



**2011-2012 Biennial Review
Of the Alcohol and Other Drug Initiatives and Policies
Encompassing Students, Staff, and Faculty**

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OTHER INTERACTIVE COMMITTEES

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Campus Community Task Force	
Health Promotion and Substance Abuse Prevention Sub-Committee of the Academic Senate	
Human Resources	

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INTRODUCTION

In response to the 1989 Drug Free Schools and Communities Act, Ferris State University has implemented a diverse cross-section of programs focusing on providing education, prevention, and treatment concerning alcohol and other drug prevention, use and abuse for students, staff, and faculty. The university developed programs to address these issues and has effectively employed and improved upon them since 1990.

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

The university's efforts include the following components:

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

The Ferris State University Alcohol and Other Drug Prevention Program supports the core values of the campus community by providing information to students, staff, and faculty that promotes healthy lifestyle choices, professional development, plus personal and academic growth.

ANNUAL NOTIFICATION POLICY

Procedures for Distributing the AOD Policy

At the beginning of each year, the Drug and Alcohol Policy is distributed electronically to each student and faculty/staff member. The policy focuses on student values, health concerns and risks, available resources, standards of conduct, legal sanctions, and Michigan State laws. An additional policy for tailgating is included and sent to alumni, specifying regulations for pre-game participants. These policies are included in this review.

ALCOHOL AND OTHER DRUG PREVENTION PROGRAMS

Academic Support Center

Jane Pole

Supervisor of the Academic Support Center

On Tuesdays and Thursdays at 11:00 a.m. in the fall semester the Academic Support Center provides a presentation in academic support of student efforts at FSU. Topics range from academic honesty, stress management, and a variety of other topics to assist students in their academic life. Beginning in the fall of 2012 a speaker from the local substance abuse agency Ten-Sixteen Recovery Network, Kim Livingston, will be added as a presenter on the topic of "Prescription Drug Abuse."

Goal:

- Further promote this event to assist more students.

FSU Department of Public Safety (DPS)

Tim Jacobs, Detective

Fatal Vision Goggles:

Regularly scheduled demonstrations encompassing the use of Fatal Vision Goggles, or more commonly referred to as Beer Goggles, are conducted on campus each semester. Students are given the opportunity to participate in a simulated, alcohol impaired driving experience. The demonstrations involve maneuvering around a predetermined course,

operating either a golf cart or a tricycle, while wearing optically-altered goggles that mimic different levels of intoxication. Drunk-driving scenarios are presented, as is the effects that alcohol has on a person's physiological health reactions, impaired judgment, and their behavior. Upon completion of the driving experience and while still donning the beer goggles, the students participate in a dexterity determination evaluation. Three to four demonstrations are held each semester in the centrally-located Intramural Field.

Mock Drunk Driving Accident:

A mock demonstration of an accident involving a DUI offense is anticipated for Fall 2012. In years past, this recreation has attracted many students and has been successful in educating those attending about the repercussions of irresponsible drinking and driving behavior.

Residence Hall Involvement:

Educational materials are presented and discussions are conducted concerning alcohol and its effects at each residence hall on a monthly basis. Demonstrations involving Fatal Vision Goggles can be requested by the resident assistant and are generally attended by approximately 25 students. Topics include nuisance violations, Minor's in Possession offense, laws pertaining to drunk driving, responsible drinking practices, and appropriate party planning. Special mention is made that parental notification occurs after a student's 2nd MIP is reported. Each officer on the department is assigned to a residence hall for a one hour shift each week to provide opportunities for interaction with the students, and to assist with educational programming or problem solving.

Educational Materials and Presentations:

A variety of informative material is available to residence halls and FSU Seminar classes through the FSU Department of Public Safety. These include but are not limited to:

Alcohol and You

- Provides statistics, laws, the number of arrests, possible consequences incurred if irresponsible behavior is observed.
- This Power Point presentation is offered approximately twice per year.

Minors in Possession (MIP):

- Provides facts concerning the physiological and cognitive effects of alcohol plus other facts about alcohol consumption.
- Statistics, laws, and consequences are discussed.

Drinking and Driving

- Education and awareness are the key focus of this presentation, as are the consequences and serious effects of driving while under the influence.

Drugs and Consequences

- The message that drugs can be dangerous is conveyed, and the legal and health consequences of using certain controlled substances are explained.

Rape Prevention

- Rape, aggression, and defense (RAD) information and instruction are provided. Students are taught through this interactive presentation the techniques of self-defense and signs of aggression they need to be aware of.

Crime Prevention:

Alcohol and other drug use are monitored on a consistent basis by the DPS with statistics reflected in an annual report published at the end of the academic year. Individuals wishing to report a crime or incident are encouraged to utilize the *Bulldog Text Tip*, and convey information. Those wanting to remain anonymous can be assured that their identity and privacy will be protected.

To address substance abuse, DPS actively patrols known locations for distribution of illicit substances used in the treatment of ADHD and pain management to circumvent their ease of availability.

Statistics gathered for the 2010 and 2011 academic years indicate an increase in Operating While Impaired (OWI) complaints with all other statistics pertaining to criminal activity following expected variations. Five and ten year comparisons show significant drops in crime for all categories.

Communication:

The FSU Department of Public Safety maintains open communication and encourages interaction with local law enforcement agencies in their efforts to provide a safe environment on campus. Weekly conversations are scheduled between the department and local police to discuss current difficulties, trends, and potential solutions. Detective Jacobs meets with each Hall Director weekly to discuss difficulties, trends, and possible solutions.

Discipline:

Disciplinary measures are equitable and consistent. If a student is arrested or ticketed for an offense, they are automatically referred to the Office of Student Conduct. Discretion can be exercised by the interceding officer, if the violation is minor, with the Office of Student Conduct given sole responsibility for handling the situation; thereby avoiding a legal consequence for the student. If a student cooperates with law enforcement regarding more serious offenses and provides information that would not normally be obtained, such as in the case of drug trafficking, DPS will refer the student to the Central Michigan

Enforcement Team (CMET) and/or suggest cooperating with another entity that would be involved in that particular situation.

Goals:

- Decrease OWI occurrences through education and other preventive measures.

Employee Assistance Program

ENCOMPASS

Joseph Budnick, Senior Consultant

Ferris State University contracts with ENCOMPASS which is an Employee Assistance Program with offices both in Big Rapids and Grand Rapids. ENCOMPASS is a national/international organization that serves employees and their family members of Ferris State University. Because ENCOMPASS provides services in three key ways: On-line, on-site and on-call, access is simple. The number of Ferris employees that utilize this resource is kept confidential by the Human Resource Office.

Goal:

- Contact Human Resources to obtain the number of individuals who utilize this free resource.

Enrollment Services

Kristen Salomonson

Dean of Enrollment Services

Incoming Freshmen:

All incoming freshmen at Ferris State University are required to attend an orientation presentation at which pertinent materials are distributed including information concerning the University's alcohol and other drug policy and available resources. A postcard with electronic links to various websites, such as the Office of Student Conduct; the FSU Code of Rules, Bylaws, and Policies; the Student Handbook; and other applicable information is also provided.

Ferris State University Seminar Program

Shelly VandePanne
Coordinator FSU Seminar

Incoming Freshmen:

All incoming freshmen at Ferris State University are required to complete an FSU Seminar course at which point they receive a packet of resource information and brochures pertaining to support, services, activities, and helpful hints.

Adopting a wellness objective, the FSU Seminar course interjects a diverse array of educational material, events, and activities to approach the topic of alcohol and substance use on campus. Speakers, such as Jim Matthews who is paid an honorarium of \$3,300 (“Beer, Booze, and Books” with approximately 1,500 students in attendance) and Dr. Robert Friar (“Sex and College Students” with approximately 1,700 students in attendance), are scheduled each year. Both of these events are open to all students, staff, and faculty. Discussions and presentations concerning healthy eating habits, exercise, and good choices are introduced into each semester’s course curriculum. The Alcohol 101 program, which is available on computers at the campus library, and a virtual bar scene are incorporated into this class as well. Students are also encouraged to explore e-Chug and take an assessment of their alcohol habits, especially prior to attending Mr. Matthews’s presentation of “Beer, Booze, and Books.” An annual license fee of \$975 is paid for e-Chug by the Vice President of Student Affairs as a resource for FSU Seminar Instructors. According to data collected from surveys conducted each year, 277 FSU students completed the “e-Chug Checkup” in the Fall of 2011.

Goals:

- Organize a campus-wide scavenger hunt encompassing a theme of “Did You Know” with an emphasis on various locations and services provided to students.
- Provide materials and resources pertaining to AOD information available only through the FSU Seminar course to transfer students who are not currently required to participate in the class.
- Develop interactive computer program encompassing alcohol education through a simulated Jeopardy game.

Challenges:

- Want to accomplish many more objectives than what time allows. Have limited hours to devote to wellness issues because of the amount of material necessary to cover.
- Increase awareness of personal and social support services.

Graphic Design Team

College of Business

Alison Popp, Assistant Professor Marketing Department

William Culpepper, Assistant Professor Marketing Department

Social Norm Program:

The Graphic Design Team is comprised solely of students enrolled in the College of Business Marketing Program at Ferris State University under the direction of Professors Popp and Culpepper. The team meets with the coordinator of the Social Norm Program annually to provide a unique set of approaches that are student-designed and marketed to the student body for the promotion of this campaign. The team has been instrumental in this program for the last several years and has produced promotional items such as posters, brochures, lapel buttons, window decals, a card game that encourages non-alcoholic entertainment, and interactive computer games. The team's most recent creations for the next academic year are resource kits for first year seminar instructors, *The Instructor*, and for Residence Assistants, *The Informer*.

