



2024-2026

BIENNIAL REVIEW

OF ALCOHOL AND
OTHER DRUG
PROGRAMMING

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Introduction

The following report was written by the co-chairs of the University Alcohol and Other Drugs (AOD) Committee. This report was prepared to meet the requirements of the 1989 Amendments to the Drug-Free Schools and Campuses Act, as stated in Part 86 of the Education Department regulations, and is designed to document the alcohol and drug prevention efforts provided at this institution.

The Alcohol and Other Drugs (AOD) Committee consists of representatives from various divisions within the institution who provide oversight and help ensure that the institutional policies regarding alcohol and other drugs are equitable and promote a safe and healthy learning environment.

Alcohol and Other Drugs (AOD) Committee

As part of Arkansas Tech University's efforts to provide comprehensive alcohol and other drug programming and prevention, campus partners involved in alcohol and drug abuse prevention programs include, but are not limited to, the Title IX Office, Residence Life, Student Wellness, and Public Safety departments. Below is a list of the 2025-26 committee members:

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Wellness Case Manager and Co-Coordinator of AOD
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Biennial Review Process

The Alcohol and Other Drugs (AOD) Committee co-chairs are responsible for keeping record of all AOD programming that occurs on campus, maintaining an educational course for students who violate campus

policies, overseeing the implementation of an online alcohol awareness course for incoming students, and managing all other ongoing AOD initiatives.

The purpose of this review is (1) to determine whether the University is meeting its obligations under the Federal Drug-Free Schools and Campuses Regulations (DFSCR), (2) to summarize related programs, policies, and procedures, and (3) to recommend appropriate enhancements to those programs, policies, and procedures.

The University's procedure calling for a biennial review in compliance with statutory requirements is included in Appendix G and is maintained in the ATU Counseling Services' Policies and Procedures Manual within the Health and Wellness Center.

The following departments provided information considered in the biennial review:

- Student Conduct
- Public Safety
- Student Wellness
- Athletics
- Human Resources

The following materials and programs were examined as part of this biennial review:

- U.S. Department of Education, Complying with the Drug-Free Schools and Campuses Regulations: www.campusdrugprevention.gov/sites/default/files/2021-11/dfscr.pdf
- National Institute on Alcohol Abuse and Alcoholism, College Drinking - Changing the Culture: www.collegedrinkingleadingprevention.gov
- University database of programs and events: atu.presence.io
- Conduct reports from the Maxient student conduct database
- Arkansas Tech 2025-2026 Student Handbook, pages 24-29
- Arkansas Tech Faculty Handbook, pages 211-212
- Arkansas Tech Staff Handbook, section 201

Annual Notification Process

The University's process for distributing the Annual Alcohol and Other Drug Notification meets the requirements of the Drug-Free Schools and Campuses Regulations. The University issues a written notice to every new student and employee at the start of their enrollment or employment annually thereafter. That notice includes the following:

- Standards of conduct prohibiting unlawful possession, use, or distribution of illicit drugs and alcohol on the Institution's property or as part of its activities;
- A description of the health and safety risks associated with the use of illicit drugs and abuse of alcohol;
- A description of applicable legal sanctions under local, state, and federal law;
- A description of counseling or treatment programs;
- A clear statement and description of the disciplinary sanctions the Institution will impose on students and employees.

The annual notification is made available to students, faculty, and staff in multiple ways. An email is distributed at the beginning of the fall and spring semesters with a link to the annual notification. Students also receive a copy of the notification in their student handbook. Students must acknowledge receipt of the Student Handbook and other policies including the annual notification upon their first log in to OneTech (see Appendix H). New students are introduced to the annual notification when they complete the AlcoholEdu® College program. A link to the annual notification is included on the Jerry Cares and the Alcohol and Drug Abuse Prevention web pages on the University website.

Faculty and staff receive an email annually that notifies them that they have outstanding policies to acknowledge which include the annual notification. Faculty and staff must log in to OneTech to acknowledge receipt of these policies.

Copies of the notices issued in 2024-2025 and 2025-2026 are included in Appendix F.

Alcohol and Other Drugs (AOD) Policies

The following AOD policies and procedures were examined as part of this biennial review and are included in Appendices C, D, and E.

Policies applicable to students (Appendix C) can be found in the ATU Student Handbook at:

https://www.atu.edu/studenthandbook/ATU_Student_Handbook.pdf

Policies applicable to staff (Appendix D) can be found in the ATU Staff Handbook at:

<https://www.atu.edu/hr/docs/Staff%20Handbook%202025-26.pdf>

Policies applicable to faculty (Appendix E) can be found in the ATU Faculty Handbook at:

<https://www.atu.edu/academicaffairs/facultyhandbook.php>

Programming

Arkansas Tech University provides several avenues for students to seek help with alcohol and drug related issues. The Arkansas Tech Health and Wellness Center provides confidential education, individual counseling, assessment, case management, and referrals to community services. ATU Counseling Services provides an online assessment tool for students to receive feedback related to recent thoughts or behaviors that may be associated with common, treatable mental health or substance use concerns. The screening is anonymous and provides students with information and recommended next steps.

AOD prevention programming and educational services are provided campus-wide each semester. Prevention efforts focus on reaching all incoming students, student athletes, fraternity and sorority affiliated students, residence hall students, multicultural students, non-traditional students, and any other student attending the University through campus-wide, ongoing, and targeted programming. Collaboration with the Department of Student Conduct, Department of Public Safety, Department of Student Wellness, Department of Campus Life, and Department of Residence Life is essential in providing prevention programming to all students across campus.

During the fall of 2025, Arkansas Attorney General Tim Griffin presented his *One Pill Can Kill* initiative to Arkansas Tech University. 277 Arkansas Tech students attended this workshop, which at the time, was the highest attendance recorded for a fentanyl awareness event on a university campus in Arkansas. After learning about the dangers of fentanyl, students participated in a workshop teaching them how to recognize an overdose, properly administer Narcan, and access resources to help a peer in crisis.

The AOD Committee also works to provide year-round programming for the campus community. One program strategy implemented during this biennium has been normalizing healthy behaviors on campus to prevent substance abuse. Data collected by the AOD Committee on students' actual and perceived alcohol and other drug usage has been used to reset campus norms. In addition to modifying these norms, the AOD Committee has worked to provide students with alternative forms of sober entertainment and activities. Additional methods that the AOD Committee utilizes to provide substance use education include educational tabling, fulfilling program requests, and educational trainings.

Ongoing Programming

Since the fall semester of 2013, Arkansas Tech University has used AlcoholEdu® for College, an online alcohol education program. Participation in the course has been required of all incoming freshmen and transfer students under the age of 21. The course consists of training modules designed to increase knowledge about making responsible decisions regarding the use of alcohol. The course requires that students demonstrate their understanding of that knowledge by passing a final exam. The survey contained within the AlcoholEdu® College program provides an extensive data set on the alcohol and other drug use behaviors of incoming students. This survey gives the Committee an idea of what the student's behavior is prior to entering college and then again after they have been on campus for at least 30 days. In addition to helping the AOD Committee understand how these behaviors change once a student gets to campus, we can observe how the university compares to others in the region and the nation.

The Group Alcohol Workshop is a program implemented by a licensed counselor for students who have violated the university's alcohol policy. In this workshop, students receive the AUDIT assessment via email. Students independently complete the assessment prior to the workshop, and results are reviewed and discussed with the licensed counselor on the day of the workshop, to receive personalized feedback on their individual drinking habits. Following the individual sessions, students come together for the group workshop. During the workshop, the group collaborates to discuss problem drinking behaviors and increase their knowledge of warning signs that someone may be veering towards alcohol abuse.

Similarly, the Group Marijuana Workshop is a program implemented by a licensed counselor for students who have violated campus marijuana policies. Students are given the CUDIT assessment to complete prior to the workshop. At the workshop, students meet individually with the licensed counselor to receive personalized feedback on their marijuana habits as reported on the CUDIT. After the individual sessions, students collaborate to discuss risks related to marijuana use.

Campus-wide Programming

Below is a list of ATU's campus-wide prevention programs that occurred during this biennium.

2024-2025 Alcohol and Other Drug Programming

Title of Program	Date	# Attended	Department	Program Description	Type of Program
Alcohol Sanctions Workshop	Fall 2024, Spring 2025	19	Student Conduct, Student Wellness	Sanctions workshop for students who violate campus AOD policy.	Group-Based: Educational programs reserved for policy violators
Marijuana Sanctions Workshop	Fall 2024, Spring 2025	4	Student Conduct, Student Wellness	Sanctions workshop for students who violate campus AOD policy.	Group-Based: Educational programs reserved for policy violators
Opioid Overdose and Naloxone Training	August 2024	703	Student Wellness, AOD Committee, Public Safety	Overdose awareness and Naloxone training for new students and orientation leaders.	Group-Based: Orientation programming
Athlete Beginning of Year Meeting	August 2024	300	Athletics	Review of university AOD policies and campus resources for student-athletes.	Group-Based: Group-based programs delivered through Athletics
All Athlete Meeting: Know Your IX	August 2024	300	Title IX	Sexual assault prevention training, including alcohol and drug education.	Group-Based: Group-based programs delivered through Athletics
Zero Shades of Gray	August 2024	436	Campus Life, Title IX	Sexual assault prevention training, including alcohol and drug education.	Group-Based: Orientation programming
Fifth Quarter	September 2024	25	Student Wellness	Alcohol and drug-free student activity.	Environmental/Socio-Ecological: Alcohol-Free Social Options
Popcorn Not Pills	September 2024	30	Student Wellness	Alcohol and drug-free student activity.	Environmental/Socio-Ecological: Alcohol-Free Social Options
Cozy Campfire	September 2024	10	Student Wellness	Alcohol and drug-free student activity.	Environmental/Socio-Ecological: Alcohol-Free Social Options
Yea Glo House Party	October 2024	70	Student Wellness	Alcohol and drug-free student activity.	Environmental/Socio-Ecological: Alcohol-Free Social Options
Stop the Violence Rally	October 2024	30	Campus Life, Title IX	Sexual assault awareness campaign, including alcohol and drug education.	Universal: Awareness Campaign
Signs of a Healthy Relationship	October 2024	40	Title IX	Table event promoting healthy relationships and campus resources.	Universal: Awareness Campaign
Opioid Overdose and Naloxone Training	January 2025	12	Student Wellness, AOD Committee, Public Safety	Overdose awareness and Naloxone training for new students and orientation leaders.	Group-Based: Orientation programming
Drunk Driving Obstacle Course	April 2025	60	Public Safety, Sorority Life	Activity demonstrating the effects of alcohol impairment on driving.	Universal: Awareness Campaign
Sexual Assault Awareness Month (SAAM)	April 2025	N/A	Title IX	Sexual assault awareness campaign, including alcohol and drug education.	Universal: Awareness Campaign
Destress Fest	May 2025	N/A	Student Wellness	Alcohol and drug-free student activity.	Environmental/Socio-Ecological: Alcohol-Free Social Options

2025-2026 Alcohol and Other Drug Programming

Title of Program	Date	# Attended	Department	Program Description	Type of Program
Alcohol Sanctions Workshop	Fall 2025, Spring 2026	11	Student Conduct, Student Wellness	Sanctions workshop for students who violate campus AOD policy.	Group-Based: Educational programs reserved for policy violators
Marijuana Sanctions Workshop	Fall 2025, Spring 2026	5	Student Conduct, Student Wellness	Sanctions workshop for students who violate campus AOD policy.	Group-Based: Educational programs reserved for policy violators
Opioid Overdose and Naloxone Training	August 2025	734	Student Wellness, AOD Committee, Public Safety	Overdose awareness and Naloxone training for new students and orientation leaders.	Group-Based: Orientation programming
Athlete Beginning of Year Meeting	August 2025	300	Athletics	Review of university AOD policies and campus resources for student-athletes.	Group-Based: Group-based programs delivered through Athletics
All Athlete Meeting: Know Your IX	August 2025	300	Title IX	Sexual assault prevention training, including alcohol and drug education.	Group-Based: Group-based programs delivered through Athletics
Zero Shades of Gray	August 2025	237	Campus Life, Title IX	Sexual assault prevention training, including alcohol and drug education.	Group-Based: Orientation programming
Title IX Table: Know Your IX	August 2025	30	Title IX	Tabling event promoting Title IX rights, consent, and campus resources.	Universal: Awareness Campaign
Narcan/Self Defense Training	September 2025	7	AOD Committee, Public Safety	Training on Naloxone administration and personal safety strategies.	Group-Based: Workshops/Seminars
Survivor Support Workshop	September 2025	10	Title IX	Workshop on supporting survivors of interpersonal violence.	Group-Based: Workshops/Seminars
One Pill Can Kill - Naloxone Training	November 2025	277	Campus Life, Student Wellness, AOD Committee, Public Safety	Educational program on fentanyl risks, overdose prevention, and naloxone use.	Group-Based: Workshops/Seminars
Drug Take Back	October 2025	N/A	AOD Committee, Public Safety	Medication take-back event promoting safe disposal of unused and expired medications.	Environmental/Socio-Ecological: Alcohol and Other Drug Committee
Greek 101	October 2025	110	Fraternity & Sorority Life, Public Safety	Alcohol and drug safety education for new fraternity and sorority members.	Group-Based: Group-based programs delivered through Fraternity & Sorority Life
Opioid Overdose and Naloxone Training	January 2026	24	Student Wellness, AOD Committee, Public Safety	Overdose awareness and Naloxone training for new students and orientation leaders.	Group-Based: Orientation programming
AOD Committee Survey	Spring 2026	191	AOD Committee	Campus-wide survey assessing student substance use to guide prevention programming and policy.	Universal or Entire Population Based Programs/Interventions
Rally Against Violence	March 2026	50	Campus Life, Title IX	Sexual assault awareness campaign, including alcohol and drug education.	Universal: Awareness Campaign
Cannon Dozier Project Presentation	March 2026	14	Fraternity & Sorority Life	Alcohol awareness presentation hosted by Alpha Phi Alpha Fraternity, Inc.	Group-Based: Group-based programs delivered through Fraternity & Sorority Life

2025-2026 Alcohol and Other Drug Programming (Continued)

Title of Program	Date	# Attended	Department	Program Description	Type of Program
Alcohol Awareness Outreach	April 2026	N/A	Student Wellness	Alcohol awareness campaign promoting responsible decision-making.	Universal: Awareness Campaign
Drug Take Back	April 2026	N/A	AOD Committee, Public Safety	Medication take-back event promoting safe disposal of unused and expired medications.	Environmental/Socio-Ecological: Alcohol and Other Drug Committee
Interfraternity Council Alcohol Awareness Tabling	April 2026	30	Fraternity & Sorority Life	Tabling event promoting alcohol safety and responsible decision-making.	Universal: Awareness Campaign
Alcohol Safety & Awareness Session	April 2026	27	Fraternity & Sorority Life	Educational discussion on responsible alcohol use and risk reduction strategies.	Group-Based: Workshops/Seminars
Sexual Assault Awareness Month (SAAM)	April 2026	90	Title IX	Sexual assault awareness campaign, including alcohol and drug education.	Universal: Awareness Campaign
Destress Fest	April 2026	N/A	Student Wellness	Alcohol and drug-free student activity.	Environmental/Socio-Ecological: Alcohol-Free Social Options

Professional Development & Partnerships

In the interest of remaining up to date on the best practices and strategies in the field of college Alcohol and Other Drug prevention, the co-chairs and other members of the AOD Committee will engage in Professional Development opportunities such as conferences and trainings. The Conferences and trainings that committee members attended include:

Date	Event	Type of Event
July 15th, 2024	ACN Summer Session	Conference
November 27th, 2024	Stop Overdose Summit	Conference
January 15th, 2025	NASPA Strategies Conference	Conference
June 12th, 2026	CARE4YOU: Rethinking Addiction: A Conversation on Stigma, Fear, and Hope	Webinar
June 18th, 2026	ACN Summer Session	Conference

Another strategy the AOD Committee uses to remain well-informed is partnering with outside organizations. One such partnership is with the Arkansas Collegiate Network. The Arkansas Collegiate Network is comprised of campus prevention partners at higher education institutions across Arkansas that gather to strategize and share information and ideas for campus substance use prevention. The Arkansas Collegiate Network meets monthly to discuss current AOD prevention strategies and ideas.

