



**Biennial Review of Rochester Institute of Technology's Alcohol and Other Drug Programs
and Policies**

2013-2015

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I. Introduction

The Drug-Free Schools and Campuses Regulations (EDGAR, part 86) require that, as a condition for receiving funds or any other form of financial assistance under any federal program, an institution of higher education (IHE) must certify that it has adopted and implemented a program “to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.”

Developing a program that complies with the regulations requires an IHE to:

1. Annually notify each employee and student, in writing, of standards of conduct; a description of appropriate sanctions for violation of federal, state, and local law and campus policy; a description of health risks associated with (Alcohol and Other Drug) AOD use; and a description of available treatment programs.
2. Develop a sound method for distributing annual notification information to every student and employee each year.
3. Prepare a biennial report on the effectiveness of its AOD programs and the consistency of sanction enforcement.
4. Maintain its biennial review report on file that is made available by the U.S. Department of Education upon request.

RIT utilizes a comprehensive framework to address alcohol and other drug use by implementing the following strategies: policy, education, coalitions/collaboration, social life, academics, enforcement, intervention and data/assessment.

II. Task Force Composition

The Senior Vice President for Student Affairs charged a task force to complete the biennial review and report. The group consisted of:

Dr. Heath Boice-Pardee (Student Affairs), Co-Chair

Cliff Edington (Human Resources), Co-Chair

Chris Denninger, Public Safety

Mark Rosica, NTID Student and Academic Services

Jeff Rubin, NTID Substance and Alcohol Intervention Services for the Deaf (SAISD)

Karen Pelc, Student Wellness

David Bagley, Center for Residence Life

Joe Johnston, Center for Student Conduct and Conflict Resolution

Donna Rubin, Student Wellness

Gina Shevchuk, Academic Affairs

Peter Ryan, Jr., Student Government, Greek Senator

Ali Prengaman, Greek Senator

III. Procedures for Distributing Alcohol and Other Drug Notification to Students and Employees

Each year, RIT takes a multi-pronged approach to disseminating information on policies and services related to alcohol and other drugs for employees and students. RIT's Better Me program strives to educate employees on health and wellness related programs and services, and Student Wellness provides resources, information, services, and courses for students.

The Annual Security & Fire Safety Report is made available to the university community and visitors each fall
(<https://www.rit.edu/fa/publicsafety/sites/rit.edu/fa.publicsafety/files/docs/PS%20Annual%20Report%202015.pdf>)

This annual publication includes:

- drug and alcohol laws and policies
- active bystander information
- crime statistics and other resources

Additionally, students are sent an electronic link to the student Alcohol and Other Drugs Policy (D18.1) each fall. Human resources shares online links for the Employee Assistance Program (EAP) resources annually (<https://www.rit.edu/fa/humanresources/policies/procedures/eap.html>).

All of these policies and resources are also available online and updated regularly including:

Website links to RIT Policies about Alcohol and Other Drugs:

Faculty, Staff, Students and visitors can find RIT policies on several websites:

- Alcohol and Drug Policy:

<https://www.rit.edu/academicaffairs/policiesmanual/c152>

<https://www.rit.edu/academicaffairs/policiesmanual/c160>

<https://www.rit.edu/academicaffairs/policiesmanual/d181>

- Student Rights and Responsibilities:

<https://www.rit.edu/studentaffairs/studentconduct/rights-responsibilities/student-rights>

- RIT Housing Guidelines:

<https://www.rit.edu/fa/housing/content/terms-conditions>

- RIT Governance Policy Library
<https://www.rit.edu/academicaffairs/policiesmanual/policies/governance>

Other Resources also Include:

- RIT’s Biennial Review of Alcohol and Other Drug Policies and Programs
<https://www.rit.edu/fa/humanresources/content/procedures>
<https://www.rit.edu/studentaffairs/>
- Listings of Resources for Employees and Students

Served	Resource	Services:	Locations:	Phone:
Students	Student Health Center	Medical care, medication, information, referral	August Center Building 23-A	585.475.2255
Employees	Employee Assistance Program (EAP)	Support and referral Services for RIT employees and members of their families covered		844.572.9730 TDD: 800.697.0353 Online: guidanceresources.com
Students & Employees	RIT Public Safety		Grace Watson Hall Building 25	585.475.2853 585.475.6654 (TTY)
Students	RIT Counseling Center		Hale-Andrews Student Life Center Building 23	585.475.2261 585.475.6897 (TTY) Online: https://www.rit.edu/studentaffairs/counseling/
Students	RIT Center for Student Conduct		Student Alumni Union Building 4	585.475.5662 (V/TTY)
Employees	Human Resources		Eastman Hall Building 1	585.475.2424

IV. RIT Policies (Policy Inventories)

RIT has a number of policies and programs in place to maintain and promote a healthy community. Each are described in this section, including a link to the policy. Full policies are also included in the appendix.

A. Policies for Students

1. ALCOHOL AND OTHER DRUGS POLICY (RIT POLICY D18.1)

Policy D18.1 provides students with an overview of responsibilities, legal terms, and potential responses for violations.

2. STUDENT-ATHLETE ALCOHOL AND OTHER DRUGS EDUCATION AND TESTING PROGRAM

While not a policy, RIT's Center for Intercollegiate Athletics has devised a program that endeavors to provide a drug and alcohol-free environment for intercollegiate athletic programs.

B. Policies for Employees

1. FACULTY/STAFF ALCOHOL AND DRUG POLICY (RIT POLICY C15.2)

Policy C15.2 provides employees with definitions regarding alcohol and drug use in the workplace, procedures for alleged violations of the policy, and information on support services available

C. POLICIES FOR BOTH STUDENTS AND EMPLOYEES

1. C16.0 Tobacco-Restricted University Policy

Policy C16.0 applies to all students, faculty, staff, administrators, vendors, and visitors while on RIT-managed properties located in the United States

V. RIT Programs (Program Inventories)

Each year, RIT offers a number of educational programs targeting a broad spectrum of wellness issues including alcohol and other drugs.

A. Programs for Students

Programs are developed and offered by a variety of Wellness Teams within the Student Wellness area of Student Affairs. These cross-divisional teams are established to work on specific aspects of the student wellness initiative. The teams address gaps, recommend, plan, create, initiate, and work toward collaborative wellness education, experiences, and services for students. Staff, faculty, and students serve on Wellness Teams. A sample of programs offered can be found in Appendix V.

B. Programs for Employees

All regular employees are eligible for the RIT's Employee Assistance Program (EAP). The employee's spouse/partner and eligible children are also covered under the EAP.

Personal issues, planning for life events or simply managing daily life can affect your work, health and family. The EAP is confidential and provided at no charge to eligible employees. RIT offers this benefit, through Guidance Resources®, as part of the employee benefits program. Benefits of the EAP include the following:

- Confidential Counseling: This no-cost counseling service helps you address stress, relationship and other personal issues you and your family may face. It is staffed by Guidance Consultants – highly trained masters and doctoral level clinicians who will listen to your concerns and quickly refer you to in-person counseling and other resources for: Stress, anxiety and depression; Relationship/marital conflicts; Problems with children; Job pressures; Grief and loss; Substance abuse.
- Counselors are available 24 hours a day, 7 days a week. When you call, you connect immediately with a counselor. Each eligible family member is eligible for up to six (6) counseling sessions (phone and in-person combined) per person per calendar year per issue (number of sessions approved is based on counseling need so it may be less than six). If further sessions are needed, you pay the cost of the visits in full. You may be eligible for coverage under your medical plan; contact your medical insurance carrier directly for further details. To obtain services, simply contact the EAP directly and the representative will help you over the phone or schedule an appointment for you. There are participating counselors in Monroe and the surrounding counties.

Managers, with approval from Human Resources, may recommend an employee's participation in the EAP to address unacceptable employee performance or behavior.

VI. Process/Structure for Maintaining Consistency in Enforcement

RIT is committed to the core value of “Integrity and Ethics,” as written in policy P04.0 Core Values. This value includes building trusting relations both inside and outside of the campus community. In the spirit of this value is maintaining consistency in enforcement of university policies, including policies related to alcohol and other drugs.

Per D.18.1, RIT follows all local, state, and federal laws. Students and student organizations are subject to local, state, and federal laws regarding alcohol and drug use, and the university will not protect individuals or groups from law enforcement with respect to drugs and alcohol use or abuse.

There are a number of “enforcement” bodies regarding alcohol and other drugs, the primary being the Public Safety Department, an accredited organization through the International Association of Campus Law Enforcement Administrators. Additionally, the Center for Residence Life assists Public Safety in enforcement of these policies as they relate to students living in University-managed residential units. The Center for Student Conduct and Conflict Resolution is the guiding department that adjudicates alleged violations of the alcohol and other drugs policy for students and is responsible for assigning disciplinary statuses consistently. Annually, training is conducted on a regular basis for staff (including student para-professional staff) to educate on current policy, enforcement, and consistency.

For the Public Safety Department, internal department policies and procedures provide supervisors and officers with guidelines when enforcement action is required. Descriptions of how alcohol and drug policies are enforced are as follows:

RIT community members report drug and alcohol policy violations to Public Safety by calling 585-475-3333; TigerSafe App; text message; and AOL instant message. If a person is found to be in violation on campus, an investigation commences which is documented and forwarded to either Student Conduct, or Human Resources. Non-campus members accused of drug and alcohol policy violations are banned from RIT if there's preponderance of evidence to do so.

- When alcohol is found in an underage student's residence hall room, the student is asked to pour the alcohol down the drain with a public safety officer as a witness. A statement of fact is written and attached to the incident report. Efforts are made to determine where the alcohol was obtained and appropriate action is taken, including notification to the Monroe County Sheriff's Office (MCSO) when a local retail establishment is identified.
- When illegal drugs, or the suspicion of illegal drug use is investigated, a thorough investigation commences and confiscated drugs are turned over to the MCSO. Efforts are made to determine where the drugs were obtained and this information is shared with MCSO. If it appears drug sales are occurring on campus, a thorough investigation ensues and local law enforcement is advised. All documentation is shared with law enforcement as well as RIT's Student Conduct Office (students), and Human Resources (faculty/staff) for appropriate disposition.
- Public Safety patrols campus grounds where community members reported they obtained illegal drugs. The same process is followed as above when community members are found to be in possession of illegal drugs and alcohol (when minors are involved).

Students

In calendar year 2014-15 82 students were referred to RIT's Center for Student Conduct for liquor law violations (as defined by the U.S. Department of Education) in residential areas on campus, compared to 61 in 2013-14. In 2014-15, 83 students were referred to the Center for Student Conduct for drug abuse violations, and 68 of these occurred in residential areas; compared to 84 and 70 respectively in 2013-14. There were no arrests in 2014-15 for liquor law and drug abuse violations. Marijuana appears to be the drug of choice among students.

Employees

All human resources policies are followed related to employee performance and consistently evaluated by supervisors. When employee performance issues arise related to alcohol and or other drugs, supervisors follow action in consultation with the department's human resources liaison.

