



## 2021 Biennial Review of the University of Hawai'i at Mānoa's Alcohol and Other Drug Programs

Academic Year 2019-2020 & 2020-2021

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## **Introduction**

The Drug-Free School and Campus Regulations (EDGAR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) requires that The University of Hawai'i at Mānoa adopt, implement, and evaluate programs to prevent misuse or abuse of drugs and alcohol by both university students and employees. To comply with DFSCA the institution must annually distribute the following in writing to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees.
- A description of the legal sanctions under local, state, and or federal law for the unlawful possession or distribution of illicit drugs and alcohol.
- A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students.
- A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the code of conduct.

DFSCA also requires that the institution conduct a biennial review of its programs with the following objectives: (1) determining the effectiveness of the policy and implementing changes to the Alcohol and Other Drug (AOD) program if they are needed; and (2) ensure that sanctions developed are enforced consistently. Data collection will be gathered from different student services offices: Office of Student Conduct, Student Housing Services, and the Alcohol and Drug Education Program. The data analysis will be used to improve policies, services, and prevention efforts for the next biennium review. This biennial review will be available to review at the Office of the Vice Chancellor of Student Affairs and will be purged after ten years.

## Summary of Biennial Review Findings and Recommendations

The University of Hawai'i at Mānoa has continuously served students throughout the Covid-19 pandemic. The AOD Biennium Review task force met to discuss updates and future plans for the 2021 Biennium Review. Covid-19 has caused a pause to many of the goals that were initiated in 2019. As a result, many of the goals created in 2019 will be carried over to the 2021 Biennium Review with the exception of our goal to increase awareness and compliance to the Tobacco Free UH policy. Task force members represent different offices. Attending staff: Paul Bresnahan, Case Manager, Office of Institutional Equity; Kristen Scholly, Chair, Health Promotions; Debra Ishii, Executive Assistant, Provost of UHM; Leslie Mitchell, Director, Office of Student Conduct; Karen Blakeley, Assistant Director, Student Housing Services; Kristen Bielling, Coordinator, Student Housing Services; and Ku'uleialohaonālani Salzer-Vitale, AOD Counselor and Chair of the 2021 Biennium Review. Below are the recommendations for the 2021 Biennium Review. The overall recommendation is to raise awareness of AOD programs and services on campus. Below are the defined recommendations for the 2021 Biennium Review.

#	Objective	Action
1	Collaborate with the Department of Public Safety (DPS) to disseminate alcohol and drug information and resources.	Create an information card to distribute to students at health fairs and DPS officers to give to students.
2	Increase UHM faculty awareness and involvement	Provide alcohol information to UHM faculty and staff orientation. Connect with Faculty Senate, Staff Senate, and other Provide education at the UHM teaching assistant training, present on-campus resources and services for students.
3	Connect with Health Advisory Councils/Board	Partner with UH affiliated Health Advisory Councils/Boards to create health education signage and posters to place throughout the UHM campus and other UH system campuses.
4	Promote alcohol education services throughout UHM campus programs and departments	Present at trainings for: UHM Residence Hall Assistants, New Student Orientation, Ace Peer Mentors, RIO, ASUH, Colleges, and Departments.
5	Establish an AOD educational online presence for student faculty and staff	Create an online platform with current and correct information about alcohol and drug use. This platform should include educational resources, prevention methods, and available treatment services.

## **Policy, Enforcement of Disciplinary Sanctions and Compliance Inventory**

### *Policy*

The Drug-Free Schools and Campus Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require that institutions of higher learning (IHE) certify that it has developed and implemented a drug and alcohol misuse education and prevention program. The program must be designed to prevent the unlawful possession, use, and distribution of drugs and alcohol on-campus at recognized events and activities.

### *Procedure*

The Alcohol and Drug Prevention Program (ADEP) is housed at the University Health Services Mānoa, Health Promotion Office under the Division of Student Success. ADEP works collaboratively with the Office of Student Conduct, Department of Public Safety, Student Housing Services, Office of Institutional Equity and the Office of the Provost, to ensure compliance of The Drug-Free Schools and Campus Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA).

### **UHM Office of Student Conduct (OSC)**

The Office of Student Conduct is responsible for promoting and enforcing the Student Conduct Code. There are two areas of the Student Conduct Code that address alcohol and drug use:

- IV.B.14.: Use, possession, manufacturing, or distribution, or other unauthorized use of controlled substances or paraphernalia except as expressly permitted by law. Controlled substances include but are not limited to marijuana, methamphetamine, narcotics, and opioids.
- IV.B.15.: Use, possession, manufacturing, distribution, or being under the influence of alcoholic beverages (except as expressly permitted by UH System Policies, state or federal law), or public intoxication while on any UH premise or at any UH sponsored event or ancillary site. Alcoholic beverages may not, in any circumstances, be used, possessed, or distributed to any person under twenty-one (21) years of age.

Once a report of an alleged violation of the Student Conduct Code has occurred, the OSC will review the report to determine if the allegations have merit. If it is found that the alleged behavior does not constitute a potential violation of the Student Conduct Code, the OSC may dismiss or attempt to administratively resolve the matter. Such disposition shall be final and there shall be no subsequent proceedings. If the OSC concludes that there is a potential violation of the Student Conduct Code, the OSC shall initiate an investigation.

If the OSC determines that it is more likely than not that the responding party violated the Student Conduct Code, they will render a decision and sanctions. Sanctions imposed under the Student Conduct Code are intended to be primarily educational in nature and should be commensurate with the violations found to have occurred. Sanctions, which include but are not limited to the following consequences listed below, may be imposed upon a student found responsible for violating the

Student Conduct Code. One or more of the following consequences may be imposed for any single violation when a student has been found to have violated the Student Conduct Code:

1. Written Reprimand - A notice in writing to the student that they are violating or has violated institutional policies and that continuation of specified behavior may be cause for more severe disciplinary sanctions.
2. Probation
3. Loss of Privileges
4. Restitution
5. Other Sanctions - Work assignments, essays, and/or service to the campus community; assessments; participation in an alcohol or other drug education programs (BASICS); restorative justice activities; or other related assignments imposed at the discretion of the Student Conduct Administrator or designee.
6. Suspension
7. Dismissal
8. Revocation of Admission and/or Degree
9. Withholding Degree
10. Sanctions for registered independent organizations RIOs and Other Student Groups/Organization
  - a. Those sanctions listed above and below;
  - b. Loss of associated benefits and privileges of RIO designation for a specified period of time;
  - c. Deactivation - Loss of all privileges, including the University of Hawai'i at Mānoa recognition, for a specified period of time.
  - d. Interim Suspension

The following table represents the alcohol and other drug violations adjudicated by the Office of Student Conduct that occurred at UHM during the reporting period.

***Alcohol and Drug Violation Summary 2016-2021***

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Alcohol Violations	8	5	4	3	1
Drug Violations	2	2	4	2	1
Total	10	7	8	5	2

## UHM Student Housing Services

### ***Community Standards and Conduct Process***

Students who live in on-campus housing must comply with both the Student Housing Services Community Standards and the UH Student Conduct Code. These community standards are reviewed by residential life staff for compliance and are updated every year. Students who violate a community standard are documented by a residential life staff member and must comply with the conduct process. A list of Student Housing Services Community Standards that pertain to alcohol and drugs is located in Appendix B.1.

