



# 2023 Biennium Review of the University of Hawai'i at Mānoa's Alcohol and Other Drug Programs

Academic Years  
2021-2022 & 2022-2023

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# Biennium Review Process

## Introduction

The Drug-Free School and Campus Regulations (EDGAR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require that The University of Hawai'i at Mānoa (UHM) 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 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 federal law for the unlawful possession or distribution of illicit drugs and alcohol.
- A description of any drug or alcohol counseling, treatment, rehabilitation, or re-entry programs available to employees or students.
- A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, 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 will be collected from different student services offices: the Office of Student Conduct, Student Housing Services, and the Alcohol and Drug Education Program. The data analysis will improve policies, services, and prevention efforts for the following biennium review. This biennial review will be available at the Office of the Vice Provost for Student Success.

## **AOD Certification Form**

**UNIVERSITY OF HAWAI'I AT MĀNOA**  
**Office of the Vice Provost for Student Success**  
**University of Hawai'i at Mānoa**  
**Drug-Free Schools and Campuses Regulations [EDGAR 86]**  
**Alcohol and Other Drug Prevention Certification Form**

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

1. The annual distribution to each employee and to each student who is taking one or more classes of any academic credit except for continuing education units, regardless of the length of the student program of study, of:
  - Standard of conduct that prohibits, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as a part of any of its activities
  - A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol
  - A description of the health risks associated with the use of illicit drugs and the misuse of alcohol
  - A description of any drug or alcohol counseling, treatment rehabilitation, or reentry programs that are available to employees or students
  - A clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with State and Federal law) and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct. A disciplinary sanction may include the completion of appropriate rehabilitation.
2. A biennial review by the institution of its alcohol and other drug prevention comprehensive program to:
  - Determine its effectiveness and implement changes to its comprehensive alcohol and other drug prevention programs and policies if they are needed
  - Ensure that its disciplinary sanctions are consistently enforced

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## Goals and Objectives for Next Biennium Review

The University of Hawaii at Mānoa formulated an Alcohol and Other Drug Task Force on July 8, 2019. For the 2023 AOD Biennium Review, the AOD Task Force met on June 29, 2023, to discuss current AOD policies and services and to formulate recommendations to improve AOD programs and services. Task Force members created recommendations for the 2023 Biennium Review. The overall recommendation is to raise awareness of AOD programs and services on campus. Below are the defined recommendations for the 2023 Biennium Review.

Task Force members:

- Paul Bresnahan, Case Manager - Office of Title IX
- Kristen Scholly, Chair of Health Promotions - University Health Services Mānoa
- Wilverto Tavaréz, Assistant Athletics Director - Student Athletics
- Sarah Rice, Community Programs Manager - Department of Public Safety
- Wiliama Sanchez, Office of the Vice Provost for Student Success
- Ku'ulei Salzer, AOD Counselor and producer of the 2023 AOD Biennium Review.

### 2023 Biennium Review Goals

	Objectives	Action
1	Review and evaluate the progress on AlcoholEdu for first-year students	Acquire the After-Action report provided by AlcoholEdu and review student usage rates and trends.
2	Expand the promotion of Campus Well's monthly online health and wellness and college success magazine.	Promote Campus Well at on-campus events, within academic departments, and throughout Division of Student Success programs.
3	Increase UHM faculty awareness and involvement.	Provide alcohol information to UHM faculty and staff orientation. Provide education at the UHM teaching assistant training and present on-campus resources and services for students.
4	Recognize the increased usage of marijuana vaping on the UHM campus	Expand campus educational efforts and cessation resources to include a focus on marijuana and vape product use.
5	Bystander intervention	Expand educational efforts to include an emphasis on positive campus community norms related to alcohol and other drug use safety.

# **AOD Policy Enforcement and Compliance Inventory and Related Outcomes Data**

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

The Office of Student Conduct promotes and enforces the Student Conduct Code. Two areas of the Student Conduct Code address alcohol and drug use:

- Use, possession, manufacturing, 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.
- 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 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 and should be commensurate with the violations found to have occurred.

