



Biennial Review of Drug and Alcohol Policies and Programs

Virginia Polytechnic Institute and State University
2020 - 2022

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The 2020-2022 Biennial Review of the [Virginia Tech Drug and Alcohol Prevention Program](#) (see Appendix A) represents the services and policies that help keep our community safe. Historically, safety has meant many things to different people. Therefore, In the spirit of equity, civility and inclusivity, we believe that it's important to reiterate the Virginia Tech Principles of Community when discussing our policies and services that we enact as they remind us of our aspirations.

Virginia Tech Principles of Community

Virginia Tech is a public land-grant university, committed to teaching and learning, research, and outreach to the Commonwealth of Virginia, the nation, and the world community. Learning from the experiences that shape Virginia Tech as an institution, we acknowledge those aspects of our legacy that reflected bias and exclusion. Therefore, we adopt and practice the following principles as fundamental to our on-going efforts to increase access and inclusion and to create a community that nurtures learning and growth for all of its members:

- We affirm the inherent dignity and value of every person and strive to maintain a climate for work and learning based on mutual respect and understanding.
- We affirm the right of each person to express thoughts and opinions freely. We encourage open expression within a climate of civility, sensitivity, and mutual respect.
- We affirm the value of human diversity because it enriches our lives and the University. We acknowledge and respect our differences while affirming our common humanity.
- We reject all forms of prejudice and discrimination, including those based on age, color, disability, gender, gender identity, gender expression, national origin, political affiliation, race, religion, sexual orientation, and veteran status. We take individual and collective responsibility for helping to eliminate bias and discrimination and for increasing our own understanding of these issues through education, training, and interaction with others.
- We pledge our collective commitment to these principles in the spirit of the Virginia Tech motto of Ut Prosim (That I May Serve).

1.0 Introduction

In response to the 1989 Drug Free Schools and Communities Act, Virginia Polytechnic Institute and State University, henceforth referred to as Virginia Tech, has implemented a diverse cross-section of programs focusing on providing education, prevention, and treatment concerning alcohol and other drug prevention, use and abuse for students, staff, and faculty.

A review of these initiatives is conducted every other year by contacting each entity involved in the process to update the information, explore possible future endeavors, evaluate goal attainment, and recognize each program's strengths and limitations to ascertain further improvement. Through this

endeavor we believe that our alcohol and drug prevention programs continue to be robust and also effective.

The university's efforts include the following components:

- Annual written notification of alcohol and other drug (AOD) programs, policies, laws, sanctions, and statistics
- Outreach, education, and other prevention-oriented activities
- Early AOD assessment, screening, and referral services
- Referrals for higher risk (AOD) treatment, when indicated
- Environmental and Policy change efforts aimed at preventing substance misuse and encouraging healthier alternatives

Virginia Tech supports the core values of the campus community by providing information to students, staff, and faculty that promotes healthy lifestyle choices, professional development, plus personal and academic growth.

2.0 Statement of Alcohol, Other Drug, and Recovery (AODR) Program Goals

Hokie Wellness in Student Affairs takes the lead role in AODR programming for students. This office was established in fall 2016 by combining three other entities on campus: Health Education, the Campus Alcohol Abuse Prevention Center (CAAPC), and Employee Wellness. As part of its mission, Hokie Wellness provides leadership in the development of health education and AOD prevention efforts on campus and the evaluation of those programs. Hokie Wellness also provides support and partners with local government and businesses, as well as state officials, to improve and update policies that promote better public health practices.

Hokie Wellness AOD Goals:

- Design, pilot, and seek to institutionalize innovative, research-based programming and AOD prevention efforts for the student community.
- Coordinate the strategic planning and implementation of alcohol and drug abuse prevention efforts in order to maintain consistency in the prevention messages promoted by offices and departments at Virginia Tech.
- Monitor and report to the university community, on a bi-annual basis, the alcohol and drug use behaviors of Virginia Tech students and the status of alcohol and drug abuse prevention efforts.
- Serve as a consultant, provide support, and act as a clearinghouse for campus-wide and Commonwealth efforts to prevent alcohol and drug abuse among college students.
- Seek local, state, and federal grants to support the development, evaluation, and dissemination of alcohol and drug abuse prevention programs for students.

- Support students in recovery.

Hokie Wellness programs are intended to a) engage students, faculty, and staff in substance use- related issues and concerns; b) increase knowledge and skills related to appropriate (and legal) consumption of alcohol using a harm-reduction approach; c) encourage students to be accountable for outcomes related to their alcohol use decisions; d) guide students in the exploration of core values, decision making, and personal and professional goals as they relate to personal alcohol consumption, and support students in recovery.

3.0 Description of AODR Program Elements, Key Offices, and Accomplishments

There are a number of university offices that work to assure compliance with the Higher Education Act and Virginia Tech's alcohol and drug policies. The following departments contributed to the review: Hokie Wellness, Human Resources, Housing and Residence Life, Fraternity and Sorority Life, Athletics, Schiffert Health Center, Thomas Cook Counseling Center, Student Conduct, Campus Police, Women's Center and the Office of Institutional Research and Effectiveness.

3.1 Programs and Services for Students

3.1.1 COVID-19 Impact on Programs and Services for Students

On March 23, 2020, Virginia Tech responded to the COVID-19 pandemic by transitioning all classes to online and remote instruction, and subsequently began operating under the "essential operations" designation. Departments shifted many programs to a virtual format to continue serving and meeting the needs of students. During this time, Hokie Wellness distributed an internal document to address the unique challenges facing college students during the COVID-19 pandemic. The document included programmatic and policy recommendations for communications, social programming, student living situations, and conduct communication and expectations. See Appendix B for *Recommendations Around Social Gathering for College Students with Special Considerations for COVID-19*.

3.1.2 Hokie Wellness

The educational philosophy of Hokie Wellness is based on the presumption that students can make informed health decisions based on personal values and current research. Two decisions that college- age students may be experimenting with are whether or not to use alcohol and other drugs and/or how to use alcohol and other drugs. Regarding this topic, we strive to provide excellence in education, prevention, and outreach programming as well as supportive, non-judgmental, and effective interventions. Hokie Wellness supports compliance with the laws of the Commonwealth as well as university regulations, and underlines the conviction that intoxication cannot excuse inappropriate or wrongful acts. For those who choose to use alcohol, the office recommends and supports doing so in a legal, appropriate, and low-risk manner. Students are expected to take responsibility for their substance-related behaviors and to respect

the choices of those who do not wish to use substances. In addition, students are encouraged to hold other students accountable through positive peer influence.

Specific services include:

- *Moderation Training*: Hokie Wellness offers educational sessions, psycho-educational groups, and individual consultations for students who want to moderate their alcohol consumption. These programs meet requirements that may be imposed on offenders by state courts. Many of these sessions tend to be interactive, and thus they are not only well intentioned but tend to reach students.
- *Outreach*: Hokie Wellness staff members provide educational programs to students, faculty and staff, including department meetings, classroom and residence hall programs, presentations to athletic and club sport teams, Greek-life organizations, and other student organizations. Programs are interactive and tailored to meet the needs of each particular group.
- *Educational Campaigns*: Hokie Wellness creates, delivers, and evaluates educational programs, including social norms marketing activities, alcohol overdose, laws and policies, low-risk consumption of alcohol, and secondary negative outcomes.
- *Media Campaigns*: Hokie Wellness creates, delivers and evaluates social marketing campaigns, including both traditional media (posters, table cards, marketing TVs, and media events) and social media (Instagram, Facebook and Twitter).
- *Alternative Social Activities*: Hokie Wellness partners with other departments and student organizations to provide alcohol-free activities.
- *Training*: Hokie Wellness staff members customize, deliver, and/or evaluate alcohol-related training sessions principally for members of the Virginia Tech community. Office members also deal with other issues that can be influenced by alcohol use, such as campus violence, sexual assault and drug use.
- *Evaluation*: Hokie Wellness administers the National Collegiate Health Assessment through the National College Health Association every two years which evaluates student alcohol use, perceptions, and related outcomes in addition to other health-related topics. In addition, Hokie Wellness conducts follow-up surveys to evaluate specific program components.

Overview of Hokie Wellness Accomplishments and Activities

Alcohol and Other Drug Education Classes

Students who are found responsible by the Office of Student Conduct for violations of the university alcohol and other drugs policy are referred to one of two programs: a) Party Positive for lower level violations of the alcohol policy; or b) individual substance use consultations for higher risk students and those that violate the drug policies. Hokie Wellness also accepts enrolled students who are referred from courts that do not refer students to the Office of Student Conduct (those courts outside of Montgomery County), and from extended campus locations. Students who participate in these programs are assessed a mandatory but reasonable fee similar to peer institutions.

Party Positive

Using a harm reduction approach, this class addresses: a) alcohol consumption patterns of students at Virginia Tech b) The Commonwealth of Virginia's and Virginia Tech's alcohol laws and policies c) defines and demonstrates how to calculate a standard drink, d) tolerance, and f) bystander intervention. The class explores "positive drinking", including choosing not to drink, lowering risk, and adopting specific consumption guidelines and protective/preventive behaviors. The program consists of a 1.5-hour session, a post-class and 30-day follow-up online assessment, and personalized feedback. Peer educators, under the supervision of Hokie Wellness staff, facilitate a class of 10-15 students. There were 68 classes offered in 2020-21 which reached 559 students and 58 classes in 2021-22 which reached 498 students.

Vape 10

Hokie Wellness HEAT members teach vaping workshops to 6-20 people at a time that encourage quitting and prevention of initiation of vaping (and other tobacco). Workshops are focused on providing education about the health impacts of vaping. Basic quitting resources are presented along with a self-assessment of vaping dependence. There were 21 workshops during the review period, reaching 289 participants.

