



Biennial Review 2020-2022

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INTRODUCTION

The Drug-Free School and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) requires institutions of higher education, including the University of Georgia (UGA), to certify they have adopted and implemented programs to prevent the abuse of alcohol and/or “the unlawful possession, use or distribution of illicit drugs both by students and employees” on campus property or as a part of any campus activity. Institutions are required to have an alcohol and other drug (AOD) policy and distribute this policy annually to all students, faculty, and staff. More specifically, this policy must outline a university’s prevention, education, and intervention efforts, along with consequences for policy violations. In addition, members of the community must also be made aware of possible health risks associated with the use and abuse of alcohol and other drugs, along with resources available for assistance due to problem use and abuse.

The law further requires institutions of higher education to review AOD programs to determine their effectiveness and implement any needed changes, as well as ensure that sanctions for violating the institution’s rules regarding the use and abuse of alcohol and other drugs are consistently enforced.

This Biennial Review report reflects ongoing efforts at the University of Georgia related to compliance with the Drug-Free School and Campuses Regulations.

THE BIENNIAL REVIEW PROCESS AT UGA

At the University of Georgia, the Division of Student Affairs, University Health Center, coordinates the Biennial Review process and report on behalf of the University.

Members of the UGA Standing Biennial Review Team include:

- Josh Welsh, Director of Greek Life
- Sige Burden, Senior Director of Faculty and Staff Relations, Human Resources
- Marshall Chalmers, Associate General Counsel
- Barrett Malone, Director, Office of Student Conduct
- Jeff Hammock, UGA Police
- Liz Prince, Director of Health Promotion and The Fontaine Center, University Health Center
- Beau Seagraves, Associate Vice President of Wellbeing
- Gabby Buttry, Public Health Student Intern
- Darrice Griffin, UGA Athletics
- Chris Corbett, Director, Counseling and Psychiatric Services, UGA

In completing this review, the following information was considered:

- New information collected from multiple campus partner offices, through an email request and phone calls for follow-up questions.
- Existing campus data, including the National College Health Assessment and the Vector Solutions/Ever Fi Impact Report
- Goals, evaluations, and recommendations from previous Biennial Reviews and starting in Spring 2023 the beginning of an AOD work group with representation from key offices across campus.

From this information, the Fontaine Center Staff compiled this Biennial Review report. This Biennial Review report considered the academic years of 2020-2021 and 2021-2022.

The Fontaine Centers consideration of potential opportunities related to UGA's AOD program helped to shape the Recommendations included within. The final report and its findings were shared with the review team for edits and additional review and approval.

OVERALL FINDINGS

Based on the campus information provided by multiple departments, the Biennial Review Team has determined that the University of Georgia AOD Program meets compliance with the Federal Drug-Free School and Campuses Regulations.

The University of Georgia affirms its commitment to a high impact, comprehensive public health approach in addressing the impact of alcohol and other drugs on the campus community. This approach includes a comprehensive campus wide continuum of education/prevention, early intervention and recovery support programs and services.

FUTURE RECOMMENDATIONS

After reviewing the campus policies, program, and assessment initiatives as part of this Biennial Review process, the UGA Standing Biennial Review Team offers the following recommendations:

- Continue to implement relevant recommendations from previous Biennial Review Reports, including regular distribution of best practices for campus AOD partners and the utilization of a central University-level contact for the AOD program.
- Establish a campus AOD team to create cohesive and accurate messaging, programming and assessment structure across service areas and identify prevention/early intervention gaps.
- Develop impact assessment measures to track campus-wide outcomes, in addition to utilizing program specific evaluations. Assessments should inform effective prevention strategies, identify low impact programs, and identify current needs of the student population.
- Use results from NCHA, Vector Solutions, UGAPD and Student Conduct violations/incident reports and HR data to inform future program and support needs for the UGA campus community.

- Implement additional services and programs for faculty and staff at risk for substance use disorders.
- Reinstate AOD/RSVP presentation to New Student Orientation to ensure accurate messaging is provided to incoming students and their families about AOD/RSVP trends and programs in addition to compliance with federal mandates and recommendations in place for the IHE.

POLICY DISSEMINATION

The Biennial Review Report is available for review at the Office of the Vice President for Student Affairs, located in Memorial Hall. This report contains a comprehensive analysis of the College's alcohol and drug prevention program, including information on policy and enforcement.

Arch News UGA Annual Security Report:

The University of Georgia's annual security report is required by federal law and contains policy statements and crime statistics for the University. The policy statements address the University's policies, procedures, and programs concerning safety and security, including policies for responding to emergency situations and sexual offenses. The report includes statistics for the last three years for certain types of crimes that were reported to have occurred on campus, in or on off-campus buildings or property owned or controlled by the school, and on public property within or immediately adjacent to the campus.

This report is available online at safeandsecure.uga.edu.

By clicking "Download PDF," you can access a consolidated PDF version of the entire report. There is important information there for every member of the University community. If you need this information in an alternate format, please contact the University of Georgia Division of Marketing & Communications, 706-542-8090.

The University of Georgia is committed to making every individual feel safe, welcomed, informed, and prepared. This commitment includes educating members of the University community about preventing and responding to sexual assault. There are multiple resources available both on and off campus to provide support to survivors of sexual assault. Information about these resources is available at the following link:
https://eoo.uga.edu/policies-resources/Support_Resources/

AOD POLICIES AND PUBLICATIONS

[The University of Georgia Policy on Alcohol and Other Drugs](#) outlines the University's prevention, education, and intervention efforts, along with consequences for policy violations by students, faculty, and staff. The policy provides information on possible legal and health risks associated with the use and abuse of alcohol and other drugs, along with resources available for assistance due to problem use and abuse.

