University of Michigan-Flint

Federal Drug-Free Schools and Communities Act (DFSCA) of 1989
Drug-Free Schools and Campuses Part 86 Regulations
AOD Biennial Review

For: September 1, 2018 – August 31, 2020

Produced by the Alcohol, Tobacco and Other Drug (ATOD) Committee
Theresa Landis, Chair & Director of Recreational Services
Completed October 30, 2020

Cabinet Members:

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Chancellor

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Provost and Vice Chancellor for Academic Affairs

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Vice Chancellor for Enrollment Management

William “BJ” Hull
Vice Chancellor for University Advancement
University of Michigan-Flint
Drug-Free Schools and Campuses Regulations [EDGAR Part 86]
Alcohol and Other Drug Prevention Certification

The undersigned certifies that it has adopted and implemented an alcohol and other drug prevention program for it students and employees that, at a minimum, includes:

1. The annual distribution to each employee, and to each student who is taking one or more classes of any kind of academic credit except for continuing education units, regardless of the length of the students program of study, of:

   - Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities
   - A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol
   - A description of the health risks associated with the use of illicit drugs and the abuse of alcohol
   - A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to employees or students
   - A clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with State and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct. A disciplinary sanction may include the completion of an appropriate rehabilitation program.

2. A biennial review by the institution of its alcohol and other drug prevention comprehensive program to:

   - Determine its effectiveness and implement changes to its comprehensive alcohol and other drug prevention program and policies, if they are needed
   - Ensure that its disciplinary sanctions are consistently enforced

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[Signature]
Deba Dutta, Chancellor
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Telephone Number
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E-mail Address

11/09/2020
Date
38-6006309
IRS Employer Identification Number
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Introduction
The Drug-Free Schools and Communities Act (DFSCA) Amendments of 1989, which added section 1213 to the Higher Education Act, and implemented at 34 C.F.R. Part 86 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 result of the Biennial Review for the University of Michigan-Flint from September 1, 2018 to August 31, 2020.

**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 support for collaborative programming and marketing for alcohol, tobacco and other drug awareness, prevention education, training, intervention, evaluation, referral and treatment for the UM-Flint campus.
- To work synergistically with each other and the Student Health Committee (SHC) to support healthy choices related to the use of alcohol, tobacco, and other drugs, emphasizing the elimination of illegal use, high-risk behavior, harmful use, and related violence.
- To provide a means for a collective review of the UM-Flint AOD Policy and a timeline for notifications to the campus community.
- To provide a means for collecting information, reporting trend data; establishing programming/service goals, and conducting a review for the biennial report as required under the Federal Drug-Free Schools and Communities Act (DFSCA) of 1989 Drug-Free Schools and Campuses Part 86 Regulations.

The ATOD Committee Overview is attached in Appendix A. At the March 20, 2020 ATOD meeting (and through follow-up emails) ATOD Committee members were asked to provide the ATOD Chair with survey/assessment information by April 15, 2020, related compliance inventory information by May, 2020, goal/objective achievement information by May 15, 2018. The S.W.O.T. analysis to determine goals/objectives for the next biennium was conducted June 26, 2020; with final review by the ATOD Committee conducted on August 21, 2020. The completed Biennial Report was presented by the Vice Chancellor for Student Affairs to the Chancellor’s Cabinet on Nov. 5, 2020.

**ATOD Committee members conducting the review and/or other report contributors:**

Becky Armour-Standel, Assistant Director, Student Success Center
Gary Ashley, Program Manager, University Outreach
Ryan Ashley, Coordinator/Adjunct Lecturer, Substance Abuse Treatment Program, Social Work
Terry Ashley, Program Manager Committed to Excellence and Opportunity, Educational Opportunity Initiatives
Tess Barker, Senior Director for Special Projects, Chancellor’s Office & Biennial Report Major Reviewer
Karen Bedell, Lecturer III, Psychology
Sherri Berry, Wellness Coordinator, MHealthy
Heather Bromley, Executive Sergeant, Department of Public Safety
Launa Collins, Operations Manager, Event & Building Services
Beverly Dabney, Associate Professor, Nursing
Chris DeEulis, Associate Director, Student Involvement & Leadership
Sarah Devitt, Sexual Assault Prevention & Awareness Program Manager, Center for Gender and Sexuality
Emily Feuerherm, Associate Professor, English
Lisa Fockler, Genesee County Prevention Coalition
Jo Ann Ford, Graphic Design/Marketing Coordinator, Recreational Services
Sabah Ganai, Student, Master of Public Health
Brian Hopkins, Counselor, Counseling and Psychological Services
Julie Hollenbeck, Program Director for the Radiation Therapy Program
Craig Kotajarvi, Wellness Coordinator, MHealthy
Theresa Landis, Director, Recreational Services & ATOD Committee Chair/Biennial Report Coordinator
Mike Lane, Director, Environment, Health and Safety
Gaurab Maharjan, Student, Master of Public Health
Beth Manning, Director, University Human Resources  
Martha Matlock, Associate Director, Housing & Residential Life  
David Nelson, Professor, School of Management  
Che Moya, Coordinator, Education Abroad  
Shan Parker, Director, Public Health & Health Sciences  
Sapna Thwaite, Associate Dean, School of Education & Human Services  
Veronica Robinson, Clinical Nursing Faculty/Student Success Coordinator, School of Nursing  
Michelle Sahli, Assistant Professor, Public Health & Health Sciences  
Jennifer Sesti, Greater Flint Health Coalition  
Fawn Skarsten, Director, Institutional Analysis  
Julie Snyder, Associate Vice Chancellor/Dean of Students, Division of Student Affairs & Biennial Report Major Reviewer  
Jessica Viertlboeck, Assistant Director for Health & Fitness, Recreational Services  
Anthony Webster, Director, Student Conduct and Community Standards

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 Student Affairs  
- University Human Resources  
- Department of Public Safety  
- Recreational Services

Hardcopies of the DFSCA Biennial Review Report can be found in the following offices:
- Office of Vice Chancellor for Student Affairs  
- 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 Student Affairs  
- 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. The periods September 1, 2014 to August 31, 2016, September 1, 2016 to August 31, 2018 and September 1, 2018 to August 31, 2020 were coordinated by 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 Student Affairs, University Human Resources and Recreational Services.

Annual Policy Notification Process
The Office of the Vice Chancellor for Student Affairs sends email notifications regarding the AOD policy to all enrolled students three times per calendar year (May, September and January). This includes students taking classes off-campus, abroad and online. In addition, the University Human Resources sends a similar email notification during the same time frames to all employees (including temporary employees). Copies of the email notification are attached as Appendix B.

During the biennial reporting period, the AOD Policy was available to all students on the Vice Chancellor for Student Affairs website and on the Student Health Resource website. New regular employees received AOD policy information at new employee orientations. New employee orientation slides are attached in Appendix L. The University of Michigan AOD related policy is part of the Standard Practice Guide (SPG), specifically SPG 601.29. All SPGs are available online for all employees. Requests for policies can be granted by contacting the Office of Vice Chancellor for Student Affairs, the University Human Resources or Recreational Services.
On November 6, 2018, Michigan voted to approve Proposal 1, allowing those aged 21 or older to legally possess, use or distribute marijuana. However, the new state law did not change University of Michigan-Flint policy or federal law, both of which prohibit the possession and use of marijuana on university premises. A copy of the email notification explaining such is attached as Appendix C.

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

#### Online Alcohol Screenings

The department of Counseling and Psychological Services (CAPS) 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 might 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 the trend summary of the completed online “Screening for Mental Health” results.

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Alcohol Use Disorders Identification Test (AUDIT)
The department of Counseling and Psychological Services (CAPS) has all 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. The results for September 2018 and July 2020 follow:

<table>
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<tr>
<th>Information Collected at Intake - Counseling and Psychological Services (CAPS) from 09/01/2018-8/31/2020</th>
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<td><strong>How often do you have a drink containing alcohol</strong></td>
</tr>
<tr>
<td></td>
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<tr>
<td>&lt; No Response&gt;</td>
</tr>
<tr>
<td>Never</td>
</tr>
<tr>
<td>Monthly or less</td>
</tr>
<tr>
<td>2 to 4 times a month</td>
</tr>
<tr>
<td>2 to 3 times a week</td>
</tr>
<tr>
<td>4 or more times a week</td>
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</tbody>
</table>

| **How many drinks do you have on a typical day when drinking?** | **09/01/2016-8/31/2018** | **09/01/2018-8/31/2020** |
|---------------------------------------------------------------|
| | # | % | # | % |
| < No Response> | 89 | 25.4 | 45 | 24.1 |
| 1 or 2 | 166 | 47.4 | 86 | 46.0 |
| 3 or 4 | 67 | 19.1 | 45 | 24.1 |
| 5 or 6 | 26 | 7.4 | 6 | 3.2 |
| 7, 8, or 9 | 9 | 2.6 | 4 | 2.1 |
| 10 or more | 2 | 0.6 | 2 | 1.1 |

| **How often do you have six or more drinks on one occasion?** | **09/01/2016-8/31/2018** | **09/01/2018-8/31/2020** |
|---------------------------------------------------------------|
| | # | % | # | % |
| < No Response> | 13 | 3.7 | 1 | .05 |
| Never | 210 | 60 | 112 | 59.9 |
| Less than monthly | 95 | 27.1 | 55 | 29.4 |
| Monthly | 22 | 6.3 | 13 | 7.0 |
| Weekly | 16 | 4.6 | 5 | 2.7 |

<p>| <strong>How often have you not been able to stop drinking once you started?</strong> | <strong>09/01/2016-8/31/2018</strong> | <strong>09/01/2018-8/31/2020</strong> |
|-------------------------------------------------------------------------|
| | # | % | # | % |
| &lt; No Response&gt; | 12 | 3.4 | 2 | 1.1 |
| Never | 305 | 87.1 | 164 | 87.7 |
| Less than monthly | 27 | 7.7 | 17 | 9.1 |
| Monthly | 4 | 1.1 | 2 | 1.1 |
| Weekly | 4 | 1.1 | 1 | 0.5 |</p>
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<tr>
<td>How often have you failed to do what was normally expected of you?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; No Response&gt;</td>
<td>15</td>
<td>4.3</td>
<td>1</td>
<td>0.5</td>
</tr>
<tr>
<td>Never</td>
<td>311</td>
<td>88.9</td>
<td>172</td>
<td>92.0</td>
</tr>
<tr>
<td>Less than monthly</td>
<td>18</td>
<td>5.1</td>
<td>12</td>
<td>6.4</td>
</tr>
<tr>
<td>Monthly</td>
<td>7</td>
<td>2</td>
<td>1</td>
<td>0.5</td>
</tr>
<tr>
<td>Weekly</td>
<td>2</td>
<td>0.6</td>
<td>1</td>
<td>0.5</td>
</tr>
<tr>
<td>Daily or almost daily</td>
<td>1</td>
<td>0.3</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>How often have you needed a drink the morning after to get going?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; No Response&gt;</td>
<td>17</td>
<td>4.9</td>
<td>4</td>
<td>2.1</td>
</tr>
<tr>
<td>Never</td>
<td>325</td>
<td>92.9</td>
<td>178</td>
<td>95.2</td>
</tr>
<tr>
<td>Less than monthly</td>
<td>9</td>
<td>2.6</td>
<td>4</td>
<td>2.1</td>
</tr>
<tr>
<td>Monthly</td>
<td>1</td>
<td>0.3</td>
<td>1</td>
<td>0.5</td>
</tr>
<tr>
<td>Weekly</td>
<td>1</td>
<td>0.3</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>How often have you felt guilt or remorse after drinking?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; No Response&gt;</td>
<td>21</td>
<td>6</td>
<td>2</td>
<td>1.1</td>
</tr>
<tr>
<td>Never</td>
<td>281</td>
<td>80.3</td>
<td>148</td>
<td>79.1</td>
</tr>
<tr>
<td>Less than monthly</td>
<td>39</td>
<td>11.1</td>
<td>27</td>
<td>14.4</td>
</tr>
<tr>
<td>Monthly</td>
<td>13</td>
<td>3.7</td>
<td>7</td>
<td>3.7</td>
</tr>
<tr>
<td>Weekly</td>
<td>2</td>
<td>0.6</td>
<td>2</td>
<td>1.1</td>
</tr>
<tr>
<td>How often have you been unable to remember what happened the night</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>before?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; No Response&gt;</td>
<td>13</td>
<td>3.7</td>
<td>4</td>
<td>2.1</td>
</tr>
<tr>
<td>Never</td>
<td>283</td>
<td>80.9</td>
<td>153</td>
<td>81.8</td>
</tr>
<tr>
<td>Less than monthly</td>
<td>53</td>
<td>15.1</td>
<td>25</td>
<td>13.4</td>
</tr>
<tr>
<td>Monthly</td>
<td>8</td>
<td>2.3</td>
<td>3</td>
<td>1.6</td>
</tr>
<tr>
<td>Have you or someone else been injured by your drinking?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; No Response&gt;</td>
<td>10</td>
<td>2.9</td>
<td>4</td>
<td>2.1</td>
</tr>
<tr>
<td>No</td>
<td>321</td>
<td>91.7</td>
<td>173</td>
<td>92.5</td>
</tr>
<tr>
<td>Yes, but not in the last year</td>
<td>16</td>
<td>4.6</td>
<td>11</td>
<td>5.9</td>
</tr>
<tr>
<td>Yes, during the last year</td>
<td>5</td>
<td>1.4</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Concern expressed by others about your drinking?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt; No Response&gt;</td>
<td>12</td>
<td>3.4</td>
<td>3</td>
<td>1.6</td>
</tr>
<tr>
<td>No</td>
<td>305</td>
<td>87.1</td>
<td>166</td>
<td>88.8</td>
</tr>
</tbody>
</table>
CIRP Freshman Survey
The Cooperative Institutional Research Program (CIRP) at the Higher Education Research Institute at UCLA has a nationally 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, 2017 and 2019 and the trend data related to AOD follow:

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Drank Beer</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Frequently</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UM-Flint</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td>3.6%</td>
<td>2.2%</td>
<td>4.1%</td>
</tr>
<tr>
<td>2017</td>
<td>*n/a</td>
<td>*n/a</td>
<td>*n/a</td>
</tr>
<tr>
<td>2019</td>
<td>*n/a</td>
<td>*n/a</td>
<td>*n/a</td>
</tr>
<tr>
<td>Comp 1</td>
<td>*n/a</td>
<td>*n/a</td>
<td>*n/a</td>
</tr>
<tr>
<td>Std Dev</td>
<td>1.19</td>
<td>1.20</td>
<td>1.23</td>
</tr>
<tr>
<td>Mean</td>
<td>91.2%</td>
<td>89.1%</td>
<td>91.8%</td>
</tr>
<tr>
<td>Total (n)</td>
<td>193</td>
<td>46</td>
<td>147</td>
</tr>
<tr>
<td>Occasionally</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UM-Flint</td>
<td>12.4%</td>
<td>15.2%</td>
<td>11.5%</td>
</tr>
<tr>
<td>2015</td>
<td>19.0%</td>
<td>20.0%</td>
<td>13.7%</td>
</tr>
<tr>
<td>2017</td>
<td>14.1%</td>
<td>16.7%</td>
<td>13.7%</td>
</tr>
<tr>
<td>2019</td>
<td>23.4%</td>
<td>21.4%</td>
<td></td>
</tr>
<tr>
<td>Comp 1</td>
<td>23.4%</td>
<td>21.4%</td>
<td></td>
</tr>
<tr>
<td>Std Dev</td>
<td>0.43</td>
<td>0.40</td>
<td>0.44</td>
</tr>
<tr>
<td>Mean</td>
<td>84.5%</td>
<td>82.6%</td>
<td>84.3%</td>
</tr>
<tr>
<td>Total (n)</td>
<td>194</td>
<td>46</td>
<td>148</td>
</tr>
<tr>
<td>Less than one hour</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UM-Flint</td>
<td>4.1%</td>
<td>4.3%</td>
<td>4.1%</td>
</tr>
<tr>
<td>2015</td>
<td>4.0%</td>
<td>3.3%</td>
<td>4.3%</td>
</tr>
<tr>
<td>2017</td>
<td>1.8%</td>
<td>0.0%</td>
<td>2.9%</td>
</tr>
<tr>
<td>2019</td>
<td>2.9%</td>
<td>0.0%</td>
<td></td>
</tr>
<tr>
<td>Comp 1</td>
<td>2.9%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Std Dev</td>
<td>0.56</td>
<td>0.53</td>
<td>0.56</td>
</tr>
<tr>
<td>Mean</td>
<td>26.3%</td>
<td>17.4%</td>
<td>26.0%</td>
</tr>
<tr>
<td>Total (n)</td>
<td>194</td>
<td>46</td>
<td>148</td>
</tr>
<tr>
<td>Occasionally</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UM-Flint</td>
<td>29.0%</td>
<td>25.0%</td>
<td>29.1%</td>
</tr>
<tr>
<td>2015</td>
<td>25.2%</td>
<td>24.1%</td>
<td>30.7%</td>
</tr>
<tr>
<td>2017</td>
<td>23.4%</td>
<td>22.8%</td>
<td>25.5%</td>
</tr>
<tr>
<td>2019</td>
<td></td>
<td>23.4%</td>
<td></td>
</tr>
<tr>
<td>Comp 1</td>
<td>23.4%</td>
<td>23.4%</td>
<td></td>
</tr>
<tr>
<td>Std Dev</td>
<td>0.56</td>
<td>0.53</td>
<td>0.56</td>
</tr>
<tr>
<td>Mean</td>
<td>69.6%</td>
<td>78.3%</td>
<td>71.6%</td>
</tr>
<tr>
<td>Total (n)</td>
<td>194</td>
<td>46</td>
<td>148</td>
</tr>
<tr>
<td>Less than one hour</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UM-Flint</td>
<td>13.0%</td>
<td>13.5%</td>
<td>13.7%</td>
</tr>
<tr>
<td>2015</td>
<td>13.0%</td>
<td>12.6%</td>
<td>13.7%</td>
</tr>
<tr>
<td>2017</td>
<td>12.9%</td>
<td>12.6%</td>
<td>13.7%</td>
</tr>
<tr>
<td>Comp 1</td>
<td>12.9%</td>
<td>12.9%</td>
<td></td>
</tr>
<tr>
<td>Std Dev</td>
<td>0.56</td>
<td>0.53</td>
<td>0.56</td>
</tr>
<tr>
<td>Mean</td>
<td>1.37%</td>
<td>1.26%</td>
<td>1.37%</td>
</tr>
<tr>
<td>Total (n)</td>
<td>194</td>
<td>46</td>
<td>148</td>
</tr>
<tr>
<td>Partying</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UM-Flint</td>
<td>5.3%</td>
<td>11.4%</td>
<td>9.5%</td>
</tr>
<tr>
<td>2015</td>
<td>8.2%</td>
<td>10.9%</td>
<td>7.0%</td>
</tr>
<tr>
<td>2017</td>
<td>7.3%</td>
<td>11.0%</td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>11.3%</td>
<td>11.3%</td>
<td></td>
</tr>
<tr>
<td>Comp 1</td>
<td>11.3%</td>
<td>11.3%</td>
<td></td>
</tr>
<tr>
<td>Std Dev</td>
<td>0.57</td>
<td>0.53</td>
<td>0.57</td>
</tr>
<tr>
<td>Mean</td>
<td>14.9%</td>
<td>18.2%</td>
<td>13.9%</td>
</tr>
<tr>
<td>Total (n)</td>
<td>194</td>
<td>46</td>
<td>148</td>
</tr>
</tbody>
</table>

Comparable 1 = Public 4yr Colleges-medium selectivity (medium selectivity is based on admissions criteria ACT scores)
*CIRP rotates some of the questions and results marked n/a were due to the question not being asked that year.

Self-Assessment
Through the Division of Student Affairs, UM-Flint conducted a self-assessment of AOD programs and services with the goal of benchmarking for process improvement. The Council for the Advancement of Standards in Higher Education (CAS) Self-Assessment
Guide was used as the evaluation tool. AOD was one of six student health and well-being areas where self-assessments were conducted. An ad-hoc committee was formed in February 2020 and the final report was submitted in XXX, 2020. A key finding included recommending a Health Promotion Coordinator position be created with responsibilities that include strategic planning and conducting a comprehensive offering of AOD prevention and intervention programs and services.

**AOD Policy, Enforcement & Compliance Inventory & Related Outcomes/Data**

**University of Michigan-Flint Alcohol and Other Drugs Policy (AOD Policy) for Students, Faculty and Staff**
The University of Michigan-Flint Alcohol and Other Drugs Policy (AD 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 biennially by the Alcohol, Tobacco and Other Drugs Oversight Committee (ATOD Committee). An overview of the ATOD Committee is attached in Appendix D and can be found on the following websites:
- [Human Resources](#)
- [Office of the Vice Chancellor for Student Affairs](#)
- [Recreational Services](#)

The Office of the Vice Chancellor for Student Affairs provides oversight of the AOD Policy.

**Department of Public Safety**
The Department of Public Safety (DPS), a full service law enforcement agency, is designed to protect and serve the community 24 hours a day, 365 days a year through a community policing philosophy. 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. 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 19 sworn Police Officers, 5 Security Officers, 6 Communication Officers, and student officers, who provide, “eyes, ears and smiles,” services to our campus community.

The police officers at UM-Flint are licensed sworn law enforcement 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 Ordinances 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.

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 Code of Student Conduct.

**Number of Alcohol and Drug-Related Incidents Presented for Calendar Years 2017-2019**

<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>2019</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Arrest/Citation/Summons</td>
<td>2018</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2017</td>
<td>0</td>
<td>7</td>
<td>0</td>
<td>7</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Violation</td>
<td>2019</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Arrest/Citation/Summons</td>
<td>2018</td>
<td>1</td>
<td>11</td>
<td>1</td>
<td>13</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2017</td>
<td>5</td>
<td>13</td>
<td>0</td>
<td>18</td>
<td>1</td>
</tr>
</tbody>
</table>

* Residential Facility: These statistics are included in the On-Campus statistics; they include only incidents having occurred in on-campus residence halls.
- Law violations incidents include statistics requested from area police agencies.
- The UM-Flint Annual Security Report and Annual Fire Safety Report is located on-line at [http://www.umflint.edu/safetyreport](http://www.umflint.edu/safetyreport). This report is published annually by October 1 and presents crime statistics for the previous three calendar years.

**Alcohol-/Drug-related Fatalities:** There were no drug- and/or alcohol-related fatalities on the UM-Flint campus reported to the Department of Public Safety from September 1, 2018-August 31, 2020.

**Medical Amnesty:** There were no documented cases of medical amnesty provided to students, faculty, staff, or visitors by Department of Public Safety personnel from September 1, 2018–August 31, 2020.
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 [Medical Amnesty](#).

**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 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.

**Residential Life**

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 Community Living Standards document available to all residential students at [Resident Resources](#) and attached in Appendix E. Additionally, the alcohol and drug policy is discussed at mandatory individual floor meetings. In addition to the Associate Director of Residential Life, Associate Director of Housing and Guest Services, and the Area Coordinator, the Resident Assistants and Front Desk Assistants are responsible for monitoring compliance with the alcohol and other drug policy.

**Fraternities & Sororities**

Fraternities and sororities at the University of Michigan-Flint hold national charters and 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. Fraternities and sororities are held to the same standard as other students in regards to the Code of Student Conduct. The fraternity and sorority community has a Social Event Registration Policy for their fraternity member chapters. In addition to staff, the governing council officers are responsible for monitoring compliance with the alcohol and other drug policy. A copy of the Social Event Registration form is attached in Appendix F. Additionally, Interfraternity Council chapters are expected to comply with the North-American Interfraternity Conference Alcohol and Drug Guidelines and Health and Safety Standards which may be accessed at [North American Interfraternity Conference: Home - NIC](#).

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 [National Panhellenic Conference](#). Resolutions offering policy recommendations to College Panhellenic groups are on file with the National Panhellenic Conference Office in Indianapolis, Indiana. 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.

If there is a conflict in these policies, the organizations and their members are expected to adhere to whichever policy is most strict.

**Club Sports**

Student athletes representing the Club Sports, both on and off the field of play, are held to the same standards as other students in regards to the Code of Student Conduct. 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, from 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 [For Officers & Coaches](#) and the following is the Drug/Alcohol Policy excerpt from the Club Sports Handbook:
“The use, possession, or transfer of any intoxicants, controlled substances, alcohol, or related paraphernalia, in any manner while participating in club activity or on University property is strictly prohibited. Club activities can include, but is not limited to, meetings, practices, trips and/or any other activity that could be identified as Club activity. When hosting a game or traveling, 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. Other events outside of practices/competitions (i.e. banquets, socials) are also subject to these expectations.”

A review of the Club Sports Handbook is performed with the athletes at their annual season kickoff meetings. In addition to the Club Sports Associate Director, Club Sport leaders and coaches are also responsible for monitoring compliance with the alcohol and other drug policy.

Recreational Services
As a major employer of students on campus, Recreational Services has a comprehensive training employment training program. The following is the excerpt from the Temporary Employee Handbook

“The use, possession, or transfer of any intoxicants, controlled substances, alcohol, or related paraphernalia, in any manner while participating or working at the Recreation Center or on University property is strictly prohibited. Employment activities can include, but are not limited to meetings, training, lock-ins, celebrations, social gatherings and special events.”

School of Management International Study Pledge
The School of Management is committed to enhancing international partnerships and opportunities for students to learn on a global stage. The international pledge was created out of the necessity to ensure a professional and pedagogically sound experience for all participants. The pledge is attached in Appendix G.

College of Arts and Sciences International Study Pledge
The College of Arts and Sciences is committed to enhancing international partnerships and opportunities for students to learn on a global stage. The international pledge was created out of the necessity to ensure a professional and pedagogically sound experience for all participants. The pledge is attached in Appendix H.

UM-Flint Education Abroad Office
All Faculty-led trips have a country-specific PowerPoint presentation that students are required to view before traveling. The general policies slides concerning AOD that were used for the Tanzania 2019 study abroad trip are attached in Appendix I as an example. All students on a study abroad program are also required to sign a Participation Agreement in WorldLink before embarking on any study abroad program. The following is the item related to AOD: There are circumstances under which program administrators and institutions have the authority to withdraw students from a study abroad program. Students withdrawn or dismissed from a program will not receive credit for that program and will not be entitled to any refunds associated with the program. These circumstances include, but are not limited to: “Students who purchase, possess, and/or use any illegal or unauthorized drugs during the duration of the program, including free time. This includes drugs that are illegal in the United States and/or of the country of participation.”

School of Education and Human Services
The Student Teaching Manual and the Social Work Roles and Responsibilities manual refers to the University of Michigan-Flint’s AOD policy on alcohol, tobacco and/or drug use.

TEL410 TESOL Seminar and Practicum
Students enrolled in TEL410 TESOL Seminar and Practicum who will be teaching adult English learners at the Genesee Intermediate School District receive policy information. The policy information includes a “no tolerance statement” for tobacco and other drug use on the premises. The information is translated in other languages. The following is an excerpt from the policy: “There is no smoking allowed on school property. This is a smoke-free campus.”

College of Health Sciences
The Clinical Education & Health Affairs Committee drafted the following statement that was reviewed and approved by the College of Health Sciences’ faculty. The statement will be used on websites and handbooks:

The University of Michigan-Flint is committed to providing a safe, healthy learning community for all members. The College of Health Sciences invites all members to review the established Alcohol and Other Drug (AOD) Policy for Students, Faculty and Staff (UM Flint AOD Policy) While the voters of Michigan passed proposal 18-1 to legalize possession of recreational marijuana of individuals 21 years of age and older, neither this new state law, nor the Michigan Medical Marijuana Act, authorize the use or possession of marijuana on any property owned or managed by the University of Michigan-Flint, including faculty, staff, and students. This also includes during off-campus University of Michigan-Flint business or events, such as attending clinical experiences.
University of Michigan-Flint receives federal funding for various uses, including research and student financial aid. As such, University of Michigan-Flint must comply with federal law, including all current federal drug laws. Therefore, even though the State of Michigan has legalized limited amounts of marijuana for recreational use for some individuals, the possession, use, storage and cultivation of marijuana remains prohibited for all faculty, staff and students under University of Michigan-Flint’s policy.

**School of Nursing**
Prior to placement in clinical experience, undergraduate Nursing Students are required (by the agency) to complete online education regarding drug-free workplace prior to gaining access to assigned agency.

Additionally, the School of Nursing at the University of Michigan – Flint syllabus template directs students to the Student Handbook with the following statement “Review the Student Code of Academic and Professional Conduct in the UM-Flint School of Nursing Student Handbook available on the university website”.