### ***Conduct Procedures***

**Step 1:** Documentation of an incident

**Step 2:** Investigative meeting with a staff member

Path 1	Path 2	Path 3
<b>Step 3:</b> Informal Resolution	Formal Hearing	Case is dismissed
<b>Step 4:</b> Meeting with a staff member	Meeting with a Hearing Officer	
<b>Step 5:</b> Agreed resolution with staff member	Decision rendered by Hearing Officer	
<b>Step 6:</b> Resident completes the agreed-upon educational assignment(s)	Resident completes the assigned sanction(s)	

All residents are assigned a conduct status. A resident's current conduct status may impact the severity of sanctions assigned in the event that a resident is found responsible for violating a policy - in general, the higher the conduct status, the more severe the sanction. Conduct status categories are as follows:

- A. No Status: The resident is in good standing with the Student Housing Services.
- B. Warning: The resident remains in good standing with the Student Housing Services, but has been found responsible for violating a policy or procedure and is put "on notice" that further violations of policy may result in more severe conduct action.
- C. Probation: A resident with this status is expected to demonstrate a willingness to comply with all University and Student Housing Services policies and procedures. A resident with this status is not considered to be in good standing with the Student Housing Services and may be evicted from on campus housing in the event that further policies are violated while on probationary status.
- D. Deferred Suspension: A resident with this status is provided with a final opportunity to demonstrate a willingness to comply with all University and Student Housing Services

policies and procedures. During this period of deferred action, subsequent violations of policy and/or a failure to complete assigned sanctions, will result in immediate termination of the housing contract and the resident will not be allowed to return to on-campus housing for a specified period of time and/or until certain conditions are met.

- E. Suspension: A resident with this status will have their housing contract terminated and will not be allowed to return to on-campus housing for a specified period of time and/or until certain conditions are met.
- F. Dismissal: A resident who is assigned this status will have their housing contract immediately terminated and will be trespass banned from on-campus housing facilities and surrounding areas. A resident who has been dismissed is banned from returning to on-campus housing at any point in the future.

Conduct status is not necessarily assigned in the order above. For example, a resident with no status who commits a serious violation of policy may be assigned “probation” or “suspension” or “dismissal” at the discretion of the hearing officer.

### ***Educational Sanctions***

When a resident is found responsible for violating a policy, the resident may be assigned an educational sanction. The goal of an educational sanction is to restore damage to the community or to individual relationships; and/or to educate the resident on the impact their behavior has on the community; and/or address other behavioral needs. Sanctions assigned by a hearing officer may be one or more of the following:

- A. Educational Assignment: The resident is assigned a specific project or program (relevant to the violation) to be completed by a set deadline. Examples include, but are not limited to, attendance and/or assistance in educational programs, meeting with University officials (such as coaches, advisors, counselors, etc.), a written paper on a specific topic, addressing student groups, letters of apology, or completing a roommate agreement
- B. Restitution: In cases of damage, destruction, or theft, or the unauthorized use of property or services, restitution may be required. This may include reasonable administrative costs.
- C. Referral: This may include referral to another department of the University for counseling and/or other intervention.
- D. Loss of Privileges: This may include removal of privileges such as the ability to host guests, the ability to check out items from the Community Desk, etc.
- E. Administrative Transfer: This is the relocation of a resident from one community to another. Residents who are transferred are prohibited from entering the floor, wing, or building that they were transferred from for a specified period of time.
- F. No Contact Order: The resident is prohibited from any form of contact (such as verbal contact, contact via any electronic medium, contact via a third party, etc.) with a specific person or persons.
- G. No Retaliation Order: The resident is prohibited from any attempts at retaliation (such as intimidation, threats, coercion or discrimination) undertaken or attempted either directly or by someone acting on behalf of the resident.

H. Other: With the permission of the Assistant Director for Conduct and Community Standards and/or the Associate Director for Residential Life, a hearing officer can assign a sanction that is not listed in any category above provided that the sanction is relevant to the policy that was violated and/or is in the best interest of the community.

**Alcohol and Drug Policy Violation Summary 2019-2021**

Below are the total of alcohol and drug related violations that students were held accountable for academic years 2019-2020 and 2020-2021. Due to COVID-19, many students did not return after Spring Break 2020, and housing occupancy was reduced in the 2020-2021 academic year. Alcohol and drug violations are separated and identify which community standard was violated.

**Alcohol**

Academic Year 2019-2020

1-A. Underage Drinking	1.B Legal Age	1.C Location & Transport	1.D Misuse/ Abuse/ Destructive Behavior	1.E Social Host	1.F Drinking Game (with or without alcohol)	1.G Common Sources Container
162	17	17	16	2	32	0

Total Alcohol Violations Held Responsible: 12

Academic Year 2020-2021

1-A. Underage Drinking	1.B Legal Age	1.C Location & Transport	1.D Misuse/ Abuse/ Destructive Behavior	1.E Social Host	1.F Drinking Game (with or without alcohol)	1.G Common Sources Container
80	2	8	8	0	22	22

Total Alcohol Violations Held Responsible: 120

## Drugs

### Academic Year 2019-2020

12-A. Illegal Drugs / Controlled Substances: Consumption	12-B. Illegal Drugs / Controlled Substances: Possession	12-C. Illegal Drugs / Controlled Substances: Paraphernalia	12-D. Illegal Drugs / Controlled Substances: Disruptive Behavior	12-E. Illegal Drugs / Controlled Substances: Medical Marijuana	12-F. Illegal Drugs / Controlled Substances: Sale, Distribution
120	15	33	1	1	0

Total Drug Violations Held Responsible: 170

### Academic Year 2020-2021

12-A. Illegal Drugs / Controlled Substances: Consumption	12-B. Illegal Drugs / Controlled Substances: Possession	12-C. Illegal Drugs / Controlled Substances: Paraphernalia	12-D. Illegal Drugs / Controlled Substances: Disruptive Behavior	12-E. Illegal Drugs / Controlled Substances: Medical Marijuana	12-F. Illegal Drugs / Controlled Substances: Sale, Distribution
37	5	3	2	0	0

Total Drug Violations Held Responsible: 47

## UHM Athletic Department

The University of Hawai'i at Mānoa Athletic Department prohibits the use of recreational and performance-enhancing drugs at all times by student-athletes, staff, and volunteers. Head coaches are primarily responsible for the conduct process if student athletes violate the AOD policy. UHM Student Athletic Department complies with NCAA drug use, rules and regulations. C.1. Drug testing in UH Athletics is current, and results are not available to the public. A copy of student athletics alcohol and drug policies is located in the appendix.

## **Alcohol and Other Drug Education, Prevention, and Services**

The Health Promotion Office is a section within University Health Services and is located at the Queen Lili'uokalani Center for Student Services. University Health Services-Health Promotion provides alcohol and drug prevention education and services through the Alcohol and Other Drug Education Program (ADEP). ADEP consists of four main areas of focus: 1) The Mānoa Alcohol Project (MAP) a large-scale social norms education campaign; 2) The Brief Alcohol Screening and Intervention for College Students (BASICS), a one-on-one brief intervention program; 3) The Lōkahi Peer Education program; 4) The Mālama Project, a collegiate alcohol recovery program.

### ***ADEP Goals***

- To reduce numbers of students initiating the misuse of alcohol and other drugs, by providing them with accurate information and skills to make responsible choices.
- To reduce the number of students who are currently using alcohol and other drugs illegally or dangerously, to enable them to fulfill their academic and social potential.
- To enable students and the University community to comply with policies, standards, and laws.
- To contribute to the development of policies and procedures (throughout the UHM campus community) that serve the above three goals.
- To support students in recovery from alcohol and other substance misuse

### ***ADEP Objectives***

The ADEP program is funded primarily University funds and student health fees. ADEP is also supplemented through grants, and the objectives coincide with grant objectives. These include:

- Anheuser Busch social norms grant, with the primary objective of reducing alcohol consumption and consequences through providing social norms clarification (the Mānoa Alcohol Project).
- Transforming Youth Recovery to establish and maintain a collegiate recovery program for UHM students.

### ***Major Activities***

ADEP activities are divided among individual interventions, small group sessions, campaigns targeted to UHM students, and work with the campus community. The following activities are based on effective strategies for each of these entities.

