



**ROANOKE  
COLLEGE®**

**Drug and Alcohol Prevention Program  
(DAAPP)**

**Roanoke College  
Fall 2024**

## **Drug-Free Schools and Communities Act**

The Education Department General Administrative Regulations (EDGAR) Part 86 requires institutions of higher education, which receive federal education funding, to develop and implement a drug and alcohol prevention program that complies with the Drug-Free Schools and Communities Act (DFSCA). The Drug and Alcohol Abuse Prevention Program (DAAPP) must include the following in annual notification to all students and employees:

1. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees;
2. A description of the applicable legal sanctions under federal, state, or local law for the unlawful possession or distribution of illicit drugs and alcohol;
3. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
4. A description of substance abuse programs (counseling, treatment, rehabilitation, and re-entry) that are available to employees and students;
5. A clear statement of the disciplinary sanctions students and employees may face (consistent with Local, State, and Federal law) for violations of standards of conduct relating to drugs and alcohol.

In compliance with the DFSCA, Roanoke College is providing this document containing links to college policies and resources concerning the use of alcohol of drugs. This document may be updated periodically and changes will made to the electronic form. Printed copies are available by request in the Dean of Students office. For more information, please contact the Dean of Students Office at (540) 375-2592.

### **ROANOKE COLLEGE STANDARDS OF CONDUCT**

#### **Students**

Roanoke College is committed to establishing a healthy and safe living/learning environment for the College community, which includes its students, faculty, and administrative staff.

A student's relationship with the College is based on a contractual agreement that the student enters into voluntarily. By joining our College community, the student agrees to abide by the policies of the College including the Student Conduct Code. Individuals are subject to the Student Conduct Code as long as they are enrolled at the College, including break periods and while studying abroad. The College conduct system is not a legal system based on the adversarial model used in the courts. Rather, it is a system that seeks to find the truth by ensuring that students charged with violations of the Student Conduct Code know the charges brought against them by whom and have the opportunity to answer such charges before an impartial authority of members of the College community. The College's conduct system is not a substitute for the criminal justice system or a sanctuary from criminal or civil law. Violations

of local, state, and/or federal laws are handled by the respective court systems. Such conduct also may constitute violations of the Student Conduct Code and thus may subject a student to action by the College.

### **Alcohol and Drug Abuse:**

Alcohol/substance abuse is evidenced by a lack of self-control which results in:

- an individual harming or potentially harming themselves or others, or
- an individual disrupting the mission or operations of the college.

### **Alcohol and Illicit Drug Health Risks:**

Alcohol and illicit drugs are toxic substances that affect the mind, body and spirit. Excessive drinking hinders academic success and can cause health risks which include damage to your body organs (liver, heart and digestive tracts); impaired physiological responses (decreased brain activity, digestion and blood circulation); and mental and emotional disorders (loss of memory, impaired judgment and personality changes). Alcohol related problems include deaths from drunk driving, use of violence, and poor judgment in personal relationship situations.

Drug abuse is dangerous and can lead to death. Usage can cause psychosis, convulsions, coma and death. Continuous use of drugs can lead to organ damage, mental illness, and malnutrition. It increases the risk of bloodborne diseases related to drugs that are injected. Drug abuse can cause accidents resulting from reckless behavior, panic attacks, and other harmful consequences. Additional information concerning alcohol and illicit drug health risks is summarized in this document and may be obtained at Student Wellness Services.

The abuse of alcohol or other substances by Roanoke College students is unacceptable. Students who appear to be substance abusers as identified by college officials could be placed on student conduct probation. They may also be required to undergo an assessment by a trained professional and to make use of professional help at their own expense. A further abuse incident during the period of probation will likely result in suspension or expulsion. Students found to be substance abusers are strongly encouraged to seek professional help. College personnel in Student Wellness Services are available to provide initial assessments and care and to refer students to local area treatment facilities.

The Student Code of Conduct can be found here: <https://www.roanoke.edu/studentconduct>.

## **Employees**

### **Policy Statement on Substance Abuse**

We realize that our employees are not immune to the problems associated with drug and alcohol abuse. The guidelines below are designed to help address such problems, and to prevent drug or alcohol use that adversely affects job performance and safety.