Enforcement Analysis

Enforcement of the University's policies and procedures concerning alcohol and drug use is the responsibility of the Department of Public Safety, Department of Student Conduct, Department of Student Wellness, and Human Resources. The University's student conduct process can be found in Appendix J.

Using data from the Department of Student Conduct; the Committee has analyzed the data regarding the incidence of alcohol and drug policy violations. The following table summarizes the frequency of incidents involving alcohol and drugs that were reported to campus officials that occurred on campus or as part of Arkansas Tech University's activities, for which the students were found responsible:

	2024-2025	2025-2026	Total
Alcohol Violations	30	16	46
Alcohol Container Violations	2	1	3
Illegal Drug Violations	9	10	19
Improper Use of Prescription Drugs	0	0	0

The following table displays the number of alcohol policy violations per student classification:

	2024-2025	2025-2026	Total
Freshman	9	7	16
Sophomore	10	4	14
Junior	4	4	8
Senior	5	1	6
Graduate	2	0	2

The following table displays the number of Alcohol Container violations per student classification:

	2024-2025	2025-2026	Total
Freshman	2	0	2
Sophomore	0	0	0
Junior	0	1	1
Senior	0	0	0
Graduate	0	0	0

The following table displays the number of Illegal Drug Policy violations per student classification:

	2024-2025	2025-2026	Total
Freshman	2	2	4
Sophomore	3	3	6
Junior	3	2	5
Senior	1	3	4
Graduate	0	0	0

The following table displays the number of Prescription Drugs violations per student classification:

	2024-2025	2025-2026	Total
Freshman	0	0	0
Sophomore	0	0	0
Junior	0	0	0
Senior	0	0	0
Graduate	0	0	0

Enforcement Consistency Analysis

During adjudication, University adjudicators use a rubric that defines the sanctions for a student based on type and number of recurrences of the infraction (Appendix I). The following table displays the frequency of the prescribed sanctions for a violation of the alcohol and/or drug policies either individually or in combination with other disciplinary violations.

	Disciplinary Probation	Monetary Fine	Group Alcohol Workshop	Judicial Education Module	Ethical and Responsible Decision-Making Workshop	Suspension from Housing	Suspension/Expulsion From University
2024-2025	38	30	19	17	0	8	0
2025-2026	25	18	11	9	0	10	0
Total	63	48	30	26	0	18	0

	Warning	Group Marijuana Workshop	Alcohol Assessment	Loss of Privileges	Additional Sanctions	Letter of Apology
2024-2025	0	4	2	1	0	0
2025-2026	1	5	1	0	1	0
Total	1	9	3	1	1	0

Per the attached rubrics which state the sanctions for each violation (see Appendix I), first time alcohol offenders are to be sanctioned to a monetary fine, disciplinary probation, and participation in the Group Alcohol Workshop. The chart below shows the disciplinary measures used for students who violated the alcohol policy and who did not have additional charges requiring discipline.

	Total	Disciplinary Probation	Monetary Fine	Group Alcohol Workshop	Judicial Educator Module	Decision Making Workshop	Warning	Alcohol Assessment	Additional Sanctions
2024-2025	20	20	20	12	8	0	0	2	0
2025-2026	12	12	11	10	2	0	0	1	1

Exceptions were made to the requirement to complete the Group Alcohol Workshop because some students' schedules conflicted with the times the Group Alcohol Workshop was offered or the violations occurred during a time period the Group Alcohol Workshop was not offered, such as during the summer or winter break and may have been sanctioned to the Judicial Educator Module or other appropriate sanctions.

Per the attached rubrics which state the sanctions for each violation (see Appendix I), first time drug offenders are to be sanctioned with a removal from housing, 1-year probation, educational sanction, and/or suspension/expulsion from the University. The chart below shows the disciplinary measures used for students who violated the drug policy and who did not have any additional charges requiring discipline.

	Number of Violations	Disciplinary Probation	Suspension from Housing	Group Marijuana Workshop	Judicial Educator Module	Decision-Making Workshop	Suspension/Expulsion from the University
2024-2025	5	5	4	2	3	0	0
2025-2026	3	3	3	2	1	0	0

Students were consistently sanctioned to disciplinary probation, the Group Marijuana Workshop, and/or judicial educator module. Students were only suspended from housing if the infraction occurred on campus, and they resided in campus housing. Students who violated the policy off campus or did not live in campus housing were not suspended from University housing.

Alcohol and Other Drugs Prevalence

National College Health Assessment (NCHA)

During the fall of 2024, the American College Health Association surveyed 651 Arkansas Tech students using the National College Health Assessment. The survey collected data on a wide range of health and wellness issues, including alcohol, tobacco, and illicit drug use.

Key findings:

- 51.1% of students reported using alcohol at some point in their lives. Among those students, 82.2% reported use within the previous three months.
- 23.5% of students reported using cannabis at some point in their lives. Among those students, 42.8% reported use within the previous three months.
- 27.7% of students reported using tobacco or nicotine products at some point in their lives. Among those students, 68.3% reported use within the previous three months.
- 4.8% of students reported using prescription stimulants for nonmedical use at some point in their lives. Among those students, 9.7% reported use within the previous three months.

- 2.6% of students reported using prescription opioids for nonmedical use at some point in their lives. Among those students, 11.8% reported use in the previous three months.
- 1.1% of students reported using other illicit drugs at some point in their lives. Among those students, 75% reported use in the previous three months.

AOD Committee Survey

During the spring 2026 semester, the ATU Alcohol and Other Drug Prevention Committee utilized a survey to identify potentially problematic drinking and substance abuse behaviors on campus. There were 191 students who participated in the survey.

Key findings:

- 6.28% of respondents reported using e-cigarettes/vapes on a daily basis.
- 4.19% of respondents reported using cigarettes on a daily basis.
- 2.62% of respondents reported using smokeless tobacco on a daily basis.
- 2.10% of respondents reported using marijuana on a daily basis.
- 1.57% of respondents reported using stimulants on a daily basis.
- All other substances measured had a daily usage percentage below 1.06%.

Substance	Mean Days	Perceived Days	Daily %	15+ Day %	10+ Day %	At All %
Alcohol	1.65	8.02	0.52%	2.10%	4.70%	31.94%
Cigarettes	1.61	7.21	4.19%	4.19%	5.24%	9.94%
E-Cigs/Vaping	2.57	18.38	6.28%	8.38%	8.38%	10.99%
Cigars	0.34	2.72	0.52%	0.52%	0.52%	5.76%
Smokeless Tobacco	1.08	9.41	2.62%	3.66%	3.66%	5.24%
Marijuana	1.35	10.63	2.10%	4.19%	4.19%	10.47%
Methamphetamine	0.43	1.98	1.05%	1.05%	1.57%	1.57%
Opiates/Opioids	0.41	3.26	1.05%	1.05%	1.05%	2.62%
Cocaine	0.19	2.09	0.52%	0.52%	0.52%	1.05%
Ecstasy	0.19	2.01	0.52%	0.52%	0.52%	1.05%
Hallucinogens	0.2	2.9	0.52%	0.52%	0.52%	2.10%
Stimulants	0.64	5.61	1.57%	2.10%	2.10%	3.14%
Tranquilizers	0.18	1.87	0.52%	0.52%	0.52%	0.52%

Recommendations

The biennial review identified several strengths of the University's Alcohol and Other Drug (AOD) Prevention Program, including:

- Continuation of the AOD Committee

- Collaboration with the Arkansas Collegiate Network
- Continuing education opportunities for staff
- Employment of Peer Health Advocates to provide peer support and programming
- Multiple avenues for distributing the annual notification to students, staff, and faculty
- Analysis of data from the annual AOD Survey to identify students' substance use habits and guide future programming efforts
- Provision of alcohol- and drug-free student events on campus
- Maintenance of a campus Behavioral Intervention Team (CARE Team), which provides a means of reporting concerns and coordinating interventions for students, including those experiencing alcohol- and drug-related issues

The review also identified the following areas for growth:

- Low levels of faculty engagement in prevention efforts
- Low student participation in campus-wide AOD programming efforts
- Limited weekend activities available in the Russellville area
- Opportunities for enhanced utilization of Peer Health Advocates in prevention efforts
- Need for improved data collection methods related to ATU students' substance use habits
- Need for increased sober social events for students

Based on these findings, the following recommendations are intended to strengthen the University's Alcohol and Other Drug Prevention Program:

- Develop and implement prevention programming addressing e-cigarette and vaping use in response to AOD Survey findings.

- Develop and implement prevention programming addressing cigarette and smokeless tobacco use in response to AOD Survey findings.
- Continue supporting the campus Behavioral Intervention Team (CARE Team) as a resource for identifying, referring, and assisting students experiencing alcohol- and drug-related concerns.
- Continue collaboration with the Arkansas Collegiate Network and other community partners to provide alcohol and drug awareness programming.
- Expand the utilization of Peer Health Advocates to provide prevention education and increase opportunities for sober social engagement among ATU students.

Appendix A

AOD Program Category Types

Individual Based Programs/Interventions:

- Brief Assessment and Screening for College Students (BASICS)
- Motivational Interviewing
- Alcohol Screening Days
- Individual Assessment programs through Health Services
- Individual Assessment programs through Counseling Services
- Individual based counseling and intervention programs
- Referral programs to off-campus treatment providers for students
- Educational programs usually reserved for policy violators that individuals can voluntarily participate in

Group Based Programs/Interventions:

- Small Group Social Norms Interventions
- Alcohol Expectancies Program
- Peer Education/Theater Programs
- Alcohol and other Drug Programs delivered during Orientation programming
- Social Norms Marketing Campaigns
- Group based programs delivered through Residence Life, Fraternity and Sorority Life, Athletics
- Workshops, seminars, etc. delivered
- AA or Recovery based groups
- Curriculum Infusion Programs
- Educational programs reserved for policy violators

Universal or Entire Population Based Programs/Interventions:

- Online Alcohol Education Programs as AlcoholEdu® for College
- Social Marketing Campaigns
- Social Norms Marketing Campaigns
- Awareness Campaigns
- Social Media Campaigns
- Designated Drive/Safe Ride Programs
- Universal Programs Geared for all Staff and Faculty

Environmental/Socio-Ecological Based Programs/Interventions:

- Alcohol and Other Drug Committee
- Alcohol-Free Social Options
- Social Norms Campaign
- Increased Service Learning/Volunteer Opportunities
- Social Host Ordinance Development/Creation
- Responsible Beverage Service or Server Education Programs
- Enforcing Underage Drinking Law Programs

Appendix B

Athletic Department Drug Testing Policy

(From 2024-2025 Student Athlete Handbook)

Introduction

The administration of Arkansas Tech University recognizes a responsibility to ensure each student a safe, healthy, and supportive educational environment. Part of the administration's responsibility is to periodically take necessary precautions which provide for the welfare and safety of our student-athletes, coaching staffs, sports medicine staff, administration, and support personnel. Drug use can be detrimental to the physical and mental well-being of our student-athletes and university support personnel. It is our desire to discourage the use of illegal drugs, both on and off campus, and to provide a learning environment that is drug free at every level of the educational and athletic process. Arkansas Tech University athletes are viewed as leaders and role models and, as such, are respected and emulated by other individuals in the Arkansas Tech community. Leadership brings additional responsibilities. While off campus, student-athletes represent the University and depict its character. Therefore, it is expected that individuals at Arkansas Tech University exhibit leadership qualities and respectable character while off campus, as well as on campus.

Please read the following policy and sign the Drug Testing Policy consent form (which must be signed by parent or legal guardian if the student-athlete is under the age of eighteen). If you have any further questions concerning any part of this policy, please contact the Athletic Director, at (479) 968-0345.