Tobacco Treatment Appointments

Registered Virginia Tech students are referred by various providers throughout the university, or are self-referred. Tobacco appointments cover quitting any type of nicotine product. Certified Tobacco Treatment Specialists (CTTS) use evidence behavior and pharmacological treatments that are recognized as best practices by the Association for Treatment of Tobacco Use Disorders. Appointments are typically 30 or 50 minutes. CTTS uses motivational interviewing, education, and plan development to help students move through the stages of change and ultimately make a quitting plan with a strong chance of success. Hokie Wellness provided 92 total cessation appointments during the review period.

Individual Alcohol and Drug Consultations

Referred students meet one-on-one with a Master's level Intervention Specialist from Hokie Wellness for at least two but up to six 50-minute consultations. These consultations provide students the opportunity to reflect on their values and discuss concerns around substance use. Consultations use a variation of the BASICS (Brief Alcohol Screening and Intervention for College Students) model and motivational interviewing techniques. Students gain an understanding of how to change their habits and make value-based decisions when confronted with situations that involve alcohol or other drugs. Hokie Wellness reached 1169 students during the reporting period for alcohol and drug violations. This was an increase of 15% from the previous reporting period.

Virginia Tech Recovery Community

The Virginia Tech Recovery Community (VTRC) was founded in 2015 and supports students attending Virginia Tech that have been diagnosed with a Substance Use Disorder. During the 21-22 school year, VTRC expanded their reach and has begun taking any students who seek behavior change as long as they respect the original purpose and refrain from substance use in the presence of those in sustained abstinence-based recovery. In 2022, the group's meetings expanded to be more inclusive, identity-based, and more frequent. Currently, VTRC provides 5 groups a week that support substance use recovery and an additional group discussing challenging sexual behaviors. During the biennial cycle the groups have

now grown in average size (5) because VTRC is offering more groups. The largest consistent group that meets is the women and non-binary group, averaging eight participants. In 2021, there were 15 members in VTRC. Currently there are 35 and in May of 2022 VTRC graduated its biggest class (14).

VTRC has received a 2-year grant in 2020 from a Virginia Commonwealth University / Virginia Department of Behavioral Health and Developmental Services partnership for \$96,000 per year and another 3-year grant in 2021 for \$112,000 per year from the Fralin Life Sciences Institute, an internal program aimed at funding projects to solve complex societal problems. With this funding, VTRC hired a full-time staff person and brought on several part-time positions as well as rented a full-time space on campus. These developments were directly proportional to the tremendous growth in the program participants. Additionally, VTRC also launched a Coffee Bike initiative in the fall of 2021 which aims to start 5-minute conversations around substance use over cups of coffee. The bike served 719 cups of coffee in 21-22.

First-Year Students

AlcoholEdu

All incoming first-year students are required to complete AlcoholEdu (web-based alcohol intervention). During the past biennium the completion rate surpassed 98% of all incoming students.

Student Leaders Trained

Orientation leaders and Residential Advisors were trained on basic information related to social norms and alcohol abuse/use on campus. They also received information regarding campus resources on alcohol and substance use.

Hokie Wellness Social Media Pages

We continue to provide information to inform students about alcohol, other drugs, navigating college life, and moderating alcohol consumption. Posts also support Student Affairs “Aspirations for Student Learning”. The page is administered by Hokie Wellness staff and peer educators.

Campus-Wide Programming

Alcohol and Other Drug Outreach Campaigns

Educational events are held, in or around dining centers, in the student union, or other well-traveled areas on campus. Between Fall 2020 and Spring 2022, Hokie Wellness conducted approximately 32 campus educational outreach events reaching an estimated 4,093 students.

21st Birthday Project

Hokie Wellness has joined with campus partners and local businesses for this student outreach. It aims to reduce the harm by enticing students into a brief 15 minute intervention with coupons for free food and non-alcohol based activities that need to be used during the week of the student’s 21st birthday. The student is invited to participate by email and the intervention is delivered by staff or trained peer

educators. Between the Fall of 2020 and the Spring of 2022 we had approximately 1,806 students participate.

REVIVE! Opioid Overdose Prevention & Response Trainings

Beginning in the Fall of 2019, Hokie Wellness began offering regular REVIVE! Workshops to the campus community. Since then, Hokie Wellness has offered approximately 6 open training sessions for students, faculty, and staff, as well as numerous training sessions requested by campus partners each semester. Each class typically hosts 15-20 participants in a training classroom, with 2-3 virtual opportunities offered by Zoom during each semester as well. Between fall of 2020 and Spring of 2022, 49 trainings were held, reaching 610 participants.

Recovery Ally Training

The Virginia Tech Recovery Community started to offer Recovery Ally Training in the Fall of 2019 thanks in part to a grant from Virginia Commonwealth University and Virginia Department of Behavioral Health and Developmental Services. During the 21-22 school year we partnered with a health education class and had 184 students in 11 classes take the Recovery Ally training. We also trained over 124 folks in 2020 and 186 in 2021 through our stand-alone offerings to campus and community members wanting to learn more about recovery from substance use disorder. This training teaches folks how to be more understanding and empathetic as well as practical evidence that recovery can and does work and why it should be supported on campuses and in the community. The classes discuss the stigma of addiction, how trauma can play a significant part in continuing substance use, and how to respond if you suspect someone is suffering.

Off-Campus Programming

Student Leadership

The IMPACT peer education and prevention team consists of approximately 16 students who receive approximately 40 hours of training on alcohol-related issues and facilitation skills over the course of the year. Each year, this team implements dozens of programs and facilitates scores of classes for students referred through the student conduct system. The group also implements programs around campus.

HEAT (Health Education and Awareness Team Members)

HEAT teaches a variety of health workshops, one of them being Vape 10 above. HEAT members are trained by Hokie Wellness CTTS members and have two year volunteer appointments to the organization. In addition HEAT members do basic education and awareness outreach regarding tobacco use prevention. Students do not do nicotine treatment.

Programs for High-Risk Groups

Additional efforts were made with high-risk students including Athletes and Greeks in social fraternities and sororities. These presentations used a harm-reduction approach to alcohol abuse prevention with the goal of increasing knowledge concerning alcohol, improving decision-making, and reducing negative

outcomes. Over the reporting period, Hokie Wellness staff and IMPACT peers facilitated 43 workshops to sororities, fraternities, clubs, and athletics reaching approximately 1,781 students.

3.1.3 Department of Housing and Residence Life

Housing and Residence Life strives to address and reduce problems and transgressions related to alcohol and other drugs in residential facilities. Both paraprofessional staff (resident advisors, "RAs") and full-time professional staff provide oversight and preventative efforts in this regard. By way of illustration, in university housing, RAs submit student conduct referrals about residents who are involved with alcohol and drug infractions; staff members refer those who may be reliant on alcohol or other drugs to counseling services; and health-oriented programming, which underscores problems associated with the misuse or abuse of alcohol and other drugs is offered periodically in residence halls. Housing and Residence Life works closely with the Office of Student Conduct to emphasize the importance of compliance with university rules and legal statutes that apply to drugs and alcohol.

3.1.4 Office of Fraternity and Sorority Life

The Office of Fraternity and Sorority Life (FSL) addresses issues of alcohol and/or drug misuse primarily through ongoing risk management education. Through the 2020-2022 period the annual one-day Risk Management Institute took place each February, which brings together invited chapter officers to manage their events in such a way as to reduce risk, adhere to university policies, and align fraternity/sorority values with courageous leadership.

FSL staff provide ongoing education through one-on-one meetings with Council and chapter leaders and at regular council-wide meetings. Additionally, FSL staff will provide risk management advising, workshops, and reviews for the sake of helping chapters strengthen their practices and in response to Student Conduct sanctions.

Fraternities and sororities residing in the Oak Lane residential community will register all events that include alcohol consumption with the FSL office for the sake of furthering risk management coaching and education.

3.1.5 Varsity Athletics

Virginia Tech and the Department of Athletics believe that alcohol and drugs have no place in intercollegiate athletics participation. The Department of Athletics has developed the Student-Athlete Monitoring and Assistance Program (SAMAP), which is designed to promote the physical and mental health of its student-athletes while protecting their individual rights to privacy. The Student-Athlete Monitoring and Assistance Program is composed of representatives from the Cook Counseling Center and athletic department personnel.

The comprehensive year round program consists of random testing as well as testing for improper drug use on the basis of reasonable suspicion or in response to a voluntary request from a student- athlete or

request by the coach. In addition, the program emphasizes education and preventative programs and counseling. The entirety of the Student-Athlete Monitoring and Assistance Program administered by the Athletics Department can be found within Virginia Tech policy 1036:

<https://policies.vt.edu/assets/1036.pdf>

3.1.6 Schiffert Health Center and Cook Counseling Center

The Schiffert Health Center queries all patients about tobacco/vaping usage, alcohol intake and any drug use at the time of each visit. Appropriate referrals are made to Hokie Wellness, Cook Counseling Center and outside agencies as appropriate.

The Thomas E. Cook Counseling Center offers substance use treatment for students at Virginia Tech. All students complete initial intake forms and assessment which include an assessment and evaluation of substance use. Approximately 5.6% of students seen at the Cook Counseling Center during the current biennium reported issues related to alcohol use, and 3.4% of students reported issues related to illicit drug use. Students seen for substance use may be treated in individual counseling, group counseling, and psychopharmacologic treatment. The Center has a number of staff members with significant experience in treating substance use. The Center works collaboratively with Hokie Wellness to refer students to appropriate treatment and educational evaluations.