Drug and Alcohol/Impaired Student Nurse information is then located at University of Michigan – Flint, School of Nursing Undergraduate Nursing Student Handbook 2018 – 2020, pg. 9, # 9 which states “Drug and Alcohol/Impaired Student Nurse: Refer to the UM-Flint Alcohol and Other Drug (AOD) Policy for Students, Faculty and Staff”.


**Code of Student Conduct**
The primary purpose of the Code of Student Conduct 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 Code of Student Conduct outlines student responsibilities (violations) and possible sanctions. The document is available in electronic format at: Code of Student Conduct and the section on Student Responsibilities is attached in Appendix J.

During the fall 2017 semester, Student Conduct transitioned to the Code of Student Conduct from the Statement of Rights and Responsibilities. The Code reorganized and expanded the student responsibilities that were found in the Statement of Rights and Responsibilities; however, the alcohol and other drug policies have remained consistent.

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 assessment through Counseling and Psychological Services (CAPS), online education modules, 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, 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 of 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 Success, Disability & Accessibility Support Services, Counseling and Psychological Services, and the Office of the Dean of Students.

**Behavioral Intervention Team Cases**

<table>
<thead>
<tr>
<th>Student Concern Type</th>
<th># of Cases Sept 1, 2016–Aug 31, 2018</th>
<th># of Cases Sept 1, 2018–Aug 31, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Concern</td>
<td>-</td>
<td>19</td>
</tr>
<tr>
<td>Disruptive Behavior</td>
<td>26</td>
<td>8</td>
</tr>
<tr>
<td>Disruptive Behavior in the Classroom</td>
<td>8</td>
<td>11</td>
</tr>
<tr>
<td>Harassment/Stalking</td>
<td>25</td>
<td>25</td>
</tr>
<tr>
<td>Medical Concern</td>
<td>33</td>
<td>95</td>
</tr>
<tr>
<td>----------------</td>
<td>----</td>
<td>----</td>
</tr>
<tr>
<td>Mental Health</td>
<td>68</td>
<td>85</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>Suicide Ideation</td>
<td>15</td>
<td>20</td>
</tr>
<tr>
<td>Threatening Behavior to Others</td>
<td>14</td>
<td>6</td>
</tr>
<tr>
<td>Verbal Aggression</td>
<td>9</td>
<td>12</td>
</tr>
<tr>
<td>Physical Aggression</td>
<td>11</td>
<td>4</td>
</tr>
<tr>
<td>Other</td>
<td>83</td>
<td>101</td>
</tr>
<tr>
<td>Total</td>
<td>295</td>
<td>391</td>
</tr>
</tbody>
</table>

**Violations of the AOD Policy captured through the Offices of Student Conduct & Community Standards**

During the Fall 2017 semester, the Office of Student Conduct & Community Standards transitioned from the Statement of Rights and Responsibilities to the Code of Student Conduct. Therefore, the graph below includes information from incidents resolved under each policy separately prior to 2018. Different from the Statement of Rights and Responsibilities, students are only charged with alleged violations after the incident report has been received and the matter investigated under the Code of Student Conduct. Multiple alleged violations of the Code of Student Conduct may be applied to a single 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 accepted responsibility for or were found responsible by a hearing panel from September 1, 2018 through August 31, 2020.

<table>
<thead>
<tr>
<th>Violation Description (Community Living Standards/Residence Hall Policies)</th>
<th>Number of Incidents/Students Found Responsible 2014-2016</th>
<th>Number of Incidents/Students Found Responsible 2016-2018</th>
<th>Number of Incidents/Students Found Responsible 2018-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.6 Smoking</td>
<td>7/6</td>
<td>25/8</td>
<td>7/6</td>
</tr>
<tr>
<td>3.0 Alcohol Possession and/or Consumption</td>
<td>37/27</td>
<td>27/16</td>
<td>10/10</td>
</tr>
<tr>
<td>3.1 Drug Possession and/or consumption and paraphernalia</td>
<td>16/7</td>
<td>15/4</td>
<td>0/0</td>
</tr>
<tr>
<td>Alcohol and Other Drugs in the Residence</td>
<td>0/0</td>
<td>1/1</td>
<td>0/0</td>
</tr>
</tbody>
</table>

**Violation Description (Statement of Rights and Responsibilities)**

| 16. Illegally Possessing/Using Alcohol/Drugs                              | 0/0                                                   | 5/3                                                   | 0/0                                                   |

**Violation Description (Code of Student Conduct)**

| D.2. Alcohol                                                              | 6/6                                                   | 3/1                                                   | 20/18                                                  |
| D.1. Use, possession, distribution, sale or manufacture of illegal drugs including drug-related paraphernalia containing illegal residue; or prescription medications that are unmarked or not for the person in possession of them; or using materials for the purpose of an intoxicant except as expressly permitted (e.g., whip-its, huffing). | 3/3                                                   | 10/10                                                  | 5/3                                                   |
| Deaths Related to Alcohol or Other Drugs                                  | 0/0                                                   | 0/0                                                   | 0/0                                                   |

**Sanctions Assigned For AOD Related Violations**

Students found in violation of the Code of Student Conduct or the Community Living Standards /Residence Hall Policies from September 1, 2018-August 31, 2020 [numbers thru 6/1/20]were assigned one or more sanctions based on the degree of the violation.
The following is a summary of those sanctions:

<table>
<thead>
<tr>
<th>Sanction</th>
<th>2016-2018</th>
<th>2018-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Formal Reprimand</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Formal Warning</td>
<td>19</td>
<td>5</td>
</tr>
<tr>
<td>Disciplinary Warning</td>
<td>2</td>
<td>13</td>
</tr>
<tr>
<td>Disciplinary Probation</td>
<td>13</td>
<td>11</td>
</tr>
<tr>
<td>AOD Assessment with Counseling and Psychological Services</td>
<td>12</td>
<td>2</td>
</tr>
<tr>
<td>Class/Workshop Attendance</td>
<td>5</td>
<td>1</td>
</tr>
<tr>
<td>Community Service</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Educational Project</td>
<td>2</td>
<td>12</td>
</tr>
<tr>
<td>Guest Restriction</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>No Contact Order</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Online Alcohol Program</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Reflection Paper</td>
<td>15</td>
<td>18</td>
</tr>
<tr>
<td>University Housing Transfer or Removal</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Removal from Specific Course or Activities</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

The University of Michigan-Flint Interim Policy on Student Sexual and Gender Based Misconduct and Other Forms of Interpersonal Violence

The University of Michigan-Flint (University) supports its educational mission by fostering a community based on civility, dignity, diversity, inclusivity, education, equality, freedom, honesty, and safety. Consistent with these values, the University is committed to providing a safe and non-discriminatory learning, living, and working environment for all members of the University community. The University does not discriminate on the basis of sex or gender in any of its education or employment programs and activities. The University prohibits sexual assault, sexual and gender-based harassment, intimate partner violence, stalking, retaliation, and violation of interim measures (collectively Prohibited Conduct). Prohibited Conduct is expressly forbidden and will not be tolerated at the University. It may also violate federal and state law. The University adopts this Interim Policy and Procedures on Student Sexual and Gender-Based Misconduct and Other Forms of Interpersonal Violence (Policy or Policy and Procedures) with a commitment to: (1) eliminating, preventing, and addressing the effects of Prohibited Conduct; (2) fostering an environment where all individuals are well-informed and supported in reporting Prohibited Conduct; (3) providing a fair and impartial process for all parties; and (4) identifying the standards by which violations of this Policy will be evaluated and disciplinary action may be imposed. University students who violate this Policy may face disciplinary action up to and including expulsion. To read the policy in its entirety, please follow this link: The University of Michigan-Flint Interim Policy and Procedures on Student Sexual and Gender-Based Misconduct and Other Forms of Interpersonal Violence.

Event & Building Services

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

All bar services which take place at UM-Flint are arranged through EBS and subject to approval. 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 is available in an online and classroom certification format, instructed by 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 requires all staff members working an event where alcohol will be served to take part in hands on departmental training as well as review associated handbooks and training manuals. Ongoing training is scheduled by EBS for employees as needed. UM-Flint campus partners, Environmental Health & Safety (EHS) and Department of Public Safety (DPS), hold training sessions as necessary with EBS employees to ensure university policies are followed in their respective areas, as well as lend support to the department. Health and safety are critical priorities at UM-Flint.
EBS staff members who oversee, serve, and have any contact with alcohol must complete the TIPS training prior to providing alcohol service. Between September 1, 2018 and August 31, 2020, 24 employees completed TIPS certifications; of which 22 are currently valid. The amount of certified employees vary due to the number of individuals employed with the department. Employees are required to keep their certification up to date and renew when necessary. EBS requires TIPS training to be completed for Professional Staff, Building & Event Assistants, Team Leaders, and Bartenders.

UM-Flint currently has a class ‘C’ liquor 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 Riverfront Banquet Center. This license gives the capability of offering a cash bar or an open bar to university and non-university customers. All customers planning for a bar service at an event are required to meet with EBS staff to create and sign an alcohol service agreement. All non-university events are required to provide liability insurance for the event naming The Regents of the University of Michigan in the amount of $1 million. All alcohol must be purchased and serviced by EBS at Riverfront Banquet Center, as a licensed facility. All alcohol must be provided by the customer and serviced by EBS in non-licensed facilities.

Special liquor licensing is required in a non-licensed facility to sell alcohol at an event. Special licensing is available only to non-profit or civic organizations and not individual private parties, i.e. wedding receptions. If approved, the organization is responsible for selling drink tickets that are presented at the bar to ‘purchase’ a drink. The process to secure the State of Michigan Special License must begin no later than 45 days prior to the event. If the process begins less than 45 days before the event, the license may not be issued in time for the event. By law, bar services are prohibited to take place in non-licensed facilities if alcohol is being sold without obtaining the Special License. Prior to a Special License Bar Service taking place at UM-Flint, approval must be obtained from University personnel. Special liquor licensing information is outlined in Event & Building Services Policies found online.

Between September 1, 2018 and August 31, 2020, a total of 35 bar services took place in licensed and non-licensed UM-Flint locations. During the reporting period, there were no reported incidents. Staff members work proactively to ensure event guests have not had too much to drink during an event, drinks are moderately spaced out, only guests of age are served, outside alcohol is not brought into facilities for personal consumption, as well as all bar service policies are followed and strictly enforced. Proper identification is checked by the Bartender and EBS staff members for all bar service guests who appear under the age of 30 years old, prior to being served an alcoholic beverage. EBS has policies in place limiting groups to bring in a maximum of 8 different types of alcohol for bar events in non-licensed facilities and the number of drinks a guest can be served at a time in all locations.

All departmental bar policies were reviewed, updated, and approved by the UM-Flint Cabinet in 2016. EBS has recently updated the bar service portion of the departmental website and service agreements. Please see below links for related policy information and Appendix K for bar service agreements.

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-riverfront-banquet-center

University Human Resources
New regular faculty and staff received AOD policy information at new employee orientations. New employee orientation slides are attached in Appendix L. The University of Michigan AOD related policy is part of the University’s Standard Practice Guide (SPG), specifically SPG 601.29 (Alcohol and Drug Policy). All SPGs are available online for all employees. Requests for policies can be granted by contacting University Human Resources.

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, 2018 to August 31, 2020, there were three (3) reports of faculty/staff member violations occurring on campus that were reported to Human Resources. An investigation of each violation was conducted and appropriate actions were taken following University policy and procedure.
AOD Comprehensive Program/Intervention Inventory & Related Process and Outcomes/Data

Individual based programs/interventions (from September 1, 2018 – August 31, 2020):

University Human Resources
The University Human Resources Office at the Flint Campus supports the growth and success of our faculty, staff and students by delivering a full range of employee services including, but not limited to: hiring, retention, payroll, employee relations and benefit counseling. As a collaborative and strategic partner, the University 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 Resource Office is to provide resources and expertise to aid faculty staff and student employees in order to help provide a safe workplace 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 their work duties in a manner that is safe for the employee and/or his/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 session 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 Counseling and Consultation Office (FASCCO)
Provides support and assistance to University staff and faculty in addressing personal difficulties encountered both at work and home. Through a range of sensitive and innovative services, FASCCO 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, FASCCO 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.

Tobacco Consultation Service (TCS)
MHealthy TCS, in partnership with the University of Massachusetts, provides Tobacco Treatment Specialist (TTS) core certification training. The program is accredited by the Association of the Treatment of Tobacco Use and Dependence (ATTUD). The training is for people who deliver moderate to intensive tobacco treatment services within a health care or community setting. The curriculum addresses a set of core competencies for tobacco treatment specialists.

Alcohol Management Program (AMP): Moderation or Abstinence
Alcohol Management Program for The Judicial System provides education for first-time offenders who have been arrested for driving under the influence of alcohol or alcohol related misdemeanors. This program will teach clients how to avoid the risks of alcohol impaired driving. With the client’s permission, written follow-up is sent to the court or attorney as needed.

Faculty and Staff Counseling and Consultation Office
Mental & Emotional Health: The Faculty and Staff Counseling and Consultation Office (FASCCO) provides support and assistance to University staff and faculty in resolving personal or work-related concerns. Through a range of sensitive and innovative services, FASCCO 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 adult dependents and departments, FASCCO helps individuals develop and foster strengths and resiliency to enhance their personal and professional lives.

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 for 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 within the Titanium Schedule™. Titanium Schedule is an electronic medical records (EMR) system designed specifically for university and college counseling centers. There are eight SDS items related to AOD which are attached in Appendix M.

CAPS Substance Use Assessment Protocol
This assessment protocol is based on the Screening, Brief Intervention and Referral to Treatment (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 N.

Online Alcohol Screenings
CAPS makes 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 immediate feedback regarding current use and risk levels. 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.

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.

Group based programs/interventions (from September 1, 2018 – August 31, 2020):

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 Breakway, 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 first hand. Participants are then able to translate their experiences through Alternative Breaks into addressing the needs of their communities.

Fraternity and Sorority Life
Student Involvement and Leadership coordinated the following programs:

Pre-Spring Break Luau
This is an annual event that informs students about the dangers of alcohol, signs of alcohol poisoning, and downloading the University of Michigan “In the Blue” app to monitor alcohol consumption. Alcohol facts and myths were distributed through an educational campaign. Approximately 90 students attended in 2018.

Health and Safety Week
In fall 2019 Student Involvement and Leadership worked collaboratively with Counseling and Psychological Services, Recreation Services, and the governing councils of the fraternity and sorority community to create a Health and Safety Week of programming that incorporated topics from National Collegiate Alcohol Awareness Week and National Hazing Prevention Week with other topics such as mental health, a prescription drug take back, tabling on various health topics, and new member orientation for the fraternity and sorority community.

