

# **AUA Student Policy for Substance Abuse Prevention and Intervention**

## **I. Policy**

This policy is applicable to all students enrolled in credit courses in a degree-granting program at the American University of Antigua (AUA).

AUA expects students to adhere to the policies contained herein regarding the consumption and serving of alcoholic beverages on University property and at University events. AUA also expects students who are of legal drinking age in Antigua to act responsibly on the occasions when they choose to consume alcoholic beverages.

The University intends to maintain a substance free workplace. Individuals impaired by the use of alcohol and drugs are harmful to themselves, the University's mission, the treatment of patients, and the wellbeing of co-workers, students, and visitors.

The University prohibits the illegal use or the abusive use of alcohol or other legal drugs on University property or at events that utilize the University's name. In accordance with Antiguan law, AUA also strictly prohibits the use, possession, manufacture, sale, or distribution of illegal drugs or drug paraphernalia by any AUA student. Students are expected to use only those prescription medications that are prescribed for them within the confines of a provider/patient relationship. Students are prohibited from using prescription medications not prescribed for them.

AUA recognizes that alcohol and other drug abuse is a preventable and treatable condition and acknowledges that, as an institution dedicated to the healing arts, we have the responsibility to facilitate prevention activities and offer treatment to students who suffer from alcohol and other drug abuse.

AUA encourages all impaired students to seek help voluntarily and favors the earliest possible intervention. AUA will make treatment and referral services available to students.

AUA respects the right to confidentiality of recovering students and will assist them to continue their education and employment. However, AUA also respects the rights of patients and others and seeks to protect them from the harm that impaired students may cause. Hence, impaired students who fail to cooperate with appropriate treatment programs are subject to disciplinary actions up to and including dismissal as deemed appropriate by the Dean of the student's college.

In order to ensure the fulfillment of these institutional policies, guidelines and procedures will be implemented in each of three areas: I. Prevention, II. Intervention and III. Legal Issues.

## **II. Guidelines and Procedures**

### **I. Prevention:**

Recognizing the importance of preventive aspects of alcohol and other drug abuse education, AUA will implement the following initiatives:

A. Curriculum: AUA will recognize the importance of teaching about alcohol and other drug abuse. As deemed appropriate by the Curriculum Committee, information about alcohol and/or drug abuse will be conveyed in courses required for graduation.

B. Orientation: Each year at orientation, the Dean of the college or his/her designee (e.g., the Dean for Students or another designated faculty member who will be referred to in this policy as the Dean's designee) will inform new students about the availability of AUA resources (him/herself, the University Counseling Center, Student Health Center, Crossroads, Alcoholics Anonymous/Narcotics Anonymous) for students concerned about alcohol and other drug use and abuse. C. Wellness: Students will be encouraged to develop healthy lifestyles through the availability of exercise facilities, sports programs, meditation groups and other health-promoting activities. Information about Student Wellness programs will be provided at orientation for new students.

D. Social Activities: Any event for AUA students that utilizes the University's name must serve food and have non-alcoholic beverages available if alcohol is served. Any advertisement placed on the AUA campus that indicates that alcoholic beverages will be served at an event that utilizes the University's name must also indicate that non-alcoholic beverages and food will be served. Any non-approved, non-AUA events that primarily serve alcohol will not be displayed or advertised on campus or in campus publications. Further, at all AUA-approved events serving alcohol, the sponsors must have a designated driver (DD) program in place at the event.

E. Other Prevention Activities: The AUA University Counseling Service (UCS) and Student Health Center will serve as a resource and help coordinate educational presentations about alcohol and other drug use and abuse for students if requested.

## **II. Intervention**

A. Early Identification:

1. In the spirit of prevention and early intervention, any member of the University community who is concerned that an AUA student's use of alcohol or other drugs may be causing the student to be impaired (see Definition of Impairment in Section II.B. below) is encouraged to report his/her concern to the Director of University Counseling Services or Director of Student Health Center. For students at clinical sites; the Executive Dean of Clinical Sciences should be notified. He will contact the identified student and request he/she present for evaluation. (See section II.C.7 for additional details). If it is ascertained that the identified student is impaired, Steps 2 - 12 as outlined in Section II.C. ("Treatment") of this policy will be implemented.

2. An AUA student who is arrested or charged with a misdemeanor or other crime involving the use, possession, manufacture, sale, or distribution of alcohol or any other drug, is required to

report this information to the Dean of Students for students on campus or to the Executive Dean of Clinical Sciences for those on clinical rotations within two university/college business days of the offense. The Dean of Students, or the Executive Dean of Clinical Sciences will take whatever action he/she deems appropriate. These actions include, but are not limited to, initiation of an intervention as outlined in Section II.C. ("Treatment") of this policy, suspension of the student, or dismissal of the student. Students who fail to report violations or charges may also be subject to conditional study, suspension or dismissal should this failure be later discovered.