Definitions

- 1. Controlled substance** – any substance as defined by the NCAA's list of banned-drug classes. The list consists of substances generally purported to be performance enhancing and/or potentially harmful to the health and safety of the student-athlete.
- 2. Positive Test** – The initial drug test shall be a urine specimen collected in a container designed to detect prohibited or controlled substances. A drug screening test will be considered positive once the confirmation or second test has been completed from the same specimen and confirms the results of the initial urine test. A positive test is defined as a test which indicates, in the opinion of the outside laboratory performing the testing, that an eligible student-athlete has used a prohibited or controlled substance based on traces of that substance detected in the student-athlete's urine specimen. A drug screening will also be considered positive if it is discovered by the outside laboratory that the provided urine sample has been altered or where foreign substances have been added to the sample in an effort to destroy or disguise traces of prohibited substances.
- 3. Eligible Student-Athletes** – any student-athlete participating in intercollegiate athletics at Arkansas Tech University. This also includes any student-athlete who is ineligible by NCAA guidelines but is still listed on the roster of any team.
- 4. Reasonable suspicion** – is defined as that quantity of proof or evidence that is more than intuition or strong feeling, but less than probable cause. Such reasonable suspicion must be based on specific contemporaneous, articulate observations concerning the appearance, behavior, speech, or body odors of the student-athlete. The observations may include indications of the chronic and/or withdrawal effects of prohibited substances or any of the following:
 - a. Reduced quality of academic or athletic performance.
 - b. Patterns of unexcused absence from academic classes or athletic meetings.
 - c. Inability to get along with others, excessive withdrawal or isolation.

- d. Frequent tardiness to academic classes or athletic meetings.
 - e. Decreased manual dexterity.
 - f. Impaired short-term memory.
 - g. Periods of unusual hyperactivity, irritability, or drowsiness.
 - h. When a denoted administrator, coach, or support staff has suspicion through the sense of smell, sight, or sound, or.
 - i. Presence or possession by a student-athlete of illegal or controlled drugs or drug-related paraphernalia.
5. Incident – Shall be defined as a positive drug test, or 2) a situation where a student-athlete covered under this policy is determined to be using or in possession of a controlled substance at an event as defined under this policy.

6. Refusal to Submit to Testing – shall include any or all the following:

- a. Failure to provide adequate urine for prohibited substances testing without a valid medical explanation after he or she has received notice of the 2requirement for urine testing; or
- b. Engaging in conduct that obstructs or interferes with the testing process; or
- c. Failure or refusal to execute the required forms provided in conjunction with the receipt of this policy or which are a part of the testing; or
- d. Failure to be readily available for requested testing; and/or e. Failure to report to and undergo prohibited substances testing as required. f. Any refusal to submit to testing will be considered to be a positive drug test and all appropriate action will be taken.

7. Events – this program applies to the following events:

- a. All on campus activities whether during or after normal school hours, and both between and within semesters.
- b. All school related field trips, activities, athletic events, and other extracurricular events, whether such activities are on or off campus, or;
- c. Student-athletes' misconduct relating to the use of illegal drugs or controlled substances outside of the University or the University's athletic setting.

Periodic Random Drug Screening

Arkansas Tech University will periodically randomly drug screen a select number of eligible student-athletes. New student-athletes will automatically be tested upon their arrival to the university. Several, not to exceed six, drug screening tests may be conducted during the course of the academic year. When a student-athlete sustains a positive lab result, the athlete will be subject to further testing at any time. Additionally, the NCAA may also require a mandatory PED screening test during each semester of the academic year (including the summer months). The NCAA may also require a drug screening test if a team is selected for post-season championship play. The drug screening test may include, but is not limited to, testing for marijuana (THC), cocaine (COC), amphetamines (AMP), benzodiazepines (BZO), methamphetamine (METH), buprenorphine (BUP), oxycodone (OXY), ecstasy (MDMA), barbiturates (BAR), methadone (MTD), phencyclidine (PPX), opiates (OPI 300). The drugs included in the testing procedure may be increased or decreased at the discretion of the athletic director or administration of Arkansas Tech University. A list of the specific drugs tested for in the drug screen, is available through the Athletic Director's office.

Reasonable Suspicion Drug Screening

Arkansas Tech University reserves the right to test any eligible student-athlete for the use of prohibited drugs and controlled substances when actions of said individual student-athletes are such to provide reasonable suspicion of the use of prohibited drugs or controlled substances. Any coach, administrator, support staff, faculty, or parents may report reasonable suspicion to the athletic director who will, along with the referring party, decide on the need for drug screening. Reports should be in writing stating the facts, times, dates, and involved parties.

Costs

Costs associated with the drug screening program will be covered as follows:

1. The initial drug screening cost will be assumed by Arkansas Tech University.
2. The cost for a second drug screening of the same specimen, to be used for confirmation of the first “positive” test, will be assumed by Arkansas Tech University.
3. A challenge by the student athlete of the drug screening, where subsequent drug screening is required, and the cost will be assumed by Arkansas Tech University.
4. Any additional testing required or requested will be the responsibility of the student-athlete or his/her parent/guardian. The outcome from any additional testing will have no bearing on the previous lab results.

Arkansas Tech University Drug Testing Procedure

Arkansas Tech University randomly tests its athletes for the use of illegal drugs and substances banned by the NCAA. The NCAA requires all student athletes to sign a consent form allowing for their random selection for drug testing before they can compete in collegiate athletics. Along with this NCAA form, each student-athlete will also be required to sign an Arkansas Tech University Drug Screening Consent form. (If the student is under the age of 18, both consent forms must also be signed by a parent or guardian). This will allow Arkansas Tech University to randomly select student-athletes from all its NCAA sponsored athletic events. Drug screening reports and other submitted information are confidential and may only be reviewed by university officials and affiliated clinical or fieldwork facilities with a legitimate educational interest in the material or, with the student's written consent, other third parties in accordance with the Family Educational Records and Privacy Act (FERPA).

One or more student-athletes from each sport sponsored by Arkansas Tech University in both the fall and spring semesters will be randomly selected by the computer for testing. The head athletic trainer will notify any student-athlete selected for testing in writing no more than twenty-four (24) hours in advance of the date or time of such testing. Once the student-athlete is notified that he or she is to be tested, he or she will be required to sign a statement denoting that he/she was informed concerning his/her selection for testing, testing time, and date of the test. Signed statements and other information obtained for the purpose of conducting a drug screen or obtained during the drug screen will be kept in the athlete's permanent medical file in the head athletic trainer's office separately from other student educational and academic records.

The method of testing will be urinalysis and the urine samples will be collected and tested by means of one-step testing of lateral flow immunoassays (urine in a specimen cup) utilizing generally accepted methods. If the urine cup indicates a positive result; the urine sample will be tested by private laboratory utilizing generally accepted pathological methods. The collection and coding of specimen samples will be executed in a manner to protect confidentiality. Specimen samples will be identified by number only. Prescription or over-the-counter medications shall be disclosed to the University prior to providing a urine sample or on the day immediately following the drug screen procedure.

Medications disclosed after the drug screen procedure might require written confirmation from the prescribing physician or pharmacist if requested by the athletic director. It is recognized that some legal, acceptable medications may result in a “positive” test result and will not cause ATU to implement any type of disciplinary procedures.

The site of the drug test will be determined by the head athletic trainer. Once the student athlete has reported and signed in for the sample collection, he/she must remain until an adequate urine sample has been acquired. The results of the drug screening will be reported to the athletic director. The athletic director reserves the right to notify the President of the University, head coach of that sport, the student-athlete’s parents, and the athletic training staff of the drug screening results. All initial positive tests can be challenged. If the initial test (urine specimen cup) is positive, a second test on the same urine specimen will be done by a laboratory to make sure that no error has occurred. The original sample will be sealed, packaged, and the paperwork will be completed in clear view of the athlete. The clinic will send the specimen to be analyzed and will return the results to the head athletic trainer. Student-athletes or their parent/guardian may obtain an additional confirmation test(s) from their preferred source at their expense. Such additional confirmation test(s) are considered solely to satisfy parent/guardian concerns and may have no bearing on changing the outcome of the initial “positive” test result. ATU reserves the right to administer disciplinary procedures based on the results of the initial test or the subsequent test conducted by Millard-Henry Clinic.

Student-athletes receiving a positive confirmation on their drug test will immediately enter the drug testing program.

Disciplinary Procedures

Any student-athlete receiving a confirmed “positive” drug test, if for a substance other than Tetrahydrocannabinol (THC), will be treated in the following fashion.

1. First positive test:

- a. The athletic director will be notified by email by the athletic trainer of the positive test. The athletic director will notify all staff he or she deems appropriate or necessary, (this shall include, but is not limited to the head coach, athletic trainer and faculty athletic representative). The athletic director will notify the parent(s)/legal guardian of the student-athlete’s positive test via email or letter outlining the disciplinary measures. Email and address will be provided by the student athlete.
- b. The student-athlete will be required to complete 10 hours of community service assigned by the head coach. The head coach is responsible for documenting the hours.
- c. Additional disciplinary measures will be left to the discretion of the Head Coach.
- d. The student-athlete will be tested every time the sport tests until his/her eligibility has expired or the student-athlete is no longer with the team, whichever occurs first.

2. Second positive test:

- a. The student-athlete will immediately be suspended from competition for 25% of the contests in the particular season for his/her sport. The suspension will be served immediately following the positive results. If there is not 25% of the contests remaining in the season, the suspension will carry over to the next season. The suspension will begin with the next available contest during that season, or it will be enforced with the first contest at the beginning of the next competitive season.

- b. The athletic director will notify the student athlete's parent(s)/legal guardian of the second "positive" test via email or letter outlining the disciplinary measures. Email and address will be provided by the student-athlete.
- c. The student athlete may participate with his/her team's practices or activities at the head coach's discretion.
- d. The student-athlete will be required to complete 20 hours of community service assigned by the head coach. The head coach is responsible for documenting the hours.
- e. Additional disciplinary measures will be left to the discretion of the head coach.

3. Third positive test:

- a. The student athlete will be suspended for one year from the date of the positive test and his or her athletic scholarship will be removed immediately. There will be no renewal of his/her scholarship, and any further punishment will be left to the discretion of the student-athlete's head coach.

THC Test Threshold

Aligning with the NCAA's recommended protocol set by the Committee on Competitive Safeguards and Medical Aspects of Sports, the Arkansas Tech Athletic Department will handle screening and discipline for THC in the following fashion: Administered drug tests will have a set THC Threshold of 150 nanograms per milliliter. If a student-athlete tests above the 150 nanograms per milliliter threshold disciplinary procedures will follow.

Failed THC Test Disciplinary Procedures

1. First positive test:

- a. No loss of eligibility if the school provides a management plan and education for the student-athlete.

2. Second positive test:

- a. No loss of eligibility if the school provides additional management and education and confirms the student-athlete was compliant with the original management and education plan. However, the student athlete must be withheld from 25% of regular-season contests if they were not compliant with the original management and education plan.

3. Third positive test:

- a. No loss of eligibility if the school provides additional management and education and confirms the student-athlete was compliant with the previous two treatment and education plans. However, the student athlete must be withheld from 50% of regular-season contests if they were not compliant with the previous management and education plan.

General Principles

A positive test by the NCAA or Great American Conference will be considered as an offense against this policy. Sanctions will be implemented by the appropriate governing policy. Once the student-athlete's eligibility has been restored, he/she will be subject to drug testing by Arkansas Tech University or the NCAA at any time during the rest of their career at Arkansas Tech University. The penalty for missing a scheduled drug test is the same as the penalty for testing positive for the use of a controlled substance.

If a student-athlete misses a scheduled drug test or refuses to submit to testing, they will be treated as “positive”, unless the absence has extenuating circumstances. Extenuating circumstances will be determined by a committee composed of the head athletic trainer, one male head coach, and one female head coach. If the absence is ruled extenuating by the committee, the student-athlete will have up to two (2) weeks to make-up their drug test.

Any student-athlete found selling, in the possession of any illegal drug or drug paraphernalia shall be reported immediately to the proper law enforcement authorities. The student-athlete may lose athletic grant in aid privileges and be removed from all participation, along with any other sanctions required by the University and Athletic Director.

Mandatory Requirements of Each Student-Athlete

Each student-athlete must sign an Arkansas Tech University Drug Screening Consent Form. It must also be signed by a parent or legal guardian if the student-athlete is under the age of eighteen.

Alcohol Consumption and Tobacco Use

ALCOHOL CONSUMPTION

Alcohol is a drug. As a drug, it has the potential for abuse by all those who use it. In our society, alcohol is highly visible, and its use heavily promoted. As a result, the dangers of alcohol consumption are often minimized and/or not fully understood.

Aside from the medical consequences of excessive alcohol consumption, there is always the impairment of judgment from even modest amounts of alcohol consumption. As a student-athlete, your ability to reason and make sound judgments is crucial to your success. Consumption of alcohol will affect your judgment and can create significant problems for you.

If you are under 21, it is illegal to consume or possess alcohol in the State of Arkansas. Public intoxication, on or off campus, and the use or display of alcoholic beverages in any public areas of the residence halls and all other areas of campus are violations of the Student Code of Conduct. Student offenders will be subject to disciplinary action, including possible suspension and dismissal from the University or criminal charges in the state court system.

It is in your best interest to refrain from alcohol consumption while a student-athlete at ATU. If you choose to consume alcohol, consider carefully the legal, medical, and psychological consequences which can result from its use. For further information, you are invited to discuss this with the ATU athletic training staff, your coach, or your family physician.

TOBACCO USE

Tobacco is an addictive drug. Repeated studies have shown that nicotine, the major component in all forms of tobacco, can result in addiction just as with other drugs. Numerous other studies also have confirmed the link between tobacco use and a whole range of medical problems, including a variety of cancers.

During the past few years, there has been a rise in the use of smokeless tobacco, particularly among young people. The medical dangers associated with smokeless tobacco also are widespread. In an attempt to discourage the use of this product by student-athletes and others associated with collegiate athletics, the NCAA has prohibited its use by all personnel during practice and competition. Players, coaches, managers, trainers, etc. observed using smokeless tobacco products before or during competition will be immediately ejected from that contest, in accordance with GAC regulations. If you value your health, you will refrain from the use of any and all tobacco products.

Safe Harbor Program

Allows for self-reporting of a substance problem without penalty.

A student-athlete eligible for the Arkansas Tech University Safe Harbor program may refer himself or herself to the Program for voluntary evaluation and counseling. A student is not eligible for the Program after he or she has been informed of an impending drug test or after having received a positive Arkansas Tech University, Great American Conference, or NCAA drug test.