Alcohol Skills Training Program
As a part of the new Health and Safety Week programming in Fall 2019, Student Involvement and Leadership hosted a session of Alcohol Skills Training Program (ASTP). This motivational interviewing based program focused on helping students and groups to make healthier decisions around alcohol and other drug use.

Hazing Prevention Training
As a part of the updated hazing prevention training that was conducted during Health and Safety Week, the training was updated to include a specific focus on the connection between alcohol and hazing and included bystander intervention strategies and community norming conversations to address these topics together at a community and group level as mapped to the Social Ecological Model from public health.
Chapter Consultation
Various fraternity and sorority chapters completed one-on-one consultation with Student Involvement and Leadership staff on various topics related to organization function, new member recruitment, social events and policies. These consultations included discussions related to alcohol.

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, Pop with a Cop Program and Educational Safety Sessions/Community Conversations:

Fatal Vision Goggles Program
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>Time</th>
<th>Location</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer In the City, New Student Orientation</td>
<td>August 7, 2018</td>
<td>7:00pm</td>
<td>First Street Res Hall</td>
</tr>
<tr>
<td>Welcome Back, All Students</td>
<td>August 29, 2019</td>
<td>7:00pm</td>
<td>First Street Res Hall</td>
</tr>
<tr>
<td>Residence Hall Training</td>
<td>February 21, 2019</td>
<td>6-9pm</td>
<td>Riverfront Res Hall</td>
</tr>
</tbody>
</table>

Interactive Safety Awareness March Program
DPS partners with the Block Club, a UM-Flint recognized student organization, to present the Interactive Safety Awareness March program. During these sessions, students are given the opportunity to participate in staged role playing scenario sessions to educate them on identifying an individual(s) under the influence of drugs and alcohol and how to effectively and safely manage the situation. Referral information is provided.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interactive Safety Awareness March 2018-2020</td>
<td>November 22, 2018</td>
<td>5:30pm-7:00pm</td>
<td>UPAV</td>
</tr>
<tr>
<td></td>
<td>November 22, 2019</td>
<td>5:30pm-7:00pm</td>
<td>UPAV</td>
</tr>
</tbody>
</table>

Rape Aggression Defense (RAD) Education and Prevention Programming
Each semester the Department of Public Safety offers RAD 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>Date</th>
<th>Time</th>
<th>Locations</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>RAD Classes 2018</td>
<td>March 7, 14, 21, 28, 2018</td>
<td>6:30-9:30pm</td>
<td>Cummings Schl</td>
</tr>
<tr>
<td></td>
<td>October 16, 18, 23, 25, 2018</td>
<td>6:30-9:30pm</td>
<td>WSW</td>
</tr>
<tr>
<td>RAD Classes 2019</td>
<td>February 4, 11, 18, 25, 2019</td>
<td>6:30-9:30pm</td>
<td>WSW</td>
</tr>
</tbody>
</table>
March 13, 20, 27 /April 1, 2019
November 11, 13, 18, 20, 2019
6:30-9:30pm
WSW/UCEN/WSW
0-25 participants

Course not held after March 11, 2020 due to Covid-19 Pandemic

“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>Pop with a Cop 2018</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>January 3, 10, 17, 24, 31, 2018</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>February 7, 14, 21, 28, 2018</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>March 7, 14, 21, 28, 2018</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>April 4, 11, 18, 2018</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>1/17/18, 2/21/18, 3/21/18</td>
<td>12:30-1:30pm</td>
<td>WSW</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>September 5, 12, 26, 2018</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>October 3, 10, 24, 31, 2018</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>November 7, 14, 2018</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>9/19/18, 10/17/18</td>
<td>12:30-1:30pm</td>
<td>WSW</td>
<td>Est. 25 each date</td>
</tr>
</tbody>
</table>

Pop with a Cop 2019

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 9, 23, 30, 2019</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>February 6, 13, 27, 2019</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>March 6, 13, 27, 2019</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>April 3, 10, 2019</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>1/16/19, 2/20/19, 3/20/19</td>
<td>12:30-1:30pm</td>
<td>WSW</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>September 4, 11, 25, 2019</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>October 2, 9, 23, 30, 2019</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>November 6, 13, 2019</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>9/18/19, 10/16/19</td>
<td>12:30-1:30pm</td>
<td>WSW</td>
<td>Est. 25 each date</td>
</tr>
</tbody>
</table>

Pop with a Cop 2020

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 8, 15, 29, 2020</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>February 5, 12, 26, 2020</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>March 4, 2020</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>Est. 25 each date</td>
</tr>
<tr>
<td>01/22/2020, 02/19/2020</td>
<td>12:30-1:30pm</td>
<td>WSW</td>
<td>Est. 25 each date</td>
</tr>
</tbody>
</table>

“Educational Safety Sessions/Community Conversations” Programming
Routinely the Department of Public Safety offers “Educational Safety Sessions/Community Conversations” presentations for the campus community. Through these safety presentations, participants are encouraged to interact with DPS while engaging in casual, open discussions about safety and other emerging topics. Conversations focus on listening to concerns or ideas around safety and our campus.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educational Safety Sessions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>February 20-27, 2018</td>
<td>6:30-9:30pm</td>
<td>Hubbard</td>
<td>0-25 participants</td>
</tr>
<tr>
<td>March 6, 2018</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>0-25 participants</td>
</tr>
<tr>
<td>March 20, 2018</td>
<td>12:30-1:30pm</td>
<td>UCEN</td>
<td>0-25 participants</td>
</tr>
</tbody>
</table>
### Connecting with U Sessions

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 17, 2019</td>
<td>6-7pm</td>
<td>Hubbard Bldg</td>
<td>0-10</td>
</tr>
</tbody>
</table>

### Public Safety Open Forum

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 17, 2019</td>
<td>4-5pm</td>
<td>Hubbard Bldg</td>
<td>0-10</td>
</tr>
<tr>
<td>November 12, 2019</td>
<td>4-5pm</td>
<td>Hubbard Bldg</td>
<td>0-10</td>
</tr>
<tr>
<td>February 6, 2020</td>
<td>4-5pm</td>
<td>Hubbard Bldg</td>
<td>0-10</td>
</tr>
</tbody>
</table>

### Sessions 2020

Course not held due to Covid-19 Pandemic

---

**“National Prescription Drug Take Back Day” Programming**

The Department of Public Safety offers law enforcement support and facilitation of the fall National Prescription Drug Take Back Day in cooperation with UM-Flint Counseling and Psychological Services (CAPS), Environmental Health and Safety (EHS), and Recreational Services. The National Prescription Drug Take Back Day aims to provide a safe, convenient, and responsible means of disposing of prescription drugs, while also educating the public about the potential for abuse of medications.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>October 27, 2018</td>
<td>10:00am-2:00pm</td>
<td>UCEN Loop</td>
<td>Est 0-150</td>
</tr>
<tr>
<td>October 26, 2019</td>
<td>10:00am-2:00pm</td>
<td>UCEN Loop</td>
<td>Est 0-150</td>
</tr>
</tbody>
</table>

**“Naloxone Opiate Overdose Response” Programming**

The Department of Public Safety, as provided for and by the Genesee Health System & Genesee Community Health Center, provides annual program awareness and training for all DPS law enforcement and security officers. This program provides training in the use of Naloxone including specific education about the risks of opioid overdose, the signs and symptoms of overdose, proper use of Naloxone for revival in overdose situations, instruction for emergency care and the need for safe medication storage. Naloxone is a drug that can be used to stabilize a person who is in the overdose crisis phase of Opiate abuse.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 27, 2019</td>
<td>Shifts (1/2/3)</td>
<td>Hubbard Bldg</td>
<td>22</td>
</tr>
</tbody>
</table>

**School of Nursing**

The School of Nursing professors did not participate in any scheduled faculty in-services regarding Opioid addiction within the last two years.

However, Naloxone training was incorporated into the mental health course, with the exception of winter 2020 when the course was changed to online due to the Covid 19 pandemic. A trained speaker from Families Against Narcotics (FAN) was brought in to perform the in-person training. For the online training this spring/summer student kits will be mailed to their homes.

**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 an 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 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
Bachelor of Science in Substance Use Treatment and Intervention
The Substance Use Treatment and Intervention (SUTI) program ultimately leads to a Bachelor of Science degree. The program is designed to meet the needs of students who intend to prepare for a profession in substance use treatment at the bachelor level, and those who seek eligibility for the Certified Alcohol and Drug Counseling (CADC) certificate. The four year, 124 credit program includes 20 credits in elective courses; 40 credits of General Education requirements; 64 credits of substance use courses, in addition to complementary courses which are individually selected in consultation with a SUTI academic advisor.

Recreational Services
The Department of Recreational Services provides programs, services and facilities to meet the recreation, fitness, sports and health promotion needs of students along with faculty, staff, community members and guests. Recreational Services provided the following student health education programming:

Great American Smoke Out
Display tables with quit kits, educational material and information on resources for quitting were handed out by the Community Nursing Students on November 21, 2019 on the 3rd floor of UCEN. A total of 14 students and faculty/staff stopped by the table to ask questions or pick up educational material. All 25 “Quit Kits” were distributed.

Health & Safety Week
Health and Safety week was October 21-25, 2019. Each day the Community Nursing students did tabling on the 3rd floor of UCEN for different health and safety topics including breast cancer awareness, seat belt safety, nutrition information and prescription drug misuse. In total, 72 students, faculty or staff stopped by the tables to receive educational information.

Prescription Drug Misuse Awareness
The Recreation Center hosted the National Prescription TAKE BACK DAY on October 26, 2019. The event was co-sponsored by the Department of Public Safety, Rec Center and Greek Life. Prescription drug misuse among college students is becoming a growing concern. Students, faculty/staff and rec center members were able to turn in their unused or expired prescription medication for safe disposal. The Community Nursing students hosted an educational table to pass out information for the event and material on prescription drug misuse. In addition, flyers were posted around campus buildings, on social media and email notifications were sent out. 5 people disposed of medication at the Take Back Day, weighing approximately 2 pounds total. There were approximately 7 people that took part in collaborating for the event.

Center for Gender and Sexuality
The mission of the UM-Flint Center for Gender and Sexuality is to provide opportunities for all members of the UM-Flint community to explore, organize, and promote learning around issues of gender and sexuality. The center also facilitates a greater responsiveness to the needs of women and LGBTQIA+ communities through outreach, education, and advocacy. 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, 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 October 2018 there were 125 participants and in October 2019 there were 108 participants.

Party Smart
This event was an educational tabling event offered in the first few weeks of the Fall 2018 semester that raised awareness around consent, sexual health, and alcohol safety tips. In September 2018 there were 29 participants.

Party Smarter in collaboration with Alpha Sigma Phi
This event was a spin-off of our Party Smart event and is an interactive workshop to educate about consent, sexual assault, alcohol education, safety while drinking, and more. In winter 2019 there were 15 participants.

Consent Training in collaboration with Housing and Residential Life
This presentation and workshop covered issues on consent and healthy relationships. A discussion about alcohol and consent was a topic during the event. It was held in Riverfront in fall 2018 with 17 participants and First Street in winter 2020 with 22 participants.

Consent Training in collaboration with NPHC
This presentation and workshop covered issues on consent and healthy relationships. A discussion about alcohol and consent was a topic during the event. It was held in fall 2019 with 15 participants.
Bystander Intervention Training (Peer Education Info Series)
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 had an attendance for winter 2019 of 6 participants and winter 2020 of 3 participants.

Bystander Intervention Trainings for new Greek Life students
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 had an attendance for the Fall 2018 semester of 32 participants.

Let’s Talk About Consent (Peer Education Info Series)
This workshop focuses on having conversations around sexual boundaries, barriers to consent, and conditions of consent. A discussion about alcohol and consent was a topic during this workshop. This program had an attendance in winter 2020 of 12 participants.

Alcohol and Bystander Intervention in collaboration with Theta Chi
In this workshop, students learned about bystander intervention, consent, sexual assault, issues around alcohol and consent, and safe drinking tips. This program had an attendance in fall 2018 of 28 participants and fall 2019 of 20 participants.

Sex Signals
Sex Signals is a two-person team of highly trained educators through Catharsis Productions. This program engages audiences in a focused discussion on social pressures, gender stereotypes, unrealistic sexual expectations, and the role of alcohol surrounding hooking up and intimate relationships. This program had an attendance in Fall 2019 of 20 participants.

Sexual Violence Prevention and Intervention Certificate Program
The Sexual Violence Prevention & Intervention Certificate program is an 8-week program that prepares students to be public voices in the campus and Flint community around sexual violence prevention and bystander intervention. Each session has a focus based on the Social Change Model. Students who participate in the program will develop skills in leadership, collaboration, negotiation, conflict management, facilitation, and skills for bystander intervention. Students who complete the Certificate program will be compensated with a $100 stipend. There was major discussion about alcohol and consent as well as scenarios discussed involving alcohol. It was held in fall 2018 with 32 participants, winter 2019 with 35 participants, fall 2019 with 14 participants, and winter 2020 with 14 participants.

Leadership and Healthy Masculinity Certificate
In winter 2019 a 5-week Leadership and Healthy Masculinity program was piloted. Students participating in this program would learn about healthy masculinity, how to recognize where violence against women, girls, and other men has been normalized and accepted and what they can do to disrupt the cycle. There was an entire session dedicated to the effects of alcohol, alcohol education, and safe drinking tips. In winter 2019 there were 5 participants and fall 2019 had 8 participants.

Universal or Entire population based programs/interventions (from September 1, 2018 – August 31, 2020):

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. The following are additional MHealthy programs related to alcohol and other drugs.

Thrive! Stress Management
It’s not only about managing stress, but it’s also about learning how to thrive! This program is a comprehensive stress management and prevention program that aims to foster psychological well-being by energizing work climates, enhancing relationships, and maximizing personal strengths.

Tobacco Treatment Virtual Toolkit
The University of Michigan has been a smoke-free campus since July 1st, 2011. This policy includes all buildings, facilities, and university-owned vehicles. The Tobacco Treatment Virtual Toolkit is the MHealthy “Virtual Quit Kit.” This Toolkit is a great way to assist folks in reminding them why they quit and gives tips on how to stay quit.