The Graphic Design Team presents its creations at the end of each academic year to the Student Affairs Administrative Council in a formal boardroom type milieu. Members of the Council who are present include all of the directors in Student Affairs.

This Year's Productions:

The *Instructor* and the *Informer* are resource kits provided to Ferris State University Seminar instructors and Residence Assistants each containing materials designed to assist with conveying the Social Norm message and to facilitate educating students regarding alcohol and other drugs. The *Instructor* includes a DVD on which the game, *Alcohol Jeopardy*, is contained. This interactive computer game is patterned after the television show, *Jeopardy*, and features topics that pertain to alcohol use, abuse, and a student's perception of use on campus.

The *Informer* has materials encompassing thirty-six different interactive programs and is presented to each residence hall several times per month.

Goals:

- The goal for the Good Choices Graphic Design Team is to work more frequently with next year's team to better comprehend the extensive nature of the material designed and produced through this innovative initiative.

Housing and Residential Life

Lisa Ortiz

Assistant Director of Residential Programs

Alcohol and Other Drug Education:

Every Residence Assistant is asked to do an AOD program in their Residence Hall each semester. Fifty to sixty weekend non-alcoholic programs are scheduled for each residence hall per academic semester to which students are encouraged to attend. Efforts to educate students concerning alcohol and other drugs encompass both active participation in educational programming and passive awareness campaigns, such as posters and other advertisement.

Each residence hall, in conjunction with the Department of Public Safety, provides educational materials, interactive sessions, and a quiz regarding high-risk drinking and substance abuse two weeks prior to each spring break. Moreover, the Department of Public Safety conducts demonstrations utilizing 'fatal vision beer goggles' with three levels of simulated intoxication and has an alcohol awareness program, entitled 'Beer Olympics' to which over one hundred students attend.

Other educational approaches include using Facebook and Twitter with many residence halls having specific Facebook accounts. The Sunday prior to classes beginning, housing hosts a non-alcoholic event on the quad to promote social interaction to which approximately 600 students attend. Furthermore, a sexual health educational program, which includes an alcohol component, is offered to all students through the residence halls.

Disciplinary Measures:

AOD and other policy enforcement is accomplished through the assignment of personnel at the front desk round-the-clock. A patrol of each residence hall is performed by designated students between 2:00 and 5:00 a.m. to circumvent any negative situation. A Residence Assistant is on active duty each Thursday and Sunday until midnight, and Fridays and Saturdays until 2:00 a.m. Intercession initially involves informal direct conversation with a student who has made poor choices then proceeds to a more direct interaction, if warranted.

Discipline is consistent, fair, and equal. The Department of Public Safety is automatically contacted when a student has exhibited high-risk behavior related to alcohol or other drug use. The creation of posters, participation in various programs, composition of reflective papers, and conducting of research projects are assigned as disciplinary options to encourage better choices.

Other alternatives:

Substance-free housing is also provided for students.

Goals:

- Schedule training for professors, staff, and students regarding marijuana and trending substances, such as Spice, KT, bath salts, etc., including a synthetic burn of marijuana.

Mecosta Osceola Coalition to Reduce Underage Drinking

Kim Livingston, County Prevention Facilitator

Ten-Sixteen Recovery Network

Kim Livingston, Prevention Program Manager

Choices and FSU Seminar Classes:

Ten-Sixteen Recovery Network has been contracted to provide presentations to Choices groups and FSUS classes, the freshman introduction course, regarding the abuse of over-the-counter and prescription drugs on a regular and continuing basis.

Goals:

- Schedule a presentation to the Academic Support Center concerning abuse of over-the-counter and prescription drugs.

Prime for Life:

Prime for Life is a comprehensive eight-session substance abuse program that entails a concentrated series of sessions designed for students with more serious substance abuse issues. This is an evidenced-based approach that empathically but powerfully challenges common beliefs and attitudes that directly contribute to high-risk alcohol and drug use. The program goals are to reduce the risk for health and impairment problems.

Ferris State University recognized a developing trend at the beginning of the 2011/2012 academic year reflecting a significant increase in the number of college students who had presented at the local hospital emergency room with extremely high blood alcohol levels. Immediately addressing this issue, the university contracted with Ten-Sixteen Recovery Network, a local substance abuse counseling resource, to facilitate the Prime for Life program. Eight students participated and benefited from their involvement with this methodology of treatment during the initial inception of the program in spring of 2012.

Medical Marijuana Town Hall Meeting:

Ten-Sixteen Recovery Network and Mecosta Osceola Coalition to Reduce Underage Drinking scheduled Ken Stecker, the Traffic Safety Resource Prosecutor for the Prosecuting Attorneys Association of Michigan (PAAM), in March of 2012, to discuss the details of the Michigan Medical Marijuana Act and how it applies to the community. This program was conducted in the format of a town hall meeting and free to all interested parties. A panel of community officials, which included the county sheriff, the undersheriff, the county prosecutor, and a detoxification supervisor from Ten Sixteen Recovery Network provided discussion regarding what was happening locally and answered questions after the presentation. The meeting was well attended with 52 community members present.

TIPS Training:

Mecosta Osceola Coalition to Reduce Underage Drinking hosted a Training for Intervention Procedures (TIPS) session on March 14, 2012 with Trainer Deputy Jack Sutherby for all store owners within Mecosta and Osceola Counties. Another training session is scheduled for the near future to which bar/restaurant owners within the same counties will be invited to attend.

Goals:

- To include Ferris State University in events concerning the Health Promotion Coalition through Northern Michigan Substance Abuse Services (NMSAS).
- Implement the evidenced-based Red Watch Band Program that provides students with the knowledge, awareness, and skills to prevent student toxic drinking and to recognize symptoms of a drug overdose or high-risk drinking. Instruction encompasses CPR certification and alcohol emergency bystander training.

Office of Student Conduct

Kristin Norton

Director of Student Conduct

The mission of the Office of Student Conduct is to educate students about their rights and responsibilities as community members, help students understand the balance between individual and community rights, and help maintain a community atmosphere conducive to academic success.

Disciplinary Management:

A Code of Student Community Standards, which is reviewed and updated annually, is accessible in published form from the Office of Student Conduct or in electronic format

through following a link posted on their web page. Other valuable information is provided through this medium, such as specific university policies, the disciplinary process, student resources and programs pertaining to disciplinary actions, parental information, expectations and values, plus a special link concerning hazing.

Disciplinary measures are handled consistently, fairly, and equitably. A student's rights, for both those accused of misconduct and the victim crimes, are considered paramount with efforts made to preserve and protect them in every instance. Various options are available concerning sanctioning for violations of university policy with the Director of Student Conduct authorized to impose any one or a combination of such. Two classifications of sanctions are available, administrative and educational, with different levels or degrees of severity available.

Under administrative sanctioning, discipline can range from an official written warning to a period of observation and review, one-year probation, suspension, or dismissal. Educational sanctions may involve alcohol education programs, such as AlcoholEdu, Choices, Marijuana 101, or Prime for Life. Other options include counseling through the University's Counseling Center or other resources, community service, mediation, parental notification, restitution, transfer to another housing unit, or expulsion from University housing.

In severe cases or instances of higher recidivism, the Director of Student Conduct may schedule a hearing before a hearing officer or a hearing committee, referred to as the University Committee on Discipline (UCD). The UCD hearing committee is composed of three members, including one student, a faculty member, and a staff member with one of the latter two being chosen as chairperson. The decision of the UCD, presented in writing within ten University business days, will serve as a recommendation to be approved by the Director of Student Conduct and/or the Dean of Student Life.

Goals:

- Suggest a campus-wide email notification to students with pertinent links pertaining to student issues and policies. Also, provide the same through the university-wide message notification system for faculty and staff.

Policies and Other Information:

Ferris State University's Policy on Alcohol and Drugs, health concerns and risks associated with alcohol and other drugs, available resources, standards for conduct, plus applicable laws and legal sanctions are enumerated within the Code of Student Community Standards and all are provided as appendices to this report.

Choices and Prime for Life:

An assessment of the Choices program revealed its efficacy as evidenced by the statistical evaluation compiled by the Office of Institutional Research. The most current statistical data is provided within this report.

Prime for Life is nationally recognized, reputable, and a comprehensive substance abuse prevention and education program that entails a concentrated series of sessions designed for students with more serious substance abuse issues. It is an evidenced-based approach that empathically but powerfully challenges common beliefs and attitudes that directly contribute to high-risk alcohol and drug use. The program goals are to reduce the risk for health and impairment problems. Prime for Life was initiated at Ferris State University in the spring of 2012 and is facilitated by the Ten-Sixteen Recovery Network, the local substance abuse education, prevention, and treatment agency. Thus far, students enrolled have exhibited positive responses to the program. A further evaluation will be conducted at the end of the academic year for inclusion in the next Biennial Review.

Goals:

- Gain further consistency regarding the criteria by which students are assigned to either the Choices or Prime for Life programs.

Sports Entertainment Hospitality Management

Julie Doyle

The Sports Entertainment Hospitality Management curriculum includes Training for Intervention Procedures (TIP) for all participants in the program, plus local bar/restaurant establishments. This class is part of the required curriculum with the material incorporated into other coursework as it applies.

Student Leadership and Activities

Ali Witucki

Interim Director of Student Leadership and Activities Office

TIPS Training for Fraternities and Sororities:

Suggestions concerning safe drinking practices, how to responsibly host parties, and how to intervene in a situation where someone has over imbibed are provided each semester to fraternities, sororities, and residence halls on campus. Instruction is free to all students unless sanctioned by the Office of Student Conduct. Students are certified upon completing a twenty question quiz at the end of the program in which they must attain 80% accuracy. From March 2011 to March 2012, the Office of Student Leadership and

Activities has trained 79 students. Fraternity and sorority members successfully finishing the requirements of the program are eligible for discounted rates on nationally-recognized insurance.