Arkansas Tech University will work with the student-athlete to prepare a Safe Harbor treatment plan, which may include confidential drug testing. If the student-athlete tests positive for a banned substance upon entering the Safe Harbor Program, that positive test will not result in any administrative sanction unless the student-athlete tests positive in a subsequent retest or the student-athlete fails to comply with the treatment plan. The team physician may suspend the student-athlete from play or practice if medically indicated. A student-athlete will be permitted to remain in the Safe Harbor Program for a reasonable period of time, not to exceed thirty days, as determined by the treatment plan. A student athlete will not be permitted to enter the Safe Harbor Program thirty days prior to NCAA or Conference postseason competition.

If a student-athlete tests positive for any banned substance after entering the Safe Harbor Program or fails to comply with the Safe Harbor treatment plan, the student will be removed from the Safe Harbor Program, the initial Safe Harbor positive test will be treated as a first positive and a subsequent positive as a second positive test which will then be subject to the sanctions explained in this policy.

The Athletic Director and the student-athlete's head coach and assistant coaches may be informed of the student-athlete's participation in the Safe Harbor Program. The athletic trainer assigned to that sport may also be notified. The student-athlete's parents or guardian may also be informed. Other University employees may be informed only the extent necessary for the implementation of this policy.

Appendix C

2025-2026 Student Handbook:

Drug-Free Schools and Communities Act, Amendments of 1989

In accordance with the Drug-Free Schools and Communities Act Amendments of 1989, ATU has developed and implemented a program to prevent the unlawful possession, use, sale, or distribution of illicit drugs and alcohol by students and employees. ATU's annual Drug-Free Schools and Communities Act notification includes the items listed below. A complete description of these topics, as provided in the ATU's annual notification to students and employees, is available online at: https://www.atu.edu/jerrycares/alcohol_resources.php

Alcohol and Other Drugs Prevention Programs and Policy

This policy is mandated by and complies with the provisions of the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226). A copy of the biennial review may be found online at: https://www.atu.edu/jerrycares/alcohol_resources.php

Appendix D

Staff Handbook: Section 201

201 SMOKE AND DRUG FREE WORKPLACE

Clean Air on Campus Act of 2009; A.C.A. §§6-60-801 through 807; A.C.A. §20-27-1801

Clean Air on Campus Act

Definitions

“Campus” means all property, including buildings and grounds that are owned or operated by Arkansas Tech University.

“E-cigarette” means an electronic oral device that provides a vapor of nicotine or other substance that, when used or inhaled, simulates smoking, including without limitation a device that:

- A. Is composed of a heating element, battery, or electronic circuit or a combination of heating element, battery, and electronic circuit;
- B. Works in combination with a liquid nicotine delivery device composed, either in whole or in part, of pure nicotine and propylene glycol and manufactured for use with e-cigarettes; and
- C. Is manufactured, distributed, marketed, or sold as an e-cigarette, e-cigar, e-pipe, or under any other name or descriptor.

“Employee” means an individual who is employed by a state-supported institution of higher education in consideration for direct or indirect monetary wages or profit;

“Governing authority” means the administrative branch of the state-supported institution of higher education.

“Guest” means a visitor to the campus of a state-supported institution of higher education;

“Secondhand smoke” means smoke:

- A. Emitted from lighted, smoldering, or burning tobacco when the person is not inhaling;
- B. Emitted at the mouthpiece during puff drawing; and
- C. Exhaled by the person smoking.

“Smoking” means inhaling, exhaling, burning, or carrying any:

- A. Lighted tobacco product, including cigarettes, cigars, and pipe tobacco; and
- B. Other lighted combustible plant material; and

“Student” means an individual enrolled in a credit or non-credit course at a state-supported institution of higher education.

Specific Provisions

Effective August 1, 2009, use of any tobacco product, including, but not limited to smoking, dipping, or chewing tobacco is prohibited on campus. This policy shall be enforced by the Arkansas Tech University Department of Public Safety.

Smoking or the use of e-cigarettes is prohibited on each campus of state-supported institutions of higher education.

An individual or campus subject to the smoking prohibitions of this section shall not discriminate or retaliate in any manner against a person for making a complaint of a violation of this section or furnishing information concerning a violation to a person, campus, or governing authority.

Pursuant to Act 743 of 2009, beginning August 1, 2010, any person who smokes on campus shall in addition to the penalties set forth above, be guilty of a violation and upon conviction in Russellville District Court, shall be punished by a fine of not less than (\$100) one hundred dollars nor more than (\$500) five hundred dollars.

Student discipline

Students who violate this policy shall be disciplined as follows:

1. First Offense –Written warning.
2. Second Offense –Six months probation as defined in the Student Code of Conduct.
3. Third and subsequent Offenses - \$50.00 fine.

Employee discipline

Employees who violate this policy shall be disciplined as follows:

1. First offense – written warning
2. Second offense –Written reprimand placed in personnel folder
3. Third and subsequent Offenses - \$50.00 fine

Visitors/independent contractor discipline

Visitors or employees of independent contractors who violate this policy shall be disciplined as follows:

1. First offense –written warning 24
2. Second offense –banishment from campus

Students may appeal their sanction pursuant to the terms of the Student Code of Conduct. All others may appeal the sanction imposed pursuant to this policy by submitting a written appeal to the Human Resources Committee within five calendar days of the infraction.

Drug Free Workplace

State agencies that receive federal funds certify that they will maintain a drug free workplace. Failure to do so may result in a suspension of contracted payments, contract termination or debarment from future government awards. Any employees violating this policy will be subject to discipline up to and including termination.

State agencies, boards and commissions are required to certify that they are in compliance with the Drug Free Workplace Act of 1988. It is the policy of the State of Arkansas that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in a state agency's or institution's workplace is prohibited. Violation of this policy can subject employees to discipline up to and including termination. Accordingly, the following are policy statements which shall govern the various forms of controlled substance abuse on the university campus or in the university workplace.

1. The university will not differentiate between drug users and drug pushers or sellers. Any employee who gives or in any way illegally transfers a controlled substances to another person, or illegally sells or manufactures a

controlled substance, or illegally uses a controlled substance while on the job, on university premises, or in university vehicles will be subject to discipline up to, and including, termination.

2. The term “controlled substance” means any drug listed in 21 USC §812 and other federal regulations. Generally, these are drugs that have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, “crack”, and “ice”. Also included are legal drugs which are not prescribed by a licensed physician.
3. Each employee is required by law to inform the university within five days after he or she is convicted of violation of any federal or state criminal drug statute if such violation occurred on university premises. A conviction means a finding of guilt (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury in any federal court, state court, or other court of competent jurisdiction.
4. The university will notify the federal funding agency of the conviction of any employee for drug use or abuse who is employed in a position utilizing federal funds or a federal grant within ten days of receiving notice of the conviction from the employee or otherwise receiving actual notice of such conviction.
5. If an employee is convicted of violating any criminal drug statute while in the workplace, he or she will be subject to discipline up to, and including, termination. Alternatively, and at the sole discretion of the university, the employee may be required to successfully complete a drug rehabilitation program sponsored by an approved private or government institution.
6. Abiding by the Drug-Free Workplace policy is considered to be a condition of employment for all university employees. Human Resources will ensure that all 25 employees acknowledge, in writing, receipt of a copy of this policy.

Appendix E

Faculty Handbook: Pages 211-212

Drug Free Workplace

State agencies that receive federal funds certify that they will maintain a drug free workplace. Failure to do so may result in a suspension of contracted payments, contract termination or debarment from future government awards. Any employees violating this policy will be subject to discipline up to and including termination. State agencies, boards and commissions are required to certify that they are in compliance with the Drug Free Workplace Act of 1988. It is the policy of the State of Arkansas that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in a state agency's or institution's workplace is prohibited. Violation of this policy can subject employees to discipline up to and including termination.

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2. The term "controlled substance" means any drug listed in 21 USC §812 and other federal regulations. Generally, these are drugs that have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, "crack", and "ice". Also included are legal drugs which are not prescribed by a licensed physician.
3. Each employee is required by law to inform the university within five days after he or she is convicted of violation of any federal or state criminal drug statute if such violation occurred on university premises. A conviction means a finding of guilt (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury in any federal court, state court, or other court of competent jurisdiction.
4. The university will notify the federal funding agency of the conviction of any employee for drug use or abuse who is employed in a position utilizing federal funds or a federal grant within ten days of receiving notice of the conviction from the employee or otherwise receiving actual notice of such conviction. 212 5.

If an employee is convicted of violating any criminal drug statute while in the workplace, he or she will be subject to discipline up to, and including, termination. Alternatively, and at the sole discretion of the university, the employee may be required to successfully complete a drug rehabilitation program sponsored by an approved private or government institution.

6. Abiding by the Drug-Free Workplace policy is considered to be a condition of employment for all university employees. Human Resources will ensure that all employees acknowledge, in writing, receipt of a copy of this policy.

Appendix F



ANNUAL NOTIFICATION of ALCOHOL AND OTHER DRUGS PREVENTION PROGRAM AND POLICY, 2025-26

STANDARDS OF CONDUCT

Arkansas Tech University is committed to the maintenance of a drug and alcohol free work place and to a standard of conduct for employees and students that discourages the unlawful or unauthorized use, possession, storage, manufacture, distribution, or sale of alcoholic beverages and any illicit drugs or drug paraphernalia in University buildings, any public campus area, in University housing units, in University vehicles, or at any University affiliated events held on or off-campus, which are sponsored by students, or campus organizations (including all fraternities and sororities). For Arkansas Tech University employees, compliance with this policy is a term and condition of employment. For Arkansas Tech University students and student organizations, compliance with this policy is a term and condition of continued enrollment/organizational registration. All violators of this policy or of federal, state, or local laws regarding drugs or alcohol will be subject to disciplinary action and possibly criminal prosecution.

DRUG AND ALCOHOL PREVENTION PROGRAMS AND TREATMENT RESOURCES

Arkansas Tech University utilizes evidenced-based strategic interventions, collaboration, innovation and the incorporation of the wellness dimensions to reduce harmful consequences of alcohol and other drug use. Drug and alcohol programming includes, but is not limited to:

- Providing education and awareness activities.
- Offering substance-free social, extracurricular, and public service options.
- Creating a health-promoting normative environment.
- Restricting the marketing and promotion of alcohol and other drugs.
- Limiting availability of alcohol and other drugs.
- Developing and enforcing campus policies and enforcing laws to address high-risk and illegal alcohol and other drug use.
- Providing early intervention and referral for treatment.
- All new undergraduate students are required to complete an online education program.
- Providing education for students who have violated alcohol and/or marijuana policies.

Arkansas Tech University has installed 50 Opioid Overdose Rescue Kits across the campus in Russellville in accordance with Act 811 of the 94th Arkansas General Assembly. These kits contain naloxone nasal spray. Naloxone can be used to reverse the effects of an opioid overdose. These kits can be found next to a fire

extinguisher and/or AED on the first floor of all campus educational buildings, sporting venues, student unions, the cafeteria, residence halls, and the Health and Wellness Center. Further information can be found on the Health and Wellness Center website.

Counseling services are provided on campus to students by calling (479) 968-0329 or by visiting the Health and Wellness Center located in the Doc Bryan Student Services Center, Suite 119. These services are provided by licensed counselors, but do not include drug rehabilitation or detoxification services. Please see a counselor for more referral resources.

Local Treatment Resources

Oasis Renewal 14913 Cooper Orbit Rd Little Rock, AR 72223 (501) 376-2747 www.oasisrenewalcenter.com	Recovery Health Systems 700 E Parkway Drive Russellville, AR 72801 (866) 921-0149 www.recoveryhealthsystems.com	Lake Point Recovery & Wellness 65 ARVAC Lane Russellville, AR 72802 (479) 219-5292 www.lakepointrecovery.org
Project Hope 420 Round Rock Rd. Russellville, AR 72802 (877) 491-3816 www.projecthoperc.com	Restored Life Services of Arkansas 107 N Boston Place Russellville, AR 72801 (479) 219-4100 www.restoredlifeservices.com	Turning Point at Saint Mary's 1710 W C Place Russellville, AR 72801 (479) 967-0701 www.saintmarysregional.com
Alcoholics Anonymous www.arkansascentraloffice.org	Narcotics Anonymous www.arscna.org	Celebrate Recovery locator.crgroups.info

UNIVERSITY POLICIES

Confiscation

Illegally possessed, used, manufactured, sold, or distributed substances, ingredients, or paraphernalia may be confiscated. The University may request, as a condition of presence on University property or participation in University activities, production of other items where the University reasonably determines that they are or contain evidence of a violation of this policy.

Use of Alcohol/Drugs as a Defense to Policy Violations

The use of drugs or alcohol will not serve as a defense to violations of University policies, including this policy.

Title IX Amnesty Policy

As the policy relates to incidents covered under Title IX, the University may offer amnesty to parties and witnesses to encourage reporting and participation in the process. See the following excerpt from the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures:

To encourage reporting and participation in the process, ATU maintains a policy of offering parties and witnesses amnesty from minor policy violations – such as underage consumption of alcohol or the use of illicit drugs – related to the incident.

Amnesty does not apply to more serious allegations such as physical abuse of another or illicit drug distribution. The decision not to offer amnesty is based on neither sex nor gender, but on the fact that collateral misconduct is typically addressed for all students within a progressive discipline system, and the rationale for amnesty – the incentive to report serious misconduct – is rarely applicable to a Respondent with respect to a Complainant.

ATU maintains a policy of amnesty for students who offer help to others in need. Although policy violations cannot be overlooked, ATU may provide purely educational options with no official disciplinary finding, rather than punitive sanctions, to those who offer their assistance to others in need.

Disciplinary Sanctions

Students violating the University policy on alcohol or other drugs are subject to sanctions up to and including expulsion from the University and referral for prosecution. Employees who violate the University's policy on alcohol or other drugs, or any criminal drug statute while in the workplace, will be subject to disciplinary action, up to and including termination. The University may notify parents or guardians of students under age 21 who are found to be in violation of the drug or alcohol policies as set forth in the Student Code of Conduct.