- 1) Comprehensive health care benefits are available through our health insurance policy for treatment of alcohol and drug problems.
- 2) The Employee Assistance Program (EAP) provided by the College offers free, confidential short-term counseling and referrals for substance abuse problems. Employees are encouraged to seek help voluntarily through the EAP.
- 3) When an employee's job performance or behavior reasonably suggests a substance abuse problem, the employee may be directed to seek help either through the EAP or through a personal physician.
- 4) Any employee who seeks rehabilitation through an inpatient program will receive the support of the College, including an unpaid leave of absence, upon request, in accordance with the Family and Medical Leave Act of 1993 (see Chapter 6). Although an employee's rehabilitation efforts will be supported, participating in any program will not serve as protection against the normal disciplinary process associated with job performance and behavior.
- 5) Employees under the influence of alcohol or illegal drugs while working or scheduled to work will be subject to disciplinary action, up to and including dismissal.
- 6) Employees properly using prescription medication are responsible for knowing the impact such use may have on the regular performance of their duties. If an employee is unable to work as a result of their prescription medication use, the employee must promptly notify their supervisor or Human Resources prior to the start of their work and comply with requests for additional information.
- 7) The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance or prescription medication while on College premises or during the conduct of College business is prohibited and will result in immediate dismissal. Law enforcement authorities will be notified of the facts and circumstances concerning any illegal activity.

It is the policy of the College to maintain a drug-free workplace. As a condition of employment, employees must abide by the College policy on substance abuse and must report any conviction under a criminal drug statute within five days after the conviction. The College reserves the right to require an employee to submit to a drug or alcohol screening test, if the College reasonably suspects: (a) the employee of substance abuse which is adversely affecting the employee's performance of job responsibilities or attendance, or (b) the employee of being impaired or under the influence of drugs or alcohol when a work-related accident occurs if such impairment may have contributed to the accident

The Staff Handbook can be found here:

<https://www.roanoke.edu/documents/HR/Staff%20Handbook%20August%202023%20-%20Final.pdf>

## **LEGAL SANCTIONS UNDER FEDERAL, STATE, & LOCAL LAW**

The primary Federal law governing alcohol policy is the 21st Amendment. The Federal Uniform Drinking Age Act of 1984 sets the minimum legal drinking age to 21 and every State abides by that standard.

The college cooperates fully with law enforcement officials, including the Salem Police, the Virginia State Police, and the U.S. Postal Inspectors Office, in such matters.

In addition to the Roanoke College sanctions listed in Appendix C, members of the college community are subject to federal, state, and local alcohol and drug related penalties that include:

### **Federal Law Governing Controlled Substances**

According to the United States Drug Enforcement Agency, The Controlled Substances Act (CSA) places all substances which were in some manner regulated under existing federal law into one of five schedules. This placement is based upon the substance's medical use, potential for misuse, and safety or dependence liability. More information can be found in Title 21 United States Code (USC) Controlled Substances Act.

The CSA also provides a mechanism for substances to be controlled (added to or transferred between schedules) or decontrolled (removed from control). The procedure for these actions is found in Section 201 of the Act (21U.S.C. §811).

Proceedings to add, delete, or change the schedule of a drug or other substance may be initiated by the Drug Enforcement Administration (DEA), the Department of Health and Human Services (HHS), or by petition from any interested party, including:

The manufacturer of a drug, a medical society or association, a pharmacy association, a public interest group concerned with drug misuse, a state or local government agency, or an individual citizen.

In determining into which schedule a drug or other substance should be placed, or whether a substance should be decontrolled or rescheduled, certain factors are required to be considered. These factors are listed in Section 201 (c), [21 U.S.C. § 811 (c)] of the CSA

Source: <https://www.dea.gov/drug-information/csa>

### **Virginia Law Governing Alcohol**

The Commonwealth of Virginia and the Virginia State Alcoholic Beverage Control Board have enacted a variety of laws and regulations that govern alcoholic beverages. They are summarized as follows:

1. Persons under the age of 21 are prohibited from possessing or consuming beer, wine, liquor, or other alcoholic beverages. Persons found in violation of this statute may be fined up to \$2,500 and imprisoned for a period of not more than 12 months. In addition, such person's Virginia driver's license may be suspended for a period of not more than one year. Those found guilty of a violation of this statute shall be ordered to pay a mandatory minimum fine of \$500 or ordered to perform 50 hours of community service as a condition of their probation.

