

TULANE UNIVERSITY CAMPUS HEALTH

Tulane University Biennial Review Report

Federal Drug-Free Schools and Campuses Regulations
[EDGAR Part 86]: Years 2020–2021 & 2021–2022

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Approvals

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1 - Introduction

1.1 – Purpose

The Drug-Free Schools and Communities Act of 1989 (Public Law 101-226, 20 U.S.C. § 1011i), and its implementing regulations (34 C.F.R. Part 86), requires that an institution of higher education that receives Federal funding certify to the Secretary of Education that it has adopted and implemented a drug and alcohol abuse prevention program (DAAPP) to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees on school premises or as part of any of its activities. The DAAPP must be communicated annually, in writing, to all students enrolled in any course(s) for which academic credit will be awarded as well as to all employees, and must include:

- 1) Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
- 2) A description of the applicable legal sanctions under Local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- 3) A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- 4) A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
- 5) A clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with Local, State, and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct enumerated in the DAAPP. (The regulations note that a disciplinary sanction may include the completion of an appropriate rehabilitation program).

The purpose of the 2022 Tulane University Biennial Review is to fulfill the Drug-Free Schools and Campuses Regulation that requires institutions of Higher Education to conduct a biennial review of their Alcohol and Other drug programs and policies (EDGAR Part 86.100).

1.2 – Tulane University Biennial Review Process

Timeframe

This biennial review covers the 2020–2021 and 2021–2022 academic years.

Process

The review committee collected data from institutional stakeholders on dissemination of policy, alcohol and other drug incidence and prevalence, documented policy violations, emergency

medical transports where alcohol or other drug use was suspected, and evaluations of alcohol and other drug prevention initiatives.

Location of the Report

The Tulane University Biennial Review report can be found in the following locations. If you would like to request a copy of the report, please contact Jacob Goldberg at Campus Health (504) 865- 5255; jgoldberg6@tulane.edu

Primary Location: Campus Health, 6823 St Charles Ave., Bldg 92, New Orleans, LA 70118

Alternate Location: Office of Assessment and Institutional Research, 200 Broadway St., Suite 106, New Orleans, LA 70118

1.3 – Tulane University Annual Policy Distribution

As a requirement of these regulations, Tulane University is to disseminate and ensure receipt of the below information to all students, staff, and faculty on an annual basis. All students, faculty, and staff are expected to comply with these policies, and all receive an email notification of the policies to their Tulane email address. This process is formally conducted by Tulane University Campus Health. In addition to the dissemination to all staff, faculty, and students each year, the policies are included as a part of student pre-matriculation alcohol courses and through orientation programs. Additionally, information on University employment policies is included in the new employee orientation programs. While inclusion of the policies at the beginning of their employment does not fully meet the annual requirement, it raises the awareness of the policy. Employees are also provided with the staff handbook which includes all policies, and it is also available online.

Questions concerning this policy and/or alcohol and other drug programs, interventions, and policies may be directed to Jacob Goldberg, (504) 865- 5255; jgoldberg6@tulane.edu at Tulane University Campus Health.

2 - General Tulane University Alcohol and Drug Policies and Assistance for Substance Abuse/Misuse

As an academic community, Tulane University is committed to providing an environment in which learning and scholarship can flourish. The possession or use of illegal drugs, or the abuse of those which may otherwise be legally possessed, seriously affects the University environment, as well as the individual potential of our students and staff. The University enforces state laws and related University policies, including those prohibiting the following activities on campus:

- a. Providing alcoholic beverages to individuals under 21 or possession or consumption of alcoholic beverages by individuals under 21.
- b. Distribution, possession, or use of illegal drugs or controlled substances.
- c. Possession of firearms or other dangerous weapons.

The abuse of alcohol and other drugs by students, regardless of age and of location (on-campus or off-campus), is prohibited by the Student Conduct Code. The University can, and will, impose disciplinary sanctions for violations. Students are also subject to city ordinances and state and federal laws. A separate policy addresses violations for University staff.

The use of, or addiction to, alcohol, marijuana, or controlled substances is not considered an excuse for violations of the Student Conduct Code or staff exceptions and will not be a mitigating factor in the application of appropriate disciplinary sanctions for such violations.

Assistance is available both on campus and within the community for student and staff members who are dependent on, or who abuse alcohol or other drugs.

In terms of access to these programs and services, in accordance with the Americans with Disabilities Act of 1990, no individual shall be discriminated against on the basis of disability in the full and equal enjoyment of the goods, services, facilities, privileges, advantages, or accommodations of the University. Further, no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of the University or be subjected to discrimination by the University.

For more detailed information, please see this Appendix A: The Tulane Alcohol and Other Drug Policy. Questions concerning these policies may be directed to Jacob Goldberg, (504) 865-5255; jgoldberg6@tulane.edu at Tulane University Campus Health.

2.1 Alcohol Policy

The current alcohol policy was launched in fall of 2019. The policy can be found here: https://campushealth.tulane.edu/sites/default/files/Tulane%20Alcohol%20Policy_2019.pdf and is available in Appendix A.

Official staff alcohol and drug policy information can be found in Section L. Drug and Alcohol Policy, and is included in Appendix B. The University strongly encourages students and staff members to voluntarily obtain assistance for dependency or abuse problems before such results in irreversible medical harm, arrest, and/or disciplinary referral which might result in their separation from the institution.

2.2 – Student Assistance

Tulane University Campus Health including the Health Center, The Well for Health Promotion, Counseling Center, Tulane Recovery Community, and other professional agencies within our network will maintain the confidentiality of students seeking help for personal dependency and will not report them to institutional or state authorities. In addition, The Well for Health Promotion provides educational and awareness programming, information, and assistance to Tulane University community members to prevent the abuse of — and consequences due to the abuse of — alcohol and other drugs. Further information about the assistance resources available to Tulane University students can be found in sections 6 and 7 of this document and Appendices C and D.

2.3 – Employee Assistance

The Tulane Employee Assistance Program (EAP), administered through New Directions provides confidential prevention, intervention, and counseling support to Tulane University employees.

<https://tulane.app.box.com/s/8vvq38njdd1haj2wa1l16mxb9j4jh741>

Additional resources may be found in Appendix E.

3 - Tulane University On-Campus Sanctions for Alcohol, Other Drugs, and Weapons

3.1 – Tulane University On-Campus Sanctions – Students

Underage students confronted by Tulane University for the consumption of alcohol will face disciplinary sanctions ranging from admonition to expulsion.

Students whose use of alcohol or drugs results in harm or the threat of harm to themselves or others, or to property, regardless of the location of the incident, may face disciplinary action by Tulane University up to and including expulsion.

Testing for the presence of illegal substances may be a condition of any probationary status imposed by the University for violating drug-related provisions of the policy. Testing for illegal drugs shall be performed using a urine sample collected with a chain-of-custody and will include testing for the following substances: cocaine, marijuana, opiates, amphetamines, methamphetamines, and phencyclidines. All drug testing will include review by a qualified Medical Review Officer. A positive result as defined by the Medical Review Officer will be considered a positive result. Any student with a positive result, as described above, may face disciplinary action by Tulane University up to and including expulsion.

Sanctions include but are not limited to expulsion from the University, dissolution/suspension of a student group, loss of privileges (participation in intercollegiate/intramural athletics etc.), facility expulsion, facility suspension, residential relocation, disciplinary probation, residential probation, written reprimand, educational projects, uncompensated University/Community service, fines, suspension, restitution, revocation of admission, and/or revocation of degrees.

As members of the University community, students are also subject to city ordinances and to state and federal law. Arrest and prosecution for alleged violations of criminal law or city ordinances may result from the same incident for which the University imposes disciplinary sanctions. Table 3.1a–3.1d provides a list of commonly imposed disciplinary sanctions for alcohol-related medical transports and on-campus alcohol/other drug policies at Tulane University.

3.1a - Medical Transports: Alcohol or Drug Related

Table 3.1a.1 – Commonly Imposed Disciplinary Sanctions for Medical Transports and On-Campus Policy Violations

Situation	Disciplinary Sanction
Emergency Medical Service (EMS) Evaluation, No Transport (1 st)	<ul style="list-style-type: none"> • Meeting with Case Management & Victim Support Services (CMVSS) Staff • Referral to BASICS A. <u>Additional risk factors</u> (ex. Passed out in public location, wandering neighborhood alone, lack of knowledge of consumption amounts or types, awareness of circumstances) B. <u>Impact on community</u> (ex. Vomiting in hallway, elevator, or shuttle, damage/vandalism, aggressive/hostile/threatening interactions) C. <u>Prior incidents involving alcohol</u>: conduct, community standards, or EMS evaluation D. <u>Age</u>: under 18, or JR class standing or above
EMS Evaluation, Transport (1 st)	<ul style="list-style-type: none"> • Emergency Contact Notification • BASICS referral
EMS Evaluation, No Transport, Following prior evaluation or transport (2 nd)	<ul style="list-style-type: none"> • Emergency Contact Notification • BASICS referral (<i>meets standard for item C in referral considerations above</i>)
EMS Evaluation, Transport (2 nd)	<ul style="list-style-type: none"> • Emergency Contact Notification • Added to Behavioral Intervention Team Agenda • BASICS referral or referral to community clinician for substance abuse evaluation • <i>Sanctions depending on risk factors in both incidents and time passed since first transport</i>
EMS Evaluation, No Transport, Following prior evaluations or transports (3 rd)	<ul style="list-style-type: none"> • Emergency Contact Notification • Added to Behavioral Intervention Team Agenda • BASICS referral or referral to community clinician for substance abuse evaluation • <i>Sanctions depending on risk factors in both incidents and time passed since first transport</i>
EMS Evaluation, Transport (3 rd *)	<ul style="list-style-type: none"> • BIT referral to discuss community referral, and/or voluntary or involuntary withdrawals

NOTE: In situations where the EMS evaluation coincides with the student being the victim of a violent crime or major traumatic incident, alternative referral options may be allowed, such as Case Management or engaging in treatment with a provider in the community for psychotherapy. The Behavioral Intervention Team reviews any changes in protocol, to include special considerations.

