



**Biennial Review Report  
2016-2017 and 2017-2018**

**December 18, 2018**

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## I. Presidential Acknowledgement

Georgia Institute of Technology

Drug-Free Schools and Communities Act (DFSCA) Biennial Review

2016-2017 & 2017-2018

Published December 2018

I, G.P. "Bud" Peterson, Ph.D., President of the Georgia Institute of Technology, have reviewed and approve this Biennial Review report prepared by the Georgia Tech Biennial Review Committee for the Academic Years 2016-2018 in compliance with the Drug-Free Schools and Communities Act.

Signed this 15<sup>th</sup> day of December, 2018



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## **II. Introduction**

Members of the Georgia Institute of Technology, Biennial Review Committee (See Appendix A), have compiled information contained in this report. Other professionals representing various departments at the Georgia Institute of Technology have also contributed to the content of this document. The report meets or exceeds the requirements of the 1989 amendments to the Drug-Free Schools and Campuses Act, as articulated in Part 86, the Drug Free Schools and Campuses Regulations.

## **III. Overview of the Act**

The Federal Drug-Free Schools and Communities Act specifies that institutions of higher education meet minimal alcohol and other drug misuse prevention standards to receive federal funding. Institutions are required to:

- A. Establish standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol;
- B. Establish and enforce clear policies that promote an educational environment free from the misuse of alcohol and use of other drugs. Provide clear statements that disciplinary sanctions will be imposed, and a description of those sanctions;
- C. Provide a description of applicable legal sanctions under local, state, and federal law;

- D. Educate members of the campus community for the purpose of preventing alcohol misuse and other drug use. Distribute information on the health risks associated with AOD use;
- E. Provide a reasonable level of care for AOD users and individuals with substance use disorders misusers through counseling, treatment and referral; and
- F. Conduct a biennial review of AOD efforts to measure consistency in the enforcement of AOD-related laws and regulations and to determine policy and program effectiveness.

#### **IV. Overview of the Biennial Review Requirements**

The Drug-Free Schools and Campuses Regulations require institutions of higher education to review their AOD programs and policies every two years. The regulations do not specify, however, what a biennial review should include or how it should be conducted. The review has two objectives: (1) to determine the effectiveness of, and to implement any needed changes to, the AOD program; and (2) to ensure that the disciplinary sanctions for violating standards of conduct are enforced consistently. Suggested recommendations propose that institutions:

- A. Retain copies of educational materials which are distributed;
- B. Retain records indicating how and when materials were distributed;
- C. Compile data that shows programming effectiveness;
- D. Make changes to the program based on a review of the results;
- E. Make available a copy of each item required by the Act; and

F. Retain Biennial Reviews for three years and, upon request, send a copy to the United States Department of Education.

## **V. The Setting**

The Georgia Institute of Technology, also known as Georgia Tech, is a top-ranked public college and one of the leading research universities in the USA. Georgia Tech provides a technologically focused education to nearly 27,000 undergraduate and graduate students in fields ranging from engineering, computing, and sciences, to business, design, and liberal arts. Georgia Tech's campus occupies 400+ acres in the heart of the city of Atlanta, Georgia consisting of more than 15,000 gross square footage and 249 buildings. In addition, Georgia Tech has learning and research platforms in Metz, France and Shenzhen, China.

The Georgia Institute of Technology is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award baccalaureate, masters, and doctoral degrees. Georgia Tech's undergraduate program received a ranking of 7<sup>th</sup> among public universities and 34<sup>th</sup> overall according to the 2018 edition of U.S. News & World Report. Georgia Tech's College of Engineering ranked 7<sup>th</sup> among the top graduate schools in the nation according to the 2018 edition of U.S. News & World Report. Georgia Tech's Scheller College of Business received a ranking of 29<sup>th</sup> overall among graduate business schools in the 2018 edition of U.S. News & World Report.

The Georgia Institute of Technology is one of the nation's leading public research universities. Georgia Tech is one of the South's largest industrial and engineering research

agencies. The Georgia Tech Research Institute, various academic schools and departments, and more than 100 interdisciplinary research units conduct research for industry and government.

The Institute is consistently rated among the top universities in the nation for graduation of underrepresented minorities in engineering, physical sciences, and architecture and planning.

A collegiate atmosphere incorporating sports, campus traditions, 600 student organizations, and more than 50 Greek organizations balances the Institute's strong work ethic. Over 60 chartered student organizations explore religious, racial, sexual, and ethnic identity in celebration of and a commitment to social justice and diversity.

## **VI. Overview of the Alcohol and Other Drug Misuse Prevention Efforts at the Georgia Institute of Technology**

Georgia Institute of Technology is committed to providing a campus environment free of the misuse of alcohol and other drugs and the illegal use of alcohol and other drugs. To enhance this commitment, the Institute has adopted and implemented policies and programs that seek to prevent the illicit use of drugs and the misuse of alcohol by Georgia Tech community members.

### **a) Campus Alcohol Policy**

**Type of Policy:** Administrative  
**Effective Date:** November 2002  
**Last Revised:** June 2016  
**Review Date:** June 2019  
**Policy Owner:**  
Administration and Finance  
**Contact Name:**  
JulieAnne Williamson



**Contact Title:**

Interim Vice President for Campus Services

**Contact Email:**

Julianne.williamson@carnegie.gatech.edu

**Reason for Policy:**

Georgia Tech is committed to maintaining a safe and inviting campus environment for its community members and visitors. This policy, in conjunction with the Student/Student Organization Alcohol Policy and the Employee Alcohol and illegal Drug Use policy provides a consistent approach to alcohol usage on-campus and at official Georgia Tech events, and adheres to federal, state, and local laws and ordinances, as well as the Board of Regents' policy. It is important that all members of the Georgia Tech community and visitors to the Georgia Tech campus follow this policy. In doing so, Georgia Tech will be able to allow alcohol to be served in a responsible manner that respects the best interests of all.

**Policy Statement:**

All persons must comply with federal, state, and local laws and the policies of Georgia Tech and the Board of Regents governing the use, possession, manufacture, distribution, dispensation, and sale of alcoholic beverages while on the Georgia Tech campus and at Georgia Tech events either on- or off-campus.

Alcohol may be served at Georgia Tech events on-campus only with prior approval from the Office of the President or its designees. Once approval has been received, the Georgia Tech organizer must comply with the procedures outlined in this policy.

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Tailgates are permitted without prior authorization for Georgia Tech sporting events and certain other campus events as announced by the Office of the President, but hosts and participants will be expected to abide by the procedures outlined in this policy. This policy does not apply to the lawful use of alcohol in campus residences.

**Scope:**

All persons must comply with this policy while on the Georgia Tech campus and/or while attending, organizing, or supervising Georgia Tech events either on- or off-campus.

**Campus**

Institute-owned or leased buildings, grounds and property, including sidewalks and streets within campus boundaries.

**Georgia Tech Events**

Any event or activity (either on - or off-campus) organized, sponsored, or supervised by a Georgia Tech college, school, office, department, unit, or affiliate. Events or activities organized, sponsored, or supervised by a Georgia Tech student organization are governed by the <https://policylibrary.gatech.edu/student-affairs/studentstudent-organization-alcohol-policy>. Events or activities organized, sponsored, or supervised by a Georgia Tech student organization are governed by the <https://policylibrary.gatech.edu/student-affairs/studentstudent-organization-alcohol-policy>.

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**Organizer**

The Georgia Tech college, school, office, department, unit, or affiliate organizing, sponsoring, and/or supervising the Georgia Tech event.

**Tailgate**

A social event occurring on-campus (usually in parking areas at or around the football stadium, basketball pavilion, or other sports arenas) before, during, and after games and concerts.

**A. Georgia Tech Events****Alcohol Prior Certification Request**

Organizers of Georgia Tech events on-campus where alcohol is to be served must submit a Alcohol Prior Certification Request <http://www.af.gatech.edu/alcohol-prior-approval-request> prior to the event in order to receive approval from the Office of the President or its designees. Three individuals are authorized to approve such events:

1. President or designee
2. Provost
3. Executive Vice President for Administration and Finance

On-campus events with alcohol where students are invited must be approved in advance by the Vice President for Student Life or designee before submission to the above.

Organizers are responsible for securing prior approval and compliance with related policies (see Related Information section).

### **Designated Responsible Employee**

All Georgia Tech events held on-campus must have a designated responsible full-time Georgia Tech employee who is present during the entire event. This can be a member of the faculty, staff, or a campus police officer.

### **Funding**

Any moneys used to pay for alcohol at Georgia Tech events must be taken from non-state, personal, or other private sources.

### **Identification**

If students are invited or attend a Georgia Tech event, organizers should ensure the identification of all individuals being served alcohol is checked so that alcoholic beverages are not served or made available to any individual under the lawful drinking age.

### **Kegs & Common Containers**

Kegs and other common usage containers (such as punch bowls or frozen drink machines) for alcoholic beverages may be used only if there is distribution by a vendor with a proper alcohol license.

### **Over-Serving**

Organizers must ensure that no noticeably intoxicated person is given or allowed to consume any additional alcoholic beverage from the Georgia Tech event.

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## **Food**

Organizers must ensure that non-alcoholic beverages and food are provided in reasonable quantity, in the same general area, and for the same time period, as the alcoholic beverages are accessible at the Georgia Tech event.

## **Student Attendance**

The following provisions apply if students are invited or attend a Georgia Tech event:

1. Attendance at the Georgia Tech event must be completely voluntary. Required attendance may not occur and even the perception of required attendance should always be avoided. The prominent display of alcohol should be avoided at Georgia Tech events on-campus where students are invited and/or are passing by the event.
2. Access to the alcoholic beverages must be controlled through a central point of distribution by a vendor with a proper alcohol license or a trained server and through the use of sober monitors. Control is for the purpose of restricting use by those under the legal drinking age and/or who are obviously intoxicated.

## **Insurance**

Insurance & Claims Management will determine insurance requirements for Georgia Tech events held on-campus and may require certificates of insurance when events require the use of campus facilities. Organizers should review the Event Planning Guide <http://www.specialevents.gatech.edu/resources/guide> prior to the event.

## **Department Policies**

Georgia Tech buildings, colleges, schools, offices, departments, units, or affiliates may have additional policies and procedures relating to events and activities they sponsor. Those policies should not conflict with this Campus Alcohol Policy. Organizers should check with the appropriate organizations in advance.

## **B. Alcohol On-Campus**

### **Sale of Alcohol**

The sale of alcoholic beverages on-campus is generally not permitted. Exceptions may be approved by the Office of the President where the sale is by a vendor with a proper alcohol license in accordance with state and local law.

### **Open Container**

No one shall conspicuously display open containers of alcoholic beverages (open beer or liquor cans/bottles) in any public location on-campus, including but not limited to, grounds, sidewalks, and streets within campus boundaries (with the exception of privately owned or leased grounds within campus boundaries).

### **Advertising**

The posted advertisement of alcoholic beverages on-campus is not permitted. Georgia Tech colleges, schools, offices, departments, units, and affiliates are prohibited from advertising alcoholic beverages. No promotion or advertising on-campus of incentive drinking (happy

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hours, 2-for-1 specials, unlimited quantities of alcohol available or at reduced prices or free, events focusing on the consumption of alcohol, etc.) is permitted.

All Georgia Tech organizers should seek promotional sponsorship and support for campus events from vendors other than purveyors of alcoholic beverages.

### **C. Tailgating**

#### **Tailgates**

Tailgates are permitted with prior authorization for Georgia Tech sporting events and certain other campus events as announced by the Office of the President, but hosts and participants will be expected to abide by the procedures outlined in this policy section. Gameday Parking information can be found on the Parking and Transportation Services website.

#### **Drinking Age**

Tailgate hosts must ensure that no person under the legal drinking age of 21 will consume or possess any alcoholic beverage from the tailgate.

#### **Over-Serving**

Tailgate hosts must ensure that no obviously intoxicated person is given or allowed to consume any additional alcoholic beverage from the tailgate.

#### **Kegs & Common Containers**

Tailgate hosts and guests must not use kegs or other common containers for alcoholic beverages.

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## **Conduct**

Tailgate hosts and guests must not engage in any disorderly, profane, and/or indecent conduct or misbehavior that would interfere or disrupt the peaceful activities of others.

## **Time**

Tailgates are limited to before, during, and after the Georgia Tech event.

## **Trash**

Tailgate hosts and guests must place all trash in the appropriate trash receptacles (no littering). Hosts and guests are encouraged to recycle their trash (see Office of Solid Waste Management and Recycling for more information).