2. Persons may be fined up to \$100 for drinking in public.
3. Persons found in possession of a false driver's license (also includes possession of another individual's identification to make them appear to be 21 in order to purchase or consume alcohol) may be fined up to \$1,000 and imprisoned for a period not to exceed six months. Driving privileges may be revoked for 30 to 365 days. Manufacture of a fake identification is a Class 1 misdemeanor violation, which may result in imprisonment for up to 12 months and/or up to a \$2,500 fine.
4. It is illegal for intoxicated persons, regardless of age, to purchase or to possess alcoholic beverages. Persons in violation of this statute may be fined up to \$1,000 and imprisoned for a period not to exceed 12 months.
5. It is illegal to serve or sell alcoholic beverages to persons who are intoxicated or suspected of being under the legal drinking age. It is also illegal to purchase alcoholic beverages for such persons. Individuals believed to be intoxicated are prohibited from remaining in an area where alcoholic beverages are served. Persons found in violation of these statutes may be fined up to \$1,000 and imprisoned for a period not to exceed 12 months.
6. It is illegal to drive while under the influence of alcohol. Individuals are considered impaired if their blood alcohol content (BAC) exceeds 0.08 percent. Persons under the age of 21 who drive with a BAC of at least 0.02 percent but less than 0.08 percent may be fined up to \$500 and have their driver's license suspended for up to six months. Persons with a BAC of 0.08 percent or higher or persons refusing a breath test will have their driver's license automatically revoked. Those who refuse a breath test may have their license suspended for up to 12 months. If a person is found to have a BAC of 0.15 percent or over, a minimum jail time of five days may be imposed. If they wish to have a restricted driver's license during their suspension, they will be required to attend VASAP classes and have an ignition interlock. For a juvenile who is in violation, they can receive a minimum fine of \$500 or 50 hours of community service. A person may be charged with a DUI for driving under the influence of narcotics.
7. It is illegal to purchase alcoholic beverages from any person not licensed to sell them, to sell alcoholic beverages without the appropriate license, and to consume alcoholic beverages in any unlicensed public area.

### **Roanoke College Regulations**

In compliance with the laws of the Commonwealth, and to maintain conditions conducive to learning, possession or consumption of alcoholic beverages is only permitted according to the following provisions:

1. In the privacy of a student room, alcoholic beverages are permitted for those persons 21 years of age or older in accordance with state law, provided that at least one of the 21-year-old residents of the room is present. Possession or consumption of alcoholic beverages in any other area of the residence halls, including common area spaces, is forbidden except at events authorized by the college.

2. The fraternity and sorority life advisor, in consultation with the director residence life and housing and the dean of students, determines regulations concerning the use of alcoholic beverages in fraternity and sorority housing during registered social events.

4. The possession and use of alcoholic beverages is prohibited on all other college property except in certain facilities that are fully registered with the Virginia Alcoholic Beverage Control Board (ABC). Alcoholic beverages may be served in other facilities as specified in this policy with an appropriate banquet license issued by the ABC Board. Private residences are subject to ABC regulation, and those who hold college events in private residences are subject to state laws concerning the sale, possession, and consumption of alcoholic beverages.

*Sources:*

Alcoholic Beverage and Party Policy:

[https://www.roanoke.edu/inside/student\\_handbook/college\\_policies/alcoholic\\_beverage\\_and\\_party\\_policy](https://www.roanoke.edu/inside/student_handbook/college_policies/alcoholic_beverage_and_party_policy)

Residence Life & Housing Policies regarding Alcohol:

[https://www.roanoke.edu/inside/az\\_index/residence\\_life\\_and\\_housing/residence\\_life\\_and\\_housing\\_policies](https://www.roanoke.edu/inside/az_index/residence_life_and_housing/residence_life_and_housing_policies)

Student Code of Conduct: <https://www.roanoke.edu/studentconduct>

## **Virginia Law Governing Marijuana**

Legal:

- Adults 21 years and older may possess not more than one ounce of cannabis on his person or in any public place.
- Generally, adults 21 years and older may use marijuana in private residences. However, nothing prohibits the owner of a private residence from restricting the use of marijuana on its premises.
- Adults 21 and over may grow up to four plants per household (not per person), according to specified requirements (see “Home Cultivation” below).
- “Adult sharing” or transferring one ounce or less of marijuana between persons who are 21 years or older without remuneration is legal. "Adult sharing" does not include instances in which (i) marijuana is given away contemporaneously with another reciprocal transaction between the same parties; (ii) a gift of marijuana is offered or advertised in conjunction with an offer for the sale of goods or services; or (iii) a gift of marijuana is contingent upon a separate reciprocal transaction for goods or services.

“Home Cultivation” became legal on July 1, 2021. Adults 21 and over may now grow up to four marijuana plants per household (not per person), for personal use. Plants can be grown only at your main place of residence.

Someone who grows plants must:

- a. ensure that no plant is visible from a public way;
- b. take precautions to prevent unauthorized access by persons younger than 21 years of age; and
- c. attach to each plant a legible tag that includes the person's name, driver's license or ID number, and a notation that the marijuana plant is being grown for personal use as authorized by law.

It remains illegal to grow more than four plants, to sell or distribute marijuana grown at home, or to manufacture marijuana concentrate from home-cultivated marijuana. Individuals who choose to do so are subject to criminal penalties.

Illegal:

- With the exception of possession by a person in his residence or possession by a licensee in the course of his duties related to such licensee's marijuana establishment, any person who possesses on his person or in any public place
  - (i) more than four ounces but not more than one pound of marijuana or an equivalent amount of marijuana product as determined by regulation promulgated by the Board is guilty of a Class 3 misdemeanor and, for a second or subsequent offense, a Class 2 misdemeanor and
  - (ii) more than one pound of marijuana or an equivalent amount of marijuana product as determined by regulation promulgated by the Board is guilty of a felony punishable by a term of imprisonment of not less than one year nor more than 10 years and a fine of not more than \$250,000, or both.
- It remains illegal for anyone under the age of 21 to consume, purchase, or possess marijuana, or to attempt to consume, purchase or possess any amount of marijuana.
- It remains illegal to distribute or sell marijuana, and/or to possess any amount of marijuana with the intent to distribute or sell it. This prohibition applies equally to businesses, which will not be permitted to sell, "gift," or in any other way distribute marijuana.
- Existing safety measures remain in place, including prohibiting use of marijuana while driving a motor vehicle or while being a passenger in a motor vehicle being driven; possessing marijuana on school grounds, while operating a school bus, in a motor vehicle transporting passengers for hire, or in a commercial vehicle.
- It remains illegal to consume marijuana or offer marijuana to another person in any public place.

Source: <https://www.cannabis.virginia.gov/>



## Virginia Law Governing Controlled Substances

The law prescribes ranges of permissible penalties upon conviction. As required by the Federal Safe and Drug-Free Communities and Schools Act of 1994, the pertinent state laws, including sanctions for their violation, are summarized below:

1. Possession of a controlled substance classified in Schedule I or II of the Drug Control Act, upon conviction, exposes the violator to a Class 5 felony conviction for which the punishment is a term of imprisonment ranging from one to 10 years, or in the discretion of the jury or the court trying the case without a jury, confinement in jail for up to 12 months, and a fine upto \$2,500, either or both.
2. Possession of a controlled substance classified in Schedule III of the Drug Control Act, upon conviction, exposes the violator to a Class 1 misdemeanor conviction for which the punishment is confinement in jail for up to 12 months and a fine up to \$2,500, either, or both.
3. Possession of a controlled substance classified in Schedule IV of the Drug Control Act, upon conviction, exposes the violator to a Class 2 misdemeanor conviction for which the punishment is confinement in jail for up to six months and fine up to \$1,000, either, or both.
4. Possession of a controlled substance classified in Schedule V of the Drug Control Act, upon conviction, exposes the violator to a Class 3 misdemeanor conviction for which the punishment is a fine up to \$500.
5. Possession of a controlled substance classified in Schedule VI of the Drug Control Act, upon conviction, exposes the violator to a Class 4 misdemeanor conviction for which the punishment is a fine up to \$250.
6. Possession of a controlled substance classified in Schedule I or II of the Drug Control Act with the intent to sell or otherwise distribute, upon conviction, exposes the violator to a felony conviction for which the punishment is imprisonment from five to 40 years and a fine up to \$500,000. Upon a second conviction, the violator must be imprisoned for not less than five years, but may suffer life imprisonment and a fine up to \$500,000.
7. Possession of a controlled substance classified in Schedules III, IV, or V/VI of the Drug Control Act or an imitation controlled substance which imitates a controlled substance classified in Schedule III, IV, or V/VI, with the intent to sell or otherwise distribute, upon conviction exposes the violator to a Class 5 felony conviction for Schedule III, Class 6 felony conviction for Schedule IV, Class 1 misdemeanor conviction for Schedule V or VI.
8. Notwithstanding the aforesaid provisions, Rohypnol shall be deemed to be listed on Schedule I for the purposes of penalties for violations of the Drug Control Act. Any person knowingly manufacturing, selling, giving, distributing, or possessing Rohypnol 14 shall be punished under the penalties prescribed for other Schedule I controlled substances.

Source: [https://virginiarules.org/varules\\_topics/drugs-overview/](https://virginiarules.org/varules_topics/drugs-overview/)

## **HEALTH RISKS ASSOCIATED WITH SUBSTANCE ABUSE**

Roanoke College is concerned for the health and wellness of its students and employees. There is a wealth of medical research available on the topic of substance abuse and the literature reveals that over time, substance use can lead to illness, injury, disability, or death. Some of the health risks associated with drug use and alcohol misuse are summarized in the table below.

### **Health Effects of Drug Use and Alcohol Abuse**

<b>Drug Type</b>	<b>Possible Effects</b>
<b>Tobacco/Nicotine</b>	High dependency – short-term effects include stimulation, increased alertness, mild euphoria, relaxation, increased blood pressure, rapid heart rate; long-term effects include chronic bronchitis, emphysema, heart disease, and cancer
<b>Alcohol</b>	High dependency – short-term effects include impaired memory, judgment, and decision-making; long-term effects include vitamin deficiency and organ damage; overdose effects include vomiting, respiratory distress, loss of consciousness, and death
<b>Cannabis/Marijuana/Hashish</b>	Moderate dependency – short-term effects can include euphoria, lowered inhibitions, increased appetite, paranoia, disorientation, hallucinations; long-term effects include fatigue, loss of motivation, possible psychosis, insomnia
<b>Narcotics</b>	High dependency – short-term effects include euphoria, drowsiness, respiratory depression, nausea; long-term effects include organ damage; overdose effects include respiratory distress; convulsions, loss of consciousness, coma, and death
<b>Depressants</b>	Moderate dependency – short-term effects include impaired speech and memory, disorientation; overdose effects include respiratory distress, weak and/or rapid pulse, coma, and death
<b>Stimulants</b>	High dependency – short-term effects include increased alertness, excitation, mania, euphoria, high blood pressure and

	rapid pulse, insomnia, loss of appetite; overdose effects include agitation, increased body temperature, hallucinations, cardiac arrest, convulsions, and death
<b>Hallucinogens</b>	Moderate to high dependency – short-term effects include heightened senses, teeth grinding, hallucinations, altered perceptions of time and space; overdose effects include increased body temperature, chemical imbalance, cardiac arrest, inability to direct movement, feel pain, or remember
<b>Inhalants</b>	Low to high dependency – short-term effects include flushing, hypotension, headache, impaired memory and speech; long-term effects include organ damage and vitamin deficiency; overdose effects include methemoglobinemia, vomiting, respiratory distress, loss of consciousness, and death
<b>Anabolic Steroids</b>	Unknown dependency – effects include increased aggression and agitation, edema, testicular atrophy, breast enlargement, and acne
<b>Non-prescribed Prescription Medicine</b>	Low to high dependency depending on frequency of use – effects similar to stimulant or narcotic use

*Sources:*

U.S. Dept. of Justice DEA “Drugs of Abuse” Guide (2022):  
[https://www.dea.gov/sites/default/files/2022-12/2022\\_DOA\\_eBook\\_File\\_Final.pdf](https://www.dea.gov/sites/default/files/2022-12/2022_DOA_eBook_File_Final.pdf)

NIH - National Institute on Drug Abuse: <https://www.drugabuse.gov/drugs-abuse>

**SUBSTANCE ABUSE PROGRAMS AND RESOURCES**

Roanoke College and the local community offer many resources and programs for students and employees struggling with drug use and/or alcohol abuse.

