2024-2026 BIENNAL REVIEW

Drug Free Schools and Campuses Act

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Introduction-Drug Free Schools and Campuses Act

The Drug Free Schools and Campuses Act Biennial Review Committee prepared the following report to meet the requirements of the 1989 amendments to the Drug-Free Schools and Campuses Act, as articulated in Part 86, the Drug-Free Schools and Campuses Regulations. The reporting period covers September 1, 2024 through August 31, 2026. As explained:

> In order to certify its compliance with the Part 86 Regulations, an IHE (Institutions of Higher Education) must adopt and implement a drug prevention program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees both on school premises and as part of any of its activities. Creating a program that complies with the Regulations requires an IHE to do the following:
>
> (1) Prepare a written policy on alcohol and other drugs;
> (2) Develop a sound method for distribution of the policy to every student and IHE staff member each year; and
> (3) Prepare a biennial report on the effectiveness of its alcohol and other drug (AOD) programs and the consistency of policy enforcement
>
> The Drug-Free Schools and Campuses Regulations require IHEs to review their AOD programs and policies every two years. The required review has two objectives: (1) to determine the effectiveness of, and to implement any needed changes to, the AOD program; and (2) to ensure that the disciplinary sanctions for violating standards of conduct are enforced consistently. Because the Regulations do not specify what a biennial review should include or how it should be conducted, schools have considerable leeway in determining how to conduct and what to include in their biennial review.

McDaniel College has developed and updated a comprehensive written policy on alcohol and other drugs, as well as successfully distributing this policy to all undergraduate students. This report represents the Biennial Review of Alcohol and Drug Prevention Programs at McDaniel College as required by the Drug-Free Schools and Campuses Regulations. In this report, student alcohol and other drug surveys are evaluated, as suggested by the Department of Education, to help measure policy and program effectiveness. In addition, the prevention initiatives the College has implemented to minimize drug and alcohol problems are summarized.

Goals for the 2024-2026 Reporting Period:

- To increase students' awareness of the risks involved in high-risk drinking and drug use.
- To provide various AOD education programs to students throughout the academic year.
- To provide various alcohol-free late-night events as an alternative to drinking.
- To support an overall culture of responsible drinking at the college.
- To provide student groups opportunities to assist with or participate in the sponsorship of AOD education events.
- To expand the focus on environmental strategies as a best practice approach to prevention.
- To expand random drug screening to all safety sensitive positions throughout campus
- To increase communication regarding support/coping/treatment opportunities through EAP Provider, BHS.

Student Focused Alcohol and Other Drug (AOD) Prevention and Education Services

McDaniel College's Wellness Center and Counseling Services provides a range of services to assist students with alcohol and drug issues. Students are provided with caring and confidential services, which include screening, assessment, individual counseling, and referral to community substance abuse providers and self-help programs. All students seeking counseling through the Wellness Center complete the Alcohol Use Disorders Identification Test (AUDIT) and Cannabis Use Disorders Identification Test – Revised (CUDIT-R) screening tools as part of their intake process.

The departments within Campus Life provide coordination for substance abuse prevention and education efforts at McDaniel College. Prevention programs are provided campus wide each semester to various student groups including student athletes, fraternities, and sororities, first year students, and students living on-campus. All students benefit from marketing campaigns and general wellness outreach programs.

Students who violate campus AOD policies are referred to the Associate Dean of Students through the Student Conduct process, and to the Wellness Center depending on the circumstances of their AOD violation. All student violators will receive education. Students found responsible for a first violation are required to attend a class taught on campus by a representative of the Carroll County Health Department. If appropriate and warranted by the violation, students are assigned to attend the *Before One More* program in the Wellness Center and receive an assessment, brief intervention, and referral for treatment if indicated.

Description of the AOD Program Elements

Alcohol-Free Options

McDaniel sponsors a wide variety of alcohol-free options for students that include year-round intramural programs, weekend and late-night programming (movies, music events, hypnotists, etc.), off-campus excursions to local attractions, museums, theater productions, and sporting events, and the opportunity to participate in over 60 student organizations. The college also provides a free daily (except Sundays) shuttle service to local shopping venues.

The college creates a social, academic, and residential environment that promotes the health and wellness of students by offering substance free living options and encouraging leadership opportunities for students such as resident assistants, first year peer mentors, orientation leaders, student organization leaders, fraternity and sorority members, the student alumni council and the student athletic advisory council. The health and counseling professionals provide information and programs related to healthy stress management, sleep hygiene, healthy relationships and safe sexual practices. The Wellness Peer Education and Empowerment Program utilizes a student ambassador model to provide educational resources for the college community supporting alcohol-free behaviors. Students are challenged academically in and out of the classroom through interactions with faculty, participation in internships and externships, conducting faculty-student research projects, and traveling abroad with McDaniel faculty during the 3-week January term. First year students are required to attend the First Look Sessions during their first fall semester (in-person and virtual options). These sessions are affiliated with their academically required first year seminar course and provide critical information about topics such as academic expectations, time management, taking care of themselves emotionally and physically, diversity education, and how to select classes. All entering first year students are required to complete online courses prior to the fall semester. This content is provided through a third-party platform, Safe Colleges, and review alcohol, drug and sexual violence prevention initiatives. New students are

required to complete online courses for AlcoholEdu for College, Prescription Misuse - Opioids, and RespectEdu for College (discussing bystander intervention sexual violence prevention).

Alcohol Availability

Alcohol is restricted on campus for individuals under the age of 21. Alcohol is prohibited in public locations, and multi-liter containers (kegs) and hard liquor are prohibited for everyone. The college works collaboratively with local law enforcement and arranges targeted off-campus patrols during historically active weekends to proactively confront any issues that may create disturbances in the local area surrounding the college. Additionally, local law enforcement officers consistently notify the Department of Campus Safety when they interact with a McDaniel student who is cited or arrested. The Code of Student Conduct specifies jurisdiction to address and sanction off-campus behavior the same as on-campus behavior. When local law enforcement confronts an incident that takes place at an off-campus student residence, the College is notified and a meeting occurs with the student tenants of the house. Representatives from the law enforcement agency, the McDaniel Department of Campus Safety, and the Dean or Associate Dean of Students attend the meeting. If the students are members of a sports team or student organization, an advisor or coach may also be present. The representatives provide information to the students regarding community expectations, future consequences for violations, local disorderly house ordinances, suggestions about being good neighbors and an opportunity to ask questions.

The social host element of the policy clarified and strengthened the expectations prohibiting any student from providing underage students with a location to consume alcohol and/or providing the alcohol to underage individuals. The clarifications also included information about the discipline sanctions for being found responsible for this type of violation. On the recommendation of the Maryland Collaborative to Reduce Underage Drinking, the initial fine for a social host violation if $100 for each host and increases up to $250 for subsequent violations.

Alcohol advertising is prohibited on campus. Signage regarding off-campus drink promotions, etc. are not permitted. Any posting must first be approved by the Office of Student Engagement or Residence Life and marked with a stamp signifying approval. If a posted flyer does not have an approval stamp it is removed. Digital advertisements are approved through the College's Communications and Marketing Department; alcohol references are banned.

- For the past several years, the Maryland Collaborative facilitates a virtual training series in the early Spring for restaurant and bar owners focused on how enforcing the minimum drinking age can help a business' profitability overall. McDaniel College works with Maryland Collaborative staff to identify local bars and restaurants in order for Collaborative staff to reach out to them and encourage attendance. In 2025 the presenter kept attendance records by county overall so we are unsure if pre-identified establishments in Westminster, MD participated. We know that in 2026 they did not, and plan to work with Maryland Collaborative staff for 2027 to brainstorm new approach methods.

Maryland Collaborative Information

Through McDaniel's work with the Maryland Collaborative to Reduce College Drinking and Related Problems, the Maryland College Alcohol Survey (MD-CAS), a campus-wide survey of alcohol use among McDaniel College students, was completed during the Spring semesters of 2014, 2016, 2018, 2020, 2022,

2024 and most recently during the Spring of 2026. The results of these surveys are utilized to guide programming and prevention efforts.

McDaniel data from the MD-CAS surveys have demonstrated significant reductions in key alcohol use statistics, continuing into the most recent assessment: "Past month binge drinking" percentages have steadily declined from 47% in 2014 to 19% in 2026. And "Very high-risk drinking" percentages have declined from 18% in 2014 to 2% in 2026.

Student Substance Abuse Prevention and Education Events

- **RA Training on Substance Use:** reviewed on-campus mental health resources, basic helping skills, effective communication, appropriate boundaries, recognizing and referring students in distress, substance abuse prevention, and bystander intervention. RAs completed a simulation on how to confront and address the usage of illegal drugs and alcohol in the residence halls with Campus Safety staff. (2024-2026)

- **Peer Mentor Training** reviewed on-campus mental health resources, basic helping skills, effective communication, appropriate boundaries, recognizing and referring students in distress, substance abuse prevention, and bystander intervention. (2024-2026)

- **CHOICES**: student-directed theater production as part of first-year orientation that depicts the variety of important choices related to well-being students face in college, including high risk alcohol and drug use, how concerned friends can respond, and the resources on campus. (2024-2026)

- **Parent and Family Newsletter:** Monthly newsletter included references to the Maryland Collaborative's *College Parents Matter* website, the importance of having conversations with students about risks of alcohol and drug use, and reminders of spring break safety tips. (2024-2026)

- **Cannabis Policy/Impact Awareness Campaign:** Poster and social media campaign presenting information to the campus. One design focused on the recently changed state law and its interaction with federal law and campus policy. A second design shared quotes and statistics from Maryland students that completed the Maryland Collaborative's College Alcohol Survey in February/March of 2024. Students across the state had shared frustration with cannabis odor and usage amongst peers, requesting more policies/enforcement. (Fall 2024)

- **Faculty Meeting Invite:** The Dean of Students provided a presentation to the McDaniel Faculty to discuss trends and data regarding cannabis use as well as state vs. Federal and campus policies. Faculty were provided with information on referral resources and encouraged to speak directly to students if they observed signs/concerns related to substance use. (December 2025)

- **Know the Code Week:** Series of tabling events March 9-11, 2026. March 10 featured a Policy Quiz event where students could try to correctly answer a Student Handbook policy question to be entered for a prize drawing. College Alcohol and Drug Policies were categories for a portion of the possible questions. (Spring 2026).