Annually in early fall, the University distributes the AOD policy and program electronically to all students, faculty, and staff as part of the [Safe and Secure Annual Fire Safety and Security Report](#). All members of the UGA community are encouraged to review the information in this report, and it is continuously available online.

In addition, a broad range of University schools and colleges, campus departments, student organizations and other affiliated groups distribute the policy and related AOD resources to stakeholders in a variety of ways. The policy is appended to the mandatory online alcohol and interpersonal violence prevention course required for all incoming first year and transfer students. Policy information is referenced in parent and student orientation materials and included in campus housing handbooks that each student living on campus is asked to review before they move into the residence halls. Many student organizations provide members with handbooks, links, or training that includes information about the policy. Finally, numerous campus partners utilize websites, electronic communications, department meetings, staff orientations, postings on bulletin boards, and other training opportunities to share the policy and related information.

UGA POLICY ON ALCOHOL & OTHER DRUGS

The abuse and misuse of alcohol and other drugs by members of the University of Georgia community are incompatible with the goals and mission of the institution. To further the University's commitment to provide a healthy and thriving educational environment, and in compliance with the Drug-Free Schools and Communities Act Amendments of 1989, the University has established the following policy on alcohol and other drugs. This Policy on Alcohol and Other Drugs can also be viewed at safeandsecure.uga.edu.

Alcoholic Beverages and Illegal Drug Use

It is unlawful to sell, furnish, or provide alcohol to a person under the age of 21. The possession of alcohol by anyone under 21 years of age is illegal. UGA Police strictly enforces such laws. Violators are subject to criminal prosecution, disciplinary action, fine, and imprisonment.

The possession, sale, manufacture, or distribution of any controlled substance is illegal under both state and federal laws on the University campus. UGA Police strictly enforces such laws. Violators are subject to criminal prosecution, disciplinary action, fine, and imprisonment.

AOD Education

The Fontaine Center, part of The University Health Center, offers UGA students a comprehensive menu of prevention, early intervention, and recovery support services to address alcohol and other high-risk substance misuse. Alcohol and other Drug counseling is also available through the Fontaine Center and The Counseling and Psychiatric Services Department (CAPS). The courts in Athens-Clarke County also offer an intervention program known as Drug Court for felony drug and DUI offenders. The program is a collaboration between the Superior Court of Athens-Clarke County, the Solicitor General, Local Law Enforcement, Bar Association

including the Public Defender's Office, Probation Office, Court Program Coordinator, and licensed substance abuse treatment professionals to offer alternatives to incarceration for drug and alcohol offenses. The program consists of individual counseling, group therapy, education, monitoring, and regular drug testing.

STUDENT CONDUCT POLICIES & PROCEDURES

The University of Georgia's student conduct regulations prohibit the unlawful possession, use, or distribution of alcohol and other drugs by students and student organizations. The regulations also prohibit other alcohol- and drug-related misconduct. Students under the age of 21 are prohibited from the possession of alcohol in violation of law and/or University policies.

All students are prohibited from use and possession of illegal drugs or controlled substances. Sanctions for violations of these student conduct regulations may include alcohol and/or other drug (AOD) education, probation, community service, suspension, and/or expulsion.

The Family Educational Rights and Privacy Act (FERPA) has given colleges/universities the option to notify parents/guardians about specific types of information from a student's conduct record. The Office of Student Conduct will notify parents/guardians the first time and any subsequent time a student is found to have violated Code of Conduct policies on the use or possession of alcohol or other drugs when he/she is under the age of 21.

UGA Responsible Action Protocol:

Students are encouraged to make responsible decisions in life-threatening situations that result from alcohol and/or other drug abuse and to seek medical attention for someone who is in danger because of intoxication. Students should alert University officials, UGA Police or Athens-Clarke County police, or professional medical personnel when they or their friends are in danger. A student who calls for or seeks emergency assistance on behalf of a student experiencing an alcohol or other drug related emergency, including themselves, as well as the student for whom emergency assistance is requested, may not be subject to mandatory alcohol and other drug sanctions under the Student Code of Conduct.

For more information about the purpose, scope, requirements and limitations of the Protocol, see conduct.uga.edu/responsible-action-protocol.

Definitions Relating to Alcohol and Other Drug Violations

Possession of alcohol or drugs refers, but is not limited, to holding, no matter the duration, alcohol or illegal drugs/controlled substances in hand or, having them in one's clothing, purse/book bag (or similar case), automobile, residence, or other personal belonging.

Consumption of alcohol refers to the act of drinking or ingesting any amount of an alcoholic beverage. Use of drugs refers to the act of ingesting, inhaling, drinking, eating, and/or any other method of introducing an illegal drug or controlled substance into one's body.

Distribution of drugs refers to the sharing of illegal drugs/controlled substances with or giving them to others.

Sale of drugs refers to the exchange of illegal drugs/controlled substances for money or other forms of compensation.

Facilitating the possession/use of alcohol or drugs refers to the act of allowing others to possess, consume, or use alcohol or illegal drugs/controlled substances in one's residence or automobile.

A Level I violation is defined as possession, use, or facilitating the possession/use of alcohol.

A Level II violation includes, but is not limited to, any violation involving the operation of a motor vehicle after consumption of alcohol and/or use of drugs; acts of violence, destruction of property, or disorderly conduct while using alcohol or drugs; or intoxication level that requires medical treatment or results in medical personnel being called, even if treatment is refused; and any drug-related violation.

All students found in violation of Alcohol and Other Drug related misconduct through the University's conduct process will receive sanctions as outlined below.