**Resources for Students and Student Organizations**

The following includes programming and interventions to support alcohol and drug prevention for students on campus.

## **A. Individual Level Programs and Interventions**

### **1. Reality Check and Let's Be Blunt**

Evidenced-based programs designed to engage students in meaningful discussion about alcohol and marijuana use. Reality Check and Let's Be Blunt were developed utilizing components of the Brief Alcohol Screening and Intervention for College Students (BASICS) and Alcohol Skills Training Program (ASTP). The educational programming is provided by Student Health and Counseling Services with coordination support from Student Conduct. Referrals to the program come from Student Conduct. Students are most often referred to the program due to an alcohol or marijuana-related violation. Students participate in a 60-minute group session. Upon completion of the programs, students have a foundational understanding of 1) Alcohol or marijuana and the effects of each on the body, 2) myths and realities associated with substance induced effects, and 3) skills to limit the negative ramifications of underage and excessive alcohol use or other substance use.

### **2. Screening and Brief Intervention (SBI)**

SBI is an American Public Health Association program designed to identify individuals at risk for alcohol use problems, followed by a brief discussion between an individual and a service provider, with referral to specialized treatment as needed. Screening asks several questions to determine whether individuals are misusing alcohol—that is, are they drinking too much, too often, or experiencing harm from their drinking. The provider evaluates the answers and then shares the results and their significance with the individual. SBI consists of three one on one counseling sessions. Referrals to the program come from Student Conduct. The purpose is to increase the person's awareness of his or her alcohol use and its consequences and then motivate the person to either reduce risky drinking or seek treatment, if needed. The provider works with the person on willingness and readiness to change their drinking behavior. The SBI program:

- is designed for use by service providers who do not specialize in addiction treatment
- uses motivational approaches based on how ready the person is to change behavior
- gives feedback and suggestions respectfully in the form of useful information, without judgment or accusations
- has been shown by research to be effective in reducing alcohol use and alcohol-related adverse consequences, including injury.

## **B. Institutional-level Programs and Interventions**

### **1. Peer Wellness Educator Workshops**

Educational workshops are the cornerstone of early intervention practices at Roanoke College. Workshop activities are conducted by trained peer wellness educators. "Love and Liquor" and "Bartender School" are instrumental in reducing the burden of excessive and underage alcohol and

substance use and the associated risk of sexual violence. Presentations are available upon request by students, faculty, staff, coaches, residence halls and student organizations. Students can also meet with peer wellness educators to ask questions or receive more information.

## 2. AlcoholEdu

AlcoholEdu is a comprehensive online education program designed to provide students with the information they need to make informed decisions about alcohol, link their choices about drinking to academic and personal success, and help cope with the drinking behavior of peers, as well as respond effectively in situations where others are at risk of alcohol-related harm. AlcoholEdu has been a mandatory requirement for all incoming first-year Roanoke College students since the fall of 2009. We believe the implementation of AlcoholEdu on Roanoke College's campus continues to help us:

- a. Decrease high-risk drinking during critical times, especially the first 8 weeks of the fall term.
- b. Increase basic knowledge of alcohol.
- c. Track and monitor students' alcohol use.
- d. Decrease alcohol-related disruptions in residence halls.
- e. Change culture and expectations around alcohol use.

## 3. New Student Orientation Community Meetings

All new students participate in "Community Meetings" to encourage conversations about health promotion, risk reduction, campus resources, bystander intervention strategies for substance misuse and related harms to self and others. The content is designed to raise awareness of various college health topics, including mental health, and the non-medical use of prescription drugs, recognizing signs of alcohol poisoning, alcohol harm reduction strategies, alcohol policies, and university resources such as Campus Recreation, Wellness Services, Student Activities, and Campus Safety.