Recommendations for AOD Programming

These recommendations are supported by the empirical research of the Maryland Collaborative to Reduce College Drinking and Related Problems.

- Addressing students' cannabis use and correcting students' and parents' misperceptions of harms caused by cannabis.
- Continuing universal screening for excessive alcohol use and cannabis use in Counseling Services and ongoing training for staff to maximize the integration and effectiveness of substance use assessment within general counseling services.
- Creating and implementing additional targeted efforts toward students involved in Greek Life to reduce their excessive alcohol and cannabis use.
- Continuing to work closely with local law enforcement to enforce the local noise ordinance and share information regarding citations issued to students with college administrators.
- Moving toward the best practice of posting all campus alcohol policies and consequences in one place on the school's website and publicizing it to students.

Overview of Student Conduct Data

Covered Dates	College Alcohol Policy Violations	Alcohol and Other Drug Poisonings Transports	Illegal Drug Policy Violations	Off-Campus Violations
8/1/2024-7/31/2025	95	6	40	14
8/1/2025-7/31/2026	37	3	31	13

Alcohol Education Sanctions Overview

Academic Year	Education Program	Description	Number of Students Assigned
24-25	Alcohol Education Level I	2-hour alcohol/drug education class taught by Carroll County Health Department representative.	96
24-25	Alcohol Education Level II	Completion of "Before 1 More" Program: Substance Use Assessment and Psychoeducation at the Counseling Center that incorporates the Substance Abuse Subtle Screening Inventory (SASSI), The Cannabis Use Disorders Identification Test (CUDIT) and the Alcohol Use Disorders Test (AUDIT) assessments with BASICS brief intervention into the assessment.	18
25-26	Alcohol Education Level I	2-hour alcohol/drug education class taught by Carroll County Health Department representative.	53

25-26	Alcohol Education Level II	Completion of "Before 1 More" Program: Substance Use Assessment and Psychoeducation at the Counseling Center that incorporates the Substance Abuse Subtle Screening Inventory (SASSI), The Cannabis Use Disorders Identification Test (CUDIT) and the Alcohol Use Disorders Test (AUDIT) assessments with BASICS brief intervention into the assessment.	7

Procedure for Distributing AOD Policy to Students

McDaniel College has a written alcohol and other drug policy that is widely distributed to students via student handbooks, semester course registration guides, websites and the undergraduate and graduate catalogues. These written policies are in compliance with federal guidelines.

Student Handbook Notifications

Students were informed of the online location of the Student Handbook in student wide campus announcements sent from the Campus Life Office.

An email batch was processed for Document STEHBOOK, with subject
'2024-2025 McDaniel College Student Handbook Information', at 02:17PM on 08/12/2024.

The status report is being sent to this email address, because it belongs to the person recorded as the Document's author: 0666803, Mr. Michael L. Robbins
Subject: 2024-2025 McDaniel College Student Handbook Information

McDANIEL COLLEGE

Dear Student:

I want to inform you of the location and content of the 2024-25 McDaniel College Student Handbook.

- The Student Handbook is online and can be accessed from the College website at: McDaniel College - Acalog ACMS. You can also find the link through the McDaniel Portal on the Policies page.

- The Handbook contains information about the following topics:
  - Student Service Offices with contact information
  - The Code of Student Conduct
  - The Student Conduct Process
  - Link to updated Title IX Policy
  - Updated Residence Hall Policies
  - Drug Free Schools and Communities Act Policy, including information about the 2023 ballot referendum in the state of Maryland

- Information on the effects of opioids and opioid use disorder as well as resources for assessment and treatment

It is very important that a student be familiar with the Handbook as it contains important information to assist you in your daily life on the campus as well as expectations you are expected to uphold as a member of the McDaniel community. If you have any questions about the Student Handbook and/or the information provided in the Handbook, please contact me at mrobbins@mcdaniel.edu

Have a great semester!

Michael Robbins
(he, him, his)
Associate Dean of Students
McDaniel College
Westminster, MD

An email batch was processed for Document STEHBOOK, with subject
'2025-2026 McDaniel College Student Handbook Information', at 03:09PM on 08/20/2025.

The status report is being sent to this email address, because it belongs to the person recorded as the Document's author: 0666803, Mr. Michael L. Robbins
Subject: 2025-2026 McDaniel College Student Handbook Information

Dear Student:

I want to inform you of the location and content of the 2025-2026 McDaniel College Student Handbook.

- The Student Handbook is online and can be accessed from the College website at: McDaniel College - Modern Campus Catalog. You can also find the link through the McDaniel Portal on the Policies page.

- The Handbook contains information about the following topics:
  - Student Service Offices with contact information
  - The Honor System, including information on the use of generative AI
  - The Code of Student Conduct
  - The Student Conduct Process
  - Link to Title IX Policy
  - Link to Anti-Hazing Policy
  - Updated Residence Hall Policies (note that dart boards are prohibited)
  - College Alcohol and Drug Policy Information: Please note that due to campus adherence to federal policies, cannabis and cannabinoids are prohibited (even for individuals able to legally use such substances elsewhere in the state of Maryland).

- Information on the effects of opioids and opioid use disorder as well as resources for assessment and treatment

It is very important that a student be familiar with the Handbook as it contains important information to assist you in your daily life on the campus as well as expectations you are expected to uphold as a member of the McDaniel community. If you have any questions about the Student Handbook and/or the information provided in the Handbook, please contact me at mrobbins@mcdaniel.edu

Have a great semester!

Michael Robbins
(he, him, his)
Associate Dean of Students
McDaniel College
Westminster, MD

Faculty and Staff Substance Abuse Educational Activities

McDaniel College's Office of Human Resources offers programming to faculty and staff empowering employees to take action to improve their overall health and well-being. Through flexible programming and community building, the committee provides access to activities, training, and education that support wellness. Information was available on general health, alcohol and substance abuse information and treatment, smoking cessation, dealing with stress and depression, accessing care through the employee assistance program and health care insurance was available virtually.

Faculty and Staff Drug Testing Policy

The College is committed to maintaining a safe workplace free from alcohol and drug abuse. For this reason, the College prohibits its employees from possessing, using, distributing and/or working under the influence of alcohol or other intoxicant or illegal or prescription drug, other than one lawfully prescribed by a physician and taken in accordance with that prescription. This policy covers all employees of the College, including student employees. The context of the full policy can be found in Appendix II. This policy was updated on October 1, 2023.

Random and For-Cause Employee Substance Screening Data

The following chart describes the number of random and for cause testing during 2024-2026 conducted by Carroll Occupational Health Services.

	Random Drug Screenings	Post- Accident Drug Screenings	For Cause Drug Screenings	Positive Test Results
9/1/2024-8/31/2025	23	2	0	0
9/1/2025-8/31/2026	30	5	2	2

Employee Assistance Program

McDaniel College collaborates with Business Health Services (BHS) to provide up to eight counseling sessions to employees at no cost. Counseling can be for a variety of issues including but not limited to mental health issues, stress, management consultations, marital challenges and substance abuse. Care for substance abuse may include assessment, referral and treatment. Recommendations for treatment vary by pervasiveness of issue. Further, managers have the option to do a 30-minute management consultation with a licensed professional if they have substance abuse concerns about an employee.

The following chart describes the number of employees who sought services through the Business HS employee assistance program. The far-left column represents employees who accessed services with a presenting problem related to substance abuse.

Plan Year	Number of Employees Accessing Services with BHS	Number of Employees Accessing Substance Abuse Services
9/1/2024-8/31/2026	51	0

Disciplinary Action Related to Faculty and Staff Substance Abuse Issues

The Staff Handbook provides a disciplinary process for staff employees. The college reserves the right to summarily warn, reprimand, suspend, or terminate employees without notice should severity of circumstances warrant, to the maximum extent permitted by applicable law. Such circumstances include, but are not limited to, the following:

- Insubordination of lawful management directives, including any concerted or deliberate slowdown or delay or interference with one's own productivity or the work of others.
- **Working under the influence of, testing positive for, or participating in the illegal sale, purchase, use or possession of drugs, alcoholic beverages, other controlled substances or possession of weapons on campus, unless such prohibition is otherwise restricted by applicable law.**
- Unauthorized disclosure of legally protected information, including without limitation confidential or proprietary information as defined by applicable policies and/or agreements.
- Poor work performance.
- Workplace bullying.
- Refusing to work hours required by essential employees.
- Violation of published institution policies.
- Excessive absenteeism for reasons other than those protected by applicable law.
- Failure to respond to emergencies as required by job duties.
- Non-compliance with required training.
- Failure to report an accident involving company equipment or any damage to said equipment.
- Any offense that occurs that warrants a corrective action if a previous corrective action is already in the employee file may qualify for immediate termination.
- Theft or dishonesty including gambling, excessive waste, abuse, unauthorized use of or removal of college property from campus, or falsification of records and fraud.
- Any behavior(s) included in the Workplace Violence policy upon persons or property whether on or off campus.
- Other behavior which is potentially dangerous or harmful to persons or property and detrimental to work, including failure to adhere to safety rules and regulations.
- Violating the rights of other employees, students, visitors, or volunteers.
- Mishandling of college funds.
- Harassment or discrimination on the basis of a protected class including race, color, sex, sexual orientation, gender identity, religion, national origin, age, disability, genetic information or any other protected characteristic.