## **Enforcement**

Unless otherwise stated by law, each individual retains responsibility for his or her own actions at all times regardless of his or her mental or physical state, even if altered by alcoholic beverages or other drugs. Georgia Tech colleges, schools, departments, units, and affiliates may develop and enforce additional group/individual standards which are more restrictive than those established in this policy.

Persons who violate the law may be subject to arrest or citation. Georgia Tech employees and students may also be referred to the appropriate Institute authority for disciplinary sanctions for policy violations. Visitors who violate the law or Georgia Tech policies may also be required to leave the campus.



## **b) Drug and Alcohol Counseling, Treatment, and Rehabilitation Programs**

Students with alcohol- or drug-related concerns may be referred to, or seek assistance from the Division of Student Life. The Division of Student Life provides trained professional and paraprofessional counselors in the Counseling Center for alcohol and other drug misuse prevention, education, mandated or voluntary evaluations, brief intervention and counseling, as well as support for students in recovery from substance use disorders. Counseling Center staff provide referrals and/or assist students in facilitating hospitalizations to area drug/alcohol treatment programs.

## **c) Employee Alcohol and Illegal Drug Use Policy**

**Policy No:** 5.5

**Type of Policy:** Administrative

**Effective Date:** October 2009

**Last Revised:** March 2018

**Review Date:** March 2019

**Policy Owner:** Human Resources

**Contact Name:** Derrick Morse

**Contact Title:** Employee Relations Consultant

**Contact Email:** derrick.morse@ohr.gatech.edu

### **Reason for Policy:**

Georgia Tech has a vital interest in maintaining safe and healthy working conditions for its employees. Being under the influence of a drug or alcohol on the job may pose serious safety and health risks not only to the user and to those who work with the user, but also to the students and public we serve. In compliance with the federal Drug-Free Workplace Act of 1988 and Drug-Free School and Communities Act Amendments of 1989, Georgia Tech has established this policy on employee alcohol and illegal drug use.

**Policy Statement:**

Georgia Tech employees must not perform job duties while using any substance in any manner that has a negative effect on performance of assigned duties or adversely affects Georgia Tech business. In accordance with federal and state laws and because of the potential detriment to the health and well-being of Georgia Tech employees, all employees are prohibited from engaging in the unlawful use, possession, manufacture, distribution, dispensation, or sale of alcoholic beverages, controlled substances (including marijuana), or other dangerous drugs on the campus of Georgia Tech (including all property owned or leased by Georgia Tech) and at all Georgia Tech activities on or off campus.

Federal, state, and local sanctions for those convicted of violating laws prohibiting the unlawful use, sale, possession, or distribution of alcohol, controlled substances, or other dangerous drugs include heavy fines, incarceration for various periods of time including life, forfeiture of assets, and suspension or loss of driver, business, or professional licenses.

It is Georgia Tech's policy to educate our employees about wellness and the hazards of alcohol and drug abuse and the impact this has on their health and well-being, and to provide appropriate referrals to health professionals when problems are reported. Georgia Tech operates an Employee Assistance Program that provides free information and referrals to professional services for its faculty and staff on matters related to the abuse of alcohol and drugs. For more information about the Employee Assistance Program, please visit the Georgia Tech Office of Health & Well-Being website: <http://hwb.gatech.edu/eap>

**Scope:**

This policy applies to all employees, both faculty and staff (including full-time, part-time, student, temporary, intermittent and contracted employees).

Subcontracts with other organizations may require additional procedures for Georgia Tech employees working under those contracts.

**Definitions**

<b>Alcohol</b>	The intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohol including methyl and isopropyl alcohol.
<b>Controlled Substance</b>	Any drug (including marijuana), substance, or immediate precursor in Schedules I through V of Official Code of Georgia Sections <u>16-13-25</u> , <u>16-13-26</u> , <u>16-13-27</u> , <u>16-13-28</u> , and <u>16-13-29</u> and Schedules I through V of 21 C.F.R. Part 1308 (see "controlled substance" definition in Official Code of Georgia Section <u>16-13-21 (4)</u> ), as well as Schedules I through V of the Federal Controlled Substances Act: <u>21 United States Code Section 812 et seq.</u>
<b>Dangerous Drug</b>	Prescription drugs as defined in the Official Code of Georgia Section <u>16-13-71</u> .
<b>Illegal Drug</b>	All controlled substances and the illegal use of dangerous drugs. The term illegal drug shall not include any drug when used pursuant to a valid prescription or when used as otherwise authorized by state or federal law.

**Procedures:**

<b>5.1 Annual Notice</b>	
<b>Office of Human Resources</b>	The Georgia Tech Office of Human Resources is responsible for ensuring that this policy is distributed annually to each employee of Georgia Tech.

<b>5.2 Drug &amp; Alcohol Testing</b>	
<b>Office of Human Resources</b>	The Georgia Tech Office of Human Resources manages the process for pre-employment, random, reasonable suspicion, post-accident, return-to-duty, and follow-up to rehabilitation drug and/or alcohol testing for employees per the <u>Pre-Employment and Substance Abuse Screening Policy</u> and <u>Drug and Alcohol Testing Policy</u> .

<b>5.3 Disclosure</b>	
<b>Pre-Arrest Disclosure</b>	<p>Per the <u>University System of Georgia Policy 8.2.17 Voluntary Disclosure of Drug Use</u>, if prior to arrest for an offense involving a controlled substance, including marijuana, or a dangerous drug, an employee notifies his or her supervisor that he or she illegally uses a controlled substance, including marijuana, or a dangerous drug, and is receiving or agrees to receive treatment under a substance abuse and education program approved by Georgia Tech Office of Human Resources, such employee shall be eligible to retain their position for up to <b>1 year</b>, provided such employee follows the treatment program and is subject to random drug testing.</p> <p>Retention of such employee is conditioned upon satisfactory job performance and does not affect any disciplinary action for criminal conviction or drug related misconduct on the job. The employee's work activities may be restructured if in the opinion of the immediate supervisor it is deemed advisable. This option is available to employees only once during a 5 year period and shall not apply to any such employee who has refused to be tested or who has tested positive for a controlled substance, including marijuana, or dangerous drug.</p>
<b>Criminal Charge Disclosure</b>	<p>Pursuant to <u>University System of Georgia General Criteria for Employment Policy</u>, any current employee charged with a crime (other than a minor traffic offense) must report being charged with such crime in writing to the Georgia Tech Office of Human Resources (<a href="mailto:hr.ask@ohr.gatech.edu">hr.ask@ohr.gatech.edu</a>) <b>within 72 hours</b> of becoming aware of such a charge.</p> <p>Failure to report being charged with such a crime may result in appropriate disciplinary action, including termination of employment. The Georgia Tech Office of Human Resources will review the nature of the crime and determine what, if any, action should be taken regarding the employee's employment status until resolution of the charge.</p>

<b>5.4 Conviction Notice</b>	
<b>All Convictions</b>	<p>Pursuant to <u>University System of Georgia General Criteria for Employment Policy</u>, any current employee convicted of a crime (other than a minor traffic offense) shall report such conviction in writing to the Georgia Tech Office of Human Resources (<a href="mailto:hr.ask@ohr.gatech.edu">hr.ask@ohr.gatech.edu</a>) <b>within 24 hours</b> of the conviction.</p>

	Failure to report such conviction may result in appropriate disciplinary action, including termination of employment. The Georgia Tech Office of Human Resources will review the nature of the crime and determine what, if any, action should be taken regarding the employee's employment status.
<b>Employees Working under Federal Contracts</b>	If the employee is working under a federal contract, Georgia Tech Office of Sponsored Programs will notify the federal contracting agency within <b>10 calendar days</b> after receiving notice from the employee, or otherwise receiving notice, of drug convictions that occur in the workplace.

<b>5.5 Employee Assistance Program</b>	
<b>Office of Health &amp; Well-Being</b>	<p>The Office of Health &amp; Well-Being leads prevention and education efforts related to alcohol and other drug use and abuse for the Georgia Tech community and is responsible for ensuring that information about well-being, the hazards of alcohol and drug abuse, and the availability of appropriate referrals to health professionals through the <u>Employee Assistance Program</u> are given annually to each employee of Georgia Tech.</p> <p>The Employee Assistance Program confidentially refers employees to resources such as clinics, physicians, and agencies. The Employee Assistance Program is provided at no cost to employees; however, the employee may be responsible for payment of services that are beyond the number of sessions provided by the Employee Assistance Program.</p> <p>For more information about the Employee Assistance Program, please visit the Office of Health &amp; Well-Being website: <a href="http://hwb.gatech.edu/eap">http://hwb.gatech.edu/eap</a></p>

**Enforcement:**

Employee misconduct related to alcohol or drug abuse in violation of this policy will not be tolerated. Any employee who violates this policy or any state or federal law regarding the unlawful use, possession, manufacture, distribution, dispensation, and sale of alcoholic beverages, controlled substances (including marijuana), or other dangerous drugs shall be subject to appropriate disciplinary actions and penalties up to and including termination of

employment and referral to appropriate federal, state, or local authorities for prosecution in the courts. Employees may be required, at the discretion of Georgia Tech, or as mandated by law, to participate satisfactorily in a substance abuse assistance or rehabilitation program.

To report suspected instances of noncompliance with this policy, please contact the Georgia Tech Office of Human Resources: [hr.ask@ohr.gatech.edu](mailto:hr.ask@ohr.gatech.edu) or (404) 894-4847, or visit Georgia Tech's *EthicsPoint*, a secure and confidential reporting system, at: [https://secure.ethicspoint.com/domain/en/report\\_custom.asp?clientid=7508](https://secure.ethicspoint.com/domain/en/report_custom.asp?clientid=7508)

**Related Information:**

[Georgia Tech Employee Assistance Program](#)

[Georgia Tech Drug and Alcohol Testing Policy](#)

[Georgia Tech Pre-employment and Substance Abuse Screening Policy](#)

[USG-BOR Policy 4.6.4 Alcohol and Drugs on Campus](#)

[USG-BOR Drug Testing Policy](#)

[USG-BOR Policy 8.2.17 Voluntary Disclosure of Drug Use Policy](#)

[USG-BOR General Criteria for Employment Policy](#)

[Campus Alcohol Policy](#)

[Tobacco and Smoke-Free Campus Policy](#)

**Policy History:**

<b>Revision Date</b>	<b>Author</b>	<b>Description</b>
March 2018	Office of Human Resources	Legal Compliance Update

**d) Student/Student Organization Alcohol Policy**

**Student/Student Organization Alcohol Policy**

**Last Revised:** August 2015

**Review Date:** August 2018

**Policy Owner:** Student Life

**Contact Name:** John Stein

**Contact Title:** Vice President of Student Life/Dean of Students

**Contact Email:** [john.stein@vpss.gatech.edu](mailto:john.stein@vpss.gatech.edu)

Form Links:

**Student Alcohol Event Planning Form**

The purpose of this policy is to promote and educate about the lawful and responsible use of alcohol by students, and to educate about illegal drugs in order to maintain an environment that is consistent with the educational focus of Georgia Tech.

Georgia Tech will comply with all federal, state, and local laws and policies, including the policies of the Board of Regents of the University System of Georgia, on the misuse of alcohol and other drugs by its students. The legal drinking age in the State of Georgia is 21.

Each member of the Georgia Tech community should be involved in the implementation of, and compliance with this policy. Unless otherwise stated by law, each individual retains responsibility for his or her actions at all times regardless of his or her mental state, even if altered by alcohol or other drugs. Campus organizations may develop and enforce additional group/individual standards which are more restrictive than those established in this policy.

**STANDARDS OF CONDUCT AND SANCTIONS**

In accordance with federal and state laws and because of the potential detriment to the health and well-being of its students, all students are prohibited from engaging in the unlawful use, possession, manufacture, distribution, dispensation, and sale of alcoholic beverages, controlled substances (including marijuana), and other drugs. The term "dangerous drug" is defined in the Official Code of Georgia Section 16-13-71.

**A. Alcohol**

The sale, distribution, and consumption of alcoholic beverages in or on all Georgia Tech owned or leased (by) property, or on sidewalks/streets are specifically prohibited, with the

exception of those approved by the Office of the President or designee. This policy does not prohibit the lawful use of alcohol in Institute-owned residences. Individual possession and/or consumption of alcohol is acceptable, provided individuals DO NOT:

- a. Possess or consume alcohol if under 21 years of age.
- b. Furnish, or cause to be furnished, any alcohol to persons under 21 years of age.
- c. Conspicuously display open containers of alcohol in any public location, including, but not limited to, grounds, sidewalks, and streets within campus boundaries (but not the public sidewalks and streets, or privately owned or leased property).
- d. Sell alcoholic beverages.
- e. Misrepresent one's age or identity in any manner for the purpose of obtaining or possessing alcohol.
- f. Serve or make available alcohol to intoxicated persons.