VII. Current Issues for Consideration

A. Alcohol and RIT's Greek Community

- The question of whether to allow alcohol within the fraternity and sorority residential community at RIT is not new and the Task Force charged with conducting the Biennial Review of Rochester Institute of Technology's Alcohol and Other Drug Programs and

Policies discussed this issue at length. The group appreciated the excellent report generated by the Inter-Fraternity Council (see Appendix VI), but the consensus of the Task Force was not to change the existing policy. The primary reasons are:

- Several of the current Greek organizations are housed in residence halls, which are dry. Allowing alcohol in some Greek housing and not others creates inequities. The National Panhellenic Conference requires a policy of alcohol-free facilities for all housed chapters.

B. Sale/Distribution of Alcohol in the Gene Polisseni Center

During the last academic year, with the opening of RIT's new hockey arena the Gene Polisseni Center, questions have been raised regarding to the sale/distribution of alcohol in the complex. Although alcohol may be purchased by eligible persons in the Club Lounge located on the upper level of the complex, admission requirements for the Club lounge makes the purchase of alcohol unavailable to the general population. The Task Force decided that in order to make an informed opinion, more information is needed. A sub-group of the Task Force has formed, beyond the scope of this report's work, to gather additional information and include discussions with the staff from University Arenas. This subcommittee consists of Chris Denninger, Director of Public Safety, Joe Johnston, Director of the Center for Student Conduct, and Peter Ryan, Jr., member of the Greek community. Once information is gathered, a recommendation will be sent to the Senior Vice Presidents for Finance and Administration and Student Affairs. The goal is to complete this recommendation by the end of the fall 2015 term.

VIII. Discussion and Recommendations

A. Discussion of RIT's Alcohol and Other Drug Program Goal Achievement

The consensus of the Task Force is that RIT is meeting its goals regarding alcohol and other drug policies and programming efforts. According to the National College Health Assessment last conducted in fall 2014, 80.52% of students indicated that they received information from RIT on alcohol and other drug use. Recidivism for student conduct cases involving alcohol and other drugs is low, which suggests that educational efforts with students are effective.

B. RIT's Alcohol and Other Drug Program: Strengths and Weaknesses

Strengths

RIT has many strengths regarding its alcohol and other drug policies and programs. First, the University's holistic approach to enhance wellness for students and employees sets a strong foundation for drug and alcohol policy and programming. RIT's other strength, as noted in this report, is the ongoing creation of a myriad of proactive educational programs for students. Additionally, RIT works to create a safe culture for reporting issues. If students see other students in danger because of alcohol and/or drugs, the Good Samaritan policy allows them to seek help without fear of retribution. Additionally, RIT has an "ethics" hotline that is always available to students and employees who want to anonymously report an issue regarding a member of the community who may be at risk due to drugs and alcohol.

Weaknesses

One area that RIT can improve upon regarding alcohol and other drug policies and programs is to develop comprehensive institutional metrics to determine successes and challenges regarding student and employee satisfaction. While RIT has numerous programs and policies in place, there is no community-wide approach to measure effectiveness. Additionally, while RIT does well at promoting policies and programs to students, there are not similar distribution structures in place for employees.

C. Recommendations for Revising RIT’s Alcohol and Other Drug Programs

Based on the information gathered and discussion, the Task Force recommends the following:

1. RIT should establish a university-wide committee to examine policy D.18 and clearly articulate where alcohol is allowed on-campus. For example, can alcohol be allowed in any space out-of-doors or University buildings outside of the Ritz, Cantina, or Club Lounge in the Gene Polisseni Center? This committee should also clarify policies/procedures related to “special events” that include alcohol. These include receptions, gallery openings, and other events where alcohol is served. How are these events approved? How are they monitored? How do current policies apply or are enforced?
2. While policies related to drugs and alcohol are disseminated to students on an annual basis, this must also occur for employees.
3. RIT should evaluate whether its current alcohol and drug policies are broad enough to capture the intended spirit. Can employees hold meetings on-campus and have alcohol? Are the current policies sufficient to advise employees about possessing/using alcohol whether on or off-campus in the presence of students?
5. There are many employees who hold “safety sensitive” positions, but these should be better defined and enhanced.
6. As previously noted, a committee has already been established to examine use of alcohol in the Polisseni Center and whether the current guidelines should be modified.

IX. Summary and Conclusion

The appointed Task Force conducted a comprehensive review of the alcohol and drug policies, related programs, services, and enforcement practices. RIT has an effective Alcohol and Other Drug policies, and consistently enforces standards of behavior..

RIT uses a comprehensive approach to address alcohol and other drug use on-campus, focusing on policy, education, coalitions/collaboration, social life, academics, enforcement, intervention and data/assessment. RIT strives to follow an evidence-informed recommendations to ensure that RIT students, faculty and staff are provided information and resources that promote a safe and healthy environment that attempts to mitigate risk as it pertains to alcohol and other drug use.

Several future goals/initiatives to continue efforts regarding alcohol and other drug education for our campus community are being developed. Because alcohol and other drug issues are always evolving and changing, new strategies for developing policies and programs should be consistently reviewed and RIT’s plan can be expanded as appropriate.

RIT will continue to develop, evaluate, assess, and pursue the best practices for the campus to create a safe and healthy environment for the entire RIT community.

X. Appendices

Appendix I

ALCOHOL AND OTHER DRUGS POLICY (RIT POLICY D18.1)

D18.1 ALCOHOL AND OTHER DRUGS POLICY

RIT is a community that believes the best environment for learning occurs when the community promotes and supports healthy and responsible behavior among its members. Students make their own choices and are ultimately responsible for their behavior. The purpose of the Alcohol and Other Drugs Policy is to promote individual responsibility and advance the goals and expectations central to the university mission. The Alcohol and Other Drugs Policy applies to all Student members of the university community and their guests. Faculty and staff, and their guests, are governed by a separate policy (C 15.2 -[Faculty/Staff Alcohol and Drug Policy](#)).

RIT follows all local, state, and federal laws. Students and Student organizations are subject to local, state and federal laws regarding alcohol and drug use, and the university will not protect individuals or groups from law enforcement with respect to drugs and alcohol use or abuse.

In order to avoid the dangerous and possibly fatal effects of alcohol poisoning or overdosing from other drugs, an individual who has passed out or shows other signs of serious effects from alcohol or other drug consumption should immediately be brought to the attention of Public Safety, RIT Ambulance, the Center for Residence Life staff, or some other person able to assist or to get assistance. Seeking such help is encouraged by the university and the Good Samaritan Protocol, listed below.

I. Responsible and Legal Use

- A. **Legal Use.** Alcohol and other drugs may not be illegally used, possessed, manufactured or distributed. Distribution includes serving, selling, or providing either alcohol to persons who are under 21 years of age or drugs to persons of any age. Examples of illegal use includes:
 - 1. **Open Containers.** Open containers of alcohol are not permitted outdoors on the university campus without prior authorization.
 - 2. **Fake IDs.** Use of false or altered identification or other misrepresentation of one's age in order to possess or consume alcohol is explicitly forbidden.
 - 3. **Cover Charges.** No alcohol may be sold or exchanged for money on university property or at university-sponsored events without a New York State liquor license.
 - 4. **Distribution of Legal Drugs.** Sharing or distributing prescription medicine or other legal drugs, with or without the exchange of money, is prohibited.
- B. **Excessive Drinking.** Behavior that is inappropriate or endangering which suggests excessive drinking regardless of age is prohibited.

- C. **Driving Under the Influence.** Driving under the influence of alcohol or other drugs is forbidden.

University Housing

- D. **Residence Halls, Global Village, Greek Housing.** The consumption or possession of alcoholic beverages is prohibited, regardless of age or circumstances.
- E. **University Apartments.** The consumption or possession of alcoholic beverages is permitted in university operated apartments (Colony Manor, Perkins Green, RIT Inn, Racquet Club, Riverknoll, and University Commons) only by those residents of the apartment who are at least 21 years of age. Alcohol possession and consumption is not permitted in common or public areas within apartment complexes.
 - 1. **Occupancy.** Parties in apartments are to be limited to invited guests of a number that is defined by building occupancy codes and that can be accommodated without disturbing the community. These numbers may be found in the [RIT Housing Terms and Conditions](#).
 - 2. **Advertising.** The guests at all privately hosted parties where alcohol is to be served must be invited by direct personal invitation only. General "come all" posters, flyers, or mass electronic invitations are only permitted for events that are approved through the [Center for Campus Life Event Registration](#) process.
- F. **Drug Accessories.** Drug accessories and other drug delivery systems used for illegal drugs, including, but not limited to, bongos, bowls, and pipes, are prohibited.
- G. **Bulk Containers.** Bulk containers of alcohol, such as kegs, are prohibited in all university apartments.
- H. **Drinking Games/Rapid Consumption.** Items/substances used to dispense alcohol in a rapid manner, (e.g., beer bongos, funnels, Jell-O shots, etc.) or drinking games (e.g., "Quarters," "Beer Pong," etc.) are prohibited.

Events

- I. **Student Events.** All student events and parties where alcohol is served, possessed, or consumed must abide by all existing university policies and procedures regarding the use, possession, sale, and distribution of alcohol and may be further restricted by existing municipal and state ordinances. The authorization process for use of alcohol and securing authorization from the New York State Liquor Board in these situations is coordinated through the [Center for Campus Life Event Registration](#) process.
- II. **Good Samaritan Protocol**
Student health and safety is a primary concern for the university community. Students are expected to contact Public Safety when it is believed an individual needs medical attention due to the abuse of alcohol or other drugs including prescription, over the counter, or other. The Good Samaritan Protocol is designed to provide education rather than discipline when a student voluntarily contacts university personnel (e.g., Public Safety, Resident Advisor/Community Advocate) or

outside emergency services for medical assistance related to alcohol or other drugs. Individuals covered by the Good Samaritan Protocol are the caller, the person in need of assistance, the host Student organization, and any witnesses named in the incident report.

Center for Student Conduct staff determine whether or not the Good Samaritan Protocol is applicable for each incident. Incidents involving sex discrimination, sexual harassment, sexual misconduct, sexual violence, dating violence, domestic violence, or stalking shall be covered by the Good Samaritan Protocol for those students reporting or intervening to prevent harm to a particular student. Incidents involving other violence or serious code violations, such as hazing.

Alcohol Violations			
Behavior	First Violation	Second Violation	Third Violation
<ul style="list-style-type: none"> • Possession/consumption of alcohol by an underage student • Possession/consumption of alcohol by any student in the residence halls, Global Village, and Greek Housing • Open container • Fake ID • Possession of bulk containers 	<ul style="list-style-type: none"> • Warning or Probation • Educational condition • Possible parental/legal guardian notification* (as permitted by applicable law) 	<ul style="list-style-type: none"> • Probation • Alcohol and Other Drug Assessment and/or educational condition • University housing probation • Parental/legal guardian notification 	<ul style="list-style-type: none"> • Removal from housing • Possible suspension • Mandatory counseling intake • Parental/legal guardian notification
<ul style="list-style-type: none"> • Excessive drinking/rapid consumption • Transport to the hospital due to alcohol • Serving, purchasing, or sale of alcohol to minors • Hosting an on campus party and serving to minors, charging cover 	<ul style="list-style-type: none"> • Probation • Alcohol and Other Drug Assessment and/or educational condition • Possible university 	<ul style="list-style-type: none"> • Removal from housing • Possible suspension • Mandatory counseling intake • Parental/legal guardian 	<ul style="list-style-type: none"> • Suspension or Expulsion • Parental/legal guardian notification

fees, or exceeding occupancy	housing probation • Parental/legal guardian notification	notification	
<ul style="list-style-type: none"> • Driving while intoxicated/DWI on campus • Hazing 	<ul style="list-style-type: none"> • Suspension or Expulsion • Referral to local law enforcement agency • Parental/legal guardian notification 		

III. Will not apply. A conduct officer will contact the Student or the Student organization involved in the incident to arrange for a meeting. There will be no official charges or conduct status from the university through the Good Samaritan Protocol. The person who made the call to university personnel may be invited to the meeting. At the meeting, the incident will be reviewed with the Student or Student organization to determine an appropriate educational response, which could include participation in an educational group or class, program presentations, counseling intake session, or substance abuse education and/or evaluation. A response may also include parental/guardian notification of the incident.

