



DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM

2024

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INTRODUCTION

The Drug-Free Schools and Communities Act (DFSCA), as articulated in the Education Department General Administrative Regulations (EDGAR) Part 86, 1 - the Drug Free Schools and Campuses Regulations - requires that Institutions of Higher Education receiving federal funds or financial assistance must develop and implement a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. The program must include annual notification of the following: standards of conduct; a description of sanctions for violating federal, state, and local law and campus policy; a description of health risks associated with alcohol and drug use; a description of treatment options; and a biennial review of the program's effectiveness and the consistency of the enforcement of sanctions.

Post University's drug and alcohol prevention policy and programming information, contained in the Annual Security Report, is posted on our website and a printed copy of the report is available, upon request, at the Campus Security office. It is also emailed annually to all students and associates.

NOTE: Post University maintains an associate specific Drug-Free Workplace Policy (see page 7) that is administered by the University's Associate Experience Department. This associate specific policy serves as an extension of Post's Drugs & Alcohol Prevention Program and contains additional, supplemental guidelines applicable to university Staff and faculty.

POLICIES

Post University's student policies on drugs and alcohol are contained in our Student Handbook, under the General Regulations Regarding Student Conduct. The Drug-Free Workplace policy is contained in our Associate Handbook.

ALCOHOLIC BEVERAGES

Post University's Alcohol Policy is designed for the safety of all students, faculty, and staff, and is in accordance with all federal and state laws.

General Alcohol Guidelines

The University's policies regarding alcohol are as follows:

- In accordance with federal and Connecticut state law, persons under the age of 21 shall not consume or have in their possession alcoholic beverages or alcohol paraphernalia on the Post University campus and Post-utilized off-campus sites.
- Alcohol paraphernalia (e.g., kegs, excessive empty cans or bottles, taps, funnels, etc.) are not permitted on campus. Collections of special bottles/cans are not permitted.
- Alcohol promotional/decorative items (beer signs, lamp shades, etc.) are not permitted in residence hall windows, displayed on the outside of room/apartment doors, or in public lounges, or to be visible from outside of a residence hall room.
- Public intoxication is prohibited. Public intoxication is defined as any intoxication

which causes a disturbance or is dangerous to self, others, or property, or in any way requires the attention of university staff.

- Consuming or possessing alcoholic beverages at public events such as plays and other performances, concerts, trips to off-campus venues, or athletic events, is prohibited; for those of legal drinking age, prior approval for specific events where alcohol is present must be obtained from the appropriate University official(s).
- Consuming/possession of alcoholic beverages by any student independently or as a part of a student organization while riding in University-owned/operated vehicles, or vehicles used in the name of the University is prohibited.
- Post University prohibits activities that encourage increased alcohol consumption. Such activities include, but are not limited to, beer pong, Kings, and other alcohol drinking games.
- All persons in a room/apartment, lounge, vehicle, or public campus area where alcohol and/or alcohol paraphernalia is present may be subject to disciplinary action and/or referral to the University's alcohol and drug education program. This policy extends to all off-campus sites used/rented by or on behalf of the University.
- Persons driving under the influence of alcohol on Post University grounds will be subject to a higher level of responsibility and sanction, in addition to criminal action and/or referral to the University's alcohol and drug education program.
- Community sources of alcohol are prohibited in University residence halls. Community sources include, but are not limited to, kegs, beer balls, garbage cans, and any container that is intended as a primary source of alcohol for one or more people. Possession of a community source of alcohol will be subject to a higher level of responsibility and sanction.
- No student may be in public areas on campus with an open or closed container with alcohol. This includes lounges, hallways, picnic tables, etc.

Alcohol Guidelines for Students of the Legal Drinking Age

The University permits persons of state-mandated legal drinking age (21 or older) to possess or consume alcoholic beverages in the residence halls, provided that all individuals consuming alcohol are of the legal drinking age.

While University policy permits the use of alcohol in moderation by students of legal age, it denounces excessive consumption. Students who choose to drink must remain in control of their behavior; they are responsible for their actions and must respect the rights of others. Promotions that encourage the consumption of alcohol are prohibited.

The use or non-use of alcohol by students of legal age must be decided by each person for themselves. The University requires that all in the Post community respect the decisions of those who choose to abstain. The University stresses the importance of moderation for those of legal age who choose to use alcohol. Intoxication will not be accepted as an excuse for irresponsible behavior.