The Vice President of Student Affairs' Office has provided additional TIP Training for local liquor establishments for years.

Goals:

- Provide program to all students involved in Greek Life and the university in general

Safe Ride Program:

The Safe Ride Program is a free service that offers students the option of getting home safely, if they have been consuming alcohol, by contracting with a local transportation company Thursday, Friday, and Saturday nights. A bus, which circles specific local establishments, is available to transport students in need from midnight to 2:30 a.m. directly to their residence hall or apartment building. The service costs the university \$80 per hour and is funded by fees assessed through the Choices, Marijuana 101, and Alcohol 101 programs. Approximately \$14,700 of the fees collected is allocated toward this program each academic year.

Advertisement for this initiative appears every other week in *The Torch*, a campus newspaper. Since beginning the bi-monthly ads, use of this service has increased by approximately 200 students. Information regarding this option is available through links under the Volunteer Center's website.

Social Norm Program:

The Office of Student Leadership and Activities coordinates the dissemination of posters created by the Social Norm Committee at 150 designated locations throughout the campus.

Alternative Events:

Throughout each semester speakers, activities, and special events are scheduled to encourage participation in healthy, non-alcoholic entertainment. An appearance by comedian Jen Kober was well attended last November, as was the event featuring hypnotist Tom Deluca in December. "Breaksk8" attracted students, staff, and faculty in January. Julie Garcia, author of *Somewhere In Between: A True Journey through Sex, Drugs, Alcohol, and Everything In Between*, is scheduled to appear in September with an interactive program designed to capture the imagination of those in attendance plus provide insight and guidance. All events are free with Ferris Fest and Game Show Night scheduled for Saturdays and other activities planned for Tuesday, Wednesday, or Thursday evenings between 8 and 9 o'clock with each attended by an average of 300 to

400 individuals. Upcoming events can be viewed through the Entertainment Unlimited website for Ferris State University.

Greek Life:

The office of Student Leadership and Activities is very involved in this faction of the university, providing new members with educational instruction concerning responsible behavior, in addition to expectations regarding drinking and hazing practices. A hazing hotline has been established and new members are strongly encouraged to utilize the service, if they feel the need.

Each chapter is expected to register any parties or functions that they are planning and provide a guest list with each member anticipated to have only two guests. Stringent rules are stipulated and each organization is responsible for enforcing compliance. A maximum of six beers or four wine coolers are allowed per person with no hard liquor permitted. Insurance is provided through FIPG. Non-compliance could result in a fraternity or sorority being suspended or stipulated 'dry' until they have completed the appropriate requirements.

Goals:

- Will endeavor to utilize the program e-Chug to assist in educating members of fraternities.
- Initiate programs specifically directed toward acceptable behavior and practices during Spring Break Week.

Office of Student Life

Nicholas Campau
Coordinator of Student Life

New Student Orientation:

Each new student coming to Ferris State University attends a new student orientation. At this presentation each student is given a packet that includes a postcard with the FSU network link to the "Code of Student Community Standards". This handbook is then discussed by a presenter at the orientation in further detail with a session provided for questions and answers. Orientation occurs in the morning at the Timme Student Center followed by students moving from station to station to acquire a better understanding of campus life at Ferris and the responsibilities associated with being a college student.

The new students then are separated by the college to which they plan to attend to hear another presentation led by a fellow student. Their "Rights & Responsibilities" and the "Code of Community Standards" is again reviewed, this time from a student's perspective. Furthermore, at this second presentation, incoming students are shown a film

called the “Welcome Video” that includes a brief review of the above-mentioned information.

Goal:

- Research what Ferris State University does for new student orientation at off-campus sites such as the Ferris State University Grand Rapids campus and Kendall School of Art and Design, which merged with FSU.

PROGRAMS INCORPORATED

Alcohol 101 Plus	Alcohol.Edu	Alternative Events & Speakers
Campus Entertainment and Activities	Campus Events and Health Fairs	Choices
e-Chug	Fatal Vision Goggles	Marijuana 101
On Campus AA Meetings	Peer Education Program	Prime for Life
RA Programming	Safe Ride	Social Norming
Substance Abuse Counseling	Substance Free Housing	TIPS

ALCOHOL AND OTHER DRUGS POLICY

Michigan law prohibits the 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, or used by the University, and motor vehicles operated by employees, including personal motor vehicles, when used in connection with work performed for or on behalf of the University.

Any person taking prescription drugs or over-the-counter medication is personally responsible for ensuring that while taking such drugs or medications, he or she is not a safety risk to themselves and others while on University property, while driving a University or privately owned vehicle, or while otherwise engaged in University business.

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
 - 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 those entities for any illegal activity. It is the responsibility of all campus members to be aware of these laws.

FERRIS STATE UNIVERSITY IS COMMITTED

Ferris State University is committed to using evidenced-based strategic interventions, collaboration, innovation and the incorporation of the wellness dimensions to reduce harmful consequences of alcohol and other drug use.

Areas of strategic intervention include:

- 1) Providing education and awareness activities
- 2) Offering substance-free social, extracurricular, and public service options.
- 3) Creating a health-promoting normative environment.
- 4) Restricting the marketing and promotion of alcohol and other drugs.
- 5) Limiting availability of alcohol and other drugs.
- 6) Developing and enforcing campus policies and enforce laws to address high risk and illegal alcohol and other drug use.
- 7) Providing early intervention and referral for treatment.

ATTACHMENTS

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APPENDIX - A

Self-Help Groups

Alcohol And Other Drugs

- **Group: Alcoholics Anonymous and ALANON**
(Open AA meeting, first Sunday of the month)
Time: Sunday 7:00 pm
Location: Old Jail, 220 S. Stewart,
Big Rapids, MI
Call: 231-796-8956

Time: Monday 8:00 pm
Location: St. Paul's Church, 1 Damascus Rd.,
Big Rapids, MI
Call: 231-796-7393

Time: Wednesday 8:00 pm
Location: St. Paul's Church
Call: 231-796-7393

Time: Thursday 12 noon
Location: St. Paul's Church
Call: 231-796-7393

Time: Friday 8:00 pm
Location: St. Paul's Church
Call: 231-796-7393

Time: Saturday 8:00 pm
Location: St. Paul's Church
Call: 231-796-2741
- **ALANON**
Time: Thursday Noon
Location: St. Paul's Church, 1 Damascus Rd.,
Big Rapids, MI
Call: 231-796-7393
- **Narcotics Anonymous**
Time: Tuesday 8:00 pm and Saturday at
10:00 AM same location
Location: St. Paul's Church, 1 Damascus Rd.,
Big Rapids, MI
Call: 231-796-7393

APPENDIX - B

Local Counseling Resources

Big Rapids Area Resources

The Ferris State University Counseling Center is providing this reference list as a service to members of the FSU community. The presence of a counseling/therapy resource on this list does not mean that it is approved or endorsed by the Counseling Center or by Ferris State University.

Central Michigan Community Mental Health

Mental Health and Personal Counseling for Individuals and Families

500 South Third St., Big Rapids, MI 49307... (231)-796-5825

Office Hours: Monday (8:00 am - 7:00 pm) Tuesday-Friday (8:00 am - 5:00 pm)

FEE: Sliding Scale

INSURANCE: Yes, limited

Counseling Center - Ferris State University

Individual and Group Counseling/Therapy

Substance Abuse Services for Students

1019 Campus Dr., 2nd Floor Health Center Bldg.

Big Rapids, MI 49307... (231)-591-5968

Office Hours: 8:00 am - Noon, 1:00 pm - 5:00 pm

FEE: No

INSURANCE: No

Omar Mangram, E.D., Licensed Psychologist and Biofeedback Practitioner

Human Resources Associates

Accepting referrals for all psychological needs with an emphasis on health and anxiety disorders

Grand Rapids and Canadian Lakes... (231)-458-0692

Office Hours: By Appointment: Monday-Friday

FEE: Yes, hourly

INSURANCE: Yes

Northland Counseling Center

Bonnie Cripe, M.S.W., A.C.S.W., CCH

Counseling, Education and Consulting Services

Clinical Hypnotherapist 18554 Northland Dr., Big Rapids, MI 49307... (231)-592-8090

Office Hours: By appointment

FEE: Yes

INSURANCE: Some

Local Counseling Resources - continued

Sue Fowler, Psy.D., Fully Licensed Clinical Psychologist

Individual, Marital and Family Therapy

705 Oak Street, Suite 9, Big Rapids, MI 49307...(231)-796-3339

Office Hours: By appointment

FEE: Yes

INSURANCE: Yes

Samuels Counseling

Wendy Samuels, MSW, CSW

Individual, Family and Marriage Counseling, Abuse and Addictions Recovery

305 S. Warren, Big Rapids, MI 49307...(231)-592-9960

Office Hours: by appointment

FEE: Yes

INSURANCE: Yes

ENCOMPASS

Short Term for Ferris State University Employees and their families

Relationships, Depression, Work, Alcohol etc.