Table 3.1a.2 Alcohol Related to Call to Emergency Medical Service Providers

	Semester	Transported	2018-19	2019-20	2020-2021	2021-2022
Alcohol	Fall	No	17	20	6	18
		Yes	98	92	51	97
		Total	115	112	57	115
	Spring	No	8	6	13	16
		Yes	70	41	52	87
		Total	78	47	65	103

3.1b - Student Conduct: Alcohol Policy Violation**Table 3.1b – Commonly Imposed Disciplinary Sanctions for Alcohol Policy Conduct Code Violations**

Concern Type	Meeting Type	Status Sanction	Required Educational Sanctions	Possible Additional Sanctions
Alcohol Paraphernalia only (décor, shot glasses, etc.)	CLS Letter (Residential) Warning letter (non-residential or group)	None	<ul style="list-style-type: none"> eCheckup To Go 	None
1st Concern (no conduct history, or prior educational conference, no communal source, large amount, or funnel)	Educational Conference	None	<ul style="list-style-type: none"> eCheckup To Go 	<ul style="list-style-type: none"> Review of Alcohol Policy This I Believe Essay Letter to Self Reflective Essay Ted Talk Reflection
1st Concern (communal source, large amount- above a handle of wine or liquor or a 12 pack of beer, funnel, or combination of concerns)	Administrative Hearing	Warning or Probation (1 or 2 terms)	<ul style="list-style-type: none"> BASICS or eCheckup To Go Parental Notification Fine (\$75) 	<ul style="list-style-type: none"> Review of Alcohol Policy This I Believe Essay Letter to Self Reflective Essay Ted Talk Community Service (5-10 hours)
2nd Concern	Administrative Hearing	Warning (if prior was Ed.)	<ul style="list-style-type: none"> BASICS or BASICS II Parental Notification 	<ul style="list-style-type: none"> Review of Alcohol Policy Reflective Essay

		Conversation) or Probation (1-3 terms)	<ul style="list-style-type: none"> • Fine (\$75 if 1st fine, \$150 if 2nd fine) 	<ul style="list-style-type: none"> • Letter to Self • Ted Talk • Community Service (5-10 hours)
3rd Concern in same academic year	Administrative Hearing	Probation	<ul style="list-style-type: none"> • BASICS II (\$200 cost) or Off-Campus Substance Abuse Referral • Parental Notification • Fine (2nd \$150, 3rd \$300) 	<ul style="list-style-type: none"> • Review of Alcohol Policy • Reflective Essay • Letter to Self • Ted Talk • Follow up meeting • Community Service (10-15 hours)

3.1c - Student Conduct: Abusive, Disorderly or Disruptive Conduct While Intoxicated

There will be two charges: Abusive, Disorderly, or Disruptive and Violation of the Tulane Alcohol Policy. The Disorderly or Disruptive Conduct While Under the Influence of Alcohol charge was removed in this year’s review of the Code.

Table 3.1c – Commonly Imposed Disciplinary Sanctions for Abusive, Disorderly, or Disruptive and Violation of the Tulane Alcohol Policy

Conduct Record	Status Sanction	Required Educational Sanctions	Possible Additional Sanctions
1st Conduct Offense	Warning Period (1 semester– 2 semesters)	<ul style="list-style-type: none"> • BASICS • Parental Notification (if student under 21) • Fine (\$75) 	<ul style="list-style-type: none"> • Review of Alcohol Policy • Letter of apology • Community Service (5-10 Hours)
2 nd Conduct Offense	Warning Period OR Disciplinary Probation (1-3 semesters)	<ul style="list-style-type: none"> • BASICS • Parental Notification (if student under 21) • Fine (\$150) 	<ul style="list-style-type: none"> • Essay • Letter to Self • Letter of apology • Educational Presentation PowerPoint • Community Service (10-15 Hours)
3rd Conduct Offense (at any time in college career)	Referred to Assistant Directors in Housing and Residence Life		

Adjudication of alleged group alcohol violations involving a common source, provision of alcohol to minors or other blatant violations of the alcohol policy will be handled through formal hearing processes. Consequences for alcohol-related violations may include a group fine based on the total number of members and may include any of the following: educational sanctions, alcohol restriction, disciplinary probation, suspension, or expulsion, depending on the incident circumstances.

Regarding BASICS Sanctions

- BASICS is generally appropriate only for students who consumed alcohol or marijuana.
- BASICS will be used when there is reason to believe that there may be a pattern of misuse of alcohol OR a single instance where alcohol use/misuse is significant.
- BASICS should not be given for a third time as a conduct sanction. Instead, switch to off-campus substance abuse evaluation.
- BASICS is free for first time and a \$200 fee for any subsequent referrals
- If two incidents happen close together (second incident happens before BASICS meeting from first incident) do not assign BASICS II, instead assign another educational sanction.

Regarding Other Types of Sanctions:

- Additional violations should be applied if there are other conduct violations.
- For community service, the student is responsible for identifying and arranging the service with the site. The student must have prior approval of the work by the hearing officer prior to engaging in the work. The site supervisor must give written verification of the work.

3.1d - Publicly Reportable On-Campus Student Violations**Table 3.1d –Publicly Reportable On-Campus Student Violations – Alcohol, Other Drugs, and Weapons**

Category	Policy Violation	Number of Publicly Reported Violations for Academic Year 2021	Number of Publicly Reported Violations for Academic Year 2022
Alcohol	Alcohol Policy	543	198
	Alcohol Disorderly/Disruptive	273	95
Other Drugs and Controlled Substances	Drug Possession	84	59
	Drug Paraphernalia	60	45
	Conveying a controlled substance to another person	5	1
Firearms and Dangerous Weapons	Possession of Firearms or other Dangerous Weapons	1	5

3.2 – Tulane University On-Campus Sanctions – Employees

The unlawful manufacture, distribution, dispensation, possession, or use of controlled substance by employees on Tulane University premises, or while conducting Tulane University business off University premises is absolutely prohibited.

Violations of this prohibition by employees may result in the application of sanctions, including possible required participation in an approved drug abuse assistance or rehabilitation program, and disciplinary action up to and including termination of employment under applicable Tulane University regulations, Tulane University policies, statuses, employment contracts, or collective bargaining agreements. In addition, under the provisions of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act amendments of 1989, the unlawful manufacture, distribution, sale, possession, or use of controlled substances in the workplace is prohibited at Tulane University. According to the Tulane University Staff Handbook, The Tulane University Office of Public Safety, Deans, and the Provost's Office and Human Resources has the right to enforce and implement sanctions on campus including but not limited to citations and fines. Section L. of the Handbook on Alcohol and Other Drugs is included in Appendix B.

4 - Louisiana State Sanctions for Violation of Alcohol and Other Drug Control Statutes

Both Tulane University students and Tulane University employees of legal age to consume and purchase alcohol in the state of Louisiana (21 years old) are subject to the same penalties for violating alcohol statutes under Louisiana state law. Those under 21 years of age are subject to either different sanctions or different criteria for the same sanction under Louisiana state law. In addition, a DWI can be sentenced to any individual under the influence of any controlled and dangerous substance listed in Schedule I, II, III, IV, or V (which are identified in Table 4.2). It should also be noted that, if the driver is under the influence of alcohol (despite Blood Alcohol Content being under the otherwise legal limit) in combination with one or more drugs which are not controlled or dangerous and which are legally obtainable with or without a prescription, the driver may be in violation of DWI.

4.1 – Louisiana Sanctions – Driving While Intoxicated

For a complete list of Louisiana Sanctions for Driving While Intoxicated – 21 Years or Older, see Appendix F.

4.1a – Louisiana RS 14:98.6 – Driving While Intoxicated – Under 21 Years of Age

Tulane University students and employees under 21 years of age operating any motor vehicle or other means of conveyance with a blood alcohol concentration of 0.02 are subject to sanctions due to driving while intoxicated in the state of Louisiana. On first conviction, the offender is subject to a fine between \$100 and \$250 in addition to participating in a court-approved substance abuse and driver improvement program. On subsequent offense, the offender is subject to a fine between \$250 and \$500, in addition to imprisonment for 10 days to 3 months.

4.1b – Louisiana RS 14:98 – Driving While Intoxicated - 21 Years or Older

Tulane University students and employees 21 years or older are subject to a maximum of \$1,000, six months in prison, and/or license suspension of up to 90 days if charged with a first offense of driving while intoxicated (DWI) in the state of Louisiana. The state of Louisiana defines DWI as having blood alcohol concentration of at least 0.08 for drivers 21 years or older. In addition, a DWI can be sentenced to any individual under the influence of any controlled and dangerous substance listed in Schedule I, II, III, IV, or V (which are identified in Table 4.2). It should also be noted that, if the driver is under the influence of alcohol (despite BAC being under the otherwise legal limit) in combination with one or more drugs which are not controlled or dangerous and which are legally obtainable with or without a prescription, the driver may be in violation of DWI.

4.2 – Louisiana RS 14:93.12 – Persons in Possession of Alcohol Under 21 Years of Age

Those under 21 years of age in the state of Louisiana who either purchase or possess alcoholic beverages in public are subject to a maximum of \$100 and/or six months in prison. In addition, the driver's license of any person violating this law is subject to a potential suspension for a maximum of 180 days.

4.3 – Louisiana RS 14:93.11 – Sale of Alcohol to Persons Under 21 Years of Age

The unlawful sale of alcohol to persons under 21 years of age (or the delivering for value of any alcoholic beverage to any persons less than 21 years of age) is punishable under Louisiana state law for \$500 to \$1,000 and/or imprisonment for 30 days to six months.

4.4 – Louisiana Sanctions 14:93.13 –Purchase of Alcohol on Behalf of Persons Under 21 Years of Age

It is unlawful under Louisiana state law to purchase alcohol on behalf of persons less than 21 years of age. Violating this law is punishable for up to \$500 and/or imprisonment for up to 30 days. In addition, the driver's license of the purchaser is subject to suspension for up to 180 days.

4.5 – Louisiana – Illegal Drugs Manufacture, Delivery, and Possession

All Tulane University students and employees are subject to laws regarding the manufacture, delivery, and possession of illegal drugs in the state of Louisiana. These sanctions are generally stronger for manufacture and delivery than for possession. In addition, the sanctions are generally stronger for illegal drugs in lower numbered Schedule classes and greater weights than higher level Schedule classes and lesser weights.

For a complete list of the State of Louisiana Statutory Provisions for Illegal Drugs Manufacture, Delivery, and Possession, see Appendix G.

5 - United States Federal Drug Laws

Tulane University students and employees are subject to punishment under United States Federal drug laws in addition to Louisiana, and Tulane University laws. The possession, use, or distribution of illicit drugs is prohibited by federal law. Strict penalties are enforced for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of federal penalties for first convictions. All penalties are doubled for any subsequent drug conviction.