The University's policies regarding alcohol for students of the legal drinking age are as follows:

- Persons of legal drinking age may consume or possess alcohol in the privacy of their own bedroom if it is a single room or if his/her roommate(s) are 21 or older. For the policy on alcohol, privacy is defined as a room with the door closed. Residents of legal drinking age residing in Okinaga Hall, which is the focus of this clause since it is the only suite style residence hall on campus, with underage roommates may only possess alcohol in their apartment common areas if the quantity of the possessed is less than one case of beer (24 12 oz. containers), or four or less containers of liquor or wine

consisting of any amount up to 26 oz. per container maximum. Underage roommates are not permitted to consume alcohol under Connecticut state law.

- Persons of legal drinking age may transport closed (sealed) containers of alcohol through public areas (e.g., between a vehicle and their room/apartment, or between of-age students' rooms). Any student transporting alcohol may be stopped for inspection by University officials including Community Directors and Resident Assistants.
- Persons of legal drinking age shall not consume or have in their possession an open container (seal broken) of alcoholic beverage in hallways, lounges, or public areas. Campus Life staff are authorized to question the contents of any cup or container and may ask that the contents be thrown out regardless of alcohol content. All alcohol must be kept behind a lockable room door of a person(s) of legal drinking age only.
- At any one time, a maximum of one case of beer (24 12 oz. containers), or four or less containers of liquor or wine consisting of any amount up to 26 oz. per container maximum, is permitted per room or apartment common area.
- It is the responsibility of all students of legal drinking age to have proof of age of anyone consuming alcohol in their presence. For a student's protection, this may require asking for a driver's license, another state-issued photo ID or birth certificate.
- Providing alcohol to a person under the age of 21 is prohibited.
- Being in the presence of alcohol, quantity consisting of a maximum of one case of (24 12 oz. containers), or four or less containers of liquor or wine consisting of any amount up to 26 oz. per container maximum, with a person under the age of 21 is prohibited; University officials may determine intent to provide to minors.

MARIJUANA AND OTHER DRUGS

General Guidelines for Marijuana and Other Drugs

As of July 1, 2021, the state laws in Connecticut changed to indicate possession of limited amounts of marijuana are legal for those over 21 years of age. However, federal laws continue to prohibit the use, possession and/or cultivation of marijuana on the property of educational institutions. Therefore, the use, possession and/or cultivation is prohibited in any Post University facility or property. Post University will continue to enforce its current policies regarding controlled substances and any student who violates the policy will be subject to disciplinary action.

Federal law also penalizes the manufacture, distribution, possession with intent to manufacture or distribute, or possession of drugs ("controlled substances"). [Controlled Substances Act, U.S.C. Sections 841, 843-846 (1988).] Post University complies with the Drug-Free Schools and Campuses Regulations. Possession, use, sale, manufacture, or distribution of illegal or controlled substances violates federal and/or state law and Post University policies.

The State of Connecticut law prohibits possession, use, manufacture, or distribution of illegal substance or drug paraphernalia or of any illegal drug or narcotic, including barbiturates, hallucinogens, amphetamines, cocaine, opium, heroin, or any other substance not chemically distinguishable from them except as authorized by medical prescription. For the safety of students, faculty, and staff, and following all federal and state laws, Post University expressly prohibits the use, possession, distribution, or sale of illegal and/or unprescribed drugs, inhalants, or any other substance being used for purposes other than the manufacturer's intended use. The University reserves the right to confiscate and surrender substances to local authorities for testing if there is a question regarding its legality.

Post University's policies regarding marijuana and other drugs are as follows:

1. Use, possession, being in the presence of, or loitering with the intent to use controlled substances or marijuana will be subject to disciplinary action independent of other action taken by civil authorities, possible referral to the local authorities, and/or referral to the University's Mental Health and Wellness Services. This policy applies to all on- and off-campus Post University utilized sites including, but not limited to, parking lots and areas adjacent to academic buildings, Drubner Athletic Center, residence halls, vehicles, and University events.
2. The odor of marijuana in or around on- and/or off-campus Post University utilized sites is prohibited. This policy applies to areas including, but not limited to, parking lots and areas adjacent to academic buildings, the Drubner Athletic Center, residence halls, vehicles, and University events.
3. Reasonable suspicion that a controlled substance or marijuana has been used will result in disciplinary action. Faculty or staff may determine use of controlled substances or marijuana by using any combination of methods including, but not limited to finding a towel or other item(s) blocking the door, fans directing air out through a window, the covering of any smoke detectors, residue (e.g., ashes, burns, roaches), the apparent physical/behavioral condition of the student, and the excessive odor of air freshener or incense used for concealment.
4. Allowing the consumption of marijuana within students' designated residence hall room is prohibited, whether the occupant is providing the substance or not. Hosts (residents of the room/apartment or vehicle) where controlled substances or marijuana are being used may be subject to a higher level of responsibility and sanction, and possible criminal action and/or referral to the University's Mental Health and Wellness Services.
5. Public drug/marijuana intoxication (up to and including obvious physical or mental impairment) is prohibited.
6. Use/possession of controlled substances or marijuana by any student or student organization while riding in Post University-owned/operated vehicles, or vehicles used in the name of the University is prohibited.
7. Selling/intent to sell or providing controlled substances or marijuana to any person may result in referral to the local authorities and disciplinary action.
8. Drug paraphernalia (e.g., bongs, pipes, spoofs) are not permitted on campus and/or Post utilized off campus sites and will be confiscated by the University.
9. Drug promotional items (drug posters, signs, etc.) must not be placed in residence hall windows, displayed on the outside of room/apartment doors, in public lounges or be visible from outside of a residence hall room.
10. Persons suspected of driving under the influence of marijuana/illicit drugs at Post University utilized on- and off-campus sites will be subject to a higher level of responsibility and sanction, in addition to police referral and/or referral to the University's alcohol and drug education resources.