Offices located in Big Rapids, Grand Rapids and other locations....1-800-788-8630

Office Hours: By appointment only

FEE: No

INSURANCE: No

Rockford Psychological Services PC

Fully Licensed Clinical Psychologist Available

Individual, Group, Family Therapy, Assessment and Testing 413 Mecosta, Big Rapids, MI 231-796-6009

16 North Monroe, Rockford, MI 49341 616-866-4830

Hours: Big Rapids: Wed. 9:00 am - 8:00 pm

Rockford: Mon. 9:00 am - 9:00 pm; Thurs. 8:00 am - 5:00 pm

Fee: Yes Insurance: Yes

Riverview Counseling Services and Wellness Center, PC

Psychiatrist, Psychologists, Social Workers, Counselors and MA nursing staff

Individual, Family and Crises Therapy, Alcohol Assessment

15495 Old Millpond Rd, Big Rapids, MI 49307...(231)-796-9188

Office Hours: Mon.-Thurs., 9:00 am - 8:00 pm; Fri., 9:00 am - 5:00 pm; Sat. by appointment

FEE: Yes

INSURANCE: Yes

Local Counseling Resources – continued

Totten Psychological Services PC

Donald L. Totten, Ph.D., Fully Licensed Counseling Psychologist

Adolescent and Individual Therapy, Group Therapy, Marriage and Family Therapy, Chemical Dependency Therapy

211 Maple Street, Big Rapids, MI 49307... (231)-796-8881

Office Hours: Mon.-Fri., 8:00 am- Noon and 1:00 pm - 5:00 pm; other hours by appointment

FEE: Yes

INSURANCE: No

Women's Information Service . . . WISE

Domestic Violence & Adult Sexual Assault

Shelter, Counseling and Advocacy Services

P.O. Box 1249, Big Rapids, MI 49307

24 HOUR HOTLINE... 1-800-374-9473 or (231)-796-6600

Office Hours: 24 hours a day

EMERGENCY SERVICE: Yes, 24 hr. Crisis Line

FEE: No

INSURANCE: No

Additional Services

Listening Ear

Crisis Hotline - Telephone Counseling and Referral

Mt. Pleasant, MI 48858

Office Hours: Monday - Friday 8:00 am - 5:00 pm

CALL: 989-772-2918 or

Evenings and Weekends: 231-796-5825

EMERGENCY SERVICES: Yes, 24 hr. Helpline

FEE: No

INSURANCE: No

John Nickisson, BS (CHEd)., LLMSW., MA (Psy)., CAC II (IC & RC)

Cross-Trained, Licensed & Certified Counselor

Mental health and Alcohol, Tobacco & Other Drug (ATOD) Use

Individual & Group Counseling, Psychoeducation

18554 Northland Drive

Big Rapids, MI 49307

Office Hours: 6pm - 9pm Mon, Wed & Thu/10am - 2pm Sat

Call: 231- 349-6111

Fee: Yes; Sliding Scale

Insurance: Some

Local Counseling Resources - continued

Catholic Charities West Michigan

Individual, Family and Marital Counseling

Psychological and Psychiatric Services

Substance Abuse and Assessment

110 N. Bronson, Suite

Big Rapids, MI 49307

231-796-1583

Office Hours: Monday-Friday 8:30 am - 5:00 pm

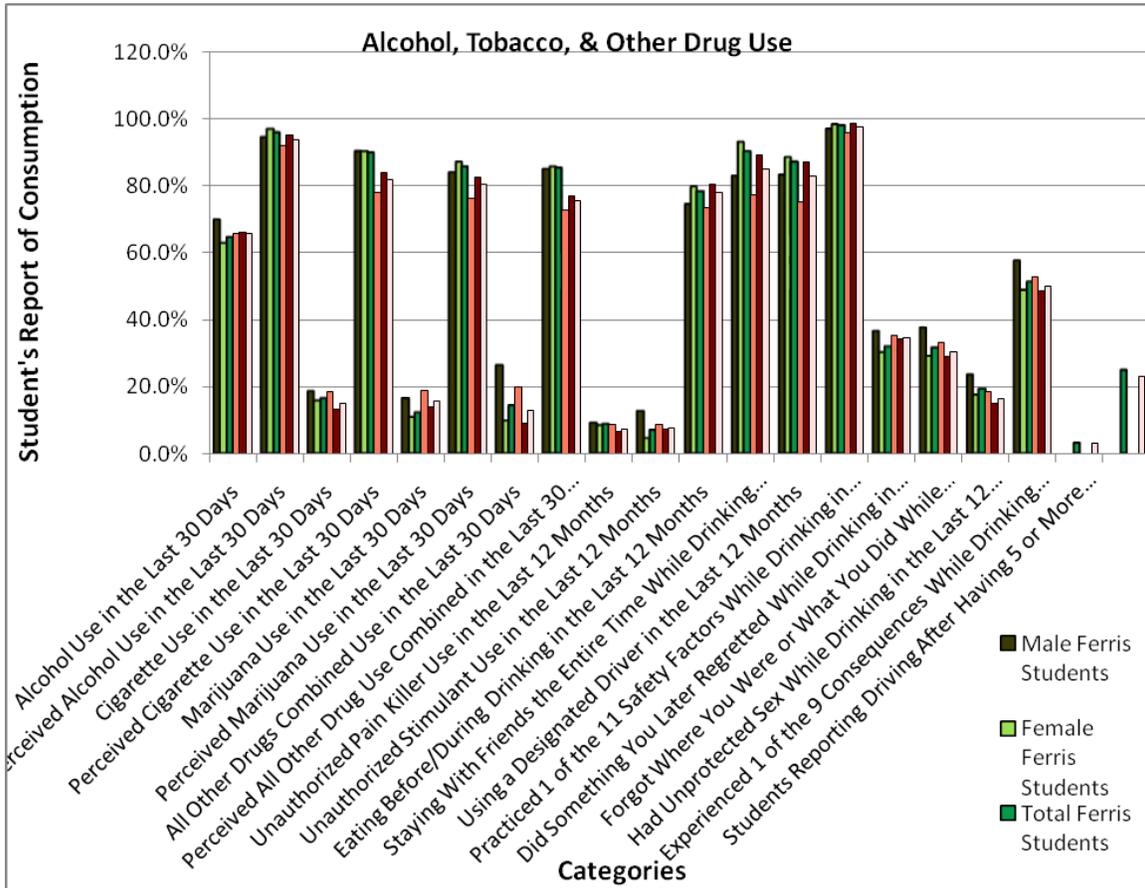
Counseling Hours: Monday-Friday 8:30 am - 6:00 pm

FEE: Yes, sliding scale

INSURANCE: Yes

APPENDIX – C Alcohol, Tobacco, & Other Drug Use						
	Male Ferris Students	Female Ferris Students	Total Ferris Students	Male National Average	Female National Average	Total National Average
Alcohol Use in the Last 30 Days	69.9%	62.9%	64.8%	65.7%	66.0%	65.9%
Perceived Alcohol Use in the Last 30 Days	94.5%	96.8%	95.9%	91.9%	95.0%	93.8%
Cigarette Use in the Last 30 Days	18.9%	16.0%	16.8%	18.6%	13.3%	15.2%
Perceived Cigarette Use in the Last 30 Days	90.1%	90.4%	90.0%	78.1%	83.9%	81.8%
Marijuana Use in the Last 30 Days	16.5%	11.1%	12.5%	18.9%	14.1%	15.9%
Perceived Marijuana Use in the Last 30 Days	83.9%	86.9%	85.7%	76.4%	82.5%	80.3%
All Other Drugs Combined Use in the Last 30 Days	26.5%	9.9%	14.6%	19.9%	9.0%	12.9%
Perceived All Other Drug Use Combined in the Last 30 Days	85.0%	85.5%	85.2%	72.8%	76.9%	75.5%
Unauthorized Pain Killer Use in the Last 12 Months	9.2%	8.7%	8.8%	8.6%	6.8%	7.5%
Unauthorized Stimulant Use in the Last 12 Months	12.8%	4.8%	7.2%	8.7%	7.2%	7.8%
Eating Before/During Drinking in the Last 12 Months	74.6%	79.8%	78.3%	73.4%	80.4%	78.0%
Staying With Friends Entire Time While Drinking in the Last 12 mos.	83.0%	93.2%	90.2%	77.2%	89.2%	84.9%
Using a Designated Driver in the Last 12 Months	83.2%	88.6%	87.0%	75.2%	87.0%	82.9%
Practiced 1 of the 11 Safety Factors While Drinking in the Last 12 mos.	96.9%	98.4%	98.0%	95.9%	98.5%	97.5%
Did Something You Later Regretted While Drinking in the Last 12 Months	36.5%	30.5%	32.1%	35.3%	34.2%	34.6%
Forgot Where You Were or What You Did While Drinking in the Last 12 Months	37.8%	29.3%	31.8%	33.1%	29.0%	30.4%
Had Unprotected Sex While Drinking in the Last 12 Months	23.7%	17.7%	19.4%	18.7%	15.2%	16.5%
Experienced 1 of the 9 Consequences While Drinking in the Last 12 Months	57.7%	49.0%	51.4%	52.8%	48.7%	50.1%
Students Reporting Driving After 5 or More Drinks in Last 30 Days			3.4%			3.1%
Students Reporting Driving After Any Alcohol in the Last 30 Days			25.1%			23.0%

APPENDIX – C



APPENDIX – D

In the last year, **277 students** from have completed the Alcohol eCHECKUP TO GO. Together, they have generated **280 entries**.