Sanctions, including but not limited to the consequences listed below, may be imposed upon a student responsible for violating the Student Conduct Code. One or more of the following consequences may be charged for any single violation when a student has been found to have violated the Student Conduct Code:

1. Written Reprimand - A written notice to the student that they are violating or have violated institutional policies and that continuing specified behavior may cause more severe disciplinary sanctions.
2. Probation
3. Loss of Privileges
4. Restitution

5. Other Sanctions - Work assignments, essays, and service to the campus community; assessments; participation in alcohol or other drug education programs (BASICS); stimulating justice activities or other related assignments are imposed at the discretion of the Student Conduct Administrator or designee.
6. Suspension
7. Dismissal
8. Revocation of Admission and Degree
9. Withholding Degree
10. Sanctions for registered independent organizations RIOs and Other Student Groups/  
Organizations
  - a. Those sanctions listed above and below;
  - b. Loss of associated benefits and privileges of RIO designation for a specified period;
  - c. Deactivation - Loss of all privileges, including the University of Hawai'i at Mānoa recognition for a specified period.
  - 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.

	2021-2022	2022-2023
<b>Alcohol Violations</b>	10	18
<b>Drug Violations</b>	7	12
<b>Total</b>	17	30

# UHM Student Housing Services, Residential Life Unit Conduct Process

## Community Standards and Conduct Process

Students living in on-campus housing must comply with the Student Housing Services Community Standards and the UHM Student Conduct Code. These community standards are reviewed by residential life staff for compliance and are updated yearly. A residential life staff member documents a student who violates a community standard 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

<b>Step 1:</b> Documentation of an incident		
<b>Step 2:</b> Investigative meeting with a staff member		
<b>Path 1</b>	<b>Path 2</b>	<b>Path 3</b>
<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 a 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 if 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 policy violations 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 in good standing with the Student Housing Services and may be evicted from on-campus housing if 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 policy violations 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 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 and/or until certain conditions are met.
- F. Dismissal:** A resident assigned this status will have their housing contract immediately terminated and 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 severe violation of policy may be assigned “probation,” “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. An educational sanction aims to restore damage to the community or individual relationships, educate the resident on their behavior's impact 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 UHM for counseling and/or other intervention.

- D. Loss of Privileges:** This may include the removal of privileges such as the ability to host guests, check out items from the Community Desk, etc.
- E. Administrative Transfer:** This is the relocation of a resident from one community to another. Transfer residents are prohibited from entering the floor, wing, or building they were transferred from for a specified period.
- F. No Contact Order:** The resident is prohibited from any form of contact (such as verbal 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 2021-2023

Below is the total of alcohol and drug-related violations that students were held accountable for Academic years 2021-2022 and 2022-2023. Alcohol and drug violations are separated, and which community standard was violated is identified.

#### Alcohol

Academic Year 2021-2022						
Underage Drinking	Legal Age	Location & Transport	Misuse/ Abuse/ Destructive Behavior	Social Host	Drinking Game (with or without alcohol)	Common Sources Container
225	30	10	32	18	39	8
<b>Total Alcohol Violations Held Responsible</b>						241

Academic Year 2022*2023						
Underage Drinking	Legal Age	Location & Transport	Misuse/ Abuse/ Destructive Behavior	Social Host	Drinking Game (with or without alcohol)	Common Sources Container
306	33	28	30	10	51	6
<b>Total Alcohol Violations Held Responsible</b>						294

### Controlled Substances

Academic Year 2021-2022					
Consumption	Possession	Paraphernalia	Disruptive Behavior	Medical Marijuana	Sale, Distribution
82	14	27	0	0	0
<b>Total Drug Violations Held Responsible</b>					<b>62</b>

Academic Year 2022-2023					
Consumption	Possession	Paraphernalia	Disruptive Behavior	Medical Marijuana	Sale, Distribution
168	19	24	2	0	0
<b>Total Drug Violations Held Responsible</b>					<b>105</b>