5.1 – Denial of Federal Aid - 20 USC 1091

Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs will have their federal financial aid eligibility suspended. This includes all federal grants, loans, federal work study programs, and more. Students convicted of drug possession will be ineligible for one year from the date of the conviction of the first offense, two years for the second offense, and indefinitely for the third offense. Students convicted of selling drugs will be ineligible for two years from the date of the first conviction, and indefinitely for the second offense. Those who lose eligibility can regain eligibility by successfully completing an approved drug rehabilitation program.

5.2 – Forfeiture of Personal Property and Real Estate - 21 USC 853

Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation, including houses, cars, and other personal belongings. A warrant of seizure is issued and property is seized at the time an individual is arrested on charges that may result in forfeiture.

5.3 – Federal Drug Trafficking Penalties - 21 USC 841

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The following list is a sample of the range and severity of federal penalties imposed for first convictions. Penalties for subsequent convictions are twice as severe.

1. If death or serious bodily injury result from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces mandatory life sentence and fines ranging up to \$8 million.
2. Persons convicted on federal charges of drug trafficking within 1,000 feet of a university face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year.

For a list of Federal Drug Trafficking Penalties by drug/substance, see Appendix H.

5.4 – Federal Drug Possession Penalties - 21 USC 844

Persons convicted on Federal charges of possessing any controlled substance face penalties of up to one year in prison and a mandatory fine of no less than \$1,000 up to a maximum of \$100,000. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000. Possession of drug paraphernalia is punishable by a minimum fine of \$750.

Special sentencing provisions for possession of crack cocaine impose a mandatory prison term of not less than 5 years but not more than 20 years and a fine up to \$250,000 or both if:

- a. It is a first conviction and the amount of crack possessed exceeds 5 grams;
- b. It is a second conviction and the amount of crack possessed exceeds 3 grams;
- c. It is a third or subsequent crack conviction and the amount exceeds 1 gram.

Civil penalties of up to \$10,000 may also be imposed for possession of small amounts of controlled substances, whether or not criminal prosecution is pursued.

6 - Counseling and Treatment

For a complete list of Tulane University Resources please see Appendix C.

6.1 – Tulane University Health Centers

The Tulane University Health Centers (uptown and downtown) offer specialized, non-judgmental care to students in the Tulane University community. The centers are staffed with physicians, registered nurses and nurse practitioners, a registered dietician, an in-house lab, and a host of other providers equipped to handle the needs of students dealing with alcohol and/or other drug-related problems in their lives.

6.2 – The Counseling Center

Short-term mental health, alcohol, and drug counseling services are available on campus to students through the Counseling Center. The Counseling Center is a team of licensed psychologists, psychiatrists, and other mental health professionals who provide a range of confidential services to Tulane students including individual sessions, group sessions, psychiatric services, alcohol/drug assessments, and alcohol/drug counseling. For Tulane as a community, these departments offer outreach, organizational consulting, crisis management, and other population-based services. Students are evaluated on a case-by-case basis, and work with their provider to plan the course of action that best meets the students' needs. Plans can include individual or group therapy, medication management, referral to on-campus, non-medical resources (Success Coaching, Student Resources and Support Services, Tulane Recovery Community, etc.) and/or referral to mental health practitioners within our community.

6.3 – The Well for Health Promotion (The Well)

The Well for Health Promotion (The Well) provides comprehensive health promotion services to students to assure that the health promotion needs of Tulane University students are met through innovative programs, services, and events. The Well provides multiple levels of drug and alcohol-related intervention, ranging from widespread outreach activities to intimate sessions in residence hall floors, to one-on-one BASICS sessions.

6.4 – Case Management and Victim Support Services (CMVSS)

In the summer of 2015, Case Management and Victim Support Services was created as an office within Student Resources & Support Services to give students in need of support a single place to go for assistance and case management. Previously, the department was primarily a one-person staff who focused on supporting victims of crimes. CMVSS uses an individualized approach to help students connect to the resources they may need on campus and in the New

Orleans community. Within the Student Affairs organization chart, they are directly connected with the Office of Student Conduct and the Office of Student Accessibility. Students may be referred to CMVSS through anonymous reporting (Tulane.edu/concerns) and/or self-referral. Once referred, students will meet with a Case Manager who will seek out the proper avenue of treatment and follow-up for the student. Students are referred to CMVSS for academic concerns, social/emotional concerns, and behavioral concerns including those for alcohol/drug use.

6.5 – Tulane Recovery Community

In the summer of 2019, the Tulane Recovery Community (TRC) was developed within Campus Health to give students in recovery, or interested in recovery, a resource at Tulane. The TRC's mission is to support individualized recovery on campus by providing recovery-based programs that foster academic achievement, connection, and engagement. For the purposes of the TRC, recovery refers to a voluntary commitment and desire to abstain from alcohol and other problematic substances.

The TRC supports students in developing and sustaining a foundation for long-term recovery by providing a safe non-judgmental environment to discuss collegiate specific topics and ideas supportive of recovery on campus. In addition to individuals who self-identify as a person in recovery, the TRC welcomes anyone who is interested in what a recovery lifestyle has to offer, including those who are "recovery curious" and are questioning their relationship with alcohol and or other substances. Additionally, the TRC recognizes the need for advocacy and support, and provides education and space for those identifying as "recovery allies."

6.6 – Community Overview

Within New Orleans, the following agencies exist that provide long-term substance abuse treatment and support (in-patient and/or out-patient). For a listing, please see Appendix D.

Additionally, students on the Tulane University Student Health Insurance Plan may be referred to individual providers who specialize in substance abuse treatment. Interested individuals are encouraged to contact each agency for additional information regarding specific services and costs. Information about the Tulane University Student Health Insurance is included in Appendix I.

Finally, all Tulane University employees who are eligible for medical benefits have both inpatient and outpatient coverage for substance abuse available through their health benefits provider.

7 - Prevention and Education

The Fall 2021 Tulane University American College Health Association: National College Health Assessment III data shows that about 88% of Tulane students drink, and 65% reported consuming 5 or more drinks in one sitting in the last two weeks. Table 7.1 below compares this data to the Fall 2018 NCHA-II data.

Furthermore, students who completed this assessment reported several ways alcohol use negatively affects them. For example, after drinking alcohol in the last 12 months, about 34% of students reported doing something they later regretted, 22% had a complete blackout, 39% had a brownout, 21% of students reported having unprotected sex, and 16% physically injured themselves. Within the last three months, 21% of students reported that alcohol consumption led to health, social, legal, and financial problems or failed to do what was normally expected. Also, within the last 30 days, about 16% of students reported driving after drinking alcohol.

The data also shows that Tulane students are using protective factors, such as keeping track of their strong desire or urge to drink, the number of drinks, and how drinking alcohol leads to an impact on academics, health, sexual health, social, legal, or financial problems. Excessive alcohol use is prevalent on campus, and students are experiencing the consequences of drinking. Therefore, it's important to offer educational programs that encourage the increased use of protective factors and that discourage behaviors that are likely to lead to negative consequences.

Table 7.1 – NCHA Fall 2018-2021 comparison of how many times have they had 5+ drinks in the last 2 weeks:

	2018	2021
Never	47%	35%
1-2 times	36%	40%
3-4 times	12%	16%
More than 4 times	5%	9%

7.1– Brief Alcohol Screening and Intervention for College Students (BASICS)

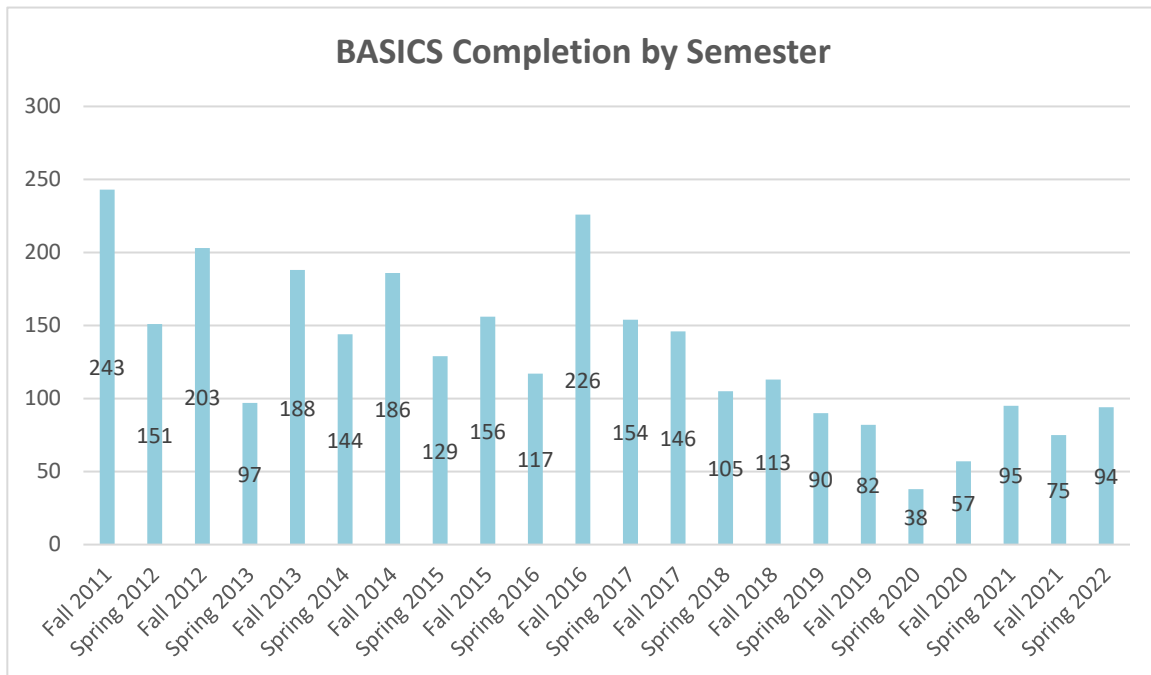
All first-time offenders of Tulane University Alcohol Policy as well as students who are transported for alcohol related incidents are referred BASICS. Additionally, students who have concerns about their use are welcomed to participate.

The BASICS program consists of two individual sessions of approximately 50 minutes. During the first session, students are introduced to the program and complete a self-reported online assessment that assesses behaviors and attitudes. Time is also spent during the first session setting goals and talking about tracking drinking and/or marijuana use during the 2 weeks between sessions. During the second session, the student and facilitator revisit the goals and tracking assignment and review the personalized feedback report (PFR) which was generated

from the online assessment. Using the BASICS PFR, the facilitator explores with the student readiness to change, protective factors, strategies for reducing high risk drinking and resources.

Comprehensive baseline survey data is gathered from BASICS participants during their first session and, if they opt in to the follow up survey, 3 months after their baseline survey. Measures for the baseline and 3-month follow up survey include behavioral indicators, consequences from alcohol and marijuana use, readiness to change, and use of harm reduction strategies.