Gender Information:

Males = 133 (48%)

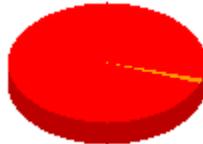
Females = 144
(52%)



College Information:

Ferris Students: 275 (99%)

Other College Students: 2
(1%)



Student Level Information:

Freshmen: 267
(96%)

Sophomores: 6 (2%)

Juniors: 1 (0%)

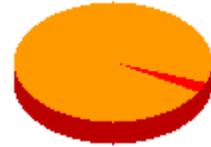
Seniors: 3 (1%)



Greek Information:

Greek Members: 7 (3%)

Non-Greek: 270 (97%)



Athlete Information:

Athletes: 27 (10%)

Non-Athletes: 250
(90%)



Medication Information:

Taking Medication: 80 (29%)

Not Taking Medication: 197
(71%)



Residence Information:

On-Campus: 223 (81%)

Off-Campus: 54 (19%)



Estimated highest Blood Alcohol Concentration during a "Typical Week":

Range		
N = 280	Min = 0	Max = 0.54
Central Tendency		
Average = 0.08	Std. Deviation = 0.10	
Median = 0.05	Mode (freq.) = 0 (110)	

APPENDIX - E

Arrests	2007	2008	2009	2010
LIQUOR LAW VIOLATIONS				
Campus - All	135	100	84	117
Campus Student Residence	70	50	40	66
Public Property	57	44	12	13
Non-Campus	8	6	5	3
DRUG LAW VIOLATIONS				
Campus - All	34	28	18	44
Campus Student Residence	20	14	13	32
Public Property	11	13	2	1
Non-Campus	3	1	1	0

Disciplinary Referrals	2007	2008	2009	2010
Alcohol	351	389	385	259
Drugs	46	49	44	63
Weapons	0	0	0	0

***** PLEASE NOTE:**

No drug or alcohol-related fatalities occurred during the period of this 2011-2012 Biennial Report on the institution's campus or as part of any of the institution's activities, or were reported to campus officials.

APPENDIX - F



FERRIS STATE UNIVERSITY Bulldog Values



Your commitment to being a student at **Ferris State University** begins with a fundamental understanding of and appreciation for the core values of the institution. It is expected that all students will uphold the **BULLDOG VALUES**.

**AS A FERRIS STATE UNIVERSITY STUDENT,
I WILL BE AN ACTIVE LEARNER.**

- I will attend class. Appropriate class attendance includes being on time, coming prepared and being attentive.
- I will study. Studying is an intentional, deliberate act requiring hard work. This includes seeking out the various resources designed to help me be academically successful.
- I will treat my professors and fellow classmates with courtesy and respect.
- I will be ethical in my scholarship and will practice academic integrity. This includes properly crediting others for their ideas that I may find useful.

**AS A FERRIS STATE UNIVERSITY STUDENT, I WILL TAKE
RESPONSIBILITY FOR MY HEALTH AND WELLNESS**

- I recognize that eating properly, getting adequate sleep and exercise are all factors in maintaining my health and that good health is conducive to my success.
- I recognize that the use/abuse of alcohol and other drugs is detrimental to my health and a potential barrier to my success.
- I will be responsible for my wellness and make use of appropriate University resources to assist me as needed.

**AS A FERRIS STATE UNIVERSITY STUDENT, I WILL BE AN ETHICAL
MEMBER OF THE UNIVERSITY COMMUNITY**

- I will respect the rights and property of others, recognizing that this includes the larger community of Big Rapids.
- I will discourage bigotry and strive to learn from differences in people, opinions and ideas.
- I will abide by the Student Code of Conduct/Student Community Standards/laws of the State of Michigan.
- I will involve myself in leadership, service and/or personal development opportunities outside of the classroom as part of my comprehensive educational experience.

**IT IS EXPECTED THAT YOU WILL HAVE A LOT FUN...WHILE INVESTING IN
YOUR FUTURE BY KEEPING THE FOCUS ON YOUR ACADEMIC SUCCESS!**

As a Ferris State University student, I agree to uphold the BULLDOG VALUES:

B. A. Success

Signature

B. A. Success

(print name here)

"Everyday"

date

APPENDIX – G

Code of Student Community Standards

Section II: Judicial Procedures

Disciplinary Procedures Overview

Ferris State University's procedures for imposing disciplinary sanctions are designed to provide students with the guarantees of due process and procedural fairness, to ensure equal protection for all students, and to provide for the imposition of similar sanctions for similar acts of misconduct. At the same time, the procedures reflect the need to be concerned about the individual student involved in a particular case. The procedures therefore provide that the imposition of disciplinary sanctions must also be based upon a consideration of all the circumstances in a particular case, including a student's prior record of misconduct, if any.

Sanctions:

The Director of Student Conduct or his/her designee is authorized to impose any one or a combination of the following sanctions for acts of misconduct. The University may impose other sanctions singularly or in combination with any of those listed below. The University recognizes two kinds of sanctions: administrative (inactive) and educational, and they are often combined in an effort to hold students accountable while also providing resources to aid in a student's success.

A. Administrative Sanctions

1. **Administrative Warning**

An Administrative Warning is an official written warning informing a student he/she has been found in violation of the University policy and that he/she should understand that future violations could result in further sanctions. With an Administrative Warning, a student should have a clear understanding of the University's expectations for his/her future behavior.

2. **Disciplinary Probation Level I**

Disciplinary Probation Level I is a period of observation and review. Probation is intended to convey to the student that his/her conduct is unacceptable by University standards. Disciplinary Probation Level I will result in the student being on Probation for the remainder of the semester up to an additional academic year. Probation may involve the loss of specified privileges.

3. **Disciplinary Probation Level II**
Disciplinary Probation Level II is the highest administrative sanction a student may be issued and still actively attend the University. Disciplinary Probation Level II will result in a minimum of one academic year on Probation up to the duration of the student's academic career. Further violation of University policies at any point during the probationary period will be viewed not only as a violation based upon the act itself, but also as a violation of the Probation. This shall result in further action up to, and including, suspension or dismissal from the University.
4. **Suspension**
A student may be prohibited from participating in all aspects of University life for a specified period of time, usually a semester or a full academic year. When a student is suspended from the University, the suspension applies to all campuses of the University and prohibits that student from entering the grounds of all University campuses. When the term of the suspension has ended, the student may apply for readmission. Should a student choose to reapply and be readmitted to the University, the student would be placed on Disciplinary Probation for the remainder of his/her academic career at Ferris.
5. **Dismissal**
A student may be dismissed from the University permanently. When a student is dismissed from the University, the dismissal applies to all campuses. Furthermore, the student may not petition the University for readmission.

Please Note: For those individuals who are either suspended or dismissed from Ferris, an AW (Administrative Withdraw) will be placed on the student's transcript if the suspension or dismissal is effective prior to the deadline for withdrawal from classes published by the University. This means that no grades A through F will be issued for that semester in which the student was suspended or dismissed. If the suspension or dismissal is effective after the deadline for withdrawal an AWF (Administrative Withdraw Fail) will be assigned in the same manner as other students who withdraw after the deadline. That is, after the Withdrawal deadline, a suspended or dismissed student would receive a grade of F for the semester in which they were suspended or dismissed.

Disciplinary sanctions do not become final until the opportunity to appeal has passed. Students who choose to appeal suspension or dismissal decisions may continue to go to class and engage in customary University activities (unless otherwise stipulated) until an appeal decision is made.

B. Educational Sanctions

1. **Alcohol On-line Education**
Alcohol On-line Education is an alcohol education program that encourages students to look at their everyday choices regarding alcohol use. This exercise is for first time offenders who have violated residence hall or University alcohol policy or for students

that have made poor choices while intoxicated. The goal of this experience is to share with students the risks involved in misuse of alcohol, and assist students in gathering information to make more informed choices about their habits. There is a \$100 programming fee for this on-line experience.

2. **Community Service**

The student may have the opportunity to choose the type of service he/she would like to perform and have the opportunity to work with staff at the Student Volunteer Center to find service opportunities that are meaningful to them, or he/she may perform service through in-hall service.

3. **Educational and Career Counseling Referral**

A student may be in the disciplinary process as a result of academic and personal challenges. Through a discussion with his/her hearing officer, it may be determined that the student may benefit from participating in a two-part strategies program with an Educational Counselor.

4. **Choices**

This program is for students who have run into recurrent and/or serious difficulty relating to alcohol and other drugs on or off campus. The Choices program's goal is for students to learn a set of practical strategies that reduce negative consequences of alcohol, tobacco, and other drug use. All students are required to attend one (50 minute) individual appointment with a counselor and then four (50 minute) group sessions. The small group format allows for discussion and facilitation by a trained professional. There is a \$200 programming fee for the class.

5. **Individual Assessment/Counseling**

A student may be sanctioned to visit with Ferris State University's Counseling Center for an individual assessment and/or counseling. Sometimes conduct issues arise because students are experiencing difficulty in their lives. The Counseling Center can assist students in addressing these issues to help minimize the chances of future behavioral issues. These situations are handled confidentially.

6. **Marijuana 101**

Marijuana 101 is an online drug education course. This program discusses marijuana's effects on the brain, health issues, school and job performance, and the consequences and realities of using marijuana. This intervention course includes a self-assessment and acts as a first response for a marijuana violation. There is a \$100 programming fee for this experience.

7. **Mediation**

Mediation is an opportunity to peacefully and appropriately resolve differences with another individual or individuals through the assistance of a trained, unbiased, third-party facilitator. A student or student organization(s) may be encouraged or required to attend mediation in lieu of formal adjudication or as a result of formal adjudication.

8. **Parental Notification**

A letter may be sent home to the parents or guardians of any student found in violation of an alcohol or drug violation. The intent of this letter is to ensure that the student, parent, and institution are able to work in partnership regarding individual student

success. The parental notification letter informs the parent or guardian that a student's relationship with the University is tenuous and may be severed if the student's behavior is not altered.

9. **Restitution**

A student may be required to pay the costs for the replacement or repair of any property damaged by the student.

