



# DRUG-FREE SCHOOLS & COMMUNITIES ACT

**Biennial Review**  
2020–2021 | 2021–2022





# INTRODUCTION

The following report was prepared by the Drug-Free Schools and Campus Communities Task Force (Taskforce) at Florida Institute of Technology (Florida Tech) in order to meet the requirements of the Drug-Free Schools and Campus Communities Act. Section 22 of the Drug-Free Schools and Campus Communities Act Amendments of 1989 added section 1213 to the Higher Education Act, which requires institutions of higher education to adopt and implement a drug prevention program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees.

Florida Institute of Technology is committed to protecting the safety, health and well-being of all students and employees. Alcohol and drug abuse pose a threat to the health and safety of students and employees and the security of our equipment and facilities. For these reasons, the university is committed to the elimination of illegal drug and/or alcohol use and abuse in the workplace.

The following campus units provided data for this report:

- Vice President of Human Resources
- Director of Student Counseling Center
- Dean of Students/Student Conduct
- Director of Residence Life
- Director of Student Life and Orientation
- Director of Security

## ALCOHOL AND OTHER DRUGS (AOD) POLICY REVIEW

There are several Florida Tech policies that cover substance use and abuse.

Policy name	Method of distribution	Available online at*
<b>Alcohol/Drug-Free Workplace Policy</b>	Emailed to employees and students annually through Human Resources (HR)	<a href="http://floridatech.edu/policies/human-resources-policies/discipline-and-rules/drug-and-alcohol-policy">floridatech.edu/policies/human-resources-policies/discipline-and-rules/drug-and-alcohol-policy</a>
<b>Student Standards and Policies: Alcohol Policy</b>	Reviewed during new student orientation, and information is shared with all students annually	<a href="http://floridatech.edu/policies/student-handbook/standards-and-policies/alcohol-policy">floridatech.edu/policies/student-handbook/standards-and-policies/alcohol-policy</a>
<b>Student Standards and Policies: Drug Policy</b>	Reviewed during new student orientation, and information is shared with all students annually	<a href="http://floridatech.edu/policies/student-handbook/standards-and-policies/drug-policy">floridatech.edu/policies/student-handbook/standards-and-policies/drug-policy</a>
<b>Student Organization Manual: Alcohol Policy</b>	Shared each semester with students at organization procedures meetings	<a href="http://floridatech.campuslabs.com/engage/organization/studentorganizations/documents">floridatech.campuslabs.com/engage/organization/studentorganizations/documents</a>
<b>Greek Life Policies and Regulations: Alcohol Policy</b>	Shared each semester with students at Greek Life 101 and Town Hall	<a href="http://floridatech.edu/greeklife/resources">floridatech.edu/greeklife/resources</a>

\*All documents can be found in appendix.

### Annual Notification

An annual notification is sent to all employees and students that includes the following:

1. Standards of conduct
2. Legal penalties for unlawful possession or distribution of illicit drugs and alcohol
3. Health risks associated with AOD abuse
4. AOD programs available to employees and students
5. Disciplinary sanctions for violations of standards of conduct



# BIENNIAL REVIEW

In order to certify its compliance with the Part 86 Regulations, an IHE (Institution of Higher Education) must adopt and implement a drug prevention program to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by all students and employees both on school premises and as part of any of its activities. Creating a program that complies with the regulations requires an IHE to do the following:

- ✓ A. The annual distribution in writing to each employee, and to each student who is taking one or more classes for any type of academic credit except for continuing education units, regardless of the length of the student’s program of study, of:
  - ✓ 1. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
  - ✓ 2. A description of the applicable legal sanctions under local, state or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
  - ✓ 3. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
  - ✓ 4. A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to employees or students; and
  - ✓ 5. A clear statement that the IHE will impose disciplinary sanctions on students and employees (consistent with local, state and federal law) and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required by paragraph (A)(1) of this section. For the purpose of this section, a disciplinary sanction may include the completion of an appropriate rehabilitation program.
- ✓ B. A biennial review by the IHE of its program to:
  - ✓ 1. Determine its effectiveness and implement changes to the program if they are needed; and
  - ✓ 2. Ensure that the disciplinary sanctions described in paragraph (A)(5) of this section are consistently enforced.

# CURRENT ALCOHOL AND OTHER DRUGS (AOD) PROGRAMS AND INTERVENTIONS

## Employees

The university uses a third party, Resources for Living, an AETNA company, to provide [Employee Assistance Program \(EAP\)](#) services to employees.

The EAP program includes the following services:

- Services are confidential and available 24 hours a day, seven days a week.
- Six (6) professional counseling sessions per issue per year.
- Available to employees, household members and legal dependents who reside outside of the home up to age 26.
- Help available for a range of services including relationship support, stress management, work/life balance, family issues, grief and loss, depression, anxiety, substance misuse and self-esteem and personal development.
- Daily life assistance, including child care and home repair and maintenance.
- Management consultations.
- National provider network.
- Online resources such as articles, video resources, webinars, online apps (e.g., myStrength app), discount center, legal services, financial services and identity theft services.