Student Health Committee
The purpose of the Student Health Committee (SHC) 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 objectives, and to serve as the conduit for collaborative sub-work groups as issues are identified. The group meets approximately 8 times per year and is composed of a broad representation of individuals from academic, business & finance, enrollment management and student affairs areas, as well as students and external health organizations. The SHC sponsored the following initiatives:
Prime for Life
The Genesee County Prevention Coalition (GCPC) sponsors Prime for Life program which is an evidence-based experience that helps youth and adults making high-risk alcohol or drug related choices accept the need to change their attitudes, beliefs, and behaviors. The GCPC provided presentations on Prime for Life at a SHC meeting and had follow-up meetings with Counseling & Psychological Services (CAPS) and Empowering My Success (EMS) staff in the fall of 2018. A referral process for UM-Flint students was identified and a flyer and referral form were made available to CAPS and EMS staff. Links to the flyer and referral form are located on the Student Health Resource web page and included in Appendix O. In addition, a letter of support was written for the Genesee County Prevention Coalition’s (GCPC) proposal to expand trauma-informed approaches using the Community Resiliency Model and is included in Appendix P.

Community Tool Kit: Know More About Opioid Addiction
The Greater Flint Health Coalition (GFHC) presented on the new “Know More About Opioid Addiction” Community Toolkit educational program at the February 2020 SHC meeting. The program is a collaboration between the GFHC, the Genesee County Medical Society and Michigan Health Endowment Fund. The Toolkit provides information on the opioid epidemic, what opioids are, risks and side effects, signs & symptoms of overdose, Naloxone & the law, treatment options for managing pain, and responsible use of opioids. There is also a quick reference referral guide available. Approximately 200 copies of the Community Toolkit were distributed to offices around campus. The information link can be found on the Student Health Resource web page at: Genesee County Opioid Prevention Project: Know More About Opioid Addiction.

Flint Substance Abuse Resources
A listing of organizations in the greater downtown Flint area that provides substance abuse support was prepared and posted on the Student Health Resource web page. The list is included in Appendix Q.

Campus Well: Student Health 101 e-Newsletter
The Campus Well: Student Health 101 monthly digital online e-news magazine devoted to college health issues was again subscribed to by Recreational Services supported by the Student Health Committee. Each edition contains references to alcohol and other drugs. It is emailed monthly to all students, faculty, and staff. Links are conveniently available on various University of Michigan-Flint websites as a student health resource. An app can also be downloaded so the e-news magazine can be received on cell phones and tablets. Beginning with Fall semester (September 2019 to May 2020), Recreational Services’ social media coordinator also provided the content via Facebook and shared 200+ articles on our UM-Flint Recreation Center platform.

Through a survey with a chance to win a $50 Amazon Gift Card, the Campus Well: Student Health 101 e-news magazine allows UM-Flint students to report back on what they’ve learned. Article promotional graphics are included in Appendix R. 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>Issue</th>
<th>Read and Learn from Article</th>
<th>Read and Didn't Learn from Article</th>
</tr>
</thead>
<tbody>
<tr>
<td>7 ways to help yourself and others navigate the drinking scene (4 views)</td>
<td>Oct 2018</td>
<td>100% (3)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>What is alcohol myopia? And what does it mean for sexual consent? (24 views)</td>
<td>Oct 2018</td>
<td>100% (3)</td>
<td>0% (0)</td>
</tr>
<tr>
<td>Smoking Q &amp; A: What do we know about vaping, juuling, and cigarettes? (2 views)</td>
<td>Jan 2019</td>
<td>75% (4)</td>
<td>25% (0)</td>
</tr>
<tr>
<td>Marijuana legalization: Where the debate stands (3 views)</td>
<td>Mar 2019</td>
<td>NA</td>
<td>NA (0)</td>
</tr>
<tr>
<td>How weekend binge drinking can affect academic performance (3 views)</td>
<td>Apr 2019</td>
<td>NA</td>
<td>NA (0)</td>
</tr>
<tr>
<td>Do you really know what's in your e-cigarette? (9 views)</td>
<td>Nov 2019</td>
<td>50% (2)</td>
<td>50% (0)</td>
</tr>
<tr>
<td>What does an opioid overdose look like? Learn the signs and where to get help (4 views)</td>
<td>Dec 2019</td>
<td>62.5% (8)</td>
<td>37.5% (0)</td>
</tr>
<tr>
<td>What alcohol actually does to your sleep cycle (2 views)</td>
<td>Apr 2020</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Can CBD really do all that it claims? Here's what the research says (29 views)</td>
<td>May 2020</td>
<td>100% (1)</td>
<td>0% (0)</td>
</tr>
</tbody>
</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, 2018 – August 31, 2020):

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 smoke-free by providing information on the resources available to help quit tobacco use. New activities since August 31, 2016 include:

- A Smoke-Free Campus brochure was created and first printed in October 2015, updated May 2016 and July 2018. The Smoke-Free Campus brochure is attached in Appendix S.
- Smoke-free campus web page under Human Resources was updated in 2018 https://www.umflint.edu/node/7910.
- A smoke-free campus boundary map created by Facilities & Operations was updated in July 2018.
- Permanent, movable signage was produced by Facilities & Operations and distributed to select locations around campus in 2015; additional signs were added in May 2016, August 2016 and July 2018.
- 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.

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 many campus departments. These community partners include, but are not limited to:

- Genesee Community Health Center
- Genesee Health System
- Genesee County Health Department
- Ascensions Downtown Flint Health Center
- Hamilton Community Health Network
- Department of Health & Human Services
- Genesee County Prevention Coalition
- Greater Flint Health Coalition

AOD Comprehensive Program Goals and Objectives Achieved for Biennium Period Being Reviewed

The following goals and objectives were established for the September 1, 2018 – August 31, 2020 biennium and the achievement results are reported by each.

1. **Research EverFi to expand online modules and implement the AlcoholEdu or Campus Clarity alcohol module as a component of Orientation or as a comprehensive alcohol and drug training module for new students.** *It was determined that the Alcohol.edu module is included in UM-Flint’s subscription with EverFi; however, the continuation of the EverFi contract is undetermined at this time.*

2. **Find funding to administer the American College Health Association (ACHA) Student Health Survey (last administered spring 2015).** *Student health and well-being has been identified as a priority area for the Division of Student Affairs and administering the ACHA Student Health Survey is a strategic priority for 2020-2021.*

3. **Pull out AOD related data from the CSI survey administered through the Student Success Center.** *It was determined that AOD information is not actually able to be collected from the CSI survey.*

4. **Explore potential collaborations with faculty & community partners including Prime for Life through the Genesee County Prevention Coalition (GCPC).** *GCPC was invited to present information on Prime for Life (an evidence-based experience that helps youth and adults making high-risk alcohol or drug related choices accept the need to change their attitudes, beliefs, and behaviors) at a Student Health Committee meeting and had follow-up meetings with Counseling & Psychological Services (CAPS) and Empowering My Success (EMS) staff. A referral process for UM-Flint students was developed.*

5. **Office of the Dean of Students to revise the comprehensive sanction plan for alcohol, tobacco and drug related offenses; including publishing possible sanctions with the alcohol and drug policy, and creating consistent educational sanctions that can be tracked for learning, recidivism, and retention.** *The sanction plan has been revised for all violations; including alcohol, tobacco and drug related to be more consistent and better educate students about their violations. At this time marketing materials regarding sanctions are being developed.*
6. 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 the county/campus and increase related programming. Opioid addiction and heroin use has not been identified as being prevalent on campus. Need to establish programming in this area will be re-evaluated in during the next biennium.

7. Increase information specific to alcohol and other drugs (prevention, education information, policy, resources, etc.) on Student Health Resources website. An entire section was added to the Student Health Resource webpage called AOD Resources and includes the following information: Alcohol and Other Drugs Policy, UM-Flint Statement on New Marijuana Regulations, 2016-2018 AOD Biennial Report, Tobacco Fact Sheet, Changes to the body when one quits smoking, Things to do other than use tobacco, Resources for becoming tobacco-free, Smoke-Free Campus Brochure, Treatment Recovery Centers, Prime for Life Classes, Flint Substance Abuse Resources, Opioid Addiction Prevention Project.

8. Increase programming that informs about the dangers of binge drinking. New programming was developed both through Student Involvement and Leadership as well as the Center for Gender and Sexuality in the 2018-2019 and 2019-2020 academic years. The programming assessments data led the staff to conclude that this work will need to continue and the programming should be updated and focused on a synergistic approach to have the broadest impact. On-demand trainings are being developed for the future for student organizations to request.

9. Review student conduct information related to AOD that is included in foreign travel/study abroad policies, academic practical experiences, clinical placements, etc. After evaluation, a more thorough review is required and will be conducted in the upcoming year.

10. Explore funding available through grants. Further exploration is required to identify specific grant funding opportunities.

11. Continue to provide AOD prevention and education programming for students. CGS, SIL, F&S Life, Rec, HRL provided the following programs many of which were collaborative efforts: Pre-Spring Break Luau, Health and Safety Week, Alcohol Skills Training Program, Hazing Prevention Training, Great American SmokeOut, prescription drug misuse at Health & Safety Week, Take Back the Night, Party Smart, Party Smarter, Consent Training, Bystander Intervention Training. Let’s Talk About Consent, Alcohol and Bystander Intervention, Prescription Drug Misuse, and National Prescription Drug Take Back Day

12. Integrate sexual assault prevention and education programs goals with alcohol & other drugs. All programs created by students and staff in the Center for Gender and Sexuality that discuss sexual violence and consent incorporate alcohol and drug education in relation to obtaining consent. Three programs and one session in the Leadership and Healthy Masculinity had a larger focus on alcohol and its role in sexual boundaries, consent, and specific alcohol education.


14. Find funding so Human Resources can complete video/PowerPoint presentations to be used by employees. In early 2018, Human Resources, in conjunction with a graduate student assignment from the College of Health Sciences (CHS), completed a storyboard proposal for two videos (faculty/staff and students) to be used as another method to train, educate and provide resources related to AOD. Due to a lack of funding, we were not able to complete this training, but will continue to work on this goal for the calendar year of 2021.

15. Assist academic departments with AOD policy language for student related programs. Mike Lane and Theresa Landis attended a meeting with the College of Health Sciences Clinical Education & Health Affairs group in March 2019. The purpose was to explain the need for AOD information provided to students and AOD reporting requirements. As a result, Julie Hollenbeck has become a member of the AOD committee and spearheaded the adoption of an AOD statement that will be included in appropriate CHS departmental handbooks and manuals.

AOD SWOT/C Analysis

Strengths
- Departments continue to support other department’s efforts around AOD initiatives and education
- Our broad use of the Student Health 101 online newsletter
- Strong, good relationships with community partners
- Small campus lends to less issues due to individual attention
- Commitment from committee, awareness of goals & objectives
- Timely responsiveness of the Behavioral Intervention Team/CARE Team
- Smaller number of residential students makes for fewer incidents
● Strong collaboration among units to develop programming

Weaknesses
● Insufficient focus on “other drugs” education, awareness and programming
● Staff resources limited (lack of dedicated position for education, awareness and programming)
● Lack of certified addiction counselor on campus
● Smaller campus may inhibit reporting (fear that everyone will know)
● Staff may not know how to report, where to go, how to address, anonymous systems, etc.
● Lack of awareness and understanding of policies
● Departments may not have a clear understanding of what can and cannot be included in their department-specific policies.
● Lack of pre-education on foreign travel & lack of consistency addressing issues when they happen
● Staff turnover/vacant positions
● Need for additional online programming
● Lack of consistent longitudinal surveys that would inform this process

Opportunities
● Grants for funding, training, materials, etc. may be available
● Social Work and Public Health faculty may be resource for certified addiction counselors
● Partner with other colleges/universities/agencies/counseling centers (Genesee County Prevention Coalition)
● Explore MyLinc, FASCCO, CAPS, other university resources, Michigan Higher Education Network for training materials
● While we have strength in relationships with external partners, this could be further developed
● Partnerships with the faculty in the Substance Abuse minor program in SEHS

Threats/Challenges
● Increased use of opioid and heroin by college students in general and in the community as a whole
● Reaching commuter, remote, and online students
● No ongoing institutional funding identified
● Additional budget cuts and spending freezes related to COVID-19 pandemic
● Students don’t know who to go to for assistance with alcohol, drugs, and tobacco related issues

Recommendations for Next Biennium

GOALS
● Find funding to administer the American College Health Association (ACHA) Student Health Survey (last administered spring 2015).

● The GCPC, Department of Public Safety and Sheriff’s Office to identify high risk behaviors for opiate addiction and impact of heroin use in county/campus and increase related programming.

● Enhance information specific to alcohol and other drugs (prevention, education information, policy, resources, etc.) on Student Health Resources website.

● Provide programming that informs about the dangers of binge drinking.

● Provide programming that informs about the dangers of prescription drug misuse.

● Continue to provide AOD prevention and education programming for students including virtual modules.

● Assess the effectiveness of integration of sexual assault prevention and education programs goals with alcohol & other drugs.

● Explore funding available through grants.

● Create Managers 101 Training that includes AOD help for supervisors to recognize & know what to do.

● Find funding so Human Resource can complete video/PowerPoint presentations to be used by employees.

Conclusion

General Summary
Based on the assessment data, it should be noted that overall AOD abuse is not a significant issue for UM-Flint students. The online CAPS “Screening for Mental Health” survey only found 5 students in 2018-2019 (not available in 2019-2010) who identified as
having “consistent alcohol dependence and abuse.” The CAPS “Alcohol Use Disorders Identification test (AUDIT)” found 60% of students taking the audit said they never have 6 or more drinks on one occasion; 24% said they had 3 or 4 drinks on a typical day when drinking and 46% only had 1 or 2 drinks. The “CIRP Freshman Survey” found that 1.2% of students surveyed said they drank beer frequently and 14% occasionally; 1.8% of students said they drank wine/liquor frequently and 25% occasionally. The overall scores are lower than the previous biennium and lower than the identified comparison universities. The score of 55% for partying was also lower than the previous biennium and the comparison universities. Thirteen percent of students who were unable to remember what happened the night before after drinking said this occurred less than monthly and 1.6% had this experience monthly. No tobacco use questions were asked. The number of drug law violation arrests/citations/summons were down from the previous biennium and there were no drug- and/or alcohol-related fatalities or documented cases of medical amnesty provided to students, faculty, staff, or visitors.