3.1.7 Office of Student Conduct

3.1.7 Office of Student Conduct

Jurisdiction

Enrollment Status

For the purposes of disciplinary action, a “student” is defined as any individual who has accepted an offer of admission as an undergraduate, graduate, or professional student and who has not yet graduated or officially transferred to another institution.

If a student’s enrollment lapses for more than one calendar year, based on a student’s voluntary decision not to enroll, that student will no longer be subject to disciplinary action. However, students who are separated from the university for academic or disciplinary reasons are still considered students for disciplinary purposes, regardless of the duration of the separation.

Student Organizations

A student organization, as defined in this document (below), may be considered for disciplinary action if an incident(s) is determined to be an organizational activity, based on at least two of the criteria listed below. Student Conduct will consider the entirety of the information to determine whether to charge an organization.

- Any student serving as an executive officer of the organization who is aware of the incident sufficiently in advance of its occurrence to prohibit its taking place and takes no action to prohibit it.

- The incident involves the expenditure of any organizational funds.
- The incident involves or is actively or passively endorsed by a majority of the members of the organization.
- The incident occurs in property owned, rented, reserved, or used by the organization.
- Members and/or non-members of the organization learned about the event where the incident occurred through members or communication associated with the organization.
- The incident occurred as a result of individual members of the organization acting in the capacity as members of the organization.
- Student leaders and members of organizations who are complicit in any violation of the Student Code of Conduct or who permit or condone behavior that violates the code may also be held accountable as individuals in addition to the organization.

Location of Incidents

Students and student organizations that violate the Student Code of Conduct may be considered for disciplinary action whether the conduct occurs on or off university property. The Student Code of Conduct may also apply to behavior conducted online or through an electronic medium. Students should also be aware that online postings such as blogs, web postings, chats and social networking sites are in the public sphere and are not private. The university does not regularly search for this information but may take action if and when such information is brought to the attention of university officials.

Self-Reporting and Bystander Intervention

Virginia Tech recognizes that the health and safety of students is of utmost importance. Therefore, if someone requires assistance for themselves or others because of alcohol or drug use, we want them to call for help. If medical assistance is sought, Student Conduct will not pursue conduct charges against the individual or organization who sought assistance, or the individual in need of assistance. However, Student Conduct will still require students to attend a meeting with a hearing officer to discuss the incident and will assign substance-related and other educational assignments to the involved parties. Violations having a significant individual or community impact and students with prior violations that demonstrate an actual, potential, or perceived pattern of behavior are not likely to have outcomes that are mitigated and are not likely to be protected under this policy.

Statement on Reports of Sexual Harassment and Gender-Based Violence and Immunity for Use of Alcohol or Other Drugs

Virginia Tech seeks to remove any barriers to reporting incidents of sexual harassment and gender-based violence. Therefore, any student, whether the complainant or a third party, who makes a good-faith report of sexual harassment or gender-based violence will be immune from disciplinary action for their personal consumption of alcohol or other drugs occurring at the time of the reported incident.

Resolution and Education

The majority of conduct matters are resolved through the Agreed Resolution process. The Agreed Resolution meeting provides the conduct officer and the student an opportunity to resolve the conduct matter through a mutually agreeable outcome. Through a collaborative sanctioning model, a conduct officer and student jointly determine if a policy violation exists and an appropriate outcome is proposed.

The student has the opportunity to agree with and accept the outcome or decline the resolution. If the student accepts the resolution, the case is considered resolved. If the student declines that resolution, they may request a formal hearing, and the hearing officer prepares them for a formal hearing. If a student violates a university policy, Student Conduct issues a wide variety of status, educational/ restorative, and privilege sanctions that are aimed to engage the student in reflection/ learning, restoring harm and impact on others, and reinforcing the university's expectations of community member behavior. The Office of Student Conduct is a purposeful partner of Hokie Wellness. Student Conduct refers students and student organizations to Hokie Wellness for education, resources, and coaching services as a result of our meetings with students.

Parental and Organizational Notification

Parents/guardians of students under age 21 will be notified if their student is found responsible for a violation of the alcoholic beverage or illegal drug policies. Other university agencies or organizations may be required to obtain a written release before they can receive notification. Student conduct cases involving student organizations are not private. Accordingly, hearing notification and sanction letters are sent to organizational advisors and national headquarters (if applicable).

3.2 Programs for Employees

Because there are few drug and alcohol related incidents involving campus employees, the university's approach to AOD programming for employees is focused on the individual. Human Resources makes supervisors and employees aware of the programs and services available to provide coaching, counseling, and referrals. This is accomplished through programs such as new employee orientation, the annual mailings described in section 5.0, the Hokie Wellness program, the annual employee benefits and wellness fair, supervisory training, and the Employee Assistance Program. Offices at Virginia Tech available to assist employees and supervisors in accessing appropriate resources within the university and the community include Employee Relations, Hokie Wellness, and University ADA and Accessibility Services.

If a mandatory referral to the Employee Assistance Program is pursued, there is an effective follow up for referrals involving alcohol/drug related issues. The State's Employee Assistance Programs will work jointly with the employee and manager throughout the referral process to advise of employee attendance and at the conclusion of counseling to inquire how the employee is performing/behaving in the work setting. Employee Relations follows up with the supervisor to check on employee progress. Employee Relations follows up with the EAP as needed.

3.3 Other Institutional Programming Areas

3.3.1 Campus Police

Alcohol and substance abuse play a role in crime and crime prevention. The VT Police Department devotes a significant amount of time each year delivering presentations focused on such topics.

4.0 Alcohol and Other Drug Policies

The commitment to promote the health and wellness of the university community is further supported by university policies for students and employees.

University Policy 1015, Alcohol Policy, defines restrictions relating to the serving of alcoholic beverages on university property. Possession and use of alcoholic beverages are prohibited on all university properties except in certain facilities.

University Policy 1020, Drug-Free Workplace Policy, states that the use of illegal drugs or abuse of controlled substances is incompatible with the goals of an academic community. The policy prohibits the use, possession, or manufacturing of any unlawful drug or controlled substance.

University Policy 1036, Student-Athlete Substance Abuse Policy, articulates the Athletics Department's prohibition of substance abuse by student athletes, describes substance abuse education and counseling programs, describes the drug testing program, and describes sanctions.

University Policy 8300, Student Code of Conduct, formerly known as the Hokie Handbook, provides expectations, regulations, and suggestions that guide student behavior and interaction as members of the campus community, and are rooted in concerns about safety, security, and the welfare of the community. Violations of the regulations can result in intervention by professional staff from Student Affairs, conduct referrals, and educational and/or punitive sanctions.

University Policy 4061, Drug, Alcohol, and Medical Testing Guidelines for Commercial Driver's License Holders and Other Identified Positions, outlines drug and alcohol testing guidelines for those who operate commercial vehicles requiring a Commercial Driver's License (CDL), work in covered positions within the Virginia Tech Police Department, function as pilots, or other designated positions. Employees in these positions are subject to pre-employment, random, reasonable suspicion, and post-accident drug and alcohol testing.

University Policy 4345, Employee Assistance Program, describes the Employee Assistance Program that provides confidential short-term intervention, assessment, and referral services for employees who may be experiencing a broad range of problems such as depression, anxiety, stress or other emotional problems; alcohol and/or drug abuse; and other concerns that may affect an employee's job performance.

Virginia Tech Faculty Handbook provides policies applicable to all faculty employees and provides the basis for sanctions and Employee Assistance Program referrals.

Virginia Tech Staff Employee Handbook provides information about benefits, programs, and policies that apply to full-time, salaried staff employees at Virginia Tech. It summarizes University Policy 1020, Drug-Free University and the possible penalties for violations of the policy.

Virginia Department of Human Resources policy 1.60, Standards of Conduct references Virginia Department of Human Resources policy 1.05, Alcohol and Other Drugs and guides management in the disciplinary process.

5.0 Procedures for Distributing Information

5.1 Student Notifications

Students are exposed to these requirements through a variety of methods described below.

- Well-being information sheets are available for resident advisors (RAs) to utilize when creating educational boards in residence halls.
- It is underscored by the online prevention class, AlcoholEDU, that all students are required to take as part of their acceptance to the university.
- It is reinforced by remedial classes.
- It is explained in the Virginia Tech Student Code of Conduct or the University Policies for Student Life (U.P.S.L.); it is also available on the Student Conduct website
- It is intermittently addressed in town hall meetings, such as in a town hall session on cannabis use and penalties.
- It is included in the “Annual Notice” to all students.

5.2 Employee Notifications

The Department of Human Resources maintains an awareness program for employees.

- All new salaried faculty and staff receive the following information during orientation sessions conducted by Human Resources - Alcohol and Drug Policy Summary
- University’s Statement of Business Conduct Standards, which includes information about the university’s drug and alcohol policies
- Annual Notice on Rights and Responsibilities, including the following:
 - Specific acts subject to disciplinary action
 - Information regarding counseling, treatment, and rehabilitation programs offered by the university and available in the community
 - Links to attachments covering: Controlled Substances Uses and Effects; Federal Trafficking Penalties; Virginia Drug Penalties

- Wellness and employee assistance programs
<https://www.hr.vt.edu/benefits/health-insurance/eap.html>
- Relevant handbooks (Staff handbook and Faculty handbooks)
- The Departmental Checklist for New Wage Employees references the drug and alcohol policies.
- Orientation for new wage (non-salaried) employees, which is the responsibility of the hiring department, is guided by a checklist of topics to be covered by the supervisor, including drug and alcohol policies.
- All employees, including student workers, receive the “Annual Notice on Rights and Responsibilities of the Virginia Tech Community”. The annual notice is provided to employees electronically, and a paper notice is provided to departments to distribute to employees who do not have access to electronically distributed materials. The notice includes information regarding the university’s policies on alcohol and drugs, and complies with the requirements of federal and state drug and alcohol regulations. Specific acts subject to disciplinary action. Information regarding counseling, treatment, and rehabilitation programs offered by the university and available in the community. Links to attachments covering: Controlled Substances Uses and Effects; Federal Trafficking Penalties; Virginia Drug Penalties
- The Hokie Wellness website provides information about substance misuse care and advises employees as to how to seek assistance with these issues. In addition, the Hokie Wellness staff provides training regarding drug and alcohol use/misuse to supervisors and employees upon request.
- The annual Hokie Wellness Health and Benefits Fair for employees includes representatives from each of the Employee Assistance Programs.

