University of Michigan-Flint
Drug-Free Schools and Communities Act (DFSCA) Biennial Review

For: September 1, 2014 – August 31, 2016

Produced by the Alcohol, Tobacco and Other Drug (ATOD) Committee
Completed November 15, 2016

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Designed for compliance with the U.S. Department of Education Office of Safe and Drug-Free Schools, the Higher Education Opportunities Act and the Drug Free Workplace Act
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Introduction
The Drug-Free Schools and Communities Act (DFSCA) outlines requirements with which all institutions of higher education receiving any form of federal funding must comply, including:

1) **Annual Notification** to faculty, staff and student of standards of conduct related to alcohol and other drugs, applicable legal sanctions, health risks associated with use, description of available programs, and a clear statement regarding sanctions for noncompliance.
2) **Biennial Review** of alcohol and other drug programs and policies to determine program effectiveness and implement changes as needed, including documentation of violations, fatalities, and sanctions and ensure that sanctions are consistently enforced.

Timeframe the Biennial Review is covering
This report is the results of Biennial Review for the University of Michigan-Flint from September 1, 2014 to August 31, 2016.

Biennial Review process
The DFSCA biennial review for the UM-Flint is conducted by its Alcohol, Tobacco and Other Drug (ATOD) Committee. The ATOD Committee’s purpose is:

- To promote a safe, healthy environment conducive to learning and working.
- To provide strategic planning advice for alcohol, tobacco and other drug awareness, prevention education, training, intervention, evaluation, referral and treatment for the UM-Flint campus and make recommendations for improvement.
- To work synergistically with the Student Health Committee (SHC) to support healthy choices concerning the use of alcohol, tobacco, and other drugs, emphasizing the elimination of illegal use, high-risk behavior, harmful use, and related violence through collaborative program development, services, and marketing.
- To provide a means for collecting information and data and conducting a review of the biennial Drug Free Schools and Communities Act report, and a timeline for notifications to the campus community.

Students, faculty and staff members from departments who provide programs and services or are responsible for violations and disciplinary actions were asked by email on June 15, 2016 to provide related information by August 1, 2016. ATOD Committee members were asked to review the draft Biennial Report and to provide an assessment and recommendations at the October 17, 2016 meeting. Final input from the Chancellor’s Cabinet on the September 1, 2014 to August 31, 2016 DFSCA Biennial Report for the University of Michigan-Flint was received on December 20, 2016.

ATOD Committee member’s conducting the review and/or other report contributors were:

Becky Amour-Standel, Assistant Director, Student Success Center  
Gary Ashley, Project Coordinator, University Outreach  
Ryan Ashley, Coordinator/Adjunct Lecturer, Substance Abuse Treatment Program, Social Work  
Melinda French, Student, Recovery Program, Social Work  
Tess Barker, Chief of Staff, Chancellor’s Office & Biennial Report Major Reviewer  
Molly Barnard, Sexual Assault Prevention & Awareness Advocate, Women’s Educational Center  
Karen Bedell, Lecturer III, Psychology  
Sherri Berry, Wellness Coordinator, MHealthy  
Judy Birschbach, Associate Director, Event & Building Services  
Launa Collins, Operations Manager, Event & Building Services  
Beverly Dabney, Assistant Professor, Nursing  
Sara Elledge, Director, Fraternity & Sorority Life  
Jonathan Grady, Assistant Vice Chancellor for Student Success
Sara Groat, Assistant Director, Housing & Residential Life
Ray Hall, Chief of Police and Director, Department of Public Safety
Heather McDonald, Executive Sergeant, Department of Public Safety
Jessie Hurse, Director, Student Conduct & Conflict Resolution
Theresa Landis, Director, Recreational Services & Chair ATOD Committee/Biennial Report Coordinator
Mike Lane, Director, Environment, Health and Safety
Beth Manning, Director, University Human Resources
Tamara McKay, Director, Counseling and Psychological Services
Keith Moreland, Professor, School of Management
Michelle McDaniel, D.O. IM PGY-3, Genesys Downtown Flint Health Center
Rushika Patel, Director, Women’s Educational Center
Shandowyn Parker, Associate Professor of Health Education, Public Health & Health Sciences
Michelle Rosynsky, Senior Director, Student Involvement & Leadership
Michelle Sahli, Assistant Professor, Public Health & Health Sciences
Julie Snyder, Associate Vice Chancellor/Dean of Students, Division of Student Affairs & Biennial Report Major Reviewer
William Washington, Director, Housing & Residential Life

Where Biennial Review Report(s) is/are kept on campus
The DFSCA Biennial Review Report can be found on the websites of the following departments:
Office of Vice Chancellor for Campus Inclusion & Student Life
University Human Resources
Department of Public Safety
Recreational Services

Hardcopies of the DFSCA Biennial Review Report can be found in the following offices:
Vice Chancellor for Campus Inclusion & Student Life
University Human Resources
Department of Public Safety
Recreational Services

How one may request/receive current and past Biennial Review reports
Copies of DFSCA Biennial Report can be obtained by contacting anyone of the following:
Office of Vice Chancellor for Campus Inclusion & Student Life
University Human Resources
Department of Public Safety
Recreational Services

How long Biennial Review reports are kept
The reports will be kept indefinitely. The DFSCA Biennial Report was first written for the UM-Flint campus for the September 1, 2002 to August 31, 2004 review period and was coordinated by the Assistant Vice Chancellor for Business & Finance. The September 1, 2004 to August 31, 2006 review period was coordinated by the Vice Chancellor of Student Affairs. The periods September 1, 2006 to August 31, 2008, September 1, 2008 to August 31, 2010, September 1, 2010 to August 31, 2012 and September 1, 2012 to August 31, 2014 were coordinated by the Assistant Vice Chancellor of Student Affairs. Effective January 2016 the Biennial Report coordination became the responsibility of the Director of Recreational Services. Individual electronic and hard copies are maintained with the respective departments as well as all past electronic and/or hard copies are maintained with the Office of Vice Chancellor for Campus Inclusion & Student Life, University Human Resources and Recreational Services.
Annual Policy Notification Process

The Office of the Vice Chancellor for Student Affairs (title changed to Vice Chancellor for Campus Inclusion & Student Leadership in Fall 2015) sends email notifications about the AOD policy to all enrolled students twice per calendar year. This included students taking classes off-campus, abroad and online. In addition, the University Human Resources sends the same email notification to all employees (including temporary employees). At the April 6, 2016 ATOD Committee meeting it was determined that going forward notifications would be sent out to students and employees three (3) times per year (May, September and January) with the start of each new semesters. A copy of the email notification is attached as Appendix A.

During the biennial reporting period, the AOD Policy was available to all students on the Vice Chancellor for Student Affairs/Vice Chancellor for Campus Inclusion & Student Life website at: https://www.umflint.edu/rights-and-responsibilities. New regular employees received AOD policy information at new employee orientations. New employee orientation slides are attached in Appendix J. The University of Michigan AOD related policy is part of the Standard Practice Guide (SPG), specifically SPG 601.29 (http://spg.umich.edu/policy/601.29). All SPGs are available online for all employees. Requests for policies can be granted by contacting the Office of Vice Chancellor for Campus Inclusion & Student Life, the University Human Resources or Recreational Services.

AOD Prevalence Rate, Incident Rate, Needs Assessment and Trend Data

Online Alcohol Screenings
The department of Counseling and Psychological Services made online “Screening for Mental Health” available to the campus community via links on university web pages including CAPS, Student Involvement and Leadership, and the Student Success Center. This screening instrument includes questions about alcohol dependence and abuse and provides immediate feedback regarding current use and levels of risk. It also informs the respondent when it would be helpful to speak with a mental health professional. Once this screening is complete, the respondent is redirected to the CAPS web page. The following is a summary of the completed online “Screening for Mental Health” results.

<table>
<thead>
<tr>
<th>Time Period</th>
<th>Number of Completed Screenings</th>
<th>Not Consistent</th>
<th>Consistent-Hazardous or Harmful</th>
<th>Consistent-Alcohol Dependence or Abuse</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 2014</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>October 2014</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>November 2014, December 2014, January 2015</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>February 2015</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>March 2015</td>
<td>2</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>April 2015</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>May 2015, June 2015, July 2015, August 2015</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>September 2015</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>October 2015 (special event held included screening)</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>November 2015, December 2015, January 2016, February 2016, March 2016</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>April 2016</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>May 2016, June 2016</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>11</td>
<td>3</td>
<td>8</td>
<td>0</td>
</tr>
</tbody>
</table>

ACHA-National College Health Assessment II
The ACHA-National College Health Assessment II (ACHA-NCHA II) is a national research survey organized by the American College Health Association (ACHA) to assist institutions of higher education to have a better understanding of habits, behaviors, and perceptions on the most prevalent health topics. The ACHA-NCHA II
A health survey was administered to UM-Flint students in the Spring of 2015 with 905 respondents for an overall response proportion of 11.5%. The results of the questions specific to AOD follow:

**Academic Impact:** Within the last 12 months, students reported the following factors affecting their individual academic performance, defined as “received a lower grade on an exam, or an important project; received a lower grade in the course; received an incomplete or dropped the course; or experienced a significant disruption in thesis, dissertation, research, or practicum work.”

<table>
<thead>
<tr>
<th>Alcohol use</th>
<th>1.8 %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drug use</td>
<td>0.7 %</td>
</tr>
</tbody>
</table>

**Alcohol, Tobacco, and Other Drug Use:** Reported use versus perceived use - reported use for all students within the past 30 days compared with how often students perceived the typical student on campus used substances within the same time period. The last line of each table combines all categories of any use in the last 30 days.

### Alcohol

<table>
<thead>
<tr>
<th>Percent (%)</th>
<th>Actual Use</th>
<th>Perceived Use</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Never used</td>
<td>32.2</td>
<td>22.3</td>
</tr>
<tr>
<td>Used, but not in the last 30 days</td>
<td>18.3</td>
<td>19.1</td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>35.9</td>
<td>49.4</td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>12.5</td>
<td>9.1</td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>1.1</td>
<td>0.2</td>
</tr>
<tr>
<td><strong>Any use within the last 30 days</strong></td>
<td>49.5</td>
<td>58.7</td>
</tr>
</tbody>
</table>

### Cigarette

<table>
<thead>
<tr>
<th>Percent (%)</th>
<th>Actual Use</th>
<th>Perceived Use</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Never used</td>
<td>70.1</td>
<td>73.4</td>
</tr>
<tr>
<td>Used, but not in the last 30 days</td>
<td>13.7</td>
<td>16.2</td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>8.1</td>
<td>4.3</td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>2.2</td>
<td>1.1</td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>5.9</td>
<td>5.0</td>
</tr>
<tr>
<td><strong>Any use within the last 30 days</strong></td>
<td>16.2</td>
<td>10.4</td>
</tr>
</tbody>
</table>

### Marijuana

<table>
<thead>
<tr>
<th>Percent (%)</th>
<th>Actual Use</th>
<th>Perceived Use</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Never used</td>
<td>70.6</td>
<td>69.6</td>
</tr>
<tr>
<td>Used, but not in the last 30 days</td>
<td>19.9</td>
<td>22.6</td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>5.5</td>
<td>3.2</td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>2.2</td>
<td>1.6</td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>1.8</td>
<td>3.0</td>
</tr>
<tr>
<td><strong>Any use within the last 30 days</strong></td>
<td>9.6</td>
<td>7.8</td>
</tr>
</tbody>
</table>

### All Other Drugs Combined*

<table>
<thead>
<tr>
<th>Percent (%)</th>
<th>Actual Use</th>
<th>Perceived Use</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Never used</td>
<td>64.7</td>
<td>78.0</td>
</tr>
<tr>
<td>Used, but not in the last 30 days</td>
<td>21.1</td>
<td>15.0</td>
</tr>
<tr>
<td>Used 1-9 days</td>
<td>9.8</td>
<td>4.8</td>
</tr>
<tr>
<td>Used 10-29 days</td>
<td>1.8</td>
<td>0.8</td>
</tr>
<tr>
<td>Used all 30 days</td>
<td>2.5</td>
<td>1.4</td>
</tr>
<tr>
<td><strong>Any use within the last 30 days</strong></td>
<td>14.2</td>
<td>7.0</td>
</tr>
</tbody>
</table>

*Includes cigars, smokeless tobacco, cocaine, methamphetamine, other amphetamines, sedatives, hallucinogens, anabolic steroids, opiates, inhalants, MDMA, other club drugs, other illegal drugs. (Excludes alcohol, cigarettes, tobacco from a water pipe, and marijuana).
2.3% of college students reported driving after having 5 or more drinks in the last 30 days.*
29.0% of college students reported driving after having any alcohol in the last 30 days.*
*Students responding "N/A, don't drive" and "N/A don't drink" were excluded from this analysis.

Estimated Blood Alcohol Concentration (eBAC) of students reporting 1 or more drinks the last time they "partied" or socialized:

<table>
<thead>
<tr>
<th>Estimated BAC*</th>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 0.08</td>
<td>86.2</td>
<td>83.3</td>
<td>84.1</td>
<td></td>
</tr>
<tr>
<td>&lt; 0.10</td>
<td>88.7</td>
<td>87.9</td>
<td>88.1</td>
<td></td>
</tr>
<tr>
<td>Mean</td>
<td>0.04</td>
<td>0.04</td>
<td>0.04</td>
<td></td>
</tr>
<tr>
<td>Median</td>
<td>0.02</td>
<td>0.02</td>
<td>0.02</td>
<td></td>
</tr>
<tr>
<td>Std Dev</td>
<td>0.05</td>
<td>0.06</td>
<td>0.06</td>
<td></td>
</tr>
</tbody>
</table>

*Students reporting 0 drinks were excluded from the analysis. Due to the improbability of a student surviving a drinking episode resulting in an extremely high eBAC, all students with an eBAC of 0.50 or higher are also omitted from these eBAC figures. eBAC is an estimated figure based on the reported number of drinks consumed during the last time they "partied" or socialized, their approximate time of consumption, sex, weight, and the average rate of ethanol metabolism.

Reported number of drinks consumed the last time students "partied" or socialized: Only students reporting one or more drinks were included.

<table>
<thead>
<tr>
<th>Number of Drinks*</th>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>4 or fewer</td>
<td>59.0</td>
<td>78.7</td>
<td>73.4</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>9.9</td>
<td>6.4</td>
<td>7.4</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>8.1</td>
<td>5.9</td>
<td>6.5</td>
<td></td>
</tr>
<tr>
<td>7 or more</td>
<td>23.0</td>
<td>8.9</td>
<td>12.7</td>
<td></td>
</tr>
<tr>
<td>Mean</td>
<td>4.45</td>
<td>3.39</td>
<td>3.68</td>
<td></td>
</tr>
<tr>
<td>Median</td>
<td>3.00</td>
<td>3.00</td>
<td>3.00</td>
<td></td>
</tr>
<tr>
<td>Std Dev</td>
<td>3.32</td>
<td>2.39</td>
<td>2.71</td>
<td></td>
</tr>
</tbody>
</table>

*Students reporting 0 drinks were excluded.