Table 7.1-1 – BASICS Completion 2011-2022:



7.2–Online Alcohol Education Courses

7.2a – Kognito

The Well continues to utilize the Alcohol and Other Drugs (AOD) module from Kognito to provide pre-matriculation online alcohol and other drug prevention education. Alcohol and Other Drugs is an interactive learning experience that equips students with the skills to support healthy decisions for themselves and their peers, reducing adverse outcomes associated with alcohol and other drug misuse. The virtual platform of this program creates high-levels of accessibility for incoming students and compliments supplemental educational e-mails, webinars, and in-person sessions dedicated to AOD education offered to students throughout the continuum of their Tulane University career.

Table 7.2a – Completion Numbers Alcohol and Other Drugs

	2020-2021	2021-2022
Completed	1,596	1,693
Initial Course	(81%)	(92%)

7.2 b - eCHECKUP TO GO

In spring 2016, The Well began using the eCHECKUP TO GO program developed and administered by San Diego State University. eCHECKUP TO GO for Alcohol and Marijuana, a nationally-recognized program, helps motivate students to reduce their levels of alcohol and marijuana use by using personalized information about behavior and risk factors. These interactive, Tulane customized online programs give student the opportunities to: self-assess the role that alcohol and/or marijuana is playing in their experience here at Tulane; get real-time, personalized feedback about their use; and strategize ways to reduce risk. eCHECKUP TO GO can be accessed through The Well’s eHealth Promotion page and can be used voluntarily by students or given as a sanction for a first-time or low-level policy violation. Table 7.2b show completion numbers in 2020–2021 and 2021–2022.

Table 7.2b – Completion Numbers for Both eCHECKUP TO GO Programs

	2020-2021	2021-2022
eCHECKUP TO GO Alcohol	210	333
eCHECKUP TO GO Marijuana	41	43

7.3– On-Campus Alcohol Program Requests

In addressing high risk alcohol use, Tulane utilizes many messengers to get information to our students. We engage current graduate students, peer health educators from our undergraduate population (known across campus as the Tulane University Peer Health educators or TUPHE's), as well as Certified Health Promotion Specialists from our Health Promotion Department to create dynamic, impactful programs. These programs are dedicated to a full spectrum of health outcomes related to AOD, including awareness, preventative measures, and even intervention. One population that leads AOD education through requestable workshops are the TUPHEs. The TUPHEs are the face of The Well outside the office walls and provide programs in residence halls and for student organizations on health topics that are most relevant to college students. These topics include sexual health, alcohol/other drugs, and mental well-being (a summary of TUPHE-led, requestable programs are provided below).

Throughout the 2020–2021AY and 2021–2022AY, the Tulane University community faced on-going obstacles presented by the COVID-19 pandemic. Further, the campus community was significantly impacted during the Fall 2021 semester due to responding to Hurricane Ida. While all our health promotion programs were adapted for virtual dissemination during this time, campus engagement was notably impacted by these on-going public health and natural disasters.

7.3 a – Alcohol Education Workshops

Living Well @ TU: This mandatory program for first-year students presented during orientation week before school starts uses discussion and interactive activities to encourage students to think critically about alcohol use and the role alcohol will play in the college experience. Bystander intervention concepts and practice is also introduced during this program.

The Buzz: Originally developed in 2010 at the University of Arizona's Campus Health Services, "The Buzz" is an alcohol education presentation that uses interactive activities and myth busting facts to facilitate a conversation about alcohol use on college campuses. This presentation involves trivia and a wide variety of games to provide useful information about alcohol in a playful and relaxed manner.

Risky Business: This small-group, interactive workshop is meant to facilitate a conversation about group norms related to alcohol and other health behavior. Based on real-time responses related to assessments of risk, participants engage in a conversation based on what members want from their experience and how members can support one another. This program available is on an as-requested basis and mostly used with fraternity and sorority organizations. While this program has not been actively requested by the campus community in recent years, this program is still available.

Table 7.3a – Alcohol Workshop Number of Requests Per Academic Year

	2020– 2021		2021–2022	
	# Workshops	# Participants	# Workshops	# Participants
Live Well @Tulane	88	1,413	88	2,173
The Buzz	3	30	3	57

7.4 – Health Communication

The Well develops content for and distributes health communication newsletters covering a wide range of health topics, including substance abuse prevention. These health communication newsletters promote awareness of substance use disorder (SUD) prevention services and resources on campus, as well as offers education on strategies for harm reduction and bystander intervention in situations involving alcohol. SUD prevention messages take priority in the newsletters at the beginning of the year and during known high-risk events in New Orleans including Mardi Gras and Voodoo Music Festival. Newsletters are distributed in paper form through the *Stall Street Journal* (430 copies across 13 locations on the Uptown campus, 7 locations across our Downtown campus). The *Stall Street Journals* are posted in the bathroom stalls of primarily first- and second-year student residence halls. Historical editions of this campus-specific health periodical are available on the department’s website. Much of the newsletter content is further distributed and accessible through a series of robust social media platforms, including accounts on Facebook, Twitter, Instagram, TikTok, and YouTube.

8 - Recommendations

Based on the results from this review, Tulane University recommends the following:

1. Continue the Tulane University Alcohol and Other Drug Task Force.
 - a. Campus Health to assemble a Task Force to establish a cohort of committed multi-disciplinary individuals, including staff, faculty, and students, from across campus to work on initiatives related to alcohol, tobacco, and other drugs.
 - b. This Task Force may work on the following types of initiatives:
 - i. policy development and review
 - ii. advocacy for campus procedures and processes that empower Tulane community members to make healthier decisions around alcohol, tobacco, or other drug
 - iii. campus-wide programming, and assessment initiatives regarding alcohol, tobacco, and other drug issues
2. Expand educational reach to all four years of the undergraduate experience.
 - a. Meet with other areas of Student Affairs including New Student and Leadership Programs, Fraternity and Sorority Programs, Residential Life, and The Office of Multicultural Affairs (The O) to discuss options for outreach with upper class students.
 - b. Increase outreach (social media, messaging to Resident Advisors, Student Org Leaders, TUPHEs, TEMS, SAPHE, FSL Leaders, etc.) during high-risk times of year including.

It is our conclusion that Tulane University is addressing alcohol and other drug information dissemination, program review, reporting of violations, and promotion of legal and policy compliance as described in the federal requirements. Further, the University engages in an ongoing process to evaluate and improve alcohol and other drug-related initiatives that support students in the achievement of their personal and academic goals.

Appendix A: Tulane Alcohol & Other Drug Policy

Last Updated: July 2019

Effective Date: 8/1/2019

Responsible Executive(s): Vice President for Student Affairs

Responsible Office(s): Campus Health

Contact Information for the Responsible Office: <https://campushealth.tulane.edu/>

I. Policy Statement

Alcohol Philosophy

Every member of the Tulane community is expected to make responsible choices regarding alcohol and other drugs. The misuse or abuse of these substances can result in detrimental consequences for individuals and those around them. At Tulane, we expect our community members to cultivate a healthy and safe educational environment that supports each student to reach their full academic potential.

Tulane University approaches alcohol and other drug use with the following beliefs in mind:

- We value the health and well-being of every member of our community and respect an individual's choice to legally consume alcohol or to abstain from alcohol use.
- All members of our community have a responsibility to foster an environment where responsible choices regarding alcohol and other drugs are the norm.
- An individual's choices and behaviors impact our community; Tulanians are accountable for their actions if they compromise the health and safety of themselves or others.
- We support individuals who are struggling with alcohol or other drug misuse, abuse, or addiction through intervention, education, and treatment.

II. Reason for Policy

Tulane University must comply with and uphold all federal, state, and local laws that regulate or prohibit possession, use or distribution of alcoholic beverages or illicit drugs. In addition, Tulane has policies and procedures to ensure the misuse or abuse of these substances is not tolerated. Finally, Tulane University has the obligation to follow-up with any student involved in an alcohol and drug related policy violation or medical emergency.

The following is a summary of certain Louisiana laws regarding the purchase, possession, and use of alcoholic beverages:

1. It is unlawful to falsify a driver's license or other identification document to obtain or attempt to obtain any alcoholic beverages, or to permit someone else to use one's driver's license or other identification document to obtain or attempt to obtain any alcoholic beverages or for the purpose of entering a premise licensed to sell alcohol. La. Rev. Stat. §333.
2. It is unlawful for any person under 21 to purchase or publicly possess any alcoholic beverages. La. Rev. Stat. §14.93.12. Public possession means "possession of any alcoholic beverage for any reason, including consumption, on any street, highway, or waterway or in any public place or any place open to the public, including a club which is de facto open to the public." La. Rev. Stat. §14.93.10.
3. It is unlawful for any person, other than a parent, spouse, or legal guardian, to purchase on behalf of a person under 21 any alcoholic beverages. La. Rev. Stat. §14.93.13.
4. It is unlawful to sell alcoholic beverages to any person under 21. La. Rev. Stat. §14.93.11.
5. It is unlawful for a person under 21 to drive under the influence when the operator's blood alcohol concentration is .02 percent or more. La. Rev. Stat. §14.98.6.
6. It is unlawful to operate a vehicle while intoxicated when the operator's blood alcohol concentration is .08 percent or more when 21 years of age or older. La. Rev. Stat. §14.98.
7. The unauthorized possession, use, or distribution of controlled substances or illegal drugs is unlawful.

III. Departments and/or Individuals Affected by Policy

This policy applies to all Tulane students, Recognized Student Organizations and groups, faculty, and staff regardless of the school or campus of which they are a member. This policy applies at all University Sponsored or Related Events, whether on or off-campus, and on all Tulane University campus locations, including Uptown, Downtown, the Primate Center, Health Sciences Center, Hebert Center, Elmwood, Maple Street, University affiliated housing, and the Houston, Tx. Campus. This policy does not apply to informal, off-campus events; the University uses a reasonable person standard to determine if an event should be covered by this policy.