- Provide orientation and educational sessions on alcohol, tobacco, and other drugs for new students, classes, residence halls, athletics, etc. (Many of these are provided through LŌKAHI presentations.)
- The Mānoa Alcohol Project, under the Anheuser Busch grant, develops social marketing education campaigns to clarify norms for drinking and harm reduction strategies.

- Provide alcohol and other drug use risk assessment screening (through the UHSM clinic and elsewhere on campus) and brief intervention services, with referral to the BASICS counseling as needed.
- Work with Student Housing and Office of Student Conduct to enable smooth referral mechanisms for students referred for brief intervention as a result of alcohol and other drug violations. (Referrals to BASICS)
- Work with Counseling and Student Development Center to provide seamless services for students who need more on-going counseling. (Usually, this involves referrals to/from BASICS.)
- Train and supervise practicum students providing brief intervention services for alcohol/other drugs (BASICS), and graduate students coordinating the Mānoa Alcohol Project social norms campaign.
- Provide support for and/or participate in University and community groups working on the development of broad-based solutions: policies, laws, educational programs.
- Circulate information to faculty and staff to make them aware of the problem and encourage curriculum infusion and referrals to BASICS of students at possible risk.
- Provide and expand the Mālama Project resource room and study lounge for students in recovery.
- Weekly “Talk Story” sessions for students in recovery to help maintain sobriety while attending UHM.

## Program Evaluation

### ***BASICS - Brief Alcohol Screening and Intervention for College Students***

The summary below displays the amount of student referred to BASICS. The summary also indicates client's overall rating of BASICS. There is a steadily overall high satisfactory rating of the BASICS program. On March 2020 BASICS was moved from in-person sessions to an online format. A major feedback the clients provided was that even though they were grateful there was an online option, they would prefer to meet in person for a more personalized experience.

#### Summary of BASICS Client Referrals and Completions

Academic Year	Clients Referred	Clients Completed	BASICS Overall Rating* (Mean)
2018-2019	9	8	1.0
2019-2020	16	15	1.8
2020-2021	19	16	2

Note: \*Overall, how would you rate the BASICS Program: 1=Excellent, 2= Good, 3= Fair, 4=Poor

### ***Mānoa Alcohol Project (MAP)***

Since 2008, the Mānoa Alcohol Project (MAP) has created focus groups, intercept surveys, and campus-wide surveys to assess knowledge, attitudes, and alcohol use behaviors, as well as perceptions of alcohol use norms on campus. With the research results, MAP produces a campus-wide education campaigns such as: "On the Go", "Issa Fact", "Holo Holo", and "MAP Yo Graphic." MAP also includes information on how to stay safe during the Covid-19 pandemic.

### ***Lōkahi Education Presentations***

Lōkahi prevention education presentations demonstrate an 87% effectiveness rate of increased knowledge among the participants. Paper evaluations are handed out and collected at the end of these classroom presentations to evaluate effectiveness. Due to the Covid-19 pandemic, Lōkahi presentations adapted and switch to online presentation. Even though there was a change of delivery, there was an increase request of Lōkahi presentations. Lōkahi has successfully obliged to the additional request for the 2020-2021 academic year and will continue to provide presentation in the 2021-2022 academic year.

## Research Methods and Data Analysis Other Research

The American College Health Association's National College Health Assessment was administered to UHM undergraduates from 2004 till 2016. The survey was used to gather alcohol and other drug use behaviors on campus. Currently the U-Celebrate survey is survey instrument data collection software that is designed used to assess perceived and actual alcohol use behaviors on the UHM campus. The data gathered from U-Celebrate is used to create the MAP social norms educational campaign on campus. The U-Celebrate survey is funded and managed through the National Social Norms Center at Michigan State University. The U-Celebrate survey was not distributed in 2020 or 2021 due to the Covid-19 pandemic and our most recent results are from the 2019 data. U-Celebrate will be distributed in spring 2022 and the findings will be available in the 2023 AOD Biennium Review.

**Table 2. Percentage Distribution of Respondents Identifying Word/Phrase as Most Outstanding Feature of the University: 2019**

Word/Phrase Listed	% of Respondents	Rank Order
<b>Diverse</b>	<b>63.6%</b>	<b>1</b>
Friendly	13.2%	2
Academics	6.6%	3
Community Engagement	4.7%	4
Athletics	3.9%	5
Fun	3.1%	6
Rigorous	2.1%	7
Party School	2.0%	8
Exclusive	0.7%	9

**Table 4. % of Students Who Experienced Selected Events and Celebrated With Alcohol This Academic Year: 2019**

Event this academic year	n	% of Respondents Who Experienced . . .			
		No	Yes, No Celebration	Yes, Celebration w/ family or friends but no Alcohol	Yes, Celebration included Alcohol
a. Passed a major exam(s)	834	12.6%	34.8%	30.5%	22.2%
b. Completed a major academic project(s)	828	33.6%	31.9%	22.0%	12.6%
c. Accepted into an academic program	809	65.0%	14.2%	14.8%	5.9%
d. Awarded scholarship	815	56.3%	19.1%	20.5%	4.0%
e. Participated in study abroad	802	93.0%	2.2%	1.7%	3.0%
f. Athletic event or an athletic victory	797	67.3%	10.9%	13.6%	8.3%
g. 21st birthday celebration (your own or someone else)	807	59.6%	3.2%	5.7%	31.5%

**Table 5a. Drinking Frequency, Quantity, Frequent Intense Drinking, Drinking Last Time Partied/Socialized: Overall and Among Key Demographic Groups: 2019**

Questions About Drinking	Overall	SEX		CLASS				AGE GROUP		MEMBERSHIP [A]	
		Males	Females	Fresh.	Soph.	Jr.	Sr.	18-20	21+	Greek	Non-Greek
<b>Days Drank in Past 30 Days</b>											
Never Drank	27.1%	28.3%	25.8% *	50.9%	26.2%	24.1%	12.6% *	41.5%	13.9% *	15.2%	27.3% NS
Former Drinker (Not academic year)	6.1%	6.1%	6.2%	7.2%	9.7%	5.3%	4.7%	8.2%	5.1%	3.0%	6.5%
Drink but not in past month	13.8%	12.8%	14.8%	10.8%	18.6%	17.1%	12.6%	14.5%	14.8%	3.0%	14.8%
Drank 1-2 times in past month	22.6%	19.5%	25.4%	13.2%	24.8%	18.7%	27.8%	14.8%	26.0%	39.4%	20.4%
Drank 3-5 times in past month	16.0%	20.5%	12.5%	14.4%	11.0%	20.9%	17.7%	15.9%	17.4%	24.2%	15.9%
Drank 6-9 times in past month	6.6%	5.6%	7.5%	2.4%	8.3%	7.5%	8.5%	4.0%	9.3%	6.1%	7.0%
Drank 10-30 times in past month	7.8%	7.2%	7.7%	1.2%	1.4%	6.4%	16.1%	1.1%	13.5%	9.1%	8.0%
<b>Number Drinks Typically Drank When Drinking in Past 30 Days (Drinkers Only)</b>											
Mean number drinks	3.55	4.14	3.08 **	6.23	3.36	3.18	3.09 **	4.68	3.07 **	4.94	3.49 **
1-2 drinks	62.4%	38.6%	49.1% *	22.0%	41.5%	45.2%	51.3% *	26.6%	50.8% *	16.0%	45.2% *
3-4 drinks	17.8%	31.8%	30.2%	24.0%	30.8%	39.8%	28.3%	37.1%	29.2%	24.0%	31.8%
5-7 drinks	8.9%	15.9%	16.7%	14.0%	24.6%	11.8%	16.8%	17.7%	16.7%	52.0%	14.5%
8 or more drinks	3.8%	13.6%	4.1%	40.0%	3.1%	3.2%	3.7%	18.5%	3.4%	8.0%	8.5%
<b>Times Drank 5+ Drinks in Past Two Weeks (drinkers only)</b>											
None	62.4%	57.6%	66.7% *	65.3%	72.7%	52.3%	63.3% *	61.6%	63.0% *	68.0%	62.4% NS
Once	17.8%	21.7%	15.2%	26.5%	16.7%	33.0%	10.0%	28.8%	13.1%	16.0%	18.0%
Twice	8.9%	6.5%	11.0%	4.1%	4.5%	9.1%	11.8%	5.6%	10.4%	4.0%	9.3%
Three Times	3.8%	5.4%	2.1%	2.0%	4.5%	1.1%	4.5%	2.4%	4.0%	4.0%	3.8%
Four Times	4.0%	3.8%	3.4%	0.0%	0.0%	2.3%	6.3%	0.0%	5.7%	8.0%	3.3%
Five or More Times	3.1%	4.9%	1.7%	2.0%	1.5%	2.3%	4.1%	1.6%	3.7%	0.0%	3.3%
<b>Mean Number Times Drank 5+ in Past Two Weeks</b>											
All Students (Non-Drinkers + Drinkers)	0.5	0.6	0.4 NS	0.2	0.3	0.5	0.9 **	0.2	0.8 **	0.6	0.5 NS
Drinkers	0.9	1.1	0.7 **	0.5	0.5	0.8	1.1 NS	0.6	1.0 **	0.8	0.9 NS