Reported number of times consumed five or more drinks in a sitting within the last two weeks:

<table>
<thead>
<tr>
<th>5 or more drinks</th>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A don’t drink</td>
<td>32.4</td>
<td>25.8</td>
<td>27.7</td>
<td></td>
</tr>
<tr>
<td>None</td>
<td>45.5</td>
<td>57.4</td>
<td>53.8</td>
<td></td>
</tr>
<tr>
<td>1-2 times</td>
<td>13.5</td>
<td>14.2</td>
<td>14.0</td>
<td></td>
</tr>
<tr>
<td>3-5 times</td>
<td>6.2</td>
<td>2.1</td>
<td>3.3</td>
<td></td>
</tr>
<tr>
<td>6 or more times</td>
<td>2.5</td>
<td>0.5</td>
<td>1.1</td>
<td></td>
</tr>
</tbody>
</table>

Percent who reported using prescription drugs that were not prescribed to them within the last 12 months:

<table>
<thead>
<tr>
<th>Not prescribed Prescription drugs</th>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antidepressants</td>
<td>1.8</td>
<td>2.7</td>
<td>2.4</td>
<td></td>
</tr>
<tr>
<td>Erectile dysfunction drugs</td>
<td>0.4</td>
<td>0.2</td>
<td>0.2</td>
<td></td>
</tr>
<tr>
<td>Pain killers</td>
<td>6.9</td>
<td>6.1</td>
<td>6.3</td>
<td></td>
</tr>
<tr>
<td>Sedatives</td>
<td>1.8</td>
<td>3.5</td>
<td>3.0</td>
<td></td>
</tr>
<tr>
<td>Stimulants</td>
<td>4.4</td>
<td>4.0</td>
<td>4.1</td>
<td></td>
</tr>
<tr>
<td>Used 1 or more of the above</td>
<td>12.8</td>
<td>10.8</td>
<td>11.4</td>
<td></td>
</tr>
</tbody>
</table>

Reported doing the following most of the time or always when they "partied" or socialized during the last 12 months:

<table>
<thead>
<tr>
<th>When they partied or socialized*</th>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alternate non-alcoholic with alcoholic beverages</td>
<td>27.7</td>
<td>38.0</td>
<td>35.2</td>
<td></td>
</tr>
</tbody>
</table>
Avoid drinking games 45.3 59.9 55.9
Choose not to drink alcohol 29.8 32.5 31.9
Determine in advance not to exceed a set number of drinks 46.4 49.9 48.8
Eat before and/or during drinking 75.7 82.6 80.7
Have a friend let you know when you have had enough 33.9 39.8 38.0
Keep track of how many drinks being consumed 65.1 73.7 71.4
Pace drinks to one or fewer an hour 37.5 49.7 46.4
Stay with the same group of friends the entire time drinking 85.3 95.2 92.4
Stick with only one kind of alcohol when drinking 52.8 68.5 64.2
Use a designated driver 78.0 86.8 84.4

Reported one or more of the above 96.4 98.0 97.5

College students who drank alcohol reported experiencing the following in the last 12 months when drinking alcohol:

<table>
<thead>
<tr>
<th>When drinking alcohol*</th>
<th>Percent (%)</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Did something you later regretted</td>
<td>20.2</td>
<td>21.2</td>
<td>20.9</td>
<td></td>
</tr>
<tr>
<td>Forgot where you were or what you did</td>
<td>14.6</td>
<td>15.7</td>
<td>15.4</td>
<td></td>
</tr>
<tr>
<td>Got in trouble with the police</td>
<td>1.7</td>
<td>0.2</td>
<td>0.6</td>
<td></td>
</tr>
<tr>
<td>Someone had sex with me without my consent</td>
<td>0.6</td>
<td>2.4</td>
<td>1.9</td>
<td></td>
</tr>
<tr>
<td>Had sex with someone without their consent</td>
<td>0.6</td>
<td>0.2</td>
<td>0.3</td>
<td></td>
</tr>
<tr>
<td>Had unprotected sex</td>
<td>26.0</td>
<td>17.9</td>
<td>20.2</td>
<td></td>
</tr>
<tr>
<td>Physically injured yourself</td>
<td>8.4</td>
<td>5.5</td>
<td>6.3</td>
<td></td>
</tr>
<tr>
<td>Physically injured another person</td>
<td>3.4</td>
<td>0.7</td>
<td>1.4</td>
<td></td>
</tr>
<tr>
<td>Seriously considered suicide</td>
<td>2.2</td>
<td>1.3</td>
<td>1.6</td>
<td></td>
</tr>
</tbody>
</table>

Reported one or more of the above 36.8 38.2

* Students responding "N/A, don't drink" were excluded from this analysis.

CIRP Freshman Survey
The Cooperative Institutional Research Program (CIRP) at the Higher Education Research Institute at UCLA has a national recognized survey that is administered to incoming First-Time Full-Time Freshmen (18 years old or older) during New Student Orientation. It was administered to UM-Flint students in 2015 and the results related to AOD follow:

<table>
<thead>
<tr>
<th>UM-Flint</th>
<th>Total</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>First-time Full-time Freshman</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total (n)</td>
<td>193</td>
<td>7,738</td>
<td>19,994</td>
</tr>
<tr>
<td>Mean</td>
<td>1.12</td>
<td>1.09</td>
<td>1.09</td>
</tr>
<tr>
<td>Std Dev</td>
<td>0.43</td>
<td>0.34</td>
<td>0.34</td>
</tr>
<tr>
<td>Significance</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Effect size</td>
<td>-</td>
<td>0.09</td>
<td>0.09</td>
</tr>
</tbody>
</table>

For the activities below, indicate which ones you did during this past year.

| Smoked cigarettes | | |
|--------------------|---|---|---|
| Frequently | 3.6% | 1.7% | 1.7% |
| Occasionally | 5.2% | 5.6% | 5.5% |
| Not at All | 91.2% | 92.8% | 92.8% |

| Drank Beer | | |
|-------------|---|---|---|
| Frequently | 3.1% | 4.2% | 3.2% |
| Occasionally | 12.4% | 24.7% | 19.8% |
### AOD Policy, Enforcement & Compliance Inventory & Related Outcomes/Data

**University of Michigan-Flint Alcohol and Other Drug Policy (AOD Policy) for Students, Faculty and Staff**

The University of Michigan-Flint Alcohol and Other Drug Policy (AOD Policy) is intended to educate members of the campus community about health risks associated with the use and abuse of alcohol and other drugs. It is also meant to provide information concerning available resources for assessment, referral, and treatment as well as sanctions for non-compliance. It is reviewed annually by the Alcohol, Tobacco and Other Drugs Committee (ATOD Committee). The ATOD Committee Outline is attached in Appendix B. The AOD Policy is attached in Appendix C and can be found at the following websites:

- [https://www.umflint.edu/sites/default/files/groups/Recreation_Center/aod_policy_07-25-16.pdf](https://www.umflint.edu/sites/default/files/groups/Recreation_Center/aod_policy_07-25-16.pdf)
- [https://www.umflint.edu/safety/personalsafety](https://www.umflint.edu/safety/personalsafety)
- [https://www.umflint.edu/hr/policies-procedures](https://www.umflint.edu/hr/policies-procedures)
- [https://www.umflint.edu/rights-and-responsibilities](https://www.umflint.edu/rights-and-responsibilities)

The Office of the Vice Chancellor for Campus Inclusion and Student Life provides direct oversight of the AOD Policy.

**Alcohol and Other Drugs and Alternative Breaks**

Alternative Breaks is a co-curricular program through the Office of University Outreach that aims to provide deeper learning opportunities for students, faculty and alumni through community engagement. Local service opportunities are provided during the University’s spring break via Alternative Spring Break as well as the second Saturday of each month through Service Saturdays. Issues of community impact, legality, liability, personal safety, and group cohesion are of concern when alcohol and other drugs are consumed on an alternative break. Programs will provide education and training on alcohol and other drug related issues, in addition to developing and communicating a written policy on how these issues will be dealt with on an alternative break.

An Alternative Break is a unique experience that allows participants to immerse themselves in a different culture while performing meaningful community service. Issues of legality, liability, personal safety and group cohesion are of concern when alcohol and other drugs are consumed on an Alternative Summer Break. As a result, **at no time will The University of Michigan–Flint’s Alternative Break program tolerate drinking or alcohol use.**

The University of Michigan–Flint has a zero-tolerance policy regarding the possession, use, manufacture, production, sale, exchange, or distribution of illegal drugs (as defined by United States law) by students, faculty, and staff participating with Alternative Break. This policy pertains to all Alternative Break sites (within...
the United States and abroad).

Violation of the Alcohol and Illegal Drugs Policy is grounds for termination from the Alternative Break program. Termination will result in the participant being sent home at his/her own expense and possible referral to the campus judicial system.

Alcohol and Other Drugs in the Residence Hall
Alcohol abuse is a prominent public health issue requiring a response from universities across the nation. It is the University’s and Housing & Residential Life’s goal to educate members of our community about the health risks associated with the use and abuse of alcohol and other substances, and about campus and community resources available for counseling and therapy. The policies for alcohol and other drugs for Housing & Residential Life can be found in the Resident’s Guide to Community Living document starting on page 23 and is available to all residential students at https://www.umflint.edu/sites/default/files/groups/Housing_Residential_Life/final_guide_2015.pdf and attached in Appendix D. Additionally, the alcohol and drug policy is discussed at mandatory individual floor meetings. In addition to the Director and Assistant Directors of Housing, Resident Assistants and Front Desk Assistants are responsible for monitoring compliance with the alcohol and other drug policy.

Alcohol and Other Drugs and Fraternities & Sororities
Fraternities and sororities at the University of Michigan-Flint that hold national charters are required to comply with all national rules in order to maintain campus recognition. UM-Flint does not own fraternities and sororities houses so there are not specific alcohol and other drugs policies related to Greek organizations living on campus. Students who are members of fraternity and sorority students are held to the same standard as other students in regards to the Statement of Student Rights and Responsibilities. The Interfraternity Council which is a Sponsored Student Organization has a Social Event Registration Policy for their fraternity member chapters. A copy of the Social Event Registration Policy is attached in Appendix E.

The Office of Fraternity and Sorority Life adheres to the National Panhellenic Conference (NPC) Manual of Information regarding policies and procedures on alcohol and other substance abuse. NPC policies and resolutions may be accessed at https://www.npcwomen.org/college-panhellenics/manual-of-information.aspx. Resolutions offering policy recommendations to College Panhellenic groups are on file with the National Panhellenic Conference Office in Indianapolis, Indiana. In addition to the Director of Fraternity and Sorority Life, the Interfraternity Council members are responsible for monitoring compliance with the alcohol and other drug policy. The Office of Fraternity and Sorority Life also adheres to each of the National Pan-Hellenic Council (NPHC) organization's policies and procedures on alcohol and other substances.

Alcohol and Other Drugs and Club Sports
Student athletes representing the Club, both on and off the field of play, are held to the same standards as other students in regards to the Statement of Student Rights and Responsibilities. When involved in Club Sports events, on and off campus, and when traveling, club athletes, coaches, and spectators represent the University of Michigan-Flint and alcohol is not allowed at any Club Sports event. When traveling, the time the club leaves campus to the time the club returns to campus is considered a club event and drugs and alcohol are not allowed at any time. Additionally, events hosted by clubs outside of practices and competitions (i.e. banquets) are subject to these expectations. The alcohol and other drug policy is located in the Club Sports Handbook which can be found at:
https://www.umflint.edu/sites/default/files/groups/Club_Sports/Documents/clubsportshandbook2015.pdf and the Code of Conduct section including the Drug/Alcohol statement is attached in Appendix F. A comprehensive review of the Club Sports Handbook is performed with the athletes at the annual orientation meetings in August. In addition to the Club Sports Coordinator, Club Sport leaders and coaches are also responsible for monitoring compliance with the alcohol and other drug policy.
Statement of Student Rights and Responsibilities

The primary purpose of the Statement of Student Rights and Responsibilities is to assist the University of Michigan-Flint in providing an environment that supports the educational process and the well-being and safety of the campus community. The Statement of Student Rights and Responsibilities outlines student conduct violations and sanctions. The document is available in electronic format at: https://www.umflint.edu/sites/default/files/groups/Division_of_Student_Affairs/statement_of_student_rights_and_responsibilities_winter_2015.pdf on Office of Student Conduct & Conflict Resolution website: https://www.umflint.edu/osccr, and the section on Student Responsibilities is attached in Appendix G. Hard copies may be obtained in the Office of Student Conduct & Conflict Resolution by request.

Disciplinary matters are handled consistently, fairly, and equitably. When the alcohol or other drug policy is violated, the University may employ a variety of sanctions, ranging from an official written reprimand to a period of observation and review, probation, suspension, or expulsion. These sanctions may involve alcohol or other drug educational programs such as the on-line course called Alcohol and Its Effects on Health Online Course by ALISON (https://alison.com/), counseling through Counseling, and Psychological Services (CAPS), community service, and/or restitution.

Behavioral Intervention Team

The Behavioral Intervention Team (BIT) is a multi-disciplinary group that is responsible for assessing reports of concerning/disruptive behavior, and implementing interventions that are in the best interest of the student and the University. Through information sharing and intervention, the BIT serves to coordinate a response, track progress, and provide ongoing support to the student and others involved. BIT's objectives include:

- Gathering information to assess situations involving individuals who display concerning or disruptive behaviors;
- Recommending appropriate intervention strategies or disciplinary sanctions;
- Connecting students with needed campus and community resources, and coordinating follow-up to ensure that support was deployed effectively;
- Centralizing the collection concerning behaviors to have a holistic understanding of the situation; and,
- Evaluating ongoing behavior of individuals who have displayed disruptive or concerning behavior.

The team meets weekly and its members include Public Safety, Housing and Residential Life, Human Resources, Student Conduct, Counseling and Psychological Services, Student Success, and the Dean of Students.

### Behavioral Intervention Team Cases

**September 1, 2014 – August 31, 2016**

<table>
<thead>
<tr>
<th>Student Concern Type</th>
<th>Number of Cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disruptive Behavior</td>
<td>6</td>
</tr>
<tr>
<td>Harassment/Stalking</td>
<td>5</td>
</tr>
<tr>
<td>Medical Concern</td>
<td>3</td>
</tr>
<tr>
<td>Mental Health</td>
<td>3</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>1</td>
</tr>
<tr>
<td>Suicide Ideation</td>
<td>4</td>
</tr>
<tr>
<td>Threatening Behavior: Verbal</td>
<td>1</td>
</tr>
<tr>
<td>Threatening Behavior: Physical</td>
<td>2</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>29</strong></td>
</tr>
</tbody>
</table>

Violations of the AOD Policy captured through the Office the Student Conduct & Conflict Resolution

Multiple alleged violations of the Code of Conduct may be applied to a case, resulting in a difference between the number of cases resolved and number of violations reported during the same time period. The first number in the charts below reflects alleged violations of the drinking, drugs and smoking policies; the second reflects
the number of violations students were found responsible for from September 1, 2014 through August 31, 2016.

