

George Mason University
Drug-Free Schools and Communities Act
Biennial Review
2022-2024

Questions about this report can be directed to
The Office of Student Conduct at 703.993.6209 or OSC@gmu.edu.

Introduction

All institutions of higher education are required by the Drug-Free Schools and Communities Act, as a condition of receiving any federal funding or other financial assistance, to develop and implement an Alcohol and Other Drug (AOD) prevention program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees.

To comply with the Act, institutions of higher education must provide annual notification of standards of conduct that includes a description of sanctions for violating federal, state and local law and campus policy; description of health risks associated with AOD use; and a description of treatment options. In addition, universities must conduct a biennial review to review and evaluate their AOD prevention programs.

The annual AOD notification to students and employees is included in George Mason's *Annual Security Report* (see <http://police.gmu.edu/annual-security-report/>). The *Annual Security Report* is published and distributed to all members of the Mason community in the fall semester.

For the 2022-2024 biennial review, George Mason University convened a review committee comprised of several offices that regularly address AOD issues and solicited updates from the units including:

- Student Conduct (OSC)
- Human Resources (HR)
- Housing and Residence Life (HRL)
- Student Support and Advocacy Center (SSAC)
- Student Health Services (SHS)
- Office of Student Involvement (OSI)

The Committee also consulted with other University partners during its review, including:

- Counseling and Psychological Services (CAPS)
- Intercollegiate Athletics (ICA)
- George Mason University Police

The Committee produced this Biennial Review, which includes an inventory of AOD educational programming, compilation of relevant policies, and recommendations to further strengthen the effectiveness of the AOD program at Mason.

This document is divided into several different sections. Included below are a list and description of programs (including a program inventory table), effectiveness of programs, policies, and recommendations. The review concludes with an Appendix that further details quantitative submitted by campus partners.

Questions regarding this review may be directed to the Office of Student Conduct. A copy of this report will also be available in the Dean of Students Office at George Mason University.

Programs

Program Inventory

George Mason University uses a two-prong approach to AOD programming offering alcohol-free social activities and providing AOD educational programs.

Mason offers a variety of events to encourage students to socialize without using alcohol or other drugs. [Mason's Student Involvement](#) and [Patriot Activities Council](#) spearhead the planning and implementation of campus-wide alcohol-free social events, and Housing and Residential Life staff members plan social events for their floors and neighborhoods. In addition, the Fairfax, Arlington, and Science and Technology campuses feature performance venues where scores of cultural and educational events are performed throughout the year.

Mason also offers a range of programming to educate students about the health implications and risks associated with alcohol and other drug use. Student Support and Advocacy Center (SSAC) frequently partners with Housing and Residence Life (and other University Life units) to provide AOD programming that engages students in the different arenas of their lives, including where they live, study, socialize, and spend time online.

Student Support and Advocacy Center

In addition to large-scale programming, SSAC, HRL, and OSI provide educational interventions to individual students. (See **Policy** section for more details). SSAC also hosts online resources that students can reference to learn more about their personal drinking or marijuana, and resources for support <https://ssac.gmu.edu/substance-use/>.

Finally, SSAC engages in awareness campaigns to communicate pro-health and prevention messages. These messages can be found online through social media (<https://www.facebook.com/SSACGMU/> and <https://www.instagram.com/ssacgmu>)

Student Health Services

Student Health Services also provided individual interventions through the evidence-based Screening, Brief Intervention, and referral to Treatment (SBIRT) program. Student Health Services is one of several sites that received funding from VA-SBIRT to launch SBIRT in Northern Virginia. The SBIRT program screens students presenting to the clinic annually for risky alcohol, tobacco, and drug use and also for depression. Data for the 2022-2024 review are provided by Student Health Services and are discussed in further detail below.

Student Involvement/Student Organizations

OSI offers annual training for Greek letter organizations at George Mason. These include:

Social Event Management Training for Fraternities and Sororities - Training focuses on educating risk managers and social chairs on how to host social events (on & off campus) with alcohol. Training is required for all FSL organizations who wish to host social events.

New Member Education – Prosocial Bystander Intervention Training hosted by Student Support and Advocacy Center for new members in the FSL community.

Hazing Prevention Education workshop - developed by the Gordie Center, for New Members in RSOs/FSLs that have a new member process. Workshop aims to educate students on how to identify the signs of an alcohol overdose, Virginia's and Mason's medical amnesty law/policy, and alcohol's role in hazing.

Current Member Workshop - Hazing Prevention Education workshop, developed by the Gordie Center, for Current Members in RSOs/FSLs that have a new member process. Workshop aims to educate students on how to identify the signs of an alcohol overdose, Virginia's and Mason's medical amnesty law/policy, alcohol's role in hazing, and situational tolerance.

Program Inventory Table

<i>Academic Year 2022-23</i>	<i>Academic Year 2023-24</i>
<u>SSAC</u> (Often in partnership with other departments) <ul style="list-style-type: none">• Educational workshops: Fall 2022-Spring 2023-alcohol education (6 workshops/ 110 students)• Awareness events: Fall 2022-Spring 2023-3 (data from 4 events)	<u>SSAC</u> (Often in partnership with other departments) <ul style="list-style-type: none">• Educational workshops: Fall 2023-Spring 2024—alcohol education (5 workshops/99 students)/marijuana education (1 workshop/30 students)• Awareness events: Fall 2023-Spring 2024-67 students (data from 11 events)