If a Student or Student organization fails to attend the initial meeting with the conduct officer or complete the educational responses following the meeting, the incident will be referred to the Student Conduct Process.

IV. **Common Responses for Violations of the Alcohol and Other Drug Policy**

The responses listed are intended to guide the process of determining the most reasonable outcome to potential violations of the Alcohol and Other Drug (AOD) Policy. Each reported incident will be reviewed individually and an appropriate response will be assigned given the specific circumstances. In some cases, despite it being a first time violation, there may be a more serious response. Student organizations can also be assigned the same responses listed below.

Other Drug Violations			
Behavior	First Violation	Second Violation	Third Violation
<ul style="list-style-type: none"> • Possession/use of marijuana or other illegal drugs • Possession of drug accessories (e.g., bongs, bowls, scales, pipes) 	<ul style="list-style-type: none"> • Warning or Probation • Educational condition • Parental/legal guardian notification 	<ul style="list-style-type: none"> • Probation • Alcohol and Other Drug Assessment and/or educational condition • University housing probation • Parental/legal guardian notification 	<ul style="list-style-type: none"> • Removal from housing • Possible suspension • Mandatory counseling intake • Parental/legal guardian notification
<ul style="list-style-type: none"> • Transport to the hospital due to drug overuse 	<ul style="list-style-type: none"> • Probation • Alcohol and Other Drug Assessment and/or educational condition • Possible university housing probation • Parental/legal guardian notification 	<ul style="list-style-type: none"> • Removal from housing • Possible suspension • Mandatory counseling intake • Parental/legal guardian notification 	<ul style="list-style-type: none"> • Suspension • Parental/legal guardian notification
<ul style="list-style-type: none"> • Driving while under the influence/DWAI on campus 	<ul style="list-style-type: none"> • Suspension or Expulsion • Removal from housing 		

<ul style="list-style-type: none"> • Other serious behaviors such as selling or distributing drugs including prescription, over the counter, or illegal drugs 	<ul style="list-style-type: none"> • Referral to local law enforcement agency • Parental/legal guardian notification 		
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Responsible Office:

Center for Student Conduct

Effective Date:

Approved December 1962

Policy History:

Revised 2006

Edited for department/title changes August 2008

Edited September 2010

Revised March 2012

Revised August 2014 – supersedes Policy C15.1 Student Alcohol and Drug Policy

Appendix II

Student –Athlete Alcohol and Other Drugs Education and Testing Program

I. Introduction

The Center for Intercollegiate Athletics (“Athletics”) at the Rochester Institute of Technology (“RIT” or the “University”) is committed to providing a drug and alcohol-free environment for all RIT intercollegiate athletic programs. The health, safety and well-being of the student-athletes who participate in its programs and represent the University in competitive athletics is of paramount concern. The use, misuse or abuse of illegal drugs, dietary supplements, performance-enhancing substances, alcohol and tobacco is inconsistent with the standards expected of student-athletes at the University and is prohibited.

The University desires to educate our student-athletes about the effects of drugs, alcohol and dietary supplements on their performance and, much more importantly, on their lives. It is our goal to have our student-athletes recognize the dangers of drug and alcohol use and therefore compete and live free of dangerous substances.

II. Purpose

The purpose of this Policy is to ensure the health, safety and well-being of our student-athletes and to promote fair competition in intercollegiate athletics, consistent with National Collegiate Athletics Association (“NCAA”) and University policies regarding drug and alcohol use, and RIT policies and procedures. This Policy will assist the University in identifying student-athletes who are using, misusing or abusing drugs or alcohol so that the University may provide avenues for education, treatment and rehabilitation.

III. Scope

This Policy applies to all student-athletes listed on a University squad list, including but not limited to student-athletes who are either under medical hardship, academically ineligible, injured or using other athletic-related services. Student-athletes shall be subject to this Policy throughout the calendar year, including summer. In addition, student-athletes shall be subject to the provisions of as outlined in the RIT Conduct Process (*see*, Policies and Procedures Manual, D.18 Student Code of Conduct).

IV. Consent to Participate

As a condition of participation in intercollegiate athletics at the University, each student-athlete shall sign a University consent form to participate in the Student-Athlete Alcohol and Other Drugs Education and Testing Program (the “Program”), and to authorize the release of test results in accordance with this Policy. Failure to consent to or comply with the requirements of this Policy may result in suspension from participation or loss of eligibility to participate in intercollegiate athletics at the University. Prior to signing the University consent form; student-athletes will be given an opportunity to ask any questions regarding the information contained in this Policy and the Program, or other related issues.

V. Education of Student-Athletes and Athletic Staff

Athletes who are educated about substance use in sport are more likely to make informed and intelligent decisions. Student-athletes are responsible to know federal, state, and local laws as well as the University and Athletic policies related to the use of alcohol and drugs.

A. Alcohol, Tobacco and Other Drug Education

Athletics will conduct alcohol and other drug education programs for student-athletes at least twice a year. These educational programs will review University and NCAA policies related to the use of alcohol, tobacco and other drugs, including dietary supplements. Educational materials will be available to all student-athletes and Athletics staff at any time throughout the year. All student-athletes and Athletics staff shall be required to attend the educational programs.

B. Athletic Department Staff Responsibility

All members of the Athletics staff must understand and be committed to the Program. No member of Athletics staff shall issue, encourage, assist or advise any student-athlete to take or to obtain performance-enhancing or non-therapeutic drugs. Athletics staff shall advise and educate student-athletes against these types of substances and shall report the use, or suspected use, of performance-enhancing and/or non-therapeutic drugs by a student-athlete to an appropriate Athletics department administrator. Staff members who violate this Policy shall be subject to discipline, up to and including termination.

C. Education and Counseling with Positive Drug or Alcohol Finding

If a student-athlete is involved in an alcohol or other drug-related incident, or tests positive for alcohol or other drugs, then he or she shall be required to attend additional educational programming and may be required to also attend counseling for the purposes of evaluation, education, treatment or rehabilitation. In all cases, if counseling is required, then the student-athlete shall sign a release to allow a University counselor, the Team Physician and the Head Athletic Trainer to communicate with the student-athlete's counselor and/or physician. The release of information shall be limited to information concerning the student-athlete's ability to safely participate in an athletic program. Failure to sign such a release will render the student-athlete ineligible for practice and competition.

VI. Alcohol and Other Drugs Testing Program Procedures

Possession or consumption of alcoholic beverages by individuals under the age of 21 is a violation of state liquor laws, and a violation of this Policy (*see also* Student Code of Conduct, D.18; Alcohol and Other Drugs, D.18.1, Policies and Procedures Manual). Students who are 21 years of age or over are prohibited from providing, serving, delivering, hosting social events where alcoholic beverages are available to persons under the age of 21. This Policy extends to the recruitment of prospective student-athletes. Prospective student-athletes visiting campus and socializing with current students are expected to participate in all activities without the presence or influence of alcohol or other drugs. Any violation of this Policy and the University's Alcohol and Other Drugs may be disciplined in accordance with the University's disciplinary procedures for students and this Policy.

A. Prohibited Drugs/Substances

Screening conducted pursuant to the Program may include analysis of, but is not limited to, the NCAA list of banned-drug classes. The NCAA banned-drug classes are as follows: stimulants, anabolic agents, diuretics, street drugs, peptide hormones and their related compounds. For a current list of the NCAA Banned Drug Classes List, student-athletes are urged to review the NCAA's web site at www.ncaa.org or contact the Head Athletic Trainer or the sport specific athletic trainer.

Additional substances that the University may screen for pursuant to this Program include alcohol, beta-blockers, opiates, MDMA (ecstasy), amphetamine/methamphetamine, and flunitrazepam (rohypnol). The University reserves the right to test for substances not listed on the NCAA Banned Drug Classes List and to test at detection levels that vary from those of the NCAA. The Program is

separate and distinct from the NCAA's drug testing programs, including but not limited to banned substances, sanctions imposed and levels of detection.

B. Selection Methods for Testing Program

1. Unannounced Random Testing

All student-athletes are subject to unannounced random testing at any time, including pre-season testing prior to competition. The Executive Director of Athletics or his/her designee shall randomly select student-athletes from the official squad lists.

2. Reasonable Suspicion Screening

All student-athletes may be subject to testing at any time when the Executive Director of Athletics or his/her designee determines reasonable suspicion exists to believe that the student-athlete may be using a prohibited substance. Such reasonable suspicion may be based on objective information as determined by the Executive Director of Athletics or by an Associate/Assistant Athletic Director, Head Coach, Assistant Coach, Head Athletic Trainer, Assistant Athletic Trainer, Team Physician, or Academic Advisor, and deemed reliable by the Executive Director of Athletics or his/her designee. Reasonable suspicion may include, but is not limited to: (1) observed possession or use of substances appearing to be prohibited drugs; (2) arrest or conviction for a criminal offense related to the possession or transfer of prohibited drugs or substances; or (3) observed abnormal appearance, conduct or behavior reasonably interpreted as being caused by the use of prohibited drugs or substances.

Among indicators which may be used in evaluating a student-athlete's abnormal appearance, conduct or performance include but are not limited to: class attendance, significant changes in GPA, athletic practice attendance, increased injury rate or illness, changes in physical appearance, academic/athletic motivational level, emotional condition, and mood changes. If reasonable suspicion is verified, the Executive Director of Athletics or his/her designee will notify the student-athlete and he or she must stay with a member of their coaching staff, the athletics administration staff, or the sports medicine staff, until an adequate specimen is collected.

Note: The possession and/or use of illegal substances may be determined by means other than urinalysis. When an individual is found to be in possession and/or using such substances, he/she may be subject to the same procedures that would be followed in the case of a positive urinalysis.

3. Postseason/Championship Screening

Any student-athlete or team likely to advance to post-season championship competition may be subject to additional testing by the University prior to the post-season championship event. Testing may be required of all team members or individual student-athletes at any time within thirty (30) days prior to the post-season competition. If a student-athlete tests positive, he or she will not be allowed to compete at the post-season event unless he or she subsequently tests negative prior to departure for the event and receives permission from the Executive Director of Athletics or his or her designee to compete in the post-season event.

4. Re-entry Testing

A student-athlete who has had his or her eligibility to participate in intercollegiate sports suspended as a result of a positive alcohol or drug test finding, or drug and/or alcohol violation under the University policy, shall be required to undergo re-entry drug and/or alcohol testing prior to regaining eligibility or to continue practicing or conditioning activities. The Executive Director of Athletics or his/her designee shall arrange for re-entry testing after the counselor or specialist involved in the student-athlete's case indicates that re-entry into the intercollegiate sports program is appropriate (*see also*, Request for Reinstatement, below).