\* p(Chi-square) < .05; \*\* p(F) < .05; NS = Not Significant

[A] Membership: Greek=Member of a social fraternity or sorority; Non-Greek=Not a member of a social fraternity or sorority

**Table 5b. Drinking Frequency, Quantity, Frequent Intense Drinking, Drinking Last Time Partied/Socialized: 2019 -- Continued**

	Overall	SEX		CLASS				AGE GROUP		MEMBERSHIP [A]					
		Males	Females	Fresh.	Soph.	Jr.	Sr.	18-20	21+	Greek	Non-Greek				
<b>Last Time Partied/Socialized (All Students)</b>															
<b>Drank 0-5 Drinks</b>	<b>83.8%</b>	78.0%	88.2%	*	85.0%	88.2%	86.0%	78.8%	*	85.2%	81.4%	NS	82.4%	83.5%	NS
Drank 6-7	<b>7.5%</b>	11.0%	4.8%		3.0%	5.6%	11.3%	9.0%		6.3%	8.9%		8.8%	7.5%	
Drank 8+	<b>8.7%</b>	11.0%	7.0%		12.0%	6.3%	2.7%	12.2%		8.5%	9.6%		8.8%	9.0%	
<i>Or</i>															
<b>Drank 0-4 Drinks</b>	<b>76.3%</b>	68.0%	82.5%	*	80.2%	81.4%	73.0%	72.4%	*	80.2%	71.6%	*	82.4%	75.5%	NS
Drank 5-7	<b>15.1%</b>	20.9%	10.5%		7.8%	12.4%	24.3%	15.4%		11.3%	18.8%		8.8%	15.5%	
Drank 8+	<b>8.7%</b>	11.0%	7.0%		12.0%	6.2%	2.7%	12.2%		8.5%	9.6%		8.8%	9.0%	
<i>Or</i>															
<b>Drank 0-3 Drinks</b>	<b>69.4%</b>	62.8%	74.5%	*	77.2%	77.9%	60.8%	64.1%	*	77.0%	63.1%	*	69.7%	69.8%	NS
Drank 4-7	<b>22.0%</b>	26.2%	18.5%		10.8%	15.9%	36.6%	23.7%		14.5%	27.3%		21.2%	21.2%	
Drank 8+	<b>8.7%</b>	11.0%	7.0%		12.0%	6.2%	2.7%	12.2%		8.5%	9.6%		9.1%	9.0%	
<b>Mean # Drinks Among</b>															
All Students	<b>2.59</b>	3.01	2.27	**	2.08	2.13	2.57	3.26	**	2.05	3.10	**	2.48	2.61	NS
Drinkers Only	<b>3.92</b>	4.68	3.36	**	5.04	3.35	3.66	3.96	**	4.08	3.84	NS	3.07	3.96	NS
<b>Mean BAC*** Among</b>															
All Students	<b>.042</b>	.038	.046	NS	.042	.031	.031	.057	**	.036	.050	**	.034	.043	NS
Drinkers Only	<b>.066</b>	.062	.070	NS	.105	.050	.047	.070	**	.073	.062	NS	.043	.067	NS
<b>Mean Perceived Number Drinks</b>															
<b>Typical Student Drank Last Time Partied, Among . . .</b>															
All Students	<b>4.10</b>	4.08	4.07	NS	4.22	3.64	4.17	4.26	NS	3.96	4.23	NS	4.65	4.07	NS
Drinkers Only	<b>4.56</b>	4.57	4.51	NS	5.35	4.05	4.56	4.51	*	4.66	4.47	NS	4.67	4.51	NS
0-5 Drinks (all students)	<b>81.5%</b>	82.2%	81.4%	NS	78.2%	89.5%	80.2%	79.5%	*	82.5%	81.2%	NS	75.8%	82.4%	NS
0-4 Drinks (all students)	<b>65.4%</b>	62.7%	67.8%	*	64.8%	74.1%	66.5%	62.1%	NS	69.0%	63.8%	NS	58.8%	66.9%	NS
0-3 Drinks (all students)	<b>49.1%</b>	46.2%	51.5%	*	53.3%	55.2%	44.0%	47.0%	*	51.9%	47.0%	NS	48.5%	49.7%	NS
8+ Drinks (all students)	<b>8.8%</b>	6.6%	10.1%		7.9%	4.9%	7.1%	12.3%		6.8%	11.0%		8.8%	9.0%	

\* p(Chi-square) < .05; \*\* p(F) < .05; NS = Not Significant

\*\*\* BAC is the estimated blood alcohol concentration based on volume of alcohol consumed per hour for a male or female of various weights

[A] Membership: Greek=Member of a social fraternity or sorority; Non-Greek=Not a member of a social fraternity or sorority

## **Appendix A.1: Executive Policy 11.201**

### **Title**

Illegal Drugs, Alcohol and Substance Abuse

### **Header**

Executive Policy Chapter 11, Miscellaneous

Executive Policy [EP 11.201](#), Illegal Drugs, Alcohol and Substance Abuse

Effective Date: October 2014

Prior Dates Amended: September 1990

Responsible Office: Vice President for Administration

Governing Board of Regents Policy: N/A

Review Date: August 2019

### **I. Purpose**

The purpose of this policy is to establish the University's values and its expectations of all faculty, staff, and students regarding substance abuse and, in particular, the use of illegal drugs; and to comply with the Drug-Free Schools and Communities Act Amendments of 1989, and the Drug Free Workplace Act of 1988, as may be amended from time to time, which set forth requirements for continued receipt of federal funding.

### **II. Definitions**

- A. "Addiction" means a compulsive physiological need for an illegal drug;
- B. "Alcohol or Alcoholic Beverage" includes liquor, brandy, malt liquor, whiskey, rum, gin, okolehao, sake, beer, ale, wine, or any beverage containing one-half of one percent or more of alcohol by volume.
- C. "Controlled substance" is defined as any drug listed in schedules I through V of section 202 of the Controlled Substance Act (21 U.S.C. 812) and chapters 329 and 712, Hawai'i Revised Statutes.
- D. "Conviction" means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes;
- E. "Criminal drug statute" means a criminal drug statute involving manufacture, distribution, dispensation, use or possession of any illegal drugs;
- F. "Employee" means any person, including a student, who is employed in a permanent or temporary capacity on a full or part-time basis;

- G. "Federal contract or grant" means an award of financial assistance, including a cooperative agreement, in the form of money, or property in lieu of money, by a federal agency directly to the University, and all block grant and entitlement grant programs;
- H. "Illegal drugs" means a controlled substance in schedules I through V of section 202 of the Controlled Substance Act (21 U.S.C. 812), and any other illegal or controlled substance as defined in chapter 329, Hawai'i Revised Statutes, provided the term "illegal drugs" shall not mean the use of a controlled substance pursuant to a valid prescription or other uses authorized by law; and
- I. "Substance abuse" means the misuse of a substance or the use of a substance to an extent deemed deleterious or detrimental to the user, to others, or to society.