IV. Definitions

1. **University Recognized Student Organization:** A Recognized Student Organization (RSO) is an autonomous student organization that is formally recognized by Tulane University. A RSO is formed by currently enrolled students sharing a common goal or

- interest that have completed the RSO recognition process and agree to adhere to all University policies and procedures
2. **Administrative Permission:** RSO administrative permission is granted through the Event Registration Process managed by the Division of Student Affairs. Departmental Program or Events administrative permission is granted through Campus Services.
 3. **Common Source:** A common source of alcohol is the equivalent of more than one 12-pack (12 12- ounce bottles or cans) of beer or malt liquor, more than 1.5 liters of wine, more than 750ml of Administrative Policy Template Tulane University Administrative Policy Template Form, Last Revision Date: 7/25/2019 liquor, or any combination of alcoholic beverages with a total amount that exceeds the maximum allowed quantities listed above. Kegs, vats, party balls, beer balls, and boxed wine are also considered common sources.
 4. **Third Party Vendor:** A third-party vendor is an individual or entity that is properly licensed by the appropriate local and state authority to serve alcohol that is contracted to serving alcohol at any University Sponsored or Related Event, whether on or off campus, and at any event at which alcohol will be served on University property.
 5. **Sober Event Monitor:** A Sober Event Monitor maintains a safe social environment for all persons in attendance at social events. All Sober Event Monitors should have completed the current University required training, comply with the Tulane University Alcohol and Drug Policy and related protocols and must be at least 21 years of age.
 6. **Event Host:** An Event Host is defined as the organization, department, or individual sponsoring the event. All hosts should comply with the Tulane University Alcohol and Drug Policy and related protocols.
 7. **University Sponsored or Related Events:** For purposes of this policy, a University Sponsored or Related Event is an event that will be attended by students, faculty, or staff that meets one or more of the following criteria- (1) is registered with the University; (2) is affiliated or hosted by a Recognized Student Organization, department, unit, organization, or activities that relate to the education, research, and community service missions of the University or to the goals or objectives of the department, unit or organization of affiliation; all athletic related events are also included.

IV. Roles and Responsibilities

The following offices collaborate to implement the Alcohol and Other Drug Policy: Tulane University Police Department (TUPD), Campus Health, Office of Student Conduct,

Office of Fraternity and Sorority Programs, Office of Student Programs, and Housing and Residence Life.

V. Policy Details

The unauthorized possession, use, or distribution of controlled substances or illegal drugs is unlawful. In addition to Louisiana law, Tulane's policies regarding the possession and use of alcohol are:

1. Individuals under 21 years of age may not consume, be served, possess, or be provided alcohol anywhere on campus, at University Sponsored or Related Events, or in any manner inconsistent with Louisiana law.
2. Alcohol may only be served at University Sponsored or Related Events, whether on or off campus, with Administrative Permission. The vendor serving alcohol at the event is responsible for identifying those individuals at the event who can legally consume alcohol. Service shall not be provided to any individual without clear evidence of legal age.
3. Faculty, Staff, and Students of any age and their guests may not possess open containers of alcohol or consume alcohol related beverages in public areas (such as lobbies, hallways, stairwells, balconies, walkways, patios/picnic areas, lounges or quads) except at a University Sponsored or Related Event that received Administrative Permission that specifically provides that open containers will be permitted.
4. Drinking games and devices intended to accelerate the consumption of alcohol (including but not limited to funnels or beer bong) are not permitted on Tulane property or at any University Sponsored or Related Events, including Tailgating or athletic events. Common Sources are not permitted.
5. The service of alcohol on University Property or within University facilities must comply with the Exclusive Sponsorship and Nonexclusive Provider Agreement Contract.
6. The University forbids the purchase, sale, and delivery of alcoholic beverages without Administrative Permission.
7. Students are prohibited from the unlawful manufacture, distribution, sale, possession, or use of controlled substances both on and off campus. Faculty and staff are prohibited from the unlawful manufacture, distribution, sale, possession, or use of controlled substances in the workplace
8. All Tulane staff and faculty are also subject to the alcohol and other drug policies contained in this and their respective employee guidelines.
9. Students may not brew or distil alcoholic beverages in the residence halls.

10. Publications of any type and in any media, including the *Hullabaloo*, *Tulane Today*, and other newspapers, pamphlets, flyers, websites, etc., that receive some or all their funding from University sources (including student activity fee) must not accept or contain commercial advertising or other materials regarding alcohol. Alcohol manufacturers, distributors or drinking establishments may not advertise in or on university property, including but not limited to residence halls, recreation centers, kiosks or academic buildings. Similarly, University-Recognized Student Organizations shall not promote alcoholic beverage manufacturers, distributors or drinking establishments other than to announce a university event location.
11. University funds may not be used for any portion of an event at which alcohol may be served to or consumed by minors or to purchase alcohol for any event hosted by an undergraduate Student Organization. Use of University funds for alcohol must be consistent with University procurement guidelines.
 - a. If a Recognized Undergraduate Student Organization cosponsors an event with a graduate or professional Recognized Student Organization, or if undergraduates are invited or present at an event, the policies governing undergraduate events must be followed.

Medical Amnesty Protocol (MAP)

Tulane University has the obligation to follow-up with any student involved in an alcohol and drug related medical emergency. The potential for student conduct action by the University against the student in need of medical attention and/or the student reporting the incident may act as a barrier to students getting the medical attention they need. To remove this barrier and increase the likelihood that students will get any required medical attention, the University has developed a Medical Amnesty Program. The Medical Amnesty Program (MAP) represents the University's commitment to increasing the likelihood that community members will call Tulane Emergency Medical Services (TEMS) or New Orleans Emergency Medical Services when TEMS is not on duty, for medical assistance when faced with an alcohol or other drug-related emergency. Every student, as a part of the Tulane University community, has a responsibility for care. In alcohol or drug-related incidents, the primary concern of the University is the well-being, health, and safety of students.

VI. Policy Procedures

This policy and procedure will be reviewed annually by Campus Health, within the Division of Student Affairs.

VII. Sanctions

Faculty and staff members who violate this policy shall be referred to the appropriate unit administrator. Students and University-Recognized Student Organizations shall be referred to the Office of Student Conduct. University sanctions will depend upon the past record of the violator and the severity of the violation.

VIII. History

The Tulane Alcohol and Other Drug policy is developed and in alignment with Edgar Part 86. EDGAR is the federal requirement for Colleges and Universities to have alcohol policies. The last policy update was completed Spring 2014 and implemented Fall 2014.

IX. Forms/Tools/Resources

RSO Event Planning & Registration Guide -

<https://lbc.tulane.edu/handbook/events>

Event Registration -

<https://lbc.tulane.edu/handbook/events>

X. Related Information Related Policies and Protocols:

Sober Event Monitor, Event Registration, Medical Amnesty Program, Code of Student Conduct, Community Living Standards, Parental Notification, EDGAR Notification Letter, and Employee Handbooks.

Appendix B: Staff Handbook Drug & Alcohol Policy

The purpose of this policy is to provide guidance regarding drug and alcohol use for all employees and applicants. According to the provisions of the Drug-Free Workplace Act of 1988, and the Drug-Free Schools and Communities Act amendments of 1989, employees are prohibited from the unlawful manufacture, distribution, sale, possession or use of illegal drugs (as defined by state or federal laws and regulations) in the workplace. Employees may not report to work under the influence of alcohol or illegal drugs. As dictated by job duties, designated employees may be subject to drug and alcohol testing and are considered covered under this policy.

Employees and applicants are strictly prohibited from possessing, manufacturing, distributing, storing, consuming, or otherwise using alcohol and illegal drugs, as defined by state or federal laws and regulations, on Tulane University's premises and worksites, at Tulane University activities, or in any Tulane University vehicle.

On occasion, Tulane University permits alcohol consumption on its premises for Tulane University-sponsored functions or at other work-related functions. Employees are expected to abide by Tulane University's standards of conduct when attending these functions (such as refraining from becoming intoxicated).

The consumption, possession, sale or purchase of alcohol at any University-sponsored business or social functions held on or off campus must have the prior approval of your Senior Vice President and must be served in alignment with the University's Alcohol Policy.

Whenever use or abuse of any controlled substance (such as alcohol or other drugs) interferes with a safe workplace, appropriate action will be taken. Failure to adhere to the guidelines outlined in this policy may impact an employee's employment status or an applicant's ability to gain employment status.

Employees convicted of illegal drug activity must notify Tulane within five (5) days of conviction.

Drug and Alcohol Testing: As part of the hiring process, Tulane University conducts drug and alcohol tests for the following personnel:

- Tulane Police Department employees;
- Shuttles and Transportation department drivers;
- employees who have access to Biosafety Level 3 Laboratories;
- employees without access to Biosafety Level 3 Laboratories, but work in Biosafety Level 3 Laboratories under the supervision of employees with access;

- employees who have access to controlled drug storage boxes at the Tulane National Primate Research Center; and
- any other position that, for reasons of health and/or safety, necessitate performance of a pre-employment drug and alcohol test.

Applicants are advised of the drug and alcohol testing requirements in detail prior to an offer of employment. Applications for employment will not be processed unless applicants submit to drug and alcohol testing procedures.

Employees may be tested for drugs or alcohol:

- for reasonable suspicion;
- on a random basis and at least annually if they occupy driver positions;
- according to government contracts with state or federal government agencies;
- following accidents, specifically when required by law or when there is a reasonable possibility that drug or alcohol use was a causal factor in the incident;
- when required by state or federal laws and regulations or by other contractual obligations.

Employees who drive motor vehicles carrying more than 16 passengers, trucks weighing more than 26,000 pounds, and/or vehicles used to transport materials considered to be hazardous under the Hazardous Materials Transportation Act and required to be placarded under the Hazardous Materials Regulations are subject to the Department of Transportation (DOT) alcohol testing rules. Under DOT regulations, employees who operate vehicles requiring a commercial driver's license are subject to drug testing as well as any drivers who operate a commercial motor vehicle as defined by DOT.

DOT policy dictates applicable employees are tested if they are involved in an on-the-job vehicle accident and are cited for a moving vehicle violation; note that both these conditions must be met. To be valid, a Breathalyzer test must be administered within two hours of an accident and a drug test must be conducted within 32 hours of an accident. Applicable employees are prohibited from using alcohol or controlled substances following an accident until they have been tested.

Once selected for such drug and alcohol testing, employees must sign and submit all applicable consent forms. Refusal by an employee will be treated as a positive drug test result and will result in immediate termination of employment.

A contract medical facility conducts the tests, analyzes the results, and counsels covered employees regarding the outcome of the test(s). The contract medical facility and its laboratory must be certified for drug and alcohol testing by the U.S. Department of Health and Human Services. Only personnel trained in the use of equipment and taking specimens can be involved in the drug and alcohol testing process.

The contract medical facility's Medical Review Officer also must be certified as a substance abuse professional. Tulane University will rely on the Medical Review Officer to provide appropriate documented data and testimony if the test results in an adverse personnel action.