## Utilization 2020–2021

### EAP utilization rate: 19%

Service Engagement	APR '20 MAR '21	YTD	Prior YTD
Total covered employees	993	993	1,151
Annualized utilization rate	19%	19%	14.8%
Total member services requested	186	186	168
Total organizational services and participants	34	34	29

### Employees seeking assistance with substance abuse: Zero (0)

Top Presenting Issues	APR '20 MAR '21	YTD	Prior YTD
Anxiety	24.6%	24.6%	14.3%
Relationship: Marital/Significant Other	15.5%	15.5%	20.8%
Stress/Distress	13.4%	13.4%	11.9%
Other Member/Benefit Inquiry	12.8%	12.8%	11.9%
Depressed Mood	7%	7%	13.7%
Relationship: Family	4.8%	4.8%	8.3%
Grief/Loss	3.7%	3.7%	1.8%
Legal	3.2%	3.2%	2.4%
Workplace: Job Loss/Elimination	2.7%	2.7%	0.6%

# CURRENT ALCOHOL AND OTHER DRUGS (AOD) PROGRAMS AND INTERVENTIONS

## Employees

### Utilization 2021-2022

#### EAP utilization rate: 23.7%

Service Engagement	Q1	Q2	Q3	Q4	YTD
Total covered employees	852	792	796	780	805
Annualized utilization rate	22.1%	33.6%	15.0%	24.4%	23.7%
Total member services requested	47	52	30	47	176
Total organizational services and participants	0	45	0	0	45

#### Employees seeking assistance with substance abuse: Zero (0)

Top Presenting Issues	Q1	Q2	Q3	Q4	YTD	Prior YTD
Anxiety	29.8%	46.2%	13.3%	21.3%	29.5%	25.5%
Other Member/Benefit Inquiry	21.3%	19.2%	10.0%	25.5%	19.9%	12.0%
Relationship: Marital/Significant Other	12.8%	3.8%	26.7%	14.9%	13.1%	16.7%
Stress/Distress	10.6%	0.0%	20.0%	8.5%	8.5%	12.0%
Depressed Mood	10.6%	9.6%	6.7%	4.3%	8.0%	6.8%
Self-Esteem/Personal Development	2.1%	3.8%	0.0%	6.4%	3.4%	2.6%
Relationship: Family	2.1%	1.9%	0.0%	8.5%	3.4%	3.1%
Legal	2.1%	1.9%	6.7%	4.3%	3.4%	3.1%
Grief/Loss	0.0%	3.8%	6.7%	2.1%	2.8%	3.1%
Financial	2.1%	1.9%	3.3%	0.0%	1.7%	1.6%

# CURRENT ALCOHOL AND OTHER DRUGS (AOD) PROGRAMS AND INTERVENTIONS

## Students

The university offers large-scale programs and small-scale activities throughout the academic year to increase awareness and prevent alcohol and drug abuse on campus. Several campus units provide a variety of campus events each semester to allow students to improve their attitude, knowledge and behavior intentions about alcohol and drugs.

### Student Counseling Center

The Student Counseling Center provides awareness, psychoeducation and resources throughout the academic year through a variety of outreach and consultation efforts. Also, the center provides counseling services to students free of charge for substance-related concerns, as well as connects students with other community resources for coordination and comprehensive care.

### Student Involvement

Student Involvement provides training and programming to promote AOD awareness and prevention each semester to all student organization, club and club sports leaders during the organization procedures meetings. This information is also provided to the student organization members each semester via email through the Student Organization Manual.

### Orientation

Orientation provides educational programming during the new student orientation programs for first-year students, transfer students and graduate students to promote AOD awareness and prevention each year during the Dean of Students session as well as the Residence Life 101 session.

### Residence Life

Residence Life provides educational programming to promote AOD awareness and prevention each year to all of our on-campus residents.

Type of Program	2020 2021	2021- 2022
Social	21	5
Health promotion	13	9
Academics and career	2	2
Diversity	4	10
Life skills	0	1
Drugs and alcohol awareness	5	7
Sustainability	2	5
Title IX	0	3
<b>TOTAL</b>	<b>47</b>	<b>42</b>

### Greek Life

Greek Life provides educational and values programming to promote AOD awareness and prevention each year to all members who are in a fraternity or sorority. Currently, that is 11% of the undergraduate population.

Type of Program	2020 2021	2021- 2022
Alcohol awareness	4	3
Drug awareness	4	3
<b>TOTAL</b>	<b>8</b>	<b>6</b>

# CURRENT ALCOHOL AND OTHER DRUGS (AOD) PROGRAMS AND INTERVENTIONS

## Student Conduct

The following is a summary of student AOD violations for 2020–2021 and 2021–2022 academic years.

There are more students found responsible for alcohol violations than drug violations, and most alcohol violations occur because of underage drinking. Our current alcohol and drug prevention programs specifically address this issue. There has been a decrease in the number of students found responsible for drug violations.

## Alcohol and Drug Violations

2020 2021	Not Responsible	Responsible	TOTAL
Alcohol violation	79	136	215
Controlled substance violation	22	47	69
2021 2022	Not Responsible	Responsible	TOTAL
Alcohol violation	48	77	125
Controlled substance violation	6	23	29

## Sanction Enforcement Consistency 2020-2021

Student Conduct reviews and publishes a summary of student conduct violations and a sanction summary each academic year. This annual review ensures the university enforces the disciplinary sanctions for violating standards of conduct consistently from year to year. Additionally, the university includes alcohol and drug violations as part of the university's annual security and fire safety report.

Violation	Issue	Fines	Disciplinary Warning		Alternative Action								Disciplinary Probation	Disciplinary Suspension	Expulsion	Dismissal from Academic Program	Residence Hall Probation	Removal from University Housing
			Verbal	Written	Apology	Parental Notification	Disciplinary Hold	Persona Non Grata	Community Service	Educational Programming	Grade Change/ Course Failure	Additional Sanctions						
1	Academic dishonesty	82					16			90	7		3					
2	Alcohol	79	47	97		54	61		11	75		10	7					
3	Compliance	25	15	56		24	9			7		2						
4	Controlled substances	31		1		27	47			28		21	12					
5	Damage	3	1	1	1		3											
6	Endangering conduct											3	1					
7	Facilities usage					3	3					3						
8	Fire Safety Equipment	5		28														
9	False information and impersonation	1	1			1				1								
10	Fraudulent behavior			1														
11	Freedom of expression																	
12	Hacking																	
13	Harassment			4			6					1						
14	Hazing																	
15	Physical abuse			2														
16	Public indecency																	
17	Responsibility of guests	8		7														
18	Sexual misconduct						1						1					
19	Stalking																	
20	Theft																	
21	University policies	3	6	15			4					3	1					
22	Violations of local/state/federal laws																	
23	Violent behavior						1											
24	Weapons (nonassault)	3		1			2						1					
25	Disorderly Conduct	3			1		1											