### **III. Executive Policy**

The University can best achieve its mission by creating a supportive working environment in which individuals encourage one another to pursue excellence in their professional and personal lives. Students, faculty and staff share a responsibility to help one another by learning to recognize the signs and behaviors associated with substance abuse and addiction, and by encouraging those with such problems to seek appropriate help and rehabilitation. Once an individual has undergone treatment for substance abuse or addiction, the University should extend support and encouragement during the recovery phase.

The University expects lawful behavior by students, faculty and staff during their presence on University premises and at University events. Within the constraints of its mission, the University encourages cooperation with law enforcement agencies in enforcing statutes regarding the use of illegal drugs.

Substance abuse interferes with the physiological and abstract processes through which mental activity occurs and with social behaviors required for research and learning. Consequently, the University expects that students, faculty and staff will carry out their responsibilities free of any substance abuse.

#### **A. University Expectations Regarding Substance and Alcohol Abuse and Illegal Drugs**

1. Students, faculty and staff are expected to perform their duties free of intoxication by any illegal drugs or alcohol.
2. Students, faculty and staff are expected to observe laws regulating illegal drugs and may be subject to investigation and/or prosecution for illegal drug use.
3. Faculty, staff, and students are not permitted to manufacture, distribute, possess, use, dispense or be under the influence of illegal drugs as prohibited by state and federal law, at University-sponsored or approved events or on University property or in buildings used by the University for education, research and recreational programs.
4. Students, faculty and staff are expected to share responsibility for the well-being of each other, for recognizing the behaviors associated with substance abuse, and for encouraging those in need to seek assistance or treatment.

5. The University community should expect support services and supportive attitudes by its members for students, faculty and staff reentering the community after treatment for or during recovery from substance abuse.
6. The University expects its students, faculty and staff to share responsibility for preventing substance abuse and addiction and for providing education about the subject through studies, research and special programming.
7. The University should expect to assume a leadership role in the acquisition and transmission of knowledge related to substance abuse and addiction, and to collaborate with the broader community in activities related to prevention of drug abuse including training of professional workers in this area.
8. The University recognizes that substance abuse is a complex problem that is not easily resolved solely by personal effort and may require professional assistance and/or treatment. Students, faculty and staff members with substance abuse problems are encouraged to take advantage of available diagnostic, referral, counseling and prevention services. The University will not excuse misconduct by employees and students whose judgment is impaired due to substance abuse.

#### B. Applicability

This policy applies to all members of the university community including students, faculty, and staff.

#### C. Drug-Free Schools and Communities Act Amendments of 1989

Each campus shall be responsible for a biennial review of its program to determine its effectiveness and implement changes if they are needed; and to ensure that the disciplinary sanctions are consistently enforced. Each campus shall also be responsible for preparing and submitting any reports required by the Act.

#### D. Americans with Disabilities Act Amendments Act of 2008 (ADAAA)

Chancellors and vice presidents are responsible for addressing drug, alcohol, or substance abuse issues in accordance with the provisions of the ADAAA by affording employees the protections provided by the Act.

#### E. Illegal Drugs and Substance and Alcohol Abuse Prevention Program

The Office of Human Resources, in consultation with the Associate Vice President for Student Affairs, is responsible for updating and distributing the annual notification to all employees. The Office of the Executive Vice President for Academic Affairs, through the Associate Vice President for Student Affairs, is responsible for distributing the annual notification to all students. Such notification shall be in compliance with the provisions of the Drug-Free Schools and Communities Act Amendments of 1989, and any subsequent amendments. Chancellors and vice presidents shall assist with notification to employees and students when needed. The annual notice shall include:

1. Standards of conduct that clearly prohibit at a minimum the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
2. A description of the applicable legal sanctions under local, State, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
3. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
4. A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
5. A statement concerning disciplinary sanctions which will be imposed for violations of the standard of conduct required in paragraph 1 in accordance with the applicable collective bargaining agreement or Student Conduct Code.

F. In accordance with the requirements of the Drug Free Workplace Act of 1988, the Vice President for Research and Innovation, in cooperation with the Office of Human Resources and the chancellors, shall see to it that:

1. All employees engaged in the performance of a federal contract or grant are provided a copy of this policy;
2. All such employees agree, as a condition of employment, to abide by this policy and further to notify the University within five days of any conviction for a criminal drug statute offense occurring in the workplace;
3. The University shall inform the federal agency making the procurement or grant of all such convictions within 10 days of learning of same; and
4. Within thirty days after receiving notice from an employee of a conviction under subparagraph F.2. above, the University shall (a) take appropriate personnel action against such employee, up to and including termination; or (b) require such employee to satisfactorily participate in a drug abuse or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency.

#### G. General Provisions

1. Substance abuse or the use of illegal drugs shall not provide an excuse for work related performance that is deemed unsatisfactory.
2. Consistent with its mission, the University will cooperate with law enforcement agencies responsible for enforcing statutes related to the use of illegal drugs.
3. The University actively encourages employees and students who are engaged in substance abuse to seek appropriate help and treatment. Employees/students who undergo such treatment will be provided with a positive and supportive work/learning environment.
4. As opportunities present themselves, appropriate units of the University are called upon to collaborate with the community-at-large on ways that the resources of the University may be used to assist in addressing substance and alcohol abuse problems outside the University.

#### **IV. Delegation of Authority**

There is no policy specific delegation of authority.

## **V. Contact Information**

Office of Human Resources

Telephone: (808) 956-8458

[OHR Website](#)

Office of the Vice President for Administration

Telephone: (808) 956-6405

Email: [vpadmin@hawaii.edu](mailto:vpadmin@hawaii.edu)

Office of the Vice President for Academic Planning and Policy

Telephone: (808) 956-6897

Email: [ovpaa@hawaii.edu](mailto:ovpaa@hawaii.edu)

## **VI. References**

- A. Drug-Free Workplace Act of 1988
- B. Drug-Free Schools and Communities Act Amendments of 1989
- C. Americans with Disabilities Act Amendments Act of 2008
- D. Equal Employment Opportunity Commission ADA Interpretive Guidance
- E. Hawai'i Revised Statutes, Chapter 329, Uniform Controlled Substances Act
- F. Hawai'i Revised Statutes, Chapter 721

## **VII. Exhibits and Appendices**

No Exhibits and Appendices found

### **Approved**

President David Lassner

Date: October 31, 2014

## **Appendix B.1: Student Housing Community Standards: Alcohol and Drugs**

All residents are expected to know and comply with all State laws and guidelines regarding the consumption of alcoholic beverages on University premises as outlined in the University policies (EP11.201 and EP11.202) and the Community Standards. University policies can be found at: [www.hawaii.edu/policy/](http://www.hawaii.edu/policy/). The legal drinking age in the State of Hawai'i is 21 years of age.