### Athletic Department Policies

The University of Hawaii 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 a student-athlete violates the AOD policy. It is currently the responsibility of head coaches. UHM Student Athletic Department complies with NCAA drug use rules and regulations. C.1. Drug testing in UH Athletics is current, and results are unavailable. A copy of student athletics alcohol and drug policies is located in Appendix C.1

# Alcohol and Other Drug Comprehensive Programs

## Alcohol and Other Drug Education Program

The Health Promotion Office is a section within University Health Services 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 primary 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 the number 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 developing policies and procedures (throughout the UHM campus community) that serve the above three goals.
- To support students in recovery

The ADEP program is funded primarily by UHM funds and student health fees. ADEP is also supplemented through grants, which 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 drinking and harm reduction strategies norms.
- 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 due to alcohol and other drug violations. (Referrals to BASICS)
- Work with the Counseling and Student Development Center to provide seamless services for students who need more intensive 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 developing broad-based solutions: policies, laws, and educational programs.
- Circulate information to faculty and staff to inform them of the problem and encourage curriculum infusion and referrals to BASICS of at-risk students.
- 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.

# AOD Intervention Inventory and Related Outcome Data

## BASICS Program Evaluation

The UH Mānoa BASICS Alcohol Screening and Intervention for College Students (BASICS) has provided brief intervention for alcohol and other substance use for college students for over 15 years. Since then, peer-reviewed journals have been published indicating ways to improve BASICS delivery. Many scholars agree that BASICS is a successful measure for lowering high-risk substance use for college students. Still, they also agree that delivery should differ based on the campus environment<sup>1</sup>.

About 92% of students attending the UH Mānoa BASICS program are mandated due to an alcohol or substance use violation. Before the COVID-19 pandemic, all BASICS services were provided only in person. In April 2020, BASICS was temporarily revamped to an online format to meet the needs of our students.

Based on client evaluations between 2020-2021, 65% of students surveyed indicated that the services provided through the BASICS program were excellent. However, 82% also stated that the BASICS sessions were too long and some information presented was repetitive.

The lessons learned from online delivery due to COVID-19 and BASICS clients' feedback determined that BASICS should have a first online pre-assessment session and a 2nd in-person feedback session. As a result, students receive intervention services promptly, and the BASICS counselor can provide a second BASICS in-person session explicitly tailored to the student's needs. These changes to the BASICS delivery model were enacted at the beginning of the Fall 2022 semester.

Client feedback surveys monitored these changes. After analyzing the BASICS client evaluation data gathered between August 2022 and August 2023, 80% of students (n=25) reported excellent experience working with the BASICS program. Data gathered between 2020 and 2021 shows that 65% of BASICS (n=37) reported a superb rating after completing the BASICS program. Additionally, although in 2020-2021, 82% of BASICS clients reported that the BASICS process was too time-consuming, with the implementation of an online BASICS first session, no students in 2022-2023 indicated that BASICS was too long.

According to the BASICS client evaluation, from August 2022 to August 2023, 80% of students (n=25) reported that their experience working with the BASICS program was excellent.

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<sup>1</sup> Wagstaff, Jennifer, and Laura Welfare. "Brief Alcohol Screening and Intervention for College Students (BASICS) with the Mandated Student: Some Practical Considerations." *The journal of campus behavioral intervention* 4 (2016): 22-33.