5.3 Annual Campus Security and Fire Safety Report

The Virginia Tech Police Department’s annual Clery Report articulates the university’s policies regarding alcohol and controlled substances. The report also includes the university’s crime statistics for violations referred and arrests for drug and alcohol law violations. It is published on the department’s website (<http://police.vt.edu/crime-stats/clery.html>) and available on request. Where applicable, these reports also provide information about fire statistics in Virginia Tech residence halls.

5.4 HEOA Disclosures and Student Consumer Information

The Office of Institutional Research & Effectiveness has coordinated the collection of Student Consumer Information to comply with the disclosure requirements of the Higher Education Act and the Higher Education Opportunity Act. This office maintains a website (<https://aie.vt.edu/strategic-analysis/public-disclosure-requirements/student-consumer-information.html>) that includes a summary of each disclosure requirement and the university’s dissemination methods.

6.0 Analysis of Alcohol and Other Drugs Programs

6.1 Student Surveys and Assessment

Virginia Tech Student Affairs continues to conduct surveys to assess the effectiveness of alcohol and drug awareness programs. The results have been gratifying. A heavy majority of students learn from the programs and intend to make at least some positive changes.

6.1.1 Party Positive Class for Conduct Referrals

Surveys conducted over the review period found that the majority of participants (average being 6 or greater on a 1-7 scale) indicated that they had a better understanding of blood alcohol levels, tolerance,, and what they can do to reduce negative outcomes following the class. Students also found the facilitators to be non-judgmental, knowledgeable, and well prepared. Based on follow-up surveys conducted over the 2020-2022 review period, the majority of students believe (average being 5 or greater on a 1-7 scale) that the class had an impact on their drinking behavior in the areas of counting the number of standard drinks they consume, reducing the number of days they drink, and reducing the number of standard drinks they consume. The majority of students also decide to either cut back on drinking, follow the recommended low-risk guidelines, or not drink as a result of the class

6.1.2 Other Large Group classes (conduct related and voluntary)

Groups in this category mostly include but are not limited to Fraternity/ Sorority Life and Athletics. On a scale of 1-5 students on average responded with a 4.5 that the bystander scenarios were helpful and that they planned to use one of the strategies in the future because of the class. On a scale of 1- 7, students on average reported a 6.5 for the class being very helpful. The majority of students also decide to either cut back on drinking, follow the recommended low-risk guidelines, or not drink as a result of the class

6.2 Student Conduct Data

Misuse and abuse of alcohol and controlled substances is in direct conflict with the goals and objectives of any educational institution. Virginia Tech does not condone the misuse or abuse of alcohol and controlled substances.

At Virginia Tech, members of the university community recognize that the possession and consumption of alcoholic beverages by those under the age of 21 and the illegal possession and use of controlled substances by any member of the university community violate laws of the Commonwealth of Virginia and university policy. Further, members of the university community recognize that the misuse or illegal use and possession of alcoholic beverages or controlled substances may pose serious health and safety risks to those engaged in such behavior.

Members of the university community are accountable for their decisions regarding use of alcohol and controlled substances and the behavior that occurs as a result of those decisions. This can be noted from the following data:

- In 2020-2021, Student Conduct received conduct referrals for 1,798 students. Student Conduct offers several pathways for case resolution, including formal and informal meetings. In 2020-2021, hearing officers from Student Conduct and Housing and Residence Life met with students for 2,110 meetings, broken down as follows: 372 formal hearings, 1,491 informal meetings (agreed resolutions), 21 conduct conversations (no policies charged), and 467 adaptable conflict resolution meetings.
- As a result of these meetings, 839 students were given formal warnings, 608 students were assigned probation, 210 students were assigned deferred suspension, 46 were suspended, and 4 were permanently dismissed. In addition to the status sanctions that were issued (i.e. probation, suspension, etc.), students were assigned educational, reflective, and experiential outcomes to reinforce the educational nature of the student conduct process.
- As a result of the COVID-19 Pandemic and policy changes regarding gathering limitations and other mitigation precautions, the Alcoholic Beverage policy was the second most frequently violated policy, with 678 violations. The Illegal Drugs policy was the sixth-most violated policy, with 114 violations.
- In 2021-2022, Student Conduct received conduct referrals for 1,330 students. Student Conduct offers several pathways for case resolution, including formal and informal meetings. In 2021-2022, hearing officers from Student Conduct and Housing and Residence Life met with students for 1,466 meetings, broken down as follows: 126 formal hearings, 1,288 informal meetings (agreed resolutions), and 108 adaptable conflict resolution meetings.
- As a result of these meetings, 754 students were given formal warnings, 221 students were assigned probation, 90 students were assigned deferred suspension, 29 were suspended, and 5 were permanently dismissed. In addition to the status sanctions that were issued (i.e. probation, suspension, etc.), students were assigned educational, reflective, and experiential outcomes to reinforce the educational nature of the student conduct process.
- As in the previous year, students second most frequently violated the Alcohol-Beverage policy, with 696 violations. The Illegal Drugs policy was the sixth-most violated policy, with 59 violations.

6.3 Assessment of Employee Programs

6.3.1 Data on Employee Referrals and Sanctions

An analysis of employee referral statistics for drug and alcohol related issues for the reporting period provided the following:

Zero disciplinary actions with mandatory EAP referral (staff), one mandatory EAP referral without disciplinary action (staff), no related terminations, and no reported incidents of employees exhibiting effects of prescription drugs at work; no disciplinary action (staff). Human Resources ensures that sanctions are consistently enforced through its consultations with legal counsel and employees'

supervisors, and the application of the relevant employee disciplinary policies for the different categories of employees.

The number of employees who have been cited for violations of university and state policies concerning the use of drugs and/or alcohol at work is virtually the same as the number cited in the previous report (2018-2020). Given an employee population of approximately 8,500 faculty, salaried staff and wage staff, the percentage of individuals represented here is so small that analysis is not possible.

6.4 Drug and Alcohol-Related Violations and Fatalities

As required by the Higher Education Act, the biennial review must determine the number of drug and alcohol-related violations and fatalities that occur on the institution's campus, or as part of the institution's activities, and that are reported to campus officials. The reports and statistics are published on the Virginia Tech Police Department website (<https://police.vt.edu/crime-stats/clery.html>). Statistics are provided for each of the Virginia Tech campuses, including all reported crimes that occurred on-campus, in certain off-campus buildings, property owned or controlled by Virginia Tech, and public property within or immediately adjacent to and accessible from each respective campus. The report includes crime statistics for the two campuses where drug and alcohol-related violations were reported. There were no reported drug or alcohol-related fatalities on campus or associated with the institution's activities. The university is also required to determine the number and type of sanctions that are imposed as a result of drug and alcohol-related violations and fatalities on the institution's campus or as part of any of the institution's activities.

7.0 Summary and Recommendations

Virginia Tech offers a complex and diverse set of high quality programs to address issues related to alcohol and other drugs. The university is mindful of the importance of preventive education as well as sanctioning when necessary. It is rigorous but is not draconian in its policies and practices. Further, the university engages in intensive research on these matters. The review of policy and programmatic materials notes the following:

- There are drug and alcohol policies in place directed towards the prevention of illicit drugs and the misuse of alcohol and drugs by students and employees.
- Alcohol and drug policy information is distributed to all employees and students via email each fall semester. Paper copies are provided to departments to distribute to employees who do not have regular access to email.

7.1 Recommendations

Future programming recommendations offered by Hokie Wellness include:

- Develop a strategic plan for AODR programming

- Complete a more thorough, timely, and consistent evaluation of all AOD programming
- Continue to develop the Recovery Community, outreach and resources available for the campus community
- Integration of AOD education and intervention strategies into the new Residential Well-being model
- Expand Peer-Education outreach and partnerships
- Diversify programming topics to include cannabis, opioids, and other drug prevention
- Develop more inclusive programming for those who hold marginalized identities

Appendix A - Virginia Tech Drug and Alcohol Prevention Program (DAAPP)

Appendix B - *Recommendations Around Social Gathering for College Students with Special Considerations for COVID-19*



Drug and Alcohol Prevention Program (DAAPP)

Virginia Polytechnic Institute and State University
Spring 2022

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Drug-Free Schools and Communities Act

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an Institution of Higher Education (IHE) such as Virginia Tech (VT), to certify that it has implemented programs to prevent the abuse of alcohol and use, and /or distribution of illicit drugs both by VT students and employees either on its premises and as a part of any of its activities. At a minimum, an IHE must annually distribute the following in writing 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 on its property or as part of any of its activities;
- (2) A description of the applicable legal sanctions under local, State, or Federal 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 any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
- (5) A clear statement that the IHE will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required by [paragraph \(a\)\(1\)](#) of this section. For the purpose of this section, a disciplinary sanction may include the completion of an appropriate rehabilitation program.