# CURRENT ALCOHOL AND OTHER DRUGS (AOD) PROGRAMS AND INTERVENTIONS

## Sanction Enforcement Consistency 2021-2022

Violation	Issue	Fines	Disciplinary Warning		Alternative Action								Disciplinary Probation	Disciplinary Suspension	Expulsion	Dismissal from Academic Program	Residence Hall Probation	Removal from University Housing
			Verbal	Written	Apology	Parental Notification	Disciplinary Hold	Persona Non Grata	Community Service	Educational Programming	Grade Change/ Course Failure	Additional Sanctions						
1	Academic dishonesty	12								35	37			5	1	1		
2	Alcohol	55	5	55		25	5		3	51		20	5				1	
3	Compliance	2		30			2											
4	Controlled substances	5	1	2		13	1			16		2	9	8	1			
5	Damage	4	2	7				1				2					1	
6	Endangering conduct													2				
7	Facilities usage																1	
8	Fire Safety Equipment	3		7														
9	False information and impersonation	3		2		1	1			2		1	1					
10	Fraudulent behavior			1		1	1						1					
11	Freedom of expression																	
12	Hacking																	
13	Harassment		1	1			1			1		2						
14	Hazing																	
15	Physical abuse	1				1							1					
16	Public indecency																	
17	Responsibility of guests	4										4						
18	Sexual misconduct			1								1						
19	Stalking																	
20	Theft	2		10	1	1						1	3	1				
21	University policies	4		14														
22	Violations of local/state/federal laws																	
23	Violent behavior																	
24	Weapons (nonassault)		1	6		1						6		1				
25	Disorderly Conduct																	

# CURRENT ALCOHOL AND OTHER DRUGS (AOD) PROGRAMS AND INTERVENTIONS

## Student Conduct

Student Conduct uses the following education-based programs for students to comply with the Drug-Free Schools and Communities Act (DFSCA):

- The Alcohol eCheckup To Go (e-CHUG) is an evidence-based, personalized online alcohol intervention designed by university counseling centers and psychologists.
- The Cannabis eCheckup To Go is an evidence-based, online prevention and intervention program designed to reduce cannabis use among college students. It is designed to help motivate students to reduce their level of cannabis use using personalized information about their behavior and risk factors.

Students who have been found responsible for violating the alcohol and drug policy are required to complete the online prevention and intervention program.

### 2020–2021 Program Completion

eCheckup To Go — Alcohol	
<b>SEX:</b>	
Male: 74% (55)	Female: 25% (19)
<b>STUDENT AFFILIATION:</b>	
Florida Tech: 100% (74)	
<b>YEAR LEVEL:</b>	
Freshman: 62% (46)	Sophomore: 23% (17)
Junior: 8% (6)	Senior: 6% (5)
<b>ARE YOU A MEMBER OF A FRATERNITY/SORORITY?</b>	
Yes: 18% (4)	No: 81% (60)
<b>ARE YOU A STUDENT-ATHLETE?</b>	
Yes: 24% (18)	No: 75% (56)
<b>ARE YOU CURRENTLY TAKING PRESCRIPTION MEDICATIONS?</b>	
Yes: 9% (7)	No: 90% (67)
<b>DO YOU CURRENTLY LIVE ON CAMPUS/IN-RESIDENCE?</b>	
Yes: 98% (73)	No: 1% (1)

eCheckup To Go — Marijuana	
<b>SEX:</b>	
Male: 87% (116)	Female: 12% (17)
<b>STUDENT AFFILIATION:</b>	
Florida Tech: 98% (131)	Nonstudent: 0% (1)
<b>YEAR LEVEL:</b>	
Freshman: 50% (67)	Not Applicable: 1% (2)
Junior: 14% (19)	Sophomore: 25% (34)
	Senior: 8% (11)
<b>ARE YOU A MEMBER OF A FRATERNITY/SORORITY?</b>	
Yes: 15% (21)	No: 84% (112)
<b>ARE YOU A STUDENT-ATHLETE?</b>	
Yes: 10% (14)	No: 89% (119)
<b>ARE YOU CURRENTLY TAKING PRESCRIPTION MEDICATIONS?</b>	
Yes: 21% (29)	No: 78% (104)
<b>DO YOU CURRENTLY LIVE ON CAMPUS/IN-RESIDENCE?</b>	
Yes: 88% (118)	No: 11% (15)

### 2021–2022 Program Completion

eCheckup To Go — Alcohol	
<b>SEX:</b>	
Male: 74% (14)	Female: 25% (15)
<b>STUDENT AFFILIATION:</b>	
Florida Tech: 98% (58)	Nonstudent: 1% (1)
<b>YEAR LEVEL:</b>	
Freshman: 57% (34)	Not Applicable: 2% (1)
Junior: 3% (4)	Sophomore: 32% (19)
	Senior: 2% (1)
<b>ARE YOU A MEMBER OF A FRATERNITY/SORORITY?</b>	
Yes: 6% (4)	No: 93% (55)
<b>ARE YOU A STUDENT-ATHLETE?</b>	
Yes: 23% (12)	No: 76% (39)
<b>ARE YOU CURRENTLY TAKING PRESCRIPTION MEDICATIONS?</b>	
Yes: 20% (12)	No: 79% (47)
<b>DO YOU CURRENTLY LIVE ON CAMPUS/IN-RESIDENCE?</b>	
Yes: 91% (54)	No: 8% (5)

eCheckup To Go — Marijuana	
<b>SEX:</b>	
Male: 85% (132)	Female: 14% (23)
<b>STUDENT AFFILIATION:</b>	
Florida Tech: 98% (153)	Other college student: 0% (1)
<b>YEAR LEVEL:</b>	
Freshman: 49% (75)	Not Applicable: 1% (2)
Junior: 14% (22)	Sophomore: 27% (41)
	Senior: 7% (12)
<b>ARE YOU A MEMBER OF A FRATERNITY/SORORITY?</b>	
Yes: 28% (4)	No: 71% (10)
<b>ARE YOU A STUDENT-ATHLETE?</b>	
Yes: 15% (24)	No: 84% (131)
<b>ARE YOU CURRENTLY TAKING PRESCRIPTION MEDICATIONS?</b>	
Yes: 20% (32)	No: 79% (123)
<b>DO YOU CURRENTLY LIVE ON CAMPUS/IN-RESIDENCE?</b>	
Yes: 88% (137)	No: 11% (18)