Pre-Changes (n=37)			
Overall, how would you rate the BASICS Program?			
Excellent	Good	Fair	Poor
65%	32.4%	0	0

Post-Changes (n=25)			
Overall, how would you rate the BASICS Program?			
Excellent	Good	Fair	Poor
80%	20%	0	0

**Lōkahi Peer Education Partnership with First-Year Programs**

The University of Hawai'i at Mānoa (UHM) does not currently provide an online alcohol and other drug education program for first-year students. To aid this gap, the Alcohol and Other Drug Education Program (ADEP) partnered with the Access to College Excellence (ACE) First-Year Program at UHM. This partnership aims to educate first-year students about AOD use, including associated risks on campus. The ACE program comprises sixteen clusters with about fifteen first-year students per cluster. These clusters are led by an upperclassman who serves as their peer mentor. The ADEP Coordinator co-presented with the ACE peer mentors. The presentation included reactions to alcohol, standard drink sizes, student perception of alcohol use vs. the actual use, the relationship between grades and alcohol use, risky behaviors associated with alcohol and sex, fentanyl, mixing other drugs and alcohol, signs and symptoms of alcohol poisoning, how to help someone who has alcohol poisoning, and alternative activities to alcohol and other drug use. Students completed an evaluation form at the end of the presentation. According to the response in the student evaluation, 98.6% of students indicated they had an increase in their knowledge and awareness of alcohol and other drugs. AlcoholEdu has been acquired and will be launched in January 2024, at the beginning of the Spring semester. The goal is to continue the partnership with ACE and Health Promotions in tandem with online alcohol and other drug education modules.

## Ace First Year Program Student Evaluation Fall 2023

n=148

	Yes	No
Did the presentation increase your knowledge and awareness of alcohol and other drugs?	98.6% (n=146)	1.4% (n=2)
Did the presentation increase your knowledge of sexual health?	96.9% (n=142)	1.4% (n=4)

	Very Much	Some	Not Sure	A little	Not at all
Did the presentation provide strategies and tips on how to avoid misusing alcohol?	87.2 % (n=129)	11.5% (n=17)	0.7% (n=1)	0.7% (n=1)	0
Do you understand the effects of alcohol poisoning and overdose?	86.5% (n=128)	13.5% (n=20)	0	0	0
Do you understand how social influences affect alcohol use?	82.4% (n=122)	13.5% (n=20)	2.7% (n=4)	1.4% (n=2)	0
Did the presentation provide strategies and tips on how to help yourself or others prevent STIs and/or unintended pregnancy?	79.7% (n=118)	17.6% (n=26)	2% (n=3)	0	0
Did the presentation provide strategies and tips on how to use a condom correctly?	87.8% (n=130)	10.1% (n=15)	0.7% (n=1)	1.4% (n=2)	0

## **Mānoa Alcohol Project, U Celebrate Data**

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 designed 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.

**Table 2. Percentage Distribution of Respondents Identifying Word/Phrase as Most Outstanding Feature of the University: 2022**

Word/Phrase Listed	% of Respondents	Rank Order
<b>Diverse</b>	<b>48.1%</b>	<b>1</b>
Friendly	21.0%	2
Academics	10.8%	3
Athletics	6.0%	4
Community Engagement	5.7%	5
Fun	4.7%	6
Rigorous	1.9%	7
Party School	1.0%	8
Exclusive	0.7%	9

# Annual Policy Notification Process

**Table 5a. Drinking Frequency, Quantity, Frequent Intense Drinking, Drinking Last Time Partied/Socialized: Overall and Among Key Demographic Groups: 2022**

