop based on the Student Health Alcohol and Drug Education (SHADE) to reach a larger audience because the SHADE class is only available to students who are in violation of drug and alcohol policies.

Assessment: Due to lack of staffing, Campus Health was unable to create a workshop to run during the period under review. However, a "Cannabis and Vaping" course was created and piloted in the 2023-2024 academic year. It is an in-person course available upon request focused on educating students on marijuana (e.g., edibles, smoking, vaping) and nicotine vaping.

Cats After Dark

2022 Recommendation: Expansion of Cats After Dark partnerships to enhance late-night alcohol-free programming, and to specifically increase fraternity and sorority member participation in events and programming.

Assessment: Cats After Dark is a prominent part of large-scale programs and has partnered with a variety of campus partners including Destination Arizona, the Orientation and New Student Services two-day program for new students. Opportunities to partner with Fraternity and Sorority Programs need to specifically be explored.

Housing and Residential Life Policies and Procedures Review

2022 Recommendation: Review of relevant Housing and Residential Life policies and procedures to ensure effectiveness.

Assessment: Housing and Residential Life reviewed policies and procedures and did not find a need to make any significant changes related to drugs and alcohol.

Recommendations

The following are recommendations to improve and revise the university's drug and alcohol abuse prevention program:

Annual Notifications

To ensure that employees and students receive comprehensive information regarding drug and alcohol laws, policies, sanctions, health risks, and support resources, beginning in the Spring 2025 semester, annual notifications will include a link to a report with detailed information. In addition, the University Compliance Office will make sure that notifications are timely provided to all employees and students.

Data Collection

To improve data collection efforts, specifically for employee and student sanctions, systems will be implemented to ensure accuracy.

Sporting Events

With input from the Department of Intercollegiate Athletics and the University of Arizona Police Department, relevant alcohol data from sporting events will be reviewed. This may include data related to alcohol sales, citations, fan ejections, and fake identification confiscations. Opportunities for alcohol education during sporting events will be explored, such as the Red Cup Q&A, an educational public service announcement used in the past to promote risk reduction among fans.

Student Interventions

The process for diversion across units will be reviewed with the goal of consistent referrals to evidence-based interventions. Specifically, the implementation of registration holds, which were used in the past, will be revisited with Enrollment Management as the removal of registration holds resulted in a decrease in Student Health Alcohol and Drug Education (SHADE) class completions.

Appendix A
Spring 2023 Employee Notification

THE UNIVERSITY OF ARIZONA



Human Resources

February 24, 2023, 9:01 a.m.

Dear Colleagues,

The University of Arizona encourages you to save or bookmark the following message outlining the University's policies regarding the use of illicit drugs, marijuana and alcohol. This message also provides information about preventing and treating the use or abuse of these substances.

Policy and Prohibition

The University prohibits the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance on its property or as part of any of its activities. Further, the University prohibits employees while on duty from consuming or being under the influence of alcohol or marijuana. Other controlled substances are prohibited unless prescribed by a health care provider.

University employees are subject to drug and alcohol policies set forth in the following policies.

- [University Staff Manual](#)
- [Classified Staff](#)
- [Human Resources Policy Manual](#)
- [University Handbook for Appointed Personnel](#)
- [Arizona Board of Regents Code of Conduct](#)
- [University of Arizona Alcohol Policy and Regulations](#)

Sanctions

- Local, state and federal laws make illegal use of drugs and alcohol serious crimes. Conviction can lead to imprisonment, fines and assigned community service.
- To ensure fair and consistent treatment of all employees who are accused of illegal use of drugs or alcohol, the University will handle all cases that come to its attention within the guidelines of the rules of conduct and disciplinary procedures applicable to employment type, the ABOR Code of Conduct and, where appropriate, local, state and federal regulations.

- Employees who violate Arizona Board of Regents or University drug or alcohol policies are subject to University sanctions. Sanctions may include disciplinary action up to and including termination of employment.