<table>
<thead>
<tr>
<th>Violation Description (Community Living Standards/Residence Hall Polices)</th>
<th>Number of Incidents</th>
<th>Number of Violations</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.0 Alcohol Possession and/or Consumption</td>
<td>37</td>
<td>27</td>
</tr>
<tr>
<td>3.1 Drug Possession and/or Consumption and Paraphernalia</td>
<td>16</td>
<td>7</td>
</tr>
<tr>
<td>3.6 Smoking</td>
<td>7</td>
<td>6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Violation Description (Statement of Student Rights and Responsibilities)</th>
<th>Number of Incidents</th>
<th>Number of Violations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Illegally possessing or using alcohol; illegally distributing, manufacturing, or selling alcohol</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Illegally possessing or using drugs; and illegally distributing, manufacturing, or selling drugs.</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>

Sanctions Assigned For Violations
Students found in violation of the Statement of Student Rights and Responsibilities or the Community Living Standards Guide/Residence Hall Polices from September 1, 2014-August 31, 2016 were assigned one or more sanctions based on the degree of the violation. The following is a summary of those sanctions:

| 1st Offense - Reprimand | 54 |
| Alcohol/Drug Education (Online ALISON Course) | 13 |
| Reflection or Research Paper | 8 |
| Follow-Up Meeting | 4 |
| Removal From Housing | 2 |

Student Sexual Misconduct Policy
The University of Michigan-Flint values civility, dignity, diversity, education, equality, freedom, honesty, and safety, as described in the Statement of Student Rights and Responsibilities, and is firmly committed to maintaining a campus environment free from sexual harassment, sexual assault, and other forms of sex-based discrimination (collectively referred to as sexual misconduct). Sexual misconduct jeopardizes the mental, physical, and emotional welfare of our students, as well as the safety of our community. Sexual misconduct diminishes students’ individual dignity and impedes their access to educational, social, and employment opportunities. It can permanently impact students’ lives and may cause lasting physical and psychological harm. Sexual misconduct violates our institutional values and its presence in the community presents a barrier to fulfilling the University’s scholarly, research, educational, and service missions. Sexual misconduct, therefore, will not be tolerated at the University of Michigan-Flint and is expressly prohibited. Anyone who is aware of sex-based misconduct by a University student should promptly report such misconduct to the University. Upon receiving a report, the University will promptly respond by taking the appropriate steps to reduce or eliminate the harassment, prevent its recurrence, and address its effects. The policy in its entirety can be found at: https://www.umflint.edu/sites/default/files/groups/Human_Resources/student_sexual_misconduct_policy_fall_2014.pdf

Event & Building Services
The Office of Event and Building Services (EBS) manages event spaces for the University of Michigan-Flint campus. Designated areas in the Harding Mott University Center (UCEN), Riverfront Banquet Center, University Pavilion (UPAV), Northbank Center (NBC), William S. White Building (WSW), Murchie Science Building (MSB), French Hall (FH) and certain external areas are available for meetings, activities, and events.

UM-Flint is issued a class ‘C’ license under the title ‘Riverfront Campus’. This license enables the University to serve alcohol for events on an ‘as requested’ basis. It does not allow a regular ‘bar’ service that would operate
daily. The liquor license is specified only for the Harding Mott University Center. This license gives the
capability of offering a cash bar or an open bar to university and non-university customers. All customers
wishing alcohol service at an event are required to meet with Event and Building Service (EBS) staff to create
and sign an alcohol service agreement. All alcohol is purchased and provided by EBS.

University events are unable to obtain a ‘special license’ to sell alcohol in an unlicensed facility. In order for a
University event to offer alcohol in a non-licensed facility, either the university group or the caterer, if
applicable, must provide the alcohol. EBS will prepare a bar service contract for the event and will meet with
the contact person to review all details and policies. The following are links to the related policies:

Event & Building Services Policies:
https://www.umflint.edu/ebs/event-planning

Non-Licensed Bar Service Policies:
https://www.umflint.edu/ebs/bar-service-non-licensed-locations

Licensed Bar Service Policies:
https://www.umflint.edu/ebs/bar-service-harding-mott-university-center

Between September 1, 2014 and August 31, 2016, a total of 47 bar services took place in licensed and non-
licensed UM-Flint locations. Bar services can range in length, as well as type of bar service offered (Partial, Full,
and Cash). All bar services must be pre-arranged with Event & Building Services, see policy.

During the reporting period, there were no reported incidents. Staff members work proactively to ensure event
guest have not had too much to drink during an event, drinks are moderately spaced out, only guest of age are
served, guest may not bring in their own alcohol for consumption, and all Bar Service policies are followed and
strictly enforced. As an accomplished goal of Event & Building Services, all departmental policies were
reviewed, updated, and approved by the UM-Flint Cabinet in 2016. In the future, Event & Building Services
would like to update bar service marketing material and handouts for public distribution. Please see Appendix H
for sections regarding Internal Bar Service Policies and Appendix I for sections regarding External Bar Service
Policies.

University Human Resources
All regular employees receive a New Faculty/Staff Orientation and the slides include information regarding
alcohol and other drugs. The New Faculty/Staff Orientation slides are attached in see Appendix J. New hire
orientation sessions are held every two weeks throughout the year. In addition, University Human Resources
sends email notifications, regarding resources, to employees quarterly. The following are Standard Practice
Guides related to alcohol and other drugs and information about the Smoke-Free Campus Policy:

Standard Practice Guide (SPG) –
- SPG 201.15 Fitness for Duty (http://spg.umich.edu/search/node/SPG%20201.15)
- SPG 601.29 Alcohol and Drug Policy (http://spg.umich.edu/search/node/601.29)
- SPG 605.01 Safety, Health and Environmental Policy (http://spg.umich.edu/policy/605.01)
- SPG 601.18 Violence in the University Community (http://spg.umich.edu/policy/601.18)
- SPG 201.89-0 Sexual Harassment (http://spg.umich.edu/policy/201.89-1)
- SPG 201.89-1 Discrimination and Harassment (http://spg.umich.edu/policy/201.89-1)

Smoke-Free University Policy
The University of Michigan-Flint campus has been smoke-free since July 1, 2011 and detailed information
can be found at https://www.umflint.edu/node/7910. The purpose of the policy is to reduce the risks of
second-hand smoke and to ensure a healthier environment for faculty, staff, students and guests. The goal is
to establish a culture that supports a smoke-free community. The success of the policy is dependent on the thoughtfulness, consideration, and cooperation of smokers and non-smokers and is outlined in the Smoking on University Premises Standard Practice Guideline http://spg.umich.edu/policy/601.04.

**Violations of the AOD Policy captured through the Office of Human Resources**
From September 1, 2014 to August 31, 2016, there were no reports filed with the University Human Resources office of alleged violations of the AOD policy for any faculty or staff members.

**Department of Public Safety**
The Department of Public Safety (DPS), a full service law enforcement agency, designed to protect and serve the community 24 hours a day, 365 days a year through a community policing philosophy. The DPS is responsible for a number of campus safety and security programs including “Community Safety and Security Education,” and physical security, including security technology, and special event management. The DPS serves the UM-Flint campus community through a high visibility and proactive strategy rooted in customer service, professionalism and teamwork. The department is comprised of 21 Police Officers, 6 Security Officers, 6 Communications Officers, and student officers, who provide, “eyes, ears and smiles,” services to our campus community.

The police officers at UM-Flint are licensed police officers by the Michigan Commission On Law Enforcement Standards (MCOLES), and have the authority to investigate, search, arrest and use reasonable force as necessary to protect persons and property and to enforce the laws of the State of Michigan, ordinances of the City of Flint, and the Ordinance of the Regents of the University of Michigan on property owned, leased, or controlled by the University of Michigan-Flint. In addition, they maintain special county deputy status to take enforcement action as necessary throughout Genesee County, complete annual state-mandated training identified by MCOLES required of all police officers in Michigan, and complete a minimum of 40 hours of in-service training each year, and specialize in emergency first aid, CPR/AED, weapons and tactics, and evidence and security technology.

The UM-Flint DPS relies on its close working relationships with local law enforcement agencies to receive information about incidents involving UM-Flint students and recognized student organizations off campus. In coordination with local law enforcement agencies, DPS will actively investigate certain crimes on or near campus. External law enforcement agencies, including Flint Police Department, notify DPS of criminal activity involving students or student organizations when affiliation is known. Students are accountable to both civil and criminal authorities and to the University for acts that violate the law and as indicated in the UM-Flint *Statement of Student Rights and Responsibilities*.

**Number of Alcohol and Drug-Related Incidents Presented for Calendar Year 2013-2015**

<table>
<thead>
<tr>
<th>Offense</th>
<th>Year</th>
<th>On-Campus Property</th>
<th>Non-Campus Property</th>
<th>Public Property</th>
<th>Total</th>
<th>On-Campus Residence Hall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liquor Law Violation</td>
<td>2015</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Arrest/Citation</td>
<td>2014</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Drug Abuse Violation</td>
<td>2015</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>Arrest/Citation</td>
<td>2014</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>2</td>
<td>0</td>
<td>5</td>
<td>7</td>
<td>0</td>
</tr>
</tbody>
</table>

*Residential Facility: These statistics are included in the On-Campus statistics; they include only incidents which occurred in First Street Residence Hall.

2013/2014: Police reports include statistics requested from area police agencies.
The UM-Flint Annual Security Report and Annual Fire Safety Report may be found on-line at http://www.umflint.edu/safetyreport. This report is published on October 1 and presents crime statistics for the previous three calendar years.
Alcohol-related Fatalities: There were no drug and alcohol-related fatalities reported. There were five (5) Health and Safety calls for service that were drug and alcohol-related resulting in ambulance transport/call for service to DPS.

Medical Amnesty: There have been no documented cases of medical amnesty provided to student, faculty, staff or visitor by Department of Public Safety personnel from September 1, 2014–August 31, 2016.

Medical amnesty helps ensure that minors at medical risk as a result of alcohol intoxication will receive prompt and appropriate medical attention. It removes perceived barriers to seeking help. Michigan law continues to prohibit a minor from purchasing, consuming, or possessing, or attempting to purchase, consume, or possess, alcoholic liquor and from having any bodily alcohol content. More information can be found at https://uhs.umich.edu/medicalamnesty.

AOD Comprehensive Program/Intervention Inventory & Related Process and Outcomes/Data

Individual based programs/interventions (from September 1, 2014 – August 31, 2016):

Counseling and Psychological Services (CAPS)
The following are the support services around alcohol and other drug use that CAPS provided.

Counseling and Psychotherapy
Provides assessment, treatment, and when appropriate, referrals to students related to substance use/abuse/dependence as a routine service of the department. Students may also complete screenings for substance related problems by visiting the Counseling Services website.

Intake Assessment Questions Regarding Alcohol, Marijuana, and Other Drug Use and Treatment
All CAPS clients complete the Standardized Data Set (SDS) included with Titanium Schedule™. There are eight SDS items related to AOD which are attached in Appendix L.

Alcohol Use Disorders Identification Test (AUDIT)
All CAPS clients complete the AUDIT during the intake session and every three sessions after that. The AUDIT is a 10-item screening tool developed by the World Health Organization (WHO) to assess alcohol consumption, drinking behaviors, and alcohol-related problems. Between September 2014 and July 2016, 604 students completed the AUDIT during the Intake session.

CAPS Substance Use Assessment Protocol
This assessment protocol is based on the SBIRT and principles of motivational interviewing. It is intended to gather information related to substance use behaviors, factors contributing to/maintaining substance use, and the clients’ current status on receiving treatment. This data is utilized in brief interventions and referrals for treatment. The outline of the assessment protocol is attached in Appendix M.

Online Alcohol Screenings
CAPS make online screenings by Screening for Mental Health available to the campus community via links on university web pages including CAPS, Student Involvement and Leadership, and the Student Success Center. This screening instrument provides immediately feedback regarding currently use and levels of risk. It also informs the respondent when it would be helpful to speak with a mental health professional. Once this screening is complete, the respondent is redirected to the CAPS web page.

On-site Screenings
Various times throughout the academic year, CAPS partners with other departments to offer on-site screenings for alcohol use. During these events, CAPS will also distribute psychoeducational material
related to individual drinking behaviors, hosting responsible events, and treatment options. Generally, on-site screenings are completed by approximately 25 students at each event.

**MITalk Web Tool**
MITalk is a web tool created specifically for students at all three of the University of Michigan campuses. There are a number of resources on this website that provide the knowledge and skills needed to address a broad range of college student mental health topics including substance related issues.

**University Human Resources**
The University of Human Resources at the Flint Campus supports the growth and success of our faculty, staff and students by delivering a full range of employee needs including, but not limited to: hiring, retention, payroll, employee relations and benefit counseling. As collaborative and strategic partners, the University of Human Resources Office delivers human resources services designed to advance the mission of the University of Michigan-Flint.

Many of the functions of the University Human Resources office is to provide resources and expertise to aid faculty staff and student employees in order to provide a safe work place for the benefit of all members of the University community. The focus is to provide resources which will aid employees who may be experiencing difficulty performing his/her work duties in a manner that is safe for the employee and/or his or her co-workers, or is posting an imminent and serious safety threat to self or others. All new faculty and staff members are required to participate in a new hire orientation which includes sections related to a healthy and safe campus community. There are many resources available to employees, including, but not limited to:

**Faculty and Staff Assistance Program (FASAP) –** Provides support and assistance to University staff and faculty in resolving personal or work related concerns. Through a range of sensitive and innovative services, FASAP seeks to enhance the emotional health, well-being and job performance of members of the university community. By providing confidential and professional counseling, coaching, training and consultation services to staff, faculty, retirees, benefit-eligible dependents and departments, FASAP helps individuals develop and foster strengths and resiliency to enhance their personal and professional lives. These services are provided at no cost and are entirely confidential. They are available at many different times and locations.

**MHealthy**
MHealthy is the University's health and well-being initiative that provides programs and resources designed to help employees to be their best—physically, mentally and emotionally. Creating a community of health can make a community a place where healthy living is welcomed and supported. The programs and services are designed to reduce the likelihood of developing a chronic health condition as well as contribute to a healthy workplace culture. Campus departments are represented by a Wellness Champion who invests time towards the mission of the program. The following are the MHealthy programs related to alcohol and other drugs.

**MHealthy Thrive!**
MHealthy’s comprehensive stress management program offers classes, programs and online resources to help employees feel more energized, connected and resilient and to foster a positive workplace culture. Emails are sent to all faculty and staff regarding programs and classes.

**MHealthy Tobacco Consultation Service (TCS)**
TCS offers programs to help both employees and students to quit tobacco. TCS has a broad range of options available from free individual, online or telephone programs to variety of prescription and over the counter smoking cessation medications covered at zero co-pay for U-M drug plan members, as well as incentives for completing a tobacco treatment program. TCS provided tobacco treatment services in a non-judgmental, supportive environment.
Alcohol Management Program (AMP)
AMP is a brief, confidential health educational program that helps individuals cut back on drinking or quit altogether. The individual decides what the right approach is for them—abstinence or alcohol moderation. It’s for anyone with mild to moderate alcohol problems who wants to eliminate the negative consequences of their drinking and improve their health by drinking less alcohol or none at all. This program is not for those who are severely dependent or alcoholic and require treatment services.

Group based programs/interventions (from September 1, 2014 – August 31, 2016):

Alternative Breaks
Alternative Breaks is a co-curricular program through the Office of University Outreach that aims to provide deeper learning opportunities for students, faculty and alumni through community engagement. Local service opportunities are provided during the university’s spring break via Alternative Spring Break as well as the second Saturday of each month through Service Saturdays. For participants that desire to learn and serve in a community outside of Flint, we offer Alternative Summer Break, taking place for a week during August each year. As a proud member of Breakaway, we are committed to engaging participants and transforming them into active citizens using the Eight Components of a Quality Alternative Break: 1) strong, direct service opportunities, 2) orientation 3) educational sessions, 4) training, 5) reflection, 6) alcohol and drug free, 7) diversity and social justice, and 8) reorientation. Using this framework, we create an environment where participants can actively learn about complex social, cultural, and environmental issues firsthand. Participants are then able to translate their experiences through Alternative Breaks into addressing the needs of their communities.

Event & Building Services
Bar service for non-university events is arranged through Event and Building Services (EBS). All alcohol must be dispensed by staff that have been trained and certified in alcohol management. TIPS (Training for Intervention Procedures), is the industry leader in responsible alcohol server and seller training. The training offers an online certification training available as well as award winning classroom training provided by our certified TIPS Trainers. With over 4 million people certified in the past 30 years, TIPS has certified participants in all 50 states and over 40 different countries.

