

MISSOURI S&T

**Drug-Free Schools and Colleges [EDGAR Part 86] Act
Annual Review:
Academic Year 2023-2024**

Stephanie Murray-Miller, MHA

Manager of Health Promotion and Prevention

Missouri University of Science and Technology

Student Well-Being Department, Division of Student Success

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Introduction and Overview

The Drug-Free Schools and Colleges [EDGAR Part 86] Act requires that Missouri University of Science and Technology design and implement alcohol and other drug prevention programs for the campus community. As a condition of receiving funding under any federal program, the college must certify that it has adopted and implemented a program to prevent “the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees” on campus property or as part of any college activity. The college must have the following in place:

- A written policy on alcohol and other drugs, including information about federal, state, local, and college sanctions for being in violation and health risks associated with abuse;
- A distribution plan for ensuring the policy is made available to all students, faculty, and staff;
- Prevention programs for students, faculty, and staff that support the policy; and
- Biennial review to assess the effectiveness of its alcohol and other drug policies and programs.

In compliance with the Drug-Free Schools and Colleges [EDGAR Part 86] Act, Missouri University of Science and Technology is completing an annual review of the state of prevention efforts on campus for the 2023-2024 academic year.

Alcohol and Other Drug Prevention Certification

Missouri University of Science and Technology Drug-Free Schools and Campuses Regulations [EDGAR Part 86] Alcohol and Other Drug Prevention Certification

The undersigned certifies that it has adopted and implemented an alcohol and other drug prevention program for its students and employees that, at a minimum, includes –

1. The **annual distribution** to each employee, and to each student who is taking one or more classes of any kind (*except for continuing education units*), regardless of the length of the student's program or the employee's terms of employment, of:
 - a. 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;
 - b. A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;
 - c. A description of the short and long-term health risks associated with the use of illicit drugs and the abuse of alcohol;
 - d. A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to employees or students; and
 - e. A clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with 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. A disciplinary sanction may include the completion of an appropriate rehabilitation program.

2. A **biennial review** by the institution of its alcohol and other drug prevention comprehensive program to:
 - a. Determine its effectiveness and implement changes to its comprehensive alcohol and other drug prevention program and policies, if they are needed; and
 - b. Ensure that its disciplinary sanctions are consistently enforced.

Missouri University of Science and Technology
1201 N State St, Rolla, MO 65409

Mo. Deghani
Printed Name of Chief Executive Officer

43-6003859
IRS Employer Identification Number


Signature of Chief Executive Officer

573-341-4114
Telephone Number

04/24/2024
Date

mo.deghani@mst.edu
E-Mail Address

AOD Comprehensive Program Goals and Objectives for Period Being Reviewed

Responsibility for Missouri University of Science and Technology prevention efforts lay with the Student Well-Being Department. Specifically, it lies within the role of the Manager of Health Promotion and Prevention who is the Chair of the Missouri S&T Prevention Coalition. The Missouri S&T Prevention Coalition is a network of campus and community partners who utilize S&T specific data to guide wellness initiatives. These initiatives encourage positive choices among students and reduce the impact of high-risk behavior associated with alcohol and other drugs. We collaborate closely with Partners in Prevention (PIP) and 20+ other Missouri universities to guide and improve Student Well-Being programming. Prevention Coalition builds awareness and encourages action by providing knowledge and resources to foster responsible and educated choices.

Following is a review of the goals established for the 2023-2024 academic year as well as information regarding the progress of each goal.

Goals:

1. Maintain Binge Drinking to be at, or below, the state average.
 - a. In 2023, the binge drinking rate was 21% for undergraduates, 14% for graduate students, and 18% overall.
 - b. In 2024, the binge drinking rate was 19% for undergraduates, 9.4% for graduate students, and 15% overall.
 - c. The state average in 2024 was 21%.
 - d. Since we achieved this goal, we are striving to maintain it for the 2024-2025 academic year.
2. Increase alcohol policy awareness by two percentage points.
 - a. In 2023, policy awareness was 76% for overall.
 - b. In 2024, policy awareness at 67% overall.
 - c. This goal was not achieved; therefore, we have kept our goal for the 2024-2025 academic year to be the same.
3. Reduce cannabis use by one percentage point.
 - a. In 2023, 30% of undergraduate students and 15% of graduate students consumed cannabis.
 - b. In 2024, 23% of undergraduate students and 12% of graduate students consumed cannabis.
 - c. Therefore, we have achieved this goal and updated it slightly for the 2024-2025 academic year to be “Maintain or reduce the rate of cannabis use by 1%”.
4. Increase cannabis policy awareness to be at or above the PIP state average.
 - a. In 2023, 60% of undergraduate students and 53% of graduate students correctly state that “Cannabis is not allowed on campus”.
 - b. In 2023, 52% of undergraduate students and 52% of graduate students correctly state that “Cannabis is not allowed on campus”.
 - c. The state average was 58%.
 - d. This goal was not achieved; therefore, we have kept our goal for the 2024-2025 academic year to be the same.
5. Maintain or reduce Rx drug misuse by 1 percentage point.
 - a. In 2023, the percentage of undergraduate students who misused any prescription drugs that were NOT prescribed to them was 0.8% and for graduate students it was 4.9%; the percentage of undergraduate students who misused drugs prescribed to them was 3.4% and for graduate students it was 1.2%.
 - b. In 2024, the percentage of undergraduate students who misused any prescription drugs that were NOT prescribed to them was 5.9% and for graduate students it was 4.9%; the percentage of undergraduate students who misused drugs prescribed to them was 4.8% and for graduate students it was 1.9%.

- c. This goal was not achieved; so, we have kept our goal for the 2024-2025 academic year to be “Maintain or reduce Rx drug misuse by 1 percentage point.”
6. Reduce illegal drug usage by 1 percentage points.
 - a. In 2023, 15% of undergraduate students and 8.8% of graduate students stated they used drugs other than cannabis.
 - b. In 2024, 12% of undergraduate students and 1.3% of graduate students stated they used drugs other than cannabis.
 - c. Therefore, we have achieved this goal and updated it slightly for the 2024-2025 academic year to be “Maintain or reduce other drug usage by 1%”.
7. Maintain or reduce nicotine use.
 - a. In 2023, 15% of undergraduate students and 18% of graduate students stated they consume nicotine/tobacco products.
 - b. In 2024, 21% of undergraduate students and 28% of graduate students stated they consume nicotine/tobacco products.
 - c. This goal was not achieved; therefore, we updated our goal for the 2024-2025 academic year to be “Reduce nicotine use by 2%”.
8. Maintain or reduce the rate of overwhelmed/unbearable stress
 - a. In 2023, the rate of overwhelming/unbearable stress experienced by undergraduate students was 30% and 26% among graduate students.
 - b. In 2024, the rate of overwhelming/unbearable stress experienced by undergraduate students was 30% and 22% among graduate students.
 - c. Therefore, we achieved this goal and are keeping it to be the same for the 2024-2025 academic year.

Biennial Review Process

As Missouri University of Science and Technology is committed to alcohol and other drug prevention, and because of the affiliation with Missouri Partners in Prevention, Missouri University of Science and Technology has elected to complete the review process annually as opposed to every two (2) years. This document will provide a thorough review of the prevention efforts and programs during the 2023-2024 academic year. This review began in the spring semester of 2024 and concluded in December 2024. Copies of this review are maintained by Student Well-Being indefinitely and can be found online at <https://wellbeing.mst.edu/more/notice-of-compliance/>. Copies of Biennial Reviews may also be requested by calling 573.341.4211 or by emailing wellbeing@mst.edu.

This review was conducted by Stephanie Murray-Miller, the Manager of Health Promotion and Prevention in the Student Well-Being Department, who is also the Chair of the Missouri S&T Prevention Coalition. The Missouri S&T Prevention Coalition is made up of constituents from several institutional areas and based upon a model developed by Missouri Partners in Prevention. This coalition meets monthly to review policies, programs, assessment data, and emerging trends within the field of prevention. The following are those included in the Prevention Coalition:

Stephanie Murray-Miller – Manager of Health Promotion and Prevention, Student Well-Being, and Chair of the Missouri S&T Prevention Coalition

Jessica Gargus – Assistant Vice Chancellor for Student Health and Well-Being

Lynne Davidson, LPC – Director, Student Well-Being

Laura Woods-Buchanan - Health Communications Specialist, Student Well-Being

Brittney Meyer – Case Manager, Student Well-Being

Derek Zboran – Training and Outreach Coordinator, Student Well-Being

Kayla Burns – Health Educator, Student Well-Being

Dr. Amber Henslee – Associate Professor, Psychological Science

Chief Doug Roberts – Chief of Police, Missouri S&T Police Department

Grant Clayton – Manager of Fraternity and Sorority Life, Student Involvement

Nick Bodkins – Student Conduct Manager, Dean of Students

Jamie Myers – Executive Director, Prevention Consultants of Missouri

Endi Rolufs – Prevention Media Specialist, Prevention Consultants of Missouri

Dr. Edna Grover-Bisker – Assistant Vice Chancellor for Student Life and Dean of Students

Samantha Sherman – Senior Community Development Specialist, Meramec Regional Planning Commission

Cameron Breshears – Director of Competitive Sports, Student Recreation and Fitness Center

Sharon Matson – Director of Operations, Graduate Education

Shelley Swearingin – Director of Outreach, Russell House

Dr. Elizabeth C. Dodd, D.O. FAAP – Medical Director, Student Health Service

Tom Turpin – Senior Development Officer, University Advancement

Annual Policy Notification Process

The Missouri University of Science and Technology Alcohol and Other Drugs (AOD) policy can be found in [Appendix A](#) of this document. It is also located online by visiting <https://wellbeing.mst.edu/more/notice-of-compliance/>.