Sanctions for Alcohol or Drug Related Offenses

The Division of Student Affairs at the University of Georgia promotes a community of student learning, success, and well-being. The abuse and illegal use of alcohol or other drugs jeopardize this community by placing the health and safety of individuals at risk and undermining the University's academic mission. Therefore, we expect all students to act responsibly and in accordance with the law and the University's Code of Conduct.

In recognition of the concerns that may arise from the use of alcohol or other drugs, the University of Georgia supports a program of alcohol and other drug education in conjunction with other sanctions that may be appropriate.

https://conduct.uga.edu/wp-content/uploads/sites/11/2020/09/AOD_sanctioning_chart.pdf

First Violation Sanctions for Individual Students

These minimum sanctions will be imposed for all first violations listed below:

First violation for possession (not consumption) of alcohol, or facilitating the possession (not consumption) of alcohol by others: Alcohol and Other Drug (AOD) education program and probation for six (6) months from the date of resolution.

First violation for consumption, use, or distribution of alcohol, facilitating the use of alcohol by others, or disruptive or disorderly conduct caused by the influence of alcohol: Alcohol and Other

Drug (AOD) education program and probation for twelve (12) months from the date of resolution.

First violation for illegal use, possession or distribution of illegal drugs/controlled substances: Alcohol and Other Drug (AOD) education program and probation for twelve (12) months from the date of resolution.

First violation for sale of illegal drugs or controlled substances: Suspension from the institution.

Subsequent Violation Sanctions for Individual Students

Sanctions will likely include at least ONE of the following:

Subsequent violations while on probation: Alcohol and Other Drug (AOD) education program, additional probation, community service hours, suspension from the institution.

*Additional sanctions may be determined by the level of the violation (I or II), circumstances of the case and the student's prior record, including conditions of probation from any prior record.

Subsequent Violation Sanctions Involving Motor Vehicle Operation

Any subsequent violation, while on probation for a prior alcohol/drug violation, involving operation of a motor vehicle after consumption of alcohol and/or use of drugs: Suspension from the institution.

Any second violation, regardless of probation status, involving operation of a motor vehicle after consumption of alcohol and/or use of drugs when a prior violation also involved operation of a motor vehicle after consuming alcohol and/or using drugs: Suspension from the institution.

Violations after Suspension

Sanctions will likely include at least ONE of the following:

Any alcohol or drug related violation after suspension: Suspension from the institution, probation, appropriate AOD program, expulsion from the institution.

*Additional sanctions may be determined by the level of the violation (I or II), circumstances of the case, and the student's prior record, including the conditions of probation from any prior record.

Two or More Violations (separate incidents) while Not on Probation

In cases where students are referred to the Office of Student Conduct for an additional

alcohol/drug related violation that occurs before the resolution of any prior alcohol/drug related violation or pending case – sanctions will be determined by the administrative officer or hearing panel but should be no less than those outlined under the heading subsequent violation sanction based on type of violation.

Additional Sanctions

The findings of fact, any particular circumstances, and prior record of the student will be factors considered when determining other appropriate sanctions that may be imposed.

Possible Ramifications of Suspension

Students who are suspended from the University for any length of time should be aware that this action may have an impact on the following:

- Tuition, residence hall costs, and fees (suspension does not forgive financial obligations)
- Student financial aid including HOPE Scholarship
- Athletic participation and eligibility
- Health insurance (contact your personal health care provider)
- University housing
- Meal plan
- Use of university resources and access to university facilities
- Immigration status for international students
- Status and benefits of veterans and dependents of veterans
- Internships, assistantships, and study abroad
- Class withdrawal

This is not an exhaustive list.

UGA UNIVERSITY HOUSING POLICY & PROCEDURES

Alcohol and other Drug Possession:

Safety and Security Policy: It is the policy of University Housing to abide by the University of Georgia Alcohol and Other Drugs policy. Residential Programs and Services (RPS) staff members are expected to confront situations that allegedly violate this policy and respond to emergencies related to alcohol and other drug use.

Purpose: The purpose of this policy is to provide guidelines for handling alcohol and other drug use and abuse.

Scope: This policy applies to all University Housing staff, residents, visitors and guests.

Background: This policy has been established to describe and elaborate on the University of Georgia and University Housing expectations for handling alcohol and drug situations. The policies, which guide University Housing, are found in the Community Guide, the housing contract and the Code of Conduct. Further information on federal and state criminal laws and

university policies pertaining to drugs and alcohol may be obtained from the Office of Student Conduct. Please see the University of Georgia policy on alcohol and other drugs for more information.

Procedure:

I. General Guidelines

A. Georgia law prohibits possession or consumption of alcoholic beverages by those under the legal drinking age and prohibits making alcoholic beverages available to persons under the legal drinking age.

B. Residents of legal drinking age may consume alcoholic beverages in the privacy of their room or apartment unit; no alcoholic beverages may be consumed in any other areas of any residence hall, including common areas.

C. No resident shall furnish, or cause to be furnished, any alcoholic beverage to any person under the legal drinking age.

D. Common source containers (kegs, punch bowls or other containers) are prohibited in the residence halls.

E. Inappropriate behavior related to the consumption of any alcoholic beverage or any illegal drug is prohibited.

F. Illegal drugs are not permitted in the residence halls.

G. Monies collected or generated by University Housing may not be used to purchase alcohol. Alcoholic beverages may not be sold, under any circumstances, or given away at organized resident functions within the residence halls.

II. Staff Response to Alcohol and Other Drugs

A. Staff members will ask underage residents found in possession of alcoholic beverages to dispose of the alcohol under the supervision of housing staff. University Housing Policy and Procedures Manual

B. Whenever a staff member becomes aware of a person who may need immediate medical attention (such as an individual being incoherent, unconscious or having trouble breathing, etc.) the staff member should follow the guidelines below:

1. Notify UGA Police at 706-542-2200 or 911 immediately.

2. Undergraduate staff responding to a medical concern should contact the professional or graduate staff member on call to inform them of the situation.