10. **Transfer to a Different Housing Unit**

An on-campus student may be required to transfer to a different residence hall or apartment when there exists a need to ensure the safety or the security of a specific person(s) or location where it does not warrant expulsion from Housing.

11. **Expulsion from University Housing**

An on-campus student may be expelled from University Housing, rescinding the student's contract with Housing. A student expelled from University Housing will be banned from entering any University Housing facilities.

Disciplinary Hearings

A hearing shall be conducted before a hearing officer or a hearing committee at the discretion of the Director of Student Conduct.

- a. A hearing officer is generally an employee of the University who has received training to act in such capacity. A hearing committee may include employees and/or students of the University. *Please note that the majority of hearings are conducted by an individual hearing officer rather than a hearing committee. A hearing officer will follow the same hearing procedures as a hearing committee in a condensed and non-scripted format as described below.*
- b. A University Committee on Discipline (UCD) hearing committee shall consist of three members, including one student, one faculty member, and one staff member, with the committee selecting either the faculty or staff member to preside as the committee chair.
 - i. The UCD shall be selected by the Director of Student Conduct from a hearing committee list containing names of at least five students, five faculty, and five staff members.
 - ii. No UCD hearing shall be held unless all three members of the hearing committee are present. If any member of a hearing committee is unable to be present or should request to be excused from serving for any good cause, another committee member shall be selected from the hearing committee list.
 - iii. The decision of the UCD will serve as a recommendation to be approved by the Director of Student Conduct and/or the Dean of Student Life.
- c. The hearing officer or committee's presiding chair, in consultation with any other members, shall maintain necessary order and shall make all rulings necessary for the fair, orderly, and expeditious conduct of the hearing. The hearing officer or committee may question all witnesses. When it appears necessary to avoid undue hardship, the hearing officer may, at his/her discretion, grant a reasonable continuance of the hearing.

- d. At the hearing, the Director of Student Conduct and the charged student may present and question witnesses, present other evidence, and question other witnesses. The student charged with a violation may respond to the charges but shall not be ordered to respond by the hearing officer or committee, nor shall failure to respond be considered an admission of responsibility. The burden of proving that the student has committed the violation(s) as charged shall be upon the University.
- e. The decision of the hearing officer or committee shall be based solely upon matters presented and introduced at the hearing and must be based upon a preponderance of the evidence. A committee decision shall be made by majority vote.
- f. The hearing officer or committee shall make a finding as to whether the student has committed only the violation(s) as charged. If the hearing officer or committee finds that the student has committed the violation(s), the hearing officer or committee shall, after review of any disciplinary record the student may have, require one or a combination of the disciplinary sanctions enumerated under this code.
- g. Within ten University business days after the conclusion of the hearing, the Office of Student Conduct shall render a written decision of the hearing and outline any sanctions imposed.
- h. If the student fails to attend the hearing after proper notification by the Office of Student Conduct, the hearing will proceed and a decision may be made in his or her absence. Or if the charged student withdraws from the institution prior to the adjudication of his/her case and the former student chooses not to appear, the hearing will proceed and a decision may be made in his or her absence. A representative may not appear in lieu of the charged student.
- i. When an extension of time appears necessary to avoid undue hardship, the hearing officer or committee may extend the time to enable a student to respond to an accusation or prepare a response.

APPENDIX – H

Section IV: Administrative Policies

Ferris State University Policy on Alcohol and Drugs & Statement Supporting Drug-Free Schools and Communities:

Statement of Purpose

This policy is designed to communicate a comprehensive approach to dealing with issues related to alcohol and other drugs. The policy will assist all members of the Ferris State University community, as it provides an educational context for these issues, identifies resources available, and enunciates specific policies that relate directly to faculty, staff, and students. The foundations for this policy reflect the University's core values:

- **Collaboration:** Ferris contributes to the advancement of society by building partnerships with students, alumni, business and industry, government bodies, accrediting agencies, and the communities the University serves.
- **Diversity:** By providing a campus which is supportive safe, and welcoming, Ferris embraces a diversity of ideas, beliefs, and cultures.
- **Ethical Community:** Ferris recognizes the inherent dignity of each member of the University community and treats everyone with respect. Our actions are guided by fairness, honesty, and integrity.
- **Excellence:** Committed to innovation and creativity, Ferris strives to produce the highest quality outcomes in all its endeavors.
- **Learning:** Ferris State University values education that is career-oriented, balances theory and practice, develops critical thinking, emphasizes active learning, and fosters responsibility and the desire for the lifelong pursuit of knowledge.
- **Opportunity:** Ferris, with a focus on developing career skills and knowledge, provides opportunities for civic engagement, leadership development, advancement, and success.

Commitments and Values

By fulfilling these commitments, Ferris is teaching these values. However, values cannot be taught in the abstract; they must be lived in the concrete world of the everyday tasks at the University. Therefore, every member of the Ferris community must be committed to:

- **Behave ethically** - to be honest, forthright, loyal, trustworthy, and compassionate
- **Act civilly** - to treat everyone with respect and courtesy; to resolve disputes openly and without rancor
- **Be productive** - to fully engage each person's intelligence, talents, and energy in fulfilling the mission and achieving the goals of the University
- **Be responsible** - to be accountable for individual performance and behavior

Applicability of this Policy on Alcohol and Other Drugs

This policy on Alcohol and Other Drugs pertains to all activities on University property. This policy also pertains to off-campus, University-sponsored activities and to off-campus activities (social or otherwise) sponsored by students, organizations or individuals associated with the University.

Ferris State University, like all other institutes of higher education, supports the Drug Free Schools and Community Act Amendments of 1989. This legislation promotes the adoption and implementation of a program to prevent the abuse of alcohol and illicit use of alcohol and other drugs by employees and students. This program has given us direction to compile and distribute annually this educational material to each employee and student affiliated with our University.

One purpose of this material is to make all of us more aware of the health risks involved with alcohol abuse and illicit alcohol and other drug use, as well as to be aware of the resources available should we determine that we would like or need assistance. In addition, it is important for each of us to be aware of legal consequences and University sanctions indicated by violations of local, state and federal laws and University policies and procedures.

Health Concerns and Health Risks

Any individual choosing to abuse alcohol or illicitly use alcohol and other drugs needs to be more aware that there may be a wide variety of health risks associated with this behavior. Chemical dependency, or addiction to alcohol and other drugs, is a chronic progressive illness that, if untreated, can be fatal.

Long term effects of alcohol abuse or alcoholism may include liver damage, especially cirrhosis (scarring of the liver); heart disease, including congestive heart failure; ulcers and gastritis; malnutrition; cancer of the mouth, esophagus or stomach; brain damage and possible psychosis; and fetal alcohol effect and fetal alcohol syndrome in infants of drinking mothers.

Use of other illicit drugs may pose some of the following hazards:

- Cocaine results in changes in blood pressure, heart and breathing rates, severe weight loss and liver damage, and it may cause seizures, coma and possibly death.
- Marijuana can affect coordination, short-term memory, visual tracking and heart rate. Regular use can produce reproductive system changes, damage to the respiratory system (lungs) and the immune system.
- Depressants in large doses can cause altered perception, blurred speech and a staggering gait. Very large doses can cause respiratory depression, coma and possibly death. In combination with alcohol, another depressant, these effects can be intensified and this multiplies the risk.
- Hallucinogens, like phenylcyclidine (PCP), can produce a range of effects that include slowed time and body movement, worsened muscular coordination and dulled senses. Speech can be blocked and often incoherent. Violent PCP episodes may result in self-inflicted injury. Increasing use may produce persistent memory problems and speech difficulties, depression, anxiety and violent behavior. Large doses may result in convulsions, coma, heart and lung failure and possible stroke.

- Narcotics (codeine, heroin, and a variety of prescription medications) will produce an initial feeling of euphoria followed by drowsiness, nausea and vomiting, constricted (shrinking) pupils, watery eyes and itching. Overdose may produce slow and shallow breathing, clammy skin, convulsions, coma and possible death. Due to frequent use of needles with this class of drugs, infectious diseases, including AIDS are a major concern.
- Inhalants, volatile breathable substances, which are abused by sniffing or inhaling, may interfere diversely with breathing or produce irregular heartbeats that can lead to heart failure and death. Long-term use has resulted in bone marrow damage, drastic weight loss, impairment of vision and memory, and the ability to think clearly.

It is not necessary to become addicted to or dependent upon any of these drugs to experience a wide variety of personal and/or family problems. "Harmful involvement" with any of the drugs mentioned here may show up in a number of different ways. Use of alcohol and/or the other drugs may result in poor judgment; poor coordination; lessened concentration; slower reaction times; impaired eyesight; slips and falls; self-induced burns due to fire; injuries from improper use of hazardous materials, tools or shop machinery on the job or in class; and motor vehicle crashes. In addition, personal motivation and productivity may decline. Quality of work and cooperation with others may also be jeopardized.

The impact of alcohol abuse and illicit alcohol and other drug use is also seen in both family and social circles. Continued use and abuse often times may increase problems in existing dysfunctional family/social systems or may give rise to the development of dysfunctional family/social systems impacting on significant others, spouses, children, parents, and friends. Friendships and work relationships may suffer and personal relationships, including marriages, very often become strained to the point of separation or divorce. The incidence of alcohol and other drug use involved in car crashes, violent and petty crime, and domestic violence and sexual assault is well documented and very high.

It is important to note that while we as individuals may not be personally affected by the behaviors and consequences noted above, each of us at one time during our lives will probably have to deal with a friend, family member, or co-worker who is struggling with his or her use/abuse of alcohol and/or other drugs. It is therefore important for all of us to know how we can access available resources in our community.