All enrolled students, both full and part-time, receive the AOD policy via email¹ each semester they are enrolled. This includes fall, spring, and summer semesters. The email is sent by the Office of the Vice Chancellor of Student Affairs. The email is drafted and reviewed prior to being sent each semester by the Assistant Dean of Students and the Manager of Health Promotion and Prevention in Student Well-Being. We ensure delivery of receipt by asking the Missouri S&T Marketing Department to inform us of any emails that return as undeliverable. If there are any undeliverable, we attempt to reach out to that student via a different format.

All employees receive the AOD policy via email² each fall and spring semester. The email is sent by the Office of Human Resources and the Student Well-Being department. Additionally, the Office of Human Resources provides a copy of this policy to all new employees during new employee orientation. Furthermore, we recognize that some employees may not regularly check their email account. To ensure the information is shared with these employees, a printed version of the annual policy notification is posted on various bulletin boards in departments where they are easily visible to employees. These printed copies include an accessible QR code where employees can scan to read the full policy. We ensure delivery of receipt by asking Missouri S&T Marketing Department to inform us of any emails that return as undeliverable. If there are any undeliverable, we attempt to reach out to that employee via a different format.

To review the annual policy notifications provided to students and employees for the 2023-2024 academic year, please refer to [Appendix U](#).

Furthermore, all incoming students and parents/caregivers of students receive a link to the policy in the annual parental notification outreach ([see Appendix N](#)) and incoming student notification outreach sent prior to the fall semester each year. These emails are sent by the Assistant Dean of Students and are reviewed prior to each fall semester by the Assistant Dean of Students and the Manager of Health Promotion and Prevention in Student Well-Being.

Individuals requesting to view the Alcohol and Other Drugs (AOD) related policies, along with the Annual Review Report, are guided to the Notice of Compliance link on the Student Well-Being website located at <https://wellbeing.mst.edu/more/notice-of-compliance/>. Further, the Annual Review Report can be received by requesting a copy from the Student Well-Being department by calling 573.341.4211 or emailing wellbeing@mst.edu.

¹ See Occidental College Campus Crime Final Program Review Determination, pg. 52: https://studentaid.gov/sites/default/files/fsawg/datacenter/cleryact/Occidental_College_8_11_17_FPRD_Redacted.pdf

² See Occidental College Campus Crime Final Program Review Determination, pg. 52: https://studentaid.gov/sites/default/files/fsawg/datacenter/cleryact/Occidental_College_8_11_17_FPRD_Redacted.pdf

AOD Policies

There are multiple policies related to AOD that exist at Missouri University of Science and Technology in reference to students, staff, faculty, and other entities. We will note that given the passage of Amendment 3 in Missouri, the UM System issued a statement to reflect that our policy states that cannabis/marijuana is still considered an illicit drug per Federal guidelines. Please review [Appendix B](#) to read the full statement that was issued. The UM System Office of the General Counsel fields a wide array of legal questions surrounding cannabis, so they put together a list of FAQs to answer some of the common questions regarding legal matters affecting the University as they relate to cannabis ([see Appendix P](#)).

Following is a discussion of each of these AOD-related policies.

The overall AOD policy can be found in its entirety in [Appendix A](#), but includes the following information:

- Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs (*to include cannabis/marijuana*) and alcohol by students and employees on its property or as part of any of its activities;
- A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs (*to include cannabis/marijuana*) and alcohol;
- A description of the health risks associated with the use of illicit drugs (*to include cannabis/marijuana*) and the abuse of alcohol;
- A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to employees or students;
- A clear statement that the institution will impose disciplinary sanctions on students and employees (*consistent with 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 (*of which may include a disciplinary sanction requiring the completion of an appropriate rehabilitation program*).

Oversight of the AOD policy rests with Office of the Vice Chancellor for Student Affairs and the Office of the Vice Chancellor of Finance and Operations. The health, safety, and welfare of the university community and all visitors is a top priority. To this end, Missouri University of Science and Technology (Missouri S&T) has established the parameters for compliance and implemented a comprehensive program and strong policy to prevent the use of illegal drugs and the abuse/misuse of alcohol. This program is reviewed biennially to identify gaps in evidence-based practices, determine its effectiveness, implement any necessary changes, explore future programmatic efforts, and ensure the required disciplinary sanctions are consistently enforced. Missouri S&T's process is designed to be strategic, purposeful, and reflective when developing and examining efforts to meet the unique needs of its members and the culture of the university.

As stated in the section above regarding the [annual policy notification process](#) section, all enrolled students and employees receive the AOD policy via email³ each semester. For students, this includes each semester they are enrolled (fall, spring, and summer). For employees, they receive the notification each fall and spring semester and the Office of Human Resources provides a copy of this policy to all new employees during new employee orientation. The Office of the Dean of Students also sends out the annual parental notification outreach to abide by the CRR 180.025 Parental Notification of Alcohol and Controlled Substances Violations ([see Appendix N](#)).

³ See Occidental College Campus Crime Final Program Review Determination, pg. 52:
https://studentaid.gov/sites/default/files/fsawg/datacenter/cleryact/Occidental_College_8_11_17_FPRD_Redacted.pdf

The university complies fully with local, state, and federal regulations regarding the sale, possession, and consumption of alcoholic beverages. Missouri S&T is designated drug-free, and only under certain conditions is the consumption of alcohol permitted, as outlined in [S&T Policy I-90: Campus Alcoholic Beverage Program](#) (see [Appendix K](#)). This is further elaborated on in the [Student Affairs/Office of the Vice Chancellor Alcoholic Beverages](#) policy (see [Appendix L](#)).

The policy is expounded upon in many instances to target specific constituents on campus. Further information for employees about substance misuse and how concerns related to substance misuse may affect both personal and professional lives can be obtained through the Office of Human Resources, including resources such as the [UM System's Employee Assistance Programs \(EAP\)](#), through Optum.

The Missouri University of Science and Technology Tobacco-Free Campus Policy (*in effect since August 1, 2016*) is located at the following [link](#) and in [Appendix C](#). Information about available cessation resources can be found on the Student Well-Being [website](#) or by contacting Student Well-Being at wellbeing@mst.edu or 573.341.4211.

Violations of the AOD policy and other relevant policies by students are adjudicated mainly through the Student Conduct Manager within the Dean of Students Office in the Division of Student Affairs. This department is overseen by the Assistant Dean of Students (*further information regarding student conduct procedures may be found in the [Compliance Related Outcomes](#) section of the review*). Missouri S&T will impose disciplinary sanctions on students outlined in [CRR 200: Standard of Conduct](#) (see [Appendix F](#)).

Those violations committed by an employee of the institution (*to include faculty and staff*) are addressed through the Office of Human Resources, under the discretion of the Chief Human Resources Officer. All university employees are subject to employee standards, rights and expectations as outlined in the University of Missouri Collected Rules and Regulations. This includes the HR-508 Drug/Alcohol Abuse in the Workplace as outlined in [Appendix D](#) and in [Chapter 330 of the University of Missouri Collected Rules and Regulations](#). In accordance with [HR-504 Background Checks and Criminal Convictions](#) and as a condition of University employment, every employee must abide by the terms of the policy and must notify their supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction. The University will provide notice to the contracting agency within 10 days after receiving notice from an employee or otherwise receiving actual notice of such conviction. The Office of Human Resource Services will maintain an alcohol and controlled substance testing program for drivers of qualifying commercial motor vehicles to include post-offer pre-employment and random testing. Employees may be required to submit to testing for the usage of alcohol, illegal drugs, or unauthorized use of prescription drugs in cases where there is reasonable suspicion; been involved in a work-related accident involving bodily injury or damage to property; as required or authorized by state or federal law, or as permitted or directed under University of Missouri policies.

The Athletic Department has a more specific policy for their athletes and oversight and administration of that policy rests with the Missouri University of Science and Technology Athletic Department (*see [Appendix E](#)*). In addition, the Athletic Department adheres to requirement as set forth by the NCAA. Missouri S&T Athletics is dedicated to operating and competing with the highest level of integrity and in compliance with NCAA and Great Lakes Valley Conference (GLVC) rules and regulations. All individuals involved in Miner Athletics are responsible for knowing and abiding by all rules and reporting any possible violations to an athletic administrator immediately. To find further information, please visit the [NCAA Compliance Page](#).