EBS staff members who oversee, serve, and have any contact with alcohol must complete the training prior to providing alcohol service. Between September 1, 2014 and August 31, 2016, a total of 15 employees completed the training, of which 12 employees are certified to date. Employees are required to keep their certification up to date and renew when necessary. In the future, Event & Building Services would like Building Managers to also complete the TIPS training.

Currently Trained TIPS Employees:
Jen Hogan, Director of Event & Building Services
Judy Birschbach, Associate Director of Auxiliary Services
Launa Collins, Operations Manager
Nate Lundt, Special Event Manager
Justin Nuveman, Special Event Manager
Allen Williams, Building & Event Assistant
DaKeitha Bennett, Building & Event Assistant
Wayland Nunn, Building & Event Assistant
Steven Hemric, Building & Event Assistant
Jasmine Moody, Bartender
Samantha Bell, Bartender
Nickolas Breidenstein, Bartender
Previously Trained TIPS Employees:
Chris Trevino, Bartender
Courtney Banks, Bartender
Stephanie Hare, Bartender

Fraternity and Sorority Life
The office of Fraternity and Sorority Life coordinated the following programs:

Alcohol Awareness Tables
On Feb 24/25, 2015, provided informational handouts and pamphlets on alcohol use, misuse, smoking/tobacco use and how to quit. Promoted the University of Michigan Stay in the Blue App for students to download and use. Department of Public Safety administered their Drunk Goggles activity for students to participate in. Approximately 60-80 students were reached over the two days.
https://www.uhs.umich.edu/stayintheblue

Alpha Sigma Phi Fraternity Risk Management Training
On August 31, 2015, members were educated on the Fraternity’s risk management and amnesty policies. They were also informed on how to apply a decision making process to situations involving alcohol, drugs, hazing, and/or sexual assault. Fifteen (15) students participated in a 3 hour training.

TIPS for University Training
On February 19, 2016, the Director of Fraternity and Sorority Life conducted a Training for Intervention Procedures (TIPS) for the University. This 2.5 hour program that helps students make sound choices when faced with difficult decisions about alcohol use. TIPS for the University provides students with the knowledge and confidence necessary to reduce high-risk drinking behavior among their peers. Twenty one (21) students participated in the trainings to become TIPS certified.
http://www.tipsuniversity.org/university.shtml

Department of Public Safety (DPS) Alcohol and Drug Education and Prevention Programming
The University of Michigan-Flint Department of Public Safety offers education and prevention programs associated with alcohol and drug prevention to include Fatal Vision Goggles Program, Rape Aggression Defense (RAD) Program and Pop with a Cop Program.

Fatal Vision Goggles Program
Each academic year, the DPS collaborates with the Office of Housing and Residential Life to schedule the Fatal Vision Goggles program. During these sessions, students are given the opportunity to participate in a simulated, alcohol driving impaired experience. The demonstrations often involve maneuvering through a course designed by the DPS staff in a golf cart while wearing optically-altered goggles that illustrate different levels of intoxication. These drunk driving scenarios are presented to show the effects that alcohol has on a person’s physiological reactions, judgment, and behavior.

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Number of Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>9/11/14</td>
<td>McKinnon Plaza-Welcome Back Student Organization Fair</td>
<td>75; 150 received information</td>
</tr>
<tr>
<td>9/19/14</td>
<td>Lot A-First Street Residence Hall Drunk Driving Program</td>
<td>33</td>
</tr>
<tr>
<td>1/16/15</td>
<td>Resident Advisors for Riverfront Housing</td>
<td>40</td>
</tr>
<tr>
<td>2/24/15</td>
<td>UCEN-CAPS event open to anyone</td>
<td>35</td>
</tr>
<tr>
<td>2/25/15</td>
<td>WSW-CAPS event open to anyone</td>
<td>40; 25 HCOP students</td>
</tr>
<tr>
<td>6/20/15, 7/14/15, 7/30/15, 8/12/15</td>
<td>Summer in the City event for new student orientation</td>
<td>42, 30, 32, 44</td>
</tr>
<tr>
<td>9/15/15</td>
<td>Resident Advisors for First Street Housing</td>
<td>20</td>
</tr>
<tr>
<td>10/6/15</td>
<td>UCEN-Eta Sorority/Fraternity event</td>
<td>31</td>
</tr>
<tr>
<td>7/11/16, 7/19/16</td>
<td>Summer in the City event for new student orientation</td>
<td>14, 12</td>
</tr>
</tbody>
</table>
**Rape Aggression Defense (RAD) Education and Prevention Programing**
Each semester the Department of Public Safety offers R.A.D. classes for the campus community. Through this interactive presentation, participants are taught the techniques of self-defense and signs of aggression about which they need to be aware. *Each session is comprised of four, 3-hour classes.*

<table>
<thead>
<tr>
<th>RAD Classes 2014</th>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>9/11/14, 9/18/14, 9/15/14, 10/2/14</td>
<td>6:30pm-9:30pm</td>
<td>WSW Tuscola Rooms</td>
<td>11, 11, 11, 11</td>
</tr>
<tr>
<td>RAD Classes 2015</td>
<td>1/8/15, 1/15/15, 1/22/15, 1/19/15</td>
<td>6:30pm-9:30pm</td>
<td>UCEN Michigan Room A</td>
<td>10, 10, 10, 10</td>
</tr>
<tr>
<td></td>
<td>2/5/15, 2/12/15, 2/19/15, 2/26/15</td>
<td>6:30pm-9:30pm</td>
<td>Baker College, Owosso</td>
<td>14, 14, 14, 14</td>
</tr>
<tr>
<td></td>
<td>9/29/15, 10/1/15, 10/6/15, 10/8/15</td>
<td>6:30pm-9:30pm</td>
<td>WSW Tuscola Room</td>
<td>NA</td>
</tr>
<tr>
<td></td>
<td>11/3/15, 11/5/15, 11/10/15, 11/12/15</td>
<td>6:30pm-9:30pm</td>
<td>WSW Tuscola Room</td>
<td>11, 11, 11, 11</td>
</tr>
<tr>
<td>RAD Classes 2016</td>
<td>1/12/16, 1/19/16, 1/26/16, 2/2/16</td>
<td>6:30pm-9:30pm</td>
<td>UCEN Michigan Room D</td>
<td>10, 10, 10, 10</td>
</tr>
<tr>
<td></td>
<td>2/9/16, 2/16/16, 2/23/16</td>
<td>6:30pm-9:30pm</td>
<td>UCEN Michigan Room D</td>
<td>12, 12, 12</td>
</tr>
<tr>
<td></td>
<td>3/15/16, 3/22/16, 3/29/16, 4/5/16</td>
<td>8:30am-11:30am</td>
<td>WSW Tuscola Room</td>
<td>0, 0, 0, 0</td>
</tr>
</tbody>
</table>

**“Pop with a Cop” Programming**
Each semester the Department of Public Safety offers “Pop with a Cop” presentations for the campus community. Through this safety presentation, participants are encouraged to interact with DPS while being provided safety information and communicating support or concern for activities on campus.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>9/3/14, 9/10/14, 9/17/14, 9/24/14</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 50-100 each date</td>
</tr>
<tr>
<td>10/1/14, 10/8/14, 10/15/14, 10/22/14, 10/29/14</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 50-100 each date</td>
</tr>
<tr>
<td>11/5/14, 11/12/14, 11/19/14, 12/3/14, 12/10/14</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 50-100 each date</td>
</tr>
<tr>
<td>1/7/15, 1/14/15, 1/21/15, 1/28/15</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 50-100 each date</td>
</tr>
<tr>
<td>2/4/15, 2/11/15, 2/18/15, 2/25/15</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 50-100 each date</td>
</tr>
<tr>
<td>3/11/15, 3/18/15, 3/25/15, 4/1/15, 4/8/15, 4/15/15</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 50-100 each date</td>
</tr>
<tr>
<td>9/9/15, 9/16/15, 9/23/15, 10/7/15, 10/14/15</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 50-100 each date</td>
</tr>
<tr>
<td>10/21/15, 10/28/15, 11/4/15, 11/11/15, 11/18/15</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 50-100 each date</td>
</tr>
<tr>
<td>12/2/15, 12/9/15, 1/13/16, 1/20/16, 1/27/16</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 50-100 each date</td>
</tr>
<tr>
<td>2/3/16, 2/10/16, 2/17/16, 2/24/16, 3/9/16</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 50-100 each date</td>
</tr>
<tr>
<td>3/16/16, 3/23/16, 3/30/16, 4/6/16</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 50-100 each date</td>
</tr>
</tbody>
</table>

**Students for Recovery**
Students for Recovery (SFR) is a registered student organization dedicated to creating a community of sobriety for students at the University of Michigan-Flint. SFR is based on the 12-step program model for recovery and on-campus meetings give students the opportunity to connect and network with like-minded individuals who are either in recovery, struggling with addiction, questioning their use, or live a lifestyle absent of drugs and alcohol. SFR was formed in March of 2016 as an outgrowth of a senior capstone project of students in the Department of Social Work. Incoming junior level students will ensure that Students for Recovery is sustained year after year. To date there have been approximately three tabling advertising events, 200 business cards and flyers distributed, digital board advertising, student organization meet and greet, four informational meetings, two peer-support group gatherings, and two 12-step meetings. When classes resume in the fall of 2016, both informational and 12-step meetings will be held bi-weekly.

**Student Health Committee**
The purpose of the Student Health Committee is to ensure UM-Flint students are provided with a comprehensive offering of health promotion opportunities, services and programs as guided by Healthy Campus 2020, and to
serve as the conduit for collaborative sub-work groups as issues are identified. The group meets 8 months per year and is composed of a broad representation of individuals from academic and student service areas, as well as students. The SHC sponsored the following:

**Quit for Life**
Promoted a smoking cessation program offered by Hurley Community Wellness to faculty, staff and students. The program was held September-October 2015 at a location near campus. Flyers were posted in buildings, on social media and email notifications were sent out.

**Great American Smoke Out**
The Student Health Committee hosted display tables with quit kits, educational material and information on resources for quitting in UCEN and WSW buildings on November 19, 2015. There were approximately 8 students who picked up information and asked questions.

**Prescription Drug Misuse Awareness**
The Student Health Committee hosted a presentation provided by the Genesee Alcohol & Addition Prevention Coalition on September 24, 2015. Prescription drug misuse is among college students is becoming a growing concern. Practical steps were provided to “Do your Part: Be the Solution.” There were 18 participants in attendance.

**Alcohol Awareness Month**
During the month of April 2016, two informational flyers on the benefits of drinking less were posted in UCEN and on social media including Facebook, Twitter, Instagram and Flint Social. Drinking less can: cut out useless calories, improve sleep, better skin quality, reduce risk of depression & anxiety, save money, etc.

**Women’s Educational Center (WEC)/Sexual Assault Prevention Program**
The Women’s Educational Center strives to support women (students, faculty, and staff) fulfill their education and career goals, raise awareness about women’s issues, and advocate for support of individuals of all genders working together to challenge unequal treatment. Through their efforts, they have worked to provide initiatives to raise awareness of alcohol and other drug abuse, and its relationship to sexual violence. These initiatives include:

**Take Back the Night**
In recognition of Sexual Assault Awareness Month in April, this annual program features personal stories of survivors, information to raise awareness about incidents of sexual assault, resources that are available in the community, and a march through campus and the City of Flint. In April 2015 there were 103 participants and in 2016 there were 80 participants.

**Sexual Assault Speak Out**
This annual event is a safe space for survivors to share their experiences with sexual violence. In sharing personal stories with violence, narratives that include alcohol and/or drug use are included among them. It was held on March 12, 2015 with 60 participants and held on March 31, 2016 with 70 participants.

**Pillow Talk Discussion: Sex, Consent, and Healthy Relationships**
This presentation and workshop covered issues on consent and healthy relationships. A discussion about alcohol and consent was a major topic during the event. It was held in February 2015 with 22 participants.

**Bystander Intervention trainings**
This training about bystander intervention was required for 2 executive board members of every Registered Student Organization, 80% of members of Greek Life, and required for Student Government, Campus Activities Board, on-campus residents, Resident Advisors, and 50% of student athletes. In the training,
students learns about bystander intervention, sexual assault, consent, and issues around alcohol and consent. Each presentation, there was a discussion around alcohol and consent. This program was offered weekly in fall 2015 with 300 participants and was held by request in winter 2016 with 100 participants.

**Got Consent?**
As part of UM Flint’s Sexual Assault Awareness Weeks in 2016, Theatre Peer Educators did a series of skits about consent, including 1 that focused on a party scene with alcohol. Audience members engaged in a dialogue with the students still in character, and out of character. It was held March 30, 2016 with 20 participants.

**Ellen Bommarito Lesbian, Gay, Bisexual, Transgender and Queer/Questioning Center (LGBTQ Center)**
The Ellen Bommarito Lesbian, Gay, Bisexual, Transgender and Queer/Questioning Center of the University of Michigan-Flint is dedicated to creating and sustaining a safe and inclusive campus community by providing educational programs, social and educational events, resources, outreach and advocacy for all students, staff, and faculty regardless of their sexual orientation, gender identity and gender expression. In this vein we also provide programming to raise awareness about alcohol and other drug use and its relationship to sexual violence. They included:

**Sexual Assault Workshop**
A LGBTQA focus, March 10, 2015 with content related to alcohol and other drug use and sexual violence.

**MY Consent Day**
Day photo booth and Workshop September 22, 2015, focus on consent and relationship to alcohol and other drugs, ie diminished capacity to consent. Had a total of 55 participants.

**Sex is Fun Fair**
This fair had explicit content on alcohol and other drugs and consent. Held September 16, 2014 with 101 participant and September 23, 2015 with 79 participants.

**Universal or Entire population based programs/interventions** (from September 1, 2014 – August 31, 2016):

**Student Health 101™ Newsletter**
The Student Health 101 monthly digital online magazine devoted to college health issues was again subscribed to by Recreational Services. Each edition contains references to alcohol and other drugs. It is emailed monthly to all students, faculty, staff, and parents. Links are available on various University of Michigan-Flint websites and can be downloaded to be received on cell phones and tablets.

Through survey with a chance to win a $1,000, the Student Health 101 Newsletter allows UM-Flint Students to report on what they learned. Specifically, students who responded selected one of three choices for each article:
- I read and learned something from this article
- I read the article and didn't learn anything
- I didn't read the article

<table>
<thead>
<tr>
<th>Article Name</th>
<th>Read and Learned from Article</th>
<th>Read and Didn't Learn from Article</th>
<th>Didn't Read Article</th>
<th>Sample Size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Hangover</td>
<td>71% (20)</td>
<td>7% (2)</td>
<td>21% (6)</td>
<td>28</td>
</tr>
<tr>
<td>Up in smoke: Marijuana laws</td>
<td>71% (22)</td>
<td>13% (4)</td>
<td>16% (5)</td>
<td>31</td>
</tr>
<tr>
<td>Personal mixology: Your body, your life, your limits</td>
<td>57% (51)</td>
<td>14% (13)</td>
<td>29% (26)</td>
<td>90</td>
</tr>
<tr>
<td>The new smoking scene: what does it mean for you?</td>
<td>68% (57)</td>
<td>10% (8)</td>
<td>23% (19)</td>
<td>84</td>
</tr>
<tr>
<td>The power of placebo: Is it the alcohol - or is it partly in your head?</td>
<td>73% (37)</td>
<td>18% (9)</td>
<td>10% (5)</td>
<td>51</td>
</tr>
</tbody>
</table>
When is marijuana use a problem? And why that’s hard to answer

<table>
<thead>
<tr>
<th></th>
<th>0% (13)</th>
<th>19% (5)</th>
<th>31% (8)</th>
<th>26</th>
</tr>
</thead>
</table>

The percentages are for the UM-Flint campus, and the (number) represents the number of responses.