5. Follow-up Testing

A student-athlete who has returned to participation in intercollegiate athletics following a positive alcohol or other drugs test under this Policy may be subject to follow-up testing throughout the remainder of their athletic eligibility. Testing will be unannounced and will be required at a frequency determined by the Executive Director of Athletics or his/her designee in consultation with the counselor or specialist involved in the student-athlete's case.

C. Notification and Reporting for Collections

The student-athlete will be scheduled for and notified of testing by the University either in person, by direct telephone communication, or other reasonable or practicable means under the circumstances. He or she will be informed of the date, time and location to report to the collection station. The University is not required to give advanced notice prior to the administration of any drug tests.

Any student-athlete who refuses to provide an adequate specimen for testing, attempts to alter or substitute his or her urine sample, or fails to show up as scheduled, shall be in violation of this policy and will be cause for the same action(s) as a positive drug test result.

D. Positive Finding or Self Disclosure of Alcohol or Other Drugs Use

In all cases where a student athlete has tested positive for alcohol or other drugs under the Program, the testing laboratory (or third party administrator) will report the

positive drug test finding(s) to the Head Athletic Trainer. The Head Athletic Trainer will then contact the team physician to review the positive result. The Head Athletic Trainer will also contact:

- The student-athlete;
- Executive Director of Athletics;
- RIT's Office of Student Conduct & Conflict Resolution ("Conduct Office"); and
- Head Coach and/or assistant coach.

The Head Athletic Trainer will schedule a confidential meeting with the student-athlete and the individuals mentioned above to inform them of the finding, and to provide the student-athlete with written notice of the finding and applicable sanction. In addition, the Executive Director of Athletics, or his or her designee, may notify the student-athlete's parent(s) or legal guardian(s) by telephone and in writing of the positive finding and applicable sanction.

In cases where a student-athlete self-discloses the use of alcohol or other drugs after selection for testing or during the testing process, the disclosure will be deemed a positive alcohol or drug test finding.

In all cases of positive findings for alcohol or other drugs, the student-athlete shall be required to attend a counseling session for the purposes of evaluation, education, and if necessary, treatment or counseling. The counselor may ask the student-athlete to discuss the nature and extent of his/her involvement with prohibited alcohol. The counselor shall determine the appropriate form(s) of intervention and rehabilitation needed by the student-athlete, based on the circumstances of each case. Failing to meaningfully participate in the evaluation/counseling process, in the sole discretion of the counselor, will be deemed an additional offense.

If the counselor believes that additional rehabilitation is necessary either on or off-campus, then all costs associated with additional rehabilitation shall be the responsibility of the student-athlete.

In addition, the student-athlete will be subject to follow-up testing under the Program. Testing will be unannounced and will be required at a frequency determined by the Executive Director of Athletics or his/her designee.

VII. Alcohol Sanctions

A. First Alcohol Positive:

The student-athlete will be immediately suspended from participation in any intercollegiate competition at the University. The suspension will be for a period of time equivalent to 10% of his or her regular season of competition. The determination of the 10% always will be rounded up (*e.g.* if 10% equals 2.3 games, then the student-athlete will be suspended for 3 games). The suspension shall be served starting with the next scheduled contest or date of competition and will be in effect for both regular season and post-season competition (*e.g.* exhibition contests, scrimmages, and/or non-traditional season contests cannot be used to serve the suspension). The suspension will rollover to the next season of competition if necessary. If the alcohol-related offense occurs during the off-season, then the suspension will be served during the next season of competition. If the alcohol related offense occurs at the end of the regular season but prior to post-season competition, then it shall be served during the post-season competition. After passing a drug test, the student-athlete must be medically authorized by the team physician, in conjunction with any counselor and/or therapist, prior to resuming any athletic practice or competition.

B. Second Alcohol Positive:

The student-athlete will be immediately suspended from participation in any intercollegiate competition at the University. The suspension will be for a period of time equivalent to 100% of his or her regular season of competition. The suspension shall be served starting with the next scheduled contest or date of competition and will be in effect for both regular season and post-season competition (*e.g.* exhibition contests, scrimmages, and/or non-traditional season contests cannot be used to serve the suspension). The suspension will rollover to the next season of competition if necessary. If the positive alcohol test result occurs during the off-season, the suspension will be served during the next season of competition. If the positive drug test result occurs at the end of the regular season but prior to post-season competition, it shall be served during the post-season competition. After passing a drug test, the student-athlete must be medically authorized by a University team physician, in conjunction with any counselor and/or therapist, prior to resuming any athletic practice or competition.

C. Third Alcohol Positive:

The student-athlete will be immediately and permanently expelled from participation in any intercollegiate practice, training and competition at the University.

VIII. Sanctions for Positive Finding of Drug or Related Substances

A. First Drug Positive:

The student-athlete will be immediately suspended from participation in any intercollegiate competition at the University. The suspension will be for a period of time equivalent to 100% of his or her regular season of competition. The suspension shall be served starting with the next scheduled contest or date of competition and will be in effect for both regular season and post-season

competition (*e.g.* exhibition contests, scrimmages, and/or non-traditional season contests cannot be used to serve the suspension). The suspension will rollover to the next traditional season of competition if necessary. If the positive drug test result occurs during the off-season, the suspension will be served during the next season of competition. If the positive drug test result occurs at the end of the regular season but prior to post-season competition, it shall be served during the post-season competition. After passing a drug test, the student-athlete must be medically authorized by a University team physician, in conjunction with any counselor and/or therapist, prior to resuming any athletic practice or competition.

B. Second Drug Positive

The student-athlete will be immediately and permanently expelled from participation in any intercollegiate practice, training and competition at the University.

IX. Implied Findings of Positive Drug or Alcohol Use

A student-athlete who is convicted of a drug or alcohol related offense, which includes any violation of federal, state, local law, shall be deemed a positive alcohol or drug test for the purpose of determining sanctions under this Program. In addition, any student-athlete who is involved in an alcohol or other drug related incident under the RIT Student Code of Conduct shall be deemed in violation of this Policy and may be sanctioned accordingly.

In addition, a positive drug test result under the NCAA's drug testing program, shall be deemed a positive drug test result under the Program. A student-athlete under a drug-testing suspension from a national or international sports governing body that has adopted the World Anti-Doping Agency ("WADA") code (*e.g.*, USOC, USADA) shall not participate in NCAA intercollegiate competition for the duration of the suspension (*see* NCAA Bylaw 18.4.1.5.3.).

X. Use of Dietary Supplements

Many dietary supplements or ergogenic aids contain banned substances. Often the labeling of dietary supplements is inaccurate and misleading. Terms such as "healthy" or "all natural" do not mean dietary supplements are free of banned substance or are safe to take. Using dietary supplements may lead to negative side effects such as dehydration and/or may cause positive drug tests. Student-athletes who are currently taking dietary supplements or intend to take any shall be required to review the product with the Head Athletic Trainer or team physician. In addition, all Athletics staff members shall direct student-athletes who desire to use dietary supplements to the Head Athletic Trainer or the team physician.

Student-athletes are encouraged to contact the National Center for Drug Free Sport, Inc. at www.drugfreesport.com or the Dietary Supplement Resource

Exchange Center (REC) at www.drugfreesport.com/rec for information on dietary supplements and other banned substances.

XI. Use of Tobacco Products

The NCAA and the University prohibits the use of tobacco products by all game personnel (*e.g.* coaches, student-athletes, athletic trainers, managers and game officials) in all sports during practice and competition (*see* NCAA Bylaws 11.1.5. and 17.1.7). A student-athlete who violates this tobacco policy shall be disqualified for the remainder of that practice or competition. The Executive Director of Athletics or his/her designee will sanction other game personnel (*e.g.* head or assistant coach) who violate this tobacco policy on a case-by-case basis.

XII. Medical Exception Process

The University recognizes that some banned substances are used for legitimate medical purposes. Accordingly, Athletics allows exceptions to be made for those student-athletes with a documented medical purpose demonstrating a need for regular use of such a substance. Exceptions may be granted for substances included in the following classes of banned drugs: stimulants, beta-blockers, diuretics and peptide hormones.

Student-athletes are required to inform the Head Athletic Trainer of all medications (prescribed and over-the-counter) that he or she is taking. The University should maintain in the student-athlete's records a letter from the prescribing physician that documents the student-athlete's medical need for regular use of any such drug. The letter should contain information as to the diagnosis (including appropriate verification), medical history and dosage information.

In the event a student-athlete tests positive, the Head Athletic Trainer in consultation with the Team Physician, will review the student-athlete's medical record to determine whether a medical exception should be granted.

XIII. Voluntary Disclosures

A. Safe Harbor Program

A student-athlete who has engaged in prohibited drug or alcohol use is encouraged to seek assistance from the Athletic Department (*e.g.* Head Athletic Trainer, Team Physician, or Coach) by voluntarily disclosing his or her use.

If any student-athlete seeks assistance from Athletics *prior* to receiving a positive drug test result and/or *prior* to being notified that he or she has been selected for Program testing, then any impermissible use will be excused under this Policy for purposes of determining sanctions (the "Safe Harbor Program"). However, for health and safety reasons the student-athlete will be ineligible to participate in intercollegiate sports pending an evaluation. Nor will a student-

athlete be permitted to enter the Safe Harbor Program thirty (30) days prior to NCAA or conference postseason competition.

Upon entering the Safe Harbor Program, the student-athlete will be required to undergo an initial drug test as well as an evaluation by a substance abuse professional. Any initial positive drug test result will be excused under this Policy for purposes of imposing any sanctions. The substance abuse professional shall determine the appropriate form(s) of intervention and rehabilitation needed by the student-athlete, based on the circumstances of the case. The counselor will provide a summary of his or her findings and recommendations to the Executive Director of Athletics.

A student-athlete will be permitted to remain in the Safe Harbor Program for a reasonable period of time, not to exceed thirty (30) days, as determined by the treatment plan and will be removed from the random selection pool of student-athletes. However, the student-athlete will not be permitted to return to participation in intercollegiate sports until the counselor has interviewed the student-athlete following the conclusion of the recommended treatment (or stage of treatment, as applicable) and has determined that reentry into intercollegiate sports is appropriate. If the counselor deems it necessary, the student-athlete will be required to undergo further drug and/or alcohol testing as part of the reentry evaluation.

Failing to complete the treatment recommended by the counselor, having a second positive drug test result for *any* banned substance after entering the Safe Harbor Program that is determined to be a result of new drug use, or having a positive result on a reentry drug or alcohol test will be deemed a second offense under this Policy (*e.g.*, the initial positive drug test result plus the second/new positive drug test result).

If the student-athlete regains his or her eligibility to participate in intercollegiate athletics, he or she may be required to undergo unannounced follow-up tests at the discretion of the Executive Director for Athletics or his or her designee in consultation with the counselor.

A positive drug or alcohol test result at any time *after* satisfactorily completing the Safe Harbor Program will count as the first positive drug or alcohol test result.

B. Good Samaritan Protocol

The Good Samaritan protocol can be found at D.18.1, Alcohol and Other Drugs, Policies and Procedures Manual and in the Student Code of Conduct (D. 18.0).