Employee Assistance Program

Employees are encouraged to take advantage of the counseling and treatment services that are available through the University's Employee Assistance Program (EAP). All counseling is strictly confidential. Information about the EAP is found on the Office of Human Resources and Institutional Equity website. This policy is intended as a guideline to assist in the consistent application of Tulane policies and programs for employees. This policy does not create a contract, express or implied, with any employee. Tulane reserves the right to modify this policy in whole or in part, at any time, in its sole discretion.

Appendix C: On-Campus Resources/Information

Resource	Location	Hours	Phone Number
The Health Center Uptown	Tulane University Uptown Campus, Building 92	M – F 8:30 am – 5 pm Sat 9 am – 1pm	Business Hours: 504-865-5255 After Hours: 855-487-0290
Counseling Center	Tulane University Uptown Campus, Diboll Complex, Building 103 Downtown Campus 127 Elk Place, Room 261	M – F 8:30 am – 5 pm	Business Hours: 504-314-2277 After Hours/The Line: 504-264-6074
Tulane Recovery Community	Tulane University Uptown Campus, Building 92	M – F 8:30 am – 5 pm	Business Hours: 504-314-2277
The Well for Health Promotion (The Well)	Tulane University, Uptown Campus, Building 92, 3 rd floor Downtown Campus 127 Elk Place, Room 261	M – F 8:30 am – 5 pm	504-314-7400
Office of Student Resources and Support Services	Tulane University Uptown Campus, Lavin Bernick Center Garden Level, Suite G02	Call for more information	Business Hours: 504-314-2160 After Hours: 504-920-9900
The Health Center Downtown	127 Elk Place, Room 261, New Orleans, LA	M – F 8:30 am – 5 pm	504-988-6929

Appendix D: Off-Campus Resources/Information

Resource	Phone Number	Website
Council on Alcohol and Drug Abuse (CADA)	504-821-2232	https://cadagno.org/
Metropolitan Human Services	504-568-3130	https://www.mhsdla.org/services/
Alcoholics Anonymous Hotline	1-866-785-5708	https://www.aa.org/
New Directions EAP	1-800-624-5544	https://ndbh.com/
SAMHSA National Helpline	1-800-662-HELP	https://www.samhsa.gov/find-help/national-helpline

Appendix E: New Directions Employee Assistance Program

<https://tulane.app.box.com/s/8vvq38njdd1haj2wa1l16mxb9j4jh741>

New Directions is our new EAP provider. New Directions offers programs and services to help individuals achieve better health and overcome barriers in life. Tulane employees will have access to webinars, onsite trainings, and mobile applications that can assist with work-life services, mental health & therapy and professional training.

One-on-One Support

The University understands how challenging it can be to balance your work and personal life and we are committed to helping you do just that! That's why the University contracts with an outside vendor, New Directions, to provide an Employee Assistance Program (EAP). New Directions offers solutions for living well at home and at work. Counselors provide confidential support for a variety of concerns, from coping with stress to information and support on financial issues, child care, legal issues, relationships, and other life challenges. Their goal is to help you live a happier, more fulfilling life—today and every day.

We are here for you, always

These services are available to you and your eligible dependents 24 hours a day, 7 days a week, free of charge, and are completely confidential. Reach New Directions professionals by telephone at 1-800-624-5544, or visit the website at <https://www.ndbh.com/>, company code: Tulane.

Website Support

In addition to professional support over the phone, New Directions interactive website provides you with immediate access to:

- A private space to work through challenges
- An online platform that connects users to a licensed therapist via text, video, voice, live video
- Access to 5,000 + licensed therapist from a computer, smartphone or tablet device
- A set amount of counseling services per life topic

Appendix F: Louisiana Sanctions – Driving While Intoxicated – 21 Years or Older¹

	1 st Offense	2 nd Offense	3 rd Offense	4 th Offense
Fine	BAC .08 –.15 \$300 – 1,000	\$750 – \$1,000	\$2,000 and possible forfeiture of vehicle	\$5,000 and possible forfeiture of vehicle
Imprisonment	10 days – 6 months	Mandatory 48 hours without parole, with additional 30 days – 6 months	1 – 5 years with or without hard labor	10 – 30 years with hard labor, 2 years of which without parole, probation, or suspension of sentence
Suspended Sentence	32 hours of community service or 48 hours in jail, substance abuse program, and driver improvement program. License suspended up to 90 days	248 hours of community service or 15 days in jail, plus additional substance abuse and driver improvement program. License suspended up to 1 year	45 days in jail plus additional substance and driver improvement program. License suspended up to 2 years	Possible confinement for 5 years, loss of vehicle, and license suspension for up to 2 years
Note on BAC levels	If the BAC is between .15 – .19 the driver must spend 48 hours in jail without possibility of parole. If the BAC is above .20 the driver's license will be suspended for 2 years, the fine will be at least \$750, and 48 hours will be spent in jail	If the BAC is between .15 – .19 the driver will be fined \$1000 and serve at least 96 hours in jail without parole. If the BAC is above .20 the driver's license will be suspended for 4 years. Regardless of BAC is the second offense occurs within 1 year of the first offense 30 days must be spent in jail		

¹ These statutory penalties do not include other costs, such as bondsman's fees, wrecker fees, attorney's fees, court costs, increased insurance costs, motor vehicle office fees, substance abuse program fees, or driver improvement program fees.

Appendix G: State of Louisiana Statutory Provisions for Illegal Drugs – Louisiana RS 40:966-970

Schedule I Manufacturing and Distribution

Penalty for distribution or possession with intent to distribute narcotic drugs listed in Schedule I; possession of marijuana, synthetic cannabinoids, and heroin

A. Manufacture; distribution. Except as authorized by this Part, it shall be unlawful for any person knowingly or intentionally:

(1) To produce, manufacture, distribute or dispense or possess with intent to produce, manufacture, distribute, or dispense, a controlled dangerous substance or controlled substance analogue classified in Schedule I.

(2) To create, distribute, or possess with intent to distribute, a counterfeit controlled dangerous substance classified in Schedule I.

(3) To cultivate, possess, process, or sell industrial hemp, industrial hemp products, or viable industrial hemp seeds not in accordance with the U.S. Agriculture Improvement Act of 2018 or the plan submitted by the Louisiana Department of Agriculture and Forestry that is in compliance with the U.S. Department of Agriculture rules.

B. Violations of Subsection A. Any person who violates Subsection A of this Section with respect to:

(1) Except as otherwise provided in Paragraphs (2) and (3) of this Subsection, a substance classified in Schedule I, upon conviction for an amount of:

(a) An aggregate weight of **less than twenty-eight grams**, shall be imprisoned, with or without hard labor, for not less than **one year nor more than ten years** and may, in addition, be required to pay a fine of **not more than fifty thousand dollars**.

(b) An aggregate weight of **twenty-eight grams or more**, shall be imprisoned at hard labor for not less than **one year nor more than twenty years** and may, in addition, be required to pay a fine of **not more than fifty thousand dollars**.

(2) A substance classified in Schedule I which is **marijuana**, tetrahydrocannabinols, or chemical derivatives of tetrahydrocannabinols, or synthetic cannabinoids for an amount of:

(a) An aggregate weight of **less than two and one half pounds**, shall be imprisoned, with or without hard labor, for **not less than one year nor more than ten years**, and pay a fine of **not more than fifty thousand dollars**.

(b) An aggregate weight of **two and one half pounds or more**, shall be imprisoned at hard labor for **not less than one year nor more than twenty years** and pay a fine of not more than fifty thousand dollars.

(3) A substance classified in Schedule I that is the narcotic drug **heroin** or a mixture or substance containing a detectable amount of heroin or its analogues, upon conviction for any amount, shall be imprisoned at hard labor for **not less than five years nor more than forty years** and may, in addition, be required to pay a fine of **not more than fifty thousand dollars**.

Schedule I Possession

C. Possession. It is unlawful for any person knowingly or intentionally to possess a controlled dangerous substance classified in Schedule I unless such substance was obtained directly, or pursuant to a valid prescription or order, from a practitioner or as provided in R.S. 40:978, while acting in the course of his professional practice, or except as otherwise authorized by this Part. Any person who violates this Subsection with respect to:

(1) Except as otherwise provided in Paragraphs (2), (3), and (4) of this Subsection, a substance classified in

Schedule I for an amount of:

(a) An aggregate weight of **less than two grams**, shall be imprisoned, with or without hard labor, for **not more than two years** and may, in addition, be required to pay a **fine of not more than five thousand dollars**.

(b) An aggregate weight of **two grams or more but less than twenty-eight grams**, shall be imprisoned, with or without hard labor, for not less than **one year nor more than ten years** and may, in addition, be required to pay a fine of **not more than five thousand dollars**.

(2) A substance classified in Schedule I that is **marijuana**, tetrahydrocannabinol, or chemical derivatives thereof, shall be punished as follows:

(a)(i) On a first conviction or any subsequent conviction, wherein the offender possesses **fourteen grams or less**, the offender shall be fined **not more than one hundred dollars**.

(ii) If an offender upon whom a fine has been imposed under this Subparagraph alleges indigency, or otherwise fails to pay the imposed fine, the court shall determine whether the defendant has willfully refused to pay or has made bona fide efforts to legally acquire resources to pay. If an offender has not willfully refused to pay and has made bona fide efforts to attempt to pay the fine imposed, the court shall use its discretion to alternatives, including installment payments or community service.

(iii) This Subparagraph shall be enforced by use of summons in lieu of custodial arrest, in accordance with Code of Criminal Procedure Article 211.

(b) On a first conviction, wherein the offender possesses **more than fourteen grams**, the offender shall be fined **not more than five hundred dollars**, imprisoned in the parish jail for not more than six months, or both.

(c) Any person who has been sentenced under the provisions of Subparagraph (a) or (b) of this Paragraph and who has not been convicted of any other violation of a statute or ordinance prohibiting the possession of marijuana for a period of two years from the date of completion of sentence, probation, parole, or suspension of sentence shall not have the conviction used as a predicate conviction for enhancement purposes. The provisions of this Paragraph shall occur only once with respect to any person.

(d) On a second conviction, wherein the offender possesses more than fourteen grams, the offender shall be fined not more than one thousand dollars, imprisoned in the parish jail for not more than six months, or both.

(e)(i) On a third conviction, wherein the offender possesses more than fourteen grams, the offender shall be sentenced to imprisonment, with or without hard labor, for not more than two years, shall be fined not more than two thousand five hundred dollars.

(ii) If the court places the offender on probation, the probation shall provide for a minimum condition that he participate in a court-approved substance abuse program and perform four eight-hour days of court-approved community service activities. Any costs associated with probation shall be paid by the offender.