<ul style="list-style-type: none"> • Direct service: Recovery (7) Students for Safer Substances (13) Students in Distress (77) Total-97 students 	<ul style="list-style-type: none"> • Direct service: Recovery (2) Students for Safer Substances (3) Students in Distress (82) Total-87 students
<u>Housing and Residence Life</u> <ul style="list-style-type: none"> • Annual floor meetings to review policies and resources including an emphasis on well-being, and not consuming drugs or alcohol in campus residence halls • Promotion of campus well-being event and resources to residents 	<u>Housing and Residence Life</u> <ul style="list-style-type: none"> • Annual floor meetings to review policies and resources including an emphasis on well-being, and not consuming drugs or alcohol in campus residence halls • Promotion of campus well-being event and resources to residents
<u>Athletics</u> <ul style="list-style-type: none"> • Title IX Mandatory Training – Annually Per NCAA • One Love – Education Program – Women’s Lacrosse • Morgan’s Message / Peer to Peer Education on Well-Being – Programing throughout the academic year that focuses on well-being and resources for support • NCAA 2023 Inclusion Conference • Apple Conference - Prevention Programming and Leadership Education (APPLE) built on the belief that all members of an athletics department must be enfranchised and empowered to help create an environment that promotes healthy lifestyles, including lower-risk use of alcohol for those of legal age and avoidance of illegal and performance-enhancing drugs. • Hilinski’s Hope – Suicide Awareness Presentation – Open to all student-athletes. • Guest Speaker – Dr. Derek Green – Confronting Ourselves: Promotiong 	<u>Athletics</u> <ul style="list-style-type: none"> • Title IX Mandatory Training – Annually Per NCAA • Morgan’s Message / Peer to Peer Education on Well-Being • Fentanyl Awareness – It Only Takes One - Provided education, support, and resource for fentanyl awareness. • One Love - Educational Program – Women’s Lacrosse Game dedicated to increase awareness for healthy and unhealthy relationships.

Diversity, Cultural Comptence, and Inclusive Excellence.		
<u>Student Involvement/Fraternity and Sorority Life</u>	<u>Student Involvement/Fraternity and Sorority Life</u>	
<u>Counseling and Psychological Services</u> Performed brief substance abuse screenings of students as part of the standard intake process. Provided referrals to SHS, SSAC and off campus resources as appropriate.	<u>Counseling and Psychological Services</u> Performed brief substance abuse screenings of students as part of the standard intake process. Provided referrals to SHS, SSAC and off campus resources as appropriate.	
<u>Student Health Services</u> <ul style="list-style-type: none"> Continued SBIRT, a grant funded, evidence-based intervention program for patients at risky levels of substance use. 	<u>Student Health Services</u> <ul style="list-style-type: none"> Continued SBIRT, a grant funded, evidence-based intervention program for patients at risky levels of substance use. 	
<u>Orientation</u> <ul style="list-style-type: none"> SSAC tabled and gave out resources at on-campus Orientation sessions to both students and families Page in the New Student Guide around resources Slide in Patriot Preview online modules for students Embedded in Student Rights, Responsibilities, and Safety presentation at on-campus Orientation sessions to both students and families 	<u>Orientation</u> <ul style="list-style-type: none"> SSAC tabled and gave out resources at on-campus Orientation sessions to both students and families Page in the New Student Guide around resources Slide in Patriot Preview online modules for students Embedded in Student Rights, Responsibilities, and Safety presentation at on-campus Orientation sessions to both students and families 	
<u>Human Resources</u>	<u>Human Resources</u>	

<ul style="list-style-type: none">• In collaboration with the Student Support and Advocacy Center, Human Resources had two sitting members on the “Mason Tobacco Committee,” which was formed to explore the possibility of a smoke-free campus.• In collaboration with Communications & Marketing, Human Resources & Payroll presents on resources for employees, including the EAP, at “Mason 101.”• Human Resources & Payroll offers presentations done by the Employee Assistance Program, offered to all employees regardless of insurance. One of these topics includes “Alcohol and Substance Abuse.”	<ul style="list-style-type: none">• Human Resources representatives were appointed to the Mental Health and Well-being Task Force, which among other things, looked for ways to provide additional resources for employee well-being.• In collaboration with Communications & Marketing, Human Resources presents on resources for employees, including the EAP, at “Mason 101.”• Human Resources offers presentations done by the Employee Assistance Program, offered to all employees regardless of insurance. One of these topics includes “Alcohol and Substance Abuse.”• Representatives from Human Resources were selected to participate on the Mental Health & Well-Being Task Force which is charged with identifying barriers to well-being and proposing solutions that improve the well-being of our campus community.
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Effectiveness of programs

SSAC utilizes the online platform Mason 360 to capture data to determine the effectiveness of its programs. For most large-scale events and classes or workshops, participants are required to complete evaluations; for events, they must complete before receiving the giveaway, which ensures high response rates. The evaluations indicate whether the learning objectives have been met and provide overall feedback on the event. The evaluation results are used to modify program delivery and fine-tune learning objectives based on the effectiveness data.

All students who see a primary care provider at Student Health Services (SHS) are screened once a year for Alcohol, Drugs, Depression, and Tobacco through the office’s Screening, Brief Intervention, and Referral to Treatment (SBIRT) Program. The table below summarizes the screening results during this reporting period.

For alcohol, students are screened using the 3-item Alcohol Use Disorders Identification Test (AUDIT-C). The AUDIT-C categorizes alcohol related risks based on the frequency and volume of drinking. A positive score indicates possible risks related to drinking pattern, with a high-risk score indicating the patient should be assessed for a possible substance use disorder. Cannabis, tobacco, and other drug use are each assessed by a single item

screening question regarding frequency of use. For cannabis or tobacco, a positive score indicates the individual reports using at least 2-4 times per month, whereas high risk indicates using 4 or more times per week. For other drugs, any individual reporting drug use in the past year is indicated as high risk to be assessed for a possible substance use disorder. For depression, we utilize the 2-item Patient Health Questionnaire (PHQ-2) to screen, with a score of three or higher indicating a positive screen prompting the medical provider to screen for suicidal ideation or homicidal and to potentially administer the 9-item Patient Health Questionnaire (PHQ-9) and the Generalized Anxiety Disorder 7 (GAD-7) screen.