Faculty Employees Disciplinary Action

The Faculty Handbook provides a process for any type of misconduct. Accordingly, faculty are expected to adhere to all institutional policies in effect including, but not limited to, policies related to non-discrimination, workplace bullying, whistleblowers' protections, and the establishment and maintenance of a safe working environment. They are also expected to conduct themselves in accordance with AAUP's statement on Professional Ethics (Faculty Handbook 2.3.1). Should violations of the college's policy on Gender/Sex Based Anti-Harassment/Non-Discrimination Policy occur, the adjudication procedures outlined that policy shall supersede any procedures outlined in this section.

For most serious cases of policy violation or other kinds of faculty misconduct, section 2.8 of the Faculty Handbook outlines the grounds on which dismissal proceedings may be instituted. In other cases, violations of policy or instances of misconduct are important to address, but do not rise to the level of dismissal.

For matters that do not rise to the level of dismissal, the Provost will address the matter directly with the faculty member through oral and/or written notification. For sanctions more severe than a written letter of reprimand, both the faculty member and the Provost have the right to request involvement of the FAC. If FAC involvement is requested, the FAC will review the findings and proposed sanction and provide recommendations to the Provost. The Provost reserves the right to adjust the severity of the sanction. Sanctions will vary and will be related directly to the nature of the infraction. In determining a sanction, the Provost may consider a faculty member's past record of infractions. Examples of sanctions may include, but are not necessarily limited to, loss of research funds, loss of development funds, or the loss of additional teaching opportunities.

The faculty member will receive written notification of the Provost's decision relative to any sanctioning action.

A faculty members may elect to appeal a sanction in the following circumstances:

- The faculty member believes that insufficient evidence exists for the sanction to have been imposed.
- The faculty member believes that a sanction is too severe.
- New evidence emerges that the faculty member believes will alter the decision to sanction.
- The faculty member believes that a sanction is arbitrary or capricious.

In these cases, the faculty member's appeal is made to the President. Appeals must be made in writing within 30 days of the Provost's notification of the final decision.

Disciplinary Action Taken Related to Substance Abuse Issues 2024-2026

Dates	Written Warning	Written Warning 2	Termination
9/1/2024-8/31/2025	0	0	0
9/1/2025-8/31/2026	1	0	0

Strengths of Employee Programming

- The College has a comprehensive policy and procedure that is garnering results.
- The random drug testing program pool creation protocols were reviewed in November 2019. Due to the small number of positions that are included in the pool, the randomness is sometimes challenging. In partnership with the healthcare vendor, we became part of a larger consortium to expand the pool.
- There is a regularly scheduled communication of the policy (upon hire and winter and fall semesters annually) that is raising awareness.
- The college offers training through the online training system, SafeColleges. The goal of the training is to provide employees with an understanding of drug and alcohol abuse in the workplace. The course reviews the Drug-Free Workplace Act, recognizing the signs of substance abuse and addiction and knowing an employee's role in fighting substance abuse on the job. All new employees must complete this within their first 90 days.

Annual Notice of Substance Abuse Policies and Procedures for Faculty and Staff

The College's Drug and Alcohol Policy (see Appendix II) is supplied to employees upon hire during new employee orientation, at the start of each semester via email from the Provost to the faculty/staff list serve and available at any time on the Forms and Policies page of the McDaniel Portal.

Screen Shots of Annual Substance Abuse Policy Notification for all Faculty and Staff
Communicated via email on 6/7/2024 to all faculty and staff through the list serve:

faculty-staff-bounces@mcdaniel.edu on behalf of Kriss Hann<khann@mcdaniel.edu>
To: allugstudentlist; allgrstudentlist; faculty-staff@mcdaniel.edu
Fri 6/7/2024 2:13 PM

ATT00001.txt
470 bytes

McDaniel College is committed to making a good faith effort on a continuing basis to maintain a drug-free campus and workplace.

Consistent with federal policy related to the College's eligibility to disburse federal aid to our students, McDaniel College provides a drug-free workplace, including—
• a drug-free awareness program that provides information to employees regarding the prevention of drug and alcohol abuse,
• a notice distributed annually to our employees of prohibited unlawful activities and the College's planned actions against any employee who violates these prohibitions, and
• a policy of notifying the Department of Education and taking appropriate action when it the institution learns of an employee's conviction under any criminal drug statute.

McDaniel College prohibits the unlawful possession, use or distribution of drugs and alcohol by students and employees on the College's property, or as part of the College's activities.

Students and employees who violate College policies, or local, state and federal laws related to possession, use or distribution of illicit drugs or alcohol face potential sanctions up to and including expulsion (for students), termination of employment (for employees), and referral for prosecution by local, state or federal authorities.

The use of illicit drugs and alcohol is accompanied by health risks. Research shows an association between drug use and traffic crash deaths, lost productivity and poorer academic performance. Illicit drug use also contributes to HIV-transmission rates and puts children at risk for abuse and neglect. McDaniel College makes available drug and alcohol counseling, treatment, and rehabilitation programs for students (through the department of student health and wellness) and employees (through the College's employee assistance program or EAP).

With regard to contracted employees, the College expects agencies' policies to meet or exceed those of McDaniel College related to maintenance of a drug-free workplace. McDaniel College reserves the right to take action as appropriate to ensure compliance with its workplace policies and procedures.

Policies Pertaining to McDaniel College Employees:
DRUG-FREE WORKPLACE AND SUBSTANCE ABUSE TESTING POLICY

A. POLICY

The College is committed to maintaining a safe workplace free from alcohol and drug abuse. It is expected that employees will follow all federal, state, and local laws related to alcohol and drug use. Employees, including student workers, are prohibited from using, abusing, manufacture, soliciting, possessing, transferring, purchasing, selling, or distributing controlled substances, drug paraphernalia, or alcohol anywhere on College premises, while on College business (whether or not on College premises), while driving a College vehicle or driving a personal vehicle for College business, or while representing the College:.

- possessing,

Communicated via email on 1/27/2025 to all faculty and staff through the list serve:

faculty-staff-bounces@mcdaniel.edu on behalf of Kriss Hann<khann@mcdaniel.edu>

To: faculty-staff@mcdaniel.edu; **allugstudentslist**; **allgrstudentslist**

Mon 1/27/2025 11:21 AM

ATT00001.txt
470 bytes

McDaniel College is committed to making a good faith effort on a continuing basis to maintain a drug-free campus and workplace.

Consistent with federal policy related to the College's eligibility to disburse federal aid to our students, McDaniel College provides a drug-free workplace, including—
• a drug-free awareness program that provides information to employees regarding the prevention of drug and alcohol abuse,
• a notice distributed annually to our employees of prohibited unlawful activities and the College's planned actions against any employee who violates these prohibitions, and
• a policy of notifying the Department of Education and taking appropriate action when it the institution learns of an employee's conviction under any criminal drug statute.

McDaniel College prohibits the unlawful possession, use or distribution of drugs and alcohol by students and employees on the College's property, or as part of the College's activities.

Students and employees who violate College policies, or local, state and federal laws related to possession, use or distribution of illicit drugs or alcohol face potential sanctions up to and including expulsion (for students), termination of employment (for employees), and referral for prosecution by local, state or federal authorities.

The use of illicit drugs and alcohol is accompanied by health risks. Research shows an association between drug use and traffic crash deaths, lost productivity and poorer academic performance. Illicit drug use also contributes to HIV-transmission rates and puts children at risk for abuse and neglect. McDaniel College makes available drug and alcohol counseling, treatment, and rehabilitation programs for students (through the department of student health and wellness) and employees (through the College's employee assistance program or EAP).

With regard to contracted employees, the College expects agencies' policies to meet or exceed those of McDaniel College related to maintenance of a drug-free workplace. McDaniel College reserves the right to take action as appropriate to ensure compliance with its workplace policies and procedures.

Policies Pertaining to McDaniel College Employees:
DRUG-FREE WORKPLACE AND SUBSTANCE ABUSE TESTING POLICY

A. POLICY

The college is committed to maintaining a safe workplace free from alcohol and drug abuse. It is expected that employees will follow all federal, state, and local laws related to alcohol and drug use. Employees, including student workers, are prohibited from using, abusing, manufacture, soliciting, possessing, transferring, purchasing, selling, or distributing controlled substances, drug paraphernalia, or alcohol anywhere on college premises, while on college business (whether or not on college premises), while driving a college vehicle or driving a personal vehicle for college business, or while representing the college:

Communicated via email on 6/2/2025 to all faculty and staff through the list serve:

Drug-Free Notice

Summarize

Office of the Provost
To allgrstudentslist; allugstudentslist; facultystafflist

Reply | Reply All | Forward

Mon 6/2/2025 2:52 PM

You forwarded this message on 8/3/2026 1:48 PM.

McDaniel College is committed to making a good faith effort on a continuing basis to maintain a drug-free campus and workplace.

Consistent with federal policy related to the College's eligibility to disburse federal aid to our students, McDaniel College provides a drug-free workplace, including—
• a drug-free awareness program that provides information to employees regarding the prevention of drug and alcohol abuse,
• a notice distributed annually to our employees of prohibited unlawful activities and the College's planned actions against any employee who violates these prohibitions, and
• a policy of notifying the Department of Education and taking appropriate action when it the institution learns of an employee's conviction under any criminal drug statute.