Environmental/Socio-ecological based programs (from September 1, 2014 – August 31, 2016):

Smoke-Free University Initiative
The Student Health Committee (SHC) assists University Human Resources with providing awareness about being a smoke-free campus. The focus is on helping the campus community become tobacco-free by providing information on the resources available to help quit tobacco use. New activities since August 31, 2014 include:

- A Smoke-Free Campus brochure was created and first printed in October 2015 and updated May 2016. The Smoke-Free Campus brochure is attached in Appendix K.
- Smoke-free campus webpage under Human Resources was updated in 2016 [https://www.umflint.edu/node/7910](https://www.umflint.edu/node/7910).
- A smoke-free campus boundary map created by Facilities & Operations was updated in May 2016.
- Permanent, movable signage was produced by Facilities & Operations and distributed to select locations around campus in 2015; additional signs were added in May 2016 and August 2016.
- Cigarette butt urns were placed around the periphery of campus and along thoroughfares in 2015 and additional urns were added in 2016.

The University of Michigan’s Tobacco Consultation Services (TCS) offers a variety of tobacco treatment services in a non-judgmental, supportive environment to all U-M faculty, staff, and their spouses or other qualified adults, as well as students including those on the Flint campus. Programs are available either free of charge or for a small fee. Go to [https://hr.umich.edu/benefits-wellness/health/mhealthy/physical-well-being/alcohol-tobacco-programs/tobacco-consultation-service](https://hr.umich.edu/benefits-wellness/health/mhealthy/physical-well-being/alcohol-tobacco-programs/tobacco-consultation-service).

Substance Abuse Treatment Minor
The UM-Flint Department of Social Work offers a Substance Abuse Treatment (SAT) minor approved by the Michigan Board for Addiction Professionals and taught by addiction professional. SAT courses are offered online, every semester that prepares students to take the Certified Addictions Counselor exam or just have valuable skills that can be used when working with persons with substance use disorders. The minor is organized to compliment any concentration and provides skills for use in the prevention and intervention of substance use disorders. Students only need to take 5 of the following 6 courses:

- 202: Problems of Substance Abuse
- 320: Substance Abuse Theory Treatment and Special Populations
- 330: Substance Abuse Treatment and the Dual Disorder Community
- 340: Intervention Strategies and Methods in Substance Abuse
- 345: Social Prevention of Substance Abuse
- 430: Alcohol Abuse and Alcoholism

Community Partners
The University of Michigan-Flint has the benefit of wonderful community partners that are willing to collaborate on health related research, programs and services and do so with numerous departments. These community partners include, but are not limited to:

- The Disability Network
- Genesee Community Health Center
- Genesee Health System
- Genesee County Health Department
- Genesee Health Plan
- Genesis Downtown Flint Health Center
- Greater Flint Health Coalition
- Hamilton Community Health Network
- Health & Human Services, Department of
- Genesee County Prevention Coalition
- Prevention Network
AOD Comprehensive Program Goals and Objectives for Biennium Period Being Reviewed

No specific goals or objectives were identified in the previous Drug-Free Schools and Communities Act (DFSCA) Biennial Review for the period September 1, 2014–August 31, 2016; however, steps were taken that will support alcohol and other drug education and programming infrastructure. See AOD Goal and Objective Achievement section below.

AOD Goal and Objective Achievement

Through a strategic reorganization process, the Department of Recreational Services was transitioned from Business & Finance to the Division of Student Affairs. The Director of Recreational Services assumed the responsibility of preparing the September 1, 2014 to August 31, 2016 DFSCA Biennial Report. The Director of Recreational Services also assumed the responsibility for chairing the Student Health Committee, resulting in a more collegial approach to AOD related programming.

In addition, a 1.0 FTE Health Educator position is being proposed. The Health Educator would also assist the Student Health Committee and the Alcohol, Tobacco & Other Drugs Committee with facilitating comprehensive, collaborative health and wellness programs and services to meet the needs of UM-Flint students.

AOD SWOT/C Analysis

Strengths
- Collective commitment to provide information for the DFSCA Biennial Report.
- Variety of programming and services provided by multiple departments throughout the year.
- Collaboration and communication between campus departments to address issues and share resources.
- Willingness of community partners to partner with the University.
- Academic minor in substance abuse treatment through the department of Social Work.
- Behavioral Intervention Team (BIT).
- Baseline information data available with CIRP and ACHA surveys.

Weaknesses
- Lack of comprehensive conduct sanctioning and list of where incidents occur.
- Lack of comprehensive evidence-based alcohol and drug education programming.
- No central lead person like a Health Educator.
- Lack of verbal communication of AOD policy at Orientation.
- Nonsufficient focus on “other drugs” programming.
- No certified addiction counselor in CAPS.
- No AA and Al-Anon meetings on campus.

Opportunities
- Partner with Everfi to expand our online modules and implement the AlcoholEdu or Campus Clarity alcohol module as an Orientation requirement.
- Consider fee-based assessment for alcohol and drug screening when sanctioned to off-set expense to CAPS.
- Continue ATOD and Student Health Committee as mechanisms to capture campus efforts and provide communication and collaboration.
- Academic major in Substance Abuse Treatment is being created by the department of Social Work.
- Provide communication of AOD and Smoke-free Campus policies at Orientation.
• Marketing/promotion:
  o Increase awareness of AOD and Smoke-free Campus
  o Create dedicated webpage
  o Have other departments link to dedicated webpage
  o Include FASAP and other UM-AA based resources
  o Increase use of social media
  o Utilize Blackboard
• Better define and make use of community partnerships and resources.
• Improve use of research in development of programs that produce positive behavior change.
• Strengthen existing collaborations with Academic Affairs and develop new ones.
  o Department of Social Work-minor in substance abuse treatment, Students of Recovery, Adolescent Screening, Brief Intervention & Referral to Treatment (SBIRT) a grant to fund improvements to the Social Work Department’s Substance Abuse Treatment curriculum and social work field courses
  o Public Health & Health Sciences-develop peer educators, interns and capstone projects
  o Explore partnership with UM-AA Wolverine Wellness for health education collaboration
  o Create videos and/or PowerPoint slides that could be used by interested faculty
• CAPS to increase referral resources

Threats/Challenges
• Smoke-free policy and how it relates to international students. How do we enforce this policy in a manner that is culturally sensitive and ensures inclusion.
• Lack of enforcement overall of smoke-free policy, boundaries not clear.
• Lack of policy regarding e-cigarettes, nicotine in general and chewing tobacco.
• Alcohol allowed in Riverfront residential rooms for those 21 years and older.
• Increase in opiate and heroin use by college students in general.
• Reaching commuter students and other different types of students.
• Information overload.

Recommendations for Next Biennium

_It should be noted that overall, AOD is not a significant issue for our students and related outreach education, programs and services should be included in a broader initiative to develop a comprehensive student health education presence and wellness culture at the University of Michigan-Flint. Opiate and heroin use is on the rise nationally so that should be taken into consideration for future programming._

Broad recommendations for institution to consider during next biennium
Put into place the infrastructure to develop comprehensive health education programming that includes AOD awareness, events, and services with a peer education component.

Goals and objectives for next biennium
• Place greater emphasis on AOD data collection by all departments and incorporate trend analysis into the biennial review.
• Research Everfi to expand online modules and implement the AlcoholEdu or Campus Clarity alcohol module as an Orientation requirement.
• Human Resources to create a short video on AOD to be included as an online resource for employees and students.
• Through the Student Health Committee and/or Health Educator position:
  o Create a Peer Health Education program that includes an AOD component.
  o Continue and strengthen collaborations with internal and external health care/health promotion partners.
  o Improve awareness of AOD programs and services through increased marketing/promotion
    ▪ Create a website dedicated to student health including AOD information and resources.
    ▪ Have other departments link to dedicated webpage
- Include FASAP and other UM-AA based resources
- Increase use of social media
- Utilize Blackboard

- Consider fee-based assessment to off-set expense to CAPS when alcohol and drug screening is sanctioned.
- Improve use of research in development of programs that produce positive behavior change.
- Strengthen existing collaborations with Academic Affairs and develop new ones:
  - Department of Social Work - Research possible initiatives as a result of new academic major in Substance Abuse Treatment, Students for Recovery, Adolescent Screening, and the Brief Intervention & Referral to Treatment (SBIRT) grant.
  - Public Health & Health Sciences - Develop peer health educator program, internships and capstone projects.
  - UM-AA Wolverine Wellness – Explore possible health education collaborations including rolling out new model of well-being for students.
  - Create videos and/or PowerPoint slides that could be used by interested faculty.

- Counseling and Psychological Services to increase referral resources.

- Increase campus educational outreach on the following topics:
  - Create comprehensive alcohol and drug training module for new students.
  - Identify sexual violence training sessions and infuse alcohol related items.
  - Establish comprehensive educational outcomes, including connections to hazing, for participants in Club Sports, Fraternity & Sorority Life, student leadership positions, and student abroad participants.

- Office of Student Conduct to develop comprehensive sanction plan for alcohol, tobacco and drug related offenses.
  - Review student conduct process in Housing & Residential Life and Student Conduct
  - Align sanctions to account for prior related conduct offenses.
  - Publish possible sanctions with alcohol and drug policy.
  - Create consistent educational sanctions that can be tracked for learning, recidivism, and retention.

- Expand Community Outreach
  - Work with Genesee County Health Department, Department of Public Safety and Sheriff’s Office to identify high-risk behaviors for opiate addiction and impact of heroin use in county/campus.
  - Work with downtown establishments on alcohol education and training related incidents.
  - Better define and utilize community partnerships and resources.
    - Minimally, compile pre-existing resource information and inform students.

**Conclusion**

**General summary**
The results of ACHA-NCHA II health survey found that only 1.8% of students reported alcohol use and 0.7% reported drug use as a contributing factors to Academic Impact. Alcohol, tobacco, marijuana and all other drug combined actual use was found to be much lower than perceived use by peers. Overall, the “any use within the last 30 days” of alcohol, marijuana and other drug by UM-Flint students was lower than the reference groups, but smoking was slightly higher (12.2% vs 10.6%). The Cooperative Institutional Research Program (CIRP) survey results also found smoking by male students at UM-Flint to be slightly higher than at the comparable institution, but drinking beer, wine and liquor was about the same. Opiate and heroin use is on the rise nationally so that should be taken into consideration for future programming. In general, AOD is not a significant issue for our students and related outreach education, programs and services should be part of a broader initiative to develop a comprehensive student health education presence at the University of Michigan-Flint.
Dear UM-Flint Employee/Student:

The Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act Amendments of 1991 mandate the university have an Alcohol and Other Drugs (AOD) Policy. Annual distribution of this policy to all employees and students is required.

Alcohol abuse is among the primary national public health issues on college campuses. As such, we must acknowledge that improper and excessive use of alcohol and other drugs may interfere with our mission by negatively impacting the health and safety of students, faculty, and staff. Members of the campus community are responsible for being fully aware of university policy as well as local, state, and federal laws regarding the use of alcohol and other drugs. The misuse and abuse of these substances can cost our community in significant ways including loss of potential, opportunity, health, and in some cases, life.

Working together, we increase the likelihood of better understanding, addressing, and responding to the issues surrounding substance abuse. Such cooperation also allows us to maintain an environment that is respectful, safe, and in keeping with the standards of excellence for which we are known. For assistance or more information on available resources, contact Theresa Landis, Director, Recreational Services at 810-766-6648 or by email at tlandis@umflint.edu.

Should you have any questions regarding the University of Michigan-Flint AOD Policy, please contact us.

Go Blue!

Barbara J. Avery, Vice Chancellor
Campus Inclusion and Student Life
baravery@umflint.edu

Beth Manning, Director
University Human Resources
bmannning@umflint.edu
Appendix B
AOD Committee Outline

University of Michigan-Flint
Alcohol, Tobacco and Other Drugs (ATOD) Oversight Committee
(Revised September 12, 2016)

Purpose:
- To promote a safe, healthy environment conducive to learning and working.
- To provide strategic planning advice for alcohol, tobacco and other drug awareness, prevention education, training, intervention, evaluation, referral and treatment for the UM-Flint campus and make recommendations for improvement.
- To work synergistically with the Student Health Committee (SHC) to support healthy choices concerning the use of alcohol, tobacco, and other drugs, emphasizing the elimination of illegal use, high-risk behavior, harmful use, and related violence through collaborative program development, services, and marketing.
- To provide a means for collecting information and data and conducting a review of the biennial Drug Free Schools and Communities Act report, and a timeline for notifications to the campus community.

Members:
Theresa Landis, Rec Svcs
Beth Manning, HR
William Washington, Housing/Res Life
Tamara McKay, CAPS
Michelle Rosinsky, BIT
Launa Collins, EBS
Sherri Berry, MHealthy
Jonathan Grady, DSA

Heather McDonald, DPS
Molly Barnard, WEC
Sara Elledge, Fraternities/Sororities
Tess Barker, Chancellor’s Office
Karen Bedell, Psychology
Ryan Ashley, Social Work
Melinda French, Recovery Program
Becky Armour-standel, Student Success Center

Michelle Sahli, PHHS
Jessica Lee/Michelle McDaniel, Genesys DFHC
Shan Parker, PHHS
Mike Lane, EHS
Julie Snyder, DSA
Beverly Dabney, Nursing
Keith Moreland, SOM

2016 Timeline:

January:
HR sends email notification to faculty and staff
VCCISL sends email notification to students

March:
Updates AOD policy for coming year and provided with update on programming

May:
HR sends email notification to faculty and staff
VCCISL sends email notification to students

June:
Final review of AOD Policy and provided with update on programming

July:
Every other year, start collecting information and writing Biennial Report

August:
Sept 1, 2014-August 31, 2016 biennial reporting period ends for DFSCA

September:
Sept 1, 2016-August 31, 2018 biennial reporting period starts for DFSCA
HR sends email notification for faculty and staff
VCCISL sends email notification to students

October:
provided with update on programming
Every other year, perform SWAT analysis of content of AOD Report

December:
Appendix C
University of Michigan-Flint Alcohol and Other Drugs (AOD) Policy

University of Michigan-Flint Alcohol and Other Drug (AOD) Policy
for Students, Faculty and Staff
2016-2017

Introduction
The University of Michigan-Flint is committed to providing a safe, healthy learning community for all members. The University recognizes that the improper and excessive use of alcohol and other drugs may interfere with the university's mission by negatively affecting the health and safety of students, faculty and staff. Problems such as vandalism, assault, harassment, sexual misconduct, and disruption of sleep and study space increase in relation to misuse. It is due to the harm caused by excessive and illegal use that the University has a vested interest in establishing polices to prohibit unlawful behavior, and sanctions to address policy violations by members of the UM-Flint community.

Under the Drug Free Workplace Act and the Drug Free Schools and Communities Act, the University is required to have an alcohol and other drug policy and distribute this policy annually to all employees and students. This policy must outline the University's prevention, education and intervention efforts, and consequences that may be applied by both the University and external authorities for policy violations. The law also requires that individuals be notified of possible health risks associated with the use and abuse of alcohol and other drugs, and sources of assistance for problems that may arise as a result of use.