## 4. Parent Education during Summer Orientation

Information about health promotion, risk reduction, campus resources, and various college health topics are made available to parents and families through a resource fair and Q&A style presentations throughout their visit.

## 5. TIPS Training

The Office of the Dean of Students offers the TIPS (Training for Intervention ProcedureS) course to individual students and student organizations during fall and spring semesters. TIPS is the global leader in education and training for the responsible service, sale, and consumption of alcohol. Proven effective by third-party studies, TIPS is a skills-based training program that is designed to prevent intoxication, underage drinking, and drunk driving (from the TIPS

webpage). The training for students is a 3-hour course that teaches bystander intervention, risk management, and personal responsibility regarding alcohol. All five nationally recognized fraternities on campus are required to send their new members to TIPS.

#### 6. Resident Advisor led hall meetings with First-Year students

During their first meeting, all first-year students receive detailed explanations of Roanoke College's alcohol and drug policies. On the first full day of classes, every residential student is informed/reminded about general College policies including alcohol and drug policies. The RA's provide opportunities for the peer educators to facilitate educational workshops referenced above in B(1) within the residence halls.

#### 7. Social Event Registration for Fraternity and Sorority Residents

Fraternities and sororities residing in Elizabeth Campus houses or Chesapeake Residence Hall will register all events that include alcohol consumption with the FSL advisor. The FSL advisor, in partnership with Campus Safety, provides individualized risk management coaching and education to event hosts.

#### 8. Impairment Exercises

Campus Safety supplies drunk goggles and an obstacle course to illustrate impairment levels to participants. These exercises are available at different campus events such as FOTQ and are also available to groups and organizations by request.

#### 9. Situational Awareness Training

The Office of Campus Safety partners with a contract vendor to provide Situational Awareness Specialist training to faculty, staff, and students. This is a professional certificate training program designed to educate an individual in the craft of situational awareness to help them build and enhance the capacity to better understand and deal with the dynamics of random and potentially threatening events. The training is offered numerous times throughout the academic year.

*Sources:*

Student Wellness Services:

<https://www.roanoke.edu/health>; 211 Maxey Way; 540-375-2286

Wellness Resources:

[https://www.roanoke.edu/inside/a-z\\_index/student\\_health\\_and\\_counseling\\_services/self-help\\_and\\_wellness\\_resources](https://www.roanoke.edu/inside/a-z_index/student_health_and_counseling_services/self-help_and_wellness_resources)

Substance Use/Abuse Resources:

[https://www.roanoke.edu/inside/a-z\\_index/student\\_health\\_and\\_counseling\\_services/substance\\_use/abuse\\_resources](https://www.roanoke.edu/inside/a-z_index/student_health_and_counseling_services/substance_use/abuse_resources)

Peer Wellness Advocates  
[peeredwell@roanoke.edu](mailto:peeredwell@roanoke.edu)

### **Community Resources**

Roanoke Alcoholics Anonymous  
<https://aaroanoke.org/>

Roanoke Narcotics Anonymous  
<http://www.roanokena.com/>

Lewis-Gale Behavioral Health  
1902 Braeburn Drive  
Salem, VA 24153  
(540) 772-2801  
(888) 771-6276 (available 24/7)

Mount Regis Center  
125 Knotbreak Road  
Salem, VA 24153  
(866) 817-0966 (available 24/7)

Roanoke Comprehensive Treatment Center  
Opioid Use Disorder program  
3208 Hershberger Road  
Roanoke, VA 24017  
(540) 912-4211

### **Resources for Employees**

Advantage Employee Assistance Program (EAP): (540) 989-6605 or (800) 699-9396

Human Resources: (540) 375-2442; [hr@roanoke.edu](mailto:hr@roanoke.edu)

## **DISCIPLINARY SANCTIONS FOR STUDENTS AND EMPLOYEES**

### **Students**

Recommended sanctions have been adopted by the College to respond to substance abuse-related violations of the Student Conduct Code and other serious behaviors. Roanoke College is deeply concerned about the extent to which some students engage in underage consumption of alcohol,

unlawful use of drugs, and/or consumption of alcohol or other drugs to a degree that renders them in need of emergency medical intervention or other extraordinary assistance. In addition, the College seeks to deter students from engaging in conduct that poses risks to the safety and well-being of the individual student and/or the College community as a whole. Recommended sanctions are intended to alert students and other members of the College community to the seriousness of alcohol and drug-related behaviors, violence, and safety violations; provide meaningful consequences for violations of College expectations; and, ensure that students are provided opportunities to access education, counseling, and support.