The IHE must also complete a biennial review of its program to:

- (1) Determine its effectiveness and implement changes to the program if they are needed; and
- (2) Ensure that the disciplinary sanctions described in [paragraph \(a\)\(5\)](#) of this section are consistently enforced.

Source: https://www.law.cornell.edu/cfr/text/34/86.100#a_5 (Accessed 7/8/2019)

Virginia Tech Standards of Conduct

At Virginia Tech, members of the university community recognize that the possession and consumption of alcoholic beverages by those under the age of 21 and the illegal possession and use of controlled substances by any member of the university community violate laws of the Commonwealth of Virginia and university policy. Further, members of the university community recognize that the misuse or illegal use and possession of alcoholic beverages or controlled substances may pose serious health and safety risks to those engaged in such behavior. Accordingly, students, staff, and faculty are asked to support the following statement of responsibility:

As a member of the Virginia Tech community, I agree to:

1. Abide by all state laws and university policies regulating alcoholic beverages and controlled Substances.
2. Encourage the development of an environment in which individuals can make informed, healthy, and responsible decisions about alcohol and controlled substances.
3. Discourage the illegal or irresponsible behavior of others.
4. Assume responsibility for my decisions and behaviors and accept the consequences resulting from those decisions and behaviors.

Source:

https://codeofconduct.vt.edu/content/dam/codeofconduct_vt_edu/CodeOfConduct-Fall2021.pdf (Accessed 06/24/2022)

Employees

Virginia Tech, as a recipient of federal grants and contracts, is in compliance with the terms of the Drug-Free Workplace Act. The use, possession, or manufacturing of any unlawful drug or controlled substance is strictly prohibited by Virginia Tech.

Source: <https://policies.vt.edu/1020.pdf> (Accessed 3/10/2022)

Currently Enrolled Students

Virginia Tech students should understand and follow the expectations set forth in the Student Code of Conduct. Each student is expected to comply with the alcohol regulations of the Commonwealth of Virginia and the university. Members of the university community are

accountable for their decisions regarding the use of alcohol as well as behavior that occurs as a result of these decisions. All state and international laws apply to Virginia Tech students.

The illegal use or possession of any controlled substance is strictly prohibited by the university. Illegally possessing, using, manufacturing, possessing with intent to manufacture, selling, dispensing, or distributing any substance controlled under state or federal law is prohibited. Possession of used or unused drug paraphernalia is also prohibited (unless there is a documented medical need). Additionally, misusing and abusing medications or prescribed medications (controlled under state or federal law) is prohibited. Students can be suspended or dismissed from the university for a first offense. Students who are also university employees are also subject to employee discipline.

Misuse and abuse of alcohol and controlled substances is in direct conflict with the goals and objectives of any educational institution. Virginia Tech does not condone the misuse or abuse of alcohol and controlled substances.

At Virginia Tech, members of the university community recognize that the possession and consumption of alcoholic beverages by those under the age of 21 and the illegal possession and use of controlled substances by any member of the university community violate laws of the Commonwealth of Virginia and university policy. Further, members of the university community recognize that the misuse or illegal use and possession of alcoholic beverages or controlled substances may pose serious health and safety risks to those engaged in such behavior. Accordingly, students, staff, and faculty are asked to support the following statement of responsibility:

As a member of the Virginia Tech community, I agree to:

1. Abide by all state laws and university policies regulating alcoholic beverages and controlled Substances.
2. Encourage the development of an environment in which individuals can make informed, healthy, and responsible decisions about alcohol and controlled substances.
3. Discourage the illegal or irresponsible behavior of others.
4. Assume responsibility for my decisions and behaviors and accept the consequences resulting from those decisions and behaviors.

Statement on Self-Reporting and Bystander Intervention (SRBI)

Virginia Tech recognizes that the health and safety of students is of utmost importance. Therefore, it is a collective desire that students will seek medical assistance for themselves or others who are significantly intoxicated as a result of alcohol or other substances. We do not want students to feel as though they are choosing between conduct consequences and seeking

assistance. If someone requires assistance, we want them to seek assistance for their health and safety. If medical assistance is sought, Student Conduct will not pursue conduct charges against the individual or organization who sought assistance, or the individual in need of assistance.

Actively assisting requires that an individual:

- Call the rescue squad or the police or seek other individuals qualified to assess the student's condition, such as a professional or student staff member in Housing and Residence Life.
- Stay with the intoxicated student until help arrives.

Egregious alcohol/illegal drug violations, violations having a significant individual or community impact, and prior violations that demonstrate an actual, potential, or perceived pattern of behavior are not likely to have outcomes that are mitigated and are not likely to be protected under this policy. Those behaviors not covered under this statement include violations of the Code of Conduct other than the alcohol/drugs policy, such as the following:

- Abusive conduct (i.e. assault, battery, harassment, stalking, recording/distributing images without consent)
- Sexual and gender-based violence
- Hazing
- Damage to property
- Fake ID
- Disorderly or disruptive conduct (i.e. behavior that interferes with the duties of a public/civil official, the rights and/or activities of others, or the orderly functioning of the university and/or the performance of the duties of university personnel)
- Endangering others through use, possession, or providing alcohol or the controlled substance
- Providing alcohol/drugs to minors under the age of 18
- Providing alcohol/drugs in bulk
- Bias related incidents
- Distribution or possession with the intent to distribute drugs
- Students who have prior alcohol/drug related conduct history or have engaged in high-risk alcohol/substance use before
- Action by police or other law enforcement personnel

Actions to be taken by Student Conduct:

- The assistance seeker and the individual in need of assistance will be required to meet with a member of Student Conduct if they met any of the current criteria for a violation of the alcohol beverage and/or illegal drug policies.

- Those persons will likely be issued substance-related educational requirements that may include, but are not limited to alcohol and/or drug education, counseling, and/or a substance misuse assessment.
- Document the actions taken by the student and the office.
- Failure to complete the educational assignments or treatment recommendations will typically result in further conduct action.

Accountability

Virginia Tech recognizes that the misuse and misuse of alcohol is a persistent social and health problem in our society and that it interferes with the goals and objectives of any educational institution. Accordingly, members of the university community who decide to serve or consume alcoholic beverages are reminded that they are personally responsible for their conduct under all circumstances. Intoxication or ignorance of the law does not release an individual from that responsibility. Violations of university policy occurring under such circumstances will be treated in the same manner as any other violation. Violations of the Alcoholic Beverage Policy and any associated guidelines will result in disciplinary action. Students who violate this policy will likely be required to complete substance-related educational requirements as described above as part of their Student Conduct sanction. Violations of state law also may be referred to the Virginia Tech Police. Students who are university employees are subject to disciplinary job action.

Virginia Tech does not encourage the use of alcoholic beverages and strongly discourages illegal or otherwise irresponsible use of alcohol, including the illegal sale of alcohol and distribution of alcohol to those not of legal drinking age; for students and student organizations, the illegal sale of alcohol will likely be considered a serious violation of the alcohol policy. Illegal sale is defined as any time money changes hands and there is unlimited access to alcohol, including but not limited to selling cups and cover charges for entertainment when alcohol is available. Members of the university community are accountable for their decisions regarding use of alcohol and the behavior that occurs as a result of those decisions. Virginia Tech fully complies with the alcohol regulations of the Commonwealth of Virginia. All state laws apply to Virginia Tech students and student organizations. These laws prohibit possession and consumption of all alcoholic beverages by persons under 21 years of age on all university grounds and buildings.

Source:

https://codeofconduct.vt.edu/content/dam/codeofconduct_vt_edu/CodeOfConduct-Fall2021.pdf (Accessed 3/10/2022)

Legal Statutes

Federal Law Governing Alcohol

The primary Federal law governing alcohol policy is the 21st Amendment, which repealed national prohibition. It also gives individual States control over:

- Whether to allow the sale of alcohol in the State
- Whether to allow importing alcohol into the State
- How to distribute alcohol throughout the State
- Possession of alcohol in the State

The Federal Uniform Drinking Age Act of 1984 sets the minimum legal drinking age to 21 and every State abides by that standard. According to this Act, the Federal government can withhold ten percent of Federal funding for highways from States that do not prohibit people under age 21 from buying or publically possessing any alcoholic beverage.

Source: <https://www.niaaa.nih.gov/alcohol-health/alcohol-policy> (Accessed 7/9/2019)

More comprehensive alcohol policy information can be found at:

<https://www.alcoholpolicy.niaaa.nih.gov/> (Accessed 7/9/2019)

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> (Access 3/10/2022)

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.

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 suite living rooms, is forbidden except at events authorized by residence life. Legal consumption of alcoholic beverages in living areas other than private student rooms (e.g., hallways and lounges) will be allowed only when specifically authorized by Housing and Residence life.
2. Kegs of any description in student rooms or residence halls, including Oak Lane, are prohibited.
3. The director of Fraternity and Sorority Life, in conjunction with the director of Housing and Residence Life, determines regulations concerning the use of alcoholic beverages in "Oak Lane Community" (also known as Special Purpose Housing) during parties. This information is published in the Oak Lane Community Guide.
4. The Commandant of Cadets establishes and publishes regulations to be observed by cadets regarding the possession and consumption of alcoholic beverages. This information is published in the Cadet Regulations Manual.
5. The possession and use of alcoholic beverages is prohibited on all other university 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 university events in private residences are subject to state laws concerning the sale, possession, and consumption of alcoholic beverages.