As a community, we encourage individual members to reach their full potential as persons and citizens, unencumbered by destructive or counterproductive patterns of behavior.

Alcohol and Other Drug Helping Resources

Campus and/or community resources are available to employees and students seeking assistance when alcohol and other drug use/abuse becomes a personal concern or problem. University students can take advantage of the assistance and referral services of the Counseling Center's counseling staff, including the services of an alcohol and other drug counselor. The Counseling Center is located in the Birkam Health Center, Room 210. This office is open from 8:00 AM to 5:00 PM, Monday

through Friday. The telephone number is (231) 591-5968. Employees can get referral assistance, including a list of alcohol and other drug counseling service providers available in the Big Rapids area, from the Counseling Center or the Office of Human Resources, Prakken Building, Room 150. In addition, the Counseling Center maintains a statewide directory of alcohol and other drug service providers for those seeking assistance outside of the Big Rapids area.

Counseling services, individual and/or group, provided to students at the Counseling Center are completely confidential and are provided at no charge. Off-campus service provider fees can vary and payment arrangements, many times, can be flexible from a sliding fee scale for those with little or no ability to pay, to fees for those with health insurance coverage. Employees and students with insurance should be advised that all health insurance policies written in Michigan are required by state law to provide at least some coverage for alcohol and other drug services.

In addition to providing or directing individuals to counseling services, the Counseling Center maintains a list of campus-based and Big Rapids area self-help, support groups (e.g. Alcoholics Anonymous or Al Anon). These programs have often provided a good first step for those struggling with alcohol and other drug problems, concern about a loved one or as an additional support for those involved with a counseling program. Finally, the University offers students an alcohol-free living option, presently located in Miller Hall.

Standards for Conduct at Ferris State University

The possession, use or distribution of illicit drugs and the unlawful use of alcohol (e.g. underage use, distribution to minors, or operating a University vehicle while under the influence) by employees or students on University property, or as part of University activity is specifically prohibited by Ferris State University regulations, and/or by state or federal law. Those University regulations governing the use of alcohol and other drugs are so noted below for your information:

Consistent with state and federal law, Ferris State University will maintain a workplace and an educational environment free from the unlawful manufacturing, distribution, dispensation, possession or use of a controlled substance, (as defined under the Controlled Substances Act, 21 U.S.C. 812 and the Drug Free Schools and Communities Act, as may be amended from time to time). The unlawful manufacture, distribution, dispensation, possession or use of alcohol and other drugs, including narcotics by employees and students, is prohibited on any property under the control of and governed by the Board of Trustees of Ferris State University, or on any site where work or student activity is performed by individuals on behalf of the University.

The Ferris State University Student Community Standards Administrative Policies and Procedures include specific sections related to alcohol and other drug use or abuse.

Summary of Certain Applicable Laws and Legal Sanctions

Limited Scope and Purpose of Summary

This summary is not intended to be an exhaustive review of all alcohol-related laws and legal sanctions. Not all laws which may apply to a particular situation are included here. This summary is intended only to inform and educate and should not be construed as legal advice.

Big Rapids Ordinances

Consumption on Street or Parking Lot [Section 131.04 (as amended)]

It shall be unlawful to consume any alcoholic beverage on any street, sidewalk, parkway, alley or parking lot open to the public.

Possessing Open Alcoholic Beverage [Section 131.05 (as amended)]

No person shall transport or possess any alcoholic beverage in a container which is open or uncapped, or upon which the seal is broken, on any street, sidewalk, parkway, alley or parking lot open to the public.

Sale to Minors Prohibited [Section 131.07]

Alcoholic liquor shall not be sold or furnished to a person unless the person has attained 21 years of age. A person who knowingly sells or furnishes alcoholic liquor to a person who is less than 21 years of age, or who fails to make diligent inquiry as to whether the person is less than 21 years of age, is guilty of a misdemeanor.

Purchase, Consumption, and Possession by Minors Prohibited [Section 131.08] Except as otherwise permitted in the ordinance, a person less than 21 years of age shall not purchase or attempt to purchase alcoholic liquor, consume or attempt to consume alcoholic liquor, or possess or attempt to possess alcoholic liquor.

Furnishing or Using Fraudulent Identification [Section 131.09]

A person who furnishes fraudulent identification to a person less than 21 years of age is guilty of a misdemeanor. A person, who uses fraudulent identification to purchase alcoholic liquor, or to enter a business where alcoholic liquor is sold, is guilty of a misdemeanor.

Michigan State Laws

Reasonable Cause to Administer Breathalyzer

A peace officer who has reasonable cause to believe a minor has consumed alcoholic liquor may require the person to submit to a preliminary chemical breath analysis. Refusal to undergo a preliminary chemical breath analysis may result in a fine and/or costs assessed by the court.

Driving Under the Influence

A person shall not operate a vehicle upon a highway or other place open to the general public or generally accessible to motor vehicles, including an area designated for the parking of vehicles, nor shall the owner of a vehicle authorize the operation of a vehicle upon a highway or other place open to the general public or generally accessible to motor vehicles, including an area

designated for the parking of vehicles if either . . . (a) the person is under the influence of intoxicating liquor or controlled substance . . . (b) the person has an alcohol content of 0.08 grams or more per 100 milliliters of blood, per 210 liters of breath, or per 67 milliliters of urine.

Driving While Impaired

A person shall not operate a vehicle upon a highway or other place open to the general public or generally accessible to motor vehicles, including an area designated for the parking of vehicles, when, due to the consumption of an intoxicating liquor or a controlled substance, the person's ability to operate the vehicle is visibly impaired.

Minor Driving With Any Bodily Alcohol Content

A person who is less than 21 years of age shall not operate a vehicle upon a highway or other place open to the general public or generally accessible to motor vehicles, including an area designated for the parking of vehicles if the person has any bodily alcohol content. A person found in violation shall be guilty of a misdemeanor punishable by community service for not more than 45 days and/or a fine of not more than \$250.

Legal Sanctions

There are legal sanctions under the state and federal law, for the unlawful possession, use or distribution of alcohol and other drugs. Sanctions for violations of state and federal law may result in punishment for a misdemeanor or felony, depending on the nature of the crime. In the State of Michigan, the Michigan Controlled Substances Act #368 of 1978 lists a range of sanctions from up to six months in jail and up to \$500 in fines or both for misdemeanor convictions, to up to mandatory life in prison and up to \$75,000 in fines for felony convictions. Under the Federal Narcotics, Penalties and Enforcement's Act of 1986 Federal trafficking penalties range from not more than one year in jail or \$100,000 in fines for first offense violations, and up to life imprisonment with fines of not more than \$4,000,000 for repeat offenders or more serious violations.

Summaries detailing both Michigan law and Federal trafficking penalties will be available for employee or student review in the Office of Human Resource Development, the Counseling Center, the Office of Public Safety, the Office of Student Conduct, and FLITE.

Student Policies and University Sanctions

Individual Students

Consistent with State and Federal Law, the University prohibits the unlawful manufacture, distribution, dispensation, possession or use of alcohol and other drugs. The University also places limitations on the use and possession of alcohol on campus, above and beyond legal standards. Individual students who are found in violation of University policies, guidelines, or expectations with regard to alcohol and other drugs are subject to discipline, pursuant to established University procedures.

Student Groups

Student organizations are expected to follow all guidelines outlined in the Registered Student Organization Handbook. A violation of University policies,

guidelines or expectations can result in both individual and group discipline, pursuant to established University procedures.

University Sanctions

Ferris State University will impose sanctions on employees and students (consistent with local, state and federal law, and within applicable collective bargaining agreements) for violations of the standards of conduct, as expressed in any University regulations. Sanctions resulting from employee or student violations of these standards of conduct will result in disciplinary action up to and including termination for employees and dismissal for students. In addition, for both employees and students, the sanctions may include referral to appropriate authorities for prosecution of violations of stated policies.

Student sanctions in the Ferris State University Code of Community Standards Administrative Policies and Procedures specifically include official reprimands, behavioral contracts, disciplinary probation, suspension from the University, or dismissal from the University without opportunity to enroll in the future. In addition, these include the opportunity for other sanctions to be imposed, such as the requirement of reimbursement for damages, loss of special privileges, or participation in campus provided educational programs.

The University considers involvement in the student disciplinary process to be part of a student's learning experience. Through a system of progressive discipline, it is anticipated that a student will realize the importance of functioning within the University's policies, procedures, and regulations. Though every case involving the violation of University policies or procedures is considered on the basis of the merits in that case, there are some categories of violations for which the anticipated sanction would be suspension or dismissal from the University. Such serious infractions include, but are not limited to, the distribution of alcohol to minors, distribution of illegal drugs or the use, possession, or distribution of alcohol or illegal drugs that result in a serious safety or health matter for any member of the campus or local community.

Policy Distribution

This Policy on Alcohol and Other Drugs shall be distributed to students through the Code of Community Standards (Student Handbook) and through the Ferris State University home page [www.ferris.edu] on the World Wide Web.

Campus Crime Hotline

The Ferris State Department of Public Safety has a Campus Crime Hotline to make it easier to report crime or suspicious activity on our campus. Callers may remain anonymous and have a simple code number for their own reference. This gives the community of law-abiding citizens the opportunity to anonymously report any information they have about criminal or suspicious activity.

For more information or to report an alcohol or other drug related crime or suspicious activity, call the Campus Crime Hotline at (231) 591-5900.