# EVALUATION AND RECOMMENDATIONS OF ALCOHOL AND OTHER DRUGS (AOD) PROGRAMS

## Program Strengths

The AOD Prevention Program strengths include:

- The university provides clear and comprehensive policies for students, faculty and staff regarding its alcohol and other drug policies and communicates the information annually to all.
- All university policies for students, faculty and staff are consistently reviewed annually.
- The university maintains accurate records of student violations and sanctioning processes. Policy enforcement and sanctioning is consistently implemented.
- Numerous events are hosted throughout the year by many different departments and areas. AOD prevention and education is a large focus of the campus.
- Strong and ongoing enhanced working relationships are maintained between Campus Security, Greek Life, Residence Life, Student Involvement and Student Counseling Center to ensure prevention awareness.

## Program Weaknesses

- The university does not provide individual surveying or conduct assessment regarding this report. However, survey indicators within the topic of alcohol and other drugs was assessed through the Student Life survey administered in Spring 2021. The response rate was one fifth of the student population. This lack of data prevents an effective analysis of trends.
- Programming was being completed by individual departments on campus, making it difficult to capture data. In Fall 2020, a student wellness department was created within student life to assist with universal programming for the campus. Their objectives included education and prevention for the student body.

## Program Recommendations

The AOD Prevention Program recommendations include:

- Through the ACHA-National College Health Assessment II, the university will annually implement and analyze a survey to provide a comprehensive picture on student health behaviors and perceptions of health, and identify prevalent health issues on campus.
- Offering a comprehensive, education-based program to the campus community. Beginning fall 2020, the university has added the following AOD prevention and intervention program for students:
  - » SafeColleges Training on Alcohol and Drug Abuse Prevention are powerful, evidence-based courses that stimulate change in students' attitudes and behaviors by presenting students with the many risks of abusing alcohol or drugs and detrimental effects that these can have on their lives. The list of courses is as follows:
    - Alcohol and Other Drugs
    - Marijuana: What You Should Know
    - Prescription Addiction Suite: Opioids, Stimulants and Depressants
- Expanding Biennial Review Committee to other campus units and the student population to address high-risk consumption in all student populations.
- Utilizing our efficient collaboration with Campus Security, improve partnership with Brevard County, Palm Bay Police and Melbourne Police to further increase awareness and educational opportunities for students.
- Continuing to review all policies and conduct standards to ensure uniformity across campus.

Through all policies and reviews, Florida Tech meets all requirements as outlined in the DFSCA. However, the dissemination of information can be enhanced through comprehensive programming instead of programming completed in departmental silos.

## Conclusion

The university organized a cross-departmental committee for the purpose of completing the biennial review of compliance with the Drug-Free Schools and Communities Act and conducted that review in order to summarize and evaluate the effectiveness of the university's programs and activities related to alcohol and drug prevention during the 2020–2021 and 2021–2022 academic years.

After review, Florida Tech is in compliance with the requirements of the Drug-Free Schools and Communities Act. Florida Tech has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs by our students and employees. Florida Tech is committed to protecting the safety, health and well-being of all students and employees and further is committed to the elimination of illegal drug and/or alcohol use and abuse in the workplace.

# APPENDIX: DRUG AND ALCOHOL POLICIES

## Alcohol/Drug-Free Workplace Policy

**Effective Date Jan. 3, 2017**

<b>Applicable Employee Classes:</b>	<b>Revised Date:</b>	<b>Approved by:</b>
All Florida Tech employees and students	February 3, 2022	Dwayne McCay, President

## 5.7 Drug and Alcohol Policy

### Policy Purpose

The Drug-Free Workplace Act of 1988 requires recipients of federal grants and certain federal contracts to certify that they will provide a drug-free workplace and establish an ongoing drug-free awareness program. The Drug-Free Schools and Communities Act Amendments of 1989 require employers receiving federal financial assistance to adopt and implement a program to prevent the use of illicit drugs and the abuse of alcohol for students and employees.

### Policy Scope

In accordance with the provisions of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989, all students and employees of Florida Institute of Technology must be advised of their required compliance as a condition for them to be engaged in employment or in the performance of any contract or grant or pursuit of a degree.

### Policy Statement

Students and employees must receive information annually regarding standards of conduct, a statement of the disciplinary sanctions that the university will impose for a violation of the standards set forth of conduct, a description of applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol, a description of health risks associated with the use of illicit drugs and the abuse of alcohol, and a description of available drug or alcohol counseling or treatment programs that are available.

## Procedures/Guidelines

### Standards Of Conduct

1. Students and employees are prohibited from the illegal use of drugs or alcohol on or off campus.
2. Any employee or student under the influence of alcohol and/or drugs will not be allowed on the job while in that condition.
3. The sale of alcoholic beverages or consumption of alcoholic beverages outdoors and in public areas is prohibited, except at scheduled events approved by the Office of the Dean of Students.

Florida Institute of Technology is committed to protecting the safety, health and well-being of all students and employees. All students and employees are expected to comply with applicable local, state and federal laws and university policies regarding the possession, use or sale of alcohol and drugs.

The university prohibits the unlawful manufacture, distribution, dispensation, sale, possession or use of any illicit drugs and alcohol by its students or employees on university premises or property or as part of any university activity.