Alcoholic beverages may be served and/or consumed by individuals 21 and older at advertised events and activities that are promoted, sponsored, or supervised by a chartered Georgia Tech organization, providing the organization shall:

- a. Be responsible for enforcing the entire Student Policy on Alcohol and Illegal Drugs.
- b. Completed and confirmed review of the "Acknowledgement of Alcohol and Illegal Drugs Policy." This form will remain on file in the Office of Leadership and Civic Engagement, 2211 Student Center Commons. Acknowledgment of Alcohol and Illegal Drugs Policy Forms are available in the Office of Leadership and Civic Engagement. This must be signed with every officer transition.



- c. Ensure that alcohol is not the focal point, the reason for, or the drawing card for an event.
- d. Submit, and have approved, a completed Alcohol Event Planning Form. Alcohol Event Planning Forms are available in the Office of Leadership and Civic Engagement.
- e. Not advertise the service or availability of alcoholic beverages at functions.
- f. Ensure that alcoholic beverages are not consumed by any individual under the legal drinking age of 21.
- g. Provide non-alcoholic beverages and food in reasonable quantity, in the same general area, and for the same time period, as the alcoholic beverages are accessible.
- h. Control access to the alcoholic beverages through a central point of distribution by a designated server within a designated area at the event (e.g. beer garden) and through the use of sober monitors. Only students who have shown proper proof of age may enter the designated area where alcohol is being served. All alcohol must be distributed and consumed within the designated area. Control is for the purpose of restricting use by those under 21 and/or who are obviously intoxicated.
- i. Not use organizational funds to purchase alcohol. Any funds used to pay for alcohol must be taken from personal/private sources and paid to a properly licensed third party vendor. Alcohol may not be paid for by the student organization via a sale at the activity or by charging an admission fee either in advance or at the door (as stated in the Georgia Code of Law, 1981 Section 3-3-21).
- j. Not use kegs, champagne/punch fountains, or other common usage containers (such as punch bowls or frozen drink machines) for alcoholic beverages.

k. In the absence of a third-party vendor, designate or hire a TIPS (Training Intervention Procedures for Servers) trained server to monitor the service and consumption of alcohol. It is unlawful to serve or make available alcohol to intoxicated persons (as stated in the Georgia Code of Law, Section 3-3-22).

l. Require a full-time Institute employee, who must not be a minor, to be present for the duration of functions hosted by student organizations where alcohol is served or made available. Advisers are encouraged to attend such functions.

Promotional activities regarding alcohol are as follows:

a. The posted advertisement of alcoholic beverages on campus is not permitted. This includes, but is not limited to: chalking, electronic communications, bulletins, flyers, and social media sites.

b. Campus publications are encouraged to minimize/eliminate all advertisement of alcoholic beverages.

c. No promotion or advertising on campus of incentive drinking ("happy hours", "2-for-1 specials", unlimited quantities of alcohol available at reduced prices or free, events focusing on the consumption of alcohol, etc.) is permitted.

d. Chartered student organizations and student groups may not seek or accept sponsorship or support from companies/vendors whose main focus of business is the manufacture, distribution, or sale of alcohol, other drugs or related paraphernalia.

Participants in Study Abroad programs are bound by the legal drinking age of the respective countries in which they are traveling and in all other respects this policy applies.

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**Sanctions for Violation of Standards:**

Students who violate this policy will be subject to disciplinary action and penalties in accordance with the Georgia Tech Student Code of Conduct.

Attempts to circumvent the provisions in this policy in any way are an infraction of this policy.

**B. Possession and/or Use of Illegal Drugs**

Georgia Tech does not permit or condone the illegal possession and/or use of controlled substances. Controlled substances means any drug, substance, or immediate precursor included in the definition of controlled substance in the Official Code of Georgia Section 16-13-21 (4) or Schedule I through V of Section 202 of the Federal Controlled Substance Act [21 United States Code 812]. The term "dangerous drug" is defined in the Official Code of Georgia Section 16-13-71.

**Sanctions for Violation of Standards:**

Any student who violates this policy or any federal or state law or policy regarding the manufacture, distribution, sale, possession, or use of controlled substances or other dangerous drugs shall be subject to disciplinary actions and penalties in accordance with the Georgia Tech Student Code of Conduct.

Additionally, in accordance with Georgia law, any student convicted of a felony that involves the manufacture, distribution, sale, possession, or use of controlled substances or other illegal drug, or chartered student organizations and student groups involved in these activities may be subject to specific penalties required by state law.

Further information regarding the effects of drug misuse and penalties for manufacture, distribution, sale, possession, or use of controlled substances or other illegal drugs is available in the Counseling Center, Stamps Health Services and the Office of the Dean of Students.

Participants in Study Abroad programs are bound by the policies of the Georgia Institute of Technology regarding the possession and/or use of controlled substances or other illegal drugs.

Students with alcohol- or drug-related concerns may be referred to, or seek assistance from the Division of Student Life. The Division of Student Life provides trained professional and paraprofessional counselors in the Counseling Center for drug and alcohol misuse prevention, education, counseling, and referral to treatment.

### **Policy Review**

This policy shall be reviewed by a Task Force which includes student representation and is appointed by the Dean of Students or their designee, to determine its effectiveness, to ensure that policies are enforced and the disciplinary sanctions are consistently applied, to evaluate the effectiveness of the implementation of the educational component of the policy, and to recommend and implement changes as appropriate.

### **Policy Distribution**

The Dean of Students, or their designee, shall oversee the annual (See Appendix B) distribution of this Policy to every Georgia Tech student. Additional copies of the Policy on Student Alcohol and Illegal Drugs may be obtained from the Office of the Dean of Students.

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## **VII. Campus-Wide Efforts to Prevent the Misuse of Alcohol and Other Drugs**

### **1) Alumni Association**

For Alumni Association events at which alcohol is being served and, at which, students may be present, the Association will follow strict guidelines controlling the access and consumption of alcohol in addition to all Institute policies and state laws.

### **2) Athletics**

The Georgia Tech Athletic Association (GTAA), conducts a comprehensive drug and alcohol education, testing and treatment program to promote fair competition in intercollegiate athletics, to affirm compliance with applicable rules and regulations, to identify student-athletes who are improperly using drugs or alcohol, and to assist in providing therapeutic resources aimed at favorable outcomes.

The intent of this Program is to prevent substance misuse and abuse by student-athletes through education, testing, and professional guidance.

GTAA conducts a drug and alcohol education program for student-athletes twice a year. This program will inform and clarify for student-athletes and staff the athletic department, institutional, conference and national governing body policies related to alcohol, tobacco and other drugs.

Appropriate educational materials will be made available to participants, including this Program and a list of banned substances. Dietary supplements and their inherent risks will be discussed. Participants will have an opportunity to ask questions.

All student-athletes and designated staff members are required to attend. Make-up sessions will be made available for participants who must miss a scheduled educational session for an approved reason. Educational materials will also be provided in locker rooms and other high traffic areas (e.g., athletic training room, nutrition center, academic support unit, etc.).

All students at Georgia Tech, including student-athletes, must also fulfill a wellness requirement by taking one of two available courses (APPH 1040/APPH 1050). Both courses cover the importance of personal health. The Total Person Program also requires all student-athletes to participate in various life skills programs, including substance use/abuse education. GTAA may arrange additional educational programs to provide information surrounding drug and alcohol use and abuse.

### **Baseline Screening**

All student-athletes enrolling in their initial term at Georgia Tech will undergo a baseline drug screening.

### **Unannounced Random Screening**

Random screening will take place throughout the academic year. The Director of Athletics or his/her designee will work with the designated drug testing partner to generate random samples of student-athletes listed on active rosters/squad lists. All student-athletes listed on active rosters/squad lists are subject to random testing at any time.

## **Reasonable Suspicion Screening**

A student-athlete may be subject to testing at any time when the Director of Athletics or his/her designee determines there is individualized reasonable suspicion to believe the participant may be using a prohibited substance. Such reasonable suspicion may be based on objective information as reported to and determined by the Director of Athletics or his/her designee. Reasonable suspicion may include, but is not limited to:

- Observed possession or use of substances appearing to be prohibited drugs;
- Campus conduct inquires (e.g., housing, Office of Student Integrity, etc.) that involve allegations/charges concerning the possession, use, or sale of prohibited drugs or substances;
- Arrest or conviction for a criminal offense related to the possession or transfer of prohibited drugs or substances; or
- Observed abnormal appearance, conduct or behavior reasonably interpretable as being caused by the use of prohibited drugs or substances.

The following individuals will be notified of positive baseline tests: team physician head and designated sport athletic trainer, head coach, sport administrator, director of athletics, and drug testing program administrator.

The student-athlete will be required to meet with one or all of these individuals following a baseline positive test to review the results. The student-athlete will be required to undergo a substance abuse assessment. The drug testing administrator and medical team will work to facilitate recommendations following the assessment and will support the student-athlete should follow-up treatment be necessary.

### **First Positive**

- The following individuals will be notified of a first positive test: team physician, head and designated sport athletic trainer, head coach, sport administrator, director of athletics, and drug testing program administrator.
- The student-athlete will be required to meet with one or all of these individuals following a first positive test to review the results.
- The director of athletics or his/her designee will notify the student-athlete's parent(s) or legal guardian(s) by telephone and in writing.
- The student-athlete will be required to undergo a substance abuse assessment. The drug testing administrator and medical team will work to facilitate recommendations following the assessment and will support the student-athlete should follow-up treatment be necessary. Should additional counseling and/or treatment be necessary, GTAA may incur or require the student-athlete to cover the cost of such treatment.
- The student-athlete will also be subject to follow-up testing. Testing will be unannounced and will be required at a frequency determined by the director of athletics or his/her designee.

### **Second Positive**

- The following individuals will be notified of a second positive test: team physician, head and designated sport athletic trainer, head coach, sport administrator, director of athletics, drug testing program administrator, and Conduct Review Panel.
- The student-athlete will be required to meet with one or all of these individuals following a second positive test to review the results.
- The director of athletics or his/her designee will notify the student-athlete's parent(s) or legal guardian(s) by telephone and in writing.
- The student-athlete will be required to undergo an additional substance abuse assessment. The drug testing administrator and medical team will work to facilitate recommendations following the assessment and will support the student-athlete



should follow-up treatment be necessary. Should additional counseling and/or treatment be necessary, GTAA may incur or require the student-athlete to cover the cost of such treatment.

- The student-athlete will also be subject to re-entry testing (in the case of withholding) and follow-up testing. Testing will be unannounced and will be required at a frequency determined by the director of athletics or his/her designee.

### **Third Positive**

- The following individuals will be notified of a third positive test: team physician, head and designated sport athletic trainer, head coach, sport administrator, director of athletics, drug testing program administrator, and Conduct Review Panel.
- The student-athlete will be required to meet with one or all of these individuals following a third positive test to review the results.
- The director of athletics or his/her designee will notify the student-athlete's parent(s) or legal guardian(s) by telephone and in writing.
- The student-athlete will be required to undergo an additional substance abuse assessment. The drug testing administrator and medical team will work to facilitate recommendations following the assessment and will support the student-athlete should follow-up treatment be necessary. Should additional counseling and/or treatment be necessary, GTAA may incur or require the student-athlete to cover the cost of such treatment.

### **Positive Finding Forgiveness**

- One time during a student-athlete's eligibility under this policy, he/she may earn positive finding forgiveness. If the student-athlete demonstrates nine (9) consecutive monthly negative drug screenings, the student-athlete's positive finding will be forgiven and they will earn a step back in the screening process. Should a student-athlete test positive during this period, it will count as an additional positive finding and follow-up and sanctions pursuant to the Student-Athlete Code of Conduct will apply.
- Responsibility for Assessment, Counseling, and Treatment.

- A student-athlete is expected to fully comply with the scheduling of and attendance to all assessment, counseling, and treatment sessions.
- GTAA may incur or require the student-athlete to cover the cost of follow-up treatment.

### **Refusal to Submit to Testing**

Any refusal to submit to testing shall be treated as a positive test for banned substances and student-athletes will be subject to all applicable sanctions. If the collectors and/or laboratory report an attempt to substitute, manipulate, or adulterate a specimen, the student-athlete will be deemed to have refused to submit to testing.

All student-athlete information and records associated with the GTAA drug-testing program will be confidential and will be released only to those individuals with a legitimate need to know.

