

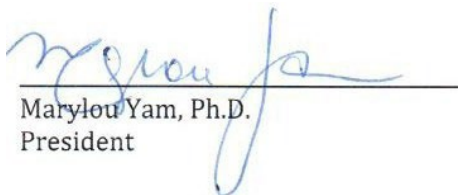
# NOTRE DAME OF MARYLAND UNIVERSITY

Biennial Review of Drug & Alcohol Prevention Policies

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2021-2022

I have reviewed and approved this report.

  
Marylou Yam, Ph.D.  
President

## Introduction

The Drug-Free Schools and Communities Act and Part 86 of the Education Department's General Administrative Regulations (EDGAR) require each institution of higher education participating in Title IV student financial assistance to certify that it has developed and implemented a program to prevent the unlawful possession, use, and distribution of drugs and alcohol on campus and at institution-recognized events and activities. Annually, the institution must distribute to current students and employees written information about its drug and alcohol abuse prevention program, including information about related sanctions. The distribution plan must include provisions for sharing this information with new students and employees who join the institution at later points in the year as well. In addition, on a biennial basis, the institution must conduct a review to determine the effectiveness of its programs and prepare a report of the review's findings. The report must be retained and made available to the US Department of Education upon request. Notre Dame of Maryland University ("NDMU" or "the University") acknowledges these responsibilities, including the timely review of and reporting on the effectiveness of its prevention programs.

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about healthy behavior, but also provide wellness services to the campus through health fairs and other activities.

#### Documents Reviewed for the Biennial Review:

- x *Student Handbook(s)* – <https://ndm.edu/student-handbook> - Relevant policies, legal references, sanctions and descriptions of side effects
- x *Employee Handbook* – Relevant policies, legal references, sanctions, and descriptions of side effect
- x Annual Security Report ([Clery Act Report](#))
- x Student Life files related to incident reports, disciplinary charges and decisions reviewed by appropriate Student Life staff.
- x Student Life documents, assessments, etc. related to services provided to students
- x Federal statute, regulations, subregulatory guidance, etc. pertaining to the biennial review process.
- x Human Resources documents, assessments, etc. related to services, referrals, and disciplinary actions reviewed by appropriate Human Resources staff.
- x Materials provided to students and employees through their respective orientation programs

#### Employee Programs and Enforcement

The drug and alcohol policies of Notre Dame of Maryland University are reviewed with all new employees by human resources staff as part of new employee orientation. The policies also appear in the Employee Handbook, which is provided to all employees during orientation and is available through the University's shared folders

Additionally, the Substance Abuse Policy is distributed electronically to all employees annually. The Director of Human Resources systematically reviews and updates related policies and procedures, in consultation with the Substance Abuse Policy Review Committee

The University's Code of Conduct Policy states that abuse of drugs and/or alcohol demonstrates irresponsible behavior that undermines the public's trust and such behavior is subject to disciplinary action.

Faculty and staff members may request assistance from the Office of Human Resources to identify appropriate counseling or other services, including understanding what benefits are available to employees through the university-sponsored health insurance plans. For privacy, employees may also directly contact the University-sponsored health carrier's Mental Health division and the Employee Assistance Program.

#### Heroin and Opioid Addiction and Prevention

Beginning in the 2017-18 academic year, all Public Safety Officers and all Student Life staff (including Resident Assistants) receive heroin and opioid addiction and prevention awareness training by the University's School of Pharmacy. The training consists of an overview of the heroin and opioid epidemic, the short- and long-term effects of opioids on the body including addiction, recognizing overdose symptoms, and how to respond in the event of an overdose. In addition to general prevention and awareness activities, all trainees are instructed on the proper



their results. In addition, counselors in the center work with students during individual counseling sessions to address alcohol and drug concerns on a ~~needs~~ basis.

#### Events with Alcohol

If University events have alcohol present at them, the responsible party within the university department or office must go through the approval process with the Associate/Vice President for Student Life as outlined in the Student Code of Conduct.