SBIRT Report: 7.1.23-6.30.24				
Total number of patients Screened: 2623				
Screening Category	Number At Risk	Percent At Risk	Number High Risk	Percent High Risk
Alcohol	358	13.7%	31	1.2%
Cannabis	77	2.9%	36	1.4%
Drug	N/A	N/A	24	0.9%
Tobacco	99	3.8%	97	3.7%
Depression	316	12.0%	N/A	N/A

SBIRT Report: 7/1/22-6/30/23				
Total number of patients Screened: 2655				
Screening Category	Number At Risk	Percent At Risk	Number in High Risk	Percent of total in High Risk
Alcohol	463	17.4%	39	1.5%
Cannabis	100	3.8%	32	1.2%
Drug	N/A	N/A	29	1.1%
Tobacco	97	3.7%	111	4.2%

Depression	311	11.7%	N/A	N/A
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Additionally, the Office of Student Conduct (OSC) assesses student learning and the efficacy of hearing officer and student interactions during Mason's disciplinary process. OSC also records the number and frequency of referrals to University educational resources for violations of drug and alcohol policies (discussed below, as well as in Appendices). Data from the student conduct assessment are shared annually with hearing officers for training purposes, as well as with the University Life Division in annual reporting.

Policies

Distribution of AOD policies to students and employees

In addition to the distribution of this report, a variety of Mason offices also publicize AOD-related policies on their web sites; thus, members of the Mason community are able to access AOD policies from multiple sites.

- *Student Conduct.* Student Conduct highlights the university's alcohol and drug policies on its own web site: <http://studentconduct.gmu.edu/university-policies/drug-and-alcohol-policies/>. Additionally, the University's Medical Amnesty Program is also highlighted on the website: <http://studentconduct.gmu.edu/>
- *Student Involvement/Fraternity and Sorority Life:* <https://si.gmu.edu/fsl/> The *Bylaws of the Interfraternity Council and George Mason University* has section on general policies and risk management that reference the use of alcohol (and its parameters) for its members.
- *Housing and Residence Life.* HRL policies are contained in the Resident Student Handbook <https://housing.gmu.edu/policies>
- *Athletics.* Intercollegiate Athletics provide student-athletes with a hard copy of *Student-Athlete Handbook and Weekly Planner*, and it includes AOD policies and resources.
- *Human Resources.* All new Mason employees (faculty/admin faculty and classified staff) must review and sign acknowledgement of the drug and alcohol policies as a condition of employment. They are also notified about how to access the Employee Assistance Program (EAP) to discuss AOD and other behavioral health concerns in orientation. They are also made aware of the Employee Relations (ER) Department within HR. If they do not have access to AOD information through the EAP, our ER department can assist with resources. Existing employees are reminded of these

policies via an annual electronic newsletter.

The Human Resources policies and expectations can be accessed:

1. Drug and Alcohol Policy for Employees.
<http://universitypolicy.gmu.edu/policies/employee-drug-and-alcohol-policy/>
 2. DHRM Policy 1.60 Standards of Conduct (Classified Staff)
<http://www.dhrm.virginia.gov/hrpolicies>
 3. Administrative/Professional (A/P) Faculty Handbook
<https://provost.gmu.edu/administration/policy>
 4. Faculty Handbook
<https://provost.gmu.edu/administration/policy>
- *Academics.* “Students Rights and Responsibilities” are outlined in the *University Catalogue*. A link to the Office of Student Conduct and the George Mason University Student Code of Conduct provides for the review of drug and alcohol policies.
<https://catalog.gmu.edu/policies/student-rights-responsibilities/>

Policy enforcement

Students

For policy violations, Student Conduct utilizes a progressive discipline approach with the goal of educating students as well as safeguarding the community. The Student Code of Conduct outlines the full range of sanctions <https://studentconduct.gmu.edu/university-policies/code-of-student-conduct/>

Students who are found responsible for policy violations may be referred to Student Advocacy and Support Center (SSAC) for individual education interventions and support. The intervention and referral aims to motivate students to re-evaluate their substance use after examining their use patterns, receiving feedback and discussing the likely negative consequences.

Additionally, hearing officers may determine educational sanctions based on a specific incident, or the individual needs of a responding student, for example. HRL also employ their own educational sanctions, including (but not limited to):

- *Attend LEARN (Learning Educated Alcohol Responsibilities at Mason Class).* Most students that are first offenders are normally charged with being in the presence of and/or possession and/or use of alcohol in violation of university policy or law. LEARN activities focus on myths about alcohol usage and introduces students to signs of alcohol abuse. Students are also introduced to the effects of alcohol and are given information regarding symptoms of alcohol poisoning.

- *Take part in a Values Clarification & Decision-Making program.* The purpose of this class is for students to reflect and understand their values and how values influence their decision-making. The activities ask students to list the communities to which they belong and then evaluate whether their personal values and group values are congruent.

Employees

Human Resources takes several steps to ensure employees follow Mason's AOD policy. Before hiring, potential employees are subject to a background check that reveals information on any recent AOD-related convictions. Offers of employment are subject to a satisfactory background check.

Mason also has systems in place to determine whether AOD use is a factor in certain work-related situations. Employees with commercial drivers' license must undergo drug tests, and an accident review committee is convened when/if workplace accidents occur.

Human Resources is charged with investigating allegations of employee violations of Mason's AOD policy. In the event a violation is substantiated, Human Resources works with the employee's supervisor(s) to take appropriate next steps.

Referrals for counseling or treatment

Students

Mason strives to ensure the well-being of its students and employees. Thus, referrals for substance abuse or mental health counseling frequently occur in addition to sanctioning. For example, referrals are made to the following resources when appropriate:

- GMU's Counseling and Psychological Services
- Off-campus providers
- Various self-help groups

A portion of Students seen by SSAC staff were already receiving counseling from either on or off-campus providers.

Mason is raising awareness on campus and creating opportunities for student in recovery to connect. Recovery and support meetings are held weekly on campus (as pandemic conditions allowed). The goal is to support Mason students in recovery while they pursue their academic and personal goals.

In addition, a variety of off campus resources dedicated to treatment and support can be found within the local area. The Student Support and Advocacy Center holds information for off campus resources for students as well. Information on making a referral as well as the breadth of services can be accessed at <https://ssac.gmu.edu/>

Employees

Employees are referred to the Employee Assistance Program (EAP) for substance abuse or mental health counseling. The resources of the EAP are available to state employees that are enrolled in one of the state's health plans. Dependents of State employees are also covered by the EAP.