XIV. Grievance Procedures

A. Confirmation of Positive Finding.

If a student-athlete is notified of a positive alcohol or drug finding under the Program, then the student may request that the laboratory perform confirmation testing on the student-athlete's specimen B if applicable. The university will bear the cost of the specimen B testing. The student-athlete may choose to be present at the opening of specimen B at the laboratory, or may be represented by a surrogate at the retesting. The surrogate will not be involved with any other aspect of the analysis of the specimen. The student-athlete or his/her surrogate will attest to the sample number and the integrity of the security seal prior to the laboratory opening of specimen B. Specimen B findings shall be final. If specimen B results are negative, the drug test will be considered negative.

B. Appeal Procedure.

Student athletes who test positive for alcohol, drugs or any banned substance may appeal. The appeal must be in writing to the Executive Director for Athletics and within seven (7) calendar days of written notice of the finding and sanction.

Notably, all positive drug tests results are conducted by an independent laboratory and may be tested under two different test methods to ensure accuracy. Accordingly positive tests are presumptively valid.

Upon receipt of a notice of appeal, the Executive Director of Athletics will forward the request for a hearing to the Appeals and Reinstatement Committee. The Appeals and Reinstatement Committee may include the Team Physician, the Faculty Athletic Representative, a substance abuse counselor, a coach from a sport other than the sport for which the student-athlete participates, and a sport administrator appointed by the Executive Director of Athletics, and any other member of the RIT community appointed by the Senior Vice President of Student Affairs. Appeals shall be scheduled and heard within seven (7) business days of a notice of appeal, unless the student-athlete requests an extension of time upon good cause shown.

The student-athlete may have an advocate of their choice selected from the list of trained advocates provided by the Center for Student Conduct and Conflict Resolution (*see* RIT Advocacy Program) present at the hearing to provide quiet counsel, but only the student-athlete may address the Appeals and Reinstatement Committee. During the appeal the student-athlete may present evidence, question any testimony or documents presented, as well as to review the results of the drug test.

The Appeals and Reinstatement Committee is authorized to affirm, modify or reverse a sanction based on the testimony presented at a hearing. The decision of the Appeals and Reinstatement Committee shall be final and will be communicated in writing to the student-athlete within three (3) business days of conclusion of the hearing.

While a student-athlete is in the process of appealing, he or she shall be temporarily suspended from competition, but may participate in practice and

conditioning activities pursuant to the terms of this Policy, pending a final outcome by the Appeals and Reinstatement Committee.

C. Request for Reinstatement Following Sanction

At the end of a one-year period of suspension (after a first positive drug test result or after a second alcohol or drug related offense) and following satisfactory completion of an appropriate treatment and aftercare program, the student-athlete may apply for reinstatement to the intercollegiate athletic department. Reinstatement shall not be considered automatic and shall be addressed on a case-by-case basis.

The request for reinstatement shall be in writing and made to the Executive Director of Athletics and should state the grounds on which the student-athlete believes he/she should be reinstated. The Executive Director of Athletics will forward the request for reinstatement to the Appeals and Reinstatement Committee. The committee shall review the request for reinstatement and make a determination within ten (10) business days of receiving the request.

The decision of the Appeals and Reinstatement Committee shall be final.

XV. Resources for Athletes in Need of Assistance

If any student-athlete is in need of assistance or support for a substance abuse problem, there are resources available on campus and within the community for counseling and education about use, misuse, and abuse of alcohol and other drugs. These resources include:

On Campus Resources:

RIT Public Safety (24 hours a day, 7 days a week)

(585) 475-2853 (V) or (585) 475-6654 (TTY)

<http://finweb.rit.edu/publicsafety/>

RIT Alcohol & Substance Abuse Counselor (Confidential)

(585) 475-3963

kmpshc@rit.edu

For NTID students: RIT Substance & Alcohol Intervention Services

(585) 475-4963 (V) and (585) 475-4963 (TTY)

<http://www.rit.edu/ntid/saisd>

RIT Student Counseling Center (Confidential)

(585) 475-2261 (V) or (585) 475-6897 (TTY)

<http://www.rit.edu/studentaffairs/counseling/>

RIT Student Health Center (Confidential)

(585) 475-2255 (V)

<https://www.rit.edu/studentaffairs/studenthealth/>

Off Campus Resources (Greater Rochester Area & National):

Greater Rochester NY Alcohol Anonymous

1000 Elmwood Avenue, Greenhouse, Rochester NY 14620

(585) 232-6720

www.rochester-nn-aa.org

AL-Anon Family Groups (AFG) of Greater Rochester Institute of Technology

805 Blossom Road, Rochester, NY 14610

(585) 288-0540

www.aisrochester.org

Alcohol Anonymous & Narcotics Anonymous Meetings (Interpreted for Deaf)

For information, Contact (585) 475-4963

Alcoholism & Substance Abuse Providers of New York State (ASAP)

1 Columbia Place, Albany, NY 12207

(518) 426-3122

www.asapnys.org

XVI. Review of Policy:

A committee appointed by the Senior Vice President of Student Affairs shall review policy biannually.

Revised:
July 2015

Appendix III

C15.2 FACULTY/STAFF ALCOHOL AND DRUG POLICY

Application: This policy applies to all employees.

RIT, in compliance with the Federal Drug Free Workplace Act of 1988, is committed to providing a safe and healthy environment free from drug and alcohol abuse.

ALCOHOL USE

Reporting to work inebriated or becoming inebriated while at work is prohibited. This prohibition applies at RIT-sponsored activities and during the supervision of students at off-campus activities. The manufacture, distribution, dispensing, possession, or use of alcohol in violation of local, state or federal law is prohibited at RIT.

DRUG USE

The manufacture, distribution, dispensing, possession, or use of a controlled substance in violation of local, state or federal law is prohibited at RIT. An investigation will be made and appropriate actions taken for violations occurring within RIT environs or at RIT sanctioned events.

Employees using legal medications should inform their supervisor or department head if the effects of the medication could interfere with their ability to perform the job in a safe and efficient manner. In this case, the supervisor or department head should attempt if necessary to provide a safer working environment for the affected employees until the use of the medication is no longer required.

DEFINITIONS:

The following definitions comply with the Federal Drug Free Workplace Act of 1988.

Alcoholic Beverage - Any beverage defined as "alcoholic" by the New York State Alcoholic Beverage Control Law.

Controlled Substances - Any item or substance, natural or synthetic, defined as a controlled substance by Schedules I-V of the New York State Public Health Law, Section 3306.

Marijuana - Any item or substance defined as cannabis or a derivative thereof by the New York State Public Health Law, Section 3302.

Precursors to Controlled Substance - Unlawful possession of chemical elements with the intent to manufacture controlled substances, as defined in the New York State Penal Law, Article 220.60.

Drug Related Paraphernalia - Possession, sale, or use of items and instruments used in the manufacture, packaging, or administration of controlled substances, as defined in the New York State Penal Law, Articles 220.45; 220.50; 220.55.

PROCEDURES

An employee whose performance on the job reasonably suggests that the employee is in violation of this policy should be informed of the university policy by his/her supervisor or department head.

The supervisor or department head should then follow the guidelines below:

- If it appears that the employee may need medical attention as a result of the apparent condition, an ambulance (x3333 or TTYx6654) should be called.
- If the employee appears to be unable to function normally or perform his/her work, the employee should stop work activities immediately.
- The department head or supervisor should contact the Department of Human Resources.
- The employee may be suspended for the remainder of the work day while an investigation is conducted, or disciplinary action may be taken, up to and including termination. Employees holding a Commercial Driver's License, and who perform a safety sensitive function will be required to submit to a drug test immediately.

Before making a decision that may have an impact on the employee's pay or status in his/her position, the supervisor or department head should thoroughly investigate the conditions surrounding the employee's perceived inebriation or drug induced condition.

Supervisors or department heads who knowingly allow anyone under their supervision to violate this policy and/or work while inebriated or under the influence of illegal drugs will also be subject to disciplinary action.

If criminal charges are brought and an employee is convicted of a criminal drug statute for a violation occurring in the workplace, the following steps must be taken in order to be in compliance with the Federal Drug Free Workplace Act of 1988:

- The convicted employee must notify his/her supervisor within five (5) working days.
- The director of Human Resources and the principal investigator must be notified within (10) ten working days of the conviction.
- If the employee is paid from a federal grant or contract, proper notice will be provided to the appropriate contracting agency.

Employees who believe that these procedures have been unfairly or improperly implemented in their regard are referred to the Faculty Grievance Procedure (E24.0) or the Staff Grievance Procedure (E30.0).

RIT COUNSELING, ASSISTANCE AND AWARENESS PROGRAMS

Specific actions will be taken to work with any employee for violations occurring in the workplace. In addition to (or in lieu of) disciplinary action, the supervisor or department head may require participation in one of the programs listed below:

- The Employee Assistance Program through the Health Association of Rochester provides assistance and referral to employees and their families in handling problems such as alcoholism and chemical dependency that may cause poor work performance or absenteeism.
- Substance and Alcohol Intervention Services for the Deaf (SAISD) provides counseling and assistance for the deaf.

Responsible Office:

Department of Human Resources

Effective Date:

Approved 5/13/98 to replace Policy C15.0

Policy History:

Edited August, 2010

Appendix IV

C16.0 TOBACCO-RESTRICTED UNIVERSITY POLICY

I. Scope

This policy applies to all students, faculty, staff, administrators, vendors, and visitors while on RIT-managed properties located in the United States (hereafter referred to as *university-managed properties*).

II. Policy Statement

The university is committed to facilitating a healthy working, learning, and living environment. To prevent harm to members of the RIT community and to be consistent with university wellness initiatives, smoking and use of tobacco products are restricted to designated tobacco areas on all university-managed properties. The restrictions include, but are not limited to:

- Buildings
- Parking lots, athletic fields/tracks, bleachers/grandstands, outdoor paths, fields, and roads
- Partially-enclosed areas such as covered and uncovered walkways, breezeways, outdoor dining areas, bus stop shelters, loading docks, building entrances, exterior stairways, and landing
- Vehicles owned and leased by RIT or its affiliated organizations.

III. Definitions

Tobacco Products. Tobacco products are defined as combustible items (including but not limited to cigarettes, cigars, and pipes) and non-combustible items (including but not limited to chewing tobacco and e-cigarettes).

University-Managed Properties. University-managed properties are defined as properties owned, operated, leased, occupied, or controlled by RIT that are located in the United States.

IV. Exceptions

RIT has five apartment complexes with 1,000 apartment and townhouses. The five complexes include: Colony Manor, Perkins Green, Racquet Club, Riverknoll and the University Commons. Tobacco use in these complexes is prohibited within 25 feet of any apartment or townhouse building.

Smoking or use of tobacco products is permitted by participants in a research project involving tobacco products. Any sponsored or unsponsored research involving smoking is subject to the approval of the [IRB](#) (Institutional Review Board) or the [IACUC](#) (Institute Animal Care and Use Committee) as appropriate.

Responsible Offices:

Student Wellness, Division of Student Affairs

Department of Human Resources - Employee Wellness, Division of Finance & Administration

Effective Date:

Policy History:

Issued Personnel Policy 6.14 issued June 1, 1984

Revised October 2003

Edited August 2010

Revision approved May 7, 2014 by Institute Council (replaces policy formerly titled Smoking)

A. Programs for Students

WADE Annual Report

2014-2015

WADE had a great year in terms of programming and team spirit. We were able to pull together several large scale programs, as well as contribute to smaller programs as sponsors. We also focused on our professional development as a committee, knowing that the best way to educate students comes from well-informed efforts.