- a. Alcoholic beverages may be served in accordance with ABC Board rules and regulations at approved functions located in the Inn at Virginia Tech and Owens Banquet Hall.
- b. Facilities that may be approved with an appropriate banquet license from the ABC Board include the Bowman Room in the Jamerson Athletic Center, the Commonwealth Ballroom, other banquet or meeting rooms in Squires Student Center, the Multipurpose Room and Graduate Student Lounge in the Graduate Life Center, and other self contained rooms or areas in facilities that may, from time to time, by the specific designated university official.
- c. Alcoholic beverages may be served only at functions where the majority of attendees are of legal age for the consumption of alcoholic beverages.
- d. Alcoholic beverages may be served only at functions confined to areas that are not open to the public or that have public access. Typical areas where alcoholic beverages may not be served are outdoor plazas and patios, unfenced lawns, lobbies and reception areas.
- e. Alcoholic beverages may be served only as a complement to food service. Food service includes hors d'oeuvres or any food served within the context of receptions, dinners, or other meals.
- f. Sponsors of events to be held on campus at which alcohol is to be served must complete a registration request for space and submit the Beverage Request and Security Form. An ABC Banquet License may also be required. These forms must be received at least 30 days prior to the event to allow time for processing. All event approval forms shall indicate whether alcoholic beverages will be served. Approval confirmation must be obtained before alcoholic beverages can be served.
- g. The event sponsor is responsible for the cost of a banquet license obtained through either a private or university registered caterer.
- h. The Virginia Tech Police shall be notified by copy of the approval form of all events on campus at which alcoholic beverages will be served.
- i. Sponsors of university events held at off-campus locations are responsible for ensuring that the rules and regulations of this policy are followed. Events held off- campus are exempted from the requirement to request event approval.
- j. If an event sponsor fails to secure event approval or a banquet license, future event approval requests from that sponsor will not be approved. If an event sponsor fails to obtain the appropriate ABC license, alcoholic beverages may be

seized while the event is in progress, and service of alcoholic beverages will cease immediately. Additionally, the event is subject to cancellation at the discretion of the Virginia Tech Police, and the event sponsor could be charged with criminal violations of the ABC Code.

Alcoholic beverages are further governed by [Virginia Polytechnic Institute and State University Policy and Procedures No. 1015](#). (Accessed 7/24/2019)

Source:

https://codeofconduct.vt.edu/content/dam/codeofconduct_vt_edu/CodeOfConduct-Fall2021.pdf (Accessed 3/10/2022)

Virginia Law Governing Cannabis

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

shall be punished under the penalties prescribed for other Schedule I controlled substances.

Source: https://virginiarules.org/varules_topics/drugs-overview/

Health Risks

The following is a list of the most frequently used drugs, and the health risks associated with the misuse of each.

Drug Name	Short Term Health Effects	Long Term Health Effects
<i>Alcohol</i>	Impairments on speech, memory, attention, coordination, balance, reaction time, and judgment; loss of consciousness, vomiting, and slowed breathing	Known health risks from drinking too much include mood and behavior changes, weakened immune system, heart damage, liver inflammation, cancer, and pancreatitis.
<i>Ayahuasca</i>	Strong hallucinations including altered visual and auditory perceptions; increased heart rate and blood pressure; nausea; burning sensation in the stomach; tingling sensations and increased skin sensitivity.	Possible changes to the serotonergic and immune systems, although more research is needed.
<i>Cannabis (marijuana, pot, weed)</i>	Enhanced sensory perception and euphoria followed by drowsiness/relaxation; slowed reaction time; problems with balance and coordination; increased heart rate and appetite; problems	Mental health problems, chronic cough, frequent respiratory infections.

	with learning and memory; anxiety.	
<i>Central Nervous System Depressants (barbiturates, benzodiazepines, and sleep medications)</i>	Drowsiness, slurred speech, poor concentration, confusion, dizziness, problems with movement and memory, lowered blood pressure, slowed breathing.	Barbiturate withdrawal may cause seizures.
<i>Cocaine (coke/crack)</i>	Narrowed blood vessels; enlarged pupils; increased body temperature, heart rate, and blood pressure; headache; abdominal pain and nausea; euphoria; increased energy, alertness; insomnia, restlessness; anxiety; erratic and violent behavior, panic attacks, paranoia, psychosis; heart rhythm problems, heart attack; stroke, seizure, coma.	Loss of sense of smell, nosebleeds, nasal damage and trouble swallowing from snorting; infection and death of bowel tissue from decreased blood flow; poor nutrition and weight loss; lung damage from smoking.
<i>Heroin</i>	Euphoria; dry mouth; itching; nausea; vomiting; analgesia; slowed breathing and heart rate.	Collapsed veins; abscesses (swollen tissue with pus); infection of the lining and valves in the heart; constipation and stomach cramps; liver or kidney disease; pneumonia.
<i>Ketamine</i>	Problems with attention, learning, and memory; dreamlike states, hallucinations; sedation; confusion; loss of memory; raised blood pressure;	Ulcers and pain in the bladder; kidney problems; stomach pain; depression; poor memory.

	unconsciousness; dangerously slowed breathing.	
<i>LSD (acid)</i>	Rapid emotional swings; distortion of a person's ability to recognize reality, think rationally, or communicate with others; raised blood pressure, heart rate, body temperature; dizziness; loss of appetite; tremors; enlarged pupils.	Frightening flashbacks (called Hallucinogen Persisting Perception Disorder [HPPD]); ongoing visual disturbances, disorganized thinking, paranoia, and mood swings.
<i>MDMA (molly/ecstasy)</i>	Lowered inhibition; enhanced sensory perception; increased heart rate and blood pressure; muscle tension; nausea; faintness; chills or sweating; sharp rise in body temperature leading to kidney failure or death.	Long-lasting confusion, depression, problems with attention, memory, and sleep; increased anxiety, impulsiveness; less interest in sex.
<i>Mescaline (Peyote)</i>	Enhanced perception and feeling; hallucinations; euphoria; anxiety; increased body temperature, heart rate, blood pressure; sweating; problems with movement.	Unknown at this time.
<i>Methamphetamine (Crystal/Meth)</i>	Increased wakefulness and physical activity; decreased appetite; increased breathing, heart rate, blood pressure, temperature; irregular heartbeat.	Anxiety, confusion, insomnia, mood problems, violent behavior, paranoia, hallucinations, delusions, weight loss, severe dental problems, intense itching leading to skin sores from scratching.

<i>PCP (Angel Dust)</i>	<p>Delusions, hallucinations, paranoia, problems thinking, a sense of distance from one's environment, anxiety.</p> <p>Low doses: slight increase in breathing rate; increased blood pressure and heart rate; shallow breathing; face redness and sweating; numbness of the hands or feet; problems with movement.</p> <p>High doses: nausea; vomiting; flicking up and down of the eyes; drooling; loss of balance; dizziness; violence; seizures, coma, and death.</p>	Memory loss, problems with speech and thinking, loss of appetite, anxiety.
<i>Prescription Opioids (Oxy/Percs)</i>	Pain relief, drowsiness, nausea, constipation, euphoria, slowed breathing, death.	Increased risk of overdose or addiction if misused.
<i>Psilocybin (Magic Mushrooms/Shrooms)</i>	Hallucinations, altered perception of time, inability to tell fantasy from reality, panic, muscle relaxation or weakness, problems with movement, enlarged pupils, nausea, vomiting, drowsiness.	<p>Risk of flashbacks and memory problems.</p> <p>Risk of poisoning if a poisonous mushroom is accidentally used.</p>
<i>Rohypnol® (Flunitrazepam/Roofies)</i>	Drowsiness, sedation, sleep; amnesia, blackout; decreased anxiety; muscle relaxation, impaired reaction time and motor coordination; impaired	Unknown at this time.

	<p>mental functioning and judgment; confusion; aggression; excitability; slurred speech; headache; slowed breathing and heart rate.</p>	
<i>Tobacco/Nicotine and Vaping</i>	<p>Increased blood pressure, breathing, and heart rate. Exposes lungs to a variety of chemicals. Vaping also exposes lungs to metallic vapors created by heating the coils in the device.</p>	<p>Greatly increased risk of cancer, especially lung cancer when smoked and oral cancers when chewed; chronic bronchitis; emphysema; heart disease; leukemia; cataracts; pneumonia.</p> <p>Nicotine: in teens it can affect the development of brain circuits that control attention and learning.</p> <p>Tobacco products: Use while pregnant can lead to miscarriage, low birth weight, stillbirth, learning and behavior problems.</p> <p>Vaping products: Some are mixed with the filler Vitamin E acetate and other chemicals, leading to serious lung illnesses and deaths.</p>

Source: <https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts> (Accessed on 06/24/2022)

Virginia Tech Drug & Alcohol Programs

<u>Hokie Wellness</u>		
<u>Program</u>	<u>Description</u>	<u>Evaluation</u>
21st Birthday Project	Ten-minute, harm-reduction intervention in exchange for coupons for non-alcohol based activities to be used during the week of the student's 21st birthday.	Follow up survey after birthday.
AlcoholEdu for First-Year Students	Web-based, harm-reduction alcohol intervention programming required for all first-year students.	Pre, post, and follow up surveys conducted.
BASICS Individual Alcohol Consultations	Students meet one-on-one with a Master's level Intervention Specialist from Hokie Wellness for two to six 50-minute sessions. These one-on-one consultations provide students the opportunity to discuss personal values and reflect on their behaviors. These consultations use a variation of the BASICS (Brief Alcohol Screening and Intervention for College Students) model and motivational interviewing techniques.	Pre assessment, post session 1 survey, and post session 2 follow up survey.
IMPACT Peer Education and Prevention Team	The team consists of approximately 16 students who receive around 40 hours	End of year assessment.