Health Risks

Alcohol, marijuana and other drugs used in excess over time can produce illness, disability and death. The health consequences of substance abuse may be immediate and unpredictable, such as cardiac arrest with cocaine use, or more subtle and long term, such as liver deterioration associated with the prolonged use of alcohol. Other concerns relating to substance abuse include the following:

- People who abuse alcohol and other drugs often have erratic lifestyles, which interferes with sleep, nutrition and exercise.
- Alcohol and substance abuse may lead to financial difficulties, domestic violence, deterioration of the family structure, motor vehicle accidents and decline in job performance.
- Repeated abuse of alcohol, marijuana and other drugs can lead to dependence.

Support for Employees

For employees dealing with unhealthy substance use, the University offers resources to help.

Life & Work Connections' **employee assistance counseling** provides free and confidential short-term counseling and related resources for drug and/or alcohol misuse to benefits-eligible employees, their dependents and members of their household

Supervisor consultations are available with **Senior Human Resources Partners** to guide supervisors if a University policy has been violated.

In addition, state and University health plans cover rehabilitation services for substance use disorders. Employees can speak with a primary care physician or their **health carrier's member services department** to learn more.

Statement on the Arizona Medical Marijuana Act

Arizona voters approved the Arizona Medical Marijuana Act in 2010 and the Smart & Safe Arizona Act in 2020. These acts permit individuals to possess and use limited quantities of marijuana. However, because of its obligations under the federal Controlled Substances Act, the University will continue to prohibit marijuana possession and use for any purpose on campus.

Employees who violate the policies outlined in the Policy and Prohibition section of this email will continue to be subject to disciplinary action.

University policy does not prohibit medical research projects involving marijuana from being conducted on campus as authorized by applicable University or federal authorities, which may include the Food and Drug Administration, the Drug Enforcement Administration and the National Institute on Drug Abuse.

This message and the information contained within is in compliance with the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act of 1989 ("Act"), which states, "no institution of higher education shall be eligible to receive funds or any other form of financial assistance under any federal program, including participation in any federally funded or guaranteed student loan program" unless it has adopted and implemented a program to prevent the use of illicit drugs and abuse of alcohol by students and employees. The Act requires the annual distribution of the above information to students and employees.

Appendix B
Fall 2023 Employee Notification

THE UNIVERSITY OF ARIZONA



Human Resources

December 4, 2023, 12:55 p.m.

Dear Colleagues,

The University of Arizona encourages you to save or bookmark the following message outlining the University's policies regarding the use of illicit drugs, marijuana and alcohol. This message also provides information about preventing and treating the use or abuse of these substances.

Please visit the [Safe and Drug Free Campus webpage](#) for more information.

Policy and Prohibition

The University prohibits the unlawful manufacture, dispensation, distribution, possession, or use of a controlled substance on its property or as part of any of its activities. The University adheres to state laws including those prohibiting the following activities on campus: providing alcoholic beverages to individuals under 21; possession or consumption of alcoholic beverages by individuals under 21; and distribution, possession, or use of illegal drugs or controlled substances.

Employees are subject to all applicable drug and alcohol policies, including policies set forth in the:

- [University Staff Manual](#)
- [Classified Staff](#)
- [Human Resources Policy Manual](#)
- [University Handbook for Appointed Personnel](#)
- [Arizona Board of Regents Code of Conduct](#)
- [University of Arizona Alcohol Policy and Regulations](#)

Employees policies prohibit:

- Consuming or being under the influence of alcoholic beverages while on duty.
- Distributing narcotics or controlled substances while on duty.
- Possessing or using narcotics or any controlled substance(s) not prescribed for the employee by a physician while on duty.

- Being under the influence of narcotics or any controlled substance(s) not prescribed for the employees by a physician while on duty.

Sanctions

- Local, state and federal laws make unlawful possession or distribution of illicit drugs and alcohol-related serious crimes. Conviction can lead to imprisonment, fines and required community service or rehabilitation.
- To ensure fair and consistent treatment of all employees who are accused of use of illegal drugs or alcohol, the University will handle all cases that come to its attention within the guidelines of the rules of conduct and disciplinary procedures applicable to employment type, the [ABOR Code of Conduct](#) and, where appropriate, local, state and federal regulations.
- Employees who violate Arizona Board of Regents or University drug or alcohol policies are subject to University sanctions. Sanctions for employees may include written warning (notification that behavior is not acceptable and must improve), suspension without pay (temporary release from duty without pay), disciplinary probation (specified timeframe in which improvement is required) and dismissal (termination of employment).
- **Student employees:** Student workers are expected to adhere to the rules of conduct of the University of Arizona, the Arizona Board of Regents, and the student worker's department. In addition, student workers are subject to the Student Code of Conduct in their capacity as students of the University of Arizona. Any department may establish additional rules for its student workers which are considered necessary for effective operation of that unit. Failure to meet performance expectations may result in termination of student employment.