McDaniel College prohibits the unlawful possession, use or distribution of drugs and alcohol by students and employees on the College's property, or as part of the College's activities.

Students and employees who violate College policies, or local, state and federal laws related to possession, use or distribution of illicit drugs or alcohol face potential sanctions up to and including expulsion (for students), termination of employment (for employees), and referral for prosecution by local, state or federal authorities.

The use of illicit drugs and alcohol is accompanied by health risks. Research shows an association between drug use and traffic crash deaths, lost productivity and poorer academic performance. Illicit drug use also contributes to HIV-transmission rates and puts children at risk for abuse and neglect. McDaniel College makes available drug and alcohol counseling, treatment, and rehabilitation programs for students (through the department of student health and wellness) and employees (through the College's employee assistance program or EAP).

With regard to contracted employees, the College expects agencies' policies to meet or exceed those of McDaniel College related to maintenance of a drug-free workplace. McDaniel College reserves the right to take action as appropriate to ensure compliance with its workplace policies and procedures.

Policies Pertaining to McDaniel College Employees:
DRUG-FREE WORKPLACE AND SUBSTANCE ABUSE TESTING POLICY

Communicated via email on 8/25/2025 to all faculty and staff through the list serve:

Drug-Free Notice

Summarize

Reply | Reply All | Forward

Office of the Provost
To Office of the Provost

Mon 8/25/2025 9:59 AM

You forwarded this message on 8/3/2026 1:47 PM.

McDaniel College is committed to making a good faith effort on a continuing basis to maintain a drug-free campus and workplace.

Consistent with federal policy related to the College's eligibility to disburse federal aid to our students, McDaniel College provides a drug-free workplace, including—

- a drug-free awareness program that provides information to employees regarding the prevention of drug and alcohol abuse,
- a notice distributed annually to our employees of prohibited unlawful activities and the College's planned actions against any employee who violates these prohibitions, and
- a policy of notifying the Department of Education and taking appropriate action when it the institution learns of an employee's conviction under any criminal drug statute.

McDaniel College prohibits the unlawful possession, use or distribution of drugs and alcohol by students and employees on the College's property, or as part of the College's activities.

Students and employees who violate College policies, or local, state and federal laws related to possession, use or distribution of illicit drugs or alcohol face potential sanctions up to and including expulsion (for students), termination of employment (for employees), and referral for prosecution by local, state or federal authorities.

The use of illicit drugs and alcohol is accompanied by health risks. Research shows an association between drug use and traffic crash deaths, lost productivity and poorer academic performance. Illicit drug use also contributes to HIV-transmission rates and puts children at risk for abuse and neglect. McDaniel College makes available drug and alcohol counseling, treatment, and rehabilitation programs for students (through the department of student health and wellness) and employees (through the College's employee assistance program or EAP).

Communicated via email on 1/28/2026 to all faculty and staff through the list serve;

Drug-Free Notice

Summarize

Reply | Reply All | Forward

Office of the Provost
To Office of the Provost

Wed 1/28/2026 9:29 AM

You forwarded this message on 8/3/2026 1:47 PM.

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Communicated via email on 06/02/2026 to all faculty and staff through the list serve:

Office of the Provost
To: Office of the Provost

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Tue 6/2/2026 1:20 PM

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With regard to contracted employees, the College expects agencies' policies to meet or exceed those of McDaniel College related to maintenance of a drug-free workplace. McDaniel College reserves the right to take action as appropriate to ensure compliance with its workplace policies and procedures.

Policies Pertaining to McDaniel College Employees:
DRUG-FREE WORKPLACE AND SUBSTANCE ABUSE TESTING POLICY

A. POLICY

The college is committed to maintaining a safe workplace free from alcohol and drug abuse. It is expected that employees will follow all federal, state, and local laws related to alcohol and drug use. Employees, including student workers, are prohibited from using, abusing, manufacture, soliciting, possessing, transferring, purchasing, selling, or distributing controlled substances, drug paraphernalia, or alcohol anywhere on college premises, while on college business (whether or not on college premises), while driving a college vehicle or driving a personal vehicle for college business, or while representing the college:

- possessing,
- using,

Distribution Certification

I certify that the Drug and Alcohol Policies have been distributed in accordance with the Drug Free Schools and Campuses Act (DFSCA) to all employees and students. The Drug and Alcohol Policy is communicated to all employees upon hire in writing and semi-annually via email by the Provost of McDaniel College. The Drug and Alcohol Policy is communicated to all students semi-annually at the beginning of the fall and spring semesters by the Provost of McDaniel College. Additionally, the Dean of Students sends the Student Handbook at the beginning of each semester via email including a reference highlighting the Drug and Alcohol Policy. The Drug and Alcohol Policy is also posted on the Student Portal Page and the Human Resources Portal Page.

APPENDIX 1-STUDENT ALCOHOL AND DRUG POLICY

Zero-Tolerance Drug Policy

As noted in the Code of Student Conduct, the College does not tolerate the possession, use, sale, manufacturing or distribution of controlled substances (drugs) or drug paraphernalia. Conspiring, co-conspiring, or facilitating in drug selling, distribution, and manufacturing is also prohibited. It should be noted that this policy includes cannabis as well as any substance containing tetrahydrocannabinol (THC), cannabidiol (CBD), or other cannabinoids. When staff become aware of the presence of drugs on campus, the College reserves the right to notify the Westminster Police Department.

Maryland Law in Brief

A ballot referendum for the state of Maryland regarding cannabis use went into effect July 1, 2023. As a result of this new law, adults 21 or older in Maryland may possess and consume a "personal use amount" of cannabis products.

It is important that members of the McDaniel College community know that this does not mean that cannabis may be used or possessed on campus or at campus activities, including medically prescribed cannabis. The Federal Drug-Free Schools and Communities Act requires all colleges and universities receiving federal funds to adopt and implement programs that include: "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." The use and possession of cannabis remains illegal under the Federal Controlled Substances Act of 1970 (CSA). As an institution that receives federal funds (such as financial aid to students and federal grants), McDaniel College continues to prohibit the use and possession of cannabis on campus, campus property, or while at campus sponsored activities, regardless of the age of the individual(s) involved. This applies to public places, such as campus buildings, the stadium, athletic fields, the golf course, parking lots, and quads, as well as private spaces such as residential facilities, vehicles, and offices.

Policy Violations

McDaniel imposes the following restrictions on drug possession or use

1) Possession, use, distribution, or growing/creating cannabis, substances containing tetrahydrocannabinol (THC), cannabidiol (CBD), or other cannabinoids is prohibited on campus property or at campus sponsored activities.
2) Possession, use, distribution, or creation of prescription drugs other than by the prescribed patient is prohibited on campus property or at campus sponsored activities.
3) Possession, use, distribution, or creation of other controlled substances is prohibited on campus property or at campus sponsored activities.
4) As described under the Code of Student Conduct, students may be referred to the Student Conduct process for off-campus violations of the student code of conduct. Local law enforcement often shares information with the College about students involved in off-campus incidents.
5) Prohibited substances or paraphernalia are not permitted at recruitment events for student groups.
6) Cannabis dispensaries or manufacturers are not permitted to sponsor student organizations, athletic teams, or events affiliated with the College. This applies off campus as well as on campus.
7) No one may have cannabis or delivered to campus.
8) Advertising or solicitation for cannabis or cannabis outlets are not permitted on campus.
9) McDaniel College does not allow flyers for campus events that depict or reference cannabis or other drug use.

Drug Policy Related Information

Medical Amnesty Policy
Federal Drug Free Schools and Communities Act
Drug and Alcohol Assessment and Treatment

College Alcohol Policy

Buying, possessing, carrying, storing and drinking alcohol on the McDaniel College campus is allowed only if it complies with Maryland state, county and city laws and all College policies as outlined below. Students drinking alcohol in on-campus housing should respect the community and their own health and safety. Any actions that encourage or lead to excessive alcohol use are not allowed.

Maryland Law in Brief

Under Maryland state law, persons 21 years of age can purchase, possess, and consume alcoholic beverages. Any underage individual drinking, purchasing, or possessing alcoholic beverages is subject to a fine. Borrowing or falsifying identification constitutes a crime. Purchasing and/or providing alcoholic beverages for underage persons is also prohibited by law.

Policy Violations

Failure to comply with state, county, or municipal alcoholic beverage laws may result in disciplinary action through the Student Conduct Process and/or legal action through the appropriate district court.

McDaniel College imposes the following restrictions regarding alcohol possession and use:

1) Students are not allowed to possess or consume hard liquor on campus.
2) No one under the age of 21 may buy, possess or drink alcohol. Any person drinking alcohol must be able to provide a valid identification with birth date when asked.
3) No one under 21 may misrepresent their age.
4) No one may buy, serve or sell alcohol to anyone who is under 21.
5) Drinking games and/or drinking contests are not allowed as such activities encourage the rapid and dangerous consumption of alcohol.
6) Kegs and other multi-liter containers (full or empty) are not allowed anywhere on campus.
   Please Note: If a keg or other multi-liter container is found on the campus it will be confiscated by the Department of Campus Safety. Confiscated items will not be returned to students under any circumstances. Any loss of funds that a student may incur because a multi-liter container has been confiscated by the College is their own financial responsibility.
7) Behavior or noise by any person or group which is disturbing others is prohibited. The consumption of alcohol shall not disturb the privacy and peace of others. The total number of persons permitted in residence hall rooms will be restricted in accordance with Maryland State Fire Codes and McDaniel College policy (see Room Capacity in Residence Hall policies section).
8) Students may not use alcoholic beverage containers as ashtrays, decorations or for other uses in campus residences.
9) Alcoholic beverages may not be sold at any McDaniel College event or function or by any organization using College property without a license.
10) Consumption of alcoholic beverages must comply with the Locations for the Use of Alcohol.