(f)(i) On a fourth or subsequent conviction, wherein the offender possesses **more than fourteen grams**, the offender shall be sentenced to imprisonment with or without hard labor for **not more than eight years**, shall be fined **not more than five thousand dollars**, or both.

(ii) If the court places the offender on probation, the probation shall provide for a minimum condition that he participate in a court-approved substance abuse program and perform four eight-hour days of court-approved community service activities. Any costs associated with probation shall be paid by the offender.

(g) Except as provided in Subparagraph (c) of this Paragraph, a conviction for the violation of any other statute or ordinance with the same elements as Subsection C of this Section prohibiting the possession of marijuana, tetrahydrocannabinol or chemical derivatives thereof, shall be considered as a prior conviction for the purposes of this Subsection relating to penalties for second, third, or subsequent offenders.

(h) Except as provided in Subparagraph (c) of this Paragraph, a conviction for the violation of any other statute or ordinance with the same elements as Paragraph (B)(2) of this Section prohibiting the distributing or dispensing or possession with intent to distribute or dispense marijuana, tetrahydrocannabinol or chemical derivatives thereof, or synthetic cannabinoids shall be considered as a prior conviction for the purposes of this Subsection relating to penalties for second, third, or subsequent offenders.

(3) A substance classified in Schedule I which is a **synthetic cannabinoid**, the offender shall be punished as follows:

(a) On a first conviction, the offender shall be fined **not more than five hundred dollars**, imprisoned for **not more than six months**, or both.

(b) On a second conviction, the offender shall be fined not less than two hundred fifty dollars nor more than two thousand dollars, imprisoned with or without hard labor for not more than five years, or both.

(c) On a third or subsequent conviction, the offender shall be sentenced to imprisonment at hard labor for **not more than twenty years**, and may, in addition, be fined **not more than five thousand dollars**.

(d) A conviction for the violation of any other provision of law or ordinance with the same elements as this Subsection prohibiting the possession of synthetic cannabinoids shall be considered a prior conviction for the purposes of this Paragraph relating to penalties for second, third, or subsequent offenses.

(e) A conviction for the violation of any other provision of law or ordinance with the same elements as Paragraph (B)(2) of this Section prohibiting the distributing or dispensing or possession with intent to distribute or dispense synthetic cannabinoids shall be considered a prior conviction for the purposes of this Paragraph relating to penalties for second, third, or subsequent offenses.

(f) If the court places the offender on probation, the probation shall provide for a minimum condition that he participate in a court-approved substance abuse program and perform four eight-hour days of court-approved community service activities. Any costs associated with probation shall be paid by the offender.

(4) A substance classified in Schedule I that is the narcotic drug **heroin** or a mixture or substance containing a detectable amount of heroin or of its analogues, upon conviction for an amount:

(a) An aggregate weight of **less than two grams**, shall be sentenced to a term of imprisonment, with or without hard labor, for **not less than two years nor more than four years**.

(b) An aggregate weight of **two grams or more but less than twenty-eight grams**, shall be sentenced to a term of imprisonment, with or without hard labor, for **not less than two years nor more than ten years** and may, in addition be required to pay a fine of **not more than five thousand dollars**.

Schedule II **Manufacturing and Distribution**

A. Manufacture; distribution. Except as authorized by this Part or by Part VII-B of Chapter 5 of Title 40 of the Louisiana Revised Statutes of 1950, it shall be unlawful for any person knowingly or intentionally:

(1) To produce, manufacture, distribute, or dispense or possess with intent to produce, manufacture, distribute, or dispense, a controlled dangerous substance or controlled substance analogue classified in **Schedule II**.

(2) To create, distribute, or possess with intent to distribute, a counterfeit controlled dangerous substance classified in Schedule II.

B. Violations of Subsection A. Any person who violates Subsection A of this Section with respect to:

(1) Except as otherwise provided in Paragraphs (2), (3), and (4) of this Subsection, a substance classified in Schedule II for an amount of:

(a) An aggregate weight of **less than twenty-eight grams**, shall be imprisoned, with or without hard labor, for **not less than one year nor more than ten years** and may, in addition, be fined **not more than fifty thousand dollars**.

(b) An aggregate weight of **twenty-eight grams or more**, shall be imprisoned at hard labor for **not less than one year nor more than twenty years** and may, in addition, be fined **not more than fifty thousand dollars**.

(2)(a) Production or manufacturing of **amphetamine or methamphetamine** shall be sentenced to imprisonment at hard labor for **not less than ten years nor more than thirty years**, at least ten years of which shall be served without benefit of parole, probation, or suspension of sentence, and in addition may be sentenced to pay a fine of **not more than five hundred thousand dollars**.

(b) This Subparagraph shall be cited as the "Child Endangerment Law". When the state proves in addition to the elements of the crime as set forth in Subsection A of this Section that a minor child twelve years of age or younger is present in the home, mobile home or other inhabited dwelling at the time of the commission of the offense, the minimum mandatory sentence shall be fifteen years without benefit of parole, probation, or

suspension of sentence.

(3) Production or manufacturing of **cocaine** or cocaine base or a mixture or substance containing cocaine or its analogues as provided in Schedule II(A)(4) of R.S. 40:964 or oxycodone as provided in Schedule II(A)(1)(p) of R.S. 40:964 or methadone as provided in Schedule II(B)(15) of R.S. 40:964 shall be sentenced to imprisonment at hard labor for **not less than ten nor more than thirty years**, at least ten years of which shall be served without benefit of parole, probation, or suspension of sentence, and may be fined **not more than five hundred thousand dollars**.

(4) **Fentanyl** or a mixture or substance containing a detectable amount of fentanyl or its analogues, or carfentanil or a mixture or substance containing a detectable amount of carfentanil or its analogues, upon conviction for any amount, shall be imprisoned at hard labor for **not less than five years nor more than forty years** and may, in addition, be required to pay a fine **of not more than fifty thousand dollars**.

Schedule II **Possession**

C. Possession. It is unlawful for any person knowingly or intentionally to possess a controlled dangerous substance as classified in Schedule II unless such substance was obtained directly or pursuant to a valid prescription or order from a practitioner, as provided in R.S. 40:978 while acting in the course of his professional practice, or except as otherwise authorized by this Part. Any person who violates this Subsection with respect to:

(1) An aggregate weight of **less than two grams**, shall be imprisoned, with or without hard labor, for **not more than two years** and, in addition, may be sentenced to pay a fine **of not more than five thousand dollars**.

(2) An aggregate weight of **two grams or more but less than twenty-eight grams** shall be imprisoned, with or without hard labor, for **not less than one year nor more than five years** and, in addition, may be sentenced to pay a fine of **not more than five thousand dollars**.

(3) Phencyclidine, for an amount of an aggregate weight of **less than twenty-eight grams**, shall be imprisoned at hard labor for **not less than one year nor more than twenty years**, or required to pay a fine of not more than **five thousand dollars, or both**.

(4) Fentanyl or a mixture or substance containing a detectable amount of fentanyl or its analogues, or carfentanil or a mixture or substance containing a detectable amount of carfentanil or its analogues, upon conviction for an amount of:

(a) An aggregate **weight of less than two grams**, shall be imprisoned, with or without hard labor, for **not less than two years nor more than four years**.

(b) An aggregate weight of **two grams or more but less than twenty-eight grams**, shall be imprisoned, with or without hard labor, for **not less than two years nor more than ten years** and may, in addition, be required to pay a fine of **not more than five thousand dollars**.

D. If a person knowingly or intentionally possesses a controlled substance as classified in Schedule II, unless such substance was obtained directly or pursuant to a valid prescription or order from a practitioner, as provided in R.S. 40:978 while acting in the course of his professional practice, where the amount of the controlled substance is an aggregate weight of twenty-eight grams or more, it shall be considered a violation of Subsection A of this Section.

E. Treatment for fentanyl or carfentanil addiction as a condition for probation.

(1) Upon conviction of Paragraph (B)(4) or (C)(4) of this Section, possession with intent to distribute fentanyl or carfentanil or possession of fentanyl or carfentanil, the court may suspend any sentence which it imposes and place the defendant on probation pursuant to Article 893 of the Code of Criminal Procedure. The court may order the division of probation and parole of the Department of Public Safety and Corrections to conduct a presentence investigation, or may order the defendant to obtain a substance abuse evaluation, for the purpose of determining whether the defendant has a substance abuse disorder.

Schedule III
Manufacturing and Distribution

A. Manufacture; distribution. Except as authorized by this Part, it shall be unlawful for any person knowingly or intentionally:

(1) To produce, manufacture, distribute or dispense or possess with intent to produce, manufacture, distribute, or dispense, a controlled dangerous substance classified in Schedule III;

(2) To create, distribute, or possess with intent to distribute, a counterfeit controlled dangerous substance classified in Schedule III.

B. Violations of Subsection A. Any person who violates Subsection A of this Section with respect to any controlled dangerous substance classified in Schedule III shall be sentenced to a term of imprisonment, with or without hard labor, for **not less than one year nor more than ten years** and, in addition, may be sentenced to pay a fine of **not more than fifteen thousand dollars**.

Schedule III
Possession

C. Possession. It is unlawful for any person knowingly or intentionally to possess a controlled dangerous substance classified in Schedule III unless such substance was obtained directly or pursuant to a valid prescription or order from a practitioner, or as provided in R.S. 40:978 or 1060.21, while acting in the course of his professional practice or except as otherwise authorized by this Part. Any person who violates this Subsection shall be imprisoned, with or without hard labor, for **not less than one year nor more than five years** and, in addition, may be required to pay a **fine of not more than five thousand dollars**.

Added by Acts 1972, No. 634, §1. Amended by Acts 1973, No. 207, §5; Acts 1991, No. 513, §2; Acts 2017, No. 281, §2; Acts 2018, No. 206, §4.

Schedule IV
Manufacturing and Distribution

§969. Prohibited acts--Schedule IV; penalties

A. Manufacture; distribution. Except as authorized by this Part, it shall be unlawful for any person knowingly or intentionally:

(1) To produce, manufacture, distribute or dispense or possess with intent to produce, manufacture, distribute, or dispense, a controlled dangerous substance classified in Schedule IV.

(2) To create, distribute, or possess with intent to distribute, a counterfeit controlled dangerous substance classified in Schedule IV.

B. Violations of Subsection A. Any person who violates Subsection A of this Section with respect to:

(1) Flunitrazepam shall be sentenced to a term of imprisonment at hard labor for **not less than one year nor more than twenty years** and pay a fine of **not more than fifty thousand dollars**.