Health Risks

Alcohol, marijuana and other drugs used in excess over time can produce illness, disability and death. The health consequences of substance abuse may be immediate and unpredictable, such as cardiac arrest with cocaine use, or more subtle and long term, such as liver deterioration associated with the prolonged use of alcohol.

Other concerns relating to substance abuse include:

- People who abuse alcohol and other drugs often have erratic lifestyles, which interferes with sleep, nutrition and exercise.
- Alcohol and substance abuse may lead to financial difficulties, domestic violence, deterioration of the family structure, motor vehicle accidents and decline in job performance.
- Repeated abuse of alcohol, marijuana and other drugs can lead to dependence.

Support for Employees

For employees dealing with unhealthy substance use, the University offers resources to help.

Life & Work Connections' [employee assistance counseling](#) provides free and confidential short-term counseling and related resources for drug and/or alcohol misuse to benefits-eligible employees nationwide, their dependents and members of their household.

Supervisor consultations are available with [Senior Human Resources Partners](#) to guide supervisors if a University policy has been violated.

In addition, state and University health plans cover rehabilitation services for substance use disorders. Employees can speak with a primary care physician or their [health carrier's member services department](#) to learn more.

If you need to request accommodations for condition-related barriers to completing workplace duties, please [contact the Disability Resource Center](#).

Other community resources are available at:

- [Arizona Region: Narcotics Anonymous](#)
- [Arizona Region: Alcoholics Anonymous](#)
- [Marijuana Anonymous](#)
- [National Helpline for Substance Abuse and Mental Health Services](#)

Statement on the Arizona Medical Marijuana Act

Arizona voters approved the Arizona Medical Marijuana Act in 2010 and the Smart & Safe Arizona Act in 2020. These acts permit individuals to possess and use limited quantities of marijuana. However, because of its obligations under the federal Controlled Substances Act, the University will continue to enforce its current policies prohibiting the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance on its property or as part of any of its activities, and to prohibit marijuana possession and use for any purpose on campus.

Employees who violate the policies outlined in the Policy and Prohibition section of this email will continue to be subject to disciplinary action.

University policy does not prohibit medical research projects involving marijuana from being conducted on campus as authorized by applicable University or federal authorities, which may include the Food and Drug Administration, the Drug Enforcement Administration and the National Institute on Drug Abuse.

This message and the information contained within is in compliance with the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act of 1989 ("Act"),

which states, "no institution of higher education shall be eligible to receive funds or any other form of financial assistance under any federal program, including participation in any federally funded or guaranteed student loan program" unless it has adopted and implemented a program to prevent the use of illicit drugs and abuse of alcohol by students and employees. The Act requires the annual distribution of the above information to students and employees.

Appendix C
Fall 2023 Student Notification

THE UNIVERSITY OF ARIZONA

September 20, 2023, 9:01 a.m.

The University of Arizona fosters a healthy academic community and strives to provide clear policies on substance abuse and supportive counseling, treatment and rehabilitative programs. As an institution of higher education, we are required by the federal Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226) to provide students and employees with information about University policies and resources regarding alcohol and drugs. Our students and employees are also subject to federal and state laws.

This notification is intended to achieve more than compliance with law. We hope it also will promote understanding of the health risks posed by alcohol and illicit drugs, encourage you to make informed decisions, and to show care for yourself and others.

Policy and Prohibition

The University prohibits the unlawful manufacture, dispensation, distribution, possession or use of a controlled substance on its property or as part of any of its activities. The University enforces state laws including those prohibiting the following activities on campus: providing alcoholic beverages to individuals under 21 or possession or consumption of alcoholic beverages by individuals under 21; distribution, possession or use of illegal drugs or controlled substances.