Locations for the Use of Alcohol

In addition to state laws, alcoholic beverages on McDaniel College campus will be limited as described below. In general, alcoholic beverages are limited to students' individual rooms. Drinking alcohol or carrying open alcohol containers outside or in public areas is not allowed. Paraphernalia such as funnels or beer bongs are not allowed.

1) Student's Room: Students may, within state law and college policy, consume and possess beer and wine in residence hall rooms. Students who are 21 and older are not allowed to have any underage individuals present in their individual rooms to consume and/or possess alcohol.
2) Public Areas: Alcoholic beverages are not permitted in any public areas of the residence halls, defined as all hallways, stairwells, bathrooms, lobbies, lounges, porches, balconies, storage rooms, laundry rooms, elevators, or any other area outside a residential facility. This includes common rooms in the Daniel McLea (DMC) suites and Albert Norman Ward (ANW) suites.

   In the Garden Apartments, North Village and college houses, the individual bedrooms are private space while the common areas (kitchen, dining room and living room) are public space. Please note that alcohol may be consumed in the common spaces (kitchens, hallways, and living room) only if ALL individuals present in the location at the time are 21 years of age or older. All other College policies, such as substance

free housing guidelines, restrictions regarding drinking games and hard alcohol, the Quiet/Courtesy Hours expectations, and the number of individuals permitted in a residential space at one time, are still in effect.

3) Residence Halls: Alcoholic beverages are prohibited anywhere in Rouzer, Whiteford, and Daniel MacLea, and designated substance-free residence halls and houses.
4) Special Occasions: Consumption and possession of alcoholic beverages in specified areas for special occasions is subject to approval by the Dean of Students or designee.

Acting as a Social Host

A social host is any individual who provides a location for and/or facilitates opportunities for others to violate the College Alcohol Policy. More specifically a social host is an individual who provides or shares alcohol with an underage guest in their residence or who hosts one or more guests in their residence who violate the College Alcohol Policy (i.e. living in a substance free residence hall, providing or consuming hard liquor, etc.).

Social Host Consequences

Additional consequences are in place for those who make the choice to host events in their residence where a violation of the college alcohol policy takes place. Hosts who provide a location for other students to violate the alcohol policy assume a greater level of responsibility for these incidents.

If a student is found responsible for acting as a social host as described above, the minimum fine for the violation begins at $100 for a first offense and increases up to $250 for subsequent violations. Fines will be assessed per social host, and will not be divided among the room/apartment/house residents.

Medical Amnesty Policy

The Medical Amnesty Policy is a way for McDaniel College to reduce the harmful consequences caused by the abuse of alcohol or drugs. McDaniel College does not condone underage drinking or the unlawful use of drugs. This policy is designed to promote responsible decisions when students are faced with emergencies requiring emergency medical attention. Emergency medical attention is defined as admittance to a hospital.

The purpose of this policy is to remove barriers and increase the likelihood that students who require emergency medical assistance as a result of high-risk alcohol or drug consumption will receive such assistance. This policy will provide an opportunity for a caring intervention; those who qualify will not receive any sanctions from the College and no Alcohol and Other Drug policy violation will be recorded in the student's conduct record.

There are two categories of individuals who may qualify for medical amnesty. For amnesty to apply, either on or off campus premises: the person in need of emergency medical attention, or other individuals present must proactively request assistance for the person in need of emergency medical attention.

These categories are described below:

Persons in need of Emergency Medical Attention

Students who a) proactively seek emergency medical attention on their own or b) emergency medical attention is proactively sought by other individuals present and who are transported to the hospital for reasons directly related to the consumption or use of alcohol or drugs may be eligible to receive medical amnesty. Students who receive emergency medical attention may be granted medical amnesty only once while enrolled at McDaniel College. Any subsequent violation will result in a referral to the Student Conduct System.

Other Individuals Present

Students who proactively seek emergency assistance on behalf of persons experiencing alcohol or drug related emergencies are eligible to receive amnesty. In order to encourage students to be proactive in helping others, the College does not set a limit on the number of times a student can seek amnesty while assisting others during an alcohol or drug-related emergency, but reserves the right to revoke future amnesty if an individual student is utilizing this policy in an abusive manner. The Associate Dean of Students, or designee, will make the decision on whether a student is abusing amnesty and the student will be given written notice of such decision.

Follow-up

Any student who may be eligible for amnesty will meet with the Associate Dean of Students or designee. If the student qualifies for medical amnesty, no disciplinary actions will be issued for violation of the College Student Alcohol and/or College Illegal Drug Policy. Students granted amnesty may be required to participate in an appropriate educational program or referred to additional resources on or off campus in order to receive amnesty. Failure to meet with the designated staff member and/or complete the follow-up assigned will disqualify a student for amnesty and result in referral of the matter to the Student Conduct System.

Limitations of Medical Amnesty

Medical amnesty applies to incidents that require emergency medical attention where the student is taken to the hospital in direct relation to the consumption or use of alcohol or drugs, after proactive measures by either the person in need of medical attention themself and/or by other individuals present in the incident. The policy does not apply to situations where College staff members (including Resident Assistants, Area Coordinators, and Campus Safety officers) discover an incident absent such proactive measures and subsequently or concurrently determine (or are informed) that an individual requires medical attention. Contacting College staff as a form of assistance will qualify a student for amnesty.

Additionally, the policy does not apply to other prohibited conduct, such as, but not limited to, violence and threats, theft, damage and vandalism, compliance, sexual assault, hazing, etc. If other prohibited conduct occurs, the student(s) will be held responsible through the Student Conduct System for those violations.

Nothing in this policy shall prevent an individual who has enforcement obligations under state, federal, or local law to report, charge, or take other action related to the possible criminal prosecution of any student. This policy does not protect or preclude a student from civil or criminal action, which is separate from the College conduct process.

Student Organization Policies related to Social Events

McDaniel College entrusts to its students the responsibility of compliance with state, county, and municipal laws concerning the purchase, possession, consumption and transport of alcoholic beverages. It is expected that alcoholic beverages will be used in moderation, at suitable times, and under decorous conditions. Public intoxication is prohibited.

Beer and wine are the only types of alcohol permitted at any McDaniel College student organization functions. Student organizations must meet with the Office of Student Engagement staff at least three (3) weeks prior to the event in order for the event to be approved.

Campus Social Events Policy

Student organizations may sponsor student dances/parties/clubrooms on campus. Requests must be submitted to the Office of Student Engagement (OSE) at least three (3) weeks prior to the event with the following stipulations:

- Events may only be held on Friday and Saturday evenings during the academic year pending the availability of space on campus. The event may not be held in conflict with designated College-wide events.
- If an organization with a Clubroom space wishes to host an event in said space that will be open to the public and/or non-members of the organization, the organization must receive prior approval from the Office of Student Engagement.
- Please note that no alcohol or illicit substances may be consumed in a Clubroom space.
- The organization advisor, or a designee approved by the Office of Student Engagement, must be in attendance for the duration of the event.
- OSE reserves the right to require the listed advisor to be present at any Registered Student Organization (RSO) sponsored events, dance/party/clubroom or otherwise.
- Campus Safety must be contacted in writing at least one week prior to any campus social event hosted by any RSO.
- Non-McDaniel College Student guests may be permitted to attend McDaniel College dances/parties/clubrooms with the following stipulations. All visitors attending the event must be 18 years or older and have a valid photo ID. Student organizations that extend the invitation to campus visitors are responsible for all guests' behavior under the McDaniel College Code of Student Conduct. Failure to adhere

to the established guidelines may result in the organization's loss of privileges to host campus dances/parties/clubrooms, and may be subject to additional sanctions by the College.

- If a social event is attended by campus visitors, the sponsoring student organization is responsible for checking guests' valid photo ID, maintaining an attendance list of campus visitors, and providing that list to the Office of Student Engagement on the next business day.

Registered Student Organization (RSO) Functions with Alcohol

Any RSOs looking to plan an event with alcohol must adhere to the previously listed stipulations of a social event as well as the following stipulations for serving alcohol:

- Functions may only be held on Friday or Saturday
- Functions may not last longer than 4 hours
- The RSO must follow third party vendor guidelines
- AVI Foodsystems is the only approved vendor
- Personal beverages are not permitted; alcoholic beverages can only be provided by the approved third party vendor
- Bartenders must be contracted through AVI Dining Services
- Bartenders must be contracted for a minimum of two (2) hours
- Alcohol sales are cash only
- Alcohol may not be purchased with student organization funds
- Substantial non-alcoholic drinks and food must be available
- Wristbands are required for those of legal drinking age
- Alcohol service must end one (1) hour prior to the close of the event
- No alcohol is permitted in College designated Clubroom spaces
- Non-McDaniel College Student guests may be permitted to attend McDaniel College events where alcohol will be served with the followng stipulations. All visitors attending the event must be 18 years or older and have a valid photo ID. Student organizations that extend the invitation to campus visitors are responsible for all guests' behavior under the McDaniel College Code of Student Conduct. Failure to adhere to the established guidelines may result in the organization's loss of privileges to host campus events where alcohol will be served, and may be subject to additional sanctions by the College.
- For events where alcohol will be served, the sponsoring student organization must provide the Office of Student Engagement (OSE) a guest list of campus visitors being invited to the event at least 3 business days in advance, for the OSE staff to approve. The sponsoring student organization and the person serving in the role of their advisor for the event are responsible for checking guests' valid photo ID, ensuring that only individuals on the approved guest list enter, maintaining an attendance list of campus visitors, and providing that list to the Office of Student Engagement on the next business day.