3. Professional or graduate staff on call should respond in person to any incident involving a medical concern.

4. Persons in need of assistance should not be left in the care of friends and staff should never accept responsibility for the care of such a person.

5. Staff should never transport residents in their personal vehicles.

6. Staff should attempt to talk with the person needing assistance and find out what they drank, how much, in what time period and the date if possible. This information should be shared with emergency medical personnel.

7. Staff should attempt to alleviate problems and concerns in the immediate vicinity if needed, such as calming down bystanders by having resident assistants or C.L.A.S.S. advocates talk to concerned people. Persons not involved in the incident should not be permitted to congregate or gather around the person needing assistance.

8. Staff should notify the assistant director and follow the appropriate guidelines on consulting up.

9. Staff should assist UGA police and emergency medical personnel by providing access to facilities and student information without impeding in their work.

EMPLOYEE CONDUCT POLICIES & PROCEDURES

Employee Notification

To fulfill the annual employee notification, The University of Georgia sends a campus wide email at the beginning of the academic year to all employees (and students) through an email via Arch News. Additionally, various departments and programs on campus reinforce this information during staff meetings, new staff onboarding, etc. to ensure all employees and staff are familiar with and/or asked to review this information.

Employee Education and Resources

The Human Resources department enforces the workplace drug and alcohol policy and works closely with supervisors and campus leaders to address violations of the workplace policy. The College provides support for employees through the KEPRO Employee Assistance Program (EAP).

Additional information on the EAP and its extensive services and training options can be found at https://www.usg.edu/well-being/site/article/usg_employee_assistance_program.

Employee Misconduct

Employee misconduct related to alcohol and/or other substance abuse will not be tolerated. The unlawful manufacture, distribution, sale, use, or possession of a controlled substance, marijuana, or a dangerous drug by employees of the University of Georgia is prohibited by federal and state law, as well as Board of Regents policy. Violation of this Policy will result in appropriate disciplinary sanctions, including but not limited to dismissal, demotion, or suspension of employment, and/or referral to the appropriate state agency for legal prosecution.

First Violation

Any University employee who is convicted for the first time, under the laws of this state, the United States, or any other state, of any criminal offense involving the manufacture, distribution, sale, or possession of a controlled substance, marijuana, or a dangerous drug shall notify the Office of Legal Affairs (706-542-0006) of such conviction no later than 24 hours after the conviction. Any such employee shall be subject to, at a minimum, suspension from his or her employment for a period of not less than two months, or other disciplinary sanctions up to and including dismissal of employment. The employee may appeal the suspension or dismissal under procedures set forth in the University of Georgia Grievance and Disciplinary Review Policy. In the case of a suspension, such employee shall be required as a condition of completion of

suspension to complete a drug treatment and education program approved by the President of the University. Upon a second conviction, such employee must be terminated and made ineligible for any state employment for a period of five (5) years from the most recent date of conviction.

If, prior to an arrest for an offense involving a controlled substance, marijuana, or a dangerous drug, an employee notifies his or her immediate supervisor that he or she illegally uses a controlled substance, marijuana, or a dangerous drug and is receiving or agrees to receive treatment under a drug abuse treatment and education program approved by the President of the University, the employee shall be entitled to maintain employment for up to one (1) year as long as the employee follows the treatment plan. During this period, the employee shall not be separated from his or her employment solely on the basis of the employee's drug dependence, but the employee's work activities may be restructured if practicable to protect persons or property. In addition, this Policy does not prohibit the University from taking appropriate disciplinary action for violations of the Conduct Policy. An employee retained in accordance with the provisions of this Policy will be subject to return-to-work and random selection for controlled substance testing for no less than one (1) year. In addition, the employee may be tested "for cause" if testing falls within the treatment center's contract time period and testing is arranged by the treatment center. No statement made by an employee to a supervisor or other person in order to comply with this Policy shall be admissible in any civil, administrative, or criminal proceeding as evidence against the employee. Rights granted by this Policy shall be available to an employee only once during a five (5) year period and shall not apply to any employee who has refused to be tested or who has tested positive for a controlled substance, marijuana, or a dangerous drug.

In addition to criminal sanctions described below, employees convicted of drug-related offenses are subject to civil penalties. Such penalties may include suspension or revocation of professional and occupational licenses, restriction from public employment for up to five (5) years, denial of retirement benefits, and denial of state-sponsored loans and mortgages. Workers' Compensation benefits will also be denied in certain instances where alcohol or other drugs are a cause of injury.

Any employee who serves or provides alcoholic beverages in his or her official capacity is subject to the Guidelines Concerning University Events Where Alcoholic Beverages are Served or Provided, which include prohibiting the furnishing of alcohol to persons under age. These guidelines should be reviewed by all employees hosting and/or working at any event where alcohol will be served. These guidelines are available at: provost.uga.edu/policies/.

Applicant Misconduct

First Offense

Any person who has been convicted for the first time, under the laws of the state, the United States, or any other state, of any criminal offense involving the manufacture, distribution, sale, or possession of a controlled substance, marijuana, or a dangerous drug shall be ineligible for any public employment for a period of three months from the date of conviction.

Subsequent Violations

Any person who has been convicted two or more times, under the laws of the state, the United States, or any other state, of any criminal offense involving the manufacture, distribution, sale, or possession of a controlled substance, marijuana, or a dangerous drug shall be ineligible for any public employment for a period of five (5) years from the most recent date of conviction.

Criminal Sanctions

Under Georgia and federal law, it is a crime to possess, manufacture, sell, or distribute illegal drugs.