LEGAL SANCTIONS

Federal Penalties and Sanctions

Crime	Offense	Penalty
<i>Illegal Possession of a Controlled Substance</i>	1 st Conviction	Up to 1 year imprisonment and/or \$1,000 to \$100,000 fine
	After 1 Prior Drug Conviction	15 days to 2 years imprisonment and/or \$2,500 to \$250,000 fine
	After 2 or More Prior Drug Convictions	90 days to 3 years imprisonment and/or \$5,000 fine to \$250,000 fine
	1 st Conviction with more than 5 grams of Crack Cocaine; 2 nd Conviction with more than 3 grams of Crack Cocaine; or 3 rd or subsequent conviction with 1 gram or more of Crack Cocaine	5-20 years imprisonment and a fine up to \$250,000

Personal and real property used to possess or to facilitate possession of a controlled substance may be forfeited if that offense is punishable by more than 1 year imprisonment. Vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance may also be forfeited. Additional sanctions include civil fines of up to \$10,000; denial of federal benefits, such as student loans, grants, contracts, and professional commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses; and ineligibility to receive or purchase a firearm. Other sanctions vested within the authorities of

individual federal agencies are revocation of certain federal licenses and benefits such as pilot licenses and public housing.

Federal law prohibits, among other things, the manufacturing, distributing, selling, and possession of controlled substances as outlined in 21 United States Code, Sections 801 through 971. Depending on the amount, first offense maximum penalties for trafficking marijuana range from up to five years' imprisonment and a fine of up to \$250,000 to imprisonment for life and a fine of \$4 million. Depending on the amount, first offense maximum penalties for trafficking other controlled substances (e.g., methamphetamine, heroin, cocaine, cocaine base, PCP, LSD, fentanyl, and fentanyl analogue) range from five years to life imprisonment and fines range from \$2 to \$4 million. First offense penalties and sanctions for the illegal possession of small amounts of controlled substances, including marijuana, range from up to one year in prison or a fine of at least \$1,000. Penalties are more severe for subsequent offenses.

Students convicted of federal drug crimes may be ineligible to receive federal loans.

State of Arkansas Sanctions and Penalties

Crime	Offense	Penalty
<i>Underage DUI Law</i>	First Offense; Persons Under Age 21 with BAC of .02 or Higher	Suspension of Driver's License for 90 days; Fine of \$100 to \$500; Public Service; alcohol and driving education program and/or alcoholism treatment program
	Second Offense	Suspension of DL for 1 year; Fine of \$200-\$1,000; education and/or treatment program
	Third Offense	Suspension of DL for 3 years or until age 21, whichever is longer; Fine of \$500-\$2,000; at least 60 days Public Service; education and/or treatment program
<i>Driving While Intoxicated</i>	First Offense with BAC of .08 or intoxicated with a Controlled Substance	Suspension of License for 6 months; 24 hours to one year imprisonment; Fine of \$150 to \$1,000; public service if unable to pay fines; alcohol education program
	Subsequent Offenses	Increased prison time and fines
<i>Public Intoxication or Drinking in Public</i>		Fine up to \$500 and/or imprisonment in county jail for up to 30 days
<i>Possession or Purchasing Alcohol by a Minor</i>	Includes Possession by Ingestion	Fine of up to \$500; Probation; Driver's License suspensions up to one year; writing themes or essays on intoxicating liquors, wine, or beer
<i>Knowingly Furnishing to a Minor</i>	First Offense	Fine of up to \$2,500 and/or imprisonment in county jail up to 1 year
	Subsequent Offenses	Fine up to \$10,000 and/or 10 years in prison
<i>Manufacture or Delivery of a Controlled Substance</i>		3 years to life in prison; fines up to \$250,000
<i>Manufacture or Delivery of a Counterfeit Substance</i>		Up to 30 years in prison and fines up to \$15,000
<i>Possession of Controlled or Counterfeit Substances</i>		Up to 30 years in prison and fines up to \$15,000

Possession of Open Container Containing Alcohol in a Motor Vehicle		Up to 30 days in jail and a fine of up to \$500
Trafficking a Controlled Substance		Up to 60 years to life in prison and \$1,000,000 fine
Fentanyl	Possession	Up to 10 years in prison; fines up to \$10,000
	Possession with the purpose to deliver	Up to 30 years in prison and fines up to \$15,000
	Delivery of Fentanyl	10-40 years in prison
	Predatory marketing to minors	Life imprisonment and a \$1,000,000 fine
	Trafficking	25-60 years, or life, in prison and a \$1,000,000 fine

It is unlawful in Arkansas for any person to possess drug paraphernalia with the purpose to use the drug paraphernalia to introduce into the human body a controlled substance.

Medical Usage of Marijuana under Arkansas State Law

This policy prohibits the possession, use, manufacture, sale, or distribution of marijuana on University property or in University activities. Marijuana remains a controlled substance under federal law, and the University remains bound by federal laws prohibiting marijuana on University property or in its activities. This prohibition extends to all forms of marijuana, including state-authorized prescription medical marijuana. Students who wish to request reasonable accommodation for disabilities treated by state-authorized prescription medical marijuana should contact Disability Services and proceed through the University's disability accommodation process for determining any appropriate accommodations. Employees who wish to request reasonable accommodation for disabilities treated by state-authorized prescription medical marijuana should contact Human Resources and proceed through the University's disability accommodation process for determining any appropriate accommodations.

HEALTH RISKS

Alcohol — Can cause short term effects such as loss of concentration and judgment; slowed reflexes; disorientation leading to higher risk of accidents and problem behavior; long term effects include risk of liver and heart damage, malnutrition, cancer, and other illnesses; can be highly addictive to some persons.

Amphetamines (Adderall, methamphetamine) — Can cause short term effects such as rushed, careless behavior and pushing beyond your physical capacity, leading to exhaustion; tolerance increases rapidly, long term effects include physical and psychological dependence and withdrawal can result in depression and suicide; continued high doses can cause heart problems, infections, malnutrition, and death.

Cocaine (Crack) — Can cause short term effects such as impaired judgment; increased breathing, heart rate, heart palpitations; anxiety, restlessness, hostility, paranoia, confusion; long term effects may include damage to respiratory and immune systems; malnutrition, seizures, and loss of brain function; highly addictive.

Designer Drugs/Synthetic Cannabinoids (bath salts, K2, spice) — Can cause short term effects such as elevated heart rate, blood pressure, and chest pain; hallucinations, seizures, violent behavior, and paranoia; may lead to lack of appetite, vomiting, and tremor; long-term use may result in kidney/liver failure, increased risk of suicide and death.

Fentanyl — Can cause physical and psychological dependence; overdose may result in stupor, cold and clammy skin, cyanosis, respiratory failure, coma, and death; highly addictive; often added to other illicit drugs.

Hallucinogens (PCP, LSD, ecstasy, dextromethorphan) — Can cause extreme distortions of what's seen and heard; induces sudden changes in behavior, loss of concentration, and memory, increases risk of birth defects in user's children; overdose can cause psychosis, convulsions, coma, and death. Frequent and long-term use can cause permanent loss of mental function.

Inhalants (nitrous oxide, amyl nitrite, butyl nitrite, chlorohydrocarbons, hydrocarbons) — Can cause short term effects such as nausea, dizziness, fatigue, slurred speech, hallucinations, or delusions; may lead to rapid and irregular heart rhythms, heart failure, and death; long-term use may result in loss of feeling, hearing, and vision; can result in permanent damage to the brain, heart, lungs, liver, and kidneys.

Marijuana — Can cause short term effects such as slow reflexes; increase in forgetfulness; alters judgment of space and distance; aggravate pre-existing heart and/or mental health problems; long term health effects include permanent damage to lungs, reproductive organs, and brain function; Can interfere with physical, psychological, and social development of young users.

Nicotine Pouches - Can raise blood pressure, increase the risk of heart disease, and lead to dependency; in young people, nicotine harms brain development and can affect learning, attention, and cause mood problems.

Opiates/Narcotics (heroin, morphine, opium, codeine, oxycodone, china white) — Can cause physical and psychological dependence; overdose can cause coma, convulsions, respiratory arrest, and death; long term use leads to malnutrition, infection, and hepatitis; sharing needles is a leading cause of the spread of HIV and hepatitis; highly addictive, tolerance increases rapidly.

Sedatives — Can cause reduced reaction time and confusion; overdose can cause coma, respiratory arrest, convulsions, and death; withdrawal can be dangerous; in combination with other controlled substances can quickly cause coma and death; long term use can produce physical and psychological dependence; tolerance can increase rapidly.

Tobacco (cigarettes, cigars, chewing tobacco) — Can cause diseases of the cardiovascular system, in particular smoking being a major risk factor for a myocardial infarction (heart attack), diseases of the respiratory tract such as Chronic Obstructive Pulmonary Disease (COPD) and emphysema, and cancer, particularly lung cancer and cancers of the larynx and mouth; nicotine is highly addictive.

Vaping — Exposes users to nicotine, a highly addictive substance that can harm the body's development; the vapor contains toxic chemicals linked to lung injury, heart problems, and other serious illnesses.



ANNUAL NOTIFICATION of ALCOHOL AND OTHER DRUGS

PREVENTION PROGRAM AND POLICY, 2026-27

STANDARDS OF CONDUCT

Arkansas Tech University is committed to the maintenance of a drug and alcohol free workplace and to a standard of conduct for employees and students that discourages the unlawful or unauthorized use, possession, storage, manufacture, distribution, or sale of alcoholic beverages and any illicit drugs or drug paraphernalia in University buildings, any public campus area, in University housing units, in University vehicles, or at any University affiliated events held on or off-campus, which are sponsored by students, or campus organizations (including all fraternities and sororities). For Arkansas Tech University employees, compliance with this policy is a term and condition of employment. For Arkansas Tech University students and student organizations, compliance with this policy is a term and condition of continued enrollment/organizational registration. All violators of this policy or of federal, state, or local laws regarding drugs or alcohol will be subject to disciplinary action and possibly criminal prosecution.

DRUG AND ALCOHOL PREVENTION PROGRAMS AND TREATMENT RESOURCES

Arkansas Tech University utilizes evidence-based strategic interventions, collaboration, innovation, and the incorporation of the wellness dimensions to reduce harmful consequences of alcohol and other drug use. Drug and alcohol programming includes, but is not limited to:

- Providing education and awareness activities.
- Offering substance-free social, extracurricular, and public service options.
- Creating a health-promoting normative environment.
- Restricting the marketing and promotion of alcohol and other drugs.
- Limiting availability of alcohol and other drugs.
- Developing and enforcing campus policies and laws to address high-risk and illegal alcohol and other drug use.
- Providing early intervention and referral for treatment.
- All new undergraduate students are required to complete an online education program.
- Providing education for students who have violated alcohol and/or marijuana policies.

Arkansas Tech University has installed 50 Opioid Overdose Rescue Kits across the campus in Russellville in accordance with Act 811 of the 94th Arkansas General Assembly. These kits contain naloxone nasal spray. Naloxone can be used to reverse the effects of an opioid overdose. These kits can be found next to a fire extinguisher and/or AED on the first floor of all campus educational buildings, sporting venues, student unions,

the cafeteria, residence halls, and the Health and Wellness Center. Further information can be found on the Health and Wellness Center website.

Counseling services are provided on campus to students by calling (479) 968-0329 or by visiting the Health and Wellness Center located in the Doc Bryan Student Services Center, Suite 119. These services are provided by licensed counselors, but do not include drug rehabilitation or detoxification services. Please see a counselor for more referral resources.

Local Treatment Resources

Arisa Health 110 Skyline Dr Russellville, AR 72801 (479) 968-1298 www.arisahealth.org	Recovery Centers of Arkansas 6301 Father Tribou Street Little Rock, AR 72205 (501) 372-4611 www.rcofa.org	Lake Point Recovery and Wellness 65 ARVAC Lane Russellville, AR 72802 (479) 219-5292 www.lakepointrecovery.org
Project Hope 420 Round Rock Road Russellville, AR 72802 (877) 491-3816 www.projecthoperc.com	Restored Life Services 107 N Boston Place Russellville, AR 72801 (479) 209-4100 www.restoredlifeservices.com	Turning Point Behavioral Health 1710 W C Place Russellville, AR 72801 (479) 967-0701 www.saintmarysregional.com
Alcoholics Anonymous www.arkansascentraloffice.org	Narcotics Anonymous www.arscna.org	Celebrate Recovery www.celebraterecovery.com

UNIVERSITY POLICIES

Confiscation

Illegally possessed, used, manufactured, sold, or distributed substances, ingredients, or paraphernalia may be confiscated. The University may request, as a condition of presence on University property or participation in University activities, production of other items where the University reasonably determines that they are or contain evidence of a violation of this policy.

Use of Alcohol/Drugs as a Defense to Policy Violations

The use of drugs or alcohol will not serve as a defense to violations of University policies, including this policy.

Title IX Amnesty Policy

As the policy relates to incidents covered under Title IX, the University may offer amnesty to parties and witnesses to encourage reporting and participation in the process. See the following excerpts from the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures:

To encourage reporting and participation in the process, ATU maintains a policy of offering parties and witnesses amnesty from minor policy violations – such as underage consumption of alcohol or the use of illicit drugs – related to the incident.

Amnesty does not apply to more serious allegations such as physical abuse of another or illicit drug distribution. The decision not to offer amnesty is based on neither sex nor gender, but on the fact that collateral misconduct is typically addressed for all students within a progressive discipline system, and the rationale for amnesty – the incentive to report serious misconduct – is rarely applicable to a Respondent with respect to a Complainant.

ATU maintains a policy of amnesty for students who offer help to others in need. Although policy violations cannot be overlooked, ATU may provide purely educational options with no official disciplinary finding, rather than punitive sanctions, to those who offer their assistance to others in need.

Disciplinary Sanctions

Students violating the University policy on alcohol or other drugs are subject to sanctions up to and including expulsion from the University and referral for prosecution. Employees who violate the University's policy on alcohol or other drugs, or any criminal drug statute while in the workplace, will be subject to disciplinary action, up to and including termination. The University may notify parents or guardians of students under age 21 who are found to be in violation of the drug or alcohol policies as set forth in the Student Code of Conduct.