### **Results and Follow-up**

Refusal to sign a consent form prohibits a student-athlete from participating in any intercollegiate sport at Georgia Tech. Any student-athlete who tests positive for a banned substance or who refuses to submit to a required drug test, and/or who violates the terms of the safe harbor program as described in this policy shall be subject to the actions listed below along with sanctions as provided in the Student-Athlete Code of Conduct.

Notwithstanding anything herein to the contrary, a team physician maintains independent medical authority to withhold a student-athlete from practice and/or competition if such practice and/or competition would pose a threat to the health and

safety of the student-athlete or his/her competitors. In such cases, only the team physician may release a student-athlete to resume competition and/or practice. All findings under this Program are cumulative over the course of a student-athlete's eligibility and enrollment at Georgia Tech.

### **Voluntary Disclosure/Safe Harbor**

A student-athlete who has engaged in prohibited drug use is encouraged to seek assistance from GTAA by voluntarily disclosing his or her use prior to an announced drug test. This disclosure may be made to the team physician, head or designated sport athletic trainer, head coach, sport administrator, director of athletics, or drug testing program administrator.

If the student-athlete seeks assistance *prior* to being notified that he or she must undergo screening, the impermissible use will not be deemed an offense for purposes of determining sanctions under this policy. A student-athlete will not be permitted to enter the Safe Harbor Program thirty (30) days prior to NCAA or Conference postseason competition.

The following individuals will be notified of a safe harbor disclosure: team physician head and designated sport athletic trainer, head coach, sport administrator, Director of Athletics, and drug testing program administrator.

- The student-athlete entering the safe harbor program will be required to take a drug test immediately to establish a baseline for assessment and follow-up testing.

- The student-athlete will be required to undergo a substance abuse assessment. The drug testing administrator and medical team will work to facilitate recommendations following the assessment and will support the student-athlete should follow-up treatment be necessary. Should additional counseling and/or treatment be necessary, GTAA may incur or require the student-athlete to cover the cost of such treatment.
- The Director of Athletics and drug testing program administrator, in conjunction with professional and medical consultation, will determine the level of participation during and the conditions and length of safe harbor protection.
- The student-athlete will be subject to re-entry testing and follow-up testing. Testing will be unannounced and will be required at a frequency determined by the Director of Athletics or his/her designee.

### **Confidentiality**

Every effort will be made to maintain confidentiality in accordance with this Program. The Program has been designed for the protection of all participants as well as others associated with the athletics program. Any information concerning a student-athlete's alleged or confirmed use of a banned substance solicited or received pursuant to this policy shall be restricted to institutional personnel and to parents or guardians as provided herein, except as required by law. Georgia Tech may be required, or asked, to provide information to law enforcement agencies. Under appropriate circumstances, these requests will be honored.

### **3) Auxiliary Operations**

Auxiliary Operations manages the contracts for several restaurants in Tech Square. For 2016-2017 and 2017-2018, there were five restaurants in Tech Square, two of which (Ray's New York Pizza and Barrelhouse) provided responsible beverage service for the Georgia Tech Community. The five restaurants in 2016-2017 were Ray's New York Pizza, Barrelhouse, Chuck's Famous, Tin Drum Asian Kitchen, and Waffle House.

### **4) Counseling Center**

- a) Provides general counseling services;
- b) Provides specific Alcohol and Other Drug (AOD)- related counseling services, including individual counseling, a substance misuse therapy group, and assessment of all clients' substance use;
- c) Supports the Alcoholics Anonymous (AA) group that meets on-campus. The on campus AA meeting is held at 7:00pm every Thursday at The Wesley Foundation. Alcoholics Anonymous is a fellowship of people who share their experience, strength and hope with each other that they may solve their common problem and help others to recover from alcoholism;
- d) Hosts the weekly Self-Management and Recovery Training (SMART) Recovery meeting on campus;
- e) Hosts and promotes several on-line assessment and educational tools with personalized feedback for individual students to explore their substance use,

including eCHECKUP TO GO alcohol, eCHECKUP TO GO marijuana and Marijuana 101;

- f) Coordinates an interdisciplinary Alcohol and Other Drug (AOD) Action Committee. The AOD Team consists of the AOD Coordinator (lead), pre-doctoral interns, a staff therapist/psychologist and STAMPS Psychiatrist;
- g) Facilitates specialized training in AOD clinical issues for doctoral interns and postdoctoral fellows;
- h) Partners with the Office of the Dean of Students and Health Initiatives;
- i) Conducts Mandated and Voluntary Alcohol and Other Drug Evaluations;
- j) Coordinates the Collegiate Recovery Program (CRP), <http://www.counseling.gatech.edu/content/collegiate-recovery-program>, which provides support for students in recovery from substance use disorders through weekly seminars, sober social events, service projects, liaisons to academic support services on campus, travel to regional and national collegiate recovery retreats and conferences, individual recovery consultations, and campus outreach to raise awareness and educate about alcohol and other drug issues;
- k) Sponsors the CRP Coffee Bike Cart initiative. The goal of the project was to create a coffee bike cart that is powered by a Georgia Tech Collegiate Recovery Program (CRP) member giving out coffee to members of the public who are willing to engage in a conversation about recovery. The coffee bike will be pedaled by students from the CRP and equipped with a pour over coffee brewing system, with power provided

by a solar panel. The bike will offer free coffee to anyone willing to have a conversation about recovery while their coffee brews and will be a mobile icon of the CRP. Students in the CRP built the coffee bike themselves and are passionate about using the bike as a means to curb high-risk drinking and reduce the stigma surrounding substance use disorders. (See Appendix K);

- l) The Georgia Tech Counseling Center and the Division of Student Life are leading a new initiative in suicide prevention, *Tech Ends Suicide Together*, a bold and aspirational plan based on an international initiative that represents a paradigm shift from suicide prevention to suicide elimination. Working in close collaboration and cooperation with campus colleagues, students, and the entire Georgia Tech community, *Tech Ends Suicide Together* represents both an aspirational goal and a call to action to create a campus-wide linkage of programs and support that work together to end suicide at Georgia Tech. Georgia Tech is one of the first colleges/universities in the United States to implement a zero suicide initiative on campus. <http://endsuicide.gatech.edu/>

### **7 Core Components**

Adapted from the seven essential elements of suicide care from Zero Suicide, the 7 Core Principles for *Tech Ends Suicide Together* are foundational and essential to engaging and working collaboratively with students, staff, faculty, families, and the community to end suicide at Tech:

1. **Lead** – At the core of the program is the establishment of a leadership group that spearheads the initiative and is representative of the entire

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campus community. The leadership group, or implementation team, should also include both survivors and those with lived experience.

2. **Train** – Training is critical to providing a network of informed campus members on the philosophy of Zero Suicide, the signs and risk factors of suicide, and information on available campus services.
3. **Identify** – For college and university campuses, a network of care must be established in which all campus members work to identify those at risk for suicide. This involves the development of skill sets to identify suicide risk, the knowledge of campus resources, and the ability and will to intervene appropriately.
4. **Engage** – Establishing an effective plan for providing care to those identified at risk for suicide is crucial for each campus unit. By developing an effective plan, each unit or group defines their unique services and the extent of their services to adequately maintain the safety of those at risk. The role of a counseling center may be to assist in the consultation and development of their plan.
5. **Treat** – Counseling center and other campus mental health professionals provide therapeutic interventions that are rooted in theory-based, empirically supported approaches that are specific to college student development and targeted to the remediation of suicidal behavior, the reduction of suicide risk factors and the enhancement and promotion of



the protective factors against suicide behavior. For other campus units, treatment should take the form of programs or services that are informed by the latest research findings regarding suicide prevention, including the reduction of risk factors and the promotion of protective factors.

6. **Transition** – Care for the individual at risk should be continuous and ongoing. Campus units should develop effective guidelines and procedures to maintain and extend care (when necessary).
7. **Improve** – A strong dedication and commitment must exist among campus partners to engage in a culture and practice of evaluation and assessment of the efficacy of all levels of prevention services (i.e., primary, secondary, tertiary). Ongoing program evaluation and assessment is critical to objectively measure and define the degree of impact of efforts to provide data used to inform strategic service planning; and

m) Offers additional programming as requested.

#### **5) Department of Housing**

- a) Provides training to all student staff members about policies and procedures in relation to alcohol and other drugs;
- b) Annually informs student staff members on alcohol and drug-related protocols, response and effects;

- c) Provides new staff members with a twelve-week training class where students can discuss ongoing issues with the residence halls. This training includes alcohol, drugs and appropriate responses;
- d) Provides training scenarios for student staff members with the assistance of the Georgia Tech Police Department, Health Initiatives, and other Institute personnel. These scenarios include alcohol and other drugs;
- e) When interacting with residents, housing professional staff members will refer residents to the Counseling Center if there is an omission or suspicion of reliance on alcohol or other drugs;
- f) Professional and student staff members serve in an “on call” rotation and respond to crises involving alcohol and other drugs;
- g) Housing Conduct Administrators address misconduct in the residence halls by hearing student conduct cases, which includes alcohol and other drugs violations;
- h) All Residence Hall Association sponsored events are alcohol free; and
- i) All residence hall events sponsored by student staff members are alcohol and drug free.

Chart 1 illustrates the frequency of phone calls made to EMS by the Department of Housing staff or GTPD when alcohol consumption was reported and the concern of a resident’s well-being was present. This data reflects phone calls made fall 2016 to the present.

**Chart 1. Phone Calls Made to EMS by GTPD or Housing**

<b><u>Alcohol-Related</u></b>												
<b><u>Calls to EMS</u></b>	<b><u>Aug</u></b>	<b><u>Sept</u></b>	<b><u>Oct</u></b>	<b><u>Nov</u></b>	<b><u>Dec</u></b>	<b><u>Jan</u></b>	<b><u>Feb</u></b>	<b><u>Mar</u></b>	<b><u>Apr</u></b>	<b><u>May</u></b>	<b><u>June</u></b>	<b><u>Yearly</u></b>
<b>AY 2016-2017</b>	<b>8</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>24</b>
<b>AY 2017-2018</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>22</b>

**6) Division of Student Life – Main Office**

a) Within the first two weeks of each semester, the Vice President for Student Life/ Dean of Students sends a campus-wide email to students about the Student Alcohol Policy and provides direction on where to find relevant policies online.

(See Appendix B);

b) When meeting with students, staff will refer students to the Counseling Center if there is an omission or suspicion of reliance on alcohol or other drugs;

c) Division of Student Life staff serve in an “on call” rotation throughout the year and respond to crises involving alcohol and other illegal drugs; and

d) The Division of Student Life tracks the number of students who have been transported to hospitals for alcohol and other illegal drugs as illustrated below in

Table 1:

**Table 1. Student Alcohol and Other Illegal Drug-Related Transports**

<b>Semester</b>	<b>Alcohol Transports (N=)</b>	<b>Drug/Illegal Transports (N=)</b>
Fall 2016	25	0
Spring 2017	15	0
Fall 2017	24	0
Spring 2018	26	0

**7) Fraternity and Sorority Life (FSL)**

- a) Provides alcohol policy educational training through the Collegiate Panhellenic Council (CPC), Interfraternity Council (IFC), Multicultural Greek Council (MGC), and the National Pan-Hellenic Council (NPHC);
- b) IFC trains a group of students to patrol fraternity parties, address alcohol policy violations, and the report such violations;
- c) IFC and CPC conduct peer education training about alcohol policies and safety health concerns during the first week of the pledge and new member programs;
- d) FSL staff conducts alcohol policy and risk management presentations to individual fraternity and sorority chapters upon request;
- e) FSL staff works with Office of Student Integrity staff and/or student judicial boards to address and adjudicate reported violations of the alcohol policy;

- f) Requires that all Greek events, at which alcohol is permitted, be registered with the appropriate governing board(s) and follow protocols designated in the alcohol policy;
- g) Mandates that all Homecoming competitions and Greek Week events are alcohol free;
- h) Requires all fraternities and sororities conduct programming on alcohol-related issues in accordance with regulations of their inter/national office; and
- i) FSL staff holds monthly meetings with social chairs and risk managers of fraternities and sororities to provide individualized advising and services to those student leaders.