UM-Flint Alcohol and Other Drugs Policy
For the purpose of this Policy, the term "drug" includes:

1. controlled substances, as defined in 21 USC 802, which cannot be legally obtained
2. legally obtainable controlled substances which were not legally obtained, including:
   o Prescribed drugs when prescription is no longer valid (e.g. use of medication after a course of treatment is completed);
   o Prescribed drugs used contrary to the prescription;
   o Prescribed drugs issued to another person.

Michigan law prohibits manufacturing, using, dispensing, selling or supplying drugs. Furthermore, the law prohibits the manufacturing, dispensing, selling or supplying alcoholic beverages to a person under 21 years old. Employees, students, faculty and campus visitors may not unlawfully manufacture, consume, possess, sell, distribute, transfer or be under the influence of alcohol, illicit drugs or controlled substances on University property, while driving a University vehicle or while otherwise engaged in University business. The only exception to this Policy is that individuals of legal age may consume alcohol on University property in a manner consistent with University policy and State of Michigan law.

University property, as defined in this Policy, includes all buildings and land owned, leased, or used by the University, and motor vehicles operated by employees, including personal motor vehicles, when used in connection with work performed for or on behalf of the University.

If alcohol is to be served at any event/meeting inside or outside of the licensed facility on campus, the General Counsel's frequently asked questions web page should be referenced for proper handling: http://www.ogc.umich.edu/faq_alcohol.html

Any person taking prescription drugs or over-the-counter medication is personally responsible for ensuring that while taking such drugs or medications, he or she is not a safety risk to themselves and others while on University property, while driving a University or privately owned vehicle, or while otherwise engaged in University business. It is illegal to misuse prescription medication, i.e. continue to use medication when the prescription is no longer valid, use prescribed drugs contrary to the prescription, and give or sell prescribed drugs to another person. Misusing prescription drugs can result in conviction with jail time.

The University of Michigan-Flint is a smoke-free campus. Please refer to https://www.umflint.edu/node/7910 and for more information.
Alcohol and Other Drugs Prevention Program

Changing the community culture from one that is indifferent to, or tolerates, the harm caused by excessive and illegal use, requires participation by all members of the community. The University of Michigan-Flint actively promotes an environment that discourages and/or prevents the harmful abuse of alcohol and other drugs, and strives to prevent subsequent negative outcomes. Strategies that are utilized include: informing students about alcohol and other drug policies, and possible consequences for policy violations; educational media campaigns, promoting legal, moderate use; providing information to students’ parents about alcohol issues on campus during parent orientation; facilitating various education, skill building, and intervention programs to assist students in gaining knowledge and skills; and providing resources and support for students who seek treatment services. For more information please contact Counseling and Psychological Services (810-762-3456) or Health & Wellness Services (810-762-3441).

Health Risks

The use or abuse of alcohol and other drugs increases the risk for a number of health-related and other medical, behavioral and social problems. Below is a general description of the health risks associated with drug use.

**ALCOHOL**
Can cause short-term effects such as loss of concentration and judgment; slowed reflexes; disorientation leading to higher risk of accidents and problem behavior; long-term effects include risk of liver and heart damage, malnutrition, cancer and other illnesses; can be highly addictive to some persons.

**AMPHETAMINES**
Can cause short-term effects such as rushed, careless behavior and pushing beyond your physical capacity, leading to exhaustion; tolerance increases rapidly; long-term effects include physical and psychological dependence and withdrawal can result in depression and suicide; continued high doses can cause heart problems, infections, malnutrition and death.

**CANNABIS**
Can cause short-term effects such as slow reflexes; increase in forgetfulness; alters judgment of space and distance; aggravate pre-existing heart and/or mental health problems; long-term health effects include permanent damage to lungs, reproductive organs and brain function; can interfere with physical, psychological, social development of young users.

**COCAINE** (crack)
Can cause short-term effects such as impaired judgment; increased breathing, heart rate, heart palpitations; anxiety, restlessness, hostility, paranoia, confusion; long-term effects may include damage to respiratory and immune systems; malnutrition, seizures and loss of brain function; highly addictive.

**DESIGNER DRUGS/SYNTHETIC CANNABINOIDS** (bath salts, K2, spice)
Can cause short-term effects such as elevated heart rate, blood pressure and chest pain; hallucinations, seizures, violent behavior and paranoia; may lead to lack of appetite, vomiting and tremor; long-term use may result in kidney/liver failure, increased risk of suicide and death.

**HALLUCINOGENS** (PCP, LSD, ecstasy, dextromethorphan)
Can cause extreme distortions of what's seen and heard; induces sudden changes in behavior, loss of concentration and memory; increases risk of birth defects in user's children; overdose can cause psychosis, convulsions, coma and death. Frequent and long-term use can cause permanent loss of mental function.

**INHALANTS** (nitrous oxide, amyl nitrite, butyl nitrite, chlorohydrocarbons, hydrocarbons)
Can cause short-term effects such as nausea, dizziness, fatigue, slurred speech, hallucinations or delusions; may lead to rapid and irregular heart rhythms, heart failure and death; long-term use may result in loss of feeling, hearing and vision; can result in permanent damage to the brain, heart, lungs, liver and kidneys.

**OPIATES/NARCOTICS** (heroin, morphine, opium, codeine, oxycodone, china white)
Can cause physical and psychological dependence; overdose can cause coma, convulsions, respiratory arrest and death; long-term use leads to malnutrition, infection and hepatitis; sharing needles is a leading cause of the spread of HIV and hepatitis; highly addictive, tolerance increases rapidly.

**SEDATIVES**
Can cause reduced reaction time and confusion; overdose can cause coma, respiratory arrest, convulsions and death; withdrawal can be dangerous; in combination with other controlled substances can quickly cause coma and death; long-term use can produce physical and psychological dependence; tolerance can increase rapidly.
TOBACCO (cigarettes, cigars, chewing tobacco) Can cause diseases of the cardiovascular system, in particular smoking being a major risk factor for a myocardial infarction (heart attack), diseases of the respiratory tract such as Chronic Obstructive Pulmonary Disease (COPD) and emphysema, and cancer, particularly lung cancer and cancers of the larynx and mouth; nicotine is highly addictive.

For an extensive list of health-related risks please visit The National Institute on Drug Abuse: [http://www.drugabuse.gov/](http://www.drugabuse.gov/)

**Counseling and Treatment Programs**
The University of Michigan-Flint encourages individuals with alcohol or other drug-related problems to seek assistance.

Students can contact a Counseling and Psychological Services (810-762-3456) or Health & Wellness Services (810-762-3441) for information on local, state and national resources available for those seeking assistance.

Faculty and Staff with alcohol or other drug related problems are encouraged to seek confidential, no cost services through the university’s Faculty and Staff Assistance Program (FASAP). Contact UM-Flint Human Resources at (810) 762-3150 for more information.

The MHealthy Alcohol Management program [https://hr.umich.edu/benefits-wellness/health/mhealthy/physical-well-being/alcohol-tobacco-programs/alcohol-management-program-moderation-or-abstinence](https://hr.umich.edu/benefits-wellness/health/mhealthy/physical-well-being/alcohol-tobacco-programs/alcohol-management-program-moderation-or-abstinence) offers brief, confidential health education and one-on-one counseling to anyone with mild to moderate alcohol problems. Choose from in-person and phone in options. The program serves anyone who wants to make changes to their alcohol use.

MHealthy Tobacco Consultation Service (734-998-6222) provides complete and easily accessible quit smoking/quit chewing tobacco programs open to all U-M employees, patients, and the general public. Group and individual programs are available.

UM-Flint Smoke-Free Campus information is available at [https://www.umflint.edu/node/7910](https://www.umflint.edu/node/7910). Although not included in the Smoke-Free Campus Policy, using e-cigarettes and chewing tobacco is discouraged. Select buildings and classrooms on campus may have policies that address the use of e-cigarettes and chewing tobacco.

**Alcohol and Other Drugs Policy and Student Organizations**
The University of Michigan-Flint expects each student organization to adopt a policy about alcohol and other drugs to promote behavior that is consistent with this Policy. Student organizations will be held to the highest standards and will be expected to comply with all federal, state and local laws, thus minimizing criminal and civil liability to the organization and its members, while helping to ensure the personal safety and welfare of its members and guests.

The following guidelines are recommended:

1. It is illegal for student organizations to sell alcohol in the state of Michigan. Student organizations can significantly improve personal safety and reduce liability by not providing alcohol to any person.
2. If alcohol is to be present at an organization-sponsored activity, the organization can provide for the safety of its members and reduce its liability if:
   a. Alcohol is not the focus of the event;
   b. Attractive alternative beverages are provided;
   c. Procedures are in place to prevent service or sale to persons under the legal age of 21;
   d. Alcoholic beverages are not purchased with organization funds nor with the contributions of individual members;
   e. Alcohol is not served from common or self-serve containers;
   f. Service complies with this Policy, as well as the rules of the facility;
   g. Designated non-drinking hosts are assigned to attend the event;
   h. Assist any attendee who is intoxicated with finding alternative transportation home.

If alcohol is to be present at an event, the preferred method of serving alcohol is to use a caterer or hold the event at a site provided by a vendor who is licensed to sell and serve alcohol. If these methods are not possible, the next best option is to request that guests of age bring a reasonable and limited amount of alcohol that only they will personally consume at the event. Schools, departments, units and administrative offices as appropriate are expected to encourage student
organization compliance with these expectations and recommendations.

**University Sanctions**
The use or abuse of alcohol and other drugs also increases the risks for behavioral and social problems such as negative effects on academic work performance; conflicts with co-workers, classmates, family, friends and others; conduct problems resulting in disciplinary action, including loss of employment or dismissal from an academic program; and legal problems resulting in ticketing, fines and imprisonment.

The laws of the state of Michigan and University of Michigan's policies prohibit the consumption or possession for personal consumption of alcoholic beverages by persons under the age of 21 years. Further, Michigan laws and University policies prohibit the sale, service or giving of alcoholic beverages to persons under the age of 21. University of Michigan's policies, local ordinances and laws, state laws and federal laws also prohibit the unlawful possession, use and/or distribution of illicit drugs and alcohol.

Violation of University policies will be subject to campus disciplinary review and action, as follows:

**Students:** The University has established expectations for non-academic student conduct under the Statement of Student Rights and Responsibilities. The following illicit use of alcohol and other drugs is considered misconduct and subject to disciplinary action:

- “Illegally possessing or using alcohol”
- “Illegally distributing, manufacturing, or selling alcohol”
- “Illegally possessing or using drugs”
- “Illegally distributing, manufacturing, or selling drugs”

The Statement of Student Rights and Responsibilities, including sanctions, can be found at [https://www.umflint.edu/sites/default/files/groups/Division_of_Student_Affairs/statement_of_student_rights_and_responsibilities_winter_2015.pdf](https://www.umflint.edu/sites/default/files/groups/Division_of_Student_Affairs/statement_of_student_rights_and_responsibilities_winter_2015.pdf) and is administered by the Division of Student Affairs (DSA). Sanctions cover a wide range of educational assignments and obligations, including but not limited to suspension and expulsion from the institution. The Associate Vice Chancellor & Dean of Students oversees conduct and hearing processes for students as outlined in the Statement of Student Rights and Responsibilities.

Academic units of the university may also have written or implied policies concerning management of alcohol use and their response to the illicit use of alcohol and other drugs in the academic setting. Students are expected to know and understand these additional policies and abide by them.

**Student Organizations:** Policy violations by student organizations are handled through the Office of Student Conduct and Conflict Resolution. Information pertaining to the judicial process can be found at the following website: [www.umflint.edu/osccr](http://www.umflint.edu/osccr)

**Staff and Faculty:** Sanctions for violations by faculty and staff are governed by policies within individual departments and any applicable guidelines set by university regulations (Standard Practice Guide 201.12 [http://spg.umich.edu/policy/201.12](http://spg.umich.edu/policy/201.12)), appropriate collective bargaining agreements, and other applicable policies or procedures. Appropriate sanctions may include: verbal or written warnings, a mandated rehabilitation program, probation, suspension, and termination. In each case there are likely to be different circumstances that are relevant for understanding the situation and determining the appropriate sanction.

**External Sanctions**
Federal laws impose significant criminal penalties for the unlawful possession, use, manufacture or distribution of alcohol and illicit drugs. These penalties include fines and/or imprisonment. Violations of laws and ordinances may result in misdemeanor or felony convictions accompanied by the imposition of legal sanctions, which include, but are not limited to, the following:

- Fines as determined under local, state, or federal laws;
- Imprisonment, including up to life imprisonment, for possession or trafficking in drugs such as heroin, cocaine, marijuana and prescription drugs;
Forfeiture of personal and real property;
- Denial of federal benefits such as grants, contracts and student loans;
- Loss of driving privileges;
- Required attendance at substance abuse education or treatment programs.

A full description of federal sanctions for drug felonies can be found at: [http://www.justice.gov/dea/druginfo/ftp3.shtml](http://www.justice.gov/dea/druginfo/ftp3.shtml). This section is not intended as legal advice; consult with an attorney regarding your specific legal issues. For more information, please contact Student Legal Services at 734-763-9920 or visit [http://studentlegalservices.umich.edu/](http://studentlegalservices.umich.edu/) for more information.

**Alcohol:** Under Michigan law it is illegal for anyone under the age of 21 to purchase, consume or possess, or have any bodily content of alcohol. A first time conviction may result in a fine, substance abuse education and treatment, community service and court-ordered drug screenings. There is also a provision for possible imprisonment or probation for a second or subsequent offense. Use of false identification by minors in obtaining alcohol is punishable with a fine, loss of driver's license, probation and community service.

Individuals can be arrested/convicted of operating a vehicle while intoxicated with a blood alcohol concentration (BAC) level at .08 or higher. If a student is under 21, there is a "zero tolerance" law in the state of Michigan and any blood alcohol level of .01 or higher can lead to a minor in possession (MIP) ticket as well as being cited for operating a vehicle while intoxicated. This is in addition to suspension of driving privileges in the state of Michigan.

**Medical Amnesty:** To better ensure that minors at medical risk as a result of alcohol intoxication will receive prompt and appropriate medical attention, the State of Michigan provides for medical amnesty to remove perceived barriers to calling for or seeking help.

Michigan law continues to prohibit a minor from purchasing, consuming, or possessing, or attempting to purchase, consume, or possess, alcoholic liquor and from having any bodily alcohol content. The medical amnesty law provides an exemption from prosecution for the following:

- A minor (under the age of 21) who, after consuming alcohol, voluntarily presents himself or herself to a health facility or agency for treatment or observation, including medical examination and treatment for any condition as a result of sexual assault (as defined in Michigan law).
- Any minor (under the age of 21) who accompanied a minor (under the age of 21) who, after consuming alcohol, voluntarily presented himself or herself to a health facility or agency for treatment or observation, including medical examination and treatment for any condition as a result of sexual assault (as defined in Michigan law).
- Any minor (under the age of 21) who initiated contact with law enforcement or emergency medical services personnel for the purpose of obtaining medical assistance in connection with a legitimate health care concern.

The University maintains the discretion to refer the individual for appropriate educational intervention(s).

**Michigan Law Governing Marijuana:** The Michigan Medical Marijuana Act (MMMA) conflicts with federal criminal laws governing controlled substances, as well as federal laws requiring institutions receiving federal funds, by grant or contract, to maintain drug-free campuses and workplaces. The University of Michigan-Flint receives federal funding that would be in jeopardy if those federal laws did not take precedence over state law. Thus the use, possession or cultivation of marijuana in any form and for any purpose continues to violate the UM-Flint Alcohol and Other Drug Policy and is prohibited at the University of Michigan-Flint (also referenced in the UM Standard Practice Guide 601.29).