All EAP connections are kept confidential. The Human Resources department provides resources for employees that do not have access to the EAP. Statistics for employee usage of HR for AOD related issues are also kept confidential.

Incidents recorded by campus police or other law enforcement officials

The annual reporting of the number of arrests and referrals related to liquor and drugs across Mason's five campuses can be found in the Annual Security Report for each year: <https://police.gmu.edu/central-records/annual-security-report/>. Additionally, the GMU Police website also hosts a location for daily crime reporting <https://police.gmu.edu/central-records/crime-log-test/>.

Effectiveness of Policies

Between the start of the Fall 2020 and end of the Spring 2022 semester the Office of Student Conduct and the Office of Housing and Residence Life adjudicated student referrals for alleged violations of the Alcohol and Drug policies. A table showing recidivism by semester for Alcohol and drugs is included in **Appendix A**.

The common sanction for an alcohol policy violation includes a referral to our Student Support and Advocacy Center (SSAC) office, taking a L.E.A.R.N. (Learning Educated Alcohol Responsibilities at Mason) class, or other sanction which may include an alcohol/drug program with residence life staff, a bulletin board, or reflection paper.

The common sanction for a student's first violation involving possession or use of marijuana is likely to be housing probation within the residence halls, a disciplinary probation period, and an educational referral to SSAC for Marijuana Basics program.

A variety of other sanctions not listed above have been utilized depending on the circumstances of each case. **Appendix B** provides a more in-depth breakdown of sanctions imposed within the Biennial Review Period.

The Office of Student Conduct surveys students who have participated in the Student Conduct process at least twice a year. Feedback is generated through the survey regarding the effectiveness of the hearing process and the resulting sanctions. Data from the Office's assessment work are shared with hearing officers annually and improvements are included in staff trainings and end of the year reports.

The University has a Medical Amnesty Program <https://studentconduct.gmu.edu/our-process/medical-amnesty-program/> to support students who experience a medical emergency during an alcohol or drug related incident. The University, at its discretion, provides students who experience a first alcohol and/or other drug related situation, and the responsible student(s) who seek assistance for them Amnesty. “Amnesty” offers students who proactively exhibit responsible behavior the opportunity for educational, non-disciplinary intervention for the incident.

Recommendations

George Mason University’s AOD prevention program has a strong foundation for moving forward. To build on this strength, the Biennial Review Committee offers several recommendations to enhance the effectiveness of programs and policies. These recommendations include:

- Utilizing an AOD coordinating body, apply for grants to either initiate participation in the Alcohol and Other Drug Survey for Higher Education run by the Core Institute or the College Health Association National College Health Assessment (ACHA-NCHA). See Appendix E below for additional information.

The AOD coordinating body will make recommendations for future policy and professional AOD practice at Mason. Examples of this include (at the time of the writing of this report) implementing recovery housing for students in need

- The Office of Student Conduct (as well as other offices noted in this report) will continue to monitor and assess program effectiveness for successes as well as revisions for future implementation.
- Encourage participation by Mason employees in relevant AOD activities. Human Resources expanded its faculty and staff engagement team that is tasked with creating programming centered around employee well-being.
- Continue to market and inform students about the Medical Amnesty Policy utilizing methodology that emphasizes distribution of the policy through multiple venues. The marketing and promotion of this program should be monitored by key stakeholders as well as the AOD coordinating body. Changes or alterations to this program may also include input from Student Government.
- Appendix D illustrates the Alcohol and Other Drug Oversight and Advisory Committee. This group is charged with developing new policy and programs to support Mason’s AOD efforts.

Appendix A
Recidivism in the Conduct System

Recidivism #s	Drugs Same Semester	Drugs Same Year	Drugs Biennial Period	Repeat Offenders
Fall 2020	0			
Spring/Summer 2021	3			
Fall 2021	0			
Spring/Summer 2022	3			
2020-2021		2		
2021-2022		3		
2020-2022			0	
Total repeat offenders	6	5	0	11
Total repeat offenders over 1 time	1	0	0	1

Recidivism #s	Alcohol Same Semester	Alcohol Same Year	Alcohol Biennial Period	Repeat Offenders
Fall 2020	2			
Spring/Summer 2021	1			
Fall 2021	2			
Spring/Summer 2022	1			
2020-2021		3		
2021-2022		1		
2020-2022			3	
Total repeat offenders	6	4	3	13
Total repeat offenders over 1 time	0	1	0	1

Appendix B

Drug policy sanctions:

Drug Related Sanctions (Includes Sanctions Given for Medical Amnesty)						
Sanctions	Fall 2020	S & S 2021	Fall 2021	S & S 2022	Fall 2022	BR Period
Cannabis Module	0	0	0	0	8	8
Marijuana Basics	13	16	2	0	0	31
SSAC 1	0	0	0	0	1	1
SSAC 2	0	0	0	0	2	2
Reflection paper	3	11	2	5	1	22
Research paper	0	0	2	4	0	6
Policy Review paper	3	3	8	7	0	21
Brochure/Flyer/Poster	0	0	1	1	0	2
Values	0	0	5	4	1	10
Drug Program	1	0	0	0	0	1
Medical Amnesty	1	0	0	0	3	4
Action Plan	0	2	1	3	0	6
Behavioral Agreement	0	2	1	0	0	3
Other	1	0	0	5	3	9
Warning	2	4	13	5	0	24
Housing Probation	7	19	0	2	0	28
Housing Suspension	2	4	0	1	0	7
Housing Dismissal	0	0	0	0	1	1
Disciplinary Probation	3	6	2	3	3	17
Suspension	0	0	0	2	1	3
Dismissal	0	1	0	0	0	1

Drug Related Sanctions (Includes Sanctions Given for Medical Amnesty)