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	31.4%	36.4%	28.0%	*	43.0%	47.2%	25.1%	16.0%	*	48.1%	15.0%	*	11.1%	31.6%	NS
Former Drinker (Not academic year)	10.2%	15.4%	6.9%		12.8%	7.3%	10.4%	9.0%		11.5%	8.9%		0.0%	10.2%	
Drink but not in past month	8.8%	4.6%	11.5%		10.7%	13.8%	5.8%	11.0%		11.7%	6.1%		0.0%	8.9%	
Drank 1-2 times in past month	19.5%	15.0%	22.5%		12.8%	12.2%	23.4%	25.0%		11.5%	26.7%		22.2%	19.6%	
Drank 3-5 times in past month	14.5%	12.9%	15.4%		7.4%	11.4%	17.9%	16.0%		7.7%	21.2%		44.4%	14.2%	
Drank 6-9 times in past month	6.8%	6.4%	7.1%		6.0%	6.5%	7.2%	7.0%		5.2%	8.6%		0.0%	6.8%	
Drank 10-30 times in past month	8.8%	9.3%	8.5%		7.4%	1.6%	10.1%	16.0%		4.3%	13.4%		22.2%	8.7%	
<b>Number Drinks Typically Drank When Drinking in Past 30 Days (Drinkers Only)</b>															
Mean number drinks	3.37	4.03	3.01	**	4.02	3.15	3.25	3.42	NS	4.15	3.07	**	3.15	3.37	**
1-2 drinks	44.7%	39.5%	47.5%	*	37.0%	42.1%	47.2%	42.6%	NS	32.7%	48.7%	*	14.3%	45.2%	NS
3-4 drinks	34.7%	39.5%	32.0%		32.6%	39.5%	33.5%	36.1%		37.8%	34.0%		71.4%	34.0%	
5-7 drinks	14.7%	5.0%	20.1%		15.2%	13.2%	15.2%	14.8%		20.4%	12.6%		14.3%	14.8%	
8 or more drinks	5.9%	16.0%	0.5%		15.2%	5.3%	4.1%	6.6%		9.2%	4.6%		0.0%	6.0%	
<b>Times Drank 5+ Drinks in Past Two Weeks (drinkers only)</b>															
None	60.8%	59.3%	61.4%	*	65.3%	50.0%	64.9%	51.6%	*	62.0%	61.4%	*	85.7%	60.8%	NS
Once	17.7%	13.8%	19.7%		12.2%	20.0%	14.9%	29.7%		17.0%	16.7%		0.0%	17.9%	
Twice	11.5%	12.2%	11.2%		4.1%	22.5%	8.4%	18.8%		8.0%	12.7%		0.0%	11.5%	
Three Times	4.5%	8.9%	2.1%		12.2%	2.5%	4.5%	0.0%		7.0%	4.0%		14.3%	4.3%	
Four Times	2.8%	4.9%	2.1%		6.1%	2.5%	3.5%	0.0%		6.0%	1.6%		0.0%	2.9%	
Five or More Times	2.5%	0.8%	3.4%		0.0%	2.5%	4.0%	0.0%		0.0%	3.6%		0.0%	2.6%	
<b>Mean Number Times Drank 5+ in Past Two Weeks</b>															
All Students (Non-Drinkers + Drinkers)	0.4	0.4	0.5	NS	0.3	0.3	0.5	0.5	NS	0.3	0.6	**	0.7	0.4	NS