### Reasonable Cause Drug And Alcohol Testing

A student or employee may be required to submit to an alcohol/drug test if reasonable suspicion exists to believe that they are under the influence of alcohol or illegal drugs. An employee will be immediately dismissed should they be directed to submit to such a test and refuse or fail to report to the testing facility within the required time allowed. Students and employees who test positive for alcohol or illegal drugs may be referred to Counseling and Psychological Services (CAPS) or the Employee Assistance Program (EAP) for professional assistance. Employees that refuse such assistance or who fail to follow the treatment outlined for their recovery are subject to dismissal. Students who are directed to submit to such test and refuse or fail to do so when asked are subject to suspension from the university.

Employees who are required to drive university vehicles as an essential job function must notify the Associate Vice President of Human Resources no later than five business days after any conviction for a criminal alcohol driving offense. Employees should notify their supervisor when they are under medically prescribed treatment with a controlled substance that may limit their ability to perform their job. Verification of required medication may be requested by the Office of Human Resources. Failure to provide requested verification may subject the employee to dismissal. Students should notify the office of the Dean of Students.

## APPENDIX: DRUG AND ALCOHOL POLICIES

Each employee, as a condition of employment, will abide by the policy. In addition, any employee engaged in the performance of a federal grant or contract will, as a condition of employment, notify his or her supervisor no later than five (5) days after any conviction under a criminal drug statute for a violation that occurred in the workplace. When a supervisor is notified by an employee of such a conviction, he or she shall immediately notify the Associate Vice President of Human Resources and the Vice President of the Office of Research and Sponsored Programs. The Office of Research and Sponsored Programs will notify the appropriate federal agency within ten (10) days of receiving notice of such conviction.

### Compliance Reference

The Drug-Free Workplace Act of 1988

The Drug-Free Schools and Communities Act Amendments of 1989

### Florida Alcohol Laws

The following summarizes some of the Florida state laws relating to alcohol:

Florida Statute 316.193-Driving Under the Influence: A person is guilty of the offense if the person is driving or in actual physical control of a vehicle and has a blood-alcohol level of 0.08 or more.

Any person who is convicted of a violation of 316.193 shall be punished: By a fine of:

- Not less than \$500 or more than \$1,000 for a first conviction.
- Not less than \$1,000 or more than \$2,000 for a second conviction; and

By imprisonment for:

- Not more than 6 months for a first conviction.
- Not more than 9 months for a second conviction.

Brevard County Ordinances- Alcoholic Beverages

City of Melbourne Ordinances-Alcoholic Beverages

Florida Statute 562.111 Possession of Alcoholic Beverages

### Florida Drug Laws

Under Florida Statute 893.13, it is unlawful for any person to sell, manufacture, or deliver, or possess with intent to sell, manufacture, or deliver, a controlled substance.

The following penalties are involved for violators depending on the classification and amount of drug involved:

Felony in the first degree	Up to 30 years imprisonment and a \$10,000.00 fine
Felony in the second degree	Up to 15 years imprisonment and a \$10,000.00 fine
Felony in the third degree	Up to 5 years imprisonment and a \$5,000.00 fine
Misdemeanor in the first degree	Up to 1 year imprisonment and a \$1,000.00 fine
Misdemeanor in the second degree	Up to 60 days imprisonment and a \$500.00 fine

Non-criminal charge - Other fines and civil penalties determined by court

Florida controlled substance list and schedules can be found under Florida Statute 893.03.

## APPENDIX: DRUG AND ALCOHOL POLICIES

### Cannabis (Marijuana) Trafficking Thresholds

Under Florida Statute 893.135 (1)(a), the crime of trafficking in cannabis is committed when a person knowingly possesses, sells, purchases manufactures, delivers, or transports 25 pounds or more of cannabis or 300 or more cannabis plants.

If a person is caught trafficking in cannabis, the minimum penalties they face are determined by the following cannabis trafficking thresholds:

- 3 years prison / \$25,000 fine  
25 to 1,999 pounds of cannabis
- 7 years prison / \$50,000 fine  
2,000 to 9,999 pounds of cannabis
- 15 years prison / \$200,000 fine  
10,000 pounds or more of cannabis

### Cocaine Trafficking Thresholds

Under Florida Statute 893.135 (1)(b), the crime of trafficking in cocaine is committed when a person knowingly possesses, sells, purchases, manufactures, delivers, or transports 28 grams or more of cocaine.

If a person is caught trafficking in cocaine, the minimum penalties they face are determined by the following cocaine trafficking quantity ranges:

- 3 years prison / \$50,000 fine  
28 to 199 grams of cocaine
- 7 years prison / \$100,000 fine  
200 to 399 grams of cocaine
- 15 years prison / \$250,000 fine  
400 grams to 149 kilograms of cocaine

**First Offense:** Not more than 20 yrs. If death or serious injury, not less than 20 yrs., or more than life. Fine \$1 million if an individual, \$5 million if not an individual. **Second Offense:** Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.

## Responsibilities

### Resources Related To Alcohol And Drug Abuse Prevention And Assistance

The university recognizes that alcohol and drug abuse and addictions are treatable and that early intervention and support improve the success of rehabilitation. Available resources can be found on campus and within the community for students and employees who are dependent on, or who abuse the use of alcohol or drugs.

**For Employees:** Employee Assistance Program (EAP). The EAP provides professional counseling, consultation and information to all benefit-eligible employees and members of their household. Employees may visit with a counselor face to face, online with televideo or get in-the-moment support by phone. Services are free and confidential.

Phone: 877-398-5816 or [resourcesforliving.com](http://resourcesforliving.com)

**For Students:** Student Counseling Center. The student counseling center provides a variety of confidential, high-quality mental health and wellness services to assist students with their overall health, so they can successfully reach their own personal, academic, and career goals.