#### **8) Georgia Tech Police Department**

The Georgia Tech Police Department (GGTPD) strives for excellence and integrity in providing a safe and secure environment for the Tech community. It is their goal to effectively enforce laws and campus policy, to serve the diverse public, prevent and detect criminal activity and reduce crime on and around the campus. The GTPD:

- a) Provides 24-hour patrols on foot, motorcycle, bicycle, car, and Segway, as well as under cover and K-9 patrols of the Georgia Tech campus and surrounding community to ensure the safety of employees, students and those visiting Georgia Tech;
- b) Enforces criminal laws, traffic laws, and local regulations;

- c) Responds and responds to emergencies and other calls for service;
- d) Provides training to residence life, GT faculty, staff and the community, student groups on alcohol and drug prevention; this includes alcohol and drug impairment simulation utilizing Fatal Vision (alcohol/drug goggles);
- e) Prepares and distributes numerous crime prevention brochures and pamphlets;
- f) Provides Fatal Vision with alcohol/drug goggles demonstrations throughout the year and during Freshmen New Student Orientations;
- g) Alcohol & drug awareness information through various media; this includes alcohol and drug related information and resource pamphlets located in the lobby of the police department;
- h) The Crime Prevention unit conducts regular presentations for Fraternity & Sorority Life and various other student organizations on how to conduct "safe parties" and alcohol awareness;
- i) Provides information and conducts safety presentations for international students; this includes information on legal drinking age, safety awareness, and alcohol laws in the U.S. and Georgia;
- j) Conducts crime awareness and safety presentations to students, faculty and staff, on topics such as alcohol awareness, drug prevention and education, and sexual assault prevention and education; and
- k) Distributes alcohol education materials at Freshmen FASET and International and Graduate Student Orientation.

**Table 1. Crimes**

<b>Crimes</b>	<b>2016</b>	<b>2017</b>	<b>2018*</b>
Murder	0	0	0
Rape	3	5	0
Robbery	9	2	0
Aggravated Assault	5	9	0
Burglary	21	26	26
Larceny	217	261	125
Motor Vehicle Theft	5	10	4
Arson	0	1	0

Table 1. Data source <http://www.police.gatech.edu/crime-statistics>

\* January - July 2018

**Table 2. Arrests**

<b>Arrests</b>	<b>2016</b>	<b>2017</b>	<b>2018**</b>
Weapons Violations	4	5	1
Drug Violations	11	36	26
Liquor Violations	4	2	1

Table 2. Data source <http://www.police.gatech.edu/crime-statistics>

\*\* January - July 2018

**Table 3. Referrals**

<b>Referrals</b>	<b>2016</b>	<b>2017</b>	<b>2018***</b>
Weapons Violations	0	0	1
Drug Violations	33	41	29
Liquor Violations	232	175	49

Table 3. 2017 Data source <http://www.police.gatech.edu/crime-statistics>

\*\*\*January - July 2018

### **9) Institute Communications**

- a) Coordinates communications with the campus community and the media for alcohol-related emergencies;
- b) Collaborates with various campus entities to insure that campus-related issues and information is both timely and assessable by all;
- c) Supports and publicizes positive initiatives to reduce high-risk drinking; and
- d) Reacts to campus alcohol-related emergencies by working with the campus community and media.

### **10) Legal**

- a) Reviews alcohol-related policies and procedures; and
- b) Assists campus entities with alcohol-related legal matters.

### **11) New Student and Transition Programs**

Each summer, leaders of Georgia Tech's new student orientation program FASET (Familiarization and Adaptation to the Surroundings and Environs of Tech) for new undergraduate students (first-year, transfer, and exchange) as well as their parents, family members, and guests, receive alcohol and drug misuse prevention and education training. In addition:

- a) Students who attend the Familiarization and Adaptation to the Surroundings and Environs of Tech (FASET) for first-year, transfer, and exchange students, receive basic information about alcohol and drug



misuse through presentations by the Vice President for Student Life/  
Dean of Students;

b) Students who attend FASET (first-year) attend a program titled  
“Healthy Relationships” presented by Health Initiatives where the use of  
alcohol and drugs is discussed.

c) Students who attend FASET (first-year) receive  
education/information about alcohol and drug misuse resources  
through the break out presentation "Don't Just Survive at Tech...  
Thrive" (joint presentation by Health Initiatives, Campus Recreation,  
and the Counseling Center);

d) Students who attend FASET (first-year) receive scenario-based education  
through the Tech Stories, as well as processing time with trained FASET leaders  
to discuss alcohol and other drug related topics;

e) Parents and guests who attend FASET receive information on alcohol and  
drug misuse through presentation by the Vice President for Student Life/Dean of  
Students, Parents' Breakfast Program, as well as the Tech Resource Fair;

f) FASET Leaders and Members of FASET Cabinet receive training  
on holding discussions and answering questions related to alcohol  
and other drugs prior to summer sessions; and

g) All leaders are trained on, and required to participate in AlcoholEDU.

## **12) Office of the Arts – Ferst Center**

Provides responsible beverage service in the Ferst Center. Annually sponsors over 30 alcohol-free events. Provides a venue for over 230 meetings and events annually, and of those, over 200 are alcohol-free.

## **13) Department of Health Initiatives**

- a) Co-Leads the Alcohol and other Drug Action Committee. The Senior Director of Health Initiatives and the Assistant Dean & Director of Fraternity and Sorority Life chair the committee. Two health educators serve on the task force as well. The following departments have representation on this Action Committee: Athletics, Campus Recreation, Counseling Center, Georgia Tech Police Department, Housing, New Student Transfer Programs, Stamps Health Services, Student Center and Student Integrity. The following student organizations have representation on this Action Committee: Greeks Advocating the Mature Management of Alcohol (GAMMA, Graduate Student Government Association, Student Government Association, Student Center Programming Council and WRECKless an organization that is all about pushing the limits on fun and what students think is possible. It exists to provide an alcohol free alternative;
- b) Implements the mandatory online course, AlcoholEdu for first year students, along with AlcoholEdu for Sanctions. The key findings from Alcohol Edu data include:

- Alcohol use among first year students at Georgia Tech is consistent with the 'college effect' – a trend by which alcohol use rises the summer before a student enters college and then increases substantially after a student's arrival on campus.
- The percentage of abstainers (i.e. not drinking in the past year) and non-drinkers (i.e. not drinking in the past two weeks) at Georgia Tech is above the national average, indicating that we have a greater percentage of students not consuming alcohol compared to the national average (2016 and 2017).
- 2016: Abstainers (42%) and Non-Drinkers (21%) - National Average Abstainers (34%) and Non-Drinkers (22%).
- 2017: Abstainers (45%) and Non-Drinkers (20%) - National Average Abstainers (37%) and Non-Drinkers (22%).
- In line with the "college effect," abstainers and non-drinkers decreased between survey one and survey three in both 2016 and 2017.
- 2016 – Abstainers decreased from 46% to 42% and non-drinkers decreased from 26% to 21%.
- 2017 – Abstainers decreased from 47% to 45% and non-drinkers decreased from 26% to 20%.
- Moderate drinkers (i.e., 1-4 drinks for males or 1-3 drinks for females) at Georgia Tech increased between survey one and survey three in both 2016 and 2017. However, the percentage of moderate drinkers at Georgia Tech is less than the national percentage of moderate drinkers.
- 2016: Moderate drinkers increased from 16% to 18% (national average 21%).
- 2017: Moderate drinkers increased from 16% to 17% (national average 20%).
- Heavy episodic drinkers (i.e., 5-9 drinks for males or 4-7 drinks for females) at Georgia Tech increased between survey one and survey three in both 2016 and 2017. However, the percentage of heavy episodic drinkers at Georgia Tech is less than the national percentage of heavy episodic drinkers.

- 2016: Heavy episodic drinkers increased from 10% to 14% (national average 17%).
- 2017: Heavy episodic drinkers increased from 9% to 12% (national average 15%).
- Problematic drinkers (i.e., 10+ drinks for males or 8+ drinks for females) at Georgia Tech increased between survey one and survey three in both 2016 and 2017. However, the percentage of heavy episodic drinkers at Georgia Tech is less than the national percentage of problematic drinkers.
- 2016: Problematic drinkers increased from 3% to 5% (national average 7%).
- 2017: Problematic drinkers increased from 3% to 5% (national average 6%).
- Doing shots and pre-gaming are the two most common high-risk drinking behaviors reported by Georgia Tech students (2016 and 2017).
- Fraternity/sorority houses were the most common locations where students consumed alcohol (2016 and 2017).
- The majority of students reported experiencing hangovers and blacking out as the most common negative consequences of drinking.
- Students reported that "driving" and "having other things to do" as the primary reasons for choosing not to drink (2016 and 2017).
- Students experienced a 21% increase in overall knowledge change from pre to post assessment in 2016 and a 23% increase in 2017 (Topics: alcohol knowledge, physiological effects, risk reduction, understanding the influence of alcohol, and factors influencing drinking behavior).
- Eighty-six percent (2016) and ninety percent (2017) of first year Georgia Tech students reported that AlcoholEdu helped them establish a plan ahead of time to make responsible decisions about drinking.
- Students reported an increase in protective behavioral strategies after completing AlcoholEdu in 2016 and 2017 (i.e., setting limits, alternating drink type, and pacing drinks).

c) Facilitated the CHOICES program in Academic Year 2016-2017. The CHOICES program is a one 60-minute session facilitated by a health educator. The program provides important information about alcohol and the way it affects the body. It also helps students understand the various risks related to consumption and the strategies to reduce their risk if they do choose to drink. In the CHOICES program, students are led by the facilitator through an Interactive Journaling session that provides them with critical normative, psychological and biological education about alcohol consumption as well as strategies for harm reduction. Through the journaling process, students reflect upon the content, considering how alcohol has or could touch their lives and how they might implement effective coping strategies to avoid abuse and harm in the future.

Classes consist of students who have been sanctioned for an alcohol violation(s) by Office of Student Integrity and student organizations. In the 2016-2017 academic year, 17 students completed the program. Health Initiatives no longer facilitates the CHOICES program, as the Office of Student Integrity (OSI) took over the program beginning in the Fall of 2017;

d) Received and implements the Governor's Office of Highway Safety (GOHS) Young Adult Program Grant. The program is designed to promote and bring awareness to highway safety issues including alcohol education, alcohol abuse prevention, impaired driving, underage drinking, safety belt usage, speeding, and distracted driving. Health Initiatives has partnered with GOHS since 2009. GOHS has supported

- several initiatives on campus such as: #GamePlanGT, Safe Spring Break, Alcohol Awareness Events, and the Arrive Alive tour;
- e) Advise the student organization Wreckless with a focus on providing fun, alcohol-free events for the student body during high-risk drinking periods;
  - f) Lead a social media campaign of #GamePlanGT to share messages prior to and during home football games highlighting strategies to moderate drinking (e.g., alternate alcoholic beverage and water to stay hydrated) during the 2016-2017 academic year. Two example Facebook posts can be seen in Appendix G. The campaign was sidelined during the 2017-2018 academic year as the Alcohol and Other Drug committee worked to create a unified alcohol message and campaign for the entire Georgia Tech community;
  - g) VOICE Advocates provide direct support services to primary and secondary survivors of sexual violence, including sexual harassment, sexual assault, intimate partner violence, and stalking. Following best practices, VOICE Advocates do not generally ask specific details about sexual violence incidents. However, information voluntarily shared by victim-survivors is recorded and compiled into aggregate statistical reports. Sometimes survivors disclose that alcohol and/or other drugs were or were not involved in the sexual violence incident. Alcohol or other drugs are involved if the victim-survivor, perpetrator, or both voluntarily used these substances. Alcohol or other drugs are also considered to be involved if the victim-survivor knows or believes they were involuntarily given a substance by somebody else. There are also other miscellaneous but rare instances where alcohol or other drugs are considered

to be involved. As an example, if an incident of intimate partner violence escalated from an argument about one of the partner's use of alcohol and/or other drugs, this would be recorded as an incident that involved such a substance. Below represents statistics associated with sexual and relationship violence:

- a. During the 2016-2017 academic year, VOICE Advocates worked with a total of 190 individuals. Among these individuals, 70% did not disclose whether alcohol was involved in the sexual violence incident and 95% did not disclose whether other drugs were involved. Of those who disclosed, 96% reported incidents that involved alcohol and 88% reported incidents that involved other drugs and;
- b. During the 2017-2018 academic year, VOICE Advocates worked with a total of 166 individuals. Among these individuals, 68% did not disclose whether alcohol was involved in the sexual violence incident and 89% did not disclose whether other drugs were involved. Of those who disclosed, 83% reported incidents that involved alcohol and 29% reported incidents that involved other drugs.