- A. Residents and/or guests who are not of legal drinking age may not possess, be in presence of, consume, or be under the influence of alcohol. Possession of an open or empty alcohol container shall be interpreted as being consumed. If alcohol can be seen, smelled or otherwise determined to be present, it can be assumed that a policy violation has occurred. Guests of legal age cannot be in possession of and/or consume alcohol in the presence of residents who are under the legal drinking age.
- B. Residents of legal drinking age may possess or consume alcohol within the privacy of their room or apartment, so long as ALL occupants of the room/apartment are of legal drinking age. Any guests present must also be of legal drinking age. University or Student Housing Services staff, acting in their official capacity, may request a government-issued picture identification to verify resident(s) and/or guest(s) ages.
- C. Alcohol must be consumed within the confines of the resident's room/apartment. Any and all alcohol outside the room/apartment is strictly prohibited, including, but not limited to, hallways, in parking lots, courtyards, and BBQ areas. Containers of alcohol that are transported through common areas must remain unopened. If the room/apartment door is open, the room/apartment is considered a common area.
- D. Misuse of or abuse of alcohol, regardless of where it is consumed, which results in disruptive or destructive behavior, is prohibited.
- E. Anyone who is 21 years of age or older is prohibited from distributing alcohol to anyone below the legal drinking age. The State of Hawai'i's Social Host Liability Law makes it illegal to host underage drinking in a residence. Adults can be prosecuted for giving alcohol to minors. Resident hosts will be held responsible for distributing alcohol to anyone, resident and/or guest, under the age of 21.
- F. Drinking games (such as water pong) or any activity that promotes excessive consumption, whether or not alcohol is involved, are strictly prohibited.
- G. Common source containers are strictly prohibited and will be confiscated and/or disposed of. Common source containers include, but are not limited to, kegs, party balls, water jugs, and beer bong.
- H. The sale of alcohol for a form of payment, donation, or other benefit is prohibited. The advertisement of parties/gatherings where alcohol will be consumed is not allowed.

## **Appendix C.1: Student Athletics Alcohol and Drug Policies**

### ***Use of Non-Therapeutic Drugs***

Non-therapeutic drugs can be harmful to both your academic and athletic performance. As drugs often produce behavioral changes, their use can cause problems not only for you but for your teammates as well. For more information, including a list of banned drugs, see the discussion of the Drug Counseling, Education, and Testing Program in section 8.

### ***ALCOHOL ABUSE***

As an SA, you may receive special attention from other students. An added responsibility associated with this "high visibility" is that you are often perceived as a role model. As such, you are expected to constantly present a wholesome public image. Hawai'i state law sets a minimum age for the purchase and consumption of alcoholic beverages at 21 years of age. This is the law, period. Even after reaching 21 years of age, UHM SAs are prohibited from drinking alcoholic beverages when traveling with or representing their teams. Additionally, alcoholic beverages are not to be consumed while attending athletic or athletically sponsored events. Reported violations will be investigated by the Department and appropriate actions will be taken. Alcohol use may seem relatively harmless; however, excessive consumption of intoxicating beverages in private is also strongly discouraged, as it may have an adverse effect on your intellectual and athletic abilities. While you may feel that a few drinks cannot hurt anything, it has often been found that after drinking, you are much more likely to place yourself in situations that with clear thinking could have been avoided. Also, fair or not, the SA is often the most visible individual in any group should trouble occur. If you feel you have an alcohol abuse problem, talk to someone in the UHMAD with whom you feel comfortable or contact Student Health Services at 956-8965 for confidential assistance or information on alcohol and chemical abuse.

### ***SMOKING AND TOBACCO***

The UHMAD strongly discourages the use of all tobacco products. As more and more tobacco related research is conducted, the results uniformly support the fact that smoking is bad for your health and sets a bad example for young people that look up to you. Use of tobacco products in practice, competition or while representing the University in any capacity is prohibited. In addition, NCAA rules prohibit the use of tobacco products by all game personnel (e.g., coaches, trainers, managers and game officials) in all sports during practice and competition.

### ***Minor Misconduct.***

If there are minor (i.e., non-criminal) violations of the Code of Conduct, for example, drinking, smoking, tobacco use, or other infractions, including violations of team rules, the Head Coach may suspend you from participation in intercollegiate athletics for a period of time that he or she deems appropriate. You will be given written notification of the suspension by the Head Coach. You may appeal this action to the Athletics Director in writing and request a meeting to discuss your situation.

### ***Major Misconduct.***

Major misconduct involves violations of the laws, including (but not limited to) criminal activity, violent behavior and assault, and drug distribution or possession. For alleged violations that involve possible criminal misdemeanors, the Head Coach will immediately refer the matter to the Athletics Director. Depending upon the seriousness of the alleged offense, he or she may immediately suspend you from participation in intercollegiate athletics. For alleged felonies, immediate suspension will be automatic, and the matter will also be referred to the Athletics Director for disposition. If you are to be suspended, written notification of the suspension will be provided by the Athletics Director within 72 hours after you have been notified of the alleged offense and suspension.

### ***DRUG COUNSELING, EDUCATION, AND TESTING***

Both the NCAA and the UHMMAD strongly condemn the use of dangerous and illegal chemicals, including recreational drugs and substances that are intended to boost athletic performance. The NCAA maintains a comprehensive list of banned drugs that includes stimulants, anabolic steroids and other anabolic agents, diuretics, street drugs, and peptide hormones. Blood doping is also prohibited. You will have a copy of the NCAA list uploaded on your JumpForward account at the (01/2014) beginning of the year, and an up-to-date version is also available at the NCAA website: <https://www.ncaa.org/2015-16-ncaa-banned-drugs>.

You are responsible for knowing what's on this list and for avoiding all banned substances. Exceptions are made only for certain drugs that you are taking by prescription for a legitimate medical purpose. In order to protect yourself, and in order to establish a record in the event that you test positive for a drug that are using legitimately, it is very important that you let your trainer or the team physician know of any medication or substance that you are taking. That includes non-prescription drugs and nutritional/dietary supplements. Many products that you can buy over the counter nowadays contain substances that the NCAA bans, and ignorance is not accepted as an excuse. If you have any questions about any product that you are using, be sure to check with your trainer or with the team physician first. If a SA tests positive for use of a supplement product and has not checked this product out with the athletics staff, the SA bears full responsibility and sanctions for a positive drug test (per NCAA memo dated March 16, 2009). Please visit the Training Room, specifically Brian Wong, if you have any questions regarding supplements that you may be taking or may wish to take.

### ***Drug Counseling, Education, and Testing Program at UHM***

In today's climate of drug abuse and misinformation, the staff of the UHMAD makes every effort to educate you concerning the dangers of substance abuse. A comprehensive drug education program has been designed to address all aspects of substance use and abuse through counseling, education, and testing. Counseling.

If you or a friend are using drugs and would like help, please contact one of the following people who are part of our drug counseling network: Dr. Jill Inouye, Team Physician 956-6594 Wendy Saelua, R.N., Head Nurse, University Health Services 956-8965 Dr. Alan Hawk, UHM Psychiatrist 956-7927 Lisa Kehl, Alcohol and Other Drug Education Program (ADEP) Counselor 956-5091 They can direct

you to professionals who will be able to assist you in obtaining the help you need, and all conversations will be strictly confidential. Here are some additional resources that are available to you for assistance or referral:

UHM Counseling and Student Development Center  
QLC 312  
(808) 956-7927

UHM Alcohol and Drug Education Program  
QLC 313D  
(808) 956-3453

## Appendix D.1: Official Notice to Employees and Students Regarding Drug-Free and Alcohol-Free Workplace Policies



# UNIVERSITY of HAWAII<sup>®</sup>

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## SYSTEM

**October 1, 2021**

This official notice is issued pursuant to the requirements of the Drug-Free Schools and Communities Act Amendments of 1989 and the Drug-Free Workplace Act of 1988.

### **A. UNIVERSITY POLICY ON ILLEGAL DRUGS AND ALCOHOL ABUSE**

The University expects its employees and students to carry out their responsibilities free of intoxication by any illegal drugs or alcohol. Employees and students are not permitted to manufacture, distribute, possess, use, dispense or be under the influence of illegal drugs as prohibited by state and federal law, at University-sponsored or approved events or on University property or in buildings used by the University for education, research and recreational programs. The University expects lawful behavior by employees and students, during their presence on University premises and at University events. Within the constraints of its mission, the University encourages cooperation with law enforcement agencies in enforcing statutes regarding the use of illegal drugs.