Additionally, Notre Dame annually recognizes sexual assault awareness month in April.

Students and community members are able to participate in various campus events such as consent, healthy relationships <del>and more</del> ( )Tj -0.004 Tc 0.004 Tw [(aw 0 Td

they need. In order to alleviate the behavioral consequences associated with these alcohol and other drug-related emergencies, and increase the likelihood that students will get the medical attention they need, the University has developed a Medical Amnesty Program. This policy applies to all students who call on behalf of another student and students who need immediate medical assistance including being transported to the hospital.

In order to receive Medical Amnesty, students must use the policy proactively. This means that students must take the initiative to get assistance and that asking for medical amnesty after being confronted for possible alcohol or drug policy violations will not result in application of MAP. In addition, this policy does not prevent potential action by police or other law enforcement personnel T\* [u4ohol rmnestyhID 2 tch0J ( )Tj -0.003108w 4.44 0 Td (s)1 (ty)]TJ 0 Tc 0 Tw 4 (n)]T[4-0.



policies

- x Enhance NDMU's participation in the Baltimore County [Combating Underage Drinking \(CUD\) Coalition](#).
- x Incorporate education for students regarding [Baltimore City](#) and [Baltimore County's](#) social host laws.
- x Evaluate whether to require a virtual alcohol and drug education program via Vector Solutions (formerly "SafeColleges") or another provider for incoming students as a supplement to existing campus efforts.

#### Alcohol and Other Drugs Policy Enforcement

Notre Dame of Maryland University operates with an Honor Code and Student Code of Conduct System. The Honor Code plays a prominent role in student life, not only because it is to be written on all assignments turned in for grading, but also because of its central place in Honors Convocation held every fall. Incoming undergraduates solemnly pledge aloud together at Honors Convocation in a public arena as part of a symbolic commitment to the Code and the core values of the institution. The Honor Board is comprised of student representatives from the Women's College, College of Adult Undergraduate Studies, and College of Graduate and Professional Studies, in addition to faculty and staff. The Honor Board is advised by the Associate Dean of Case Management and Community Standards. Honor Board members participate in trainings



Drug incidents in campus housing	3	0	3	0	0
Alcohol incidents in non-campus buildings or property	0	0	0	0	0
Drug incidents in non-campus buildings or property	0	0	0	0	0
Alcohol incidents on public property	0	0	0	0	0
Drug incidents on public property	0	0	0	0	0

Consistency of Enforcement

- x University policy is enforced consistently and in compliance with the [NDMU Non discrimination Policy](#) School of Pharmacy students may have additional challenges in completing their curriculum because their program of study requires them to be in the presence of controlled substances; details are articulated [in the student handbook for pharmacy](#)
- x Residence Life student paraprofessionals and professional staff members receive training twice a year regarding policy enforcement, confrontation, and documentation. Additional training is provided throughout the year as necessary. All staff that serve in a duty capacity for campus also attend training annually in August for their role as a Campus Security Authority.
- x The University Honor Board is advised by the Associate Dean for Case Management Community Standards who provides an additional check to ensure consistent enforcement of policies and educational sanctions. Sanctions are tailored to fit the situation and the role an individual student has in a given situation, but there are guidelines related to the type of situation and its gravity. The Honor Board is comprised of students, faculty, and staff who attend [bi-annual training](#) each year throughout the in

Appendix A:

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- x Dry periods (i.e. pre-season or play-offs) will be at the discretion of coaches and captains for each respective sport. During a dry period, student athletes may not consume any alcohol at all. Alcohol will not be permitted on any Athletic Department sponsored trips or at home games.
- x Alcohol is allowed at Athletic Department sponsored social functions with the permission of the Athletic Director and Notre Dame of Maryland UTw 3.J 0.002 h0c 0 Ty2 eSC BT /LBo

Appendix B:

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