Tailgating is a growing tradition prior to and following Missouri S&T Miner athletic events. The tradition of tailgating is built around Miner spirit and responsible, respectful fellowship of Miner fans including parents, faculty, staff, students, and friends as well as the opponent's parents, faculty, staff, students, and friends who are attending the contests. The Missouri S&T campus has designated areas in the general proximity of NCAA intercollegiate athletic events as those where alcoholic beverages can be possessed and used on the day of the event according to the terms and conditions and document. The use of alcoholic beverages by members of the

Missouri S&T community is always subject to the alcoholic beverage laws of the State of Missouri, the County of Phelps, and the City of Rolla. Sponsors or organizers of tailgating activities are responsible for assuring that individuals under 21 years of age do not possess or consume alcoholic beverages at any tailgating event. All participants, upon the request of a University official or law enforcement officer, must be able to provide a picture identification card to show proof of age. Please refer to [Appendix M](#) to read the entire [Tailgating Policy](#).

Given that illicit drugs or alcohol are often present and/or a major factor in occurrences of sexual misconduct, illicit drugs and alcohol are directly addressed in the Sex Discrimination, Sexual Harassment and Sexual Misconduct in Education/Employment Policy. The policy is developed by the UM System under the approval of the Board of Curators. The Title IX Coordinator at the Missouri University of Science and Technology is Paul Hirtz, Ph.D. This person's duties and responsibilities of the University's Title IX Coordinator includes monitoring and providing oversight of overall implementation of Title IX compliance at the University, including coordination of training, education, communications and coordination with the Title IX Processes for faculty, staff, students and other members of the University community and investigation of Formal Complaints of sexual harassment, and to respond promptly to reports of sexual harassment of which the University has actual knowledge in University education programs and activities. The entirety of the policy can be found on the UM System Rules and Regulations website at this [link](#). Aligned with [CRR 600.030](#), the Missouri University of Science and Technology offers [amnesty](#). At times, students may be hesitant to report the occurrence of sexual harassment because they are concerned that they themselves, or witnesses to the misconduct may be charged with other minor policy violation. In order to foster reporting and participation, the University may provide [amnesty](#) to Parties and witnesses accused of minor student conduct violations ancillary to the incident.

Student organizations at Missouri University of Science and Technology have additional policies to abide by in addition to those in [CRR 200: Student Conduct](#) (see [Appendix F](#)). This includes the following which are issues by the Office of Student Involvement:

- Alcohol Policy for Recognized Student Organizations (see [Appendix G](#))
- Alcohol Guidelines/ Expectations (see [Appendix H](#))
- Alcohol Advertisement Policy (see [Appendix H](#))

All student organizations which serve, provide, allow, or sell alcoholic beverages at their organization sponsored events must send their President, one additional officer, and advisor to a mandatory Risk Management Seminar coordinated each semester by the Office of Student Involvement.

The Department of Residential Life is committed to providing students with an outstanding living/learning environment and prepares a [Residence Hall Guide](#) each academic year. In the guide, they include policies and procedures that relate to alcohol, cannabis, and other drugs. These include the following sections of the guide:

- Health and Safety Checks and Violation (see [Appendix I](#))
- Community Standards – Residence Hall Behavior Standards (see [Appendix J](#))

The health, safety, and welfare of our students is a priority of Missouri University of Science and Technology. Therefore, our university has instituted a [Missouri S&T Responsible Action Protocol](#) (see [Appendix O](#)). This protocol encourages individuals to seek medical assistance for themselves or others in emergency situations, even if prohibited conduct may have occurred in conjunction with the emergency. Under this protocol, a Missouri S&T student, or Recognized Student Organization (RSO) who acts responsibly by notifying the appropriate authorities (see [Responsible Action section](#)) when experiencing an emergency situation, including alcohol or drug overdose or related concerns AND meets one or more of the following criteria outlined in the protocol, typically will not face University student conduct action for their own use or possession of alcohol or drugs.

In the [Undergraduate](#) and [Graduate](#) Course Catalog (see [Appendix Q](#)), AOD policies and resources are included to inform students about them. Regarding Alcoholic Beverages, it states, that the use or possession of any alcoholic beverage is prohibited on all university property, except in the chancellors' residence, and the sale, use,

or possession may, by appropriate university approval be allowed in approved university alumni centers or faculty clubs, and for single events and reoccurring similar events in designated conference, meeting, or dining facilities provided by university food services, subject to all legal requirements. Regarding Illegal Drugs, it states that University of Missouri regulations prohibit the unlawful possession, use, distribution, and sale of alcohol and illicit drugs by university students and employees on university-owned property and at university or supervised activities. Local, state, and federal laws also prohibit the unlawful possession, use, distribution, and sale of alcohol and illicit drugs. Violation of the University of Missouri regulations and federal and state laws may result in arrest and could also result in disciplinary action up to and including expulsion for students and discharge for employees.

Through the work of the S&T Prevention Coalition, Student Well-Being, and University Police, a Narcan Distribution Plan was developed for our campus during the 2023-2024 academic year to be implemented starting August 2024. Naloxone (name brand Narcan) is an FDA approved, over the counter, life-saving medication designed to rapidly reverse opioid overdose. Opioid overdose is a serious public health concern across the country. Phelps County ranks as one of the highest in the state of Missouri for overdose vulnerability. Even though prescription and illicit drug misuse at Missouri S&T is low, it is important to consider the national and local drug landscape. Recent funding from national opioid settlements have made Naloxone available for communities, organizations, and individuals at no cost. This has allowed universities across the nation to make Naloxone accessible to their students and employees to prevent opioid overdose on their campuses. Missouri S&T aims to stay aligned with best practices and prioritizes the health and safety of our campus community; therefore, we are implementing a Naloxone distribution plan spearheaded by the Prevention Coalition and the Student Well-Being Department with support from Partners in Prevention and Meramec Regional Planning Commission. For a full review of the distribution plan see [Appendix R](#). Information regarding how to access Narcan on campus can be found on the following website: <https://wellbeing.mst.edu/narcan/>.

AOD Enforcement

There are a variety of enforcement methods utilized at Missouri University of Science and Technology and descriptions of staff authority and jurisdiction regarding AOD violations follow:

The Missouri S&T University Police Department supports the campus community in fulfilling its commitment to teaching, research, and service by providing a safe and secure environment for students, faculty, staff, and visitors in partnership with all members of the campus community.

The functions performed by the university police include many services offered by a small municipal police agency as well as certain service functions unique to the university setting. The university police have an authorized strength of 25 full-time employees, including 12 state-commissioned police officers, 5 security guards, 2 parking control officers and 6 administrative staff members. S&T police officers are empowered under [Chapter 172.350 of the Missouri Revised Statutes](#) — as such the officers are commissioned and armed. Additionally, all S&T police officers possess Rolla City Police commissions. Police officers patrol on foot and by vehicle all properties owned by Missouri S&T 24 hours a day, 7 days a week. The security guards perform additional security checks on the main campus during evening and night hours. In addition to the full-time staff, the department employs 9 campus service officers (CSO's), who are students that assist on a part-time basis. The university police also have a reserve police officer program whereby part-time officers are used on an as-needed basis.

Duties of the university police include, but are not limited to preventative patrols, the investigation of crimes, crime prevention through active campus involvement, service to students and others in emergencies, special event coverage, overseeing parking lot operations, and the enforcement of state laws, city ordinances, and university rules and regulations.

Chapter 172.350 of the Missouri Revised Statutes grants Missouri S&T Police Officers the power to maintain order, preserve peace, and make arrests as now held by peace officers, and with the further power to expel from the public buildings, campuses, grounds, and farms; persons violating the rules and regulations prescribed by the Board of Curators of the University of Missouri. The Missouri S&T Police Officers have the authority to enforce State, Local, and Federal laws, and University Policies.

The Missouri University of Science and Technology has a mutual aid agreement with the City of Rolla to provide services within the City of Rolla's jurisdiction including the investigation of alleged criminal offenses. All sworn members are required to be licensed by the Missouri Department of Public Safety's Peace Officers Standards and Training Program (P.O.S.T.). Therefore, Missouri S&T Police Officers have complete authority to apprehend and arrest anyone involved in an illegal act on-campus and within the city limits of Rolla. The Missouri S&T Police Officers have jurisdiction to operate on Missouri S&T owned or controlled property. Additionally, Missouri S&T Police Officers have an expanded patrol district and can operate within the city limits of Rolla.

Campus Police personnel work closely with local, state, and federal law enforcement agencies. Assistance from outside agencies may sometimes be required, these agencies include but are not limited to: Rolla Police Department, Phelps County Sheriff's Department, Missouri State Highway Patrol, Federal Bureau of Investigation, Rolla City Fire and Rescue, Department of Health and Environmental Safety, American Red Cross, and Rolla Municipal Utilities. All 911 calls for Phelps County are answered by the City of Rolla Police Department's Central Dispatch Center, which manages dispatching services for the Missouri S&T Police Department. Missouri S&T Police Officers have direct radio communication with City of Rolla Police Officers. Police personnel can access the National Crime Information Computer system (NCIC), the Missouri Uniform Law Enforcement System (MULES), and other law enforcement databases. These databases are used for accessing criminal history data, nationwide police records, driver/vehicle identification information, as well as

other local, state, and federal law enforcement information.