#### **14) Office of International Education**

##### **For Students Who Study Abroad**

- a) Training is provided to all faculty and staff members affiliated with study abroad programs about GT policies and procedures (including student and staff/faculty policies on alcohol and drugs);

b) Students participating on study abroad programs are informed of alcohol and drug-related policies, protocols, response and effects; and

c) Study Abroad Program Directors/Coordinators address misconduct on the programs through the Office of Student Life, which handles alcohol and other drug violations.

#### **For Students Who Intern Abroad**

a) Students participating in global internships are informed through pre-departure orientation of alcohol and drug-related policies, protocols, response and effects;

b) Students who have had past disciplinary issues receive one-on-one pre-departure advising regarding responsible conduct while abroad, including use of alcohol and drugs; and

c) The Global Internship Director addresses misconduct on global internships through the Office of Student Integrity, which adjudicates alcohol and other drug violations.

#### **International Students**

International students receive additional information consisting of a:

1) Pre-arrival communication to undergraduates reinforces the necessity of completing AlcoholEdu, the online alcohol prevention and education course;

2) A mandatory session, "How to succeed as an F/J student" includes information about the consequences of DUI/DWI on student visas. Students have either an F type of Non-Immigrant Student visa or The Exchange Visitor (J) Non-Immigrant visa category for individuals approved to participate in work-and study-based exchange visitor programs;



3) A Health and safety session is offered during new student welcome series which includes content on making healthy choices, using the GT Counseling services to support personal and academic needs, and understanding medical insurance; and

4) A GT 101 session is offered during new student welcome series. In this session, a student panel & academic transition video reinforce how the GT Student Code of Conduct impacts them. Student panel discusses a wide range of issues such as academic integrity and personal decisions (including alcohol & drug use).

### **15) Student Center**

The Student Center provided a safe venue for 6,781 events during the 2016-2017 academic year. Sixty percent of these reservations were made by Student Organizations. For 2017-2018, the Student Center provided a safe venue for 7,094 events. Sixty one percent of these reservations were made by Student Organizations. Also in 2017-2018, West Village came online and provided a venue for 217 events in two reservable event rooms in the facility, the Ensemble and Unplugged rooms. Thirteen percent of these reservations were for Student Organizations. Events held in the Student Center and West Village are either alcohol free events or they have Sodexo, our campus caterer, pour the alcohol at an event where it was granted approval with the Alcohol Prior Certification Request process.

In addition to providing a venue for events, the Student Center planned and implemented approximately 175 alcohol-free events annually during the 2016-2017 and 2017-2018 school years. Events like GT Night at Six Flags, Back to School Outdoor

Movie, the Homecoming Concert, Midnight Breakfast, and GT Night at the Aquarium were all nighttime events that provided alternative options for students instead of high-risk behaviors. Each year, Student Center events hosted over 30,000 participants at these events. Perhaps most notably, in 2017-2018, the Homecoming Concert was moved to a Friday night and attracted over 5,500 students who attended the free concert that provided a safe on-campus alternative activity to high-risk behaviors.

#### **16) Student Organization Financial Office (SOFO)**

Prior to processing financial reimbursements to a student organization, the Student Organization Finance Office (SOFO) ensures that all Institute and/or Division policies and procedures are in compliance prior to the disbursement of any Division/Student Organization account funds for the purchase of alcohol.

#### **17) Student Organizations**

Requires all new student organization Presidents, Risk Manager (if applicable), and Social Chair (if applicable) sign the "Acknowledgement of the Alcohol and Illegal Drug Policy" form via the online Annual Registration process through the web-based organization management platform and, and maintain current information to remain as a student organization in good standing.

The alcohol policy signature form is made available year round, and organization leaders are prompted to complete it once a year during the Annual Registration Window or within 7 days of an officer change. The form is always available via the student organization web-based platform, in each student organization portal.

The "Event Checklist" advises students and student organizations how to plan events where alcohol will be served. The Event Logistics Committee also reviews with students and student organizations the procedures to be followed when planning events outdoors with alcohol. The OSI alcohol policy is linked from the Center for Student Engagement website.

New student organizations are required to have a member attend a mandatory charter training that provides information about event planning and online resources. Community service event participants sign an agreement that they will not use alcohol or drugs during the course of the event. This agreement is signed for all local events, as well as those community service trips that require travel.

### **18) Tech Ends Suicide Together**

Tech Ends Suicide Together is a bold and aspirational plan to end suicide at Georgia Tech. Based on the International Zero Suicide initiative ([zerosuicide.sprc.org](http://zerosuicide.sprc.org)), it represents a paradigm shift from suicide prevention to suicide elimination. Georgia Tech is one of the first colleges/universities in the United States to implement a zero suicide initiative.

Relative to alcohol and other drugs based on Paul Quinnett's, "Question Persuade Refer" (2013), "A Word About Alcohol...People who finally take their own lives must pass through a sort of psychological barrier before they act. This final wall of resistance to death is what keeps many seriously suicidal people alive. Quick-acting and readily available alcohol, at intoxicating levels, dissolves this wall of resistance and is found in

the blood of most completed suicides – whether or not they ever had a drinking problem.

Alcohol makes depression worse, impairs thinking and judgement, increases impulsivity and, like driving without a seatbelt; alcohol often contributes to tragic accidents, including “accidental” suicides.” (endsuicide.gatech.edu).

### **VIII. AOD Program Strengths**

- a) The Alcohol & Other Drug Action Committee meets regularly throughout the academic year with a charge of developing, implementing and evaluating educational and environmental approaches aimed at the promotion, prevention, intervention and care related to substance use behaviors and community standards. With the use of evidence-based educational programs, policy recommendations and on-going research, the AOD Action Committee strives to provide members of the Georgia Tech community with tools for making informed decisions that will foster academic success, personal development and a healthy balanced lifestyle.
- b) The Office of Student Integrity reviews and adjudicates alcohol and other drug-related cases efficiently and effectively;
- c) The Georgia Tech Collegiate Recovery Program offers a safe and welcoming community for students in recovery from alcohol and drug addictions;
- d) The GT counseling center offers specialized assessment, treatment and referral services for students with AOD related difficulties;
- e) There is a weekly meeting of Alcoholics Anonymous (AA) on campus available to Institute students, faculty, and staff as well as the greater Atlanta community;

- f) Current alcohol-related programs at GT incorporate evidence-based strategies, such as population level prevention, policies to reduce availability and access, and opportunities to participate in alcohol-free activities;
- g) Proactive prevention is integrated across the Institute. Alcohol-related education is offered through many entities including the Division of Student Life, Campus Services, Georgia Tech Police Department and the Georgia Tech Athletic Association;
- h) The Institute has an integrated risk management in student organization event planning;
- i) The Institute mandates that all first year students complete an online alcohol course, Alcohol Edu. Alcohol Edu has been proven effective in reducing alcohol-related harms. “It is the most widely used alcohol prevention program in higher education, and helps institutions comply with Education Department General Administrative Regulations (EDGAR part 86). The online programs deliver a personalized experience to all types of students dependent on their current drinking choices, and is proven effective – eight independent studies have verified the efficacy of Alcohol Edu.”  
<http://everfi.com/higher-education-old/alcoholedu/>; and
- j) Campus Services, Health & Well-Being and the Division of Student Life administered four surveys that addressed mental health and well-being in Spring 2018. These surveys included questions related to alcohol and other drug related behaviors. A summary of the findings is found in Addendum E.

#### **VIX. AOD Program Weaknesses**

- a) Based on the organizational structure at Georgia Tech, much of the educational programming around alcohol and other drugs continued to be created and

implemented in a departmental scope as opposed to a campus wide effort, sometimes duplicating efforts;

b) Turnover within staff and departmental re-organizations created gaps in consistent implementation and knowledge;

c) Students communicated that there is inconsistent and conflicting messaging from the Institute related to alcohol use. It is challenging to document how alcohol and other drugs correlate with student academic and personal success; and

d) In 2017-2018, the health priority for Georgia Tech was on student mental health.

**End of Report**

## **Appendix**

### **Biennial Review Report 2016-2017 and 2017-2018**

#### **Addendum A**

Biennial Review Committee

#### **Addendum B**

Semester AOD Notification to Students

#### **Addendum C**

Annual AOD Notification to Employees

#### **Addendum D**

Health Risks Associated with the  
Use/Misuse of Alcohol and Other Drugs

#### **Addendum E**

Spring 2018, Findings Related to  
Alcohol and Other Drug Misuse

#### **Addendum F**

Spring, 2018, Healthy Minds Study (HMS)  
Executive Summary

#### **Addendum G**

Social Media Campaign of #GamePlanGT

#### **Addendum H**

GT Athletics  
2018-2019, Conduct Review Panel

#### **Addendum I**

Tech Ends Suicide Together  
2018-2019, Implementation Team

#### **Addendum J**

Alcohol and Other Drug Action Committee

#### **Addendum K**

Collegiate Recovery Program (CRP)  
Coffee Bike Initiative

**Addendum A**

**2018-2019**

**Georgia Institute of Technology**

**Biennial Review Committee**

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## **Addendum B**

### **Semester Alcohol and Other Drug (AOD) Notification to Students**

**From:** "Stein, John M" <[john.stein@vpss.gatech.edu](mailto:john.stein@vpss.gatech.edu)>  
**Date:** Friday, August 24, 2018 at 1:34 PM  
**To:** "Warner, Sara W" <[sara.warner@studentlife.gatech.edu](mailto:sara.warner@studentlife.gatech.edu)>  
**Subject:** <no subject>

Dear Fellow Yellow Jackets,

A sincere welcome to the newest members of the Yellow Jacket family! And welcome back to returning Jackets! On behalf of the Division of Student Life I hope your first week on campus has been a good one and that your semester is off to a good start.

Georgia Tech is a diverse and dynamic campus community. With exciting athletic teams, over 500 student organizations, a vibrant fraternity/sorority community, innovation hubs on and off-campus, and research happening at all times, ways to get engaged in the campus community are countless. I would encourage you to gather with other students, faculty, and staff in ways that cause you to learn, think, laugh and enjoy all that our community offers. Your course work will be your primary focus, however find ways to enjoy the campus community and connect with one another.

In such a vibrant environment, expectations for behavior are high and are meant to be clear. As we begin the academic year, I wanted to make you aware of the Institute policies in place that outline the standards for student behavior and activities. These policies were created to ensure that Georgia Tech is a safe and inclusive community for all.

Please take a moment to review each policy as linked below. As a yellow jacket, you are responsible for knowing and following these policies. If you have questions about these policies or expectations, contact the Division of Student Life <http://studentlife.gatech.edu/>

Policy Links:

Non-Academic Code of Conduct:

<http://www.policylibrary.gatech.edu/student-life/student-code-conduct>

<http://www.policylibrary.gatech.edu/student-life/student-code-conduct>

Academic Honor Code:

<http://www.policylibrary.gatech.edu/student-life/academic-misconduct>

Sexual Misconduct Policy:

<http://www.policylibrary.gatech.edu/student-life/student-sexual-misconduct>

Student Organizations Policy:

<http://www.policylibrary.gatech.edu/student-life/student-organizations-conduct>

Student-Student Organization Alcohol Policy

<http://www.policylibrary.gatech.edu/student-affairs/studentstudent-organization-alcohol-policy>

John M. Stein

Vice President of Student Life

Brandt-Fritz Dean of Students Chair

Georgia Tech

353 Ferst Drive

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404-894-2564

## Addendum C

### Annual AOD Notification to Employees

Colleagues,

The Georgia Institute of Technology sets high expectations for ethical and respectful community behavior. As an employee of Georgia Tech, policies are in place to guide behavior and activities - both on and off campus. This notification serves as your annual alcohol and other drug notification reminder.

Please take this opportunity to read and review the policies below as they govern our employment at Georgia Tech. There are also resources available to you should you need support or assistance with substance abuse or other issues. Georgia Tech's Program is free and confidential and provides counseling services and referrals for a full range of personal, family and work concerns.

If you have questions about these policies or community behavioral expectations, contact Georgia Tech Human Resources at 404-894-4847.