Committee Members (full list of names below):

- Staff: 20
- Students: 7
- Faculty: 1

List programs, workshops trainings:

Program	Totals student attendants for each	Budget
<p>October National Collegiate Alcohol Awareness Week (all listed below separately)</p> <p>-This event was a week’s worth of programming and education regarding alcohol use, including:</p> <p>-SHIrTFACED t-shirt tabling</p> <p>-Safe Halloween Event</p> <p>-BAC: What did you Blow? (Wellness Wednesday)</p>	<p>SHIrTFACED:</p> <p>Safe Halloween Event: 500</p> <p>Wellness Wednesday: 5</p>	<p>≈\$1,621</p>
<p>SHIrTFACED event</p> <p>-This program asks students to write impact of alcohol they have experienced or a friend has experienced on four different color shirts (white shirt = positive experience, yellow shirt = legal/college consequences, red shirt = physical injury, black shirt = death). These shirts are then displayed in SDC and Campus Center</p>	<p>250 (up from last year)</p>	<p>See budget above</p>
<p>Safe Halloween Event</p> <p>-This program takes place in the breezeway between Campus Center and Clark Gym and provides giveaways, information regarding alcohol and safe drinking, and safe spring break information. Handouts</p>	<p>500+</p>	<p>See budget above</p>

include NY state Stop DWI materials, Good Samaritan Protocol information, condoms, RITA ambulance, and other helpful information		
Safe Patty's Day -This program takes place in the breezeway between Campus Center and Clark Gym and provides giveaways, information regarding alcohol and safe drinking, and safe spring break information. Handouts include NY state Stop DWI materials, Good Samaritan Protocol information, condoms, RITA ambulance, and other helpful information	600	≈\$669
Safe Spring Break/Safe Patty's Day Food For Thought Tuesday -This program shared information about safe drinking practices in Gracie's	100	\$0
BAC: What did you Blow? (Wellness Wednesday) -This presentation discussed the drinking behaviors of college students and had some hands-on activities	5	\$0
Fitness Frenzy: Alcohol & Other Drug Education Tabling -This event allowed us to provide educational materials such as "Think If You Drink" coasters, and Good Samaritan post cards as part of a larger event	25	\$0
FreezeFest Frozen Dance: The Pour -This event allowed us to do the Pour activity with students as part of a larger event	25	\$0
Stupid Drink Campaign -This passive marketing campaign focused on choices people make while they have been drinking, asking students to consider the difference between drinking and drinking too much	All residence halls and apartment areas, posted around campus (250+ Stupid Drink and BAC posters to RAs)	\$0 this year (we used leftovers from last year)
Res Life EPD area program: The Pour -This event allowed us to do the Pour activity with students as part of a larger event	55	\$0
Up in Smoke: Marijuana (Wellness	3	\$0

<p>Wednesday) -This conversation focused on marijuana’s history and impact on health</p>		
<p>Alcohol & Other Drugs CPD (3 separate sessions: “Alcohol: The Good the Bad & the Ugly,” “Issues related to Marijuana,” “Use & abuse of Heroin & prescription drugs”) -These presentations were offered to faculty and staff as part of the Wellness Certificate series discussing various student substance use</p>	3-4 at each session	\$0
<p>Dance in the Dark -This program is a late-night alternative program where students can dance and enjoy themselves. Students partake in the Pour activity, where they can learn about standardized drinks. This is a collaborative effort, with other offices participating including Residence Life, Public Safety, FMS, CAB, Photo House, RHA, and others</p>	600-700	≈\$6,000 (and ≈\$2,000 from other offices)
<p>Drugs, Inc: Hashish Viewing and Discussion -This was a viewing open to the committee members to enhance our professional development and information surrounding popular drugs</p>	11	\$0

Program Offering Participation From August 20, 2014 to May 31, 2015				
Program Type	Total Number Services/ Events/ Sessions Offered	Total Attendance (students only)	Number of Individual Students Served (if available)	Total Attendance (students & non- students)
<i>General description of type of program offering</i>	<i>Number of sessions offered (for a series or ongoing group include total number of meetings)</i>	<i>Total student attendance or participations (an individual student may be present in this count multiple times)</i>	<i>If available, identify the number of unique students who attended (count each student only once for the reporting year)</i>	<i>Total attendance count regardless of affiliation status or if affiliation is unknown (an individual may be present in this count multiple times)</i>
Individual Sessions (coaching, advising, counseling, medical, etc.)	conduct ATOD intakes, smoking cessation, GLBT,counseling, referral	202	Hard of hearing students 6	208
Group Sessions (programs, workshops, training, retreats, team practice etc.)	Total program sessions 78: Smoke free,Red Watch Band,Res. Hall ATOD, Spring Break give a ways, The Pour, C.R.P ,Wellness Wed.,Freshmen seminar NTID, Training interpreters ATOD, Counseling Center training,NTID ATOD update, Year One,Res. Life staff ,Res Life RA, ATOD training,O.A. Training, Anti Hazing for Clubs, Freshmen Seminar,RA Training,Uof R GLBT panel med students,	2759	211	2970

<u>Events</u> (concerts, speakers, dances, festivals, athletic competitions, conferences, etc.)	Total events 12 : SHirTFACED event, Safe Pattys Day, Dance in the Dark, Up in Smoke, Brick Bash, Distracted Driving, Safe Halloween, Food for Thought, NTID Bowling SLT, Movember, Sexy Bingo, WADE support alcohol speaker, Monroe county Health Dept STI HIV Testing , Trillium STI testing	1931	251	2182
<u>Drop in services</u> (Student Life Center, Math Lab, Club Center, etc.)		walk in's 41	6	22
Total Number of Served:		4933	474	5382

Programs partnered by the Center for Residence Life

Table 1: Programs AY 14-15

	Name of the Event	Description	Date
1.	BCGABC Haunted House	The Haunted House is an event designed by students of the residence hall areas who are interested in . . .	10/30/2014
2.	BYOB - Bring your own bowl-at	Too be aware is to be safe. Karen Pelc drug and alcohol counselor from the student wellness center . . .	3/12/2015
3.	Colby A - Jeopardy -at	Like the game show this event will test residents knowledge about RIT. Residents will team up in gr . . .	4/3/2015
4.	Cupcake decorating, alcohol awareness	We will be giving each resident a plastic cup in which they will poor a shot glass filled with water . . .	2/26/2015
5.	Don't Get Angry: Stress Management Tips/Relieve	Don't Get Angry: Stress Management Tips for residents. There's thirteen tips for our residents to le . . .	12/4/2014
6.	EPD Uncle Sam Wants you to BYOB -at	EPD Area Event focusing on Alcohol Awareness and Spring Break Safety. There will be free food and ac . . .	3/19/2015
7.	Getting to know Your Limits	I will be doing to the percent alcohol per drink activity that Davona did with us during RA training . . .	9/13/2014
8.	Halloween Spirits	This will be a Halloween themed alcohol awareness program. We will have a costume contest and promotion .	10/26/2014
9.	NRH 2 Driving Drunk at	Driving Drunk is a fun way to teach my residents how alcohol can impact them. I will have beer goggles	3/6/2015
10.	Pour Choices	Residents will spend time learning about making good choices with Alcohol. Karen Pelc will be doing . . .	10/8/2014
11.	Rave Climb	The Rock Climbing Club organized a Rave Climb that allows students to experience rock climbing and . . .	9/12/2014
12.	RITchie"s Game Night and Alcohol 101	Game night for residents to relax and also learn about the basics of alcohol and how it affects your . . .	11/11/2014
13.	RootBeer EPD	Residents are welcome to join us to get some rootbeer floats and decorate cups while learning about . . .	4/2/2015
14.	Walking dead watch party	We will be watching The Walking Dead as many residents on my floor love the show as do I. I will be . . .	10/12/2014
15.	What are you drinking?	We will be playing games that teach about alcohol levels service sizes and calories to help reside . . .	10/30/2014

Table 2 Alphabetical List of Programs, AY12-15

	Name of the Event	Description	Date
16.	"the Pour" and Red Watch Band Alcohol Awareness Training	Karen Pelc will be doing an hour long presentation of a combination of "The Pour" and Red Watch Band . . .	10/5/2012
17.	Sex in the Dark	A 'sex ed' discussion based program. Students have the opportunity to ask questions and get them an . . .	9/13/2013
18.	Alcohol Awareness	Gives residents detailed information about what alcohol can do to your body and debunks myths about . . .	11/5/2013
19.	BCGABC Haunted House	The Haunted House is an event designed by students of the residence hall areas who are interested in . . .	10/30/2014
20.	Beer Olympics	This is an area program to educate residents about alcohol. . . .	3/13/2014
21.	Beer Trivia	Come play beer trivia and drink root beer floats! . . .	11/21/2013
22.	Beer Trivia	A night of alcohol trivia and games to teach participants about the positives and negative affects o . . .	5/2/2013
23.	BYOB - Bring your own bowl-at	Too be aware is to be safe. Karen Pelc drug and alcohol counselor from the student wellness center . . .	3/12/2015
24.	Choices Program	For this program residents will attend a program called Choices. This program will teach how to make . . .	10/24/2012
25.	Clean Party at Ritchies	Resident's will gather at Ritchie's for information about alcohol and then have food and play games. . . .	11/15/2013
26.	Cocktail Party	Residents can socialize while learning how to be safe at a party. . . .	5/5/2013
27.	Colby A - Jeopardy -at	Like the game show this event will test residents knowledge about RIT. Residents will team up in gr . . .	4/3/2015
28.	Cupcake decorating, alcohol awareness	We will be giving each resident a plastic cup in which they will poor a shot glass filled with water . . .	2/26/2015
29.	Cupcake Baking	We will be baking cupcakes in Sol Kitchen and while they cool Nick T. of Public Safety will be comi . . .	4/12/2013
30.	Cupcakes and communication	I want to bring cupcakes that students can decorate after a 15-20 minute presentation on important t . . .	9/5/2013
31.	Don't Get Angry: Stress Management Tips/Relieve	Don't Get Angry: Stress Management Tips for residents. There's thirteen tips for our residents to le . . .	12/4/2014