3. An AUA student who receives a positive drug screen as a result of an AUA required test must insure that the Dean of Students or the Executive Dean of Clinical Sciences is informed. With the exception of those in UCS or Student Health Center who are in a confidential patient/provider relationship, if an AUA staff is informed of the positive drug test, he/she will notify Dean of Students office, who will interview the student and take whatever action he/she deems appropriate. These actions include, but are not limited to, initiation of an intervention as outlined in Steps 2 - 12 in Section II.C. ("Treatment") of this policy. The student's ability to complete his/her course of study may be impacted.

4. Refusal by a student to submit to testing will result in removal from educational activities and may result in dismissal.

B. Definition of Impairment: An AUA student who meets any one of the following criteria will be identified as impaired:

1. The student exhibits impaired professional (i.e., academic, clinical and/or research) performance in association with the observed or alleged improper use of alcohol or drugs.

2. The student poses a danger to himself/herself or others or displays behavior that is disruptive to the goals of the student's academic, clinical and/or research programs in association with the observed or alleged improper use of alcohol or drugs.

3. The student is, or appears to the reasonable observer to be, under the influence of alcohol and/or other drugs in the classroom, clinical, or other campus or professional setting.

4. The student is discovered using or is found to have possession of any illicit substance on University property or at an event which utilizes the University's name.

5. The student is arrested or convicted of violating Antiguan law related to the student's use, possession, manufacture, sale, or distribution of alcohol or other drugs.

#### C. Treatment

1. A student who voluntarily refers him/herself to UCS or Student Health Center for evaluation or treatment of problems related to alcohol or other drug use or abuse will retain his/her rights to confidentiality, in accordance with state, federal, and local laws.

2. If an AUA student, faculty member, or any other member of the AUA community is concerned that a student may be impaired (see definition of impairment in II.B. above) he/she is encouraged to call UCS or Student Health Center to discuss his/her concerns. He/she is also encouraged to 1) refer the student to UCS/Student Health Center for voluntary evaluation and/or treatment, and 2) inform UCS/Student Health Center of the name of the student being referred. The referring individual is encouraged to inform the Dean of Students and the Dean's Office, or the Executive Dean of Clinical Science will take appropriate action, including determining whether to contact the student. If the Dean's Office contacts the student they should ask the student to sign a release of information form authorizing UCS/Student Health Center staff to provide information to the Deans Office as indicated on the form. UCS/Student Health Center will attempt to contact the referred student to schedule an evaluation. A student who is referred for voluntary contact with UCS/Student Health Center will retain all rights to confidentiality accorded students who self-refer to UCS/Student Health Center with the exception that UCS/Student Health Center will inform the Dean's Office that the student reported or failed to report for evaluation.

3. If an AUA student, faculty member, or any other member of the AUA community is so concerned about an allegedly impaired student that he/she believes that the situation warrants a mandated referral to UCS/Student Health Center, he/she may elect to 1) discuss his/her concerns with a clinician at UCS/Student Health Center or 2) call 911 if the student appears to be an imminent danger to self or others.

The referring individual should contact the Dean of Students, or the Executive Dean of Clinical Services to request a mandated evaluation and/or treatment (see II.C.4-10. below for a description of the mandated treatment process, especially II.C.7.). A request for a mandated referral should be implemented when the allegedly impaired student is thought to be at risk for self-harm or harm to others. Examples include but are not limited to suicidal ideation or threats of self-harm, threats toward others, negative impact on patient care or safety, a significant impairment in the student's academic performance, or other threats to the student's physical or psychological well-being. The Dean of Students, or the Executive Dean of Clinical Services would then determine the appropriate course of action to include a possible mandated evaluation or treatment at UCS/Student Health Center, or some other type of intervention (e.g., removal from classes or a clinical rotation, administrative withdrawal, suspension, or dismissal. These actions will henceforth be referred to in this policy as "an appropriate disciplinary action.").

4. If the Dean of Students elects to mandate an evaluation or treatment at UCS/Student Health Center, he/she should request that the student sign a release of information form authorizing UCS/Student Health Center staff to share specified information with the referring individual. If a mandated student declines to sign a release of information form, the Dean of Students, or Executive Dean of Clinical Science will determine an appropriate course of action, which includes but is not limited to a mandated two session assessment at UCS/Student Health Center, or in the case of a clinical student an evaluation by an approved practitioner, with no authorization form in place, or an appropriate disciplinary action.

5. The Dean of Students or Executive Dean of Clinical Science will inform UCS/Student Health

Center, or approved practitioner of the mandated student's name and provide background information regarding the circumstances that led to the mandated assessment or treatment. The Dean of Students or the Executive Dean of Clinical Science should inform UCS/Student Health Center, or the approved practitioner of the nature of the referral question.