The Missouri S&T Police Department also consists of Security Guards and Campus Service Officers that patrol campus, ensure building security, conduct safety escorts on main campus, check for maintenance issues and report to Operations office any violation of University Policy or violations of local or state law. The patrol jurisdiction of Security Guards and Campus Service Officers is limited to any main campus buildings or main campus property owned or controlled by Missouri University of Science and Technology. As non-sworn officers, Security Guards and Campus Service Officers do not use any type of weapons or physical force while in the performance of their job duties. The only authority the Security Guards or Campus Service Officers have is to follow and report to Operations and Campus Police Officers, they have no authority to detain, arrest, or enforce University Policy. The Security Guards and Campus Service Officers uniform is meant to be a deterrent for any problems. In the event that it does not deter, every Security Guard and Campus Service Officer carries a portable radio to contact the operations office, which is also monitored directly by University Police Officers, to request immediate assistance. The Security Guards and Campus Service Officers will then guide officers to the scene and bear witness to any incident that occurs.

Community members, students, faculty, staff, and guests are encouraged to report all crimes, emergencies, and public safety related incidents accurately and promptly.

The Missouri S&T Police Department is the primary agency for reporting and investigating all crimes that occur on university property. Any instances of criminal or suspicious acts and emergencies occurring on the campus, including residence halls, should be reported to the Missouri S&T Police Department regardless of how seemingly insignificant the crime. The Missouri S&T Police Department is located at 205 W. 12th Street and can be contacted 24 hours a day by telephone or in person. Contact the Missouri S&T Police Department at (573) 341-4300 or dial 911 for emergencies. When dialing 911, the call will go to the Rolla Police Department's Central Communications. The Rolla Police Department's Central Communication is the dispatching center for all public safety agencies in Phelps County which includes the Missouri S&T Police Department. Officers will respond as quickly as possible to any request for assistance, whether it is an emergency or a non-emergency call. Response time is based on current activity load and the urgency of the call. Crimes in progress, traffic accidents, and medical emergencies have a higher priority than other types of calls.

In cases involving minor offenses by students, the campus police may also refer the individual to the Office of the Vice Chancellor of Student Success and/or the Office of Equity and Title IX. Missouri S&T Police Department officers can and do respond to student related incidents that occur in close proximity to campus. Through coordination with local law enforcement agencies, criminal activity allegedly engaged in by students at off campus locations may be reported to the Office of the Vice Chancellor of Student Success and/or the Office of Equity and Title IX for any action of follow-up that may be required. The University encourages all recognized student organizations to abide by federal, state, and local laws, and University regulations. The University will generally be limited to conduct which occurs on the Missouri S&T premises or at university sponsored or university-supervised functions. However, the University may take appropriate action, including, but not limited to the imposition of sanctions under Sections 200.020 and 600.040 of the Collected Rules and Regulations against students for conduct occurring in other settings, including off campus. In order to protect the physical safety of students, faculty, staff, and visitors or if there are effects of the conduct that interfere with or limit students' ability to participate in or benefit from the University's educational programs and activities. There are several recognized student organizations that have privately owned houses within the non-campus boundaries. If Rolla Police Department is called to respond to one of these locations, they will typically notify Missouri S&T Police Department to respond with them. However, Rolla Police Department does this out of courtesy and is not required to notify or involve Missouri S&T Police Department when they respond to a call involving private property.

In the case of a reported alleged major offense, such as rape, murder, aggravated assault, and robbery at the University, the Missouri S&T Police Department may choose to oversee the investigation or request the assistance

of another law enforcement agency such as the Missouri State Highway Patrol, City of Rolla Police Department, or Phelps County Sheriff’s Department. The prosecution of criminal offenses is processed by either the City of Rolla Prosecuting Attorney’s Office or the Phelps County Prosecuting Attorney’s Office. For the purpose of assessing the crime for distributing a potential timely warning notice and for disclosure in the annual crime statistics. Missouri S&T Police Department encourages accurate and prompt reporting of all crimes to the campus police and/or appropriate department, when the victim of a crime elects to, or is unable to, make such a report. Statistics for cases that are offenses pursuant to The Jeanne Clery Act are sent to the Department of Education yearly. Additionally, the Missouri S&T Police Department reports crime statistics to the Missouri State Highway Patrol for inclusion in the Uniform Crime Report published by the Federal Bureau of Investigation.

Crimes should be reported to:

| | | |
|---|--|--------------|
| Missouri S&T Police Department | police@mst.edu | 573-341-4300 |
| Manager of Fraternity and Sorority Life | involvement@mst.edu | 573-341-6771 |
| Dean of Students | dos@mst.edu | 573-341-4209 |
| Athletic Director | minerathletics@mst.edu | 573-342-4175 |
| Resident Assistant | relife@mst.edu | 573-341-4218 |
| Physician in Student Health | mstshs@mst.edu | 573-341-4284 |
| Title IX Director | equity@mst.edu | 573-341-7734 |

Additional people on campus who may provide monitoring of AOD policies include, but are not limited to, the following:

- Residential Life Staff
- Fraternity and Sorority Life Leadership
- Dean of Students Office
- Office of Human Resources
- Office of the Chancellor
- All members of University Community
- Office of the Vice Chancellor for Finance and Administration
- Office of the Vice Chancellor for Student Success
- Athletic Department Leadership
- Office of Student Involvement
- Marketing and Communications
- Facilities Operations
- Missouri S&T Dining Services

AOD Prevalence Rate, Incidence Rate, Needs Assessment, and Trend Data [MACHB Spring 2024]

Data regarding AOD use is readily available at our institution from a variety of sources. Due to our membership in Partners in Prevention (*a state-wide coalition of institutions of higher education focused on the prevention of illicit drug and alcohol use in Missouri*), we are provided the opportunity to access numerous best-practice resources, including the Missouri Assessment of College Health Behaviors (MACHB) ([see Appendix T](#)). The assessment is provided to a random sample of 25% of our undergraduate students and a random sample of 1,000 graduate students. Following are the results for the past three (3) academic years as well as the average results from all participating schools in the past academic year. Please note that the data points for 2021-2022 only list undergraduate students' data. Starting in the 2022-2023 academic year, we started to survey graduate students in addition to undergraduate students. The last column "All participating 4-year MO Schools 2023-2024" is a representation of undergraduate students only.

| Question | INSTITUTION 2021-2022 *Please note the data points for this year is only for undergraduate* | INSTITUTION 2022-2023 | INSTITUTION 2023-2024 | All participating 4-year MO Schools 2023-2024 |
|--|---|---|---|---|
| Consumed alcohol in the past year | 64% | 55% - Undergraduates 60% - Graduates | 50% - Undergraduates 47% - Graduates | 60% |
| Binge drank in last 2 weeks (2-hour definition) | 24% | 21% - Undergraduate 14% - Graduates | 19% - Undergraduate 9.4% - Graduates | 21% |
| Under 21 binge drank in last 2 weeks (2-hour definition) | 22% | 17% - Undergraduates | 15% - Undergraduates | 18% |
| Used marijuana in the past year (including smoked marijuana, edibles, derivatives, and ALL other types of marijuana/cannabis products) | 22% | 30% - Undergraduates 15% - Graduates | 23% - Undergraduates 12% - Graduates | 32% |
| Used marijuana / cannabis (all types) while drinking alcohol in the past year | 28% | 33% - Undergraduates 17% - Graduates | 33% - Undergraduates 10% - Graduates | 37% |
| Used tobacco/nicotine products (e.g. combustible cigarette, e-cigarette, smokeless tobacco, etc.) in the past 12 months | 16% | 16% - Undergraduates 18% - Graduates | 21% - Undergraduates 28% - Graduates | 26% |
| Driven after drinking in the past year | 8% | 6% - Undergraduates 10% - Graduates | 5% - Undergraduates 9% - Graduates | 8% |

| | | | | |
|---|-----|--|--|-----|
| Always used a designated driver in the past year ⁴ | 78% | 69% - Undergraduates 61% - Graduates | 70% - Undergraduates 67% - Graduates | 69% |
| Used illegal drugs (excluding marijuana) in past year | 7% | 15% - Undergraduates 8.8% - Graduates | 12% - Undergraduates 1.3% - Graduates | 15% |

Missouri University of Science and Technology also participated in the Healthy Minds Study in the Spring of 2023. The Healthy Minds Study provides a detailed picture of mental health and related issues in college student populations. It is approved by Advarra IRB. To further protect respondent privacy, the study is covered by a Certificate of Confidentiality from the National Institutes of Health. We participated in this study because Missouri S&T is a JED Campus Member. As part of the formal JED partnership, our campus participated in the Healthy Minds Study during the winter of 2019-2020 and then again in the spring semester of 2023.