Alcohol Licensing Procedures

An alcohol license is required if there is a cash bar at an event, or a ticket price is paid for an event that includes food and drink

- Administration and Finance requests the completed 2-page application and check request thirty (30) days in advance of your event. Please call Administration and Finance if your event is less than 30 days away to make sure the license can be obtained in time.
- There is a 2-page license application that is pre-printed with certain information. The requesting person and/or department is required to fill out the highlighted items only.
- A check request needs to be filled out entirely, including proper authorizing signatures, and included with the application.
- All documents should be sent to Administration and Finance, Thompson Hall. A representative will make sure the needed signatures get notarized.
- A representative from Administration and Finance will also process the paperwork with Carroll County and return the actual license to the requestor.

Please contact Administration and Finance if you have any questions about this process.

Third Party Vendor Guidelines

- AVI Foodsystems is the only third party vendor allowed to serve alcohol on the campus of McDaniel College
- Beer and Wine must be served by AVI Foodsystems as a third party vendor
- Personal beverages are not permitted; alcoholic beverages can only be provided by the approved third party vendor
- Bartenders are contracted through AVI Foodsystems for a minimum of two (2) hours at $50.00 per hour
- A copy of the Vendor's Insurance is available in the Human Resources Office
- All sales of alcohol will be conducted by the vendor as cash sales only
- Alcohol may not be purchased through student organization funds
- Non- alcoholic drinks and food must be available at all events. You must contact AVI Foodsystems first to discuss the food at the event. If they give up the right to serve food, your group may then bring in your own food from off-campus after completing a Food and Beverage Waiver
- The vendor will collect and remove any remaining alcohol from the premises at the end of the event
- Security is required at all events with alcohol served. During the approval process with the Office of Student Engagement, contact will be made with the Department of Campus Safety to determine the required number of officers present. A minimum of $35.00 per hour per officer for this service will be charged to the sponsoring student organization
- Only those of legal drinking age with McDaniel Student ID or valid State Identification will be served alcohol
- Upon entering the event, wristbands will be issued to those of legal drinking age by the security personnel at the event. Wristbands must be purchased by the student organization.
- Alcoholic beverage service must end one (1) hour prior to the close of the event
- Anyone who appears to be intoxicated will not be permitted into the function or served alcohol
- In addition to Campus Safety Officers, there must be an advisor or personnel in the advisor role approved by the Office of Student Engagement to deal with issues that may arise at the event. Office of Student Engagement (OSE) staff are not considered advisors and will not participate in this capacity.
- OSE reserves the right to require the listed advisor to be present at any RSO sponsored events.

Note to all Student Organizations:
The policy here described is a privilege extended to the campus community. It is hoped that these privileges will serve to facilitate and enhance the student's self-responsibility and their understanding of the values, beliefs, and laws of society at large. The privileges extended under this regulation may, however, be withdrawn from individuals or groups found to be in violation of College policy and/or local, state, or federal law.

Minimum Sanctions for College Alcohol Policy Violations

The minimum sanctions for violations of the College Student Alcohol Policy are as follows:
First Alcohol Policy Violation
$75 fine; $100 for social host violation
Parental/Guardian notification via letter for students under the age of 21
Disciplinary warning
Completion of the 2 hour on campus substance use education class

Second Alcohol Policy Violation
$125 fine; $150 for social host violation
Parental/Guardian notification via letter for students under the age of 21
Completion of the Before 1 More Program: Substance Use Assessment and Psychoeducation at the Wellness Center.

Third Alcohol Violation
$200 fine; $250 for social host violation.
Disciplinary probation
Parental/Guardian notification via phone contact for students under the age of 21

Referral to the Wellness Center for the Before 1 More Program: Substance Use Assessment and Psychoeducation. Important: If a student has already completed the "Before 1 More" Program, an off-campus referral will likely be made instead.

Minimum Sanctions Resulting After Alcohol Related Hospitalization
Emergency Contact notification via phone contact at the time of hospitalization regardless of student age
Completion of the Before 1 More Program: Substance Use Assessment and Psychoeducation
Fine for possession/consumption and/or social host violation

Minimum Sanctions for College Illegal Drug Policy Violations

The minimum sanctions for violations of the College Drug Policy are as follows:
First Drug Policy Violation
$150 fine
Parental/Guardian notification via letter
Disciplinary warning
Completion of the 2 hour on campus substance use education course

Second Drug Policy Violation
$300 fine
Parental/Guardian notification via phone contact
Disciplinary probation
Completion of the Before 1 More Program: Substance Use Assessment and Psychoeducation at the Wellness Center. Important: If a student has already completed the Before 1 More Program, an off-campus referral to a substance use treatment program will likely be made instead.

Third Drug Policy Violation
(or any violation that is more severe specifically involving the sale and/or distribution of illegal drugs)
Suspension or expulsion from the College

Minimum Sanctions Resulting After Drug Related Hospitalization
Parental/Guardian notification via phone contact at the time of the hospitalization
Completion of the Before 1 More Program: Substance Use Assessment and Psychoeducation.
Fine for possession/consumption and/or social host violation

APPENDIX II: FACULTY AND STAFF DRUG AND ALCOHOL POLICY

The college is committed to maintaining a safe workplace free from alcohol and drug abuse. It is expected that employees will follow all federal, state, and local laws related to alcohol and drug use. Employees, including student workers, are prohibited from using, abusing, manufacture, soliciting, possessing, transferring, purchasing, selling, or distributing controlled substances, drug paraphernalia, or alcohol anywhere on college premises, while on college business (whether or not on college premises), while driving a college vehicle or driving a personal vehicle for college business, or while representing the college:

- possessing,
- using,
- distributing and/or

Employees, including student workers, also are prohibited from reporting to work or working while they are using or under the influence of alcohol, any drugs as well as any controlled substances which may impact an employee's ability to perform the employee's job or otherwise pose safety concerns. This policy does not apply to prescription or over-the-counter medications taken by employees which: (1) have been lawfully prescribed to, or obtained by, the employee; (2) are being used by the employee in accordance with the prescription's guidelines (if applicable); and (3) before reporting to work under the influence of such medication, the employee has inquired whether the drug manufacturer or the employee's physician warns against performing any work-related tasks. If such warnings exist, the employee taking the medication must inform Human Resources of such restrictions before reporting to work under the influence of such substances. When informing Human Resources of such restrictions, the employee should not identify the medication(s) being used or the reason for its use.

In rare circumstances, there may be special events in which alcohol may be served at an on-campus event sponsored by the college that have been pre-approved by the respective senior administrator (president, provost, vice president, or their designated representative), who will provide clear guidelines for the event. Alcohol must be served in accordance with the policies and procedures established for maintaining the college's liquor license. Employees that are assigned specific duties during these special events are expected to maintain a professional image throughout the event.

Under no circumstances may alcoholic beverages be served or made available to any underage students at any time on or off campus. This includes all college sponsored events on-campus and off-campus as well as any informal circumstances such as casual dinners and community events not sponsored by the college. College personnel who observe what they believe to be underage drinking must report this to the appropriate office.

For purposes of this policy, whenever an applicant or employee tests "positive," they will be considered as using, abusing, or ingesting the prescribed substances in violation of this policy, unless otherwise provided by applicable law. "Possession" shall include possession in lockers, clothing, other property or vehicles parked or located on the college premises.

B. In compliance with the Drug-Free Workplace Act of 1988, and as a condition of employment with the college, all persons employed by the college are required:

1. To abide by the prohibition contained in Policy A, above; and
2. To notify the Director of Human Resources of any criminal drug statute conviction for a violation occurring on college property no later than two days after such conviction.

C. Any employee whose use of controlled substances away from the college can reasonably be established to be the cause of poor attendance or performance problems is to be counseled to seek rehabilitation through the college's employee assistance program or community resources.

D. When notice of a criminal drug statute conviction of an employee for a violation occurring on college property is received, the director of human resources will coordinate compliance with the reporting requirements of the Drug-Free Workplace Act of 1988.

E. An employee convicted of the criminal drug statutes for crimes occurring on college property is subject, within 30 days of notice of such conviction, to disciplinary action up to and including termination, and/or, at the college's discretion, the employee will be required to complete treatment recommended by the employee assistance program, to the maximum extent permitted by applicable law.

F. The Office of Human Resources shall make available contact information for the employee assistance program which provides community resources for drug abuse assistance or rehabilitation programs. In addition, the Office of Human Resources shall provide employees with information about the dangers of drug abuse in the workplace.

G. Employees are subject to the following testing, to the maximum extent permitted by applicable law:

* Random Testing: All safety sensitive positions are subject to random substance abuse testing and will be selected in a manner as determined by the college. This includes all employees in Campus Safety, Physical Plant, Grounds, Steam Plant, Chemistry Lab Manager, Director of Risk Management/Environmental Health & Safety, Biology Lab Manager, Fire Safety Officer, Technical Director of the Theater and Purchasing. Employees in these safety sensitive positions must notify the Office of Human Resources when prescribed any medications that may impair their ability to perform their job duties safely. A fitness for duty exam paid for by the college may be required to evaluate the impacted employee's ability to safely perform their duties.

* Suspicion Testing: All employees may also be required to undergo substance abuse testing, if in the sole opinion of the college, the employee's behavior, work performance or other factors warrant such testing.

* Post Accident/Injury Testing: The college will require a substance abuse test for any employee incurring an on-the-job injury requiring medical attention and/or treatment. Employees damaging property by accident or carelessness may also be subject to testing.

3. Substance Abuse Testing Procedure

All testing will be conducted pursuant to the requirements of applicable law. In particular, the college will generally follow these procedures:

Reporting for Test: The employee will be directed to report immediately (within 1/2 of an hour) to the designated testing facility and/or a medical clinic. Transportation will be provided for the employee by the college when suspicion testing conducted. The employee will remain "on-the-clock" during the testing procedure.