**Drugs:** Unlawful possession, use, or distribution of alcohol or illicit drugs may lead to a referral to the appropriate local, state, and/or federal authorities for prosecution for a misdemeanor or a felony, depending on the nature of the offense. The sanctions for such offenses may include fines and/or imprisonment.

The illegal sale, possession, and use of alcoholic beverages is prohibited on campus and in UM-Flint facilities. Department of Public Safety officers enforce State underage drinking laws and local ordinances on campus. The possession, use, and sale of illegal drugs is prohibited on campus and in UM-Flint facilities. Department of Public Safety officers enforce State and Federal drug laws on campus.
Employee Reporting Requirement
Under the Drug-Free Workplace Act, in addition to the other requirements of this Policy, the University of Michigan requires all employees who work in any capacity under a federal grant or contract to notify his or her University supervisor or department head in writing of his or her conviction for a violation of any criminal drug statute occurring in the workplace or on work-related activities no later than five (5) calendar days after such conviction. The supervisor or department head will notify University Human Resources, who will consult with the appropriate staff in the Division of Research Development and Administration regarding satisfying the University's reporting obligations.

Marketing Standards
The University of Michigan-Flint will refuse advertising inconsistent with the fundamental missions of the University, or in conflict with the image the University seeks to project or the well-being of the University community. Examples of advertisements that will not be accepted include:

- Alcoholic beverages
- Tobacco products
- Sex as a product
- Gambling
- Paraphernalia associated with illegal drugs
- Dishonest, deceptive, or illegal advertising.

Distribution of Policy
A copy of this policy statement will be distributed to all faculty, staff and students three times per year (Jan., May, and September) via email.

Review of University Prevention Program and Policy
Biennially the University shall review its "Alcohol and Other Drugs Prevention Program and Policy" to determine effectiveness and implement changes, if needed, and to ensure that the university's disciplinary sanctions are consistently enforced.

For More Information concerning this policy, contact the Office of the Vice Chancellor for Campus Inclusion and Student Life at 810-762-3434.

Updated and endorsed by UM-Flint ATOD Committee June 17, 2016
Approved by the UM-Flint Cabinet July 25, 2016
Appendix D
Insert from Resident's Guide to Community Living

Alcohol and Other Drugs in the Residence Hall
Alcohol abuse is a prominent public health issue requiring a response from universities across the nation. It is the University’s and Housing and Residential Life’s goal to educate members of our community about the health risks associated with the use and abuse of alcohol and other substances, and about campus and community resources available for counseling and therapy.

Alcohol Possession and/or consumption
The residence hall is alcohol-free. This means, regardless of age, alcohol is not permitted in the building at any time. Residents and guests should not possess, transport, consume, have alcohol in their system or be in the presence of alcohol in any area of the residence hall. This includes student suites/rooms and any other public areas. Public areas include, but are not limited to, lobbies, hallways, lounges, restrooms, stairwells, elevators, and outdoor areas.

Drug Possession and/or consumption and paraphernalia
The possession, use, sale, distribution, or manufacture of any illegal substance is prohibited in the residence hall. Possession of drug/smoking paraphernalia such as bong, roach clip, hookah/water pipe, hash-style pipe, etc. is prohibited.

Advertisements and displays
No person shall possess or use paraphernalia related explicitly for alcohol consumption, e.g., funnel, bong, etc. No person shall possess or display empty alcohol containers. Students will be asked to dispose of or remove these items. Public advertisements of alcohol products are prohibited. This includes any signs or advertisements that are visible from public areas and alcohol signs or other inappropriate displays or objects from outside your suite/room.

Resident Organization Funds
No funds of a recognized residence hall-based organization or hall council may be used to purchase any kind of alcoholic beverage. Organizations that violate this regulation may forfeit their privilege to operate in the residence hall. Individual persons will also be held responsible for violations.

Prescription Drugs
Prescription drugs must be taken by patients only for the intended use and in the prescribed manner as directed by their doctor. It should be noted that medicinal marijuana is not permitted in the residence hall even if the resident is an authorized user.

Inhalants
Deliberate misuse of any chemicals, substance or other product that has mood-altering capabilities, outside of its singular and legally intended use, is prohibited.

Smoking
The University of Michigan-Flint is a smoke free campus. Subsequently, First Street Residence Hall is a smoke-free facility. All individual suites/rooms, hallways, lounges, lobby, and stairwells are smoke-free environments. All residents and guests are expected to observe the no-smoking regulations. This includes E-cigarettes. Littering with smoking materials, such as cigar or cigarette butts, is unacceptable.
Appendix E
Social Event Registration Policy

Interfraternity Council
Social Event Registration Form

This Social Event Registration Form MUST be submitted to the Office of Fraternity and Sorority Life at least five (5) business days prior to the scheduled event. Use this form for ALL parties, formals, socials, or any event sponsored by an organization. An event is a gathering of four or more active and/or alumni members. This includes alcohol events.

Host Chapter: ____________________________
Host Chapter Primary Contact: ____________________________ (NAME, PHONE, EMAIL)
Co-Sponsoring Chapter(s): ____________________________
Co-Sponsoring Chapter Primary Contact: ____________________________ (NAME, PHONE, EMAIL)

EVENT INFORMATION
Type of Event:  □ Philanthropy Event  □ Date Party  □ Mixer or Co-Sponsored Party  □ Family/Parents Event  □ Alumni Event  □ Fundraiser  □ Other: ____________________________
Date of Event: ___/___/____ Start Time: ___AM/PM End Time: ___AM/PM
Theme of Event: ____________________________

Location of Event: ☐ On Campus  ☐ Off Campus
Anticipated Attendance: □ Active/New Members □ Alumni/Grad Members □ Guest (Attach guest list if available - if not, indicate "open to public")
Will event be open to public?  ☐ Yes  ☐ No
Will entertainment be provided?  ☐ Yes  ☐ No What type and who? ____________________________

☐ Please provide a map of the venue with the following information:
  ○ Point of entry
  ○ Location of bar, non-alcoholic beverages, food
  ○ Evacuation Plan
  ○ Fire Code limit in each "sub-area" of venue
  ○ Location of entertainment
  ○ Location of security (if any)
  ○ Any modifications to grounds (i.e. fences)

☐ Please attach a list of sober monitors for the event (for events involving alcohol). There must be at least one (1) additional sober monitor, who is a member of the host/sponsoring/co-sponsoring organization, per 25 guest at a function, based upon the prepared guest list.

Required Signatures of host organization only (Please sign, print, date)
Social Chair: ____________________________ ____________________________ ____________________________
Chapter President: ____________________________ ____________________________ ____________________________
Alumni Advisor: ____________________________ ____________________________ ____________________________

OFFICE USE ONLY
Date received in office: ___/___/____
  ○ Organization in good standing with the University
  ○ Organization in good standing with IFC
  ○ Co-Sponsor in good standing
  ○ Roster submitted
  ○ Guest list submitted & in proper format
  ○ Guest check in process
  ○ Alcohol properly distributed
  ○ Map
  ○ Sober Monitors
  ○ Notification of local/University Police

Any additional needs/concerns? ____________________________

IFC V.P. of Communications: ____________________________ Date: ___/___/____
Appendix F
Insert from Club Sports Handbook

CODE OF CONDUCT
Individuals representing the Club, including players, coaches, and spectators, must always act in a way that does not detract from the reputation of the University, both on and off the field of play. When involved in Club Sports events, on and off campus, and when traveling, clubs continue to represent the University of Michigan-Flint.

Any reports regarding your club by other teams or administrators of activities that reflect negatively upon the University will result in disciplinary action which could include loss of practices, short term suspension, loss of club status, etc. Examples of Code of Conduct violations can include but are not limited to, the following:

- Behavior: disregarding the Club Sports handbook regarding policies describing alcohol, drug and other substance use
- Staff/Participant Safety: jeopardizing the safety of staff, participants, and officials by words or actions
- Facility Policy: intentionally disregarding existing facilities policies
- Access Infractions: engaging in unauthorized entry and exit from University facilities
- Financial Infraction: Inappropriately using or managing club or university money
- Travel: Inappropriate behavior while on Club/University business

THE UNIVERSITY OF MICHIGAN-FLINT STATEMENT OF STUDENT RIGHTS AND RESPONSIBILITIES can be found at: https://www.umflint.edu/sites/default/files/groups/Division_of_Student_Affairs/statement_of_student_rights_and_responsibilities_win ter_2015.pdf

TO REPORT AN INCIDENT: https://umflint-advocate.symplicity.com/public_report/index.php/pid034230

Drug/Alcohol Policy
Alcohol is not allowed at any Club Sports event. When hosting a home event drugs and alcohol may not be used by club athletes, coaches or spectators from either team. When traveling, the time the club leaves campus to the time the club returns to campus is considered a club event and drugs and alcohol are not allowed at any time. Additionally, events hosted by clubs outside of practices and competitions (i.e. banquets) are subject to these expectations.

Hazing
The University of Michigan-Flint hazing practices associated with membership, advancement, leadership or continued good standing in student organizations.

Hazing stems from a power differential between members, often based on a hierarchical membership structure. Activities associated with membership in a student organization should contribute to the positive development of the person. Activities intended to assimilate a student into the organization should focus on the purposes, values and goals of the organization. As a guideline, in addition to activities of physical abuse, if you see "RHED" (ridicule, harassment, humiliation, embarrassment, degrading, comforting, demeaning), the activity is probably hazing and should be abandoned. It is the responsibility of all members to protect others from unreasonable risk of harm.

Further information on Hazing as it pertains to Student Organizations visit this link: https://www.umflint.edu/greek/hazing-awareness
To report Hazing visit https://www.umflint.edu/greek/report-hazing

Student Sexual Misconduct
The University of Michigan-Flint ("University" or "UM-Flint") values civility, dignity, diversity, education, equality, freedom, honesty, and safety, as described in the Statement of Student Rights and Responsibilities, and is firmly committed to maintaining a campus environment free from sexual harassment, sexual assault, and other forms of sex-based discrimination (collectively referred to in this policy as sexual misconduct).

Sexual misconduct jeopardizes the mental, physical, and emotional welfare of our students, as well as the safety of our community. Sexual misconduct diminishes students’ individual dignity and impedes their access to educational, social, and employment opportunities. It can permanently impact students’ lives and may cause lasting physical and psychological harm. Sexual misconduct violates our institutional values and its presence in the community presents a barrier to fulfilling the University’s scholarly, research, educational, and service missions. Sexual misconduct, therefore, will not be tolerated at the University of Michigan-Flint and is expressly prohibited. Anyone who is aware of sex-based misconduct by a University student should promptly report such misconduct to the University. Upon receiving a report, the University will promptly respond by taking the appropriate steps to reduce or eliminate the harassment, prevent its recurrence, and address its effects.

The full policy can be found here: https://www.umflint.edu/sites/default/files/groups/Division_of_Student_Affairs/student_sexual_misconduct_policy_fall_2014.pdf
Appendix G
Insert from Statement of Student Rights and Responsibilities

Student Responsibilities
Along with rights come certain responsibilities. Students at the University are expected to act consistently with the values of the University community and to obey local, state, and federal laws. Students are expected to comply with published University policies. The following behaviors, for example, contradict the values of the University community and are subject to disciplinary action under this Statement:

1. Causing or threatening to cause physical harm to another person including acts such as killing, assaulting, or battering.
2. Perpetrating intimate partner violence, including dating and domestic violence.
3. Sexual misconduct as defined in the University’s Student Sexual Misconduct Policy.
4. Discrimination or harassment in violation of the University’s Nondiscrimination and Harassment Policy.
5. Hazing
6. Stalking
7. Bullying
8. Furnishing false information to the University.
9. Making, possessing, or using any falsified University document or record; altering any University document or record, including identification cards.
10. Failure to comply with directions of University officials, including campus police acting in performance of their duties. Failing to leave University-controlled premises when told to do so by a police or security officer with reasonable cause.
11. Assuming another person’s identity or role through deception or without proper authorization. Communicating or acting under the guise, name, identification, email address, signature, or indicia of another person without proper authorization, or communicating under the rubric of an organization, entity, or unit that you do not have the authority to represent.
12. Theft of University property or funds; possession of stolen University property; theft or possession of stolen property on University premises.
13. Destroying, defacing, damaging, or misusing any University funds, equipment, materials, services or the funds, equipment, materials, services or property of others.
14. Possessing, using, or storing firearms, explosives, or weapons on University-controlled property or at University events or programs (unless approved by the Department of Public Safety; such approval will be given only in extraordinary circumstances).
15. Tampering with fire or other safety equipment or setting unauthorized fires.
16. Illegally possessing or using alcohol; illegally distributing, manufacturing, or selling alcohol; illegally possessing or using drugs; and illegally distributing, manufacturing, or selling drugs.
17. Initiating or causing to be initiated any false report, warning or threat of fire, explosion or other emergency on University premises or at University sponsored activities.
18. Obstructing or disrupting classes, research projects, or other activities or programs of the University; or obstructing access to University facilities, property, or programs (except for behavior that is protected by the University’s policy on Freedom of Speech and Artistic Expression).
19. Commission of any crime on University premises or at University-sponsored activities.
20. Smoking on University property.
21. Conviction, a plea of no contest, acceptance of responsibility or acceptance of sanctions for a crime or civil infraction (other than a minor traffic offense) in state or federal court if the underlying behavior impacts the University community.
22. Promoting, wagering, receiving monies for wagering, or gambling for money or property in any form on University premises or University-sponsored activities that is in violation of applicable laws.
23. Lack of compliance with the procedures outlined in the Statement; including but not limited to filing a false claim, retaliating against or intimidating individuals who participate in the Statement process; failure to comply with the terms of an informal or formal resolution; or violating the terms of any sanctions imposed in accordance with the Statement.
24. Violating University computer policies.
25. Violations of any published University policies.
26. Attempt to commit any act prohibited under this section of the Statement.
Appendix H
Insert from Internal Bar Service Policies

Bar Service
UM-Flint is issued a class ‘C’ license under the title ‘Riverfront Campus’. This license enables the University to serve alcohol for events on an ‘as requested’ basis. It does not allow a regular ‘bar’ service that would operate daily. The liquor license is specified only for the UCEN. This license gives the capability of offering a cash bar or an open bar to university and non-university customers. All customers wishing alcohol service at an event are required to meet with Event and Building Service (EBS) staff to create and sign an alcohol service agreement. All alcohol is purchased and provided by EBS.

Non-licensed UM-Flint facilities in which alcohol service may occur:
- Northbank Center
- Riverfront Conference Center
- Ross House
- Theatre Lobby (adjacent to French Hall)
- Thompson Library Atrium
- University Pavilion First Floor/Chancellor’s Conference Room
- William S. White Building Atrium/Tuscola Rooms
- Various other locations around campus

University events are unable to obtain a ‘special license’ to sell alcohol in an unlicensed facility. In order for a University event to offer alcohol in a non-licensed facility, either the university group or the caterer, if applicable, must provide the alcohol. All of the following must apply:
- The event must be free – tickets may not be sold.
- The event must be by invitation only – it cannot be open to the general public.
- There can be no mention of alcohol in the invitation, or in any printed or electronic material for the event.
- The alcohol must be free of charge – no cash bar.
- The event is monitored by a professional staff member from EBS.
- All alcohol servers are TAM- or TIPS-certified EBS employees.
- The alcohol must be purchased out of a discretionary fund that is a non-general fund.

It is strongly discouraged to serve alcohol at any events students may attend. However, requests for alcohol service at events where students may attend will be reviewed by EBS. Special attention should be given to ensuring no person under twenty-one (21) years of age is served or consumes alcohol.