LEGAL SANCTIONS

Federal Penalties and Sanctions

Crime	Offense	Penalty
Illegal Possession of a Controlled Substance	1 st Conviction	Up to 1 year imprisonment and a minimum \$1,000 fine
	After One Prior Drug Conviction	15 days to 2 years imprisonment and a minimum \$2,500 fine
	After Two or More Prior Drug Convictions	90 days to 3 years imprisonment and a minimum \$5,000 fine

Personal and real property used to possess or to facilitate possession of a controlled substance may be forfeited if that offense is punishable by more than one year of imprisonment. Vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance may also be forfeited. Additional sanctions include civil fines of up to \$10,000; denial of federal benefits, such as contracts and professional commercial licenses, up to one year for first offense, up to five years for second and subsequent offenses; and restrictions on firearm possession under applicable federal law. Other sanctions vested within the authorities of individual federal agencies are revocation of certain federal licenses and benefits such as pilot licenses and public housing.

Federal law prohibits, among other things, the manufacturing, distributing, selling, and possession of controlled substances as outlined in 21 United States Code, Sections 801 through 971. Depending on the amount, first offense maximum penalties for trafficking marijuana range from up to five years' imprisonment and a fine of up

to \$250,000 to imprisonment for life and a fine of up to \$10 million. Depending on the amount, first offense maximum penalties for trafficking other controlled substances (e.g., methamphetamine, heroin, cocaine, cocaine base, PCP, LSD, fentanyl, and fentanyl analogues) range from five years to life imprisonment and fines range from \$250,000 to \$10 million. First offense penalties and sanctions for the illegal possession of small amounts of controlled substances, including marijuana, range from up to one year in prison and a minimum fine of \$1,000. Penalties are more severe for subsequent offenses.

State of Arkansas Sanctions and Penalties

Crime	Offense	Penalty
Underage DUI Law	First Offense; Persons Under Age 21 with BAC of .02 or Higher	Suspension of Driver's License for 90 days; Fine of \$100 to \$500; Public Service; alcohol and driving education program and/or alcoholism treatment program
	Second Offense	Suspension of DL for 1 year; Fine of \$200-\$1,000; education and/or treatment program
	Third Offense	Suspension of DL for 3 years or until age 21, whichever is longer; Fine of \$500-\$2,000; at least 60 days Public Service; education and/or treatment program
Driving While Intoxicated	First Offense with BAC of .08 or intoxicated with a Controlled Substance	Suspension of License for 6 months; 24 hours to one year imprisonment; Fine of \$150 to \$1,000; public service if unable to pay fines; alcohol education program
	Subsequent Offenses	Increased prison time and fines
Public Intoxication or Drinking in Public		Fine up to \$500 and/or imprisonment in county jail for up to 30 days
Possession or Purchasing Alcohol by a Minor	Includes Possession by Ingestion	Fine of up to \$500; Probation; Driver's License suspensions up to one year; writing themes or essays on intoxicating liquors, wine, or beer
Knowingly Furnishing to a Minor	First Offense	Fine of up to \$2,500 and/or imprisonment in county jail up to 1 year
	Subsequent Offenses	Fine up to \$10,000 and/or 10 years in prison
Manufacture or Delivery of a Controlled Substance		3 years to life in prison; fines up to \$250,000
Manufacture or Delivery of a Counterfeit Substance		Up to 30 years in prison and fines up to \$15,000
Possession of Controlled or Counterfeit Substances		Up to 30 years in prison and fines up to \$15,000
Possession of Open Container Containing Alcohol in a Motor Vehicle		Up to 30 days in jail and a fine of up to \$500
Trafficking a Controlled Substance		Up to 60 years to life in prison and \$1,000,000 fine
Fentanyl	Possession	Up to 10 years in prison; fines up to \$10,000
	Possession with the purpose to deliver	Up to 30 years in prison and fines up to \$15,000
	Delivery of Fentanyl	10-40 years in prison
	Predatory marketing to minors	Life imprisonment and a \$1,000,000 fine
	Trafficking	25-60 years, or life, in prison and a \$1,000,000 fine

It is unlawful in Arkansas for any person to possess drug paraphernalia with the purpose to use the drug paraphernalia to introduce into the human body a controlled substance.

Medical Usage of Marijuana under Arkansas State Law

This policy prohibits the possession, use, manufacture, sale, or distribution of marijuana on University property or in University activities. Marijuana remains a controlled substance under federal law, and the University remains bound by federal laws prohibiting marijuana on University property or in its activities. This prohibition extends to all forms of marijuana, including state-authorized prescription medical marijuana. Students who wish to request reasonable accommodation for disabilities treated by state-authorized prescription medical marijuana should contact Disability Services and proceed through the University's disability accommodation process for determining any appropriate accommodations. Employees who wish to request reasonable accommodation for disabilities treated by state-authorized prescription medical marijuana should contact Human Resources and proceed through the University's disability accommodation process for determining any appropriate accommodations.

HEALTH RISKS

Alcohol: Can cause short term effects such as loss of concentration and judgment; slowed reflexes; disorientation leading to higher risk of accidents and problem behavior; long term effects include risk of liver and heart damage, malnutrition, cancer, and other illnesses; can be highly addictive to some persons.

Amphetamines (Adderall, methamphetamine): Can cause short term effects such as rushed, careless behavior and pushing beyond your physical capacity, leading to exhaustion; tolerance increases rapidly, long term effects include physical and psychological dependence and withdrawal can result in depression and suicide; continued high doses can cause heart problems, infections, malnutrition, and death.

Cocaine (Crack): Can cause short term effects such as impaired judgment; increased breathing, heart rate, heart palpitations; anxiety, restlessness, hostility, paranoia, confusion; long term effects may include damage to respiratory and immune systems; malnutrition, seizures, and loss of brain function; highly addictive.

Designer Drugs/Synthetic Cannabinoids (bath salts, K2, spice): Can cause short term effects such as elevated heart rate, blood pressure, and chest pain; hallucinations, seizures, violent behavior, and paranoia; may lead to lack of appetite, vomiting, and tremor; long-term use may result in kidney/liver failure, increased risk of suicide and death.

Fentanyl: Can cause physical and psychological dependence; overdose may result in stupor, cold and clammy skin, cyanosis, respiratory failure, coma, and death; highly addictive; often added to other illicit drugs.

Hallucinogens (PCP, LSD, ecstasy, dextromethorphan): Can cause extreme distortions of what's seen and heard; induces sudden changes in behavior, loss of concentration, and memory, increases risk of birth defects in user's children; overdose can cause psychosis, convulsions, coma, and death. Frequent and long-term use can cause permanent loss of mental function.

Inhalants (nitrous oxide, amyl nitrite, butyl nitrite, chlorohydrocarbons, hydrocarbons): Can cause short term effects such as nausea, dizziness, fatigue, slurred speech, hallucinations, or delusions; may lead to rapid and irregular heart rhythms, heart failure, and death; long-term use may result in loss of feeling, hearing, and vision; can result in permanent damage to the brain, heart, lungs, liver, and kidneys.

Marijuana: Can cause short term effects such as slow reflexes; increase in forgetfulness; alters judgment of space and distance; aggravate pre-existing heart and/or mental health problems; long term health effects include permanent damage to lungs, reproductive organs, and brain function; can interfere with physical, psychological, and social development of young users.

Nicotine Pouches: Can raise blood pressure, increase the risk of heart disease, and lead to dependency; in young people nicotine harms brain development and can affect learning, attention, and cause mood problems.

Opiates/Narcotics (heroin, morphine, opium, codeine, oxycodone, china white): Can cause physical and psychological dependence; overdose can cause coma, convulsions, respiratory arrest, and death; long term use leads to malnutrition, infection, and hepatitis; sharing needles is a leading cause of the spread of HIV and hepatitis; highly addictive, tolerance increases rapidly.

Sedatives: Can cause reduced reaction time and confusion; overdose can cause coma, respiratory arrest, convulsions, and death; withdrawal can be dangerous; in combination with other controlled substances can quickly cause coma and death; long term use can produce physical and psychological dependence; tolerance can increase rapidly.

Tobacco (cigarettes, cigars, chewing tobacco): Can cause diseases of the cardiovascular system, in particular smoking being a major risk factor for a myocardial infarction (heart attack), diseases of the respiratory tract such as Chronic Obstructive Pulmonary Disease (COPD) and emphysema, and cancer, particularly lung cancer and cancers of the larynx and mouth; nicotine is highly addictive.

Vaping: Exposes users to nicotine, a highly addictive substance that can harm the body's development; the vapor contains toxic chemicals linked to lung injury, heart problems, and other serious illnesses.

Appendix G

Process for Biennial Review

In compliance with the Drug Free Communities and Schools act of 1989, Arkansas Tech University reviews the alcohol and other drug policies, prevention programs, sanctioning, and enforcement consistency every two years. The review is completed and filed by December 31 on even numbered years. Overseeing this review is the Alcohol and Other Drug Committee, comprised of members from Residence Life, Student Conduct, Faculty, Campus Life, Public Safety, and Student Wellness. The committee is chaired by a counselor in the Student Wellness Department. Conducting the review is the primary responsibility of the chair.

Appendix H

OneTech Portal Message

It is your responsibility...

Make time. Read. Understand. Follow.

As a student at Arkansas Tech University, it is your responsibility to become familiar with all rules, regulations, and policies that shape the structure of our campus community.

Arkansas Tech University Vision Statement. Arkansas Tech University will empower its students to pursue their dreams and unlock their full potential by providing a high-quality, challenging education, creating a path to personal and professional success across the Arkansas River Valley, the state, the nation and beyond.

Arkansas Tech University Mission Statement. Arkansas Tech University is dedicated to student success and access by providing an education that will significantly impact social mobility, enabling students to reach their greatest potential. The university has an unwavering commitment to providing life-changing educational opportunities at all levels of higher education through partnerships, research and service initiatives that contribute to the economic, cultural and social well-being of the students and the region it serves. The university will cultivate a vibrant and welcoming community, encouraging students, faculty and staff to achieve their goals in a supportive environment.

Student Handbook and Student Code of Conduct. The Student Handbook and Student Code of Conduct can be found online at <http://www.atu.edu/studenthandbook>.

Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures. If you believe you have been involved in an incident of sexual misconduct or any other type of discrimination, you have the right to pursue action through the ATU conduct system and/or the appropriate law enforcement authorities. Options for reporting are provided in the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures. Assistance is available upon request for individuals wishing to review these reporting options regardless of whether a formal complaint is filed with the Title IX Coordinator, Stacy Galbo, the EEO Officer, Kathleen Martin, or to law enforcement officials. The entire Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures can be located in the Student Handbook online at <http://www.atu.edu/studenthandbook>. For more information regarding sex based discrimination, please visit <https://www.atu.edu/titleix/policy.php>. For more information about all other types of protected class discrimination, please visit <https://www.atu.edu/hr/policy-nondiscrimination.php>.

Alcohol and Other Drugs Prevention Program and Policies. ATU is committed to the maintenance of a drug and alcohol free environment. Use of illegal drugs, alcohol, tobacco products, including e-cigarettes/vapor pens is not permitted on campus. The entire Alcohol and Other Drugs Prevention Program and Policies can be located in the Student Handbook online at <http://www.atu.edu/studenthandbook>. Additional information and resources may be located at https://www.atu.edu/jerrycares/alcohol_resources.php.

Computer Use Policies, Digital Millennium Copyright Act Policy Violations. Downloading and sharing copyrighted material online without permission is both illegal and unethical. ATU is obligated, based on federal regulations, to address and resolve any cases of copyright infringement brought to our attention. It is your responsibility to read and understand the ATU computer use policies. These policies can be located in the Student Handbook at <http://www.atu.edu/studenthandbook> and on the Office of Information Systems website at <https://support.atu.edu/support/solutions/articles/7000019369-appropriate-use-of-computer-resources>.

Emergency Alerts. The ATU Alert system communicates important emergency messages with members of the campus community. Emergency messages will be sent out via text messaging, telephone calls, emails, and desktop notifications in the event of a situation that poses an immediate threat to the life safety of campus. Other messages sent out using the ATU Alert system include winter weather closings. Information on this important emergency notification system and other emergency procedures can be located at www.atu.edu/emergency. Printed versions of the Emergency Procedure Guide can also be obtained in the Department of Public Safety.

Right to Know and Act 852 of 2015. Pursuant to the Student Right to Know Act, information about the various aspects of ATU and its campus is available for your review. You can access this information at <http://www.atu.edu/righttoknow/>. A report on employment and earnings outcomes for certain degrees is included.

Clery Act. The Jeanne Clery Campus Safety Act requires institutions of higher education to distribute to all current and prospective students and employees policies related to campus security and crime statistics. To view the ATU Annual Security and Fire Safety Report, please visit <http://www.atu.edu/psafe/cleryreport.php>.

Voter Registration Information. Pursuant to the Higher Education Act of 1965 and the National Voter Registration Act of 1993, ATU is pleased to provide information about voter registration. You can find Arkansas voter information as well as a voter registration application online at https://www.atu.edu/service/tech_votes.php.

Jerry Cares. You're part of something special, the ATU family. Just like any family, we face tough issues together. We share in the responsibility of working together to ensure that we have a safe campus. The Jerry Cares campaign equips you with the tools, training, and resources necessary to take action. You can play a role. If you sense that something doesn't seem right, say something by contacting the **CARE Team**. Visit www.atu.edu/jerrycares to learn more.

I, (student's name will be inserted), acknowledge that I have been notified of the rules, regulations, and policies of Arkansas Tech University. I understand that it is my responsibility to monitor these rules, regulations, and policies should information be updated in the future.