(2) Any other controlled dangerous substance classified in Schedule IV, except flunitrazepam, shall be sentenced to a term of imprisonment, with or without hard labor, for **not less than one year nor more than ten years** and, in addition, may be sentenced to pay a fine of **not more than fifteen thousand dollars**.

Schedule IV
Possession

C. Possession. It is unlawful for any person knowingly or intentionally to possess a controlled dangerous substance classified in Schedule IV unless such substance was obtained directly or pursuant to a valid prescription or order from a practitioner, or as provided in R.S. 40:978, while acting in the course of his professional practice or except as otherwise authorized by this Part. Any person who violates this Subsection with respect to:

(1) Flunitrazepam shall be imprisoned, with or without hard labor, for **not less than one year nor more than ten years**, and may, in addition, be required to pay a fine of **not more than five thousand dollars**.

(2) Any other controlled dangerous substance shall be imprisoned with or without hard labor for **not less than one year nor more than five years** and, in addition, may be required to pay a fine of **not more than five thousand dollars**.

D. Whoever, with the intent to commit a crime of violence as defined in R.S. 14:2(B)(10) against an individual, violates Subsection A of this Section by administering a controlled dangerous substance to a person who is unaware that the controlled dangerous substance has been or is being administered to him, shall be sentenced to a term of imprisonment at hard labor for not less than five years nor more than forty years and may be fined not more than one hundred thousand dollars.

Added by Acts 1972, No. 634, §1. Amended by Acts 1973, No. 207, §6; Acts 1997, No. 1191, §1; Acts 2005, No. 14, §1; Acts 2017, No. 281, §2; Acts 2018, No. 206, §4.

Schedule V
Manufacturing and Distribution

A. Manufacture; distribution. Except as authorized by this Part, it shall be unlawful for any person knowingly or intentionally:

(1) To produce, manufacture, distribute or dispense or possess with intent to produce, manufacture, distribute, or dispense, a controlled dangerous substance classified in Schedule V.

(2) To create, distribute, or possess with intent to distribute, a counterfeit controlled dangerous substance classified in Schedule V.

B. Violations of Subsection A. Any person who violates Subsection A of this Section with respect to any controlled dangerous substance classified in Schedule V shall be sentenced to a term of imprisonment, with or without hard labor, for **not less than one year nor more than five years** and, in addition, may be sentenced to **pay a fine of not more than five thousand dollars**.

Schedule V
Possession

C. Possession. It is unlawful for any person unknowingly or intentionally to possess a controlled dangerous substance classified in Schedule V unless such substance was obtained directly or pursuant to a valid prescription or order from a practitioner, or as provided in R.S. 40:978, while acting in the course of his professional practice or except as otherwise authorized by this Part. Any person who violates this Subsection shall be imprisoned with or without hard labor for **not less than one year nor more than five years** and, in addition, may be required to pay a fine of **not more than five thousand dollars**.

Added by Acts 1972, No. 634, §1. Amended by Acts 1973, No. 207, §7; Acts 2017, No. 281, §2; Acts 2018, No. 206, §4.

Appendix H: Federal Drug Trafficking Penalties

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500–4999 grams mixture	<p>First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p>Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	5 kgs or more mixture	<p>First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p>Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p>2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p>
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture	100 gm or more pure or 1 kg or more mixture		
PENALTIES				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	<p>First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual.</p> <p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.</p>		
Flunitrazepam (Schedule IV)	1 gram			
Other Schedule III drugs	Any amount	<p>First Offense: Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p>Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual</p>		
All other Schedule IV drugs	Any amount	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>		
Flunitrazepam (Schedule IV)	Other than 1 gram or more			
All Schedule V drugs	Any amount	<p>First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p>Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>		

Federal Drug Trafficking Penalties Marijuana–

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not less than 20 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not less than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) marijuana plants; 1 to 49 marijuana plants;	Not less than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual	Not less than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

* The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.

Appendix I: Student Health Insurance Plan

The Tulane-sponsored Student Health Insurance Plan (T-SHIP) offers access to both New Orleans area healthcare providers and on-campus services as well as simplified billing and convenient on-campus prescription fulfillment.

T-SHIP ensures access to a wealth of providers in New Orleans, including the city's major hospitals and a wide array of specialists. (Some out-of-state and international health insurance plans may lack coverage in the New Orleans area.) T-SHIP also covers students when they travel, so they're covered at home and abroad.

Students with T-SHIP enjoy low or no co-pays, deductibles or coinsurance at the Health Center as well as low deductibles and impressive coinsurance rates with other providers.

T-SHIP is provided in collaboration with United Healthcare Student Resources (UHCSR). It can be used as a primary health insurance plan or may supplement a student's existing family insurance plan. T-SHIP covers visits to Tulane's on-campus Health Center—including the cost of most medical supplies, laboratory tests, and examination fees.

T-SHIP is a University-sponsored health insurance plan available to Tulane students. Premiums collected are paid directly to the Insurance Company and are non-refundable after the waiver date. The University does not receive any benefits for enrolling students into T-SHIP.

Specifically, for Substance Use Disorder Treatment. Benefits will be paid for services received:

- On an inpatient basis while confined to a Hospital including partial hospitalization/day treatment received at a Hospital.
- On an outpatient basis including intensive outpatient treatment.
- While confined to a Residential Treatment Center.

For more information, please visit: <https://campushealth.tulane.edu/insurance-billing/t-ship>

Appendix J: Health Risks of Commonly Abused Substances

Substance	Nicknames/Slang Terms	Short Term Effects	Risks/Long Term Effects
Alcohol		slurred speech, drowsiness, headaches, impaired judgment, decreased perception and coordination, distorted vision and hearing, vomiting, breathing difficulties, unconsciousness, coma, blackouts,	toxic psychosis, physical dependence, neurological and liver damage, fetal alcohol syndrome, vitamin B1 deficiency, sexual problems, cancer, physical dependence
Amphetamines	uppers, speed, meth, crack, crystal, ice, pep pills	increased heart rate, increased blood pressure, dry mouth, loss of appetite, restlessness, irritability, anxiety	delusions, hallucinations, heart problems, hypertension, irritability, insomnia, toxic psychosis, physical dependence
Barbiturates and Tranquilizers	barbs, bluebirds, blues, yellow jackets, red devils, roofies, rohypnol, ruffies, tranqs, mickey, flying v's	slurred speech, muscle relaxation, dizziness, decreased motor control	severe withdrawal symptoms, possible convulsions, toxic psychosis, depression, physical dependence
Cocaine	coke, cracks, snow, powder, blow, rock	loss of appetite, increased blood pressure and heart rate, contracted blood vessels, nausea, hyper-stimulation, anxiety, paranoia, increased hostility, increased rate of breathing, muscle spasms and convulsions, dilated pupils, disturbed sleep,	depression, weight loss, high blood pressure, seizure, heart attack, stroke, hypertension, hallucinations, psychosis, chronic cough, nasal passage injury, kidney, liver and lung damage
Gamma Hydroxy Butyrate	GHB, liquid B, liquid X, liquid ecstasy, G, georgia	euphoria, decreased inhibitions, drowsiness, sleep,	memory loss, depression, severe withdrawal symptoms,

	homeboy, grievous bodily harm	decreased body temperature, decreased heart rate, decreased blood pressure	physical dependence, psychological dependence
Heroin	H, junk, smack, horse, skag	euphoria, flushing of the skin, dry mouth, "heavy" arms and legs, slowed breathing, muscular weakness	constipation, loss of appetite, lethargy, weakening of the immune system, respiratory (breathing) illnesses, muscular weakness, partial paralysis, coma, physical dependence, psychological dependence
Ketamine	K, super K, special K	dream-like states, hallucinations, impaired attention and memory, delirium, impaired motor function, high blood pressure, depression	Urinary tract and bladder problems, abdominal pain, major convulsions, muscle rigidity, increased confusion, increased depression, physical dependence, psychological dependence
LSD	acid, stamps, dots, blotter, A-bombs	dilated pupils, change in body temperature, blood pressure and heart rate, sweating, chills, loss of appetite, decreased sleep, tremors, changes in visual acuity, mood changes	may intensify existing psychosis, panic reactions, can interfere with psychological adjustment and social functioning, insomnia, physical dependence, psychological dependence
MDMA	ecstasy, XTC, adam, X, rolls, pills, molly	impaired judgment, confusion, blurred vision, teeth clenching, depression, anxiety, paranoia, sleep problems, muscle tension	same as LSD, sleeplessness, nausea, confusion, increased blood pressure, sweating, depression, anxiety, memory loss kidney failure, cardiovascular problems, convulsions,

			death, physical dependence, psychological dependence
Marijuana/Cannabis	pot, grass, dope, weed, joint, bud, reefer, doobie, roach	sensory distortion, poor coordination of movement slowed reaction time, panic, anxiety	bronchitis, conjunctivas, lethargy, shortened attention span, suppressed immune system, personality changes, cancer, psychological dependence, physical dependence possible for some
Mescaline	peyote cactus	nausea, vomiting, anxiety, delirium, hallucinations, increased heart rate, blood pressure, and body temperature,	lasting physical and mental trauma, intensified existing psychosis, psychological dependence
Morphine/Opiates	M, morf, duramorph, Miss Emma, monkey, roxanol, white stuff	euphoria, increased body temperature, dry mouth, "heavy" feeling in arms and legs	constipation, loss of appetite collapsed veins, heart infections, liver disease, depressed respiration, pneumonia and other pulmonary complications, physical dependence, psychological dependence
PCP	crystal, tea, angel dust, embalming fluid, killer weed, rocket fuel, supergrass, wack, ozone	shallow breathing, flushing, profuse sweating, numbness in arms and legs, decreased muscular coordination, nausea, vomiting, blurred vision, delusions, paranoia, disordered thinking	memory loss, difficulties with speech and thinking, depression, weight loss, psychotic behavior, violent acts, psychosis, physical dependence, psychological dependence
Psilocybin	mushrooms, boomers, magic	nausea, distorted perceptions,	confusion, memory loss, shortened

	mushrooms, shrooms, caps, psilocybin & psilocyn	nervousness, paranoia,	attention span, flashbacks may intensify existing psychosis,
Steroids	roids, juice	increased lean muscle mass, increased strength, acne, oily skin, excess hair growth, high blood pressure	Cholesterol imbalance, anger management problems, masculinization of women, breast enlargement in men, premature fusion of long bones preventing attainment of normal height, atrophy of reproductive organs, impotence, reduced fertility, stroke, hypertension, congestive heart failure, liver damage, psychological dependence