The term "controlled substances" when used in the above section includes any substance defined in subdivision (9) of section 21a-240 of the Connecticut Penal Law.

General Sanctions for Alcohol and Drugs

Incidents involving alcohol and substance abuse are the primary causes for disciplinary action at colleges and universities nationwide. The Alcohol and Drug policy intends to support a safe, healthy, and academic-focused learning environment for all students. Violations of the University's alcohol and drug policy by students will generally result in the following sanctions. Violations of these guidelines by associates may require a different schedule of progressive discipline based on the case severity and extenuating circumstances involved.

Alcohol

Low Level (health and safety violation, minor alcohol quantity violation, alcohol paraphernalia- funnels, empty bottles, etc.).

- **1st Offense** – Written warning.
- **2nd Offense** – Probation, 5 hours of University service.
- **3rd Offense** – See 1st Offense High Level sanctions.

High Level (all other violations).

- **1st Offense** – Probation, 10 hours of University service, educational assignment, parents/guardians of underage students notified.
- **2nd Offense** – Extended probation, 20 hours of University service, education assignment, counseling, parent/guardian notification for underage students.
- **3rd Offense** – Removal from residence halls at the discretion of the University, probation extended up to graduation, parent/guardian notification for both underage and of-age students.

Drugs

Low Level (scent, paraphernalia- bong, pipes, hookahs, bowls, etc.).

- **1st Offense** – Written warning, educational assignment.
- **2nd Offense** – Probation, 10 hours of University service, educational assignment.
- **3rd Offense** – See 1st Offense High Level sanctions.

High Level (drugs found).

- **1st Offense** – Probation, 20 hours of University service, educational assignment, counseling, parent/guardian notification.
- **2nd Offense** – Removal and potential ban from residence halls, probation extended, parent/guardian notification.

A violation of any law regarding alcohol and or illegal drugs is also a violation of the University Student Code of Conduct and will be treated as a separate conduct matter through the University conduct system. Drug and alcohol education programs are provided yearly at new student orientation, Mental Health and Wellness Services, and Student Life.

Further Outcomes

Despite the listing of sanctions above, the University reserves the right to remove or dismiss students immediately for an alcohol or drug violation depending on the nature of the incident, the associated circumstances, the type of drug or quantity found and/or the determination of intent to sell. Students found in violation of the alcohol and drug policy through the report of a sexual assault or psychological or medical emergency will be subject to sanctions up to and including, dismissal from the University.

DRUG-FREE WORKPLACE POLICY

At Post, the physical/psychological safety and wellbeing of our associates is a top priority. This means the University will rigorously comply with both the requirements and spirit of the Drug-Free Workplace Act of 1988. This law requires every employer that receives federal contracts or grants, including Post University, to certify that it will provide a drug-free workplace by publishing a drug-free workplace policy, and taking certain actions regarding associates who

violate this policy in the workplace.

The University is committed to educating all associates about the health, safety hazards and dangers of alcohol and substance abuse. To this end, the Post University Drug-Free Workplace

Policy applies to all University associates, staff, faculty, student workers, temporary agency employees, and independent contractors.

The Post University Drug-Free Workplace Policy prohibits the manufacture, distribution, dispensation, sale, purchase, possession, use or being under the influence of alcohol, illegal, illicit or unprescribed drugs, cannabis products (including, without limitations, marijuana) or controlled substances in the workplace, on campus or in any facility owned or leased by the University, except when the use is for legal prescription drugs (excluding cannabis products such as marijuana) pursuant to a physician's orders and the physician's clarification that the substance does not adversely affect the associate's ability to safely perform assigned duties. This policy applies, but is not limited to, University related events, programs, or activities which occur on campus and off campus - except as referenced in the remainder of this policy.