Drinkers	0.8	0.9	0.8	NS	0.8	0.9	0.8	0.7	NS	0.8	0.8	NS	0.8	0.8	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: 2022 -- 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>93.0%</b>	91.0%	94.2%	*	93.2%	95.1%	93.6%	88.0%	NS	95.4%	90.8%	*	77.8%	93.2%	*
Drank 6-7	3.7%	1.8%	4.8%		1.4%	3.3%	3.5%	8.0%		1.7%	5.6%		0.0%	3.7%	
Drank 8+	3.4%	7.2%	0.9%		5.4%	1.6%	2.9%	4.0%		2.9%	3.6%		22.2%	3.1%	
<b>Or</b>															
<b>Drank 0-4 Drinks</b>	<b>87.1%</b>	85.6%	88.0%	*	87.8%	94.3%	87.8%	76.0%	*	92.0%	82.5%	*	70.0%	87.3%	*
Drank 5-7	9.6%	7.2%	11.1%		6.8%	4.1%	9.3%	20.0%		5.1%	13.9%		10.0%	9.5%	
Drank 8+	3.4%	7.2%	0.9%		5.4%	1.6%	2.9%	4.0%		2.9%	3.6%		20.0%	3.1%	
<b>Or</b>															
<b>Drank 0-3 Drinks</b>	<b>78.7%</b>	81.9%	76.5%	*	80.3%	87.7%	77.5%	69.0%	*	86.0%	71.6%	*	44.4%	79.1%	*
Drank 4-7	18.0%	10.8%	22.6%		14.3%	10.7%	19.6%	27.0%		11.2%	24.8%		33.3%	17.8%	
Drank 8+	3.4%	7.2%	0.9%		5.4%	1.6%	2.9%	4.0%		2.9%	3.6%		22.2%	3.1%	
<b>Mean # Drinks Among</b>															
All Students	1.82	1.89	1.78	NS	1.66	1.15	1.97	2.38	**	1.33	2.30	**	3.91	1.79	**
Drinkers Only	3.13	3.97	2.74	**	3.78	2.55	3.06	3.16	NS	3.31	3.02	NS	4.52	3.10	NS
<b>Mean BAC*** Among</b>															
All Students	.026	.023	.028	NS	.027	.022	.025	.031	NS	.024	.027	NS	.069	.025	**
Drinkers Only	.045	.049	.043	NS	.064	.051	.039	.043	**	.062	.036	**	.080	.044	NS
<b>Mean Perceived Number Drinks</b>															
<b>Typical Student Drank Last Time Partied, Among ...</b>															
All Students	3.76	3.93	3.65	NS	3.73	3.63	3.84	3.68	NS	3.52	4.02	*	3.95	3.76	NS
Drinkers Only	3.98	4.33	3.81	*	4.40	4.01	4.02	3.46	*	3.84	4.06	NS	4.05	3.97	NS
0-5 Drinks (all students)	84.6%	77.9%	89.2%	*	87.2%	84.4%	84.1%	81.8%	NS	88.5%	81.1%	*	100.0%	84.4%	NS
0-4 Drinks (all students)	74.9%	71.8%	77.0%	NS	71.4%	77.9%	74.4%	77.0%	NS	79.7%	69.9%	*	44.4%	75.2%	*
0-3 Drinks (all students)	55.2%	52.9%	56.8%	NS	54.1%	59.8%	53.0%	59.0%	NS	60.5%	49.6%	*	33.3%	55.4%	NS
8+ Drinks (all students)	6.0%	7.9%	4.6%		5.4%	6.6%	6.1%	7.0%		5.4%	6.4%		0.0%	6.1%	