AOD related education, programs and services should be included in a broader initiative to develop a comprehensive student health education/health promotion infrastructure and well-being culture at the University of Michigan-Flint. Including the AOD policy in training and orientation material for student groups/academic programs increased over the previous biennium. However, there is still room for improvement.
Appendix A
University of Michigan-Flint
Alcohol, Tobacco and Other Drugs (ATOD) Oversight Committee
(Revised March 2, 2020)

Purpose:
● To promote a safe, healthy environment conducive to learning and working.
● To provide support for collaborative programming and marketing for alcohol, tobacco and other drug awareness, prevention education, training, intervention, evaluation, referral and treatment for the UM-Flint campus.
● To work synergistically with each other and the Student Health Committee (SHC) to support healthy choices related to the use of alcohol, tobacco, and other drugs, emphasizing the elimination of illegal use, high-risk behavior, harmful use, and related violence.
● To provide a means for a collective review of the UM-Flint AOD Policy and a timeline for notifications to the campus community.
● To provide a means for collecting information, reporting trend data; establishing programming/service goals, and conducting a review for the biennial report as required under the Federal Drug-Free Schools and Communities Act (DFSCA) of 1989 Drug-Free Schools and Campuses Part 86 Regulations.

Members:
Theresa Landis, Rec Svcs
Beth Manning, HR
Martha Matlock, HRL
Brian Hopkins, CAPS
Launa Collins, EBS
Sherri Berry, MHealthy
Jessica Viertlboeck, Rec Svcs
Ashley Terry, EO1
Lisa Fockler, GCPC
Jennifer Sesti, GFHC
Heather Bromley, DPS
Gary Ashley, Outreach
Sarah Devitt, CGS
Tess Barker, Chancellor’s Office
Karen Bedell, Psychology
Ryan Ashley, Social Work
David Nelson, SOM
Becky Armour-Standel, SCC
Emily Feurherm, English
Mike Lane, EHS
Michelle Sahli, PHHS
Che Moya, Ed Abroad
Shan Parker, PHHS
Anthony Webster, Community Standards
Julie Snyder, DSA
Beverly Dabney, Nursing
Fawn Skarsten, IA
Gaurab Maharjan, MPH Student
Sabah Ganaj, MPH Student
Julie Hollenbeck, CHS Health Affairs Cmte

Annual Timeline
Early January: HR sends email notification to faculty and staff
VCSA sends email notification to students
Jan-April: ATOD prevention education programming (ATOD/SHC member departments coordinate)
February: Every other year review AOD Policy for any updates (2020-2022 due September 1, 2020)
April: ATOD Committee meets for update on programming
Review status of Biennial Report Goals
May: HR sends email notification to faculty and staff
VCSA sends email notification to students
Early Sept: HR sends email notification for faculty and staff
VCSA sends email notification to students
Sept-Dec: ATOD prevention education programming (ATOD/SHC member departments coordinate)
October: ATOD Committee meets for update on programming
Review status of Biennial Report Goals

Biennial Report Timeline
-Determine any Surveys/Assessments that were conducted and trend data
-Discuss updating Compliance Inventory and outcome data
-Discuss updating Program/Intervention Inventory and outcome data
-Discuss writing up Goal/Objective Achievement
April: Surveys/Assessments that were conducted and trend data DUE
May: Departmental sections for Compliance Inventory & Program/Intervention Inventory due
May: Write ups on Goal/Objective Achievement due
June: Conduct S.W.O.T. analysis and goal setting for Sept. 1, 2020-Aug. 31, 2022
August: Hold meeting to review Draft of Biennial Report
October: Biennial Report presented to Cabinet for approval
Appendix B
AOD Email Notifications

From: Kelly B. Loury <kloury@umich.edu>
Date: Tue, Jan 21, 2020 at 11:32 AM
Subject: Student Information & University Policies
To: allstudents <allstudents@umflint.edu>

This message is being sent on behalf of the Vice Chancellor for Student Affairs

Dear Students:

At the beginning of each term, the Division of Student Affairs shares information with students about various university policies and other useful information to help you navigate your UM-Flint experience. Please ensure that you review and are familiar with the following:

Student Code of Conduct (revised, effective Jan. 16, 2020)
Student Sexual Misconduct Policy
Alcohol and Other Drug (AOD) Policy
Annual Security and Fire Safety Report

Additionally, in accordance with federal regulations set forth by the Higher Education Act of 1965 (as amended), each year the University of Michigan-Flint makes available to students a summary of consumer information. To access information electronically, please visit the following links:

Consumer Information
Additional Consumer Information

If you need assistance in obtaining consumer information, you may contact the Office of Financial Aid at 810.762.3444 or financialaidflint@umich.edu.

Finally, academic policies and regulations and a comprehensive listing of university resources and services can be found in UM-Flint's 2019-20 online catalog through the following link:

2019-2020 Catalog

If you need assistance in obtaining any of this information in an alternative format, please contact the Office of Disability and Accessibility Support Services (DASS) at 810.762.3456 or dassflint@umich.edu.

Thank you for your attention and best wishes for a successful semester!

Regards,
Christopher M. Giordano, PhD
Vice Chancellor for Student Affairs
University of Michigan-Flint
810.762.3434
giordanc@umich.edu
Dear UM-Flint Faculty/Staff

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 landis@umflint.edu.

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

Go Blue!

Beth A. Manning, Director
University Human Resources
bmanning@umflint.edu
November 8, 2018

Dear UM-Flint Students:

On November 6, 2018, Michigan voted to approve Proposal 1, allowing those aged 21 or older to legally possess, use or distribute marijuana. However, the new state law will not change University of Michigan-Flint policy or federal law, both of which prohibit the possession and use of marijuana on university premises.

As a recipient of federal funds, the University of Michigan is required by federal law to maintain drug-free campuses and workplaces. Those federal laws take precedence over state law. Therefore, the use, possession or cultivation of marijuana in any form and for any purpose continues to violate the UM-Flint Alcohol and Other Drug (AOD) Policy and is prohibited at the university.

Additionally, 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. For a general description of the health risks associated with drug use, please refer to the resources listed below.

The University of Michigan-Flint encourages students with alcohol or drug-related problems to seek assistance. Students can contact Counseling and Psychological Services (CAPS) at 810-762-3456 or Rec Services at 810-762-3441 for more information on local, state, and national resources available for those seeking assistance.

Below are links with additional information on university policies and resources:

- UM-Flint Alcohol and Other Drug Policy
- UM-Flint Counseling and Psychological Services (CAPS)
- UM-Flint Student Health Resources
- National Institute on Drug Abuse

Sincerely,

Christopher M. Giordano

Christopher M. Giordano, Ph.D.
Vice Chancellor for Student Affairs
Appendix D
University of Michigan-Flint Alcohol and Other Drug (AOD) Policy
for Students, Faculty and Staff
2018-2020

Effective Date: September 1, 2018
Revised Date: August 5, 2019
Renewal Date: August 31, 2020

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 policies 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:

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

All members of the campus community also are governed by laws, regulations and ordinances established by the state and local municipalities, and will be held accountable by law enforcement representatives of the entities for any illegal activity. It is the responsibility of all campus members to be aware of these laws.

Michigan law prohibits using, dispensing, selling or supplying of drugs or 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, 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. The University prohibits the storage of consumable alcohol on University property except as specifically allowed in licensed locations or (b) in private residences if the storage of consumable alcohol is expressly permitted by the building use rules applicable for the location of the residence.

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://ogc.umich.edu/frequently-asked-questions/

Any person taking prescription drugs or over-the-counter medications 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. Electronic cigarettes, e-cigarettes, electronic nicotine delivery systems or any other lit smoking devices (a) are expressly prohibited (i) on the premises of the Recreation Center, (ii) in University Housing facilities as set forth in the Community Living Standards at UM-Flint guidelines, (iii) in classrooms as requested by the presiding faculty, and (ix) in laboratories that also prohibit food and drink. Please refer to https://www.umflint.edu/node/7910 and for more information.

Alcohol and Other Drug Prevention Strategies
UM-Flint uses best practice interventions, collaboration, and innovation to reduce harmful consequences of alcohol and other drug use.

- Providing education and awareness activities.
- Offering substance-free social, extracurricular, and public service options.
- Creating a health-promoting normative environment.
- Restricting the marketing and promotion of alcohol and other drugs.
- Enforcing campus policies and laws to address high-risk and illegal alcohol and other drug use.
- Providing early intervention and referral for treatment.

*The Parent-Family Communication Program
The Family Education Rights and Privacy Act (FERPA) governs the release of and access to student education records. Section 952 of the 1998 Amendments to the Higher Education Act of 1965 clarified that institutions of higher education are allowed (but not required) to notify parents if a student under the age of 21 at the times of the notification commits a disciplinary violation involving alcohol or a controlled substance.

Because of the health and safety risk inherent in alcohol and other drug misuse, UM-Flint will notify parents/family of any students under the age of 21:

- The Parent-Family Communication Program
Alcohol and Other Drug Prevention
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 Recreational 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. When consumed rapidly and in large amounts, alcohol can cause coma and death. Combining medication (prescribed or not prescribed) with alcohol can have unpredictable and unwanted consequences.

AMPHETAMINES (Adderall, Concerta, Ritalin) 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 (Marijuana) Can cause short-term effects such as slow reflexes; increase in forgetfulness; alters judgment of space and distance; aggravate pre-existing health 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.

COCAIN (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.

HALUCINOGENS (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. The use of opioids with alcohol or other prescription or illicit drugs can cause unpredictable and unwanted consequences.

PRESCRIPTION DRUG MISUSE Can cause a variety of health risks based on type of drug. Prescription drug misuse is the intentional use of medication without a prescription, in a way other than prescribed, or for the experience or feeling it causes.

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.

E-cigarettes contain nicotine, potential carcinogens and may cause addiction. To learn more, visit https://hr.umich.edu/sites/default/files/ecigarettes-factsheet.pdf. For an extensive list of health-related risks please visit The National Institute on Drug Abuse: 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 Counseling and Psychological Services (810-762-3456) or Recreational 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 Counseling and Consultation Office (FSCCO). FSCCO is a University of Michigan program that offers a number of services designed to help staff, faculty, retirees, and their immediate family members with personal difficulties encountered at both work and home. Contact UM-Flint Human Resources at (810) 762-3150 for more information.

The MIHealthy Alcohol Management program (734-998-2017) https://hr.umich.edu/benefits-wellness/health/mihappy/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.

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

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:
- Alcohol is not the focus of the event;
- Attractive alternative beverages are provided;
- Procedures are in place to prevent service or sale to persons under the legal age of 21;
- Alcoholic beverages are not purchased with organization funds nor with the contributions of individual members;
- Alcohol is not served from common or self-serve containers;
- Service complies with this Policy, as well as the rules of the facility;
- Designated non-drinking hosts are assigned to attend the event;
- 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 community has established expectations for non-academic student conduct under the Code of Student Conduct. The Code specifically addresses the illicit use of alcohol and other drugs.

The following guidelines contradict the values of the University community and are subject to disciplinary action under the AOD Policy:
- “Illegally possessing or using alcohol”
- “Illegally distributing, manufacturing, or selling alcohol”
- “Illegally possessing or using drugs”
- “Illegally distributing, manufacturing, or selling drugs”

The Code of Student Conduct, including sanctions, can be found at https://www.umflint.edu/osccr/code-student-conduct 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 Office of the Dean of Students oversees conduct and hearing processes for students as outlined in the Code of Student Conduct.

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 the Dean of Students. Information pertaining to the conduct process can be found at the following website: https://www.umflint.edu/osccr/code-student-conduct

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]), 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
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.

**Drugs:** 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 you specific legal issues. For more information on referrals to local legal services, contact the Office of the Dean of Students.

**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 accompanies any individual 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.
- Any individual who seeks medical assistance for themselves because of drug overdose or use of a prescription drug that is a controlled substance or a controlled analogue.
- Any individual who accompanies or procures medical assistance for another individual as a result of drug overdose or use of a prescription drug that is a controlled substance.

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

**Marijuana:**

On November 6, 2018, Michigan voters passed Proposal 18-1, which legalizes possession and use of limited amounts of recreational marijuana by individuals 21 years and older. Neither this new state law, nor the Michigan Medical Marihuana Act, authorize the use or possession of marijuana on any property owned or managed by the University of Michigan-Flint, and by University of Michigan-Flint’s faculty, staff, or students on any University of Michigan-Flint property or during off-campus University of Michigan-Flint business or events.

Marijuana possession and use remains illegal under federal law and is categorized as an illicit substance under the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendment of 1989. In addition, pursuant to U-M's Alcohol and Drug Policy (SPG 601.29), University of Michigan-Flint employees, students and 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 or at any site where university work is performed.

University of Michiana-Flint receives federal funding for various uses, including research and student financial aid. As such, University of Michigan-Flint must comply with federal law, including all current federal drug laws. Therefore, even though the State of Michigan has legalized limited amounts of marijuana for recreational use for some individuals, the possession, use, storage and cultivation of marijuana remains prohibited for all faculty, staff and students under University of Michigan-Flint's policy.

Employees and students who violate University of Michigan-Flint's policy prohibiting the use or possession of illegal drugs on campus will continue to be subject to disciplinary action.

**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 (January, 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.

Review completed by the Office of General Counsel August, 2017
Review completed by UM-Flint ATOD Committee December, 2017
Approved by the UM-Flint Cabinet March, 2018
Appendix E
Excerpt 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 G
School of Management International Study Pledge
Dear Student,

As representatives of the School of Management and the University of Michigan-Flint, we have high expectations for you in your international study experience. We are committed to enhancing international partnerships and opportunities for you to learn on a global stage. As you can imagine, it takes a significant commitment by all groups to create and sustain these partnerships and activities. In this regard, your help is needed for us to be able to continue these programs for future students seeking these same opportunities.

The international pledge was created out of the necessity to ensure a professional and pedagogically sound experience for all participants. The pledge also demonstrates to our faculty and our international partners that we are extremely serious about maintaining a positive reputation for all groups. Your behavior and demeanor when you participate in one of our international study opportunities is of course a reflection on you, but it is also a reflection on the School of Management, the University of Michigan-Flint, and our international partner companies and universities. In this context, we ask that you sign this international study pledge.

As a student at the University of Michigan-Flint and in conjunction with the planned international learning experience organized by the School of Management I make the following pledge.

1. I will not break laws in the country or countries where I visit including the United States.
2. I will act in an ethical and professional manner for all classroom instruction, all company visits, and any cultural excursions.
3. If I am employed as an intern, I will be on time, will work the scheduled hours, will observe all company rules, and be a positive addition to the company.
4. I will abstain from purchasing or using illegal drugs.
5. I will abstain from using alcohol if I am under 21. If I am 21 or over, I will avoid drinking to intoxication and will not furnish alcohol to others.
6. I will be respectful of both people and property the hotels, hostels, or wherever I may reside while a part of the international study experience.
7. I understand that if I violate this pledge, I will receive no academic credit for the international study experience and I will be removed from the group or from my international study activities. I will pay out of my own pocket for any expenses after removal from the group or from my international study activities.