Sanctions	Fall 2020	S & S 2021	Fall 2021	S & S 2022	2020-2021	2021-2022	BR Period
Marijuana Basics	13	16	2	0	29	2	31
SSAC 1	0	0	0	1	0	1	1
SSAC 2	0	0	0	0	0	0	0
Reflection paper	3	11	2	5	14	7	21
Research paper	0	0	2	4	0	6	6
Policy Review paper	3	3	8	7	6	15	21
Self-Care Plan	0	0	0	4	0	4	4
Brochure/Flyer/Poster	0	0	1	1	0	2	2
Values & Decision-Making	0	0	5	4	0	9	9
Drug Program	1	0	0	0	1	0	1
Medical Amnesty	1	0	0	0	1	0	1
Action Plan	0	2	1	3	2	4	6
Behavioral Agreement	0	2	1	0	2	1	3
Other	1	0	0	0	1	0	1
Written Warning	2	4	13	5	6	18	24
Housing Probation	7	19	0	2	26	2	28
Housing Suspension	2	4	0	1	6	1	7
Housing Dismissal	0	0	0	0	0	0	0
Disciplinary Probation	3	6	2	3	9	5	14
Suspension	0	0	0	2	0	2	2
Dismissal	0	1	0	0	1	0	1

Alcohol Policy

Sanctions:

Alcohol Related Sanctions (Including Sanctions Given for Medical Amnesty)							
Sanctions	Fall 2020	S & S 2021	Fall 2021	S & S 2022	2020 - 2021	2021 - 2022	BR Period

L.E.A.R.N.	21	14	24	4	35	28	63
Basics	3	5	3	0	8	3	11
SSAC Referral	0	0	0	1	0	1	1
SSAC 1	0	0	0	0	0	0	0
SSAC 2	0	0	0	0	0	0	0
Reflection Paper	3	10	4	3	13	7	20
Research Paper	3	1	0	3	4	3	7
Policy Review Paper	0	0	0	3	0	3	3
Self-Care Plan	0	0	0	1	0	1	1
Brochure/Flyer/Poster	0	0	2	0	0	2	2
Values	0	0	8	3	0	11	11
Alcohol Program	1	0	1	0	1	1	2
Community Service	1	1	0	0	2	0	2
Medical Amnesty	5	0	0	1	5	1	6
Action Plan	0	1	1	0	1	1	2
Behavioral Agreement	0	0	1	0	0	1	1
Other	0	0	3	0	0	3	3
Written Warning	8	9	11	20	17	31	48

Housing Probation	11	7	0	2	18	2	20
Housing Suspension	0	4	0	1	4	1	5
Housing Dismissal	0	0	0	0	0	0	0
Disciplinary Probation	3	2	4	2	5	6	11
Suspension	0	1	0	0	1	0	1
Dismissal	0	0	0	0	0	0	0

Appendix C

George Mason University's Drug Free Schools and Communities Act (DFSCA) Annual Notification

The Drug-Free Schools and Communities Act (DFSCA) of 1989 - also known as the Drug-Free Schools and Campuses Act - requires institutions of higher education to establish policies that address unlawful possession, use, or distribution of alcohol and illicit drugs. The DFSCA also requires the establishment of a drug and alcohol prevention program. This section provides information regarding students, employees, legal implications, and health risks.

All members of the George Mason Community are encouraged to review the information contained in this publication. This information is distributed on an annual basis.

Student Information

George Mason students are prohibited from the illegal use of drugs or alcohol whether on or off campus. The legal age for the consumption of alcohol is 21 years of age. Any underage student consuming alcohol is violating standards for student conduct. Additionally, excessive alcohol use (regardless of age) can lead to additional violations, such as driving while intoxicated or public intoxication.

Students living on campus at George Mason University should also be aware of the terms and conditions of the Residential Student Handbook. This information can be referenced at <https://housing.gmu.edu/policies>

Disciplinary Sanctions

The sanctions for misconduct range from warning to expulsion. Typically, students who have violated the Student Code of Conduct will be referred for an educational program in the residence halls or with the Student Support and Advocacy Center. A health and substance abuse educator will meet with the student and complete an assessment covering alcohol and other drug use history, reason for referral, family and personal history, health concerns, safety issues, and the consequences associated with use. The educator will also assess the student's readiness for change and establish behavior change goals.

The Student Code of Conduct and possible sanctions for drug policy violations are noted in the University Drug and Alcohol policies publication. This information can be referenced at <https://studentconduct.gmu.edu/our-process/university-policies/>

Note that the table(s) above detail specific sanctions for drug and alcohol violations for the biennial report period.

Student Support

George Mason abuse of alcohol and other drugs. Professional staff members may also refer students to off-campus counselors or treatment providers. For more information, please visit:

- Counseling and Psychological Services <https://caps.gmu.edu/>
- Student Support and Advocacy Center <https://ssac.gmu.edu/>
- Student Health Services <https://shs.gmu.edu/>
- Weekly AA meetings <https://ssac.gmu.edu/recovery/>

In addition to preventive education, Student Support and Advocacy Center (SSAC) provides individual and group support to students who are concerned about their use and abuse of alcohol and other drugs.

SSAC also refers students to off-campus treatment and support. SSAC maintains an extensive list of local treatment and self-help options and helps students to connect with those resources.

Employee Information

The abuse of drugs and alcohol by employees is incompatible with the goals of George Mason University. The illicit use of drugs and alcohol could create a serious threat to the safety and welfare of the university community, as well as undermine the productivity and success of its members. In compliance with the Drug-Free Schools and Communities Act of 1989, the following information regarding drugs and alcohol is provided to the university community on an annual basis. It is important that all members of the George Mason University community understand the health risks and legal consequences of substance abuse.

Information for Faculty and Staff

- Employee Drug and Alcohol Policy <https://universitypolicy.gmu.edu/policies/employee-drug-and-alcohol-policy/>
- Employee Drug and Alcohol Resources Through the Employee Assistance Program: <http://www.dhrm.virginia.gov/employeeprograms/employeeassistance/>

Employee Assistance

All health plans offered to state employees and their dependents have Employee Assistance Programs (EAPs). Each program is available to our benefited employees 24 hours a day, 7 days a week. The EAP assists with issues related to:

- Alcohol or drug abuse
- Mental health
- Child or elder care
- Grief counseling

- Domestic violence
- Legal matters
- Finances
- Managing stress

George Mason University employees can seek counseling and referrals through their health insurance company's employee assistance program (EAP). Employees have up to four EAP sessions at no charge for services such as alcohol or drug abuse assessment, mental health, child or elder care, grief counseling and legal or financial services. EAP counselors provide community referrals if longer-term support is needed. See <https://www.dhrm.virginia.gov/employeeprograms/employeeassistance/>.