\* 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

**Official Notice to Employee and Students Regarding Drug-Free and Alcohol-Free Workplace Policies**

On Friday, September 15, 2023, at 10:00 am, the 2023 Official Notice to Employees and Students Regarding Drug-Free and Alcohol-Free Workplace Policies was sent to all employees at the University of Hawai'i. The notice was emailed from Jeffery Long, System Director of Human Resources at the University of Hawai'i. On Monday, September 18, 2023 at 7:31 am. The 2023 Official Notice to Students Regarding Drug-Free and Alcohol-Free Workplace Policies to all students at the University of Hawai'i. The notice was sent from Farrah-Marie Gomes, Associate Vice President for Student Affairs. Employees and students at the University of Hawai'i received the official notice. A copy of the official notice can be found in Appendix A.1.

# Appendix

## A.1 Executive Policy 11.201

### **OFFICIAL NOTICE TO EMPLOYEES AND STUDENTS REGARDING DRUG-FREE AND ALCOHOL-FREE WORKPLACE POLICIES**

**October 1, 2023**

This official notice is issued under 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, [EP7.208](#), 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, offeror or deliveror 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 Institution Alcohol Abuse and Alcoholism that annually 140,000 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="http://al-anonhawaii.org">http://al-anonhawaii.org</a> )
<b>Alcoholics Anonymous (AA)</b>	(808) 946-1438	O'ahu-Central Office, 1110 University Ave. Suite 310, Honolulu, HI 96826 ( <a href="http://www.oahuaa.org/">http://www.oahuaa.org/</a> )
<b>Aloha United Way 211</b>	(808) 536-1951 (808) 275-2000	200 N. Vineyard Blvd, Suite 700 Honolulu, HI 96817 ( <a href="http://www.auw211.org">http://www.auw211.org</a> )
<b>Hina Mauka</b>	(808) 236-2600	O'ahu – Main Facility, 45-845 Po'okela Street, Kāne'ohe, HI 96744 ( <a href="http://www.hinamauka.org">http://www.hinamauka.org</a> )
	(808) 671-6900	Waipahū Outpatient Office, 94-830 Hikomoe St. Waipahū, HI 96797 ( <a href="http://www.hinamauka.org">http://www.hinamauka.org</a> )
<b>Kline-Welsh Behavioral Health</b>	(808) 842-7529 (808) 841-2319 (808) 841-3915	524 Kaaahi Street Honolulu, HI 96817 ( <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="http://www.kualoha.com">http://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.mhkhawaii.org/">http://www.mhkhawaii.org/</a> )
<b>NA Hawai'i - Narcotics Anonymous</b>	(808) 734-4357	P.O. Box 23013, Honolulu, HI 96823 ( <a href="http://www.na-hawaii.org">http://www.na-hawaii.org</a> )
<b>Po'ailani, Inc.</b>	(808) 263-3500	45-567 Pahia Road, Kaneohe, HI 96744 ( <a href="http://www.poailani.org">http://www.poailani.org</a> )
<b>The Salvation Army</b>	(808) 595-6371	Addiction Treatment Services 3624 Waokanaka St, Honolulu, HI 96817 ( <a href="http://www.salvationarmyhawaii.org">http://www.salvationarmyhawaii.org</a> )
	(808) 732-2802	Family Treatment Services 845 22nd Ave, Honolulu, HI 96816 ( <a href="http://www.salvationarmyhawaii.org">http://www.salvationarmyhawaii.org</a> )
<b>University Health Services Health Promotion Program-Mānoa</b>	(808) 956-3574	Queen Lili'uokalani Center for Student Services, Rm. 406, 2600 Campus Road Honolulu, HI 96822 ( <a href="http://www.hawaii.edu/shs/health_promotion/adepphp">http://www.hawaii.edu/shs/health_promotion/adepphp</a> )

Organization	Phone	Address (Website)
<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="http://www.wccmhc.org">http://www.wccmhc.org</a> )

## HAWAI'I ISLAND

Organization	Phone	Address (Website)
<b>AI-Anon East Hawai'i AI-Anon West Hawai'i</b>	(808) 935-0971	Hilo Location(s) Kailua-Kona Location(s) ( <a href="http://al-anonhawaii.org">http://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 Pl, Suite 102 Kailua-Kona, HI 96740 ( <a href="http://www.westhawaiiiaa.org">http://www.westhawaiiiaa.org</a> )
<b>Big Island Substance Abuse Council</b>	(808) 969-9994	16-179 Melekahiwa Street, Kea'au, HI 96749 ( <a href="http://www.bisac.org">http://www.bisac.org</a> )
<b>Kū Aloha Ola Mau</b>	(808) 961-6822	900 Leilani Street, Hilo, HI 96720 ( <a href="http://www.kualoha.com">http://www.kualoha.com</a> )
<b>Lokahi Treatment Centers:</b>	Hilo (808) 969-9292	400 Hualani Street, Bldg 10, Suite 195B, Hilo, HI 96720 ( <a href="http://www.lokहितreatmentcenters.net">http://www.lokहितreatmentcenters.net</a> )
	Honoka'a (808) 775-7707	45-3544 Mamane Street, Honoka'a, HI 96727 ( <a href="http://www.lokहितreatmentcenters.net">http://www.lokहितreatmentcenters.net</a> )
	Waikoloa (808) 883-0922	68-1845 Waikoloa Road, 224B Waikoloa, HI 96738 ( <a href="http://www.lokहितreatmentcenters.net">http://www.lokहितreatmentcenters.net</a> )
	Kailua-Kona (808) 331-1175	76-6225 Kuakini Hwy, Suite B105 Kailua-Kona, HI 96740 ( <a href="http://www.lokहितreatmentcenters.net">http://www.lokहितreatmentcenters.net</a> )
	Pahoa (808) 965-5535	15-2866 Pahoa Village Rd, Bldg E, Suite 3 Pahoa, HI 96778 ( <a href="http://www.lokहितreatmentcenters.net">http://www.lokहितreatmentcenters.net</a> )
<b>Mental Health Kōkua</b>	East Hawaii (808) 935-7167	208 Wainaku Ave, Hilo, HI 96720 ( <a href="http://www.mhkhawaii.org/">http://www.mhkhawaii.org/</a> )
	West Hawaii (808) 331-1468	75-166 Kalani Street, Suite 103 Kailua-Kona, HI 96740 ( <a href="http://www.mhkhawaii.org/">http://www.mhkhawaii.org/</a> )