Federal law

Federal sanctions for illegal possession of drugs include imprisonment up to 1 year and/or a minimum fine of \$1,000 for a first conviction; imprisonment for 15 days-2 years and a minimum fine of \$2,500 for a second drug conviction; and imprisonment for 90 days-3 years and a minimum fine of \$5,000 for a third or subsequent drug conviction. For possession of a mixture or substance which contains a cocaine base, federal sanctions include 5-20 years in prison and a minimum fine of \$1,000, for a first conviction if the mixture or substance exceeds 5 grams, for a second conviction if the mixture or substance exceeds 3 grams, and for a third or subsequent conviction if the mixture or substance exceeds 1 gram. Additional possible penalties for the illegal possession of drugs are forfeiture of real or personal property used to possess or to facilitate possession of a controlled substance if the offense is punishable by more than 1 year imprisonment; forfeiture of vehicles, boats, aircraft, or any other conveyance used, or intended for use, to transport or conceal drugs; civil fine up to \$10,000 per violation; denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses for up to 1 year for a first and up to 5 years for a second or subsequent offense; successful completion of a drug treatment program; community service; and ineligibility to receive or purchase a fire-arm.

Georgia state law

Georgia law prohibits the purchase or possession of alcohol by a person under the age of 21, or the furnishing of alcohol to such a person. Driving under the influence of alcohol or other drugs also is illegal. It is against Georgia law, under certain circumstances, to walk or be upon a roadway while under the influence of alcohol or other drugs. The punishment for these offenses may include imprisonment, fines, mandatory treatment and education programs, community service, and mandatory loss of one's driver's license.

STUDENTS AOD POLICY, EDUCATION, RESPONSE AND SUPPORT: THE FONTAINE CENTER

The University of Georgia affirms its commitment to a high impact, comprehensive public health approach in addressing the impact of alcohol and other drugs on the campus community. This approach includes a continuum of education, prevention, early intervention and recovery support programs and services led by a range of University partners. Regular data collection and reporting inform campus AOD efforts.

The Fontaine Center, part of The University Health Center, is charged with the ongoing education and prevention services for students connected to the use/misuse of alcohol and other drugs (AOD) and harm reduction strategies to reduce harm. Additionally, The Fontaine Center houses the Collegiate Recovery Community and AOD Counseling services. Many other campus partners provide programming to support student AOD prevention and harm reduction efforts. They include but are not limited to the Office of Student Conduct, Athletics, CAPS, Greek Life, and UGA Police. UGA HR is responsible for faculty/staff education and support services.

Mandatory Programs

Mandatory Online Education for New Students and Student Athletes:

Since 2014 all new students (first year and transfer students), have been **required to complete two online education modules** on the EVERFI (now known as the Vector Solutions) platform.

The purpose of this mandate is to provide students with the knowledge to make informed decisions concerning relationships, defining and how to get consent, upstander skills, alcohol and other substance use, university policies on alcohol and drugs, sexual misconduct and gender-based misconduct and how to report an incident of sexual assault, dating violence or stalking to the university. Students are also provided with University of Georgia-specific resources for seeking help with alcohol and/or other drug misuse concerns and 24-7/365 days confidential interpersonal violence support and advocacy.

For all new students this involves completing two modules, Alcohol EDU and Sexual Assault Prevention for Undergraduate and Transfer Students prior to arrival on campus or the first day of classes. In 2022, the Fontaine Center in Collaboration with UGA Athletics, added an additional Sexual Assault Prevention module for Student Athletes. Additionally, in 2021, The Fontaine Center added the Mental Wellbeing Module to the University Suite of mandatory on-line courses required for incoming UGA students recognizing the intersection between mental well-being and substance misuse. Each module takes students approximately 1 hour to complete. Training modules include videos, realistic scenarios, and game-like activities that test knowledge and build basic skills on healthy relationships, mental health and substance misuse prevention including bystander intervention tools.

Other Fontaine Center Programs:

- **UMatter Active Bystander Intervention Training Program** – Ongoing student, faculty and staff training sessions prepare bystanders to become upstanders through skills and

knowledge to intervene in high risk situations related to AOD, sexual assault, and other forms of interpersonal violence prevention. The program increases the odds of a community member intervening to prevent harm, in addition to building and supporting a community of care.

- **BASICS (Brief Alcohol Screening and Intervention for College Students)** –Collaborative, evidence-based program designed to help students make lower risk choices related to harms that may come from alcohol and other substance use. The program consists of two non-confrontational, non-judgmental sessions with a Health Promotion Department AOD facilitator.
- **Collegiate Recovery Community** - Students recovering from substance use disorders find peer support and community driven recovery services. Students also have access to academic and social support programs including community meals, sober retreats and tailgates, and other sober free outings.
- **AOD Counseling** is available to students Monday through Friday from 8am-5pm. Call 706-542-8690 to schedule an appointment.
- **After Care Planning and Support:** Students returning to campus after completing a treatment program are able to meet with a team member and develop an after-care plan for success and transition back to campus.
- **AOD Student Organization and Academic Classroom Programs:** Programs are tailored to specific group needs and requests. Programming during 2020-2022 include trainings for Resident Assistants, Orientation Leaders, Greek Life chapters, first-year students, student-athletes, off-campus apartment complexes, and more.
- **Upstander Training and AOD Education/harm reduction for local businesses** that cater to UGA students: In 2021, The Fontaine Center partnered with The Cottage and local businesses to facilitate upstander intervention trainings for establishments that serve alcohol in Athens-Clarke County. Training sessions promote an environment of safety and prepares staff to become upstanders through skills and knowledge to intervene if someone is impacted by alcohol impairment, substance related medical emergencies, or interpersonal violence. This training is offered on an on-going basis by request.
- **ONEbox Overdose Emergency:** Naloxone Kits with Video Instructions: Boxes similar to AED units are available in campus Residence Halls and other key campus locations. Each box contains naloxone, and when opened provides video instruction on what to do in a suspected drug overdose situation.
- **Do It Sober Programs:** Substance free programs available on campus and in the Athens and Atlanta communities throughout the year including sober tailgates, game nights, build a bear event and more.
- **Comedy 101:** Comedy as a prevention and skill building program. During COVID shut downs, we developed a comedy series/program to help students feel connected, reduce reported loneliness and improve interpersonal skills including healthy communication to reduce student alcohol abuse for the reported purpose of a “social lubricant” and social anxiety. Additionally, the series also served as an alternative program scheduled on high drinking nights in the community
- **Fontaine Peer Educators:** The Fontaine Peer Educators facilitate ongoing educational awareness events on campus to support alcohol and other drug prevention, interpersonal