Policy Links:

<https://policylibrary.gatech.edu/>

<http://www.policylibrary.gatech.edu/campus-alcohol-policy>

<http://www.policylibrary.gatech.edu/studentstudent-organization-alcohol-policy>

<https://policylibrary.gatech.edu/employee-alcohol-and-illegal-drug-use>

<http://www.policylibrary.gatech.edu/drug-and-alcohol-testing>

[https://www.usg.edu/policymanual/section4/policy/C332/#p4.6.4\\_alcohol\\_and\\_drugs\\_on\\_campus](https://www.usg.edu/policymanual/section4/policy/C332/#p4.6.4_alcohol_and_drugs_on_campus)

[https://www.usg.edu/business\\_procedures\\_manual/section19/manual/19.8\\_purchase\\_of\\_food\\_using\\_institutional\\_funds](https://www.usg.edu/business_procedures_manual/section19/manual/19.8_purchase_of_food_using_institutional_funds)

<http://www.policylibrary.gatech.edu/employment/pre-employment-screening>

[https://www.usg.edu/business\\_procedures\\_manual/section3/manual/C1127/](https://www.usg.edu/business_procedures_manual/section3/manual/C1127/)

## **Addendum D**

### **Health Risks Associated with the Use/Misuse of Alcohol and Other Drugs**

The health consequences of alcohol misuse and substance use may be immediate and unpredictable, such as fatalities associated with alcohol poisoning and drug overdose, or more subtle and long term, such as liver and brain damage associated with the prolonged use of alcohol.

In addition to health-related problems, alcohol misuse and substance use are associated with financial difficulties, interpersonal conflicts, domestic violence, deterioration of the family structure, accidental injuries or fatality, and may significantly impact academic and work performance.

### **Selected Drugs and Their Effects**

#### **Alcohol and Other Depressants [barbiturates, sedatives, and tranquilizers]**

Alcohol, tranquilizers, and sedatives are all considered depressants. These drugs depress the central nervous system either by mimicking the brain's natural sedating chemicals or by diminishing the brain's natural ability to produce stimulating chemicals.

#### **Short-term effects**

Alcohol consumption causes a number of marked changes in behavior; even low doses significantly impair judgment and coordination. Moderate to high doses cause significant impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses can cause respiratory depression and death. The

effects of other depressants are similar to those of alcohol: large doses can cause slurred speech, poor motor coordination, altered perception, psychosis, hallucinations and paranoid delusions, coma, or death.

### **Long-term effects**

Long-term effects of using alcohol include addiction, depression, accidents as a result of impaired ability, ulcers, gastritis, pancreatitis, fatty liver, alcoholic hepatitis, chronic active hepatitis, and cirrhosis. Long-term use of other depressants can also lead to addiction, including both physical and psychological dependence. Regular use over time may result in a tolerance to the drug. Withdrawal symptoms may range from restlessness, insomnia, and anxiety, to convulsions and death.

### **Nicotine**

Nicotine, one of more than 4,000 chemicals found in the smoke from tobacco products, is the primary component in tobacco that acts on the brain. Nicotine is absorbed through the skin and mucosal lining of the mouth and nose or by inhalation in the lungs. Nicotine increases the levels of dopamine in the brain. The acute effects of nicotine dissipate in a few minutes, causing the smoker to continue dosing frequently throughout the day to maintain the drug's pleasurable effects and prevent withdrawal. Effects of use include addiction, high blood pressure, emphysema, heart and lung disease, and cancer.

### **Marijuana**

THC [ $\Delta$ -9-tetrahydrocannabinol] stores itself in the fatty tissue of the brain, reproductive organs, liver, lungs, and spleen, where it causes tissue damage and hinders normal

body function. In the brain, THC widens the gaps between nerve cells causing decreased transmission of impulses. This can result in speech problems, memory and learning problems, physical impairment, and can interfere with judgment, and cause difficulty thinking and solving problems. Use can also elevate anxiety and cause a panic reaction. Long-term use can cause permanent memory problems. There is also an increased risk of developing respiratory problems including, but not limited to, cancer.

### **Stimulants [Cocaine, Amphetamines, "speed," "uppers"]**

Stimulant use interferes with reabsorption of dopamine causing euphoria, which constricts blood vessels, dilates pupils, and increases heart rate and blood pressure.

#### **Effects**

Acute cardiovascular or cerebrovascular emergencies such as heart attack or stroke can result from use, regardless of frequency. Cocaethylene, created by the liver when cocaine and alcohol are used, increases the chance of sudden death. Addiction, lung damage, depression, paranoia, and toxic psychosis are also possible. Similar risks are presented by the use of speed and uppers.

### **Ecstasy [MDMA]**

Ecstasy is a synthetic drug, and is similar to both methamphetamine and mescaline, which is a hallucinogenic. It mainly affects the body by affecting neurons that use the chemical serotonin, which can greatly affect mood, aggression, sexual activity, sleep, and sensitivity to pain. In high doses, MDMA can interfere with the body's ability to regulate temperature, which

can lead to a sharp increase in body temperature [hyperthermia], resulting in liver, kidney, and cardiovascular system failure

### **Hallucinogens [LSD, PCP]**

PCP is a white crystalline powder that is readily soluble in water or alcohol. LSD [lysergic acid diethylamide] is manufactured from lysergic acid, which is found in ergot, a fungus that grows on rye and other grains. The effects of these substances are unpredictable, and depend on the amount taken, the user's personality and mood, and the surroundings in which the drug is used.

#### **Short-term effects**

These drugs alter user's perception of time and space by changing the way the brain interprets stimulus. They also increase heart rate and blood pressure, which can lead to coma, or heart and lung failure. High doses can cause symptoms that mimic schizophrenia, such as delusions, hallucinations, paranoia, disordered thinking, a sensation of distance from one's environment, and catatonia. Speech is often sparse and garbled. PCP can be addictive.

#### **Long-term effects**

Flashbacks can occur days, months, or even years after use. Users can also experience decreased motivation, prolonged depression, increased anxiety, increased delusions and panic, and psychosis such as schizophrenia or severe depression.



## **Narcotics [Opium, morphine, codeine, heroin]**

Narcotics include opium, opium derivatives, and semi-synthetic substitutes of opium derivatives. Narcotic use is associated with a variety of unwanted effects including drowsiness, inability to concentrate, apathy, lessened physical activity, constriction of the pupils, dilation of the subcutaneous blood vessels causing flushing of the face and neck, constipation, nausea and vomiting, and most significantly, respiratory depression. As the dose is increased, the subjective, analgesic [pain relief], and toxic effects become more pronounced.

### **Short-term effects**

Short term effects include restlessness, irritability, loss of appetite, nausea, tremors, and drug craving.

### **Long-term effects**

Long term effects include addiction, accidental overdose, risk of hepatitis and AIDS infection from contaminated needles.

## **Prescription Drug Misuse**

The most commonly misused prescription drugs are: painkillers [codeine, Oxcycotin, Vicodin, Demerol]; CNS depressants [Nembutal, Valium, Xanax]; and stimulants [Ritalin, Dexedrine, Adderall].

### **Short-term effects**

Stimulants and CNS depressants present risks for irregular heartbeat, greatly reduced heart rate, seizures, dangerously increased body temperature, and can cause aggressive or paranoid behavior.

### **Long-term effects**

The greatest risk from these drugs is the significant chance for dependence. This can lead to greater doses and increased frequency of use. Attempting to cease use without proper medical help after dependence has been established can be dangerous and even fatal.

### **Inhalants [gas, aerosols, glue, nitrites, nitrous oxide]**

Inhalants are breathable chemical vapors that produce psychoactive effects. A variety of products common in the home and in the workplace contain substances that can be inhaled:

**Solvents** — paint thinners or removers, degreasers, dry-cleaning fluids, gasoline, and glue

**Art or office supply solvents** — correction fluids, felt-tip-marker fluid, and electronic contact cleaners

**Gases** [used in household or commercial products] — butane lighters and propane tanks, whipped cream aerosols [whippets], and refrigerant gases

**Household aerosol propellants:** contained in items such as spray paints, hair or deodorant sprays, fabric protector sprays, and aerosol computer cleaning products

**Medical anesthetic gases** — ether, chloroform, halothane, and nitrous oxide

**Nitrites** — volatiles including cyclohexyl, butyl, and amyl nitrites, and are commonly known as “poppers.” Volatile nitrites are often sold in small brown bottles and labeled as “video head cleaner,” “room odorizer,” “leather cleaner,” or “liquid aroma.”

### **Short-term effects**

These chemicals slow down the body’s functions, and can cause momentary intoxication which, if continued, can lead to stimulation, reduced inhibition, and ultimately loss of consciousness. Using solvents or aerosol sprays can induce heart failure and death, known as “sudden sniffing death.” This effect is mostly associated with butane, propane, and chemicals in aerosols.

### **Long-term effects**

These chemicals can cause severe damage to the brain, liver, and kidneys. Specifically, they can cause hearing loss, peripheral neuropathies [limb spasms], central nervous system damage, and even bone marrow damage.

### **GHB [gamma hydroxybutyrate]**

Is a central nervous system depressant. It is made from gamma butyrolactone and sodium or potassium hydroxide, which means that it is essentially degreasing solvent or floor stripper combined with drain cleaner. In liquid form it is usually clear and looks like water. GHB and two of its precursors, gamma butyrolactone [GBL] and 1,4 butanediol [BD] have been characterized as predatory drugs used to commit acts of sexual violence.

### **Effects**

Misuse of GHB can cause amnesia, coma and/or seizures, inability to move, or impaired speech. There is also a risk of death, especially when combined with alcohol or other drugs.

**Addendum E**

**Spring 2018  
Findings Related to Alcohol and Other Drug Misuse**

Wake Forest Wellbeing Assessment Report

Responses = 721 undergraduate students

Response Rate = 21.0%

**Drinking is a big part of the social culture at my school**

68.8% of Georgia Tech students agree to some extent (slightly agree, agree, or strongly agree) that “Drinking is a big part of the social culture at my school.”2q

Response	School Freq	School %	School Valid %	Ag Freq	Ag %	Ag Valid %
Strongly agree	123	17.06	18.04	1486	23.62	25.38
Agree	210	29.13	30.79	1771	28.15	30.25
Slightly agree	163	22.61	23.90	1175	18.68	20.07
Slightly disagree	72	9.99	10.56	484	7.69	8.27
Disagree	66	9.15	9.68	510	8.11	8.71
Strongly disagree	48	6.66	7.04	429	6.82	7.33
NA	39	5.41	NA	436	6.93	NA

**Other students encourage me to drink**

27.74% of Georgia Tech students agree or strongly agree that “Other students encourage me to drink” while 34.81% disagree or strongly disagree to the same statement.

Response	School Freq	School %	School Valid %	Ag Freq	Ag %	Ag Valid %
Strongly agree	71	9.85	10.38	678	10.78	11.58
Agree	129	17.89	18.86	1267	20.14	21.65
Slightly agree	151	20.94	22.08	1213	19.28	20.72
Slightly disagree	82	11.37	11.99	749	11.91	12.80
Disagree	155	21.50	22.66	1150	18.28	19.65

Strongly disagree	96	13.31	14.04	796	12.65	13.60
NA	37	5.13	NA	438	6.96	NA

**I think my school holds students accountable for high-risk drinking**

60.06% of Georgia Tech students agree to some extent (slightly agree, agree, or strongly agree) that "I think my school holds students accountable for high-risk drinking."

Response	School Freq	School %	School Valid %	Ag Freq	Ag %	Ag Valid %
Strongly agree	78	10.82	11.47	601	9.55	10.32
Agree	184	25.52	27.06	1538	24.45	26.40
Slightly agree	171	23.72	25.15	1365	21.70	23.43
Slightly disagree	114	15.81	16.76	964	15.32	16.55
Disagree	84	11.65	12.35	837	13.30	14.37
Strongly disagree	49	6.80	7.21	521	8.28	8.94
NA	41	5.69	NA	465	7.39	NA

**I tell my friends when they have had too much to drink**

67.97% of Georgia Tech students agree to some extent (slightly agree, agree, or strongly agree) that "I tell my friends when they have had too much to drink."

Response	School Freq	School %	School Valid %	Ag Freq	Ag %	Ag Valid %
Strongly agree	149	20.67	21.72	1331	21.16	22.73
Agree	246	34.12	35.86	2217	35.24	37.87
Slightly agree	95	13.18	13.85	797	12.67	13.61
Slightly disagree	41	5.69	5.98	289	4.59	4.94
Disagree	24	3.33	3.50	191	3.04	3.26
Strongly disagree	5	0.69	0.73	57	0.91	0.97
Don't know/ NA	126	17.48	18.37	973	15.47	16.62
NA	35	4.85	NA	436	6.93	NA

**Sometimes I drink even when I don't want to because of social pressure**

59.22% of Georgia Tech students disagree to some extent (slightly disagree, disagree, or strongly disagree) that "Sometimes I drink even when I don't want to because of social pressure."