SSAC also offers one-time consultations to faculty and staff to identify treatment options.

Controlled Substance Laws and Sanctions

In compliance with the Drug-Free Workplace Act of 1988, the Drug-Free Communities and Schools Act Amendments of 1989, and the Commonwealth of Virginia's Policy on Alcohol and Other Drugs of 1991, the following summary is provided for your information. Controlled substances are classified under the Controlled Substances Act into "schedules" that indicate their relative medicinal use and probability of abuse and dependence (addiction). George Mason University's policies address these controlled substances.

Controlled Substances Schedules

Schedule I: The drug or other substance has a high potential for abuse. The drug or other substance has no currently accepted medical use in treatment in the United States. There is a lack of accepted safety for use of the drug or other substance under medical supervision. Some Schedule I substances are heroin, LSD, marijuana, GHB, MDMA (Ecstasy), and methaqualone. *(under federal law marijuana is listed as Schedule I – see information regarding Virginia in the Penalties section)*

Schedule II: The drug or other substance has a high potential for abuse. The drug or other substance has a currently accepted medical use in treatment in the United States or a currently accepted medical use with severe restrictions. Abuse of the drug or other substance may lead to severe psychological or physical dependence. Schedule II substances include morphine, PCP, cocaine, methadone, Ritalin, and methamphetamine.

Schedule III: The drug or other substance has a potential for abuse less than the drugs or other substances in Schedules I and II. The drug or other substance has a currently accepted medical use in treatment in the United States. Abuse of the drug or other substance may lead to moderate or low physical dependence or high psychological dependence. Anabolic steroids, codeine and hydrocodone with aspirin or Tylenol, Ketamine, and some barbiturates are Schedule III substances.

Schedule IV: The drug or other substance has a low potential for abuse relative to the drugs or other substances in Schedule III. The drug or other substance has a currently accepted medical use in treatment in the United States. Abuse of the drug or other substance may lead to limited physical dependence or psychological dependence relative to the drugs or other substances in Schedule III. Included in Schedule IV are Darvon, Talwin, Equanil, Valium, Rohypnol, and Xanax.

Schedule V: The drug or other substance has a low potential for abuse relative to the drugs or other substances in Schedule IV. The drug or other substance has a currently accepted medical use in treatment in the United States. Abuse of the drug or other substances may lead to limited physical dependence or psychological dependence relative to the drugs or other substances in Schedule IV. Over-the-counter cough medicines with codeine are classified in Schedule V.

Penalties

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

Possession of a controlled substance classified in Schedule I or II of the Drug Control Act, upon conviction, exposes the violator to a felony conviction for which the punishment is a term of imprisonment ranging from one to ten years, or in the discretion of the jury or the court trying the case without a jury, confinement in jail for up to twelve months and a fine up to \$2,500, either or both.

Possession of a controlled substance classified in Schedule III of the Drug Control Act, upon conviction, exposes the violator to a misdemeanor conviction for which the punishment is confinement in jail for up to twelve months and a fine up to \$2,500, either or both.

Possession of a controlled substance classified in Schedule IV of the Drug Control Act, upon conviction, exposes the violator to a misdemeanor conviction for which the punishment is confinement in jail for up to six months and fine up to \$1,000, either or both.

Possession of a controlled substance classified in Schedule V of the Drug Control Act, upon conviction, exposes the violator to a misdemeanor conviction for which the punishment is a fine up to \$500.

Possession of a controlled substance classified in Schedule I or II of the Drug Control Act with the intent to sell or otherwise distribute, upon conviction, exposes the violator to a felony conviction for which the punishment is imprisonment from five to forty years and a fine up to \$500,000. Upon conviction, the violator must be imprisoned for not less than five years, but may suffer life imprisonment, and a fine up to \$500,000.

Possession of a controlled substance classified in Schedules III, IV, or V of the Drug Control Act or an imitation controlled substance which imitates a controlled substance classified in

Schedule III, IV, or V, except for an anabolic steroid classified in Schedule III constituting a violation of Virginia Code [§18.2-248.5](#), with the intent to sell or otherwise distribute, upon conviction exposes the violator to a misdemeanor conviction for which the punishment is confinement in jail for up to one year and a fine up to \$2,500, either or both.

Marijuana laws in the state of Virginia have undergone significant changes and the following section regarding these changes has been added in order to reflect current regulations. Again, use or possession of marijuana in any form remains prohibited at George Mason.

§ 4.1-1100. Possession, etc., of marijuana and marijuana products by persons 21 years of age or older lawful; penalties.

A. Except as otherwise provided in this subtitle and notwithstanding any other provision of law, a person 21 years of age or older may lawfully possess on his person or in any public place not more than one ounce of marijuana or an equivalent amount of marijuana product as determined by regulation promulgated by the Board.

B. Any person who possesses on his person or in any public place marijuana or marijuana products in excess of the amounts set forth in subsection A is subject to a civil penalty. The penalty for any violations of this section by an adult shall be pre-payable according to the procedures in [§ 16.1-69.40:2](#).

C. With the exception of a licensee in the course of his duties related to such licensee's marijuana establishment, any person who possesses on his person or in any public place more than one pound of marijuana or an equivalent amount of marijuana product as determined by regulation promulgated by the Board is guilty of a felony punishable by a term of imprisonment of not less than one year nor more than 10 years and a fine of not more than \$250,000, or both.

§ 4.1-1101. Home cultivation of marijuana for personal use; penalties.

A. Notwithstanding the provisions of subdivision c of [§ 18.2-248.1](#), a person 21 years of age or older may cultivate up to four marijuana plants for personal use at their place of residence; however, at no point shall a household contain more than four marijuana plants. For purposes of this section, a "household" means those individuals, whether related or not, who live in the same house or other place of residence.