Students are subject to all applicable drug and alcohol policies, including policies set forth in the Arizona Board of Regents Code of Conduct, the University of Arizona Alcohol Policy and Regulations, and other applicable rules as adopted. The Student Code of Conduct prohibits students from (a) violation of the board or university rules or applicable laws governing alcohol, including consumption, distribution, unauthorized sale or possession of alcoholic beverages; (b) unauthorized use, sale, possession or distribution of any controlled substance or illegal drug or possession of drug paraphernalia that would violate the law; (c) hazing including acts which advocate or promote alcohol or substance abuse.

Sanctions

- Local, state and federal laws make unlawful possession or distribution of illicit drugs and alcohol serious crimes. Conviction can lead to imprisonment, fines and required community service or rehabilitation.
- In order to ensure fair and consistent treatment of all students who are accused of use of drugs or alcohol in violation of law and/or policy, the University will follow applicable policies and procedures (e.g., Student Code of Conduct and Student

Disciplinary Procedures, ABOR Code of Conduct) and where appropriate, local, state and federal laws and regulations.

- Sanctions will be imposed on students who violate Arizona Board of Regents or University drug and/or alcohol policies.
- Sanctions for students may include discipline, restrictions and administrative actions including: probation (removal of the student from good conduct standing); written warning (advisement that a violation has been committed and further misconduct may result in more severe disciplinary action); suspension (temporary separation from the University for a specified period of time, or until specific conditions, if imposed, have been met) or expulsion (permanent separation of the student from the University).

Health Risks

There are many health risks associated with the abuse of alcohol and illegal substances. Alcohol or any other drug used in excess over time can produce illness, disability and death. The health consequences of substance abuse may be immediate and unpredictable, such as cardiac arrest with cocaine use, or more subtle and long term, such as liver deterioration associated with the prolonged use of alcohol.

In addition to health-related problems, other concerns relating to substance abuse may include:

- Accidents, injuries, relationship problems, domestic violence, financial challenges and decline in job performance.
- Dependence, following repeated use and abuse of alcohol and other drugs.
- Poor personal health, including high blood pressure, heart disease, stroke, liver disease and digestive problems. Substance use can also adversely affect sleep and nutrition.

Support Systems and Resources for Students

If you are experiencing problems with alcohol and/or other drugs, campus and community resources are available to you.

Campus Health provides alcohol and drug programs, counseling and treatment options:

- Health Promotion & Preventive Services provides risk reduction programs for students, including the SHADE (Student Health Alcohol/Drug Education) program for those in violation of University alcohol and marijuana policies; and presentations to the campus community. These programs provide students with information on the risks of drug and alcohol abuse. Information is available at health.arizona.edu.
- Counseling & Psych Services (CAPS) offers confidential short-term counseling and community referrals as needed.

- **Wildcats Anonymous** is an on-campus organization that works jointly with CAPS to provide meetings, programming and peer mentoring for students who want to address their substance use.
- First-year students are required to complete the e-CHECKUP TO GO program by the end of September; the program is continually available to all students at **health.arizona.edu/echeckup**.
- Additional information on programs and resources related to alcohol, including SHADE, the Red Cup Q&A, and The Buzz, can be found at: **health.arizona.edu/alcohol**.
- If you know someone who may be struggling with alcohol or other drugs, the Friend 2 Friend website is another resource that can provide assistance: **friend2friend.arizona.edu**.

Reporting Responsibility

University of Arizona police refer all students cited, arrested, or diverted in lieu of arrest (disciplinary referral) for drug and alcohol offenses to the Dean of Students Office (DOS). Students arrested or cited are also referred and/or subject to criminal prosecution. Students found responsible of any alcohol or drug-related offense which occurred on-campus, or as part of any University activities, may face both criminal and administrative sanctioning; campus employees may be subject to termination. DOS staff are available to answer any questions pertaining to the University's enforcement of, and compliance with, law and policy.

Statement on the Arizona Medical Marijuana Act

Arizona voters approved the Arizona Medical Marijuana Act in 2010 and the Smart and Safe Arizona Act in 2020. These acts permit individuals to possess and use limited quantities of marijuana.