Student Conduct Code violations not described below will be handled on a case-by-case basis in light of all the circumstances. Other specific situations to which recommended sanctions do not apply are as follows:

- A. where a student is found to have engaged in multiple violations of the Student Conduct Code in a single incident, rather than solely in the violation addressed by the standard sanction;
- B. where a student is already on a conduct sanction status equal to or greater than the standard sanction for a subsequent offense; and/or
- C. where a specific incident presents exacerbating circumstances, an ongoing risk to persons or property, or other serious concerns.
- D. In these situations, the appropriate sanctions will be determined on a case-by-case basis in light of all the circumstances. Generally, these situations will result in sanctions in excess of the recommended sanction. The presence of substantial mitigating or other appropriate circumstances may result in the reduction of a standard sanction at the discretion of the Student Conduct Administrator.

**Possible Consequences for Substance Abuse-Related Violations:**

<b>Category</b>	<b>First Violation</b>	<b>Second Violation</b>	<b>Third Violation</b>
<b>Use/possession of alcoholic beverages or public intoxication.</b>	Educational Assignment  Administrative Fee	Educational Assignment  Administrative Fee  Restitution	Probation  Restitution
<b>Distribution of alcoholic beverages to any person under twenty-one (21) years of age.</b>	Educational Assignment  Administrative Fee  Restitution	Probation  Restitution	Suspension



<b>Driving Under the Influence (DUI)</b>	Loss of Campus Driving Privileges for 12 Months  Educational Assignment  Administrative Fee  Restitution  Probation	Permanent Revocation of Driving Privileges  Suspension	Suspension
<b>Use/possession of marijuana</b>	Educational Assignment  Administrative Fee  Restitution  Semester Probation	One-Year Probation	Suspension
<b>Illegal drugs – (non-marijuana) Use/Possession</b>	Suspension	Expulsion	N/A
<b>Manufacturing or distribution of marijuana, illegal drugs, or controlled substances except as expressly permitted by law</b>	Suspension	Expulsion	N/A

**Employees**

Employees under the influence of alcohol or illegal drugs, or the misuse of prescription medication while on the job may be subject to disciplinary action, up to and including dismissal.

The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance while on College premises or during the conduct of College business is prohibited and will result in immediate dismissal. Law enforcement authorities will be notified of the facts and circumstances concerning any illegal activity.

Roanoke College will take appropriate and prompt personnel action once notified of any criminal drug statute conviction involving an employee occurring in the workplace.

Local and National trends in Drug Enforcement have resulted in an increased enforcement effort at the user level. It is important that the Roanoke College community be aware of the legal implications and penalties associated with substance abuse.

In addition to action(s) taken by Roanoke College, members of the College community are subject to state and local alcohol and drug related penalties.

#### **OTHER ACTION**

The Drug-Free Workplace Act of 1988 (Title V of the Anti-Drug Abuse Act of 1988) requires Roanoke College to provide notice of any federal agency granting funds to the College of an employee's criminal drug statute conviction for conduct in the workplace. The College must fulfill this requirement within ten days after receiving notice from an employee or otherwise of such conviction.

The Senior Director of Human Resources will be responsible for processing all required certifications, notices, etc. on behalf of Roanoke College.

#### **Biennial Review**

In compliance with the DFSCA, Roanoke College will complete a biennial review of the College's alcohol and drug policies to determine program effectiveness, implement changes as necessary, and ensure disciplinary sanctions are consistently enforced. The DAAPP report will be published and available on the College's webpage.

#### **Distribution of Annual Notification**

Roanoke College will provide annual notification of the DAAPP to employees and students once a year through Roanoke College email.