_________________________        ____________________            ______________________
Signature    Printed Name            Date
Dear Student,

As representatives of the College of Arts and Sciences and the University of Michigan-Flint, we have high expectations for you in your international study experience. We are committed to enhancing international partnerships and opportunities for you to learn on a global stage. As you can imagine, it takes a significant commitment by all groups to create and sustain these partnerships and activities. In this regard, your help is needed for us to be able to continue these programs for future students seeking these same opportunities.

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________________________  __________________________  __________________________
Signature                  Printed Name                    Date

Policy updated 10/8/19
Appendix I
UM-Flint Education Abroad Office
Sample of General Policy

Laws & Law Enforcement

Alcohol
The legal drinking age is 18. On mainland Tanzania, alcohol is sold in bars, hotels, restaurants, and supermarkets with no restrictions. The exception is the coast and Zanzibar, where, away from the large resorts, small Muslim-owned restaurants generally do not offer liquor.

Drugs & Drug Possession
Tanzania (including Zanzibar) has strict laws regarding drug use and those found in possession will be fined. There are severe penalties, including prison sentences, for drug trafficking.

What If I Am Arrested?
You may say “it couldn’t happen to me” but the fact is that it could happen to you if you find yourself saying one of the following:

- I am a U.S. citizen and no foreign government can put me in their jail.
- If I only buy or carry a small amount, it won’t be a problem.

If you are arrested, the U.S. consular officer CANNOT get you out.
If you are arrested due to drug charges it is important that you know what the U.S. government can and cannot do for you.
The U.S. Consular Office CAN:
- visit you in jail after being notified of your arrest.
- give you a list of legal attorneys (The U.S. government cannot assume responsibility for the professional ability or integrity of the individuals or recommend a particular attorney).
- notify your family and/or friends and relay requests for money or other aid - but only with your authorization.
- intercede with local authorities to make sure that your rights and those of your local legal advisor are fully observed and that you are treated humanely, according to internationally accepted standards.
- provide medical treatment or assistance to the appropriate authority.

The U.S. Consular Office CANNOT:
- demand your immediate release or get you out of jail.
- represent you at trial or give legal counsel.
- pay legal fees and/or fine with U.S. government funds.

If you are caught using illegal drugs by UM-Flint on-site personnel, you may be immediately dismissed from the study abroad program.

A few words to the wise...

- Once you leave the United States you are not covered by U.S. laws and constitutional rights.
- Bail is not granted in many countries when drugs are involved.
- The burden of proof in many countries is on the accused to prove his/her innocence.
- In some countries, evidence obtained illegally by local authorities may be admissible in court.
- Few countries offer drug offenders jury trials or even require the prisoner’s presence at his/her trial.
- Many countries have mandatory prison sentences without the possibility of parole for drug violations.
- If someone offers you a free trip and some quick and easy money just for bringing back a suitcase...SAY NO!
- Don’t carry a package for anyone, no matter how small it might seem.
- The police and customs officials have a right to search your luggage for drugs. If they find drugs in your suitcase, YOU will suffer the consequences.
- You could go to jail for years with no possibility of parole, early release, or transfer back the United States.
- Don’t make a jail sentence part of your trip abroad.
Appendix J
Student Responsibilities Excerpt from Code of Student Conduct

Along with rights come certain responsibilities. Students and registered student organizations at the University are expected to act consistently with the values of the University community and to obey local, state, and federal laws and University policies.

An Incident Report may be filed against a student or organization charged with a violation of a law that is also a violation of this Code if both violations result from the same factual situation, independent of any pending criminal prosecution or civil litigation. Proceedings under the Code may be carried out prior to, simultaneously with, or following criminal prosecution or civil litigation.

Students and registered student organizations are expected to comply with published University policies. Any student or organization found to have committed one or more of the following acts of prohibited conduct will be subject to sanctions. The standard of proof in determining whether a student or organization has violated the Code is preponderance of the evidence which means “more likely than not”. The following behaviors, for example, contradict the values of the University community and are subject to disciplinary action under this Code.

A. Offenses Against the University Community
1. Acts of dishonesty, including but not limited to the following:
   a. Furnishing false information to the University or any University official.
   b. Forgery, alteration, or misuse of any University or government document, record, or instrument of identification.
   c. Tampering with the election of any organization.
   d. 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.
2. Disruption or obstruction of teaching, research, administration, conduct proceedings, or other University activities, including its public service functions, whether on or off campus, and other authorized non-University activities, which occur on University premises (except for behavior that is protected by the University’s policy on Freedom of Speech and Artistic Expression – UM Standard Practice Guide 601.01 - http://www.spg.umich.edu/policy/601_01).
3. Failure to comply with directions of University officials and law enforcement officers acting in performance of their duties, including but not limited to:
   a. Failure to identify oneself when requested to do so.
   b. Failing to leave University-controlled premises when told to do so.
4. Violations of other published University policies, rules or regulations. Such policies, rules or regulations include but are not limited to Residential Life Community Living Guide, Information Technology Policies, parking and traffic regulations, policies governing student organizations and other published policies.
5. The University typically authorizes faculty to manage the classroom environment and to permit or deny permission, at their discretion, for a student to record a lecture or classroom interaction. The only exception is if a student has a current and documented accommodation for such a recording on file with Disability & Accessibility Student Services.
6. It is prohibited to use electronic or other means to make a video, audio, or photographic record of any person in a location where there is a reasonable expectation of privacy without the person’s prior knowledge or permission in each instance, when such a recording is likely to cause injury, distress, or damage to reputation. The storing, sharing, and/or distributing of such unauthorized records by any means is also prohibited.
7. Littering on University premises.
8. Commission of any crime on University premises or at University-sponsored activities.
9. Smoking on University property.

B. Offenses Against Persons
1. Causing or threatening to cause physical harm to another person;
2. Harassing or bullying another person – physically, verbally or through other means;
   A. The term bullying means any written, verbal, or physical act, or any electronic communication, directed toward a person that is intended to cause or that a reasonable person would know is likely to cause, and that actually causes, physical harm or substantial emotional distress and thereby adversely affects the ability of another person to participate in or benefit from the University’s educational programs or activities. Bullying does not include constitutionally protected activity or conduct that serves a legitimate purpose
   B. Harassment is any conduct directed toward a person that includes repeated or continuing unconsented contact that would cause a reasonable individual to suffer substantial emotional distress and that actually causes the person to suffer substantial emotional distress. Harassing does not include constitutionally protected activity or conduct that serves a legitimate purpose
3. Discrimination or harassment in violation of the University’s Nondiscrimination and Harassment Policy.
4. Engaging in sexual misconduct as defined by the University of Michigan Sexual Misconduct Umbrella Policy. Students who are reported to have experienced or engaged in sexual misconduct are subject to the resolution procedures outlined in that Policy.
5. Hazing is as defined in Garret’s Law (M.C.L. 750.411t) and generally includes the following willful acts, with or without the consent of the individual involved: physical injury; assault or battery; kidnapping or imprisonment; physical activity that
knowingly or recklessly subjects a person or persons to an unreasonable risk of physical harm or to severe mental or emotional harm; degradation, humiliation, or compromising of moral or religious values; forced consumption of any substance; placing an individual in physical danger, which includes abandonment; and undue interference with academic endeavors. Acts of hazing only include those acts which are done for the purpose of pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization. Acts of hazing include acts inflicted by an individual onto one or more people. No member of the University community shall fail to report hazing. A person’s consent to hazing is not an excuse under this section.

6. Retaliation. A student or organization shall not retaliate against any member of the UM-Flint community who files an Incident Report or who brings forward a complaint or concern. Retaliation may result in a separate charge under the Code of Student Conduct.

7. Other conduct that threatens or endangers the health or safety of any person.

C. Offenses Against Property
1. Attempted or actual theft of property or funds; possession of stolen property.
2. Attempted or actual damage or vandalism to property.
3. Destroying, defacing, damaging, or misusing any University funds, equipment, materials, services or the funds, equipment, materials, services or property of others.
4. Unauthorized possession, duplication, or use of keys and other entry codes or devices to any University premises or unauthorized entry to or use of University premises.
5. Any violation of University of Michigan-Flint’s Information Technology Policies.

D. Offenses Disrupting Order or Disregarding Health and Safety
1. Illegally possessing or using drugs or engaging in behavior that violates UM-Flint Alcohol and Other Drugs Policy.
2. Illegally possessing or using alcohol or engaging in behavior that violates UM-Flint Alcohol and Other Drugs Policy.
3. Possessing, using, or storing firearms, explosives, or weapons on University controlled property or at University events or programs.
4. Fire Safety – On University premises or at University sponsored events, entering false fire alarms, bomb threats, or other emergency reports or tampering with fire extinguishers, alarms, smoke detectors or other safety equipment.
5. Gambling - Illegal gambling or wagering. 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.
6. Disorderly Conduct – Engaging in disorderly conduct that causes alarm, concern, or nuisance in which the conduct:
   A. disrupts the normal operations of the University including, but not limited to, classes, research projects, activities, programs, and/or events;
   B. causes or provokes a disturbance within a community;
   C. causes harm or has the potential to harm others or one’s self.

E. Violation of State, Federal or Local Laws and University Policies
1. Any act or omission that constitutes a violation of federal, state or local laws or University policy, which is not otherwise covered in this Code.
2. Any act or behavior that violates the Regents’ Ordinance is in violation of the Code of Student Conduct.

F. Interfering with the Conduct Process, Including but not Limited to:
1. Misusing, failing to comply with, or jeopardizing Code procedures or mediated agreements, or interfering with participants involved in the resolution process.
2. Failure to comply with sanction(s) imposed under the Code.

G. Shared Responsibility for Infractions
1. Presence during any violation of University policies or rules in such a way as to incite, aid or abet the violation.
2. Students and student organizations may be held responsible for the conduct of their guests while on University premises, at University-sponsored or supervised activities, and at functions sponsored by any registered student organization.

Organizational Responsibility
An Incident Report may be filed against a student organization under the Code of Student Conduct. An organization and its members may be held collectively and individually responsible for violations of the Code by those associated with the organization, including guests and alumni of the organization. Representatives of organizations shall participate when an Incident Report names an organization as Respondent.
Appendix K
Bar Service Contracts

THE UNIVERSITY OF MICHIGAN - FLINT
RIVERFRONT BANQUET CENTER BAR SERVICE CONTRACT

Event Name:
Event Date:

CONTACT INFORMATION
Contract Signer: Phone:
Email: Cell #:
Address:
Contact person at event: Cell #:

Contract changes are permitted ONLY by the signer of this contract.
Final attendance number is due 14 days prior to the event date.

BAR SERVICE POLICIES AND PROCEDURES
The legal drinking age in the state of Michigan is 21 years of age for all alcoholic beverages. Event and Building Services staff will require proper identification of any guest who appears to be under the age of 30. No one under 21 years of age will be allowed to drink alcoholic beverages.

Event and Building Services reserves the right to deny alcoholic beverage service to anyone (and everyone) at any time if it appears that underage drinking or guest intoxication is occurring. Event and Building Services staff has the sole right to make decisions regarding appropriate service of alcoholic beverages without client recourse. Individual behavior concerning service of alcohol is governed by the Liquor Control Commission, state and local law and the University of Michigan Student Policy on Alcohol and Drugs.

Event and Building Services reserves the right to limit the maximum number of drinks an individual may purchase/receive at one time.

The consumption of alcoholic beverages is not permitted within the public areas of University facilities; this includes but is not limited to sidewalks and parking lots.

Guests are not permitted to obtain alcoholic beverages for underage or intoxicated guests.

Alcohol service is limited to a total of 4 1/2 hours, and a minimum of 2 hours.

Adequate food must be provided whenever alcohol is present. “Adequate food” is considered to be three hors d’oeuvres per person per hour. If no hors d’oeuvres are present, meal service must begin within 1 hour of the bar service.

No shots or double shots may be served at any time, and no drinks may contain more than 1 type of alcohol. All alcohol must be diluted with ice and a mixer.

No pitchers of beer or pitchers of mixed drinks will be served.

No open bottles of champagne or wine will be left on guest tables.

For wedding receptions, the client may choose to have a champagne toast for the bridal party at the head table. The champagne toast is available only for the bridal party and not for every guest.

It is not permissible for anyone to bring in and/or remove any type of alcohol, opened or sealed.

LIABILITY INSURANCE REQUIRED
Liability insurance, in the amount of $1,000,000, naming additional insured “The Regents of The University of Michigan” is due not later than 14 days prior to the event. In the location description of the insurance rider, list “The University of Michigan-Flint, 303 E. Kearsley Street, Flint, MI 48502”.

Liability insurance can be obtained through an insurance company of your choice or by visiting www.wedsafe.com (approx. $175) or www.wedsure.com (approx. $125).

OPEN BAR SERVICE PRICING

<table>
<thead>
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<th>2 Hours</th>
<th>3 Hours</th>
<th>4 Hours</th>
<th>4.5 Hours</th>
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No pitchers of beer or pitchers of mixed drinks will be served.

No open bottles of champagne or wine will be left on guest tables.

By law, no alcohol, other than that brought in by the contract signer or delivery service prior to the event may be present or consumed at the facility. Delivered alcohol must be in sealed containers. No additional alcohol may be brought into the facility to replenish the bar after the initial alcohol inventory is dropped off and approved by the host or designee. The bar may not be restocked if any alcoholic items run out.

For an unlicensed facility, the client must provide the alcohol for their event. The alcohol is limited to eight different choices. Each different type or brand of alcohol will be considered to be one of these eight. Multiple bottles of the same type and brand of alcohol will only count as one choice.

For wedding receptions, the client may choose to have a champagne toast for the bridal party at the head table. This would count as one of the eight choices and must be served by Event and Building Services staff. The champagne toast is available only for the bridal party at the head table and not for every guest.

If the client wants to provide beer for their event, the beer must be in a keg. Event and Building Services will not accept or serve bottled or canned beer and will not pour bottled or canned beer into cups for guests. Exceptions to this rule to be made under Event and Building Services discretion only. Homemade beer and/or wine cannot be served.

It is not permissible for anyone, other than the prearranged contact or delivery service, to bring in and/or remove any type of alcohol, opened or sealed, anywhere on the facilities. In addition, when a aforementioned alcohol is removed, it must be taken directly to a vehicle. It is not permissible for alcohol to be served, inside or on the surrounding property of the University of Michigan-Flint after the bar service has ended.

**LIABILITY INSURANCE REQUIRED**

Liability insurance, in the amount of $1,000,000, naming additional insured “The Regents of The University of Michigan” is due not later than 14 days prior to the event. In the location description of the insurance rider, list “The University of Michigan-Flint, 303 E. Kearsley Street, Flint, MI 48502”.