Phone: 321-674-8050 or [floridatech.edu/student-counseling-center](http://floridatech.edu/student-counseling-center)

Holzer Health Center. The student health center maintains, educates and improves the health and well-being of students with recognition and consideration of cultural differences and developmental level.

Phone: 321-674-8078 or [floridatech.edu/health](http://floridatech.edu/health)

### General Addiction Resources

Addiction Center: [addictioncenter.com](http://addictioncenter.com)

Addiction Group: [addictiongroup.org](http://addictiongroup.org)

Addiction Resource: [addictionresource.net](http://addictionresource.net)

National Institute on Drug Abuse (NIDA): [drugabuse.gov](http://drugabuse.gov)

Start Your Recovery (SYR): [startyourrecovery.org/who/college](http://startyourrecovery.org/who/college)

Substance Abuse and Mental Health Services Administration (SAMHSA): [samhsa.gov](http://samhsa.gov)

### Treatment Resources

Find Treatment: [findtreatment.gov](http://findtreatment.gov)

Rehab Spot: [rehabspot.com](http://rehabspot.com)

SMART Recovery: [smartrecovery.org](http://smartrecovery.org)

## APPENDIX: DRUG AND ALCOHOL POLICIES

### Support Groups

Alcoholics Anonymous (AA): [aa.org](http://aa.org)

AA on the Spacecoast: [aaspacecoast.info](http://aaspacecoast.info)

Brevard Intergroup 24-hour hotline: 321-724-2247

Space Coast Young People (SCYP):  
[aaspacecoast.info/WhereWhen.htm](http://aaspacecoast.info/WhereWhen.htm)

Al-Anon/Alateen: [al-anon.org](http://al-anon.org)

Al-Anon/Alateen on the Spacecoast: [spacecoastal-anon.org](http://spacecoastal-anon.org)

Narcotics Anonymous (NA): [na.org](http://na.org)

NA on the Spacecoast: [spacecoastna.org](http://spacecoastna.org)

Nar-Anon: [nar-anon.org](http://nar-anon.org)

Nar-Anon on the Spacecoast: [naranonspacecoast.weebly.com](http://naranonspacecoast.weebly.com)

### Enforcement

#### University Disciplinary Procedures And Sanctions

1. Mandatory referral to the Employee Assistance Program or requirement to complete a rehabilitation program
2. Disciplinary Warning
3. Suspension
4. Termination

Any university student or employee who violates the alcohol or drug policy is subject to both the university's sanctions and to criminal sanctions provided by federal, state and local law.

Violations of university policy by students are addressed through the Student Code of Conduct.

[floridatech.edu/policies/student-handbook/standards-and-policies](http://floridatech.edu/policies/student-handbook/standards-and-policies)

When a student is found responsible for violating university policies, the following actions may be taken:

1. Disciplinary Hold—A change in student status that may preclude student from attendance, registering, altering an academic schedule, receiving transcripts or graduating.
2. Fines—A mandatory restitution and/or fines may be levied for any infraction.
3. Disciplinary Warning—Issued to indicate that behavior is in violation of university regulations and that continued misconduct or repetition of the behavior may bring more serious consequences.
4. Alternative Action—Alternative action may be required as part of a penalty and includes, but is not limited to, sanction in abeyance, educational programming and training, counseling assessment, restriction or loss of privileges, restitution, apology, residential relocation and/or community service. Community service will be unpaid and benefit a charitable or nonprofit organization, including Florida Tech.
5. Removal from University Housing—A student's housing contract is voided and he/she is required to vacate university residential facilities permanently or for a specified period of time. The student receives no refund of housing charges and forfeits the housing deposit.
6. Disciplinary Probation—A serious warning that defines a situation where further disciplinary action may result in either suspension or expulsion from the university.
7. Disciplinary Suspension—Separation from Florida Tech for a specified period of time and is required to leave the university. Return to campus may occur only with prior notification and approval of the Dean of Students.
8. Expulsion—Permanent separation from the university without opportunity for readmission at any time and required to leave the university within the time determined and cannot be on university property without the prior notification and permission of the Dean of Students.

When an employee is found responsible for violating university policies, the following actions may be taken:

### Legal Sanctions

It is unlawful to sell, give, serve, or permit to be served alcoholic beverages to a person under 21 years of age or to permit a person under 21 years of age to consume such beverages on the licensed premises. Florida Statute 562.11

It is unlawful for any person to possess an open container of an alcoholic beverage or consume an alcoholic beverage while operating a vehicle in the state or while a passenger in or on a vehicle being operated in the state. Florida Statute 316.1936

It is unlawful for a person under the age of 21 who has a blood-alcohol level of 0.02 or higher to drive or be in actual physical control of a motor vehicle. Florida Statute 322.2616

### Drug-Free Workplace

#### Applicability

It shall be the responsibility of the principal investigator (PI) to ensure that all employees engaged in the performance of a respective contract or grant are provided with a copy of this policy. The Office of Human Resources will ensure notification of this policy to all employees on an annual basis. The Dean of Students will ensure notification to all students.

#### Policy Requirements

Florida Institute of Technology is committed to protecting the safety, health and wellbeing of all students and employees. Therefore, the university prohibits the unlawful manufacture, distribution, dispensation, sale, possession or use of any illicit drug by its faculty, staff and student employees in its workplace.

An employee or student may be required to submit to an alcohol/drug test if reasonable suspicion exists to believe that they are under the influence of alcohol or illegal drugs. An employee will be immediately dismissed should they be directed to submit to such a test and refuse or fail to report to the testing facility within the required time allowed. Employees and students who test positive for alcohol or illegal drugs may be referred to Counseling and Psychological Services (CAPS) for professional assistance. Employees that refuse such assistance or who fail to follow the treatment outlined for their recovery are subject to dismissal. Students who are directed to submit to such test and refuse or fail to do so when asked are subject to suspension from the university.

Employees who are required to drive university vehicles as an essential job function must notify the director of human resources no later than five business days after any conviction for a criminal alcohol driving offense.