32.	EPD Uncle Sam Wants you to BYOB -at	EPD Area Event focusing on Alcohol Awareness and Spring Break Safety. There will be free food and ac . . .	3/19/2015
33.	Facts About Alcohol	I will be making a bulletin board with facts about alcohol. This is my "I Decide" passive program. . . .	11/4/2013
34.	G3 My Floor - Alcohol Awareness	Johan Nasution will be inviting Tim Keady as a speaker to host a presentation about the use of alcoh . . .	10/14/2013
35.	Getting to know Your Limits	I will be doing to the percent alcohol per drink activity that Davona did with us during RA training . . .	9/13/2014
36.	Gleason Cash Elevator	Residents will hope onto the Cash Elevator and will answer questions related to alcohol awareness an . . .	12/15/2012
37.	Halloween Spirits	This will be a Halloween themed alcohol awareness program. We will have a costume contest and promot . . .	10/26/2014
38.	Meet Melissa!	Come meet Melissa your new RC! We will be having a nice social dinner and talking about why RIT is . . .	2/4/2014
39.	Mixers Wednesday	Because I know my floor goes out and parties a lot and I know I can't stop them I want to make the . . .	10/31/2012
40.	NRH 2 Driving Drunk at	Driving Drunk is a fun way to teach my residents how alcohol can impact them. I will have beer goggl . . .	3/6/2015
41.	Party at the SDC	PARTY IN THE SDC! Drinks and snacks provided. Come hang out with some RAs! . . .	9/19/2013
42.	Pie day alcohol Trivia	Students will answer trivia questions regarding alcohol and other drugs. Correct answers will win a . . .	3/14/2014
43.	Pour College Student	We will have a cart with materials for "The Pour" along with traditionally alcohol affiliated snacks . . .	8/28/2013
44.	Pour Choices	Residents will spend time learning about making good choices with Alcohol. Karen Pelc will be doing . . .	10/8/2014
45.	Public Safety Segway	Public Safety will have a talk about alcohol and then we will ride on the segway.	4/21/2013
46.	Race through the Slur	An obstacle course that utilizes the "drunk" goggles and has residents do various taks that they mig . . .	1/18/2013
47.	Racing Through the Slur (take-along)	An obstacle course that utilizes the "drunk" goggles and has residents do various taks that they mig . . .	1/18/2013
48.	Rave Climb	The Rock Climbing Club organized a Rave Climb that allows students to experience rock climbing and . . .	9/12/2014
49.	Red Meat and Red watches	The Red Watch Band movement is designed to end alcohol overdose deaths by teaching students how to h . . .	9/27/2013
50.	Red Watch Band	We are experiencing a trend of alcohol use on our	12/10/2013

		floor so we are bringing in Karen Pelc to educate . .	
51.	Red Watch Program	Karen Pelc will be giving a presentation about alcohol use/abuse and alcohol awareness. . . .	9/4/2013
52.	Red Watch Program	Red Watch Program	10/25/2012
53.	RIT Game of Life	RIT Game of Life is a life size representation of the game LIFE with real RIT themed scenarios to be . . .	9/26/2013
54.	RITchie"s Game Night and Alcohol 101	Game night for residents to relax and also learn about the basics of alcohol and how it affects your . . .	11/11/2014
55.	RITchie"s Halloween party	An event to get the residents together in a party-like atmosphere and have them learn about alcohol . . .	10/31/2013
56.	Root Beer Blast	Students will get a free can of root-beer for attempting to do "The Pour" to learn about alcohol away . . .	9/27/2013
57.	RootBeer EPD	Residents are welcome to join us to get some rootbeer floats and decorate cups while learning about . . .	4/2/2015
58.	SanpSHOTS	A lecture from an RIT Alumni of CIAS talking about her relationship with alcohol in college. . . .	3/7/2013
59.	So you think you can drink?	Karen Pelc will be coming to educate residents with presentations about alcohol and raise awareness . . .	3/20/2013
60.	Sol9's Pizza gathering	We will have pizza gathering. Also we will have spring beak coming up soon and tips for health safe . . .	3/19/2014
61.	St Patty's Alcohol Tips	This event is to promote wise alcohol consumption ahead of the St. Patty's day weekend where many st . . .	3/13/2013
62.	St Patty's day pre-game party	We will have a small St. Patty's Day celebration where residents can learn how to drink responsibly . . .	3/15/2013
63.	The Pour	I'll be going around my floor with Karen Pelc doing the pour for residents and see how much they kno . . .	11/22/2013
64.	Thirsty Thursday	We are going to be hosting a secret "party" in NRH 1250 with different non-alcoholic drinks but it w . . .	11/29/2012
65.	Thirsty Thursday with Public Safety	Teaching Residents about Alcohol Safety Fun activity such as non alcohol beverage Toy race car wit . . .	9/27/2012
66.	Walking dead watch party	We will be watching The Walking Dead as many residents on my floor love the show as do I. I will be . . .	10/12/2014
67.	What are you drinking?	We will be playing games that teach about alcohol levels service sizes and calories to help reside . . .	10/30/2014
68.	Who know their Alcohol?	Having fun and learning about alcohol. . . .	12/20/2012

IFC Greek Responsible Drinking Task Force 2014

Executive Summary

The Greek Responsible Drinking Task Force was charged with collecting data to provide a recommendation as to whether or not the moratorium on drinking in Greek Housing should be continued. The Task Force was comprised of the Inter-Fraternity Council Executive Board as well as representatives from a number of different fraternities and sororities on the RIT campus. It was determined through collecting Greek chapter GPAs over the past 18 years that the period when alcohol was allowed in Greek housing (2001-2005) had no effect on an upward trending GPA. Through collecting data on membership numbers over the past 13 years it has been proven that alcohol being allowed in Greek housing had no effect on recruitment. When comparing RIT to similar institutions it is noted that of the 14 schools we gathered data from only 1 had a policy that restricted the consumption of alcohol within campus housing. It is also noted that of the six chapters who currently have housing on Greek Circle two have national guidelines forbidding alcohol within Greek housing. When polled the majority of Greek students showed support for allowing alcohol in Greek Housing, while faculty polled were largely opposed to it.

Scope

The GRDTF is charged with producing recommendations on the use of alcohol within Greek maintained areas on RIT's campus and how to maintain a responsible environment for alcohol within Greek Life in general. In order to achieve this task we will collect data points and opinions from undergraduate members of Greek life and professionals within the campus community. By doing so we hope to answer the following questions:

- If the moratorium were changed, altered, or extended what should the parameters be?
- How would this affect chapters in res halls if alcohol was introduced?
- Is it possible to effectively enforce rules regarding alcohol?
- How does this affect Non-Housed chapters?
- Would the Greek chapters benefit from having the alcohol policy changed? Why or why not?
- Would the Greek chapters be at a disadvantage from having the alcohol policy changed? Why or why not?
- If alcohol cannot be permitted in dorms would it be fair to dorm house chapters to only allow alcohol in freestanding Greek housing?

Forward

The Greek houses at Charters Way were opened in the fall of 2001. At that time there were four Inter-Fraternity Council (IFC) and two College Pan-Hellenic Council (CPC) chapters occupying the six houses. Charters Way housing "was to be dry housing as agreed upon by the chapter presidents in office during the construction phases" [No citation available but previously quoted]. It was decided that chapters would be allowed to host events with alcohol present as long as events were registered with RIT. It appears that there was no enforcement of this policy and as a result the houses disregarded the policy and alcohol was effectively permitted. In the fall of 2005, Dr. Simone issued a statement to all residents of the houses at Charters Way, as well as the entire Greek community. Dr. Simone expressed alarm at the dramatic spike in incidents during the fall of 2005. The result was an immediate suspension of the ability to serve alcohol in Greek free-standing housing. The moratorium was to remain in place until the end of spring quarter 2006. During that quarter, Greek Council leadership, directed by the center for campus

life, voted on the establishment of a new moratorium that was to remain in place indefinitely. Reasons for the moratorium included “experiencing a decrease in housing violations, a decrease in student conduct cases, increased membership numbers, increased grade point averages, support from GAMMA (Greeks Advocating the Mature Management of Alcohol), two CPC sororities having national policies prohibiting alcohol in Greek housing, and the new policy of allowing first year students to fill vacant spots in the housing beginning winter quarter” [no citation available]. Recently there has been renewed interest in removing this moratorium. Previously a committee was established under the Center for Campus Life to deliver a report regarding their findings and recommendations. “Unfortunately due to changes in staff, the Greek Council Alcohol Task Force (GCATF) was never able to present their findings and recommendations to Dr. Cooper, despite the existence of a draft version of this report.” During the fall quarter of 2012, Eric Pope, the new Associate Director for Greek Life reconvened the GCATF. Mr. Pope provided the original members of the GCATF who remained on campus along with additional staff members who succeeded former members with the draft report. During a meeting on October 9, 2012, the committee review of the draft version of this report resulted in the unanimous decision that the information contained in the draft version was still relevant and the recommendations were still acceptable. At the decision of Mr. Pope and senior Center for Campus Life personnel this matter was delegated to the Inter-Fraternity Council as the major stakeholders in the outcome of the decision. The IFC formed the Greek Responsible Drinking Task Force (GRDTF). This collective brought together members of the sorority and fraternity community from around campus, while seeking to heavily consult with administration and staff that were vested in the decision.

Task Force Composition:

- φKT - Thomas Baxley
- IFC President (2013) - Chaim Sanders
- IFC President (2013-2014) – Christopher Dunn

Methods

In an attempt to discern the impact of the existing set of policies implemented since 2005, it is important to focus on the impact of both overall Greek life and specifically the organizations residing in the Greek freestanding houses that were directly affected. More importantly, it is necessary to compare growth trends of these factors from before and after the moratorium’s implementation. We collected data with regard to chapter size, Greek life population, academic performance, peer school policies, housing repairs, and general opinion of both undergraduate and administration. We additionally attempted to collect data on student conduct history, from the office of student conduct, but this information was not made available to us. The collected information was then compared and normalized against the entire RIT population and the entire RIT Greek community, in an attempt to find general patterns and regularly occurring oscillations. Additionally, we tried to match up outlying data points with events that most likely correlated to them. A special focus was placed on the year 2005 as this was when the transition from wet to dry freestanding housing occurred. In addition to the focus on 2005 we also emphasized data from fraternities that were most affected by the change.

Findings

Academics

After investigating the effect on academics [Appendix A] that the moratorium had, it appears that the policy had no statistically significant impact on grades. The data that was available to us was the GPA per quarter of each of the housed organizations dating back to 1994. The data shows a general trend of increased grades from the start of the available data and continuing until the current time. This data maps relatively linearly, and variations were all found to be within an acceptable range with exception of the fall 2006 quarter. This outlier is the direct result of Triangle Fraternity obtaining a 2.2, well below the normal range. Raw numbers show that the moratorium seemed to have a temporarily negative effect on GPA. The GPA soon recovered to its normal growth tendency. As this decline is unlikely correlated statistically to the allowance of alcohol in the Greek houses we conclude that this data was a result of normal fluctuation. It is the belief of the committee that the grades within housed chapters did not suffer from the ability to consume alcohol. Likewise it is concluded that there was little to no benefit from moratorium based sanctions. Furthermore it is noted that the prolonged improvement of overall housed chapter GPA has remained on track mirroring the overall academic performance of the entire RIT Greek population.

Membership

Looking at the membership data for Greek life in general we noted that directly after the moratorium there was a period of decreased recruitment as the size of IFC fell dramatically between spring 05 and winter 05/06. The moratorium was released in the middle of this period so it could be conjectured that this was a result of the moratorium. However, this is only partially true, more accurately the moratorium was a result of this drop, that is, the drop was caused by the removal of four fraternities during this time period: Sigma Nu, Phi Sigma Kappa, Sigma Alpha Epsilon, and Kappa Sigma. Three out of four of these fraternities were removed due to conduct cases involving alcohol prior to, or around the time of, the moratorium [Appendix B]. Of interest, none of these fraternities were housed on the RIT campus.

Looking at the IFC average chapter size we noted an increase directly after the moratorium. As explained previously this is more likely due to the removal of two smaller chapters (Phi Sigma Kappa, and Sigma Nu). Additionally, the data presented indicates that during this time Fraternities with dorm housing flourished (KDR and Phi Delta Theta particularly), while chapters with free standing housing either remained constant or reduced in size. This data indicates that the moratorium did not affect membership size or recruitment for chapters with mansion housing.