Liability insurance can be obtained through an insurance company of your choice or by visiting [www.wedsafe.com](http://www.wedsafe.com) (approx. $175) or [www.wedsure.com](http://www.wedsure.com) (approx. $125).

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<td>$4.00/person</td>
<td>$5.00/person</td>
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Appendix L
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 this policy are subject to disciplinary action up to and including discharge.
- Federal grants or contract faculty and staff must notify their supervisor within five (5) days of a criminal drug conviction.
- Faculty and staff members experiencing a drug problem are encouraged to seek help from the Faculty and Staff Counseling & Consultation Office (FASCCO) at 734-764-8600 or by email at fassco@umich.edu.

Alcohol and Other Drugs (AOD) Policy

- The University of Michigan is committed to providing a safe, healthy working environment for all members.
- 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.
- The policy outlines the University’s prevention, education and intervention efforts and consequences for any knowingly and voluntary violation.
- The policy is updated and reported biennially.
- The current policy update can be found at https://www.umich.edu/about/aodpolicy.
- Questions from faculty and staff regarding the policy should be directed to the University Human Resources Office at 734-764-7535.

Smoking on University Premises

- Since July 1, 2006, the University of Michigan has provided a smoke-free environment for its faculty, staff, students and visitors.
- Smoking is prohibited in all University buildings, facilities, grounds and University-owned vehicles.

Affirmative Action: For more information, visit https://hr.umich.edu/departments/hrpolicies/affirmativeaction.

Assistance with smoking cessation for faculty and staff is available through BreatheAbility at https://hr.umich.edu/breatheability.
- Please visit https://www.umich.edu/ee/to smoke-free-campus for more information.

Faculty & Staff Counseling & Consultation Office (FASCCO)

- This program, a valuable resource available to all active or retired faculty and staff and their immediate family members
- FASCCO provides noncontact and problem-resolution counseling services, up to five (5) sessions at no charge (and referrals to University or community resources, if necessary).
- FASCCO can help with such issues as:
  - Emotional concerns (depression, anxiety)
  - Family/well/partners or interpersonal relationship concerns
  - Grief and loss
  - Alcohol or other substance abuse/dependence
  - Life transitions
  - Work and financial issues
  - Some evening appointments available
- For more information, please contact the Faculty and Staff Counseling & Consultation Office (FASCCO) at 734-764-8600 or via email at fassco@umich.edu.
Appendix M
CAPS 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 N
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
READY TO BREAK FREE
FROM YOUR
HIGH RISK CHOICES?

Join us at Prime For Life, a program for youth and adults who have used alcohol or other drugs and are ready to learn more about their genetics (body), their high risk choices, and talk about their future and protecting what they value most.

WHO CAN JOIN?
ANYONE!

WE OFFER BOTH
YOUTH AND ADULT CLASSES

Prime For Life is an evidence-based experience helping people making high-risk alcohol or drug related choices accept the need to change their attitudes, beliefs, and behaviors. Every element of the program is designed to promote change and reduce problems.

After Prime For Life, most participants express confidence in planning to reduce their substance use and rate Prime For Life as helpful in developing those skills.

Prime For Life classes range from 8 to 12 hours. Class times are flexible, but are usually broken down into 1-2 hours; 1-2 days a week over several weeks. The program includes a participant self-assessment, individual and group activities, and a motivational approach to influence behavior change. The program can be used by judges, probation officers, or school counselors to follow up individually with clients as a plan for alternatives to suspension/MIP or referral to additional services if needed.

PERKS
• Personal Prime for Life Workbook
• Weekly drawing for a $10 gift card for attending each session
• Increased understanding of self without judgment
• Gain knowledge of how to reduce the risk of alcohol and drug related problems in the future

TO REGISTER CALL 810-285-9047
OR EMAIL US AT REMEDYEXCHANGEINFO@GMAIL.COM

This program is brought to you by:

GCPC
GENESEE COUNTY PREVENTION COALITION

prime for life provider

REMEDY EXCHANGE

Funding provided by a grant from MDHHS and Region 10 PHIP
**ARE YOU CONCERNED ABOUT YOUR ALCOHOL OR DRUG USE?**

If so, answer all questions honestly.

**Part A**
During the PAST 12 MONTHS, did you:

1. Drink any alcohol (more than a few sips)?
2. Smoke any marijuana or hashish?
3. Use anything else to get high?
   "anything else" includes illegal drugs, over the counter and prescription drugs, and things that you sniff or "huff"

<table>
<thead>
<tr>
<th>Question</th>
<th>No</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Drink any alcohol (more than a few sips)?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Smoke any marijuana or hashish?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Use anything else to get high?</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

If you answered NO to ALL (A1, A2, A3) answer only B1 below, then STOP.

<table>
<thead>
<tr>
<th>Question</th>
<th>No</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Have you ever ridden in a CAR driven by someone (including yourself) who was &quot;high&quot; or had been using alcohol or drugs?</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Question</th>
<th>No</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Have you ever been in a CAR driven by someone (including yourself) who was &quot;high&quot; or had been using alcohol or drugs?</td>
<td></td>
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<tr>
<td>2. Do you ever use alcohol or drugs to RELAX, feel better about yourself, or fit in?</td>
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<tr>
<td>3. Do you ever use alcohol or drugs while you are by yourself, or ALONE?</td>
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<td>4. Do you ever FORGET things you did while using alcohol or drugs?</td>
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<tr>
<td>5. Do your FAMILY or FRIENDS ever tell you that you should cut down on your drinking or drug use?</td>
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<td></td>
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<tr>
<td>6. Have you ever gotten into TROUBLE while you were using alcohol or drugs?</td>
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</tbody>
</table>

IF YOU ANSWERED YES TO 2 OR MORE QUESTIONS OR FEEL CONCERNED ABOUT YOUR ALCOHOL OR DRUG USE, YOU MAY REGISTER FOR PRIME FOR LIFE BY CALLING 810-285-9047 OR EMAILING REMEDYEXCHANGEINFO@GMAIL.COM.

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CRAFFT Reproduction produced with support from the Massachusetts Behavioral Health Partnership.
Referral Form for Prime for Life

Date of Referral: __________________________ Name: __________________________________________

Age: ________________ Telephone Number: ______________________________

Parent/Guardian (if applicable): ________________________________________________

Referred From

Name: __________________________ Organization: ______________________________

Phone: __________________________ Email: ______________________________

Program referring to: Prime For Life

*Prime for Life is an evidence-based motivational prevention, intervention, and pretreatment program specifically designed for people who might be making high-risk choices. This includes but is not limited to impaired driving offenders, college students, and young people charged with alcohol and/or drug offenses. It is designed to change drinking and drug use behaviors by changing beliefs, attitudes, risk perceptions, motivations, and the knowledge of how to reduce their risk of alcohol and drug related problems throughout their lives.*

Reasons for Recommendation: ________________________________________________

__________________________________________________________________________

__________________________________________________________________________

Additional Comments:

__________________________________________________________________________

__________________________________________________________________________

__________________________________________________________________________

Should you have questions, you may contact Leah Maschino at LMaschino@thegcpc.org.

GCPC
GENESEE COUNTY PREVENTION COALITION

902 E Sixth Street, Flint, MI 48503
810-285-9047
www.thegcpc.org

Funding provided by a grant from MDHHS and Region 10 PHIP
March 28, 2019

To: Flint ReCast Grant Selection Committee

I am writing in support of the Genesee County Prevention Coalition’s (GCPC) proposal request for expanding trauma-informed approaches using the Community Resiliency Model. For the past couple of years, the GCPC has participated in our Annual Health & Fit Fair for students, faculty and staff members. The GCPC also serves as a community partner on our Student Health and ATOD Committees. Through this collaboration the GCPS has assisted us in providing Mental Health First Aid training for our faculty and staff and access to the Prime for Life program for students with high risk drug and alcohol use/concerns. Last year the GCPC approached us to partner with them in hosting a community forum on opioid awareness which included the viewing of an HBO documentary and panel discussion.

The GCPC has become a trusted resource in our efforts to provide information and services to our students, faculty and staff on community-based strategies to reduce risks and promote health and wellness. I believe the GCPC will be successful in expanding its role in bringing more trauma-informed approaches and resiliency building strategies to youth and families in the greater Flint community.

Sincerely,

Theresa Landis  
Director of Recreational Services  
University of Michigan Flint
Appendix Q
Flint Substance Abuse Resources

Flint Substance Abuse Resources

**Genesee County Prevention Coalition**, 902 East Sixth Street, Flint, MI 48503
Formerly Genesee Alcohol and Addiction Prevention Coalition. An award-winning treatment and prevention facility in the city of Flint that works tirelessly at building a community that is safe for all by utilizing the *Strategic Prevention Framework*. Their goal is to improve the health and wellness of the community by preventing the misuse of drugs and alcohol, as well as helping those already affected by it.

- **Contact Genesee County Prevention Coalition at:**
  - 810-285-9047
  - info@theGPCP.org (email)
  - www.thegcpc.org

- **Treatment Services Available**
  - Underage Drinking
  - Prescription Drug Misuse
  - Partnership for Success Grant
  - Drug Free Communities Mentoring Grant

A complete list of prevention, support and recovery resources for Genesee County can be found at: [http://www.thegcpc.org/resources/](http://www.thegcpc.org/resources/)

**Genesee Health System**, 420 W. Fifth Avenue, Flint, MI 48503
A community of people who are dedicated to providing high quality and extremely effective services in order to combat substance abuse conditions for adults, children and families of Genesee County. They also provide services and support for mental health and developmental disabilities as well. Services are welcoming, supportive and focus on symptom stabilization, long-term recovery and the achievement of the goals of each individual in their care.

- **Contact Genesee Health System for a screening and referral at:**
  - 810-257-3740
  - TTY 810-232-6348
  - Toll-Free 877-346-3648

  Services and Funding are available for those who are uninsured, under-insured, Healthy Michigan, Medicaid, and MIChild recipients.

- **Treatment Services available:**
  - Sub-Acute Detoxification
  - Residential & Outpatient
  - Day Treatment
  - Jail-Based Treatment
  - Specialty Services for Adolescents, Adults, Pregnant Women and Women with Families
  - Co-Occurring Disorder Services
  - Recovery Housing
  - Methadone Maintenance Therapy
  - Intensive Outpatient Services

**Flint Odyssey House**, 529 M.L.K. Blvd., Flint, MI 48502
Offers Drug and Alcohol treatment services in a holistic and comprehensive manner, and their concept is designed to be inclusive not exclusive. Not only do they offer residential and outpatient services and programs, they also offer a virtual village of services that recognize addiction as a chronic problem that requires long term commitment and relationships through a therapeutic community. They challenge each individual to become self-reliant economically, develop a positive character, and become spiritually, physically and emotionally healthier in their new life of sobriety.

- **Contact Flint Odyssey House at:**
  - Admissions: 810-238-5888
  - Administrative: 810-238-7226

- **Treatment Services available:**
  - Residential & Outpatient
  - Adolescent Outpatient
  - Detox

**Sacred Heart Rehabilitation Center**
Offers a spectrum of evidence based and high-quality services that are extremely beneficial to those who are seeking help treating behavioral health and substance abuse issues. They believe that everyone, no matter their economic or financial status, should have access to receive care and treatment as needed. Sacred Heart Rehabilitation Center believes that drug and alcohol addiction is a progressive disease and affects not only the addicted individual, but their friends, family and everyone around them. They believe that the key to recovery is through a comprehensive course of professional therapy, education and support specifically tailored to each individual and their families.

- **Contact the Flint Sacred Heart Rehabilitation Center at:**
  - Phone: 810-732-1652
  - [https://www.sacredheartcenter.com/](https://www.sacredheartcenter.com/)

- **Treatment Services available:**
  - Detoxification
  - Residential Inpatient & Outpatient
  - Woman’s Specialty
  - Medication Assisted Treatment
  - Prevention
  - Supportive Independent Living
  - HIV/AIDS Care
Appendix R
Campus Well: Student Health 101™ e-Newsletter

Smoking Q&A: What do we know about vaping, juuling, and cigarettes?

What does an opioid overdose look like? Learn the signs and where to get help

Can CBD really do all that it claims? Here’s what the research says

Do you really know what’s in your e-cigarette?

What is alcohol myopia? And what does it mean for sexual consent?
Appendix S
Smoke-Free Campus brochure

**Smoke Free Resources**

The MHealthy 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 U of M community, and provides tobacco treatment services in a non-judgmental, supportive environment.

**MHealthy Tobacco Consultation Services**

Tobacco treatment program for faculty, staff and students.
1-734-998-6232
https://hr.umich.edu/health-wellness/health-wellness-help/healthy-living/tobacco-services/tobacco-consultation-servicing

Other resources include:

**Genesee County Health Department (GCHD)**

Information on how to quit smoking.
http://www.co.genesee.mi.us/departments/health/qsQTSOQtoQtpmQuino.png

**GCHD Smoke-free Multi Agency Resource Team (SMART)**

The SMART Coalition is a group of agencies dedicated to reducing tobacco use and involuntary exposure to secondhand smoke in Genesee County. Includes links to Smoke-Free Dining Guide & a list of smoke-free apartments.
(800) 548-8552

**Michigan Tobacco Quit Line**

Free telephone counseling and nicotine patches for eligible enrollees.
Call the quit line or enroll on-line at the web listed below:
(800) QUIT-NOW
1-800-734-0669

**Medicaid**

Many Medicaid programs cover the cost of nicotine patch and nicotine gum.
Call 1-888-956-6627

**National Cancer Institute**

On-line Resources/Quit Smoking Support
https://cancer.gov/
Quit Smoking Support for Women
https://womensmokefree.gov/
Quit Smoking Support for Teens
https://teensmokefree.gov/
or text START to (47846)
SmokfreeTeen - test TEEN to 47846
SmokfreeMOM - text MOM to 422868

**American Lung Association**

Internet based stop smoking counseling Freedom From Smoking (On-Line)
www.freedomfromsmoking.org/
Free telephone counseling and information on lung health.
1-(800)-548-8552

--- Effective July 1, 2011, Revised July 1, 2015 ---
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://sgp.umich.edu/policy/604.htm](http://sgp.umich.edu/policy/604.htm)

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 thoughtfulness, consideration, and cooperation of smokers and non-smokers.

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

Smoking is permitted in privately owned vehicles & sidewalks adjacent to public areas. See Smoke-free campus boundaries & area location maps below.

Cigarette Urn Locations