Conduct of the Test: A medical professional or other appropriate person will conduct the test in accordance with all applicable standards and/or regulations.

Test Results: In the event of a positive result, the applicant and/or employee will be given (1) a copy of the results, (2) a copy of this Policy, (3) written notice of the college's intentions.

Verification of test results. --(1) A person who is required to submit to job-related testing may request independent testing of the same urine or blood sample for verification of the test results by a laboratory that:

(i) Holds a permit under Maryland law; or

(ii) If located outside of the State, is certified or otherwise approved for use under Maryland law.

4. Positive Test Results

A substance abuse test shall be considered “positive” if it reveals the presence of illegal drugs, lawful drugs and/or medications taken without a valid prescription or not in accordance with the employee’s prescription, or the presence of marijuana or alcohol in a degree which, in the college’s opinion, would impair the individual’s ability to effectively perform their job or otherwise present a safety risk to the employee or others.

Employees that receive a positive test result are subject to immediate termination in most instances. The division vice president and the director of human resources have the option to delay the termination pending the employee having an evaluation completed with the employee assistance program. To maintain employment, the employee will be required to complete all recommended treatment. Treatment recommended beyond the employee assistance program will be paid for by the employee or the employee’s health insurance coverage. If the employee fails to complete the treatment program, they will be subject to immediate termination. In the event the employee fails a subsequent substance test, they will be subject to immediate termination without any further treatment opportunity.

5. Refusal to Take a Requested Test

Any employee refusing to be tested upon request shall also be subject to immediate termination, regardless of the employee’s tenure with the college, to the maximum extent permitted by applicable law.

Any employee who unreasonably delays taking a test, provides false or incomplete information in connection with the test or otherwise refuses to cooperate in taking the test will be considered as having refused to be tested and will be subject to immediate termination.

The college maintains a policy of non-discrimination and will endeavor to make reasonable accommodations to assist employees recovering from substance and alcohol dependencies, and those who have a medical history that reflects treatment for substance abuse conditions. Additionally, in the discretion of the college, any employee who violates this policy may be required, in connection with or in lieu of disciplinary sanctions, to participate to the college's satisfaction in an approved drug assistance or rehabilitation program. However, employees may not request an accommodation to avoid discipline for a policy violation.

In order to maintain a drug-free workplace, the college has established a drug-free awareness program to educate employees on the dangers of drug abuse in the workplace, our drug-free workplace policy, the availability of any drug-free counseling, rehabilitation and employee assistance programs and the penalties that may be imposed for violations of our drug-free workplace policy.

APPENDIX III: DRUG FREE SCHOOLS ANNUAL NOTIFICATION

McDaniel College is committed to making a good faith effort on a continuing basis to maintain a drug-free campus and workplace.

Consistent with federal policy related to the College's eligibility to disburse federal aid to our students, McDaniel College provides a drug-free workplace, including—
• a drug-free awareness program that provides information to employees regarding the prevention of drug and alcohol abuse,
• a notice distributed annually to our employees of prohibited unlawful activities and the College's planned actions against any employee who violates these prohibitions, and
• a policy of notifying the Department of Education and taking appropriate action when it the institution learns of an employee's conviction under any criminal drug statute.

McDaniel College prohibits the unlawful possession, use or distribution of drugs and alcohol by students and employees on the College's property, or as part of the College's activities.

Students and employees who violate College policies, or local, state and federal laws related to possession, use or distribution of illicit drugs or alcohol face potential sanctions up to and including expulsion (for students), termination of employment (for employees), and referral for prosecution by local, state or federal authorities.

The use of illicit drugs and alcohol is accompanied by health risks. Research shows an association between drug use and traffic crash deaths, lost productivity and poorer academic performance. Illicit drug use also contributes to HIV-transmission rates and puts children at risk for abuse and neglect. McDaniel College makes available drug and alcohol counseling, treatment, and rehabilitation programs for students (through the department of student health and wellness) and employees (through the College's employee assistance program or EAP).

With regard to contracted employees, the College expects agencies' policies to meet or exceed those of McDaniel College related to maintenance of a drug-free workplace. McDaniel College reserves the right to take action as appropriate to ensure compliance with its workplace policies and procedures.

Policies Pertaining to McDaniel College Employees:
The college is committed to maintaining a safe workplace free from alcohol and drug abuse. It is expected that employees will follow all federal, state, and local laws related to alcohol and drug use. Employees, including student workers, are prohibited from using, abusing, manufacture, soliciting, possessing, transferring, purchasing, selling, or distributing controlled substances, drug paraphernalia, or alcohol anywhere on college premises, while on college business (whether or not on college premises), while driving a college vehicle or driving a personal vehicle for college business, or while representing the college:

- possessing,
- using,
- distributing and/or

Employees, including student workers, also are prohibited from reporting to work or working while they are using or under the influence of alcohol, any drugs as well as any controlled substances which may impact an employee's ability to perform the employee's job or otherwise pose safety concerns. This policy does not apply to prescription or over-the-counter medications taken by employees which: (1) have been lawfully prescribed to, or obtained by, the employee; (2) are being used by the employee in

accordance with the prescription's guidelines (if applicable); and (3) before reporting to work under the influence of such medication, the employee has inquired whether the drug manufacturer or the employee's physician warns against performing any work-related tasks. If such warnings exist, the employee taking the medication must inform Human Resources of such restrictions before reporting to work under the influence of such substances. When informing Human Resources of such restrictions, the employee should not identify the medication(s) being used or the reason for its use.

In rare circumstances, there may be special events in which alcohol may be served at an on-campus event sponsored by the college that have been pre-approved by the respective senior administrator (president, provost, vice president, or their designated representative), who will provide clear guidelines for the event. Alcohol must be served in accordance with the policies and procedures established for maintaining the college's liquor license. Employees that are assigned specific duties during these special events are expected to maintain a professional image throughout the event.

Under no circumstances may alcoholic beverages be served or made available to any underage students at any time on or off campus. This includes all college sponsored events on-campus and off-campus as well as any informal circumstances such as casual dinners and community events not sponsored by the college. College personnel who observe what they believe to be underage drinking must report this to the appropriate office.

For purposes of this policy, whenever an applicant or employee tests "positive," they will be considered as using, abusing, or ingesting the prescribed substances in violation of this policy, unless otherwise provided by applicable law. "Possession" shall include possession in lockers, clothing, other property or vehicles parked or located on the college premises.

B. In compliance with the Drug-Free Workplace Act of 1988, and as a condition of employment with the college, all persons employed by the college are required:

1. To abide by the prohibition contained in Policy A, above; and

2. To notify the Director of Human Resources of any criminal drug statute conviction for a violation occurring on college property no later than two days after such conviction.

C. Any employee whose use of controlled substances away from the college can reasonably be established to be the cause of poor attendance or performance problems is to be counseled to seek rehabilitation through the college's employee assistance program or community resources.

D. When notice of a criminal drug statute conviction of an employee for a violation occurring on college property is received, the director of human resources will coordinate compliance with the reporting requirements of the Drug-Free Workplace Act of 1988.

E. An employee convicted of the criminal drug statutes for crimes occurring on college property is subject, within 30 days of notice of such conviction, to disciplinary action up to and including termination, and/or, at the college's discretion, the employee will be required to complete treatment recommended by the employee assistance program, to the maximum extent permitted by applicable law.

F. The Office of Human Resources shall make available contact information for the employee assistance program which provides community resources for drug abuse assistance or rehabilitation programs. In addition, the Office of Human Resources shall provide employees with information about the dangers of drug abuse in the workplace.

G. Employees are subject to the following testing, to the maximum extent permitted by applicable law:

* Random Testing: All safety sensitive positions are subject to random substance abuse testing and will be selected in a manner as determined by the college. This includes all employees in Campus Safety, Physical Plant, Grounds, Steam Plant, Chemistry Lab Manager, Director of Risk Management/Environmental Health & Safety, Biology Lab Manager, Fire Safety Officer, Technical Director of the Theater and Purchasing. Employees in these safety sensitive positions must notify the Office of Human Resources when prescribed any medications that may impair their ability to perform their job duties safely. A fitness for duty exam paid for by the college may be required to evaluate the impacted employee's ability to safely perform their duties.

* Suspicion Testing: All employees may also be required to undergo substance abuse testing, if in the sole opinion of the college, the employee's behavior, work performance or other factors warrant such testing.

* Post Accident/Injury Testing: The college will require a substance abuse test for any employee incurring an on-the-job injury requiring medical attention and/or treatment. Employees damaging property by accident or carelessness may also be subject to testing.

3. Substance Abuse Testing Procedure

All testing will be conducted pursuant to the requirements of applicable law. In particular, the college will generally follow these procedures:

> Reporting for Test: The employee will be directed to report immediately (within 1/2 of an hour) to the designated testing facility and/or a medical clinic. Transportation will be provided for the employee by the college when suspicion testing conducted. The employee will remain "on-the-clock" during the testing procedure.
>
> Conduct of the Test: A medical professional or other appropriate person will conduct the test in accordance with all applicable standards and/or regulations.
>
> Test Results: In the event of a positive result, the applicant and/or employee will be given (1) a copy of the results, (2) a copy of this Policy, (3) written notice of the college's intentions.
>
> Verification of test results. --(1) A person who is required to submit to job-related testing may request independent testing of the same urine or blood sample for verification of the test results by a laboratory that:
>
> > (i) Holds a permit under Maryland law; or
> > (ii) If located outside of the State, is certified or otherwise approved for use under Maryland law.