	<p>of training on alcohol-related issues and facilitation skills over the course of the year. Each year, this team implements dozens of programs, conducts campus outreach, and facilitates classes for students referred through the student conduct system.</p>	
Individual Substance Misuse Consultations	<p>Students meet one-on-one with a Master's level Intervention Specialist from Hokie Wellness for two to six 50-minute sessions. These one-on-one consultations provide students the opportunity to discuss personal values and reflect on their behaviors.</p>	<p>Pre assessment, post session 1 survey, and post session 2 follow up survey.</p>
Party Positive Classes	<p>Using a harm reduction approach, this class addresses: a) alcohol consumption patterns of students at Virginia Tech b) The Commonwealth of Virginia's and Virginia Tech's alcohol laws and policies c) defines and demonstrates how to calculate a standard drink, d) tolerance, and f) bystander intervention. The class explores "positive drinking", including choosing not to drink, lowering risk, and adopting specific</p>	<p>Post workshop survey and follow-up survey.</p>

	consumption guidelines and protective/preventive behaviors.	
Programming for High-Risk Groups	Presentations to groups such as, Athletes and Greeks in social fraternities use a harm-reduction approach to alcohol misuse prevention with the goal of increasing knowledge concerning alcohol, improving decision-making, and reducing negative outcomes.	Post workshop survey.
Recovery Ally Training	An interactive training session on recovery from addiction, ways to eliminate stigma, and how to become a Recovery Ally.	End of year assessment.
Virginia Tech Recovery Community	The Virginia Tech Recovery Community is a group where students in recovery or thinking about recovery from substance use can find community, friendship and understanding. Our community strives to provide supportive relationships, spaces, and activities that not only promote substance-free living, but encourage holistic growth.	Track attendance and events.
REVIVE! Opioid Response Emergency Response Training	A state developed presentation that teaches about opioids, addiction, and	Post-training survey.

	how to respond in an emergency. After learning how to respond to an overdose, participants receive the opioid overdose reversal drug, Narcan (Naloxone) and an emergency response kit.	
Tobacco-Free Hokies	Distribution of Tobacco-Free Hokies T-shirts to students who are smoke and tobacco-free. Each year, about 1,000 shirts are distributed. In addition to rewarding students who are already tobacco-free, we offer our 60-Day Challenge to students who wish to quit smoking or dipping. We offer quitting services to help them throughout the process.	Survey during distribution.
Tobacco Cessation Services	Hokie Wellness provides free tobacco cessation services for students. We also provide reduced prices on nicotine replacement products for those interested.	Follow up survey.
<u>Department of Housing & Residence Life</u>		
Oversight and preventative efforts	HRL strives to address and reduce problems and transgressions related to alcohol and other drugs in residence hall facilities. Both paraprofessional staff (resident advisors, "RAs") and	Incidents and referrals are tracked and evaluated internally. Referrals are made to Student Conduct, counseling, and health-oriented programming as needed.

	full-time professional staff provide oversight and preventative efforts in this regard.	
<u>Office of Fraternity & Sorority Life</u>		
Risk Management Institute	Seeks to bring together invited chapter officers to manage their events in such a way as to reduce risk, adhere to university policies, and align fraternity/sorority values with courageous leadership.	Students complete paper assessment surveys before they leave the institute.
Ongoing educational programming	FSL staff provide ongoing education through one-on-one meetings with Council and chapter leaders and at regular council-wide meetings. FSL staff also provide risk management advising, workshops, and reviews for the sake of helping chapters strengthen their practices and in response to Student Conduct sanctions	FSL distributes paper surveys at the end of FLI programs and large-scale events.
Event registration for Oak Lane residents	Fraternities and sororities residing in the Oak Lane residential community will register all events that include alcohol consumption with the FSL office for the sake of furthering risk management coaching and education	Track number of registered events and conduct referrals that are associated with that organization on registered date.

Partnership between IFC and Blacksburg Police Department	Before each home football game, the IFC President and Chief of Blacksburg Police communicate regarding the logistics and potential safety concerns for the upcoming weekend. BPD also visits the IFC meetings at least once a semester.	Track incident numbers (arrests, hospital transports) from Center Street tailgate area.
<u>Schiffert Health Center & Cook Counseling Center</u>		
Schiffert Health Center Intake Form	Schiffert asks all students about their tobacco/vaping usage, alcohol intake, and any drug use at the time of each visit.	As cases arise, information is noted in individual medical records and referrals are made to departments and agencies as appropriate.
Counseling Services	Cook Counseling Center provides individual and group counseling, as well as psychopharmacologic treatment. Referrals are also made to Hokie Wellness and other departments and agencies as appropriate.	Assessment and evaluation of substance use and misuse.
<u>Office of Student Conduct</u>		
Self-Reporting and Bystander Intervention (SRBI)	If medical assistance is sought for the student themselves or others who are severely intoxicated as a result of alcohol or other substances, Student Conduct will not pursue conduct charges against the individual or organization who sought assistance, or the individual	SRBI use is tracked with Maxient.

	<p>in need of assistance. However, Student Conduct still meets with the student and refers them to Hokie Wellness for education and support and to address any underlying substance-use concerns.</p>	
Agreed Resolution Process	<p>The Agreed Resolution meeting provides the conduct officer and the student an opportunity to resolve the conduct matter through a mutually agreeable outcome. Through a collaborative sanctioning model, a conduct officer and student jointly determine if a policy violation exists and an appropriate outcome is proposed. If students are found responsible for violating the alcohol or illegal drugs policies, they are assigned a status sanction, such as formal warning, probation, or deferred suspension. In addition, they are assigned educational sanctions, including substance education and resources through Hokie Wellness.</p>	Data collected through Maxient.
Formal Hearings	<p>If a student does not agree with the outcome of an agreed resolution, they may choose to move forward to a</p>	Data collected through Maxient.

	<p>formal hearing. Formal hearings are often also held in cases in which suspension or dismissal are potential outcomes. The student or student organization will be notified in advance of the conduct charges they have allegedly violated, and the time, date, and location of the hearing. During the formal hearing, the conduct officer(s) will determine responsibility for the alleged violations, including sanctions, if necessary. The outcome of that formal hearing will be final unless the hearing results in a loss of privilege, in which case, students may appeal.</p>	
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<u>VT Athletics</u>		
Hokie Wellness Education Program	Hokie Wellness staff and peer educators meet with teams on an individual basis to facilitate 1-hour workshop focused on positive/negative impacts of drinking, social norms, the impact of alcohol on academic/physical performance, team culture and bystander intervention.	Post-workshop survey.
Counseling and Athletic Mental Performance Services	Student-athletes are referred to Dr. Gary Bennett, Assistant Athletic Director, Sport	Assessment and evaluation of substance use and misuse.

	Psychologist, on drug and alcohol-related student conduct referrals.	
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<u>VT Police</u>		
Conduct Case Mentoring	Alcohol/Narcotic Counseling to those referred to our department from Student Conduct.	Student Conduct Assessments and Referrals
Drunk Goggle Carts	DUI Awareness program that incorporates peddle carts in an obstacle course to show the participant impairment levels.	Various groups request this program for awareness purposes.
VTPD Community Day	Virginia State Police DUI Simulator-Much like the Drunk Goggle Carts this simulator uses a golf cart with drunk goggles in an obstacle course.	No evaluation performed.
Gobblernights	Drunk Goggles Walk and Turn for DUI/Public Intoxication awareness	Provides each individual an opportunity to explore the levels of intoxication that they may face prior to getting behind the wheel of a vehicle and/or walking home.

<u>Human Resources</u>		
Employee Assistance Program (EAP)	All health plans offered to state employees and their dependents have employee assistance programs (EAPs).	Services provided by third party vendors. Information not disclosed.

	Included are up to four sessions at no charge for such services including mental health, alcohol or drug misuse assessment.	
Virginia Tech Alcohol and Drug Policy Summary	<p>At the discretion of management, an employee may be granted leave from work to participate in rehabilitation programs for treatment of alcohol and other drug problems.</p> <p>Agencies should consider such treatment for classified employees as justification under rule 10.4 of the Rules for the Administration of the Virginia Personnel Act, "Sick Leave."</p>	

Several departments and programs are currently going through restructuring and/or name changes. Once everything is in place, the programs and resources will be updated accordingly.

Virginia Tech Disciplinary Sanctions

Employees

Unlawful possession or use of a controlled substance by faculty will be addressed on a case-by-case basis by the appropriate superiors. Faculty cases can be reviewed by department heads and deans. Appropriate penalties may include suspension, required counseling and/or finally dismissal. Faculty dismissal must comply with the [Faculty Handbook](#).

Violations by staff and wage employees should be addressed by supervisors and department heads in communication with appropriate persons in Human Resources. The subject is addressed in State Policy 1.60 Standards of Conduct and Performance. Violation of State Policy 1.05 Alcohol and Other Drugs is considered a Group I, II or III offense depending upon the

nature of the violation. The employee may be subject to termination; however, participation in a drug rehabilitation program may result in the mitigation of disciplinary action.

Currently Enrolled Students

Unlawful possession or use of a controlled substance by students is a violation of University Policies for Student Life. Students will face serious disciplinary action for violation of this policy. Students and student organizations will be considered for disciplinary action whether violations are committed on or off university property.

The university is especially concerned about high-risk behavior which threatens the lives, health, safety, and academic success of our students and has deemed off-campus violations to be actionable in the university Student Conduct system. Behaviors deemed high-risk include (but are not limited to) major alcohol violations and illegal drug violations. When conduct violates both criminal law and the policies found in University Policies for Student Life and the Student Code of Conduct, disciplinary action may be taken by the university, irrespective of and separate from any criminal action. The university may proceed with disciplinary action before a trial or postpone action until after a trial at the discretion of the university. Student Conduct uses the preponderance of the evidence standard when determining responsibility for a violation of the Student Code of Conduct.