violence prevention, and healthy relationship educational initiatives with fellow students. Peer educators complete extensive Public Health training and ongoing professional development to learn public health best practices throughout the year.

ADDITIONAL CAMPUS PROGRAMS

UGA Athletics

Substance Abuse Policy Presentations

- Completed with each team during the fall semester
- Provide student-athletes with a copy of the written drug-testing policies
- Verbally explain all relevant drug-testing policies with student-athletes and staff:
 - NCAA banned-substance classes
 - NCAA drug-testing policies and consequences for testing positive, including failure to show, manipulation or tampering with a urine sample
 - Risks of using nutritional/dietary supplements
 - NCAA tobacco use ban during practice and competition
 - Conference and institutional drug-testing program policies
 - Alcohol, cannabis, tobacco, and other recreational substance use policies and institutional sanctions for violations, if appropriate

AOD Campus Training Partnerships

Partnered with the Office of Health Promotion and The Fontaine Center to provide alcohol and other drug education and risk reduction programming to select teams.

Surveillance Testing

- Student-athletes are provided with logistical, technical, and economic resources regarding institutional testing.
- Student-athletes are asked to sign a notification form prior to testing acknowledging policy/procedure understanding and have an opportunity to disclose information and receive referrals for assistance as appropriate.
- Each student-athlete is tested randomly at least once a year in compliance with the NCAA policy

Konin Consulting

- Cannabis Healthcare Educator provided training that included:

- Examine the endocannabinoid system and its function in the human body
- Formulate the relationship of the endocannabinoid system into a plan of care
- Explain the components of the cannabis genus plant
- Identify the properties of cannabinoid (CBD) and tetrahydrocannabinol (THC)
- Examine the evidence of cannabis for treating various medical conditions
- Critique the advantages and disadvantages of CBD and THC usage
- Integrate contemporary educational, communicative, and clinical practices into student-athlete care
- Marijuana & Athletic Performance 2022 – Fall & Spring 2022
 - Completed with each team individually
 - Discuss NCAA THC Updates
 - Understand marijuana's effects on brain function with ADHD
 - Identify marijuana's effects on cognitive functioning and physical functioning
 - Examine cannabis dosing for anxiety
 - Explain Cannabinoid Hyperemesis Syndrome (CHS)

Accountability Support Groups (Yearly)

- Psychoeducational groups

- Educate student-athletes about substance abuse, and related behaviors and consequences
- Group discussions, video-presentations, and community service initiatives
- Intended to establish and maintain abstinence and guide student-athletes to more productive choices
- Promote leadership skills through identifying core characteristics and developing an understanding of group dynamics

Franklin College

Study abroad and field study programs in the College review UGA and program-specific AOD policy and procedure during pre-departure orientation. They also review these policies and procedures during post-destination arrival orientation. Students also have access to Christie Campus Health remote support services 24/7 including AOD counseling.

Greek Life

Sorority and fraternity chapter presidents receive training on the biology, research, and harm reduction approaches associated with alcohol use, as well as training on bystander intervention and social event guidelines. All new sorority members attend a seminar that includes a national speaker educating members about substance abuse and harm reduction. The Interfraternity Council hosts a series of educational talks about safety, risk management, and medical amnesty, aimed to provide education and a safe space for fraternity leaders (presidents, new member educators, and recruitment chairs) to discuss the realities of drug use and prevention.

UGA Griffin Campus

In the “UGA Griffin 101” session, incoming students discuss the AOD policy, alcohol awareness and sexual assault prevention trainings, and the Student Code of Conduct. During faculty orientation, incoming faculty are informed about student expectations concerning alcohol awareness and safety, as well as processes and resources for providing student and staff support.

UGA Buckhead Campus:

As all students in the Atlanta EMBA and PMBA programs are working professional adults, we have no students under age 21, we educate our students on AOD policy and services by reviewing the student code of conduct and safety.

- In our EMBA and PMBA student handbooks, we have students acknowledge the code of conduct for the program and refer them to UGA’s Policy on Alcohol and Other Drugs: <https://safeandsecure.uga.edu/drugs-alcohol->

[policy/#:~:text=UGA's%20student%20conduct%20regulations%20prohibit,%2D%20and%20drug%2Drelated%20misconduct](#)

- During our welcome events (new student orientation) we advise students of the program code of conduct, policies, and resources for support available through the UGA main campus located in Athens.
- During any events held for EMBA and PMBA students, we adhere to the following UGA guidelines with which all staff are familiar: <https://provost.uga.edu/policies/academic-affairs-policy-manual/5-01-use-of-campus-space/>

Human Resources

Designated employees receive training related to the Controlled Substance and Alcohol Testing Policy. The HR-hosted Employee Assistance Program (EAP) provides University employees with access to varied AOD and other support programs.