The following are a list of alcohol, cannabis, and other drug related questions asked in the Healthy Minds Study.

| Question | INSTITUTION 2019-2020 (N=983) | INSTITUTION 2023 (N=763) |
|--|---|---|
| Used marijuana in the past 30 days | 14% | 14% |
| Used Other stimulants (such as Ritalin, Adderall) without a prescription or more than prescribed in the past 30 days | 2% | 2% |
| During the last two weeks, how many times have you had 4 (female), 5 (male), 4 or 5 (other gender) or more drinks in a row? (among those with any alcohol use) | 1% - 10 or more times 4% - 6 to 9 times 20% - 3 to 5 times 16% - Twice 27% - Once | 1% - 10 or more times (both female and male) 3% - 6 to 9 times (female) 4% - 6 to 9 times (male) 18% - 3 to 5 times (both female and male) 16% - 2 times (female) 17% - 2 times (male) 26% - 1 time (female) 28% - 1 time (male) |
| Consumed alcohol in the past 2 weeks | NA | 52% |

Due to our membership in Partners in Prevention (*a state-wide coalition of institutions of higher education focused on the prevention of illicit drug and alcohol use in Missouri*), we were provided the opportunity to participate in the Missouri Assessment of College Health Behaviors for Athletes survey during the fall semester of 2023 (*MACHB-A*). This was the first academic year we participated in the survey. The MACHB-A offers valuable insights into the health behaviors and challenges faced by student athletes. This survey, a modified version of the original MACHB created in 2022, focuses specifically on athletes and examines how factors such as injuries, transitions out of sports, and motivation influence their well-being. Understanding these dynamics is crucial for developing targeted support strategies for this unique group. The following are a list of alcohol, cannabis, and other drug related questions asked in the MACHB-A with the results from Missouri S&T in 2023 as well as the average results from all participating schools in 2023. At Missouri S&T, the survey was sent to 475 varsity/NCAA student-athletes, with a response rate of 28% (N=135).

⁴ Results for this question reflect the combined responses for “Always,” “No, because I walked,” and “No, because I just stayed where I was drinking.”

| Question | INSTITUTION December 2023 N= 135 | All participating MO Schools 2023 N = 729 |
|---|--|---|
| Consumed alcohol in the past year | 69% | 57% |
| Binge drank in last 2 weeks (<i>2-hour definition</i>) | 41% | 21% |
| Always used a designated driver in the past year | 70% | 74% |
| Used marijuana in the past year (<i>including smoked marijuana, edibles, derivatives, and ALL other types of marijuana/cannabis products</i>) | 20% | 21% |
| Driven after drinking in the past year | 11% | 8% |
| Used prescription drugs without a doctor's prescription | 3% | 10% |
| Misused prescription drugs prescribed to them by a medical provide | 3% | 10% |

Compliance Related Outcomes

In the Division of Student Affairs, there is the Dean of Students Office which is overseen by the Director of Community Standards and the Assistant Vice Chancellor for Student Life and Dean of Students. The compliance information listed below was provided by the Director of Community Standards. This individual manages the student conduct and alternative resolution processes and directly supervises the Student Conduct Manager.

| Incident Type | Student – On Campus | | Student – Off Campus | | Total Found Responsible |
|--|------------------------------|----------------------------------|------------------------------|----------------------------------|-------------------------|
| | # of Incidents that Occurred | Referral for Disciplinary Action | # of Incidents that Occurred | Referral for Disciplinary Action | |
| Alcohol | | 10 | | 13 | 13* |
| Other Drugs | | 1 | | 0 | 1* |
| Medical Transport (AOD Related) | | 1 | | 1 | |
| Fatalities | | 0 | | 0 | |

*Review of responsible findings includes jurisdiction review ([CRR 200.010.A](#)), and review of information based on the preponderance of the evidence standard.

The Office of Human Resources oversees the employee compliance of all alcohol and other drugs policies under the discretion of the Chief Human Resources Officer. The compliance information listed below was provided by the Chief Human Resources Officer.

| Incident Type | Employee | |
|---------------------------------|------------------------------|----------------------------------|
| | # of Incidents that Occurred | Referral for Disciplinary Action |
| Alcohol | 0 | N/A |
| Other Drugs | 1 | 1 |
| Medical Transport (AOD Related) | 0 | N/A |
| Fatalities | 0 | N/A |

Students who were referred for AOD policy violations and were subsequently found responsible following a formal adjudication process overseen by the Student Conduct Manager received the following sanctions. During

the 2023-2024 academic year (8/1/2023 – 7/31/2024) there were 52 sanctions issued for students. The following lists the sanctions assigned for the following incident types for the 2023-2024 academic year.

Case Type: Alcohol Involved Incident (13 cases found responsible)

- Brief Alcohol Screening and Intervention for Colleges Students (BASICS): 8
- Educational Sanction: 6
- Disciplinary Probation: 5
- Other Alcohol Education Program: 5
- Community Values in Action: 3
- Case Management Consultation: 2
- Restitution: 2
- Loss of Privileges: 2
- Risk Management Consultation: 2
- Risk Management Plan Review: 2
- Organizational Realignment: 2
- Quarterly Status Report: 2
- New Member Education Review: 2
- Self-Regulation: 1

Case Type: Tobacco/Smoke Involved Incident (3 cases found responsible)

- Disciplinary Warning: 3
- Educational Sanction: 3

Case Type: Other Drug Involved Incident (includes cannabis/marijuana) (1 case found responsible)

- Individualized College Health for Alcohol and Marijuana Project (iCHAMP): 1
- Case Management Consultation: 1

The Office of Human Resources oversees the employee process under the discretion of the Chief Human Resources Officer. During the 2023-2024 academic year (8/1/2023 – 7/31/2024) there was 1 sanction issued for employees.

Case Type: Other Drugs Related

- Dismissal: 1

AOD Comprehensive Program and/or Intervention Inventory

ASTP – Alcohol Skills Training Program

- **Description/Explanation:** ASTP is a multicomponent alcohol skills training program for students at risk of developing alcohol use problems. The program provides information about addiction and offers exercises and training to help students identify personal drinking cues, develop alcohol refusal skills, and manage stress.
- **Target Audience:** Students
- **Date(s) Offered:** As needed.
- **Individuals Served:** 77
- **NIAAA Tier of Effectiveness:** Tier 1 - High
- **Type of program/intervention:** Group

Alcohol-free programming

- **Description/Explanation:** Programming that does not have accompanying alcohol.
- **Target Audience:** Students
- **Date(s) Offered:** As needed.
- **NIAAA Tier of Effectiveness:** Too few robust studies to rate effectiveness → “Require alcohol-free programming.”
- **Type of program/intervention:** Environmental/socio-ecological

Alcohol-free residences

- **Description/Explanation:** Residence halls that are designated alcohol-free.
- **Target Audience:** Students
- **Date(s) Offered:** All year
- **Individuals Served:** All students living in residential halls.
- **NIAAA Tier of Effectiveness:** Too few robust studies to rate effectiveness → “Establish substance-free residence halls.”
- **Type of program/intervention:** Environmental/socio-ecological

Brief Assessment and Screening for College Students [BASICS]

- **Description/Explanation:** Evidence-based harm-reduction program in which students discuss their alcohol use and are given feedback regarding their own use, social norms, and protective strategies. Motivational interviewing is used to assist students in identifying changes which could reduce their risk.
- **Target Audience:** Students
- **Date(s) Offered:** As needed.
- **Number of sessions:** 27
- **NIAAA Tier of Effectiveness:** Tier 1 - High
- **Type of program/intervention:** Individual

CBP/Y1CBP

- **Description/Explanation:** College Behavior Profile / Year One College Behavioral Profile provides students a personalized assessment of alcohol and cannabis use with social norming and risk reduction strategies.
- **Target Audience:** Students
- **Date(s) Offered:** Y1CBP: July-August; CBP: All year.
- **Individuals Served:** Y1CBP: 160, CBP: 22
- **NIAAA Tier of Effectiveness:** Tier 1 – High → “Personalized feedback intervention (PFI): generic/other”
- **Type of program/intervention:** Individual

CHEERS Program

- **Description/Explanation:** A program with local community establishments to provide one free non-alcoholic drink to the designated driver of groups of two or more.
- **Target Audience:** Students, Faculty, Staff
- **Date(s) Offered:** All year.
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Environmental/socio-ecological

Community Values in Action Training

- **Description/Explanation:** This training is presented in partnership with the Interfraternity Council and Panhellenic Council every semester during the second week of classes for all new members. It is an interactive values-focused hazing prevention training developed for new members that teaches the connection between organizational values and member behavior.
- **Target Audience:** Fraternity and Sorority Life students
- **Date(s) Offered:** All year.
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Group

Collegiate Ally Training

- **Description/Explanation:** The MACRO Recovery Ally Training Program was designed to help faculty, staff, and students support individuals in recovery from substance use disorders.
- **Target Audience:** Students, Faculty, Staff
- **Date(s) Offered:** All year.
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Population

Community Support Assistants

- **Description/Explanation:** Trained students in each fraternity and sorority house on campus, campus ministry house, and residential halls who support fellow resident's well-being, including sharing AOD policies and resources to their residents.
- **Target Audience:** Students
- **Date(s) Offered:** All year.
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Group

Curriculum infusion

- **Description/Explanation:** Partnerships that encourage awareness and understanding of AOD resources in curriculum.
- **Target Audience:** Students, Faculty
- **Date(s) Offered:** As needed.
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Group