Employees should notify their supervisor when they are under medically prescribed treatment with a controlled substance that may limit their ability to perform their job. The supervisor may request verification of required medication. Failure to provide requested verification will subject the employee to dismissal. Students should notify the Office of the Dean of Students.

#### Legal Sanctions

Pursuant to state, federal and local law, it is unlawful for any person to sell, purchase, manufacture, deliver or possess with intent to sell, purchase, manufacture, deliver or use a controlled substance. Any person who violates the prohibitions under this policy or who is convicted under a criminal drug statute for a violation whether occurring in the workplace or outside the workplace will be subject to the university's disciplinary procedures up to and including dismissal and/or referral for prosecution. If the employee is not discharged under this policy, he/she may be required as a condition of continuing employment to participate to the university's satisfaction in a drug abuse assistance or rehabilitation program approved by the university.

Additionally, Florida Institute of Technology is committed to protecting the safety, health and wellbeing of all students and employees. Alcohol and drug abuse pose a threat to the health and safety of students and employees and to the security of our equipment and facilities. For these reasons, the university is committed to the elimination of illegal drug and/or alcohol use and abuse in the workplace. The university's Drug and Alcohol policy outlines the practice and procedure designed to correct instances of identified alcohol and/or illegal drug use in the workplace. The link to the university's Drug and Alcohol Policy is [floridatech.edu/policies/human-resources-policies/discipline-and-rules/drug-and-alcohol-policy](http://floridatech.edu/policies/human-resources-policies/discipline-and-rules/drug-and-alcohol-policy).

## APPENDIX: DRUG AND ALCOHOL POLICIES

### **Student Standards and Policies: Drug Policy**

#### **Effective Date Oct. 30, 2018**

The use, consumption, possession, sale, manufacture, trafficking or transfer of any illegal drug or controlled substance, as defined by Florida state and Federal law, for which the individual does not have a legal license or valid prescription is strictly prohibited. Use, display and/or possession of drug paraphernalia are prohibited. This includes but is not limited to bongos, pipes, hookahs, water pipes or any item modified or adapted for planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, converting, producing, processing, preparing, testing, analyzing, packaging, storing, containing, concealing, injecting, ingesting, inhaling, or otherwise introducing a controlled substance into the human body.

Drugs are defined as compounds that are illegal except when taken under a doctor's prescription for the individual named on the prescription.

The university may take action against a student for off-campus conduct if it is required by law to do so, if the conduct arises from university activities, if the conduct poses a significant threat to the safety or security of the university community, or if the conduct poses a significant threat of undermining the university's educational process.

Florida Tech is an educational institution, not a law enforcement agency, and therefore does not apply sanctions of the law. However, Florida Tech will not disregard the law and will not shield individuals from legal consequences of their actions, should they violate the law. In addition, individuals who violate the law are also subject to disciplinary action by the university.

### **Student Standards and Policies: Alcohol Policy**

#### **Effective Date Aug. 14, 2014**

Consistent with Florida and Federal law, the minimum legal drinking age on or off the Florida Tech campus is 21. Underage possession or consumption of alcoholic beverages, public intoxication, driving or operating a motor vehicle or other mode of transportation while under the influence of alcohol or other substance, distribution or sale of alcohol, possession of a common source container, or excessive or rapid consumption of alcohol are violations of the alcohol policy.

Possession, consumption or distribution of alcohol by any person who is under the age of 21 is prohibited. Possession, consumption or distribution of alcohol in any common space including but not limited to a hallway, stairwell, lounge or bathroom is prohibited.

A student who is 21 years of age or older may possess and/or consume the permissible amount of alcohol in his/her residence hall room or apartment provided that no other individual under the age of 21 is present, unless that individual is the roommate. The door to the room or apartment must be closed when in possession or consuming alcohol. No guest under the age of 21 is allowed in the residence hall room of a 21-year-old student while alcohol is being consumed.

An individual who is 21 years of age or older may possess and/or consume alcohol in the room of another 21-year-old student provided that no one under the age of 21 is present. Abiding by the alcohol policy is the responsibility of all students.

Public intoxication is the appearance on campus or at a university activity in a state of intoxication. Facilitating, arranging or participating in any alcohol consumption activity that facilitates or encourages competitive, rapid or excessive consumption of alcohol regardless of age is prohibited. Examples include without limitation, keg standing, alcohol luges and drinking games. Containers of alcoholic beverages over 40 ounces including but not limited to wine, beer, liquor, mini-kegs, beer balls, trash cans, tubs or punch bowls are prohibited. Individual possession of alcohol is limited to either one six-pack of beer or 40 ounces of liquor or wine per student who is at least 21 years old and is a resident of the room or apartment. Displays of alcohol beverages, funnels, empty alcohol boxes or containers, or shot glasses are prohibited.

The sale of alcoholic beverages or consumption of alcoholic beverages outdoors and in public areas is prohibited, except at scheduled events approved by the Office of the Dean of Students.

Additionally, Florida Institute of Technology is committed to protecting the safety, health and wellbeing of all students and employees. Alcohol and drug abuse pose a threat to the health and safety of students and employees and to the security of our equipment and facilities. For these reasons, the university is committed to the elimination of illegal drug and/or alcohol use and abuse in the workplace. The university's Drug and Alcohol policy outlines the practice and procedure designed to correct instances of identified alcohol and/or illegal drug use in the workplace. View the university's Drug and Alcohol Policy at [floridatech.edu/policies/human-resources-policies/discipline-and-rules/drug-and-alcohol-policy](http://floridatech.edu/policies/human-resources-policies/discipline-and-rules/drug-and-alcohol-policy).