- Kepro, the Employee Assistance Program, offers free counseling (4 sessions) with a professional counselor for employees and their families. The employee can request someone who specializes in substance abuse and the EAP will try to find one in the employee's community.
- Kepro also has a robust website at usg.mylifeexpert.com which has an entire section on substance abuse, including alcohol, drugs, opioids, and tobacco. The website offers assessments, articles, videos and podcasts.
- Kaiser Permanente also gives all USA employees access to its "FindYourWords" website and resources for mental health, including screenings and assessments for substance use disorder and helplines.

International Student Life

Incoming international students receive directed training on health risks associated with AOD use and available campus and community resources through International Student Orientation.

School of Law

Students receive annual presentations on substance abuse and mental health well-being specifically tailored to law students and lawyers. These programs include information on the impact of using AOD to manage stress and how to prevent substance misuse issues through healthy coping skills. The Law School also hosts activities designed to encourage and support health, well-being and skill building. Activities focus on multiple dimensions of wellness—physical, mental, emotional, financial, etc. so that participants have multiple opportunities to explore their own well-being across multiple dimensions.

College of Pharmacy

During a two-hour seminar for first-year Pharmacy doctoral students, "Substance Abuse and the Pharmacist," the College educates students about substance misuse, as well as reviewing the University and College AOD policies and student support resources available. The College also hosts an annual health fair, open to the entire UGA community that includes wellness and health topics, including AOD, self-care and campus support services including Student Care and Outreach.

Recreational Sports

Officers of Club Sports teams receive training on hazing prevention, bystander intervention, the impact of alcohol and drugs on the decision-making process, and shared responsibility for safety. Ramseypalooza is a large-scale alternative late-night program hosted during the fall, drawing nearly three thousand students.

Student Conduct

Students considered for the Responsible Action Protocol are required to meet with a member of the Office of Student Conduct who, after evaluating the situation, may also refer the student to meet with an AOD Prevention Educator or Counselor in the Fontaine Center for an assessment, counseling, and/or outside referral for treatment. Students may also be required to complete additional educational programming. *Parental Notifications:* Even if there is not a disciplinary action, the Office of Student Conduct will notify the parents of the student (Parental Notification) and will maintain a file of the case which can be used as a prior record should subsequent alcohol or other drug violations occur. Files will be maintained in accordance with the Office of Student Conduct records management. If the student has any subsequent incidents, these will be handled through the regular conduct process. If a violation is found to occur, prior records, including involvement in the Responsible Action Protocol, will be considered for sanctioning purposes.

Tate Student Center

Along with ongoing evening alternative programming, more than ten times a semester (events impacted in spring 2020 by COVID-19), UGA hosts Late Night at UGA/Dawgs After Dark events. These free events for students, including outdoor films, lectures, and recreational opportunities, encourage students to participate in campus activities in the evening as an alternative to off campus high risk events and downtown bars.

University Housing

Students living on campus have the opportunity to attend numerous AOD-related programs and events in the residence halls, including U Matter Upstander Intervention training, “Alcohol and Other Substances 101” including signs and symptoms of alcohol poisoning, medical amnesty and how to call for help. Additional information is also provided on harm reduction and decision making. Residential staff, frequently in partnership with The Fontaine Center, provide ongoing opportunities for dialogue and resource sharing on AOD and other critical well-being issues. The Fontaine Center also provides AOD training to new Resident Assistants each semester.

University Police Department

Community members access ongoing information related to AOD education and medical amnesty law, as well as the institution’s Safe and Secure report, through the Department’s website. During campus orientation sessions, incoming students and parents also receive information on making safe and healthy choices regarding AOD. Police personnel also host and participate in numerous campus presentations to educate students and audiences on the impacts of drug and alcohol use and abuse in the campus setting.

AOD ASSESSMENT INITIATIVES

Evaluation efforts of program efficacy varied across campus. Measurements of success and efficacy included an increase in student help seeking behaviors, student reported behavior change including decreases in student reported alcohol consumption and of other substance use, an increase in student attendance at substance-free programs/alternatives and a decrease in the “college experience” (expectation that all students are drinking). Additionally, an increase in calls for medical amnesty/responsible action protocol supports successful education and prevention efforts across campus. Those departments that focused on AOD policy review stated that they review their policies annually to ensure alignment and compliance with University policies and state law.

The following is a representative sample of AOD assessment-related efforts from a broad range of University programs from across campus. Note this is not intended as a comprehensive list of all AOD assessment efforts.

Greek Life

The department tracks the relative number of problems/violations during social events as an assessment measure.

UGA Griffin Campus

The campus utilizes participant evaluations to determine the efficacy of programming.

Human Resources

The department uses a quarterly utilization report to assess the effectiveness of the Employee Assistance Program (EAP).

School of Law

The School assesses the efficacy of wellness programs and events through event attendance and informal feedback from participants.

College of Pharmacy

The College uses attendance and student feedback, including a survey, for programming and events to determine efficacy.

Student Conduct

Programming is assessed through regular surveys.

Tate Student Center

On-site surveys and attendance are used to measure effectiveness of Late Night at UGA/Dawgs After Dark events.

Health Promotion/The Fontaine Center:

Alcohol EDU module content includes:

- Blood Alcohol Content (BAC) information and self-assessment tools.
- Sex assigned at birth information on alcohol metabolism.
- Signs and symptoms of alcohol poisoning and how to help.
- Correcting misperceptions about the college experience including the myth and assumption that all students engage in the drinking culture.
- National statistics on sexual assault, alcohol and consent.
- Upstander intervention and how to help a friend.