Curriculum Direct Integration

- **Description/Explanation:** Courses that cover and discuss alcohol, cannabis, and other drugs as a main topic.
- **Target Audience:** Students,
- **Date(s) Offered:** Each semester

- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Group
- **Courses Offered:**
 - PSYCH 4590 Health Psychology (LEC 3.0) This course examines Health Psychology. Topics include basic behavioral pharmacology (involving alcohol and other drugs), illusions of invulnerability to risk, stress and coping, and the science of persuading people to protect their health. Students learn how to construct a public service announcement towards a societal problem as part of the course.
 - BIO SCI 5533 Pharmacology (LEC 3.0) The basic principles of drug action, pharmacokinetics, pharmacodynamics and toxicity. We will emphasize the actions of drugs used to treat cardiovascular and nervous system disorders. Students will review the primary literature to prepare both written and oral reports on drug actions
 - BME 5100 Drug and Gene Delivery Systems (LEC 3.0) Overview of drug and gene delivery systems, rational design for their applications with an emphasis on structure-property-function relationships. Three major parts: polymers and nanoparticles as drug and gene carriers; strategies to deliver drugs and genes; in vitro and in vivo techniques of assessment and validation.
 - CHEM 4650 Medicinal Chemistry (LEC 3.0) A survey of the important aspects of analytical, organic, and physical chemistry as they relate to drug development, metabolism, and mechanism of action. A deeper understanding about drug design and molecular mechanisms by which drugs work in the body will be covered
 - CHEM 5650 Introduction to Medicinal Chemistry (LEC 3.0) A survey of the important aspects of analytical, organic, and physical chemistry as they relate to drug development, metabolism, and mechanism of action. A deeper understanding about drug design and molecular mechanisms by which drugs work in the body will be covered.
 - PSYCH 3501 Drugs and Behavior (LEC 3.0) An introduction to the behavioral effects of drugs. A broad range of topics are covered including the 1) History of therapeutic and recreational drug use and abuse 2) Consequences of drug abuse and addiction 3) Behavioral, psychological, and physiological effects of drugs 4) Research methods used to study drugs 5) Effective treatments for drug problems.
 - This is the one Dr. Henslee teaches.
 - BIO SCI 4900 Clinical Chemistry (LAB 5.0-10) Identification and quantification of specific chemical substances in blood and body fluids by analytical techniques; clinical correlation and disease states; principles of instrumentation; data processing; toxicology; quality control; and quality improvement. Course will be taken at an affiliated accredited school of medical technology
 - BME 5100 Drug and Gene Delivery Systems (LEC 3.0) Overview of drug and gene delivery systems, rational design for their applications with an emphasis on structure-property-function relationships. Three major parts: polymers and nanoparticles as drug and gene carriers; strategies to deliver drugs and genes; in vitro and in vivo techniques of assessment and validation.
 - BIO SCI 5533 Pharmacology (LEC 3.0) The basic principles of drug action, pharmacokinetics, pharmacodynamics and toxicity. We will emphasize the actions of drugs used to treat cardiovascular and nervous system disorders. Students will review the primary literature to prepare both written and oral reports on drug actions
 - CHEM 5630 Biochemical Nanotechnology (LEC 3.0) This course will educate on the interdisciplinary areas of bionanotechnology. Student will investigate the potential of nanoscience in advanced applications including DNA/protein nanotechnology, drug delivery, environmental biosensor and emerging biotechnology industries
 - CHEM 5650 Introduction to Medicinal Chemistry (LEC 3.0) A survey of the important aspects of analytical, organic, and physical chemistry as they relate to drug development, metabolism,

and mechanism of action. A deeper understanding about drug design and molecular mechanisms by which drugs work in the body will be covered.

- Healthcare Psychology Undergraduate Certificate: Students will utilize the biopsychosocial model and other psychological paradigms as they engage in the intersecting factors related to different aspects of health care. The undergraduate certificate in Healthcare Psychology aims to prepare students to pursue more advanced training in a health-related field or employment consistent with undergraduate training. For example, this certificate would be applicable to pre-med, nursing, or other related medical fields as well as to students interested in pursuing post-graduate training in clinical or counseling psychology including the substance use field.

Deterra Bags

- **Description/Explanation:** A system that is designed to destroy medications through a chemical breakdown.
- **Target Audience:** Students, Faculty, Staff
- **Date(s) Offered:** As needed.
- **Individuals Served:** 175
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Environmental/socio-ecological

EAP – Employee Assistance Program

- **Description/Explanation:** The UM System's Employee Assistance Program (EAP), through Optum is a confidential, professional service provided to all employees, their families, retirees, and organizational work units. The EAP provides a variety of services to help employees influenced by a range of personal concerns or stressors. The EAP also assists work units and the larger organization to improve quality and productivity.
- **Target Audience:** Benefit-eligible Faculty and Staff
- **Date(s) Offered:** As needed.
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Individual

Enforcement Programs

- **Description/Explanation:** Party patrols, DWI/DUI checkpoints and ID checks at Fraternity and Sorority houses and community establishments
- **Target Audience:** Students
- **Date(s) Offered:** As needed.
- **NIAAA Tier of Effectiveness:** Too few robust studies to rate effectiveness → “Implement party patrols.”
- **Type of program/intervention:** Environmental/socio-ecological

iCHAMP - Individualized College Health for Alcohol and Marijuana Project

- **Description/Explanation:** A harm-reduction program in which students discuss their cannabis use and are given feedback regarding their own use, social norms, and protective strategies. Motivational interviewing is used to assist students in identifying changes which could reduce their risk.
- **Target Audience:** Students
- **Date(s) Offered:** As needed.
- **Number of sessions:** 10
- **NIAAA Tier of Effectiveness:** Modeled after other brief motivational interventions provided in person (Tier 1 – High); however, no specific mention on the CollegeAIM.
- **Type of program/intervention:** Individual

Individual Services: Case Management

- **Description/Explanation:** One on one services to help student find resources to address their specific problems and/or concerns.
- **Target Audience:** Students
- **Date(s) Offered:** As needed.
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Individual

Individual Services: Counseling

- **Description/Explanation:** One on one services with a licensed mental health practitioner.
- **Target Audience:** Students
- **Date(s) Offered:** All year.
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Individual

Individual Services: Group Counseling

- **Description/Explanation:** Group services with a licensed mental health practitioner
- **Target Audience:** Students
- **Date(s) Offered:** Fall and spring semester.
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Group

Individual Services: Student Health

- **Description/Explanation:** One on one services with a licensed medical practitioner
- **Target Audience:** Students
- **Date(s) Offered:** All year.
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Individual

JED Campus Health and Well-Being Committee

- **Description/Explanation:** JED Campus is a nationwide initiative of The Jed Foundation (JED) designed to guide schools through a collaborative process of comprehensive systems, programs, and policy development with customized support to build upon existing mental well-being, substance abuse, and suicide prevention efforts. The committee at Missouri University of Science and Technology is made up of various members from the campus community.
- **Target Audience:** Students, Faculty, Staff
- **Date(s) Offered:** All year.
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Environmental/socio-ecological

Miners4Recovery

- **Description/Explanation:** A support group for Missouri S&T students who want to explore their own behaviors and ideas for change to avoid future consequences related to drugs and alcohol in a safe setting.
- **Target Audience:** Students
- **Date(s) Offered:** Weekly during the fall and spring semester.
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Group

MoSafeRX Training

- **Description/Explanation:** This online training assists participants in recognizing the signs of prescription drug misuse and teaches them how to provide resources to someone who needs them.
- **Target Audience:** Students, Faculty, Staff
- **Date(s) Offered:** All year.
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Population

Nicotine Cessation w/ NRT

- **Description/Explanation:** A one-on-one coaching intervention that helps students work towards their nicotine related goals. Over-the-counter strength NRT is provided to those who are interested. Follow-up check in on the student/employee's status related to their nicotine goals.
- **Target Audience:** Students, faculty/staff
- **Date(s) Offered:** Students: All year; Faculty/Staff: Summer
- **Number of sessions:** 19
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Individual

Party Safe Training

- **Description/Explanation:** Training facilitated to explain safety related to drinking and partying behaviors.
- **Target Audience:** Students
- **Date(s) Offered:** As needed.
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Population

Peer Wellness Educator – Topic Area: Alcohol, Cannabis, and Other Drug

- **Description/Explanation:** In Student Well-Being, there is a student leadership organization called Joe's PEERS that promotes health and wellness by providing education, encouragement, and resources to Missouri S&T students. They are led by students called Peer Wellness Educators which are paid student employees. There is a Peer Wellness Educator who has the topic area of alcohol, cannabis, and other drugs. This student acts a mentor and resource person for their assigned topic area. They implement at least two passive and four active programs each semester for their topic area to the campus community. Peer education is an approach to health promotion in which students on campus are supported to promote health-enhancing change among their peers. Peer education is the teaching or sharing of health information, values, and behavior in educating others who may share similar social backgrounds or life experiences.
- **Target Audience:** Students
- **Date(s) Offered:** All year.
- **Individuals Served:** 1,826
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Population