The UH Executive Policy [EP 11.201](#) recognizes that substance abuse is a complex problem that is not easily resolved solely by personal effort and may require professional assistance and/or treatment. Employees and students with substance abuse problems are encouraged to take advantage of available diagnostic, referral, counseling and prevention services. The University has the Employee Assistance Program (EAP) where employees may receive confidential, short-term professional counseling services in accordance with the EAP plan. The University will not excuse misconduct by employees and students whose judgment is impaired due to substance abuse.

### **Additional Requirements for Employees Engaged in Federal Contracts and Grants**

The Drug-Free Workplace Act of 1988 (Public Law 100-690, Title V, Subtitle D) requires that University employees directly engaged in the performance of work on a federal contract or grant shall abide by this policy as a condition of employment. In addition, such employees shall notify the University within five (5) days of any conviction for a criminal drug statute offense occurring in the workplace. The University is required to notify the federal agency within 10 days of receiving notice

of such conviction. In accordance with [EP 11.201](#), the University shall take appropriate corrective action or require the employees to satisfactorily participate in a drug abuse or rehabilitation program.

## **B. THE UH SYSTEMWIDE STUDENT CONDUCT CODE**

Sanctions which may be imposed on violators of the alcohol and drug-related sections of the UH Student Conduct Code include disciplinary warning, probation, suspension, expulsion or rescission of grades or degree. The UH Student Conduct Code may be found in the UH Executive Policy, [EP 7.208](#). Individual UH campuses have detailed procedures on the implementation of the UH Student Conduct Code.

The code includes the following prohibitions:

“Use, possession, manufacturing, or distribution, or other unauthorized use of controlled substances or paraphernalia except as expressly permitted by law. Controlled substances include but are not limited to marijuana, methamphetamine, narcotics, and opioids.” UH Executive Policy, [EP 7.208](#), Part IV (B) (14)

“Use, possession, manufacturing, distribution, or being under the influence of alcoholic beverages (except as expressly permitted by UH System Policies, state or federal law), or public intoxication while on any UH premise or at any UH sponsored event or ancillary site. Alcoholic beverages may not, in any circumstance, be used, possessed, or distributed to any person under twenty-one (21) years of age.” UH Executive Policy, [EP 7.208](#), Part IV (B) (15)

## **C. EMPLOYEE DISCIPLINARY ACTION**

The sanctions for employees in bargaining units 1 and 10 will be in accordance with the drug and alcohol testing provisions contained within the collective bargaining agreements. For all other employees, progressive discipline will be in accordance with the employee’s applicable collective bargaining agreement; possible sanctions may include disciplinary action ranging from reprimand to termination, and may include suspension without pay, disciplinary reassignment, disciplinary transfer, and demotion.

## **D. LEGAL SANCTIONS**

There are numerous federal, state, and local statutes and ordinances relating to the manufacture, distribution, dispensation, possession or use of a controlled substance or alcohol. These statutes impose legal sanctions for both felony and misdemeanor convictions related to violations of applicable laws and ordinances. For federal trafficking penalties relating to marijuana and other drugs, refer to pages 36-37 of the [Drugs of Abuse Resource Guide](#) on the United States Drug Enforcement Administration website.

## **HIGHLIGHTS OF HAWAI`I LAWS**

Under the Hawai`i Penal Code, crimes are of 3 grades according to their seriousness: felonies, misdemeanors and petty misdemeanors.

- Class A felony: fine not exceeding \$50,000 and/or an indeterminate term of imprisonment of 20 years without possibility of suspension of sentence or probation.
- Class B felony: fine not exceeding \$25,000 and/or imprisonment of not more than 10 years.
- Class C felony: fine not exceeding \$10,000 and/or imprisonment of not more than 5 years.
- Misdemeanor: fine not exceeding \$2,000 and/or imprisonment of not more than 1 year.
- Petty misdemeanor: fine not exceeding \$1,000 and/or imprisonment of not more than 30 days. §706-640,659,660,663, H.R.S.

In addition, promoting (possessing, distributing and manufacturing) drugs (including marijuana) and intoxicating compounds can result in a Class A, B or C felony, misdemeanor or petty misdemeanor. §712-1241-1250, H.R.S.

Consuming or possessing intoxicating liquor while operating a motor vehicle or moped is fined not more than \$2,000 or imprisonment not more than 30 days, or both. §291-3.1, H.R.S.

Consuming or possessing intoxicating liquor while a passenger in a motor vehicle is a petty misdemeanor. §291-3.2, H.R.S.

A person commits the offense of promoting intoxicating compounds if the person knowingly breathes, inhales or drinks any compound or any other substance for the purpose of inducing a condition of intoxication, stupefaction, depression, giddiness, paralysis or irrational behavior, or in any manner changing, distorting or disturbing the auditory, visual or mental processes; or sells or offers for sale, delivers or gives to any person under 18 years of age, unless upon written order of such person's parent or guardian, any compound or any substance which will induce an intoxicated condition when the seller, offer or deliver or knows or has reason to know that such compound is intended for use to induce such condition. Promoting intoxicating compounds is a misdemeanor. §712-1250, H.R.S.

A person commits the offense of promoting intoxicating liquor to a person under the age of 21 if the person recklessly sells or offers for sale, influences the sale, serves, delivers or gives to a person under the age of 21 intoxicating liquor; or permits a person under the age of 21 to possess intoxicating liquor while on property under his or her control. Promoting intoxicating liquor to a person under the age of 21 is a misdemeanor. §712- 1250.5, H.R.S.

## **E. HEALTH RISKS ASSOCIATED WITH SUBSTANCE ABUSE**

The University encourages employees and students to be aware of the health risks associated with substance abuse. In general, the health risks related to the abuse of alcohol and other drugs are both direct and indirect. The direct pharmacological effects of substances on the body influence every organ, particularly the brain, liver and cardiovascular system. Death and injury from drug-related accidents, suicide and homicide are some of the indirect health effects. It is estimated by the National Institute on Alcohol Abuse and Alcoholism that annually 95,000 people in the U.S. die from alcohol-related problems alone. Physical effects may be immediate and acute, as in drug overdose,

or long-term and chronic, as in alcohol-related liver disease or neurological impairment. For possible effects associated with controlled substances, refer to the [Drug Facts](#) at the United States Drug Enforcement Administration website.

## F. DRUG AND ALCOHOL COUNSELING, TREATMENT AND REHABILITATION PROGRAMS

The University of Hawai'i encourages employees and students to seek assistance in overcoming drug or alcohol abuse. Early recognition and treatment are important for successful rehabilitation. Students may contact their campus Vice Chancellor for Students for assistance regarding counseling and treatment referral services. Employees may contact their supervisors for assistance and referral services. The State Department of Health has contacts with numerous private agencies to provide a range of counseling and treatment services. See listing of assistance and treatment services.

The following is provided for information only. This is not a comprehensive list of all available programs or an endorsement of any specific program.