Contact EBS at least 21 days prior to the date of the event. Provide the following information:
- Name, date, location and the time of the event
- Type of bar service requesting
- Shortcode for payment

EBS will prepare a bar service contract for the event and will meet with the contact person to review all details and policies. Bar service scheduled less than seven days prior to the event may be assessed a late fee. Contact EBS for additional information on Bar Service and pricing.
Appendix I
Insert from External Bar Service Policies

Bar Service Policy
Bar service for events is arranged by contacting Event and Building Services (EBS). All alcohol must be dispensed by EBS staff that have been trained and certified in alcohol management. A bar service contract will be required. A minimum of $100 must be paid for the bar service.

The University Pavilion, the Riverfront Banquet Center, and Northbank Center do not have a liquor license (commonly referred to as a ‘non-licensed’ facility). Customers using these venues are required to purchase and bring in all alcohol for their event prior to a pre-arranged time and then remove all alcohol from the premises at the conclusion of the event. Alcohol may be dispensed without charge to guests and only at events that are designated as ‘by invitation only.’

All shots of liquor must be combined with ice and a drink mixer; straight shots are not permitted nor are ‘shots on ice’ permitted. The bar serves only a measured, one-ounce shot per drink. Drinks are supplied to guests by the cup; no pitchers. Customers are permitted two serving per visit to the bar. Shots of liquor are not permitted as part of a wedding reception ‘dollar dance.’ Bar service does not include blended, ice cream, or milk/cream drinks. Signature drinks must be approved by EBS in advance of the event.

Contract signer is required to purchase ‘host liability’ insurance in the amount of $1 million naming ‘The Regents of the University of Michigan’ as additional insured, and is due 14 days prior to the event. Alcohol service is for a minimum of 2 hours and maximum 4.5 hours. Bar service must conclude 45 minutes before the scheduled event ending time.

The University of Michigan-Flint abides by all State of Michigan liquor laws including:
- An individual must be 21 years of age or older to consume alcohol.
- Upon request for identification, if the guest is not able to produce valid picture identification, by law alcohol service cannot be provided.
- Alcohol service will cease to anyone who appears to be visibly intoxicated. Only trained EBS staff will determine if a guest appears to be intoxicated. The staff decision to cease alcohol service to anyone is final.
- Bringing alcohol into the facility during the event is prohibited by law and will be confiscated and will not be returned to the guest.

Bar Service
Bar service is charged per guest 13 years of age or older. The charge includes the following:

<table>
<thead>
<tr>
<th>Bar Service</th>
<th>Gratuity set at 18%</th>
<th>Supplies (plastic cups, beverage napkins, stirrers, mixers, soft drinks, water &amp; ice)</th>
<th>Table-side (one-time) pour to bridal table and reserved tables — maximum 6 bottles*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Bar Service (liquors, wines, draft beer, soft drinks)</td>
<td>Bartender(s)</td>
<td>Event Manager</td>
<td>Manager On Duty</td>
</tr>
<tr>
<td>Labor (setup, cleanup, tear down)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Partial Bar Service (wines, draft beer, soft drinks)</td>
<td>Bartender(s)</td>
<td>Event Manager</td>
<td>Manager On Duty</td>
</tr>
<tr>
<td>Labor (setup, cleanup, tear down)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Second bar setup (for groups larger than 225)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Table-side (one-time) pour to bridal table and reserved tables — maximum 6 bottles*</td>
<td>*Add $4/bottle service fee when one-time pour is over 6 bottles.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Per Person Charge

<table>
<thead>
<tr>
<th></th>
<th>2 hours</th>
<th>3 hours</th>
<th>4 hours</th>
<th>4.5 hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Bar Service</td>
<td>$3.00/person</td>
<td>$4.00/person</td>
<td>$5.00/person</td>
<td>$6.00/person</td>
</tr>
<tr>
<td>Partial Bar Service*</td>
<td>$2.00/person</td>
<td>$3.00/person</td>
<td>$4.00/person</td>
<td>$5.00/person</td>
</tr>
</tbody>
</table>

Add an additional $50 for guest counts of 300 or more.

Cash Bar Service
A cash bar is a bar at which guests pay for their own drinks. Customer billing is based upon the total amount of sales determined after the event or minimum guarantee, whichever is larger. Minimum sales guarantee will equal the total contract amount. The only UM-Flint facility that is licensed by the State of Michigan for a cash bar without a special permit license is the Harding Mott University Center.

Full Cash Bar Service (house & premium liquors, house wines, draft beer, soft drinks)

<table>
<thead>
<tr>
<th>Bar Service</th>
<th>Gratuity set at 18%</th>
<th>Supplies (plastic cups, beverage napkins, stirrers, mixers, soft drinks, water &amp; ice)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labor (setup, cleanup, tear down)</td>
<td>Bartender(s)</td>
<td>Event Manager</td>
</tr>
<tr>
<td>Partial Cash Bar Service (house wines, draft beer, soft drinks)</td>
<td>Bartender(s)</td>
<td>Event Manager</td>
</tr>
<tr>
<td>Labor (setup, cleanup, tear down)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>A minimum sales guarantee of $80 per hour is applicable</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

There is an additional $4/bottle corkage fee added to the per bottle cost for table-side service.

CONFIRMING BAR SERVICE
One-half of the total contract amount is due at contract signing; contract signing must occur no less than 30 days prior to the event. The remaining balance is due 14 days prior to the event.

The guest count for the bar service may only be adjusted upward after the contract is signed.

If the contract has been paid in full and additional guests are added, the amount owing must be paid in full in order to confirm the increase in number.

Guest counts can go down and previously assessed fees will remain the same.

An additional fee will be assessed if bar services is added within five business days of an event.
Appendix J
Human Resources New Faculty/Staff Orientation Slides

Drug-Free Workplace

- Unlawful manufacturing, distribution or possession of controlled substances is prohibited
- Controlled substances include illegal drugs and legal drugs without a physician’s order
- Individuals violating policy are subject to disciplinary action
- Federal grant or contract faculty and staff must notify supervisor within five days of criminal drug conviction
- Staff members experiencing a drug problem are encouraged to seek help from the Faculty and Staff Assistance Program at (734) 936–8660.

Excused Absence Without Pay – At your request, your supervisor may excuse your absence without pay for up to 14 consecutive calendar days. Periods in excess of 14 days must follow leave of absences guidelines.

Funeral Time – In the event of a death in your immediate family, you may take up to 24 hours paid time off from work to attend the funeral and to make any necessary arrangements. Immediate family is defined in your staff handbook as well as in SPG 201.03.

Jury/Witness Service – If you are called for jury duty or to testify at the order of a court, you will be excused from your job without loss of pay or benefits. (SPG 201.29)

Sick Time Plan

- **Short Term Sick Time**: For full-time employees, the University provides eligible faculty and staff 15 days (120 hours) of short-term sick time pay each year. The days do not accrue but are renewed on the first of the month of the anniversary of employment, and are to assist employees who are unable to work because of 1) personal illness or injury, pregnancy, childbirth, or 2) absence for preventive medical and dental care, or 3) to provide care for an incapacitated, ill or injured family member.

  The policy allows sick time to be used for parents of birth mothers as well as for adoptive parents and foster parents, provided it is used during the year following the child’s birth or the arrival of the adopted or foster child in the home.

- **Extended Sick Time**: Eligible after two years of service. Six months full pay, then six months half pay. Extended sick time bank renews every 5 years.

- Sick time is prorated based on your appointment fraction. Refer to SPG 201.11.

Faculty & Staff Assistance Program (FASAP)

This program is a valuable resource available to all active or retired staff and faculty and their immediate family members. FASAP provides assessment and problem resolution counseling services (up to five sessions at no charge) and referrals to University or community resources, if necessary. FASAP counselors help with such issues as:

- Emotional concerns (depression, anxiety)
- Family/marital/partner or interpersonal relationship concerns
- Grief and Loss
- Alcohol or other substance misuse
- Life transitions

FASAP (Continued)

- Free and confidential
- Some evening appointments available

To make an appointment call (734) 936–8660

Family Care Resources Program (FCRP)

Helping UM families balance work life and family/personal life

- Elder Care referrals
- Child care referrals
- Kids Care at Home (sick and emergency back-up child care; Registration is during open enrollment; Service is not available in Genesee County)
- Work/Life/Family seminar series
- Maintain a lending library of research and popular press articles and journals on aging, caring for aging relatives, and other work and family issues.

Contact FCRP at (734) 936–8677 or online at www.hr.umich.edu/worklife
Non-Discrimination Policy

The University of Michigan, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. The University of Michigan is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight or veteran status in employment, educational programs and activities, and admissions.

September 2013

Inquiries or complaints may be addressed to the Institutional Equity Specialist, Human Resources, 213 University Pavilion, 810-237-6517.

A Safe and Friendly Environment – Sexual Harassment Policy

Ensuring a community in which the dignity of every individual is respected

Unwelcome sexual advances, requests for sexual favors, and other visual, verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Suggestion (implicit or explicit) that submission or rejection of conduct will be a factor in employment decisions/evaluations;
- Conduct interferes with individual’s work performance or creates hostile work environment.

Smoking on University Premises

In recognition of environmental tobacco smoke health risks, the University intends to provide a smoke free environment for its faculty, staff, students, and visitors.

Smoking is prohibited in all University buildings, facilities, grounds, University-owned vehicles, but not one’s personal vehicle.

Please refer to SPG 601.04 for more information.

Student Right-To-Know & Campus Security Act of 1990

- Title II of Public Legislation 102–26, called the “Jeanne Clery Disclosure of Campus Security Policy & Campus Crime Statistics Act,” requires colleges & universities to distribute all current students, employees and applicants for enrollment or employment, two types of information:
  1) descriptions of policies related to campus security;
  2) statistics concerning specific types of crimes.
- A description of these policies, statistics, crime prevention tips, and general information are published on the Public Safety website at:
  http://www.umflint.edu/safetyreport.
- To request a hard copy of this information, please contact Public Safety at 762-3330.

Your Absences from Work

Family and Medical Leave Act (FMLA)

Federally-mandated leave allows employee to take up to 12 weeks in a year for:
- child care following birth, adoption, foster care placement,
- for serious health conditions of employee, or serious health condition of their family.

- Employee with one year of service will receive University contributions toward benefit plans while on leave.

Refer to SPG 201.30 for more information.

Employee Accidents

- Report all accidents to Public Safety and your supervisor ASAP for appropriate next steps.
- Follow-up w/ EHS to complete UM Employee Accident and Injury Report Form.
- EHS will assist in coordinating follow-up medical treatment, processing appropriate forms, communicating restrictions, if any, to supervisor and act as liaison between UM-Flint and Work Connections/Risk Management in Ann Arbor.
Appendix K
Smoke-Free Campus brochure

Smoke Free Resources
The Michigan Tobacco Consultation Service (TCS) is one of the resources available to help both employees and students of the University of Michigan, as well as patients of the University of Michigan Health System to quit tobacco. TCS offers a variety of tobacco treatment options to meet the needs of the UM community, and provides tobacco treatment services in a non-punitive, supportive environment.

Michigan Tobacco Consultation Services
Tobacco treatment programs for faculty, staff and students.
1-888-QUIT-2-MICH
http://umich.edu/mts/programs/tobacco/

Other resources include:

Genesee County Health Department (GCCHD)
Information on how to quit smoking.
http://www.co.genesee.mi.us/Departments/Health/quit_smoking.html

GCCHD Smoke-free, Multi-Agency Resource Team (SOLAR)
The SMART Coalition is a group of agencies dedicated to reducing tobacco use and secondhand smoke in Genesee County. Includes links to Smoke-Free Dining Guide & a list of smoke-free apartments.
(810) 596-3196

Michigan Tobacco Quitline
Free telephone counseling and nicotine patches for eligible enrollees.
Call the quit line or enroll online at the link listed below.
(800) QUIT-MICH
www.quitmichigan.org

Medicaid
Many Medicaid programs cover the cost of nicotine patch and nicotine gum.
Call 1-888-367-5527

National Cancer Institute
Online Resources/Quit Smoking Support
www.smokefree.gov
Quit Smoking Support for Women
www.women.smokefree.gov
Quit Smoking Support for Teens
www.teens.smokefree.gov
or text QUIT to 47848

American Lung Association
Internet-based stop smoking counseling
Freedom From Smoking (On-Line)
www.breathefree.org
Free telephone counseling and information on lung health.
(800) 558-8252

~ Effective July 1, 2011, Revised July 1, 2016 ~

The university of Michigan-Flint campus has been smoke-free since July 1, 2011.
The policy includes the grounds of all campuses of the University of Michigan and can be found at: http://spg.umich.edu/policy/6180

Our focus is on helping the campus community become tobacco-free by providing information on the resources available to help quit tobacco use. The goal is to establish a culture that supports a smoke-free community. The success of the policy is dependent on the thoughtful consideration, cooperation of smokers and non-smokers.

To inform visitors and maintain the campus community of the smoke-free policy, signs marked with special signage, are located around the periphery of the campus to collect discarded smoking materials.

Smoke Free Campus
Cigarette Umg Locations

Smoking is permitted in privately owned vehicles & sidewalks adjacent to public areas. See Smoke-Free campus boundary & areas not covered maps below.
Appendix L
Intake Assessment Questions Regarding Alcohol, Marijuana, and Other Drug Use and Treatment

Think back over the last two weeks…

_Binge Drinking_
How many times have you had: five or more drinks* in a row (for males) OR four or more drinks* in a row (for females)?
(* A drink is a bottle of beer, a glass of wine, a wine cooler, a shot glass of liquor, or a mixed drink.)

_Used Marijuana_
Think back over the last two weeks. How many times have you used marijuana?

_Need to Reduce D&A (How many)_
How many times have you felt the need to reduce your alcohol or drug use?

_Need to Reduce D&A (Last time)_
When was the last time you felt the need to reduce your alcohol or drug use?

_Others Concern Alcohol (How many)_
How many times have others expressed concern about your alcohol or drug use?

_Others Concern Alcohol (Last Time)_
When was the last time others have expressed concern about your alcohol or drug use?

_Prior D&A Treatment (How many)_
How many times have you received treatment for alcohol or drug use?

_Prior D&A Treatment (Last time)_
When was the last time you received treatment for alcohol or drug use?
Appendix M
CAPS Substance Use Assessment Protocol

This protocol is based on principles of motivational interviewing. It is intended to gather information related to substance use behaviors, factors contributing to/maintaining substance use, and the clients’ current status on receiving treatment. Provide psychoeducation to the client on the purpose of the assessment and what to expect over the course of the assessment prior to beginning the clinical interview. The protocol consists of three sessions. Session 1 is used for information gathering. Session 2 provides feedback and recommendations/referral information. Session 3 is to assess progress on and identify any challenges/obstacles with following through with recommendations/referrals. This is also an opportunity to problem solve with the client if necessary to support the change process.

Session 1:
Clinical interview; Counselor and Client complete the following measures:
- Client completes Counseling Intake material
- Clients signs Authorization to Release Form
- Clinical Interview
- Client provided a testing room to complete remaining assessment measures
- Client completes measures, returns them to Admin Asst. when complete
- Schedule follow up Session 2 (in two weeks)

Session 2:
Feedback from assessment measures; Recommendations and Referrals
- Client provided with written summary of assessment
- Client provided with specific recommendations and, if needed, referrals

Session 3:
Follow up on plan and referrals if given
- Follow up with client
- Recommendations being implemented
- Contacted referral sources, scheduled appointment