Prescription Drug Dropbox

- **Description/Explanation:** A drop box available 24/7 at University Police to dispose of unused prescription medication.
- **Target Audience:** Students, faculty, staff, and community members
- **Date(s) Offered:** All year.
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Environmental/socio-ecological

Prescription Drug Takeback Days

- **Description/Explanation:** The purpose of this program is to promote the DEA's National Prescription Drug Take Back Days and to encourage peer education about safe use and disposal of prescription drugs, where they can find the local prescription drug disposal box, and to have a box available for individuals to drop off their old or expired prescription drugs. These events are conducted collaboratively between the University Police Department and Student Well-Being.
- **Target Audience:** Students, faculty, staff
- **Date(s) Offered:** April and October
- **Individuals Served:** 152
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Environmental/socio-ecological

Prevention Coalition

- **Description/Explanation:** Prevention Coalition is a network of campus and community partners who utilize S&T specific data to guide wellness initiatives. These initiatives encourage positive choices among students and reduce the impact of high-risk behavior associated with alcohol and other drugs. The coalition collaborates closely with Partners in Prevention (PIP) and twenty other Missouri universities to guide and improve our programming.
- **Target Audience:** Students, Faculty, Staff
- **Date(s) Offered:** All year.
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Environmental/socio-ecological

SMART Training

- **Description/Explanation:** The State of Missouri Alcohol Responsibility Training (SMART) program is an interactive, web-based course available free of charge to those who own or work for any Missouri establishment licensed to sell alcohol.
- **Target Audience:** Local businesses
- **Date(s) Offered:** As needed.
- **NIAAA Tier of Effectiveness:** Tier 3 – Lower → “Implement beverage service training programs.”
- **Type of program/intervention:** Environmental/socio-ecological

Sober Exec Program

- **Description/Explanation:** The Interfraternity Council and Panhellenic Council on our campus have policies where an executive board member of each council must be present as a sober monitor at all registered parties to ensure safety and compliance with chapter and council policies related to alcohol and drug prevention and safety.
- **Target Audience:** Fraternity and Sorority Life members/all students
- **Date(s) Offered:** All year.
- **NIAAA Tier of Effectiveness:** Tier 2 – Moderate → “Enact social host provision laws.”
- **Type of program/intervention:** Environmental/socio-ecological

Social Host Ordinance

- **Description/Explanation:** Registered Fraternity and Sorority Life parties must meet certain requirements and all registered student organizations must have risk management plans.
- **Target Audience:** Students
- **Date(s) Offered:** All year.
- **NIAAA Tier of Effectiveness:** Tier 2 – Moderate → “Enact social host provision laws.”

- **Type of program/intervention:** Environmental/socio-ecological

Social Norms Campaign – Mak the Mole

- **Description/Explanation:** Mak the Mole is a social norms campaign created by Student Well-Being aimed at dispelling myths and misperceptions related to mental health, alcohol, and cannabis use, and more. The mascot for Missouri S&T is a Miner, so that is why we use a mole. We utilize data from the the Missouri Assessment of College Health Behaviors (MACHB), an annual survey completed on campus each spring semester.
- **Target Audience:** Students
- **Date(s) Offered:** All year.
- **NIAAA Tier of Effectiveness:** Tier 3 – Low → “Conduct campus-wide social norms campaign”
- **Type of program/intervention:** Population and Environmental/socio-ecological

STEP UP! For Safer Drinking

- **Description/Explanation:** STEP UP! Bystander intervention aimed at safe drinking and encouraging intervention in the event of alcohol related issues.
- **Target Audience:** Students
- **Date(s) Offered:** All year.
- **Individuals Served:** 389
- **NIAAA Tier of Effectiveness:** Too few robust studies to rate effectiveness → “Implement bystander interventions.”
- **Type of program/intervention:** Group

Substance Use Brief Intervention - Substance Use Intervention Program

- **Description/Explanation:** Provides education regarding illegal drug use in combination with the DAST-10 screening and motivational interviewing and guided self-change.
- **Target Audience:** Students
- **Date(s) Offered:** As needed.
- **Individuals Served:** 0
- **NIAAA Tier of Effectiveness:** N/A
- **Type of program/intervention:** Individual

AOD SWOT/C Analysis

During our annual Prevention Coalition retreat held in June each year, members of the coalition participate in a SWOT/C analysis of our campus' AOD programs/interventions. The following is a list of the items discussed.

Strengths

- Strong Prevention Coalition (monthly meetings, diverse representation membership support, and cooperation among members)
- Strong and robust strategic plan
- Miners4Recovery – Collegiate Recovery Program
- Collegiate Recovery Efforts on campus → promoting Recovery Month and the Collegiate Recovery Ally Training
- Peer Educators – Joe's PEERS and Peer Wellness Educators (PWEs)
- Our ongoing social norm campaign each month
- BASICS/iCHAMP
- Nicotine Cessation Services and the ability to provide free nicotine replacement therapy
- Y1CBP/CBP → personalized feedback survey
- Fraternity and Sorority Life: Community Support Assistants (CSAs)
- The partnerships that exist in our programs
- Prevention Coalition members promoting and sharing events with the students they interact with
- The variety of our programs
- The use of the Personalized Care Model in the Student Well-Being department to refer students to appropriate services around alcohol, cannabis, and other drugs
- The inclusiveness and acceptance showcased in our programs
- Evidence-based programming
- Utilizing inclusive language
- Our peer education programming has a "call to action" for students
- Pre-planning for events (example: St. Pat's)
- Educating students and others about the complex relationship between alcohol, cannabis, and other drugs and various other concerns (such as sexualized violence, mental health, etc.)
- The various awareness weeks (Mental Well-Being Awareness Week, Sexual Assault Awareness Week, etc.)
- UCARE referral system for all campus members - the central point of contact and referral for students who may be experiencing a personal, academic, financial, wellbeing, and/or other concern
- The work all coalition members have put into developing a Narcan Distribution plan on campus to be implemented in August 2024
- Strong relationship with local Prevention Resource Center (Prevention Consultants of Missouri) for support and grant opportunities
- Efforts to connect with parents/family members of students (Miner Move-In, postcard, etc.) for them to act as a prevention partner for their students not to engage in substance use

Weaknesses

- The need to improve our community partnerships
- Increase dialogue and partnerships within coalition members (example: reaching out to each other for various support with items going on in our departments, providing education to one another, etc.)
- Showcase and bring our programming into the Rolla community
- The need to do policy reviews
- Staff turnover

Opportunities

- Showcase our successes within the Prevention Coalition to the wider campus community and Rolla to highlight the importance of the Prevention Coalition
- Strong partnership with the marketing and communication department to create guidelines for the promotion of community events
- Improve the evaluations of all our programming
- Exploring more grant opportunities for our programming
- The need for more cannabis education
- The implementation of our Narcan Distribution plan on campus
- Continue to implement our Social Norms Campaign
- Provide training to the Prevention Coalition members (such as best practices and education on prevention)
→ can utilize our partners within the coalition to provide training (Prevention Consultants)
- Provide Alcohol and Cannabis screenings at events
- Have more referrals to AOD services by various departments around campus and the opportunities to educate these gatekeepers who can identify risky substance use
- Having more faculty involvement in programming and on the Prevention Coalition
- Implement National Collegiate Alcohol Awareness Week activities/events
- More promotion for Prescription Drugs takeback days
- Harm reduction education to the campus community and promotion of harm reduction
- Programming around "study drugs" during key points in the semester (finals week, mid-terms)

Many of the items discussed in our weaknesses can be turned into opportunities

Threats/Challenges

- Programming around St. Pat's
- Staff turnover
- Increasing community partnerships (figuring out how community partners fit in and showcasing why it is important they are involved in the Prevention Coalition)
- Creating guidelines with marketing and communication for the promotion of community events
- Acceptance of harm reduction efforts
- Showcasing a clear identity of the Prevention Coalition on campus in terms of other health and wellness coalitions/committees on campus
- New and emerging tobacco/nicotine products (such as Zyn and other nicotine pouches)
- The need for additional cannabis education due to the legalization of cannabis for those above the age of 21 in Missouri

Recommendations for Next Biennium [created for 2024-2025]

Moving forward, the following are recommendations that our Prevention Coalition believe deserve increased focus. We arrived at these conclusions due to our MACHB data from spring 2024.