APPENDIX - I

Ferris State University

SAFERIDE Program Statistics

Semester	Thursday	Friday	Saturday	Total
Fall 2000	150	138	134	422
Winter 2001	102	137	93	332
Fall 2001				
Winter 2002	269	209	213	691
Fall 2002	147	174	138	459
Winter 2003	240	94	119	453
Fall 2003	157	135	210	502
Winter 2004	302	169	212	683
Fall 2004	329	224	174	727
Winter 2005	383	304	359	1046
Fall 2005	376	273	252	901
Winter 2006				
Fall 2006	295	402	296	993
Winter 2007	305	347	403	1055
Fall 2007	-	-	-	941
Winter 2008	-	-	-	922
Fall 2008	-	-	-	768
Winter 2009	-	-	-	677
Fall 2009	202	176	201	579
Winter 2010	-	-	-	602



GET HOME SAFE AFTER A NIGHT OUT ON THE TOWN! **SAFE RIDE** IS AVAILABLE FREE OF CHARGE TO STUDENTS AND COMMUNITY MEMBERS FROM LOCAL ESTABLISHMENTS IN TOWN.

SERVICE TIMES
THURSDAY, FRIDAY, AND
SATURDAY FROM
12AM - 2:30AM

*THE DROP OFF POINT MUST BE A RESIDENCE WITHIN THE CITY OF BIG RAPIDS.

VOLUNTEERS NEEDED!

STOP IN THE STUDENT LEADERSHIP & ACTIVITIES OFFICE (RANKIN 164) FOR DETAILS



FOR MORE INFORMATION AND WITH QUESTIONS, PLEASE CALL 231.591.2140 OR VISIT US IN RANKIN 164.



HR Related Policies & Procedures

Eff. Date: October 22, 2004

Revised:



FSU-HRPP 04:50

Alcohol and Other Drug Use

COVERED EMPLOYEES

- All employees.

BOT POLICY

Sec. 8-501. Statement of Principles. Consistent with State and federal law, the University will maintain a workplace free from the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance, as defined under the Controlled Substances Act.

Sec. 8-502. Prohibition of the Unlawful Manufacture, Distribution, Dispensation, Possession or Use of Drugs or Narcotics. The unlawful manufacture, distribution, dispensation, possession or use of drugs or narcotics is prohibited on any property under the control of and governed by the Board, and at any site where work is performed by individuals on behalf of the University.

Sec. 8-503. Disciplinary Action. Pursuant to applicable University procedures governing employee discipline, any employee involved in the unauthorized use, sale, manufacturing, dispensing or possession of legal or illegal drugs or narcotics on University premises or work sites, or working under the influence of such substances, will be subject to disciplinary action up to and including dismissal.

Sec. 8-504. Requirement of Notification Regarding Criminal Drug Statute Conviction. An employee who is convicted under any criminal drug statute for a violation occurring in the workplace must notify the University no later than five (5) days after such conviction. Failure to provide such notice will subject the employee to dismissal. The employee shall notify his/her immediate supervisor, who will report the incident to the Office of Human Resource Development.

Sec. 8-505. Prevention of Substance Abuse. The University supports programs aimed at the prevention of substance abuse by University employees. The University shall make its counselors available to University employees who have problems relating to substance abuse. Such counseling is confidential, to the extent permitted by law, and unrelated to performance appraisals. Leaves of absence to obtain treatment may be obtained under the sick leave or medical leave provisions of the appropriate labor contract or policy.

Sec. 8-506. Implementation of this Subpart. The President is authorized and directed to immediately implement this subpart and to take such other action as may be required to comply with the Drug-Free Workplace Act of 1988 and administrative rules issued pursuant to that act. The University's Department of Human Resources shall be responsible for administering policies and procedures governing this subpart. Such policies and procedures shall be issued by the Vice President for Administration and Finance and approved by the President.

Sec. 8-507. Applicability of this Subpart. This subpart applies to all University employees, including but not limited to faculty, academic staff, support staff and student employees.

HR PROCEDURES/DESCRIPTION/DEFINITIONS

I. The purpose of this procedure is to communicate a comprehensive approach to dealing with issues related to alcohol and other drugs. The foundation for this procedure is based upon the following University community member expectations:

- (A) To support the academic mission of the University;
- (B) To support education as the primary route to personal development, professional productivity, economic success, and social contribution;
- (C) To provide a safe, supportive, and stimulating learning environment;
- (D) To provide a service to, and involvement with, the community, the state, the nation, and the world.

Every member of the Ferris community (students and employees alike) must be committed to:

- (A) Behave ethically -- to be honest, forthright, loyal, trustworthy, and compassionate;
- (B) Act civilly -- to treat everyone with respect and courtesy; to resolve disputes openly and without rancor;
- (C) Be productive -- to fully engage each person's intelligence, talents, and energy in fulfilling the mission and achieving the goals of the University; and
- (D) Be responsible -- to be accountable for individual performance and behavior.

II. Any individual choosing to abuse alcohol, or illicitly use alcohol and other drugs, needs to be aware that there may be a variety of health risks

associated with this behavior. Chemical dependency, or addiction to alcohol and other drugs, is a chronic progressive illness, which if untreated, can be fatal. Additionally, use of alcohol or other drugs in the workplace can create an unsafe working environment for both the employee using the drug and his/her co-workers. Use of alcohol and/or other drugs may result in poor judgment; poor coordination; lessened concentration; slower reaction times; impaired eyesight, slips and falls; self-induced burns due to fire; injuries from improper use of hazardous materials, tools or shop machinery on the job or in class; motor vehicle crashes. In addition, personal motivation and productivity may decline. Quality of work and cooperation with others may also be jeopardized.

- III. Consistent with state and federal law, Ferris State University will maintain a workplace free from the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance, as defined under the Controlled Substances Act, 21 U.S.C. 812, as may be amended from time to time. The unlawful manufacture, distribution, dispensing, possession or use of drugs or narcotics is prohibited on any property under the control of and governed by the Board of Trustees of Ferris State University, and at any site where work is performed by individuals on behalf of the University.
- IV. Any employee involved in the unauthorized use, sale, manufacturing, dispensing or possession of legal or illegal drugs or narcotics on University premises or work sites, or working under the influence of such substances, will be subject to corrective action up to and including termination of employment.
- V. The employee must notify the University of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction. Failure to provide such notice will subject the employee to termination of his/her employment. The employee shall notify his/her immediate supervisor, who will report the incident to Human Resources (HR).
- VI. Ferris State University supports programs aimed at the prevention of substance abuse by University employees. The University provides a confidential employee assistance service (EAS) to assist employees to deal with substance abuse and related issues. Employees may contact HR to obtain confidential information on the currently available EAS program. Employees are encouraged to seek assistance before their problems become overwhelming or jeopardize their work. Such counseling/service is confidential, to the extent permitted by law, and unrelated to performance appraisals. Leaves of absence to obtain treatment may be obtained under the sick leave or medical leave provisions of the [appropriate labor contract](#) or [University policy](#).

- VII. All employees will be given a copy of the policy statement at the time they begin their employment. Additionally, HR shall maintain an electronic version on the Ferris web site as well as periodically distribute hard copies of the policy to all employees.

RESPONSIBILITY

Employee: Abide by the terms of this policy, take advantage of the offered resources when necessary, and notify the University of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction.

Supervisor: Be aware of the resources available to assist employees. Be prepared to assist employees who may request help. Report to HR if an employee has disclosed any criminal drug statute conviction for a violation occurring in the workplace.

Refer Questions To: *Human Resources*

APPENDIX - K

Section IV: Administrative Policies

Football Tailgate Policy:

September 2011

(Supersedes 2006:07)

- Entrance to parking lots will be allowed three hours prior to the game start time. Parking lots may be opened four (4) hours prior to game time for Homecoming activities. Such activity will not start before 5:00 p.m. on a weekday.
- Tailgating (with and without alcohol) is permitted three hours prior to the game and at half time only. Tailgating is permitted four hours prior to the game for Homecoming. Game attendees are expected to behave in a responsible and civil manner at all times.
- Tailgating (with alcohol) is permitted in the following parking lots only: Lots 34, 35, 36 and 37 (lots immediately west of the stadium).
- Glass containers and kegs are prohibited.
- Consumption of alcohol is prohibited when use or possession creates a danger to self or others.
- Drinking games and devices that promote binge drinking are prohibited. All such items will be confiscated and destroyed.
- Underage drinking is not permitted; all local and state laws must be obeyed.
- Parking Lots 2, 3, 16, 27, 34, 35, 36 and 37 will be utilized for game parking; a fee for parking will be charged. Lot 17 is reserved for individuals utilizing the Student Recreation Center.
- Parking spaces will not be allowed to be reserved; vehicles will be parked as they arrive on a first-come, first serve basis. Vehicles may not be parked in a fashion that obstructs the free flow of vehicular and pedestrian traffic. The Athletic Director is authorized to reserve portions of parking lots at home football games for special events and groups.
- A vehicle must occupy a parking space; grills, tables, furniture and other items are permitted as long as they are of size to occupy the same space.

- Oversized vehicles that require more than one space will be charged accordingly.
- Only tents authorized by the Athletic Director will be allowed.
- Any deviation from this policy must be approved by the Vice President for Administration and Finance.
- REMINDER: It is risky to serve alcoholic beverages to anyone other than yourself and your immediate party. Michigan law requires a license before a person can sell, trade, or give away alcoholic beverages. A violation of this law is a felony. A social host does not need a license to serve his/her invited guests who fall within the usual understanding of friends and personal visitors. A social host may be legally and civilly liable to guests and others for injuries resulting from serving alcohol, especially to a minor.

Jerry L. Scoby
Vice President for Administration and Finance

CONTACT: Athletic Director