While investigating this trend more closely we noted that housed chapters on average beat the IFC average for chapter size by 10 members until the arrival of Pi Kappa Phi. As we can see up until fall 2011 there were fairly tight standard deviations. This evidence indicates again, that housed organizations were not majorly affected in size by having the ability to drink within their houses; if anything the chapters within the freestanding houses were on average larger prior to the moratorium. This however is unlikely to be correlated directly with a fixed event as chapter size is affected by many different factors and the downward growth trend appears years prior to the moratorium, and reversing years after.

Of interest is a general trend of increasing chapter size from around 2006. While part of this can certainly be attributed to recent expansion, it is important to note that the data is not corrected for RIT student population growth. Correcting this data for RIT growth we found that chapters should have each grown by 0.123% since 2003. This drives the chapter size up from about 40

members on average to around 45 members. We see prior to Pi Kappa Phi this is the approximate level, but by adding a larger fraternity to campus we skew our data. mirrors the growth of RIT and is therefore negated. As an aside, this negated minor growth is reflected by RIT Greek councils as well. Corrected for RIT's growth it can be seen that over the 10 years the total growth of IFC has been 106 members with CPC's growth being 40 members (most of this coming within the past 3 years). We therefore conclude that the imposition of a moratorium on drinking did not affect the growth of chapters on campus or within the affected area.

Other Institutions policies

While most of the data up until this point has not swayed a particular direction, these values were meant to evaluate the effectiveness of a policy against drinking in Greek housing. As RIT is part of a larger university system, it becomes important to evaluate the effects of similar regulation at other education institutions. The committee started by generating a list of peer schools for both RIT's size and the RIT Greek community size. Of interest in this regard is that there exists no school of such large size that has a similarly proportioned Greek life population. The final chosen peer schools were: Carnegie Mellon University, Case Western Reserve University, Clarkson University, Drexel University, Embry-Riddle Aeronautical University, Illinois Institute of Technology, Kettering University, Lawrence Technological University, Massachusetts Institute of Technology, Milwaukee School of Engineering, Rensselaer Polytechnic Institute, Rose-Hulman Institute of Technology, Stevens Institute of Technology, and Worcester Polytechnic Institute. The closest in overall and Greek population proportions to RIT is Drexel University. After going through the peer list, and in some cases contacting the schools regarding their policies, we accumulated a list (with the help of Eric Pope) that outlined overall school size, Greek population size, whether housing was available to Greeks, and if that housing allowed alcohol possession and consumption [Appendix C]. Of the 14 schools surveyed 8 had Greek housing in some magnitude. Of those, none restrict the possession or consumption of alcohol for individuals living within the house and above the legal drinking age. Two member schools required specific regulations for events hosted within the house, similar to RIT's EVR system, but with allowance for BYOB policies. Only one school places additional restrictions on alcohol consumption within Greek occupied dwellings and that is to limit alcohol being dispensed by keg and to prohibit use of alcohol during recruitment events.

Chapter Policies

Before instituting any change in the alcohol policies for Greek organizations we deemed it necessary to find out if allowing alcohol in Greek housing would violate any national policies of the Greek organizations housed by RIT. Below are the national policies on alcohol use for the 6 Greek chapters currently occupying the freestanding houses.

Phi Kappa Tau

The possession, sale, use or consumption of ALCOHOLIC BEVERAGES, while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.

Delta Phi Epsilon

There will be no alcohol allowed in chapter housing, which includes but is not limited to university or other housing devoted exclusively to use by Sorority members for Sorority living and activities.

Alpha Epsilon Pi

The possession, sale, use or consumption of ALCOHOLIC BEVERAGES, while on chapter premises or during a fraternity event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.

Phi Kappa Psi

The possession, sale, use or consumption of ALCOHOLIC BEVERAGES, while on chapter premises, during a fraternity event, in any situation sponsored or endorsed by the chapter, or in any event an observer would associate with the fraternity, must be in compliance with any and all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.

Alpha Xi Delta

Personal storage and consumption of alcoholic beverages should be prohibited in the chapter house or suite, or any other recognized chapter facility, including residence hall floors used by Alpha Xi Deltas.

Pi Kappa Phi

“The fraternity opposes substance abuse at all times, and requires chapter to adhere to all applicable laws governing substances.”

Residence Hall Policy

As far as Greek chapters housed in the dorms, Kappa Delta Rho as well as Tau Kappa Epsilon abide by the same national risk management policy that Phi Kappa Tau, Alpha Epsilon Pi and Phi Kappa Psi have. Phi Delta Theta as well as Zeta Tau Alpha and Sigma Sigma Sigma all have national policies that prohibit alcohol in any chapter owned housing.

Campus Opinions

Faculty

As part of data collection, the task force attempted to gauge the opinion of RIT faculty. The survey sent out was designed to provide feedback on if they believe alcohol should be permitted and why they have the opinion they do. 14 of the 21 faculty members who were sent the poll completed it. 6 of the 14 faculty members who completed the poll have worked at RIT since before the Greek Mansions were built. Another 6 faculty members started working at RIT after the moratorium was placed on alcohol, while the remaining 2 began working during the period between when the Greek Mansions were built and the moratorium was introduced. Question 2 asked if they would like to see alcohol permitted within Greek Housing. 8 of the 14 polled said they would not like to see it allowed in Greek Housing. The other 6 replied that they would either like to see it or they would at least be open to a discussion about it. Question 3 asked if they thought that alcohol consumption within Greek Housing would adversely affect Greek organizations. 10 of those polled believed that it would have an adverse effect or already does while 2 had no opinion and 2 believed it would not constitute an adverse effect. Responders to the poll were given the opportunity to give general feedback about alcohol in Greek Housing. Of the 8 who opted to provide feedback 6 stated that they would like to see alcohol be brought up as a topic of discussion while 2 dismissed the idea of allowing it at all.

Student

As part of data collection, the task force attempted to gauge the opinion of the student population. The goal of this data was to gauge the other more factual data that we had gathered. The survey that was sent out was designed to be basic and feature a question in the positive and a question in the negative with regards to alcohol. Out of the population of RIT Greek members there were 205 total respondents. This population is ample to represent the total population of 742 Greeks at RIT. This means that we represented a 99% confidence level for the answers representing the population with a 7.67 confidence interval. We also added several sub-classifiers to gauge the feelings of different aspects of Greek life, including dorm and non-housed chapters versus housed chapters. Our population was roughly analogous to the RIT fraternity and sorority population. Of the 205 surveyed, 49 were female and 156 were male. The numbers represent 23% and 76% respectively. The entire population numbers closely resemble this at 34% and 65% respectively. The first question on the survey was “would you like to see alcohol allowed in the Greek houses?” 12.2% of females responded negatively and 55.1% responded positively; 32.6% had no opinion. The number was more one sided from the male perspective with regards to question this question. 83.9% of males responded positively while 8.3% responded negatively; 7.6% responded with no opinion. Regarding the second question “do you think alcohol consumption within Greek housing would adversely affect your chapter?” the gender split is fairly similar. Men responded 8.3% positively, 78.2% negatively, and 13.4% with no opinion. Females responded similarly with slightly less resolve: 14.2% positive response, 63.2% negative and 22.4% had no opinion. Historically this issue was broken down into a free standing housing versus non- freestanding housing issue as it was surmised that this would negatively impact recruitment of non-housed chapters. When answering question number one we saw that the breakdown for houses on Charters Way was 86.5% positive, 4.6% negative, and 8.7% no opinion. We note that this rift does indeed exist, but there is still a significantly drop in individuals who responded positively down to 50.8%, therefore there is an increase in both negative feedback at 23.7% and 25.4% no opinion feedback in regards to members not housed on Charters Way.

==Aside on Recommendations==There have been many alternatives suggested for the proper usage of alcohol within the Greek community. As has been discussed previously, there are several alternative situations that need to be accounted for in order appease all parties involved. The issue ultimately hinges on both safety and responsibility. The privileges desired must be provided in a magnitude that does not lead to a dangerous environment for students or the university. This “dangerous environment” pertains to both the healthcare and legality of all involved. It is therefore under this guidance that the IFC will recommend both large scale changes, potentially affecting the whole campus, and specific recommendations that will affect small populations of Greek life. We yield to the expertise of the office of student affairs and administration of RIT in order to decide which suggestions will strike the best balance for all parties involved. It is the suggestion of this committee that any suggestion be employed merely as a temporary solution to be revisited at a future time. Lastly, it should be noted that this consistent revision is, in fact, what this committee’s goal has been: to take the work previously done (most notably the moratorium in 2005) and to decide if such actions have indeed yielded the desired outcomes or if they should be reworked. It is the belief of this committee that they can be improved to provide a better, safer campus.

Recommendations

- Reworking the EVR rules to allow for a more expeditious form of creating an event where alcohol may responsibly be consumed. Rational: It became clear during the course of our work that while alcohol is allowed on campus such an event requires months of planning (~ 2

months). Such forethought is non-conducive to the college environment where the events are being planned by students in a fast paced environment. Additionally, we found that this type of environment stifles the ability of legally aged students from effectively planning events within the bounds of the RIT policies.

- Whereas the dorms are dry and there appears to be a specific callout for the Greek basements, we suggest that the possession of alcohol be permitted within specially contained areas (lockers), within the Greek tunnel area, so that individuals over the age of 21 may store but not consume alcohol. Rational: The use of lockers mitigates issues with individuals providing a dangerous environment for both themselves and their chapters by allowing them a place to store the alcohol which they are legally entitled to possess in a place other than their living quarters or cars. This system can be placed in check by allowing Residential Life or Campus Safety access to said lockers via a key system or some other mechanism.
- We propose that possession of alcohol within the freestanding houses should be allowed for members over the age of 21. Rational: We felt that there was no good general manner in which oversight of this rule could be enforced except to limit such possession to the rooms of the appropriately aged individuals.
- Alcohol shall be barred from common areas of Greek houses except for designated times and events. Rational: One of the key factors we sought to impose upon this system was to make it enforceable. We believe that enforcing the same rules that are predicate upon apartments not only makes it easy to enforce such rules but makes it more reasonable to have a proper relationship between officials charged with enforcing the policy, such as Residence Life and Campus Safety, and the tenants. Knowing that there is a line and that the line is at a specific time and place would aid greatly in explaining the rules.
- Alcohol shall be allowed in common areas on Friday and Saturday from 12PM until 2 AM the following day. Other times can be arranged if approved by the community advocate. Rational: Such a rule limits the use of alcohol to weekend nights when students do not have the responsibility of attending class the following morning.
- Houses may have a maximum of two age appropriate guests capable of consuming for every resident present that is over the age of 21, with a maximum that is the occupancy limit of the house. Rational: This will allow persons of legal age to drink and have others join them while not allowing excessive numbers of people drinking and fostering a “party atmosphere”.
- Events with more than one guest (non-member) per occupant in the house should be registered with the Community Advisor. Rational: This allows alcohol to be controlled through a system similar to the EVR system. Like in recommendation 6 the number of people allowed to consume alcohol in one place is still limited.

Recommended Changes to policy as a result

From the data collected the Greek Responsible Drinking Task Force has concluded that the moratorium did not achieve the goals for which it was put in place. Furthermore it is the recommendation of this Task Force that the moratorium be lifted or adjusted to provide for a safe community for all at RIT while still allowing of age students the privilege of alcohol consumption within their dwellings.