However, because of the institution's obligations under the federal Controlled Substances Act, the University will continue to prohibit marijuana possession and use for any purpose on campus. Failure to comply with the Controlled Substances Act would violate the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act of 1989, rendering the University of Arizona ineligible to "receive funds or any other form of financial assistance under any federal program, including participation in any federally funded or guaranteed student loan program." Therefore, the University will continue to enforce its current policies prohibiting the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance on its property or as part of any of its activities. Students who violate University policy prohibiting the use or possession of illegal drugs, including marijuana, on campus will continue to be subject to disciplinary action.

University policy does not prohibit medical research projects involving marijuana from being conducted on campus as authorized by applicable University or federal approvals, which may include the United States Food and Drug Administration, the United States

Drug Enforcement Administration, and the National Institutes on Drug Abuse, and approval of any applicable University Institutional Review Board.

This message and the information contained within is in compliance with the Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act of 1989 ("Act"), which states, "no institution of higher education shall be eligible to receive funds or any other form of financial assistance under any federal program, including participation in any federally funded or guaranteed student loan program," unless it has adopted and implemented a program to prevent the use of illicit drugs and abuse of alcohol by students and employees. The Act requires the annual distribution of the above information to students and employees.

Thank you,

Kendal Washington White

Vice Provost, Campus Life & Dean of Students
The University of Arizona

Related Links and Resources:

Policy and Regulations:

[Arizona Board of Regents Student Code of Conduct](#)

[Arizona Board of Regent Policy Manual: Personnel](#)

[Employee Performance Management/Discipline Guidelines](#)

[Student Disciplinary Procedures](#)

[University of Arizona Alcohol Policy and Regulations](#)

[University Staff Standards of Conduct Policy](#)

Resources:

[Arizona Region: Narcotics Anonymous](#)

[Arizona Region: Alcoholics Anonymous](#)

[Campus Health Services](#)

[Counseling & Psych Services \(CAPS\)](#)

[Health Promotion & Preventive Services \(HPPS\)](#)

[Marijuana Anonymous](#)

[The Buzz – Alcohol Prevention Program](#)

[SHADE Diversion Program](#)

[UArizona Safe and Drug Free Campus](#)

[Wildcats Anonymous](#)

Appendix D
Spring 2024 Student Notification

THE UNIVERSITY OF ARIZONA

February 5, 2024, 11:00 a.m.

The University of Arizona fosters a healthy academic community and strives to provide clear policies on substance abuse, in addition to offering supportive counseling, treatment and rehabilitative programs. As an institution of higher education, we are required by the federal Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226) to provide students and employees with information about University policies and resources regarding alcohol and drugs. Our students and employees are also subject to federal and state laws.

This notification is intended to achieve more than compliance with law. We hope it also will promote understanding of the health risks posed by alcohol and illicit drugs, encourage you to make informed decisions, and to show care for yourself and others.

Policy and Prohibition

The University prohibits the unlawful manufacture, dispensation, distribution, possession or use of a controlled substance on its property or as part of any of its activities. The University enforces federal and state laws including those prohibiting the following activities on campus: providing alcoholic beverages to individuals under 21 or possession or consumption of alcoholic beverages by individuals under 21; distribution, possession or use of illegal drugs or controlled substances.

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Sanctions

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- In order to ensure fair and consistent treatment of all students who are accused of use of drugs or alcohol in violation of law and/or policy, the University will follow applicable policies and procedures (e.g., Student Code of Conduct and Student

Disciplinary Procedures, ABOR Code of Conduct) and where appropriate, local, state and federal laws and regulations.

- Sanctions will be imposed on students who violate Arizona Board of Regents or University drug and/or alcohol policies.
- Sanctions for students may include discipline, restrictions and administrative actions including: probation (removal of the student from good conduct standing); written warning (advisement that a violation has been committed and further misconduct may result in more severe disciplinary action); suspension (temporary separation from the University for a specified period of time, or until specific conditions, if imposed, have been met) or expulsion (permanent separation of the student from the University).

Health Risks

There are many health risks associated with the abuse of alcohol and illegal substances. Alcohol or any other drug used in excess over time can produce illness, disability and death. The health consequences of substance abuse may be immediate and unpredictable, such as cardiac arrest with cocaine use, or more subtle and long term, such as liver deterioration associated with the prolonged use of alcohol.

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Vice Provost, Campus Life & Dean of Students
The University of Arizona

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[Marijuana Anonymous](#)

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