Notwithstanding the foregoing, Post recognizes that alcohol may be served at both University-sponsored and University-related functions as approved by Associate Experience and/or the Director of Safety and Security. Associates are expected to be responsible and use proper judgment in the consumption of alcohol at University sponsored events and those events at which they are acting as University representatives. Associates should not report to work while under the influence of alcohol, cannabis products (including, without limitations, marijuana) or illegal, illicit or unprescribed drugs.

Any associate may be requested to undergo an alcohol or drug test where the associate occupies a safety sensitive position or where there exists reasonable suspicion or reasonable cause to believe the associate is under the influence of drugs or alcohol which adversely affects or could adversely affect that associate's job performance. Testing may also be conducted when it is conducted pursuant to a program sponsored or authorized by the University in which the associate voluntarily participates.

All associates must abide by the terms of this policy as a condition of employment. Any associate who violates this policy or who is convicted of a drug/alcohol violation occurring in the workplace will be subject to disciplinary action up to and including termination. Any associate who is convicted of a criminal drug/alcohol statute conviction must notify Associate Experience within five days of the conviction. Similarly, failure to submit to a lawfully required drug and/or alcohol test will result in corrective disciplinary action that may include termination.

Obligations to Inform Associate Experience

Any associate who is convicted or who pleads guilty or no contest (or a plea similar to or equivalent to "no contest") of any felony or any misdemeanor involving illegal drugs, violence,

dishonesty (e.g., fraud, theft) and/or sexual behavior (including a violation occurring outside the workplace), or is placed on the sex offender registry, must notify Associate Experience within five business days of this type personal occurrence.

In addition, all associates who drive a Post vehicle for University business must notify Associate Experience within five business days of any conviction involving a major driving violation, such as: driving under the influence (DUI) of drugs or alcohol; knowingly operating a vehicle with a suspended or revoked driver's license; hit and run accident or failure to stop after an accident; or knowingly making a false statement to a police officer concerning an accident. Minor driving violations such as speeding over the posted speed limit, parking violations, traffic light or stop sign violations, and/or improper turns or lane changes do not need to be reported. Post will apply corrective disciplinary measures regarding above violations on a case-by-case basis.

PROGRAMS

Post University endeavors to provide a wide variety of drug and alcohol programming to address a diverse range of student and employee populations.

- Community Directors/Resident Assistants are trained in dealing with alcohol and drug use and abuse.
- All first-year students receive educational programming regarding drugs and alcohol during fall orientation.
- Counseling is available for main campus students with substance abuse related concerns and educational programming is provided.
- Students and employees participate in a sexual assault prevention program, which includes drug and alcohol education through Post's online learning management system, Eloomi. All student athletes are required to attend the National Collegiate Athletic Association mandatory educational program every year, which is facilitated by the Mental Health and Wellness; this event is incorporated into the new student orientation.
- Department of Campus Life sponsors "Self Love Carnival" each year which includes drug and alcohol prevention and support information
- Health Services provides alcohol and drug awareness programming on campus, such as collaborating with the local police department to bring drunk goggles onto campus.
- The University offers anonymous monthly testing for sexually transmitted diseases, which addresses safe sex and the impact that alcohol and drugs can have on risky sexual behavior.
- On campus student organizations sometimes use alcohol and drug education as the focus of their programming.
- Resident Assistants create educational bulletin boards around campus.
- Committee of students and employees meet each summer to evaluate on campus alcohol and drug education prevention programs.
- The Policy on a Drug Free Workplace is provided to new employees during orientation in which they must sign, and it is kept in their file. The policy is also published on our

internal website, Our Post, to be retrieved at any time.

- Associate Experience Team offers an employee assistance program, which is a confidential service for employees through Behavioral Health Consultants, LLC.
- Our Student Online Assistance Resource (SOAR) provides students with local counseling sessions to address personal, emotional, and psychological concerns, including drug and alcohol addiction, by contacting licensed, professional counselors. A similar professional, confidential counseling service is fully paid by Post and is also available to employees and their immediate family members, 24 hours/day through a ComPsych Employee Assistance Program benefit.
- Drug and alcohol pamphlets are present in the Health Services office.
- All NCAA student athletes are subject to the NCAA's year-round drug testing program.
- Mental Health and Wellness has new programming for drugs and alcohol in the planning stages.