4. Positive Test Results

A substance abuse test shall be considered "positive" if it reveals the presence of illegal drugs, lawful drugs and/or medications taken without a valid prescription or not in accordance with the employee's prescription, or the presence of marijuana or alcohol in a degree which, in the college's opinion, would impair the individual's ability to effectively perform their job or otherwise present a safety risk to the employee or others.

Employees that receive a positive test result are subject to immediate termination in most instances. The division vice president and the director of human resources have the option to delay the termination pending the employee having an evaluation completed with the employee assistance program. To maintain employment, the employee will be required to complete all recommended treatment.

Treatment recommended beyond the employee assistance program will be paid for by the employee or the employee's health insurance coverage. If the employee fails to complete the treatment program, they will be subject to immediate termination. In the event the employee fails a subsequent substance test, they will be subject to immediate termination without any further treatment opportunity.

5. Refusal to Take a Requested Test

Any employee refusing to be tested upon request shall also be subject to immediate termination, regardless of the employee's tenure with the college, to the maximum extent permitted by applicable law.

Any employee who unreasonably delays taking a test, provides false or incomplete information in connection with the test or otherwise refuses to cooperate in taking the test will be considered as having refused to be tested and will be subject to immediate termination.

The college maintains a policy of non-discrimination and will endeavor to make reasonable accommodations to assist employees recovering from substance and alcohol dependencies, and those who have a medical history that reflects treatment for substance abuse conditions. Additionally, in the discretion of the college, any employee who violates this policy may be required, in connection with or in lieu of disciplinary sanctions, to participate to the college's satisfaction in an approved drug assistance or rehabilitation program. However, employees may not request an accommodation to avoid discipline for a policy violation.

In order to maintain a drug-free workplace, the college has established a drug-free awareness program to educate employees on the dangers of drug abuse in the workplace, our drug-free workplace policy, the availability of any drug-free counseling, rehabilitation and employee assistance programs and the penalties that may be imposed for violations of our drug-free workplace policy.

Policies Pertaining to McDaniel College Students:

Zero Tolerance Drug Policy
The College does not tolerate the possession, use, sale, or distribution of controlled substances (drugs). When staff become aware of the presence of drugs on campus, they are required to notify the Westminster Police Department. Law enforcement authorities follow legal police procedures in investigating such matters, including searches.

College Alcohol Policy
McDaniel College entrusts to its students the responsibility of compliance with state, county, and municipal laws concerning the purchase, possession, consumption and transport of alcoholic beverages. It is expected that alcoholic beverages will be used in moderation, at suitable times, and under decorous conditions. Public intoxication is prohibited.

Maryland Law in Brief
Under Maryland state law, persons 21 years of age can purchase, possess, and consume alcoholic beverages. Any underage individual drinking, purchasing, or possessing alcoholic beverages is subject to a fine. Borrowing or falsifying identification constitutes a crime. Procuring alcoholic beverages for underage persons is also prohibited by law.

Policy Violations
Failure to comply with state, county, or municipal alcoholic beverage laws may result in disciplinary action through the Student Conduct Process and/or legal action through the appropriate district court.

McDaniel College is committed to maintaining a drug-free environment. The Federal Drug-Free Schools and Communities Act Amendments of 1989 require that the College notify students and employees of College policies and sanctions, legal sanctions, health risks and community rehabilitation services associated with the use of illicit drugs and the abuse of alcohol. Students may seek further information and assistance at the Wellness Center, or the Campus Life Office.

Every two years, McDaniel College will review its drug free workplace policy to determine its effectiveness, implement any needed changes, and ensure that the student conduct sanctions described below are consistently enforced. The report includes review of the number of drug and alcohol-related violations and fatalities that occur on campus or as part of the College's activities, and that are reported to campus officials; and the number and type of sanctions that were imposed by the College as a result of drug and alcohol-related violations and fatalities on campus or as part of any of the College's activities. The most recent Drug Free Schools and Communities Act Biennial Review Report is available on the My McDaniel Portal on the Campus Life page.

Standards of Conduct

The College's prohibit the "possession, use, sale or distribution of controlled substances (drugs)." In addition, the Code of Student Conduct prohibit "violations of published rules governing College residence halls, traffic and any other regulations that may be enacted or published, and violations of municipal, state or federal laws … [and] unauthorized possession of kegs or other multi-liter containers anywhere on campus or violation of alcohol policy. "The College Alcohol Policy states that "under Maryland state law, persons 21 years of age can purchase, possess, and consume alcoholic beverages. Any underage individual drinking, purchasing, or possessing alcoholic beverage is subject to fine or imprisonment. Borrowing or falsifying identification constitutes a crime. Procuring alcoholic beverages for underage persons is also prohibited by law. Failure to comply with state, county, or municipal alcoholic beverage laws may result in referral to the Student Conduct Process and/or legal action through the appropriate civil authority." In addition to state laws, alcoholic beverages on campus are limited. Alcoholic beverages are not permitted in any public areas of the campus, nor is any alcoholic beverage permitted in the public areas of residence halls or in Rouzer, Whiteford, or Daniel McLea Halls or any housing designated as substance free. Hard liquor is prohibited on campus. Refer to the College Alcohol Policy for more details.

College Sanctions for Violation

Sanctions are imposed appropriate to instances of student misconduct, ranging from warning to expulsion. College policy requires that any illicit drugs found on campus be turned over to local law enforcement authorities, likely resulting in legal action. Minimum sanctions for possession of illegal drugs range from a $150 fine, parental notification, disciplinary probation to expulsion. Minimum sanctions for violations of the college alcohol policy include fines, mandatory alcohol education, disciplinary probation, and suspension from the college.

Legal Sanctions of Unlawful Possession, Use, or Distribution of Illicit Drugs and Alcohol
Possession and/or distribution of controlled substances and illegal drugs can subject a student to fines that exceed $25,000 and prison terms of as many as 20 years, depending on the type of drug and the circumstances of the criminal act or acts involved. Maryland State law provides for fines of up to $1,000, again depending on the circumstances, when alcoholic beverages are provided to underage students by individuals over 21 years old.

Health Risks Associated with the use of Illicit Drugs and Abuse of Alcohol
Alcohol can pose both short-term and long-term health risks. As a sedating, or depressant drug, alcohol slows functioning of the brain and central nervous system. In the short-term, how alcohol affects a person is dependent on how much and how quickly he/she consumes it. The gender, size, and other factors in the drinker impact how quickly alcohol is absorbed and eliminated from the body, as well. Even one or two drinks can impair one's reasoning. As more and more alcohol is absorbed by the body, impaired speech, loss of coordination, impaired sexual functioning, dysphoria, and loss of inhibitions are exhibited. Alcohol use, particularly "binge-drinking" or high-risk use, can lead to serious short-term health consequences. These include falls, injuries, car crashes, fights, participation in risky behaviors, sexual assault, unwanted pregnancy, transmission of sexually transmitted diseases, suicidal thinking or behavior, and injury or death from alcohol poisoning. Consuming a large amount of alcohol in a short period of time (such as playing drinking games, taking shots of liquor, engaging in "power hours," etc.) can lead to the fatal result of alcohol poisoning. Taking other medications while drinking alcohol can also be fatal. More regular, or chronic, alcohol use can lead to alcohol dependence and other long-term problems. Frequent, prolonged use can result in liver disease, ulcers, high cholesterol, heart disease, cognitive deficits, high blood pressure, damage to the pancreas, sexual and fertility problems, and increased risk of breast cancer and other cancers. Other drugs also cause serious health problems for a user. Marijuana is a hallucinogen that contains the same toxic and carcinogenic compounds found in cigarette smoke. It can also lead to deficits in memory and other cognitive skills, as well as reproductive problems. Abusing prescription drugs, or taking prescription medications that are not prescribed to you (such as Adderall, Ritalin, Xanax, Valium, Oxycontin, etc.) can also lead to increased heart rate and blood pressure, organ damage, addiction, heart attack, overdose, and death. Cocaine and other similar stimulants are highly addictive and can lead to seizures, cardiac arrest, and stroke.

Drug and Alcohol Assessment and Treatment For Students
Students may seek free, confidential alcohol and drug screening and consultation at the Wellness Center in Winslow Center. Students can meet with a counselor to discuss their alcohol or drug use and obtain referrals to local substance abuse treatment programs, as well as other helpful resources. There are several of these treatment programs, as well as self-help groups, in the Westminster area. For a comprehensive list, please contact the Wellness Center at 410-857-2243.

Drug and Alcohol Assessment and Treatment for Employees
Employees may seek free, confidential alcohol and drug screening and consultation services through our Employee Assistance Program, Business Health Services. Business Health Services can be contacted directly at 800-327-2251, 24 hours a day, 7 days a week. After an assessment, Business Health Services will refer the employee to an appropriate level of care as needed. This may include outpatient , detoxification, intensive outpatient or inpatient services and other self-help groups.

Financial Aid Penalties for Drug Convictions
Federal financial aid regulations specify that eligibility for federal aid be suspended for students who are convicted under federal or state laws for the sale or possession of illegal drugs if the offense(s) occurred during a period of enrollment for which the student was receiving federal financial aid under Title IV (grants, loans, and/or work-study).

Students who are convicted after they apply for aid must notify the McDaniel College financial aid office no later than five days after the conviction.

Additional information about federal aid policies may be obtained through the Federal Student Aid Information Center at 1-800-4-FED-AID or online at http://studentaid.ed.gov/resources.

A copy of the most recent McDaniel Drug Free Schools and Campuses Act report can be found on our McDaniel website, https://www.mcdaniel.edu/uploads/docs/HR/2014-16_DFSCA_Compliance_Report.pdf