## APPENDIX: DRUG AND ALCOHOL POLICIES

### **Student Organization Manual: Alcohol Policy**

Consistent with Florida and Federal law, the minimum legal drinking age on or off the Florida Tech campus is 21. Underage possession or consumption of alcoholic beverages, public intoxication, driving or operating a motor vehicle or other mode of transportation while under the influence of alcohol or other substance, distribution or sale of alcohol, possession of a common source container, or excessive or rapid consumption of alcohol are violations of the alcohol policy.

Possession, consumption or distribution of alcohol by any person who is under the age of 21 is prohibited. Possession, consumption or distribution of alcohol in any common space including but not limited to a hallway, stairwell, lounge or bathroom is prohibited.

A student who is 21 years of age or older may possess and/or consume the permissible amount of alcohol in his/her residence hall room or apartment provided that no other individual under the age of 21 is present, unless that individual is the roommate. The door to the room or apartment must be closed when in possession or consuming alcohol. No guest under the age of 21 is allowed in the residence hall room of a 21-year-old student while alcohol is being consumed.

An individual who is 21 years of age or older may possess and/or consume alcohol in the room of another 21-year-old student provided that no one under the age of 21 is present. Abiding by the alcohol policy is the responsibility of all students.

Public intoxication is the appearance on campus or at a university activity in a state of intoxication. Facilitating, arranging or participating in any alcohol consumption activity that facilitates or encourages competitive, rapid or excessive consumption of alcohol regardless of age is prohibited. Examples include without limitation, keg standing, alcohol luges and drinking games. Containers of alcoholic beverages over 40 ounces including but not limited to wine, beer, liquor, mini-kegs, beer balls, trash cans, tubs or punch bowls are prohibited. Individual possession of alcohol is limited to either one six-pack of beer or 40 ounces of liquor or wine per student who is at least 21 years old and is a resident of the room or apartment. Displays of alcohol beverages, funnels, empty alcohol boxes or containers, or shot glasses are prohibited.

The sale of alcoholic beverages or consumption of alcoholic beverages outdoors and in public areas is prohibited, except at scheduled events approved by the Office of the Dean of Students.

## APPENDIX: DRUG AND ALCOHOL POLICIES

### Greek Life Policies and Regulations: Alcohol Policy

#### Alcohol Policy

- Consistent with Florida and federal law, the minimum legal drinking age on or off the Florida Tech campus is 21. Underage possession or consumption of alcoholic beverages, public intoxication, driving or operating a motor vehicle or other mode of transportation while under the influence of alcohol or other substance, distribution or sale of alcohol, possession of a common source container, or excessive or rapid consumption of alcohol are violations of the alcohol policy.
- Possession, consumption or distribution of alcohol by any person who is under the age of 21 is prohibited. Possession, consumption or distribution of alcohol in any common space including but not limited to a hallway, stairwell, lounge or bathroom is prohibited.
- A student who is 21 years of age or older may possess and/or consume the permissible amount of alcohol in his/her residence hall room or apartment provided that no other individual under the age of 21 is present, unless that individual is the roommate. The door to the room or apartment must be closed when in possession or consuming alcohol. No guest under the age of 21 is allowed in the residence hall room of a 21-year-old student while alcohol is being consumed.
- An individual who is 21 years of age or older may possess and/or consume alcohol in the room of another 21-year-old student provided that no one under the age of 21 is present. Abiding by the alcohol policy is the responsibility of all students.
- Public intoxication is the appearance on campus or at a university activity in a state of intoxication. Facilitating, arranging or participating in any alcohol consumption activity that facilitates or encourages competitive, rapid or excessive consumption of alcohol regardless of age is prohibited. Examples include without limitation, keg standing, alcohol luges and drinking games. Containers of alcoholic beverages over 40 ounces including but not limited to wine, beer, liquor, mini-kegs, beer balls, trash cans, tubs or punch bowls are prohibited. Individual possession of alcohol is limited to either one six-pack of beer or 40 ounces of liquor or wine per student who is at least 21 years old and is a resident of the room or apartment. Displays of alcohol beverages, funnels, empty alcohol boxes or containers, or shot glasses are prohibited.
- The sale of alcoholic beverages or consumption of alcoholic beverages outdoors and in public areas is prohibited, except at scheduled events approved by the Office of the Dean of Students.

#### Events with Alcohol

- Any event sponsored by an individual student, group of students or recognized student organization (on or off campus) where alcohol is present must be a CLOSED Event. A closed event is defined as one in which:
  - » A Social Event Registration form is submitted to the Director of Greek Life at least 24 hours before the event.
  - » The event is BYOB or catered by a licensed third party vendor with distribution to individuals of legal age being monitored by a designated sober host or server.
  - » A guest list is maintained at the door during the entire event and guests are signed in upon their arrival. The signed guest list must be submitted to the director's office no later than three business days following the event if requested.
  - » At no time may the number of persons at the event exceed the capacity limit established by the fire code for that building or area.
- Host Responsibility – The host of a registered event at which alcohol is present is responsible for the safety and behavior of all guests. The host is the individual, group or organization that holds the party or sponsors the event.
  - » It is expected that hosts of social functions will have per 200 guests a minimum of one non-drinking member at the door, two non-drinking members as sober monitors and one non-drinking 21-year old or older member (or hire a person in place thereof) to distribute alcohol at a BYOB event.
  - » If a group's (inter)national organization requires additional sober monitors, they must follow those requirements as well.
  - » In addition, sufficient food and nonalcoholic beverages other than water must be provided. These must be visible and readily available to all guests and displayed with the same prominence as the alcoholic beverages.
- Advertisements – Reference to drinking or alcoholic beverages may not be made in any advertising or promotion of social events. Prohibited are words, pictures, emojis or drawings that denote alcoholic beverages, drinking alcoholic beverages or both. This includes social media.
- No individual, group or organization may charge in any way at an event where alcohol is present.
- No organization may co-sponsor/host events with an alcohol distributor, charitable organization or tavern (tavern is defined as an establishment generating more than half of annual gross sales from alcohol) where alcohol is given away, sold or otherwise provided to those present.



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