Response	School Freq	School %	School Valid %	Ag Freq	Ag %	Ag Valid %
Strongly agree	13	1.80	1.90	146	2.32	2.49
Agree	38	5.27	5.54	396	6.29	6.77

Slightly agree	66	9.15	9.62	616	9.79	10.52
Slightly disagree	69	9.57	10.06	546	8.68	9.33
Disagree	152	21.08	22.16	1368	21.75	23.37
Strongly disagree	206	28.57	30.03	1680	26.70	28.70
Don't know/ NA	142	19.69	20.70	1101	17.50	18.81
NA	35	4.85	NA	438	6.96	NA

**Sometimes I pretend to be drinking so I fit in at my school**

65.46% of Georgia Tech students disagree to some extent (slightly disagree, disagree, or strongly disagree) that "Sometimes I pretend to be drinking so I fit in at my school."

Response	School Freq	School %	School Valid %	Ag Freq	Ag %	Ag Valid %
Strongly agree	7	0.97	1.02	99	1.57	1.69
Agree	24	3.33	3.50	239	3.80	4.08
Slightly agree	36	4.99	5.26	386	6.14	6.60
Slightly disagree	36	4.99	5.26	298	4.74	5.09
Disagree	163	22.61	23.80	1364	21.68	23.31
Strongly disagree	273	37.86	39.85	2307	36.67	39.43
Don't know/ NA	146	20.25	21.31	1158	18.41	19.79
NA	36	4.99	NA	440	6.99	NA

**During the current academic year, I've not done my best on school work due to drinking**

40.08% of Georgia Tech students strongly disagree with the statement "During the current academic year, I've not done my best on school work due to drinking."

Response	School Freq	School %	School Valid %	Ag Freq	Ag %	Ag Valid %
Strongly agree	10	1.39	1.46	79	1.26	1.35
Agree	26	3.61	3.80	207	3.29	3.54
Slightly agree	50	6.93	7.30	342	5.44	5.86
Slightly disagree	35	4.85	5.11	312	4.96	5.34
Disagree	116	16.09	16.93	1160	18.44	19.86
Strongly disagree	289	40.08	42.19	2481	39.44	42.48
Don't know/ NA	159	22.05	23.21	1259	20.01	21.56
NA	36	4.99	NA	451	7.17	NA

**How many times in the past two weeks have you had 5 or more alcoholic drinks in a row?**

59.08% of Georgia Tech students had not had 5 or more alcoholic drinks in a row within the last two weeks (binge drink threshold for males). However, 12.76% of students have had more than 5 drinks in a row more than twice during the last two weeks.

Response	School Freq	School %	School Valid %	Ag Freq	Ag %	Ag Valid %
0	426	59.08	61.92	3457	54.95	58.92
1	92	12.76	13.37	895	14.23	15.25
2	78	10.82	11.34	716	11.38	12.20
3-5	76	10.54	11.05	620	9.86	10.57
6-9	11	1.53	1.60	139	2.21	2.37
10+	5	0.69	0.73	40	0.64	0.68
NA	33	4.58	NA	424	6.74	NA

**How many times in the past two weeks have you had a hangover?**

69.90% of Georgia Tech students had not had a hangover within the last two weeks. 14.56% of students had had 1 hangover in the last two weeks and 10.68% had had 2 or more hangovers.

Response	School Freq	School %	School Valid %	Ag Freq	Ag %	Ag Valid %
0	504	69.90	73.47	4406	70.04	75.16
1	105	14.56	15.31	878	13.96	14.98
2	54	7.49	7.87	392	6.23	6.69
3-5	22	3.05	3.21	166	2.64	2.83
6-9	0	0.00	0.00	14	0.22	0.24
10+	1	0.14	0.15	6	0.10	0.10
NA	35	4.85	NA	429	6.82	NA

**Healthy Minds Report**

Survey 1 = 1015 Undergraduate and Graduate Students

Response Rate: 25.4%

Survey 2 = 946 Undergraduate and Graduate Students

Response Rate: 23.2%



Survey 1+2 Combined

	Not like me at all 0		1		2		3		Extremely like me 4		Total
I drink alcohol frequently	58.07%	1054	15.59%	283	13.39%	243	8.82%	160	4.13%	75	1815
When I drink alcohol I can't remember what happened	76.22%	1369	13.14%	236	6.51%	117	3.34%	60	0.78%	14	1796
I drink more than I should	69.96%	1255	14.83%	266	8.36%	150	4.68%	84	2.17%	39	1794

- In the past 2 weeks, 58.55% of students (1065 out of 1819) reported drinking alcohol.
- In the past 2 weeks, 50.33% of students who report having 5 or more drinks for males or 4 OR more drinks for females (535 out of 1063)

**Campus Services Satisfaction Survey**

Reponses = 1297 undergraduate and graduate students

Response Rate = 29.0%

- When asked to rank top health concerns, neither students nor non-students ranked it within their top 10 concerns. Top concerns instead being stress, anxiety, depression, nutrition, and physical activity.
- On a satisfaction scale of 5, students on average rated AlcoholEdu as a 3.68 which falls in the range of very satisfied.

- For a question on utilization methods, 22% of 1107 students identified that they had used mandatory online courses including AlcoholEdu.

### **College Prescription Drug Study – Institution Report**

937 Undergraduate and Graduate Students Responded

Response Rate = 18.8%

- 83% rarely or never use drugs or alcohol to manage stress.
- Less than 10% have ever used prescription drugs non-medically.
- Stimulants are highest at 9.6% compared to pain meds (6.4%) and sedatives (6.3%).
- Significantly, less GT students ever use prescription drugs non-medically as compared to other 4-year public institutions.
- Most students at GT who use pain medications for non-medical reasons began using in college as an undergraduate (48.9%), so this is a good time to target students vulnerable to beginning addictive patterns. Similar patterns exist even more clearly for sedatives (70.3%) and stimulants (75.4%).

### **EverFi**

Data from Alcohol Edu

- Overall, students made gains in the post-survey in all aspects of knowledge.
- High risk behaviors are slightly lower in total at Georgia Tech than national behaviors.
- Georgia Tech students experienced less negative consequences of drinking than the national average.
- Alcohol use, particularly high-risk drinking, has increased at Georgia Tech has increased above the national rates of change.
- Students report drinking in their fraternity/sorority locations and in residences.

- **Students tend to have relatively low consequences (in terms of hangovers and interference with school work) as a result of drinking.**

## **Addendum F**

### **Healthy Minds Study (HMS)**

#### **Executive Summary**

##### **Overview**

In spring of 2018, Georgia Tech participated in the Healthy Minds Study (HMS), approved by the Institute's Institutional Review Board (IRB), and administered by a research team at the University of Michigan. The HMS study purpose was to better understand issues related to students' well-being, sources of support, use of alcohol and other drugs, and mental and emotional health. Since its national launch in 2007, the HMS has been fielded at over 180 colleges and universities, with over 200,000 survey respondents.

##### **Sampling**

Two samples of 4,000 undergraduate and graduate students were invited to participate in one of two versions of the survey. The surveys consisted of three standard modules including the Counseling Center Assessment of Psychological Symptoms (CCAPS) and the Standardized Data Set (SDS) used by Center for Collegiate Mental Health (CCMH) Counseling Centers. Georgia Tech has been a CCMH Counseling Center since 2013.

##### **Survey**

The standard modules collect Demographic, Mental Health Status, and Mental Health Service Utilization/Help-Seeking data. Survey 1 included a Sleep, Resilience and Coping Module; Survey 2 included a Sleep and Competition module.

##### **Key Findings**

Survey 1 yielded 1,015 responses out of 4,000 for a 25.4% response rate. Survey 2 recorded 946 responses out of 4,000 for a 23.2% response rate. Among students who

completed the survey, an estimated 32% of students at Georgia Tech are experiencing at least one significant mental health problem, such as depression, anxiety disorders, suicidal thoughts, self-injury, or symptoms of eating disorders.

From our population of 26,839 students, this translates to approximately 8,588 total students with a mental health problem. Among these students, an estimated 44% have received recent mental health services, whereas 56% have not. This translates to approximately 4,810 total students with untreated mental health problems.

In the past 12 months, 43% of student respondents sought support for their mental or emotional health from a friend; 32% from family; and 27% from their significant other. Relative to barriers to help-seeking, 27% reported they preferred to deal with issues on their own or with support from family/friends; 22% reported not having enough time; and 12% cited financial reasons as a barrier to help-seeking. Over half (59%) of the student respondents agreed with the statement, "Most people would think less of someone who has received mental health treatment."

### **GT Counseling Center**

Counseling services lead to large reductions in symptoms and improvements in functioning, according to analyses by the Collegiate Mental Health (CCMH). In our Healthy Minds data, satisfaction rates are near 82% among students who used campus mental health services, suggesting that our services are effective.

Mental health problems such as depression are associated with a two-fold increase in the risk of student departure from an institution, based on the University of Michigan's

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research. Thus, increasing the availability of evidence-based services or preventive programs can reduce this risk and increase student retention.

The Institutes 2017-2018 HMS Data Report may be viewed at  
file:///C:/Users/bw100/Downloads/HMS\_GeorgiaTech.pdf

## Addendum G

### Social Media Campaign of #GamePlanGT





Georgia Tech Health Initiatives



September 10, 2016 · 🌐

Attention all #GaTech Tailgaters and football fans: What's your #GamePlanGT to ensure a safe and fun day, with or without alcohol? Let's #GoJackets #MervsGT



👤 1,739 people reached

Boost Unavailable



Like



Comment



Share



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**Addendum H**

**GT Athletics, Conduct Review Panel  
2018-2019**

Deputy Athletic Director

Senior Associate Athletic Director for External Operations

Associate Athletic Director for Student-Athlete Development/Senior Woman Administrator

Associate Athletic Director for Compliance/Code of Conduct Administrator

Associate Athletic Director for Administration and Finance

Associate Athletic Director for Facilities, Operations, and Events

Associate Dean of Students

## **Addendum I**

### ***Tech Ends Suicide Together***

#### **Implementation Team**

**2018-2019**

<b>Admissions (Undergraduate)</b>	Rick Clark
<b>Campus Ministries</b>	Matt Koehn
<b>Campus Recreation Center</b>	Michael Edwards
<b>College of Sciences</b>	Carrie Shepler
<b>Counseling Center</b>	Carla Bradley, Janice Harewood, Julia Rizzo
<b>Facilities</b>	Cheryl Kelley
<b>Faculty Affairs</b>	David Bamburowski
<b>Faculty (Graduate)</b>	Marla Bruner
<b>Faculty (Undergraduate)</b>	Beatriz Rodriguez
<b>Graduate Studies; Office of Vice Provost for Graduate Education &amp; Faculty Development</b>	James Black
<b>GTAAN</b>	Shawn Dommer
<b>GTPD</b>	Tony Whitmire
<b>Health Initiatives</b>	Tiffany Hughes-Troutman
<b>Human Resources</b>	Easter Worden
<b>Institute Communications</b>	Michael Hagearty
<b>International Education</b>	Kelci Reyes-Brannon
<b>Kappa Sigma Fraternity</b>	Jake Fogarty
<b>Mental Health Student Coalition</b>	Collin Spencer
<b>Office of Assessment</b>	Brenda "B" Woods
<b>Parent &amp; Family Programs</b>	Laci Weeden
<b>Psychiatry Clinic</b>	Alyssa Mellor
<b>Residence Life</b>	Alex Becking
<b>Stamps Health Services</b>	Ben Holton
<b>Student Engagement</b>	Mac Pitts
<b>SGA (Graduate)</b>	Andrew Cox
<b>SGA (Undergraduate)</b>	Jackson Caruso, Vivian Romero
<b>STAR</b>	Steve Fazenbaker
<b>Student Life</b>	Stephanie Ray, Sara Warner

**Addendum J**

**Alcohol and Other Drug Action Committee**

<b>Department</b>	<b>Representative</b>
Health Initiatives	Stacy Connell
Fraternity and Sorority Life	Jamison Keller
Stamps Health Services	Ben Holton
Health Initiatives	Sarah Morales
Housing	Sheree Gibson
Gamma (Sorority)	Sydney White
Gamma (Fraternity)	Erik Happ
Counseling Center	Christina Owens
SGA Reps	Zoe Seiling
Wreckless	Nikhil Patel
Graduate SGA	Andrew Cox
Psychiatry	Shannon Croft
GTPD	Shoshanna Engel
SCPC	Carly Bloomingdale
New Student and Transition Programs	Cynthia Jennings
Student Integrity	Bonnie Taylor
CRC	Dan Hazlett
Athletics	Shoshanna Engel
HWB Communications	Jess Kolis
Student Integrity	Andy Lawrence
GTPD	Tony Leonard

**Addendum K**

**Collegiate Recovery Program (CRP)**

**Coffee Bike Initiative**



**End of Appendix**