### O'AHU

Organization	Phone	Address (Website)
<b>Al-Anon</b>	(808) 546-5647	Honolulu Location(s) ( <a href="https://al-anonhawaii.org">https://al-anonhawaii.org</a> )
<b>Alcoholics Anonymous (AA) O'ahu-Central Office</b>	(808) 946-1438	1188 Bishop St. Suite 3406, Honolulu, HI 96813 ( <a href="https://oahuaa.org/">https://oahuaa.org/</a> )
<b>Aloha United Way 211</b>	(808) 536-1951	200 N. Vineyard Blvd, Suite 700, Honolulu, HI 96817 ( <a href="https://www.auw211.org/s/">https://www.auw211.org/s/</a> )
<b>Hina Mauka</b>	(808) 236-2600  (808) 671-6900	O'ahu – Main Facility, 45-845 Po'okela Street, Kāne'ohe, HI 96744 ( <a href="https://www.hinamauka.org/">https://www.hinamauka.org/</a> )  Waipahū Outpatient Office, 94-830 Hikomoe Street, Waipahū, HI 96797 ( <a href="https://www.hinamauka.org/">https://www.hinamauka.org/</a> )
<b>Kline-Welsh Behavioral Health</b>	(808) 841-2319 (808) 841-3915 (808) 842-7529	Sand Island Treatment Center, 1240 Sand Island Pkwy, Honolulu, HI 96819 ( <a href="http://www.sandisland.com">http://www.sandisland.com</a> )
<b>Kū Aloha Ola Mau</b>	(808) 538-0704	1130 N Nimitz Hwy, Suite C-302, Honolulu, HI 96817 ( <a href="https://www.kualoha.com/">https://www.kualoha.com/</a> )
<b>Mental Health Kōkua</b>	(808) 737-2523	1221 Kapi'olani Blvd, Suite 345, Honolulu, HI 96814 ( <a href="http://www.mentalhealthkokua.org">http://www.mentalhealthkokua.org</a> )
<b>NA Hawai'i - Narcotics Anonymous</b>	(808) 734-4357	P.O. Box 89636, Honolulu, HI 96830 ( <a href="https://na-hawaii.org/">https://na-hawaii.org/</a> )
<b>Po'ailani, Inc.</b>	(808) 263-3500	45-567 Pahia Road, Kaneohe, HI 96744 ( <a href="https://poailani.org/">https://poailani.org/</a> )

<b>The Salvation Army</b>	(808) 595-6371	Addiction Treatment Services, 3624 Waokanaka St, Honolulu, HI 96817 ( <a href="https://hawaii.salvationarmy.org/">https://hawaii.salvationarmy.org/</a> )
	(808) 732-2802	Family Treatment Services, 845 22 <sup>nd</sup> Ave, Honolulu, HI 96816 ( <a href="https://hawaii.salvationarmy.org/">https://hawaii.salvationarmy.org/</a> )
<b>University Health Services Health Promotion Program Mānoa</b>	(808) 956-3574	Queen Lili'uokalani Center for Student Services, Rm. 313D, 2600 Campus Road, Honolulu, HI 96822 ( <a href="https://www.hawaii.edu/shs/health_promotion/">https://www.hawaii.edu/shs/health_promotion/</a> )
<b>Wai'anae Coast Comprehensive Health Center</b>	(808) 697-3300	86-260 Farrington Hwy, Wai'anae, HI 96792 ( <a href="http://www.wcchc.com/">http://www.wcchc.com/</a> )
<b>Wai'anae Coast Community Mental Health Center, Inc.</b>	(808) 696-4211	Hale Na'au Pono, 86-226 Farrington Hwy, Wai'anae, HI 96792 ( <a href="https://www.wccmhc.org/">https://www.wccmhc.org/</a> )

#### HAWAI'I ISLAND

Organization	Phone	Address (Website)
<b>Al-Anon East Hawai'i Al-Anon West Hawai'i</b>	(808) 935-0971	Hilo Location(s) and Kailua-Kona Location(s) ( <a href="https://www.al-anonhawaii.org/">https://www.al-anonhawaii.org/</a> )
<b>Alcoholics Anonymous (AA)</b>	(808) 961-6133	East Hawai'i Intergroup Office, Keaau Community Center, 16-186 Pili Mua Street, Kea'au, HI 96749 ( <a href="http://easthawaiiiaa.org/">http://easthawaiiiaa.org/</a> )
	(808) 329-1212	West Hawai'i Intergroup Office, 74-5606 Pawai PI, Suite 102, Kailua-Kona, HI 96740 ( <a href="https://www.westhawaiiiaa.org/">https://www.westhawaiiiaa.org/</a> )
<b>Big Island Substance Abuse Council</b>	(808) 969-9994	16-179 Melekahiwa Street, Kea'au, HI 96749 ( <a href="https://bisac.org/">https://bisac.org/</a> )
<b>Kū Aloha Ola Mau</b>	(808) 961-6822	900 Leilani Street, Hilo, HI 96720 ( <a href="https://www.kualoha.com/">https://www.kualoha.com/</a> )

<b>Lōkahi Treatment Centers</b>	Hilo (808) 969-9292	400 Hualani Street, Bldg 10, Suite 195B, Hilo, HI 96720 ( <a href="http://www.lokahitreatmentcenters.net">http://www.lokahitreatmentcenters.net</a> )
	Honoka‘a (808) 775-7707	45-3544 Mamane Street, Honoka‘a, HI 96727 ( <a href="http://www.lokahitreatmentcenters.net">http://www.lokahitreatmentcenters.net</a> )
	Waikoloa (808) 883-0922	68-1845 Waikoloa Road, 224B Waikoloa, HI 96738 ( <a href="http://www.lokahitreatmentcenters.net">http://www.lokahitreatmentcenters.net</a> )
	Kailua-Kona (808) 331-1175	76-6225 Kuakini Hwy, Suite B105, Kailua-Kona, HI 96740 ( <a href="http://www.lokahitreatmentcenters.net">http://www.lokahitreatmentcenters.net</a> )
	Pahoa (808) 965-5535	15-2866 Pahoa Village Rd, Bldg E, Suite 3, Pahoa, HI 96778 ( <a href="http://www.lokahitreatmentcenters.net">http://www.lokahitreatmentcenters.net</a> )
<b>Mental Health Kōkua</b>	East Hawaii (808) 935-7167	208 Wainaku Ave, Hilo, HI 96720 ( <a href="http://www.mentalhealthkokua.org/">http://www.mentalhealthkokua.org/</a> )
	West Hawaii (808) 331-1468	75-166 Kalani Street, Suite 103, Kailua-Kona, HI 96740 ( <a href="http://www.mentalhealthkokua.org/">http://www.mentalhealthkokua.org/</a> )

### MAUI

Organization	Phone	Address (Website)
<b>Al-Anon</b>	(808) 242-0296	Wailuku Location(s) ( <a href="https://www.al-anonhawaii.org/">https://www.al-anonhawaii.org/</a> )
<b>Alcoholics Anonymous (AA)</b>	(808) 244-9673	70 Central Ave, Suite 1, Wailuku, HI 96793 ( <a href="https://aamaui.org/">https://aamaui.org/</a> )
<b>Aloha House, Inc.</b>	(808) 579-8414	200 Ike Drive, Makawao, HI 96768 ( <a href="https://mbhr.org/about-aloha-house/">https://mbhr.org/about-aloha-house/</a> )
<b>Malama Family Recovery Center (Women &amp; Children)</b>	(808) 579-8414	388 Ano Street, Kahului, HI 96732 ( <a href="https://mbhr.org/about-malama-family-recovery-center/">https://mbhr.org/about-malama-family-recovery-center/</a> )
<b>Mental Health Kōkua</b>	(808) 244-7405	105 N Market Street Suite 102, Wailuku, HI 96793 ( <a href="http://www.mentalhealthkokua.org/">http://www.mentalhealthkokua.org/</a> )

## MOLOKA'I

Organization	Phone	Address (Website)
<b>Ka Hale Pomaika'i, Inc.</b>	(808) 558-8480	HC-01 Box 372 Kamehameha V Highway, Kaunakakai, HI 96748 ( <a href="https://www.kahalepomaikai.org/">https://www.kahalepomaikai.org/</a> )

## KAUA'I

Organization	Phone	Address (Website)
<b>Al-Anon</b>	(888) 669-5523	( <a href="https://www.al-anonhawaii.org/">https://www.al-anonhawaii.org/</a> )
<b>Alcoholics Anonymous (AA)</b>	(808) 245-6677	Līhu'e Location(s) ( <a href="https://kauaiaa.org/">https://kauaiaa.org/</a> )
<b>Mental Health Kōkua</b>	(808) 632-0466	3205 Akahi Street, Līhu'e, HI 96766 ( <a href="http://www.mentalhealthkokua.org">http://www.mentalhealthkokua.org</a> )