6. When an allegedly impaired student is referred or mandated for evaluation or treatment to UCS/Student Health Center, or approved practitioner, the student will be provided with a copy of the AUA Student Policy for Substance Abuse Prevention and Intervention.

7. At the time an allegedly impaired student is referred or mandated to UCS/Student Health Center, or approved practitioner by a member of the University community for an evaluation or treatment, this evaluation will include assessment of the student's substance use, identification of actions needed to better evaluate the student's substance use, and, if indicated, formulation of a treatment plan or contract.

8. If a student is mandated for assessment at UCS/Student Health Center and does not report for the assessment, UCS/Student Health Center personnel will attempt to contact the student. If UCS/Student Health Center cannot contact the student or he/she declines to complete an assessment, UCS/Student Health Center personnel (even in the absence of a signed release of information form) will inform the referring Dean of Students. UCS/Student Health Center will also take reasonable steps to inform the student that his/her Dean will be informed of the student's nonparticipation in the mandated assessment or treatment.

9. If after a two-session assessment at UCS/Student Health Center the mandated student continues to decline to sign a release of information form allowing specified information to be shared with the referring Dean of Students, UCS personnel will inform the referring Dean of Students that the student has declined to sign a release of information form, who will then determine an appropriate course of action that could include an appropriate disciplinary action.

10. If a Dean of Students is informed by UCS/Student Health Center that an allegedly impaired student has failed to comply with a recommended or mandated evaluation or that an impaired student has failed to comply with a treatment contract, the Dean of Students will take whatever action he/she believes is appropriate. Potential actions include but are not limited to, mandating or re-mandating evaluation or treatment, or an appropriate disciplinary action.

11. If the Dean of Students, or the Executive Dean of Clinical Science, elects to place the student on an administrative withdrawal, or invoke some other action which interrupts the student's academic progress, prior to deciding whether to readmit the student, the Dean of Students or the Executive Dean of Clinical Science, will mandate an evaluation at UCS/Student Health Center, or other approved practitioner to include treatment recommendations and require the student to sign a release of information form allowing UCS/Student Health Center to share with the Dean of Students their assessment regarding the student's suitability for returning to his/her academic work, treatment recommendations and the information specified by the Dean of Students. If the student declines to sign the release of information form, the Dean of Students will take an

appropriate course of action, up to expelling the student.

12. If an AUA student is arrested for or convicted of violating Antiguan law involving the use, possession, manufacture, or sale of alcohol or other drugs, the student must satisfy the requirements of the legal system. If suspension or dismissal had been recommended by AUA, and the student has satisfied his or her legal requirements, the student may petition the appropriate Dean for readmission. If the student is readmitted, he/she will be required to enter into an appropriate treatment program supervised by the Dean of Students. The Dean of Students or the designated faculty member will consult with a professional at UCS/Student Health Center who will conduct an evaluation of the student, ascertain what action should be taken to better evaluate the student's substance use, and recommend a treatment plan. The student, UCS, the Dean of Students will adhere to steps 2 - 11 stated above in Section II.C. ("Treatment") of this policy.

#### D. Responsibilities of AUA:

1. AUA will make available to students a cost- effective health insurance policy that provides some coverage for the cost of chemical dependency inpatient treatment.
2. AUA will make alcohol abuse and other drug abuse treatment available through UCS/Student Health Center or designated program.

#### E. Status of the Impaired Student:

1. The student's college administration will make the decision about the student's status in his/her program of study taking into consideration the student's academic and professional qualifications for the program of study and the student's compliance with the recommended treatment.
2. Providing the impaired student follows the recommended treatment, and assuming he/she remains academically and professionally qualified for his/her program of study, the student may qualify as an individual with a disability and receive reasonable accommodation under University policy.

### **III. Legal Issues**

#### A. Responsibilities of AUA

1. The reporting and treatment procedures outlined in this policy will preserve program participants' confidentiality within the guidelines noted above in the section entitled "Intervention" and compliance with the program will normally ensure continued student status.
2. Participation in alcohol and other drug abuse treatment programs does not confer immunity for the individual from legal prosecution for criminal acts. All records and communications shall be held in the strictest confidence and disclosure made only pursuant to applicable state and federal laws.

#### B. Non-liability Clause

Persons who in good faith and without malice make a report about a student's use/abuse of alcohol or other drugs to UCS/Student Health Center or the Dean of Students or the designated faculty member of the student's college shall not be held liable for damages resulting from such reporting, providing said report is made in the reasonable belief that such action or recommendation is warranted by the facts known to him/her after reasonable effort is made to obtain the facts on which such action is taken.

#### **IV. Effective Dates of the Policy**

This policy will become effective in June 2014. It shall remain in effect until modified or rescinded by the Provost of the University.