Appendix I

Student Conduct Rubric

Arkansas Tech University Student Services - Conduct Sanction Rubric (2024-25)					
The following are recommended sanctions based on the policy violation. This is for internal use only.					
Violation	Description	Sanction - 1st offense	Sanction - 2nd offense	Sanction - 3rd offense	Possible Educational Sanctions
Alcohol	Possession, consumption, intoxication, or in the presence of (reasonable person standard)	\$50 fine, Group Alcohol Workshop, probation 6 months, parental notification if under 21	Refer to Area Coordinator: \$100 fine, probation 1 year, JE Alcohol, parental notification if under 21	Refer to Associate Dean for Student Conduct: Substance abuse assessment	Group Alcohol Workshop, JE Alcohol
	Intoxication resulting in assessment/transport/biohazard	Refer to Area Coordinator/Assistant Dean for Residence Life: \$50 fine, Group Alcohol Workshop, probation 6 months, substance abuse assessment, parental notification if under 21	Refer to Assistant Dean for Residence Life: \$100 fine, probation 1 year, educational sanction, JE Alcohol, substance abuse assessment, parental notification if under 21	Refer to Associate Dean for Student Conduct	Group Alcohol Workshop, JE Alcohol
	Paraphernalia only, i.e., decorations (this does not include empty cans/bottles in trash which would be considered possession)	Educational sanction	Refer to Area Coordinator: Educational sanction, probation 6 months	Refer to Director of Residence Education: \$50 fine, Group Alcohol Workshop, probation 6 months	JE Alcohol, Reflective Essay, Guide to Residence Hall Living Review
Bicycles	Bicycles indoors/riding indoors (see handbook)	Warning and/or educational sanction	Probation 1 month, educational sanction	Refer to Area Coordinator: \$25 fine, probation 6 months	Student Code of Conduct Review
Bullying/Cyberbullying	Harass, threaten, humiliate, defame, or intimidate	Refer to Director of Residence Education: probation 6 months, educational sanction, discretion of AC	Refer to Associate Dean for Student Conduct	Refer to Associate Dean for Student Conduct	JE, Letter of Apology, Reflective Essay, Article Review, Decision-Making Workshop, This I Believe
Common Area Disturbance	Activity that may cause a disturbance (outdoor games, wrestling, running, etc)	Warning and/or educational sanction	Refer to Area Coordinator: Probation 1 month, educational sanction	Refer to Director of Residence Education: \$25 fine, educational sanction, discretion of AC	JE, Mission and Values Statement, Guide to Residence Hall Living Review, Letter of Apology
Computer Misuse	Illegal downloading, file sharing, any illegal activity (see Routers if applicable)	Refer to Assistant Dean for Residence Life : \$75, JE: Being a Good Cyber Citizen, loss of internet for 10 weeks	Refer to Associate Dean for Student Conduct	Refer to Associate Dean for Student Conduct	Review of Copyright Infringement Policy and potential loss of internet access
Drugs	Paraphernalia, possession, use, or in the presence of	Refer to Associate Dean for Student Conduct: removal from housing, parental notification if under 21, probation 1 year, or suspension/expulsion, educational sanction	Refer to Associate Dean for Student Conduct: suspension/expulsion	Refer to Associate Dean for Student Conduct: expulsion	JE

ESA	Policy violations among approved animals; noise; cleanliness; community health violation;	Refer to Assistant Dean for Residence Life: Noise - ESA policy review and reflection, animal training Cleanliness - ESA policy review, Fine for Damages (if applicable), Individualize pet plan to help animal Other Violations: ESA policy review and reflection, Individualize pet plan to help animal	Refer to Assistant Dean for Residence Life: Noise - JE, 6 months probation Cleanliness - JE, Fine for Damages (if applicable), Review Individualize pet plan to help animal, 6 months probation Other Violations: discretion of ADR	Refer to Assistant Dean for Residence Life: Relocation or Revocation	ESA policy review, JE, Animal Help Plan, Recommend Animal Trainer
	Animal on campus prior to approval	Refer to Assistant Dean for Residence Life: Follow Pet Policy sanction			
Escort	Allowing guest to be unescorted in building	Warning if during the first month of the fall semester and educational sanction otherwise	\$25 fine, probation 6 months, educational sanction	Refer to Area Coordinator: discretion of AC	JE, Reflective Essay, Article Review, Guide to Residence Hall Living Review
Failure to Comply	Not supplying identification, not responding to staff	Educational sanction	Area Coordinator: \$25 fine, probation 6 months	Refer to Director of Residence Education: discretion of Dir	JE, Letter of Apology, Reflective Essay
Quarantine Violation		Warning	Suspension for quarantine period	Suspension for the remainder of the semester	
Mask Compliance	Verbal warning, offer to provide a mask, no IR submission if compliant. IR submission if student(s) fails to comply.	Educational sanction: JE College and COVID	Refer to Area Coordinator: \$25 fine, probation 3 months, discretionary educational sanction	Refer to Associate Dean for Student Conduct	Refer to Associate Dean for Student Conduct
Failure to Evacuate	Not leaving when a fire alarm sounds	Educational sanction	Refer to Areas Coordinator: \$75 fine, probation 6 months	Refer to Director of Residence Education: \$100 fine, probation 6 months	JE Fire Safety Module
Fire Safety	Smoking in building, any lit fire (cigarettes, candles & incense), tampering with life safety devices	Refer to Area Coordinator: \$100 fine, probation 6 months, educational sanction	Refer to Director of Residence Education: Potential removal from housing	Refer to Assistant Dean for Residence Life: discretion of ADR	JE Fire Safety Module, Fire Safety Policy Review (2nd Offense)
	Possession of candles as decorations (wick has never been lit)	Educational sanction	\$25 fine, educational sanction	Refer to Areas Coordinator: discretion of AC	JE Fire Safety Module
	Hanging items from exposed pipes	\$50 fine, JE Fire Safety Module	Refer to Area Coordinator/Director of Residence Education: \$100 fine, probation 6 months, Fire Safety Policy Review	Refer to Assistant Dean for Residence Life: discretion of ADR	JE Fire Safety Module, Fire Safety Policy Review (2nd Offense)
Furniture	taking furniture out of the room.	Educational sanction	JE - decision making	Refer to Area Coordinator: probation 3 months, Letter to your future self	Review policy and write a reflection
Harassment	Acts or communications that are intended to harass, intimidate, or humiliate	Refer to Area Coordinator/Associate Dean for Student Conduct: probation 6 months, educational sanction, potential no contact order	Refer to Associate Dean for Student Conduct	Refer to Associate Dean for Student Conduct	JE, Letter of Apology, Reflective Essay, Article Review, Decision-Making Workshop, This I Believe

Illegal use of University Property	Lobby furniture in room, sitting on sports tables, moving furniture, etc.	Educational sanction	Refer to Area Coordinator: \$25 fine, probation 6 months, educational sanction	Refer to Director of Residence Education: discretion of Dir	JE, Guide to Residence Hall Living Review
Violation	Description	Sanction - 1st offense	Sanction - 2nd offense	Sanction - 3rd offense	Possible Educational Sanctions
Intimidation	Threats made with the intent to harass or alarm	Refer to Assistant Dean for Residence Life/Associate Dean for Student Conduct: probation 6 months, educational sanction, potential no contact order	Refer to Associate Dean for Student Conduct	Refer to Associate Dean for Student Conduct	JE, Letter of Apology, Reflective Essay, Article Review, Decision-Making Workshop
Noise and Disruption	Excessive noise	Educational sanction	\$25 fine, educational sanction	Refer to Area Coordinator: discretion of AC	JE, Letter of Apology, Reflective Essay
Passive Participation	Obligation to remove yourself from situations that are policy violations	Educational sanction	Refer to Area Coordinator: Probation 6 months, educational sanction	Refer to Director of Residence Education: discretion of Dir	JE, Letter to Your Future Self, This I Believe, Decision-Making Workshop
Pet	Possession of a pet	Refer to Assistant Dean for Residence Life: Contained animal - \$75 fine, additional damage expenses Uncontained - \$225 fine, additional damage expenses	Refer to Assistant Dean for Residence Life: discretion of ADR	Refer to Assistant Dean for Residence Life: discretion of ADR	N/A
Physical Abuse	Intentional physical contact with any person	Refer to Associate Dean for Student Conduct: probation 1 year, educational sanction, or suspension/expulsion	Refer to Associate Dean for Student Conduct	Refer to Associate Dean for Student Conduct	JE, Letter of Apology, Reflective Essay, Article Review, Decision-Making Workshop, This I Believe
Prohibited Items	Electrical items, decorations, etc.	Educational sanction. * If found during safety & security checks and first offense, send letter for item removal	\$25 fine for each item, educational sanction	Refer to AC: discretion of AC	JE, Guide to Residence Hall Living Review
Routers	Using a device that extends the campus network	Loss of Internet in room pending preliminary conference, educational sanction	\$25 fine, loss of Internet privileges for 6 months	Refer to Associate Dean for Student Conduct	N/A
Safety/Improper Building Entry	Hindering door closure (propping door, taping latch, damaging door), acting in a manner that places self or others in danger, entering/exiting through window, misuse of keys/access card	Refer to Area Coordinator: \$200 fine, educational sanction, probation 6 months	Refer to Director of Residence Education: Relocation or housing access restriction, if revocation, review with ADR	Refer to Assistant Dean for Residence Life: discretion of AC; Revocation of Housing	JE, Guide to Residence Hall Living Review
Sexual Harrassment, Sexual Misconduct, Stalking	Refer to Associate Dean for Student Conduct/Title IX Coordinator	Refer to Associate Dean for Student Conduct/Title IX Coordinator	Refer to Associate Dean for Student Conduct/Title IX Coordinator	Refer to Associate Dean for Student Conduct/Title IX Coordinator	N/A
Theft	Theft of and/or damage to property	Refer to Area Coordinator/Associate Dean for Student Conduct	Refer to Director of Residence Education/Associate Dean for Student Conduct	Refer to Assistant Dean for Residence Life/Associate Dean for Student Conduct	N/A
Threats	Clear and serious expression of intent to commit violence	Refer to Assistant Dean for Residence Life/Associate Dean for Student Conduct: probation 6 months,	Refer to Assistant Dean for Residence Life/Associate Dean for Student Conduct	Refer to Assistant Dean for Residence Life/Associate Dean for Student Conduct	JE, Decision-Making Workshop, Letter of Apology, Mission and Values Statement

		educational sanction, potential no contact order			Reflection, Reflective Essay, Article Review
Tobacco	Use in building (smokeless tobacco)	Educational sanction	Refer to Area Coordinator: \$25 fine, probation 6 months	Refer to Director of Residence Education: discretion of AC	JE, Guide to Residence Hall Living Review, Reflective Essay
	Use on University Property (including smokeless tobacco and ecigs)	Warning	Refer to Area Coordinator: Probation 6 months	Refer to Director of Residence Education: discretion of AC	N/A
Trash	Littering, leaving trash bags in a undesignated area	\$25 fine, educational sanction	\$50 fine, Probation 6 months, educational sanction	Refer to Area Coordinator: discretion of AC	JE, Mission and Values Statement, Guide to Residence Hall Living Review, Reflective Essay
Visitation	Guest during non-visiting hours	Warning if during the first month of the fall semester and educational sanction otherwise	\$25 fine, probation 1 month, educational sanction	Refer to Area Coordinator: discretion of AC	JE, Reflective Essay, Article Review, Guide to Residence Hall Living Review
Vandalism	Damage to University property	Fine for damage expenses, educational sanction	Refer to Area Coordinator: fine for damage expenses, educational sanction, probation 6 months	Refer to Director of Residence Education: discretion of Dir	JE, Letter of Apology, Reflective Essay, Decision-Making Workshop
Weapons	Possession of firearms, knives, etc.	Refer to Assistant Dean for Residence Life/Associate Dean for Student Conduct: probation 1 year, educational sanction, or suspension/expulsion, potential monetary fine	Refer to Assistant Dean for Residence Life/Associate Dean for Student Conduct	Refer to Assistant Dean for Residence Life/Associate Dean for Student Conduct	Decision-Making Workshop, Article Review, Reflective Essay, JE
Windows	Use of sun blocking material, displays of any sort	Warning	Educational sanction	Refer to Area Coordinator: discretion of AC	JE, Reflective Essay, Article Review, Guide to Residence Hall Living Review

Appendix J

Student Conduct Process

Article IV: Adjudication of Student Misconduct and Appeal Process

A. Filing Complaints

1. Any member of the University community may file a complaint against a student for alleged violation(s) of the Student Code of Conduct. Complaints filed by persons outside the University community will be reviewed and may also initiate the student conduct process.
2. Complaints alleging a violation of the Student Code of Conduct should be submitted as soon as possible after the incident.
3. Complaints shall be prepared in writing and directed to the Student Conduct Administrator. The Student Conduct Administrator is Will Cooper, Associate Dean for Student Conduct, Doc Bryan Student Services Center, Suite 233, wcooper@atu.edu. Complaints may also be made online by utilizing the incident report form on the Student Conduct website found [here](#).
4. The Student Conduct Administrator or designee will assign the case to a conduct advisor to initiate the conduct process.
5. The conduct advisor may conduct an initial inquiry to assess the validity of the complaint. 6. The respondent shall be presumed not responsible for a violation until the respondent acknowledges responsibility or is determined to be responsible by a preponderance of the evidence at the conclusion of a disciplinary proceeding.

B. Preliminary Conference

1. The conduct advisor will present all charges, supporting documentation and meeting notification (Preliminary Conference Summons Letter) to the respondent in written form sent to the official ATU email address (along with a text message alert when available) of the respondent. This shall constitute full and adequate notice. The failure of a student to check their ATU email account, or the refusal or inability to accept the emailed notice, shall not constitute good cause for failure to comply with the notification. A student or RSO alleged of a serious violation will be provided a copy of the Arkansas Student Due Process and Protection Act at the inception of the disciplinary matter in the Preliminary Conference Summons Letter and the preliminary conference will not be scheduled until at least twenty-four (24) hours after the receipt of the summons. Additionally, a student or RSO alleged of a serious violation will be advised in the Preliminary Conference Summons Letter of the ability to seek representation by an attorney.
2. The respondent shall meet with the conduct advisor in a preliminary conference.

3. The conduct advisor will review the charges and supporting documentation, advise the respondent of due process rights, and explain the Student Code of Conduct adjudication process during the preliminary conference.