A person may only cultivate marijuana plants pursuant to this section at such person's main place of residence.

B. A person who cultivates marijuana for personal use pursuant to this section shall:

1. Ensure that no marijuana plant is visible from a public way without the use of aircraft, binoculars, or other optical aids;
2. Take precautions to prevent unauthorized access by persons younger than 21 years of age; and

3. Attach to each marijuana plant a legible tag that includes the person's name, driver's license or identification number, and a notation that the marijuana plant is being grown for personal use as authorized under this section.

C. A person shall not manufacture marijuana concentrate from home-cultivated marijuana. The owner of a property or parcel or tract of land may not intentionally or knowingly allow another person to manufacture marijuana concentrate from home-cultivated marijuana within or on that property or land.

D. The following penalties or punishments shall be imposed on any person convicted of a violation of this section:

1. For possession of more than four marijuana plants but no more than 10 marijuana plants, (i) a civil penalty of \$250 for a first offense, (ii) a Class 3 misdemeanor for a second offense, and (iii) a Class 2 misdemeanor for a third and any subsequent offense;
2. For possession of more than 10 but no more than 49 marijuana plants, a Class 1 misdemeanor;
3. For possession of more than 49 but no more than 100 marijuana plants, a Class 6 felony; and
4. For possession of more than 100 marijuana plants, a felony punishable by a term of imprisonment of not less than one year nor more than 10 years and a fine of not more than \$250,000, or both.

§ 4.1-1101.1. Adult sharing of marijuana.

A. For the purposes of this section, "adult sharing" means transferring marijuana between persons who are 21 years of age or older without remuneration. "Adult sharing" does not include instances in which (i) marijuana is given away contemporaneously with another reciprocal transaction between the same parties; (ii) a gift of marijuana is offered or advertised in conjunction with an offer for the sale of goods or services; or (iii) a gift of marijuana is contingent upon a separate reciprocal transaction for goods or services.

B. Notwithstanding the provisions of § [18.2-248.1](#), no civil or criminal penalty may be imposed for adult sharing of an amount of marijuana that does not exceed one ounce or of an equivalent amount of marijuana products.

§ 4.1-1105.1. Possession of marijuana or marijuana products unlawful in certain cases; venue; exceptions; penalties; treatment and education programs and services.

A. No person younger than 21 years of age shall consume or possess, or attempt to consume or possess, any marijuana or marijuana products, except by any federal, state, or local law-enforcement officer or his agent when possession of marijuana or marijuana products is necessary in the performance of his duties. Such person may be prosecuted either in the county or city in which the marijuana or marijuana products were possessed or consumed or in the county or city in which the person exhibits evidence of physical indicia of consumption of marijuana or marijuana products.

B. Any person 18 years of age or older who violates subsection A is subject to a civil penalty of no more than \$25 and shall be ordered to enter a substance abuse treatment or education program or both, if available, that in the opinion of the court best suits the needs of the accused.

C. Any juvenile who violates subsection A is subject to a civil penalty of no more than \$25 and the court shall require the accused to enter a substance abuse treatment or education program or both, if available, that in the opinion of the court best suits the needs of the accused. For purposes of §§ [16.1-266](#), [16.1-273](#), [16.1-278.8](#), [16.1-278.8:01](#), and [16.1-278.9](#), the court shall treat the child as delinquent.

§ 4.1-1107. Using or consuming marijuana or marijuana products while in a motor vehicle being driven upon a public highway; penalty.

...

B. It is unlawful for any person to use or consume marijuana or marijuana products while driving a motor vehicle upon a public highway of the Commonwealth or while being a passenger in a motor vehicle being driven upon a public highway of the Commonwealth.

C. A judge or jury may make a permissive inference that a person has consumed marijuana or marijuana products in violation of this section if (i) an open container is located within the passenger area of the motor vehicle, (ii) the marijuana or marijuana products in the open container have been at least partially removed and (iii) the appearance, conduct, speech, or other physical characteristic of such person, excluding odor, is consistent with the consumption of marijuana or marijuana products. Such person may be prosecuted either in the county or city in which the marijuana was used or consumed, or in the county or city in which the person exhibits evidence of physical indicia of use or consumption of marijuana.

D. Any person who violates this section is guilty of a Class 4 misdemeanor.

§ 4.1-1108. Consuming marijuana or marijuana products, or offering to another, in public place; penalty.

A. No person shall consume marijuana or a marijuana product or offer marijuana or a marijuana product to another, whether accepted or not, at or in any public place.

B. Any person who violates this section is subject to a civil penalty of no more than \$25 for a first offense. A person who is convicted under this section of a second offense is subject to a \$25 civil penalty and shall be ordered to enter a substance abuse treatment or education program or both, if available, that in the opinion of the court best suits the needs of the accused. A person convicted under this section of a third or subsequent offense is guilty of a Class 4 misdemeanor.

Notwithstanding the aforesaid provisions, Rohypnol shall be deemed to be listed on Schedule I for the purposes of penalties for violations of the Drug Control Act. Any person knowingly manufacturing, selling, giving, distributing, or possessing Rohypnol shall be punished under the penalties prescribed for other Schedule I controlled substances.

HEALTH RISKS ASSOCIATED WITH ALCOHOL AND DRUG USE

Excessive alcohol use poses immediate health risks as well as long-term physical consequences. Consuming too much alcohol – even on a single occasion – can result in injury, violence, risky sexual behaviors, miscarriage and stillbirth among pregnant women and alcohol poisoning. Long-term, excessive use can lead to the development of chronic diseases, neurological impairments and social problems.

In addition, people risk significant health problems when they use illicit drugs and/or prescription drugs for recreational purposes. Some drugs, such as ecstasy and GHB, present further danger as they can be used to facilitate sexual assaults and other predatory behaviors.