Students who are suspended from Virginia Tech as a result of drug or alcohol policy violations must complete substance-use counseling consultations with Hokie Wellness upon their reenrollment.

In addition, these students are required to meet with a staff member in Student Conduct and, at times, to complete additional educational sanctions to facilitate a smooth transition back into school.

Source:

https://codeofconduct.vt.edu/content/dam/codeofconduct_vt_edu/CodeOfConduct-Fall2021.pdf (Accessed 6/24/2022)

Distribution of Annual Notification

Employee Notification

Virginia Tech will provide notification of the DAAPP to employees two times a year, early during the fall and spring semesters, as part of the university's annual notice of rights and responsibilities. Employees will receive notification through official university communication channels including email, the Virginia Tech Daily newsletter, and the university website. Supervisors of employees who do not have access to electronic communications will be asked to share the annual notice with their employees. New full-time faculty and staff receive notification at new employee orientation, which is offered through the Division of Human Resources and completed within the first 30 days of employment at the university.

Student Notification

Virginia Tech will provide notification of the DAAPP to students two times a year, early during the fall and spring semesters, as part of the university's annual notice of rights and responsibilities. Students will receive notification through official university communication channels including email, the Virginia Tech Daily newsletter, and the university website.

Appendix A

“34 CFR § 86.100 - What Must the IHE's Drug Prevention Program Include?” *Legal Information Institute*, Legal Information Institute, www.law.cornell.edu/cfr/text/34/86.100. (Accessed on 8/24/2022)

“Alcohol Policy.” *National Institute on Alcohol Abuse and Alcoholism*, U.S. Department of Health and Human Services, 17 Nov. 2016, www.niaaa.nih.gov/alcohol-health/alcohol-policy. (Accessed on 8/24/2022)

DeJong, William, and Kimberley Timpf. *Complying with the Drug-Free Schools and Campuses Regulations [EDGAR Part 86]*. Campus Prevention Network, www.everfi.com/wp-content/uploads/2017/04/Complying-With-the-Drug-Free-Schools-and-Campuses-Regulations-CPN-final.pdf. (Accessed on 8/24/2022)

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Virginia Tech Student Affairs. "Code of Conduct." *Code of Conduct*, Virginia Tech, 9 November 2021, https://codeofconduct.vt.edu/content/dam/codeofconduct_vt_edu/CodeOfConduct-Fall2021.pdf (Accessed on 8/24/2022)



RECOMMENDATIONS AROUND SOCIAL GATHERINGS FOR COLLEGE STUDENTS WITH SPECIAL CONSIDERATIONS FOR COVID-19

Recommendations: Internal Student Affairs

Intro: One of the challenges facing college students during this uncertain stage of the current COVID-19 pandemic is trying to maintain a semblance of social life while also trying to stay safe and protect others. We recognize that a huge part of the college experience includes building community, which is more difficult to do while physically distant.

Two key factors that can protect someone from exposing themselves to potentially dangerous situations is their situational awareness and good judgement. While alcohol can be used socially in a moderate way, even at its best, it lowers inhibitions and can drastically affect our decision making abilities. Some students choose to use alcohol or other drugs to relieve academic stress, attempt to find social connections, and/or to experiment with what is the perceived norm of college. Unfortunately, choosing to drink in a collegiate setting may put them at a greater risk even if they are otherwise careful in other areas of their lives. We have a responsibility to the entire Virginia Tech and Blacksburg community to promote safe social practices and help our students become leaders in this uncertain time.

Proposed Programmatic & Policy-Related Recommendations:

Communications

- Consistent, positive, and frequent communication to students regarding the community standards around drinking and social gatherings for the 2020-2021 academic year. We encourage making these “positively framed” around doing service to your fellow Hokies, in the spirit of Ut Prosim, etc.
- These messages should come from: Virginia Tech (University Relations), Student Affairs, Hokie Wellness, and internally to department audiences as applicable, such as Housing & Residence Life, Student Organizations, Fraternity & Sorority Life, Athletics, Campus Ministries, etc.
- Should include conduct expectations as well as harm-reduction messaging. These messages can be tailored depending on the “speaker”. For example, Hokie Wellness may take more of a harm-reduction approach, as is in-line with our education, while Virginia Tech & Student Affairs weighs heavier on the community expectations aspect, in addition to some harm-reduction.
- Communications plans should consider incorporating:
 - Public health theory around social norming and include peer messaging wherever possible, such as from student leaders in SGA, Athletics, etc.
 - Promote peer modeling behavior through videos, social media, etc. (For example, the official Virginia Tech Instagram does a compilation video of Hokies talking about how they created a sense of community even with social distancing.)
 - A possible pledge campaign that can be promoted to students to post on social media (along the lines of the “It’s On Us” campaign).
 - Campaigns should emphasize the positive impact of everyday actions on the community, and living the Principles of Community by promoting a culture of care, respect, and personal responsibility.
- Student Affairs should also set-up clear lines of communication with parents & families about Virginia Tech’s expectations of their students, and how they can help support their well-being & decision-making.
 - This could include potentially targeting parents & families during move-in, spotlights in the Hokie Family E-News, and monitoring and liaising with administrators of the Parent Facebook Page.
- Considering all of the above audiences, develop a university wide communication plan in partnership with stakeholders and student leadership.

Policies (Also see “Conduct Communication and Expectations”)

- Large social events with alcohol have the potential to become “super spreader” events, where a party with 50+ contacts disperses back into the community, requiring intensive contact tracing efforts and guaranteed positive cases. To be consistent with university messaging and requirements on 6 foot physical spacing, there should be no approvals for student organization social events that are reasonably deemed to not be in accordance with those guidelines, to include:
 - Tailgates
 - New membership events
 - On-campus events/parties in FSL housing or otherwise
 - Socials between organizations
- Should the above policies not be able to be enforced for any reason, then we suggest the following “next step” policies be put into place for organizations:
 - All social events for organizations should:
 - Include increased cleaning & safety protocols prior to, during, and after a social event in an effort to prevent the spread of COVID-19
 - Only allow drinks to be served and consumed in individual containers (cans, bottles), and absolutely no “community” drinks such as kegs, punches, etc.
 - Incorporate COVID-19-specific planning into Risk Management plans
 - Eliminate drinking games that increase community exposure as well as lead to fast binge drinking, which impairs decision making further (i.e., beer pong, flip cup, etc.)
 - Create and enforce guest lists to make it quicker for contact tracing should an exposure occur
 - Never shame members for not attending a social event due to concerns related to the pandemic

Student Affairs Practices

Social Programming

- In an effort to provide the same social and community-building benefits, Student Affairs should plan to provide alternative programming that meets the physical distancing requirements.
 - These could possibly include, with proper spacing:
 - Outdoor movies or indoor movies with limited seating
 - Art instruction, paint nights, etc.
 - Music performances
 - Watch parties for athletic events

We recognize that the above events bring larger amounts of people into a public space, but if Virginia Tech is offering the programming, we are able to set a standard of spacing and other mitigation practices.

- Social Hosting Best Practices
 - When promoting social hosting practices, it is imperative that student voices are included to create opportunity for realistic adherence to guidelines. It will also create buy-in from other students knowing that it wasn't just a "top down" approach.
 - Best practices should be created in collaboration with professional staff and student leaders within relevant departments (Fraternity & Sorority Life, Corps of Cadets, SGA, Student Engagement & Campus Life)
 - Consider these existing CDC guidelines when creating best practices, and personalize them for the Virginia Tech community:
 - Considerations for Events and Gatherings
 - How to Protect Yourself & Others
 - Involve student organization leaders in any pledge campaign, such as the one described above in "Communications", but also extend the campaign to social hosting. Potentially collaborate with The Source, IFC, Panhellenic, etc. to roll out guidelines and campaigns.

Student Living Situations

- Roommates often have differing social habits, when in a normal year, can cause clashes and disagreements when it comes to alcohol. This will likely be emphasized by the current pressures on decision making around the pandemic.
- We encourage roommates to have open and honest communication around their intentions for socializing, and form an agreement between them based on their comfort levels.

Conduct Communication & Expectations

- As part of a larger community, we will ask and expect students to hold themselves to a high standard in order to protect themselves and the well-being of others.
 - Seemingly everyday, otherwise simple decisions will hold a heavier weight and should be made in a way that allows everyone on our campus to feel safe.
 - While it is not the intent of Student Affairs to police small “infractions” related to COVID-19, should a student or an organization make either obvious or consistent decisions that put a community member at risk, they should be held to the student code of conduct in a similar manner to other situations involving alcohol, violations to the Principles of Community, etc.
 - This can, and should, include situations in which large community spread occurs due to negligence. For example, should an off-campus party result in a “super spreader” event due to COVID-19 recommendations not being followed (guest size, space, cleaning, beverage options, etc.), then they should face consequences similar to those of events which led to a student going to the hospital for alcohol poisoning, for example. In both instances, social decisions were made by a “host(s)” that resulted in a dangerous situation for one, or potentially many community members.
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These recommendations have been reviewed by members of the [Virginia College Collaborative](#), a coalition of college leaders and dedicated citizens who are committed to supporting recovery and reducing alcohol, tobacco, and other drug-related harms on college campuses across Virginia.

News articles on COVID and Emerging Adult Development

Juvenile Justice Information Exchange - Why the Party Is On For Emerging Adults, Even in Pandemic

https://jjie.org/2020/06/10/why-the-party-is-on-for-emerging-adults-even-in-pandemic/?ct=t%28UReport%3A+March+9_COPY_01%29

New York Times - Expecting Students to Play It Safe if Colleges Reopen Is a Fantasy

<https://www.nytimes.com/2020/06/15/opinion/coronavirus-college-safe.html>