## MAUI

Organization	Phone	Address (Website)
<b>Al-Anon</b>	(808) 242-0296	Wailuku Location(s) ( <a href="http://al-anonhawaii.org">http://al-anonhawaii.org</a> )
<b>Alcoholics Anonymous (AA)</b>	(808) 244-9673	70 Central Ave, Suite 1 Wailuku, HI 96793 ( <a href="http://www.aamaui.org">http://www.aamaui.org</a> )
<b>Aloha House, Inc.</b>	(808) 579-8414	200 Ike Drive, Makawao, HI 96768 ( <a href="http://www.aloha-house.org">http://www.aloha-house.org</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.mhkhawaii.org/">http://www.mhkhawaii.org/</a> )

## MOLOKA'I

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

## KAUA'I

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

## **B.1 Student Housing Community Standards Alcohol and Drug**

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.

- A. Residents and guests who are not of legal drinking age may not possess, be in the 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 have 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 the ages of resident(s) and/or guest(s).
- C. Alcohol must be consumed within the confines of the resident's room/apartment. Any 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. Common source containers are strictly prohibited and will be confiscated and disposed of. Standard source containers include but are not limited to, kegs, party balls, water jugs, and beer bongs.
- F. The sale of alcohol as a form of payment, donation, or other benefit is prohibited. The advertisement of parties/gatherings where alcohol will be consumed is not allowed.

## **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 a Student Athlete (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 present a wholesome public image constantly. 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 should not be consumed while attending athletic or athletically sponsored events. The Department will investigate reported violations, 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 hurt your intellectual and athletic abilities. While you may feel that a few drinks can not 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 who 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 some time that he or she deems

Appropriate. You will be given written notification of the suspension by the Head Coach. In writing, you may appeal this action to the Athletics Director 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. The Head Coach will immediately refer the matter to the Athletics Director for alleged violations involving possible criminal misdemeanors. Depending upon the seriousness of the alleged offense, they 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, the Athletics Director will provide written notification of the suspension within 72 hours after you have been notified of the alleged offense and suspension.

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

Both the NCAA and the UHMAD 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 include 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 to 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/sports/2015/6/10/ncaa-banned-substances.aspx>.

You are responsible for knowing what's on this list and avoiding all banned substances. Exceptions are made only for certain drugs you take by prescription for a legitimate medical purpose. To protect yourself and to establish a record if you test positive for a drug that you are using legitimately, you must 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. Nowadays, many products you can buy over the counter contain substances

that the NCAA bans, and ignorance is not accepted as an excuse. If you have questions about any product you are using, check with your trainer or the team physician first. If an 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 you may be taking or 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 get in touch with one of the following people who are part of our drug counseling network: Dr. Jonathan Sladky, Team Physician 956-6594 Wendy Saelua, R.N., Head Nurse, University Health Services 956-8965 Dr. Alan Hawk, UHM Psychiatrist 956-7927 Ku'u'ulei Salzer, 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; 956-7927 UHM Alcohol and Drug Education Program QLC 406; 956-3453