The health risks are numerous. Stimulants (e.g., cocaine, speed) raise blood pressure, increase heart rate and cause rapid breathing. Frequent and long-term stimulant use may cause paranoia, anxiety, hallucination, insomnia, and depression. Hallucinogens (e.g., LSD, mushrooms) can result in memory impairment and flashbacks and have been known to lead to injuries and deaths if the user gets violent or out of control due to a “trip.” Sedatives (e.g., heroin, GHB) can cause memory loss, vertigo, reduced heart rate, seizures, insomnia, anxiety, tremors, and respiratory failure.

The above overview is only a partial list of the health risks caused by the misuse or abuse of alcohol and/or drugs. The following web sites explain these health risks in more detail:

Alcohol

- National Institute on Alcohol Abuse and Alcoholism. College Drinking: Changing the Culture.
<http://www.collegedrinkingprevention.gov/StatsSummaries/snapshot.aspx>
- Center for Disease Control and Prevention.
Alcohol Fact Sheet. <http://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm>

Drugs

Drug Enforcement Administration. Drug Fact Sheets.
http://www.justice.gov/dea/druginfo/all_fact_sheets.pdf
National Institute of Drug Abuse. Commonly Abused Drugs Charts.
<http://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs/health-effects>

Appendix D

The following information is available for students on the Student Conduct website at:

<https://studentconduct.gmu.edu/our-process/university-policies/drug-and-alcohol-policies/>

This information is reviewed annually, and while subject to change, was posted at the time of the collation of this report.

University Alcohol Policy

1. The possession and consumption of alcoholic beverages is limited to those locations and circumstances authorized by university policy.
2. Alcohol possession or consumption is prohibited in any residence hall room or suite where all residents assigned to that space are under the age of 21. Students over the age of 21 may possess alcoholic beverages in accordance with established university policy.
3. No alcoholic beverages may be consumed in public areas of residence halls. This includes, but is not limited to, hallways, study rooms, and lounges.
4. All offenses of this policy will be adjudicated by a hearing officer within the Office of Housing & Residence Life or the Office of Student Conduct.
5. A common sanction for an alcohol policy violation will be primarily educational, but (depending on severity and frequency of violations) may include a housing assignment change, probation period, suspension and/or dismissal from housing, or suspension and/or expulsion from the university.
6. All cases involving severely intoxicated students and/or police or emergency medical responses will normally be referred to the Office of Student Conduct. The hearing officer may mandate an evaluation by the Student Support and Advocacy Center or an equivalent outside agency.
7. The University will encourage parental involvement in accord with the provisions of the Family Educational Rights & Privacy Act (FERPA).

NOTE: Starting in the academic year of 2014-2015, George Mason University adopted a medical amnesty program for students seeing medical attention due to intoxication. The goal of medical amnesty is to foster and protect the health and safety of the George Mason University community. The details of the Medical Amnesty Program are further described at <http://studentconduct.gmu.edu/>.

1. Use and/or possession of drugs and drug paraphernalia are prohibited at George Mason University. Use and/or possession and distribution of prescription drugs without proper medical documentation is within the scope of this policy. Violation of this community standard will be considered a serious offense. Implementation of this policy will be in accord with established university procedures as contained in the Code of Student Conduct.
2. The University Police will enforce all applicable local, state, and federal laws in accord with established standing orders, procedures and guidelines.

3. There will be a university review of all reports of drug offenses involving George Mason University students. Student Conduct processes will operate independently of the criminal justice system.
4. Any student found responsible for a Code of Conduct policy violation involving drugs may, at the discretion of the hearing officer, be required to undergo an evaluation administered by personnel of the University's Student Support and Advocacy Center as a sanction, or prior to re-admittance to the University if suspended.
5. The housing status of a residential student found in violation of a campus drug policy will be determined by the hearing officer. Guests and visitors found responsible for violating a campus drug regulation while in a residence hall will likely be issued a trespass order prohibiting their presence in any and all residential buildings of the George Mason University campuses. This trespass order will be in effect for a minimum of one calendar year.
6. A common sanction for a student's first violation involving possession or use of marijuana is likely to range from a written warning to disciplinary probation period, with the addition of an educational referral (a fee for this service will be imposed). Repeated violations are likely to result in a suspension or dismissal from housing, and/or a University suspension.
7. A common sanction for any student found responsible for a violation involving sale or possession of an illegal substance, including prescription drugs and marijuana, with intent to distribute is expulsion.
8. A common sanction for any student found responsible for use or possession of an illegal drug, including prescription drugs, is likely to be suspension from the University for a minimum of one year, and/or housing suspension or dismissal. The suspended student may be asked to provide documentation of successful completion of a drug treatment program prior to reinstatement.

APPENDIX E

Alcohol and Other Drug Oversight or Advisory Committee

Committee Charge:

Establish a Governance Body and Program Objectives for Alcohol and Other Drug Prevention Activities

- Establish a governance body for all alcohol and other drug related activities to provide unified program alignment and oversight.
- Once established, the governance body should establish strategic and operational goals for the program and ways to monitor progress against identified goals (e.g., key performance indicators, management reporting, etc.). Periodic assessments (i.e., at least biennially as part of the biennial reporting effort) of program policies and processes, as well as progress against goals should be performed with remedial actions taken as appropriate, to ensure program activities are purposefully aligned with movements and expectations of the broader community.
 - Once program governance, objectives, oversight, and methods of evaluating program effectiveness are adopted, these should be incorporated into the Drug-Free Schools and Communities Act (DFSCA) Biennial Review reporting efforts.
- Create program objectives and methods of determining success related to alcohol and other drug prevention efforts to ensure that efforts are strategically aligned, and not duplicative, ineffective or nonessential.
- Review all options for informing students of DFSCA requirements and whether any additional disclosure is required. Create an updated student disclosure communication for future use.

Action to be Taken:

University Life will establish a standing committee to oversee alcohol and drug related activities on an ongoing basis. Among other things, the committee will regularly coordinate programmatic efforts and identify program objectives, determine appropriate ways to monitoring performance against established objectives, and establish regimens for committee oversight. Performance and program reviews (including potential adjustments to policies or procedures, etc.) will be formally evaluated, at a minimum, annually. The biennial report will be updated to include the aforementioned program changes.