The Alcohol EDU module effectiveness is assessed on an annual basis utilizing the Alcohol EDU Impact Report and analyzing the Alcohol EDU pre and post survey results. The University of Georgia reports a 90% plus compliance rate with completion of Alcohol EDU Part I.

The following data demonstrates the effectiveness and impact of requiring and implementing Alcohol EDU with incoming first year and transfer students:

- 94% of students reported the module prepared them to make responsible decisions about drinking;
- 92% of students reported the module prepared them to help someone who may have alcohol poisoning;
- 92% of students reported the module prepared them to prevent an alcohol overdose;
- 94% of students responded that AlcoholEdu helped them establish a plan ahead of time to make responsible decision about drinking and 78% of students report that they will utilize harm reduction strategies within the next 30 days.

Additionally, students reported the following in AlcoholEdu:

- Forty-three percent of students reported consuming alcohol and 57% of students reported they did not consume alcohol in the two weeks prior to completing Part 2 of the module;
- As a result of taking Alcohol EDU, 58% of students responded that their perception of their peers drinking-related behavior changed.
- U Matter Bystander Intervention Training - Ongoing assessment of program goals (with specific change behavior measurements) indicate positive behavior change of program participants and an increased willingness and improved skills/confidence to intervene and help in high-risk situations including alcohol or other drug overdoses and sexual assault
 - 91% of participants correctly identified effective intervention strategies
 - 94% of participants indicated that they are extremely likely or likely to intervene if a friend is engaging in high-risk substance use.
 - 91% of participants indicated that they are extremely likely or likely to intervene if a friend is experiencing interpersonal violence
- BASICS - Students receive a follow up assessment three months after completion of the program that tracks program effectiveness including student reported changes to high-risk behavior and personal use. Recidivism rates remain extremely low (around five percent or less). Additionally, the department performs fidelity checks to ensure efficacy of the program.

- AOD education training tailored to specific student groups/needs-each program has a tailored assessment tool to measure participant learning outcomes including improved skills when navigating high risk AOD situations.
 - 96% of participants that consume alcohol indicated that they are extremely likely or likely to utilize harm reduction strategies, such as eating before drinking and using a designated driver
 - 91% of participants could currently identify at least 3 symptoms of alcohol poisoning
- Comedy 101: Comedy as a prevention and skill building program. During COVID shut downs, we developed a comedy series/program to help students feel connected, reduce reported loneliness and improve interpersonal skills including healthy communication to reduce student alcohol abuse for the reported purpose of a “social lubricant” and social anxiety. Additionally, the series also served as an alternative program scheduled on high drinking nights in the community
 - 100% of participants indicated the Comedy Class had an extremely positive impact or a positive impact in making them feel more connected to others
 - 90% of participants indicated that their public speaking skills are much better or better after completing the comedy class series
- NCHA (National College Health Assessment) survey is also used to track changes in national AOD trends and reported use and to help inform program goals and objectives.

University Police Department

The University Police Department reviews stakeholder feedback from website visitors and presentation participants.

HEALTH EFFECTS OF ALCOHOL AND OTHER DRUGS

The use and abuse of alcohol and other substances can impact both short-term and long-term health including physical, emotional and psychological consequences. Physical and psychological dependence, impaired judgment and coordination, increased aggression, memory and speech problems, feelings of anxiety, paranoia and damage to major organs can occur.

Alcohol

- Impairs judgment and coordination – can impact one’s ability to learn and retain information
- Can trigger aggression
- Regular use and higher doses can lead to dependence, respiratory depression or death
- Withdrawal can trigger anxiety, nausea, hallucinations and convulsions
- Regular use can damage vital organs, such as the liver, permanently
- May lead to fetal alcohol syndrome when consumed by pregnant women

Cannabis (Marijuana)

- Reduces short-term memory and comprehension

- Can trigger paranoia and psychosis
- Damages lungs and respiratory system with inhalation of carcinogenic smoke
- Alters sense of time
- Increases heart rate

Hallucinogens (PCP, LSD)

- Cause sense of distance and space estrangement
- Illusions and hallucinations
- Can trigger persistent memory problems and speech difficulties
- Induce violent episodes that result in self-inflicted injuries
- Produce negative psychological effects including confusion, paranoia, anxiety and loss of control
- Dizziness, weakness, tremor, nausea and drowsiness

Narcotics (Codeine, morphine, opium, heroin)

- Produce feelings of euphoria followed by drowsiness, nausea and vomiting
- Constricted pupils, watery eyes and itching
- Can be deadly in overdose, causing shallow breathing, clammy skin, convulsions and death

Cocaine

- Regular use can cause a loss of sense of smell, nosebleeds, problems with swallowing, and possible perforated nasal septum
- Dilated pupils
- Elevated blood pressure, heart rate, respiratory rate and body temperature
- Insomnia
- Anxiety and depression
- Increased irritability, restlessness, panic attacks, paranoia

Club Drugs (e.g., Ecstasy, MDMA, LSD)

- Drowsiness
- Hallucinations
- Impaired judgement
- Loss of Control
- Anxiety and depression
- Insomnia
- Lack of appetite

Stimulants (e.g., Speed, Ritalin)

- Elevated blood pressure and heart rates
- Decreased appetite

- Headache
- Dizziness
- Sleeplessness
- Anxiety

Whippets (nitrous oxide)

- Dizziness
- Slurred speech
- Change in balance and coordination
- Muscle weakness
- Nausea and vomiting
- Regular use can lead to major organ damage

Benzodiazepines (Depressants)

- Increased risk of both psychological and physical dependence with repeated use
- Drowsiness
- Slowed and slurred speech
- Change in balance and coordination
- When mixed with alcohol can be extremely dangerous (slows the central nervous system; reduced/slowed breathing)
- Increased risk of tolerance and dependence with minimal use