4. The conduct advisor shall offer the respondent an opportunity to informally resolve the alleged violation.

a. The informal resolution process involves a review of the incident and discussion of the possible sanction(s).

b. If the respondent acknowledges responsibility for the violation and the resolution offered by the conduct advisor, the respondent and the conduct advisor shall complete an informal resolution agreement, which shall include information regarding the violations for which the respondent has been found responsible, the resulting sanctions, and signature (when applicable) of both the respondent and conduct advisor.

c. When the respondent agrees to take responsibility for the violation and the sanction recommended by the conduct advisor, the case will be settled and there shall be no subsequent proceedings. d. The respondent has three (3) business days from the date of signing the informal resolution agreement to reconsider the agreement and request a formal hearing.

e. If the respondent wishes to request a formal hearing, they shall file a request for a formal hearing by notifying the Conduct Advisor. A student or RSO alleged of a serious violation has the right to have a live hearing and be present at the hearing unless waived by the student or RSO. The signed waiver will be provided in writing by the student or RSO. The student or RSO will receive a copy of the completed waiver, and a copy will be maintained in the administrative file. If a student or RSO waives the right to be present, they forfeit the right to make an opening and closing statement, present relevant evidence, cross-examine adverse witnesses through an advisor, or appeal the decision of the Student Affairs Conduct Board. A respondent's failure to participate in the conduct process does not preclude the University from conducting the hearing in their absence.

f. The University shall maintain an administrative file of all disciplinary proceedings. The respondent and complainant involved in alleged serious violations may have reasonable continuing access to the administrative file by contacting the Department of Student Conduct to schedule a reasonable date and time for review beginning at least seven (7) business days before the formal hearing. Portions of the administrative file shall be redacted if confidentiality of the evidence is required. Each record of any disciplinary process or sanction imposed under the Student Code of Conduct involving a respondent and other students may constitute an educational record the release of which is governed by FERPA. g. The outcome of an informal resolution cannot be contested after three (3) business days. h. The outcome of a formal hearing shall replace any agreements made during the informal resolution. i. If the charge(s) cannot be settled by mutual consent of the respondent and the conduct advisor, if the respondent maintains they are not responsible for the alleged violation(s), or the respondent fails to attend the

preliminary conference, the case will be forwarded to the Student Conduct Administrator for referral to a conduct body for a formal hearing.

j. A formal hearing shall be set to occur no less than five (5) business days and no more than ten (10) business days after the Student Conduct Administrator refers the case for a formal hearing. Time limits for scheduling of formal hearings may be adjusted at the discretion of the Student Conduct Administrator. A formal hearing for a student or RSO alleged of a serious violation shall be set to occur no less than seven (7) business days after the Student Conduct Administrator refers the case for a formal hearing.

k. The conduct advisor may also determine that the respondent is not responsible or that insufficient evidence exists to reach a finding of responsible for the alleged violation(s). This determination does not prevent the Department of Student Conduct from pursuing a subsequent complaint should new evidence become available.

5. The conduct advisor may later serve in the same matter as a member of the conduct body.

6. The respondent may request one change in the date and time of the preliminary conference by requesting the change 24 hours prior to the scheduled conference by contacting the Conduct Advisor.

7. Failure of the respondent to attend the preliminary conference will result in a formal hearing being scheduled.

C. Formal Hearing

If the charges cannot be settled by mutual consent of the respondent and the conduct advisor or if the respondent maintains they are not responsible for the alleged violation(s), the Student Conduct Administrator will refer case to the Student Affairs Conduct Board to adjudicate the case in a formal hearing.

Composition of the Student Affairs Conduct Board

This conduct body is assigned to conduct formal hearings involving alleged violation(s) of the Student Code of Conduct that cannot be settled during a preliminary conference. The conduct board is composed of the following members, appointed by the Student Conduct Administrator:

- One (1) student representing membership from the following groups: Student Government Association, IFC/CPC/NPHC, Residence Hall Association, Student Activities Board, or an officer from an ATU Registered Student Organization;
- One (1) Resident Assistant;
- Two (2) Students at-large;
- One (1) Residence Life staff member;

- One (1) Student Affairs staff member.

The Student Conduct Administrator or designee will serve as the chairperson. The Student Affairs Conduct Board will hear the case and determine if the policy was violated, and, if applicable, the appropriate sanction(s). All participants are bound to confidentiality in accordance with the federal Family Educational Rights and Privacy Act (FERPA). Students serving on the Student Affairs Conduct Board must be fulltime, in good academic standing, and demonstrate satisfactory conduct history. In cases involving a serious violation, no individual will carry out more than one (1) of the following roles with respect to the disciplinary proceeding: investigator, adjudicator, or appellate adjudicator. However, if the matter is not resolved at a preliminary conference, the conduct advisor (adjudicator) is allowed to serve on or chair the Student Affairs Conduct Board.

Hearing Guidelines

1. Hearings shall normally be conducted in private.
2. The complainant, the respondent, and their advisors (if any), shall be allowed to attend the entire portion of the student conduct hearing at which information is received excluding deliberation. Admission of any person to the hearing who is not a party or potential witness shall be at the discretion of the conduct body and/or the chairperson of the conduct body.
3. In hearings involving more than one respondent, the Student Conduct Administrator or designee may at his or her sole discretion permit the hearings concerning each respondent to be conducted separately or jointly.
4. The complainant and the respondent have the right to be assisted by any advisor they choose, at their own expense. The complainant and/or respondent is responsible for presenting his or her own information. Advisors are not permitted to speak or to participate directly in any student conduct hearing. The complainant and respondent must notify the Student Conduct Administrator who they are bringing at least 72 hours prior to the hearing. A complainant and respondent should select as an advisor, a person whose schedule allows attendance at the scheduled date and time of the student conduct hearing; delays will not normally be allowed due to the scheduling conflicts of an advisor. A student or RSO alleged of a serious violation and the complainant alleging a serious violation has the right to be represented by any advisor they choose (including representation by an attorney) and the advisor may fully participate, as defined in the Arkansas Student Due Process and Protection Act, during the disciplinary proceeding and through the conclusion of any appellate process.
5. The complainant, the respondent, and the conduct body shall have the privilege of presenting witnesses, subject to the right of cross examination by the conduct body.
6. The complainant, the respondent, and the conduct body may arrange for witnesses to present pertinent information to the Student Affairs Conduct Board. Witnesses will provide information to and answer questions from the Student Affairs Conduct Board. The complainant and respondent will not be

allowed to directly cross-examine each other or witnesses. Requested witnesses must be provided to the Student Conduct Administrator at least 72 hours prior to the hearing. A student or RSO alleged of a serious violation has the opportunity to cross-examine adverse witnesses through their advisor. A party who does not select an advisor forfeits the right to cross-examination during the hearing.

7. Pertinent records, exhibits, and written statements may be accepted as evidence for consideration by the conduct body at the discretion of the chairperson. This information must be provided to the Student Conduct Administrator at least 72 hours prior to the hearing. A student or RSO alleged of a serious violation has the opportunity to make an opening and closing statement.

8. All procedural questions are subject to the final decision of the chairperson of the conduct body or Student Conduct Administrator or designee.

9. After the portion of the hearing concludes in which all pertinent information has been received and the respondent, complainant, and witnesses are dismissed, the conduct body shall determine by majority vote whether the respondent has violated each section of the Student Code of Conduct in which the respondent is charged and determine the sanction(s), if any.

10. The determination of the conduct body shall be made on the preponderance of the evidence standard of proof, whether it is more likely than not that the respondent violated the Student Code of Conduct.

11. Formal rules of process, procedure, and/or technical rules of evidence, such as applied in criminal or civil court, are not used in the Student Affairs Conduct Board proceedings. However, a good faith effort to include only relevant evidence and exclude evidence that is neither relevant nor probative will be made.

12. There shall be a single verbatim record, such as a digital recording, of all hearings before the Student Affairs Conduct Board, not including deliberations. The recording shall be the property of the University.

13. If the respondent does not appear before the conduct body for the formal hearing, the formal hearing will proceed in absentia.

14. The conduct body may accommodate concerns for the personal safety, well-being, retaliation, and/or fears of the confrontation of the complainant, respondent, and/or other witnesses during the formal hearing by providing a visual screen and/or by permitting participation by telephone, video conferencing, or by other means at the discretion of the Student Conduct Administrator or designee.

15. After the formal hearing, the Student Conduct Administrator will advise the respondent in writing of the determination of the conduct body and any imposed sanction. Each record of any disciplinary process or sanction imposed under the Student Code of Conduct involving a respondent and any alleged victim may constitute an educational record the release of which is governed by FERPA.

D. Sanctions

1. The following sanctions may be imposed singularly or in combination upon any student found to have violated the Student Code Conduct:

a. Warning. A formal statement that the conduct was unacceptable and a warning that further violation of any ATU policy, procedure, or directive will result in more severe sanctions/responsive actions.

b. Probation. A written reprimand for violation of institutional policy, providing for more severe disciplinary sanctions in the event that the student or organization is found in violation of any institutional policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated

c. Loss of Privileges. Suspension or denial of rights and privileges for a designated period of time, and may include denial of specified social privileges, exclusion from cocurricular activities, exclusion from designated areas of campus, no-contact directives, and/or other measures deemed appropriate.

d. Monetary Fines. A penalty imposed involving the collection of fees from the student.

e. Restitution. Compensation for loss, injury, damage to or misappropriation of ATU property. This may take the form of appropriate service and/or monetary or material replacement.

f. Educational Sanctions. Educational sanctions may be assigned that promote learning and understanding. These sanctions may be developed as necessary by a conduct body including, but not limited to:

i. Sponsorship of an educational program;

i. Attendance at educational programs;

ii. Requirement of members to complete educational training programs;

iv. Attendance in conflict management training;

iii. Educational service hours;

iv. Attendance in ethics workshop/training;

v. Reflective exercises;

vi. Research exercises.

g. Discretionary Sanctions. Work assignments, service to ATU for other related sanctions. Students who violate the alcohol/drug policies may be subject to completion of alcohol and other drug education programs.

h. Holds. Withholding of grades, right to register for classes, official transcript, and/or degree.

i. Loss of Scholarship. Scholarships awarded by the University or University-related programs may be partially or fully revoked.

j. Housing Suspension. Separation of the student from ATU housing for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.

k. Housing Expulsion. Permanent separation of the student from ATU housing.

l. University Suspension. Termination of student status for a definite period of time and revocation of rights to be on campus for any reason or to attend ATU-sponsored events. Conditions for readmission may be specified. Students who return from suspension are automatically placed on probation for a definite period of time.

m. University Expulsion. Permanent termination of student status and revocation of rights to be on campus for any reason or to attend ATU-sponsored events.

n. Revocation of Admission and/or Degree. ATU reserves the right to revoke admission or a degree previously awarded from ATU for fraud, misrepresentation, and/or other violation of ATU policies, procedures, or directives in obtaining admission or the degree, or for other serious violations committed by a student prior to graduation.

2. Tech may withhold awarding a degree otherwise earned until the completion of the process set forth in the Student Code of Conduct, including the completion of all sanctions imposed, if any. Students who fail to complete the assigned sanction(s) will have a disciplinary hold placed on their student account which may prevent registration activities. The hold is removed when sanctions are complete.

3. A disciplinary sanction becomes part of the student's permanent academic record as set forth. A student's permanent academic record includes any disciplinary sanction that comprises:

a. University Suspension

b. Expulsion

c. Any revocation of degree

4. Other than University suspension, University expulsion, and revocation of degree, disciplinary sanctions shall not be made part of the student's permanent academic record, but shall become part of the student's conduct record. Upon graduation and application to the Student Conduct Administrator, the student's confidential record may be expunged of disciplinary actions other than University housing expulsion, University suspension, University expulsion, or revocation of degree. Requests for expungement should be made in writing to the Student Conduct Administrator.

5. More than one of the sanctions listed above may be imposed for any single violation.

6. Additional sanctions beyond those listed in this section of the Student Code of Conduct may be imposed upon RSOs. Please see Article III, Section 9.

E. Interim Suspension

In certain circumstances, the Student Conduct Administrator or designee, may impose a University and/or residence hall suspension on a student or RSO prior to the conclusion of the conduct process.

1. Interim suspension may be imposed only:

- a. to ensure the safety and well-being of members of the University community or preservation of University property;
- b. to ensure the student's own physical or emotional safety and well-being;
- c. if the respondent poses a definite threat of disruption of, or interference with, the normal operations of the University after an individualized safety and risk analysis;
- d. if the respondent is provided with notice and an opportunity to challenge the decision immediately following the interim suspension;
- e. if the respondent is provided with written notice within twenty-four (24) hours of the interim suspension explaining the reasons for the removal;
- f. and within three (3) business days of the written notice noted above, unless waived by the respondent, convene an interim hearing to determine whether there is substantial evidence that the respondent poses a risk to the health or safety of any student or other individual and that the interim suspension is appropriate to mitigate that risk.

2. During the interim suspension the respondent shall be denied access to University housing and/or to the campus (including classes) and/or all other University activities or privileges for which the student might otherwise be eligible, as the Student Conduct Administrator or designee may determine to be appropriate.

3. The interim suspension does not replace the outlined conduct process, which shall proceed on the normal schedule, up to and through a formal hearing, if required.

F. Appeals

Appeal of the decision of the Student Affairs Conduct Board may be made in writing to Amy Pennington, Vice President for Student Affairs, located in Student Affairs, Doc Bryan Student Affairs Center, Suite 202, (479) 968-0238, apennington@atu.edu within five (5) business days of notification of the decision. A student or RSO appealing a serious violation has up to seven (7) days to appeal. Simultaneous notification of procedures to appeal the result of a disciplinary hearing will be made to both parties. The only basis for appeal shall be:

1. Alleged failure of the Student Affairs Conduct Board to follow procedures set forth in the Student Code of Conduct; or
2. Consideration of new evidence that was not reasonably available at the time of the hearing before the Student Affairs Conduct Board.

If an appeal is upheld, the review of the case may result in a modified sanction or the case may be remanded to the Student Affairs Conduct Board for a new hearing. If the appeal is denied, the sanction imposed by the Student Affairs Conduct Board shall be immediately implemented. Sanctions issued following the Student Affairs Conduct Board hearing shall not be implemented until all appeals have been either exhausted or voluntarily waived.

G. Vice President for Student Affairs Certification

At the conclusion of a disciplinary proceeding or an appeal that involves a serious violation, the Vice President for Student Affairs will certify that the substantial rights of student complainants and respondents established in the Arkansas Student Due Process and Protection Act have been followed. The certification will be maintained in the administrative file.

H. Interpretation and Revision

- A. Any question of interpretation or application of the Student Code of Conduct shall be referred to the Student Conduct Administrator or designee for a final determination in his or her sole discretion.
- B. The Student Code of Conduct shall be reviewed at minimum every two (2) years under the direction of the Student Conduct Administrator.