Based off our MACHB data, our priority areas need to focus on:

- Increase in students consuming alcohol in Fraternity and Sorority Life (FSL) houses
- Increase in cannabis use among Fraternity and Sorority Life (FSL) students
- Increases in all forms of tobacco/nicotine use
- Educating students about all alcohol and other drugs related policies, including the Missouri Good Samaritan Law and the S&T Responsible Action Protocol
- Providing more resources about drug overdoses

We need to continue to partner with and do more strategic programming with our FSL community. There has been difficulty with this due to staff turnovers in various departments on campus; however, we did have the new Manager of Fraternity and Sorority Life in Student Involvement join the Prevention Coalition. As evident from the increase in students consuming alcohol in FSL houses and an increase in cannabis use among FSL students, there is an opportunity to do more targeted messaging and outreach with this community. We have established a good relationship with FSL members through our STEP UP! for Bystander Intervention program, an ongoing program on our campus for 10 years. Therefore, this will assist us in reaching these students. Further, we need to do more targeted messaging to ensure students are aware of the policies around alcohol and cannabis use. There is still a disconnect between the perception vs. reality of how often students believe other students are consuming alcohol and/or cannabis. Therefore, a recommendation for the next academic year is to continue to implement our ongoing social norms campaign that aims at dispelling some of the myths around substance use and promote healthy behaviors and attitudes that are most common among our students. We also need to measure the impact of our social norm campaign and plan to ask an additional question in the Missouri Assessment of College Health Behaviors (MACHB) survey for 2025 to do so. Based off our 2024 MACHB data, there has been an increase in all forms of tobacco/nicotine use as well as a rise in the popularity of novel tobacco products (e.g., Zyn, pouches) so there is a need for us to review our tobacco free policy and promote cessation resources more. We plan to connect with Partners in Prevention to do this. A big effort our coalition and campus has worked on during the 2023-2024 academic year is to expand our opioid prevention and response initiatives. Specifically, we developed a distribution plan on campus to make Narcan a resource available to all students and employees. Therefore, for the next academic year, a recommendation is to implement this plan and promote Narcan availability on campus.

Goals and Objectives for Next Biennium [created for 2024-2025]

Our Prevention Coalition created the following goals for the 2023-2024 academic year. They include the following:

- Maintain binge drinking to be at, or below, the Partners in Prevention Missouri state average.
- Increase alcohol policy awareness by 2 percentage points.
- Maintain or reduce the rate of cannabis use by 1%
- Increase cannabis policy awareness to be at or above the PIP state average
- Maintain or reduce prescription drug misuse by 1%
- Maintain or reduce other drug usage by 1%
- Reduce nicotine use by 2%
- Maintain or reduce the rate of overwhelmed/unbearable stress

Specific target areas relating to our goals are as follows:

- Provide in person education (ASTP) to students
- Implement campus-wide social norms campaign
- Educate local business owners and campus partners on underage and binge drinking behaviors while promoting resources.
- Implement BASICS, iCHAMP, SUIP, Nicotine Cessation and other wellness consultations
- Promote the use of our personalized feedback intervention
- Implement bystander intervention on campus through our STEP UP! program
- Implement PEER Education
- Implement a comprehensive marketing plan to educate students on protective strategies, risk reduction, and substance use related resources available to them
- Promote our collegiate recovery program on campus and recovery resources
- Promote resources to parents, family members, and other relevant stakeholders through a variety of media and outreach events
- Provide alcohol free events on campus
- Conduct policy review and work to strengthen language around alcohol use, tobacco use, and cannabis use on campus
- Implement marketing strategies to educate community members on our AOD policies beyond the annual notification
- Promote the use of our MOSafeRx online training
- Implement our Narcan Distribution Plan on campus - provide Narcan in Student Well-Being, Residential Life, University Police Department, and explore other locations to have Narcan at. Also offer Narcan Training by request.
- Promote the use of the Time to Change online tool
- Promote the utilization of Ask.Listen.Refer (online suicide prevention training)
- Promote the use of Miner Oases around campus (relaxation areas) as spaces students can de-stress and partake in healthy coping mechanisms (aromatherapy station, coffee/tea station, puzzles, massage chair, etc.)
- Seek out training and professional development opportunities for Student Well-Being staff and other stakeholders on campus to stay up to date on best practices for prevention

For additional information regarding specific strategies for each target area, please consult Missouri University of Science and Technology Prevention Coalition's Strategic Plan, available by contacting the Student Well-Being department. Requests can be made by calling 573.341.4225 or by emailing wellbeing@mst.edu.

Conclusion

As we reflect on the 2023-2024 academic year, it's evident that while we've made strides towards our goals, there are aspects where we haven't met our intended benchmarks as stated in the "[AOD Comprehensive Program Goals and Objectives for Period Being Reviewed](#)" section. We understand the significance of these unmet objectives and are focusing on them for our prevention efforts in the 2024-2025 academic year. Some of the weaknesses we identified include limited community partnerships, the need for policy reviews, and challenges with staff turnover for committee members. A challenge we are having is creating guidelines with the marketing and communication department for how they promote community events; however, we have built a strong connection with this department and are working towards developing a policy. Opportunities exist to enhance program evaluation, expand cannabis and harm reduction education, and engage faculty and community members. Promoting successes, pursuing more grants, and improving referrals to AOD services are also critical. One strength that was built upon during the 2023-2024 academic year is the stability of the Prevention Coalition leadership. Over the past five-ten years, there has been staff turnover of this position. We have been able to have more stability with the chair of the coalition to help us channel additional resources and energy into fortifying our initiatives. This stability will enable us to concentrate more deeply on our goals, fostering an environment where sustained efforts and expertise converge to provide comprehensive prevention efforts for our students. Further, there has been continued support for prevention efforts for the 2023-2024 academic year with support from higher administration and the ability for the Director of Student Well-Being to be a key part the conversation for developing the new strategic plan for the university, which includes a strategic focus area on student well-being and success. It is important to recognize that substance misuse prevention is interpersonal violence prevention, which is mental health and suicide prevention. All these factors are tied to the success of our students. We still believe that our biggest strength lies in the continued commitment and passion that all our coalition members have on improving the lives of our students. Further, the continued support of Partners in Prevention and the ability to connect with 20+ colleges and universities helps us to stay up to date on evidence-based practices for substance use prevention.

Our Prevention Coalition has set comprehensive goals for the 2024-2025 academic year aimed at addressing substance use and related high-risk behaviors while prioritizing education, community engagement, and policy promotion/policy review. The key objectives we developed include:

- Maintain binge drinking to be at, or below, the Partners in Prevention Missouri state average.
- Increase alcohol policy awareness by 2 percentage points.
- Maintain or reduce the rate of cannabis use by 1%
- Increase cannabis policy awareness to be at or above the PIP state average
- Maintain or reduce prescription drug misuse by 1%
- Maintain or reduce other drug usage by 1%
- Reduce nicotine use by 2%
- Maintain or reduce the rate of overwhelmed/unbearable stress

To achieve these goals, targeted strategies have been outlined:

- **Educational Initiatives and Interventions:**
 - Provide in person education (ASTP) to students
 - Implement campus-wide social norms campaign
 - Educate local business owners and campus partners on underage and binge drinking behaviors while promoting resources.
 - Implement BASICS, iCHAMP, SUIP, Nicotine Cessation, and other wellness consultations
 - Promote the use of our personalized feedback intervention
 - Implement a comprehensive marketing plan to educate students on protective strategies, risk reduction, and substance use related resources available to them

- Promote resources to parents, family members, and other relevant stakeholders through a variety of media and outreach events
- **Community Engagement and Resource Promotion:**
 - Implement bystander intervention on campus through our STEP UP! program
 - Promote our collegiate recovery program on campus and recovery resources
 - Provide alcohol free events on campus
 - Implement our Narcan Distribution Plan on campus - provide Narcan in Student Well-Being, Residential Life, University Police Department, and explore other locations to have Narcan at. Also offer Narcan Training by request.
 - Promote the use of the Time to Change online tool
 - Promote the utilization of Ask.Listen.Refer (online suicide prevention training)
 - Promote the use of Miner Oases around campus (relaxation areas) as spaces students can de-stress and partake in healthy coping mechanisms (aromatherapy station, coffee/tea station, puzzles, massage chair, etc.)
- **Coalition Work:**
 - Conduct policy review and work to strengthen language around alcohol use, tobacco use, and cannabis use on campus
 - Seek out training and professional development opportunities for Student Well-Being staff and other stakeholders on campus to stay up to date on best practices for prevention

These objectives collectively aim to create an informed and engaged community, employing proactive strategies to address substance use and mental wellbeing while promoting a safer and supportive environment for all campus members.

Appendix A: Alcohol and Other Drugs (AOD) Policy

**Missouri University of Science and Technology
Office of the Chancellor**

Date of Current Revision: December 1, 2021

Date of Original Issue: October 29, 1996

Originally Issued By: John T. Park

POLICY MEMORANDUM No. III-57

[Drug and Alcohol Prevention in the Work and Learning Environment](#)

PURPOSE AND PHILOSOPHY

The health, safety, and welfare of the university community and all visitors is a top priority. To this end, Missouri University of Science and Technology (Missouri S&T) has established the parameters for compliance and implemented a comprehensive program and strong policy to prevent the use of illegal drugs and the abuse/misuse of alcohol. This program is reviewed biennially to identify gaps in evidence-based practices, determine its effectiveness, implement any necessary changes, explore future programmatic efforts, and ensure the required disciplinary sanctions are consistently enforced. Missouri S&T's process is designed to be strategic, purposeful, and reflective when developing and examining efforts to meet the unique needs of its members and the culture of the university.

In full compliance and pursuant to the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Campuses Act Amendments of 1989, Missouri S&T has established the following drug and alcohol prevention policy that outlines the standards of conduct and local, state, and federal laws and applicable sanctions related to illicit drugs and alcohol. Further, this policy defines the health risks associated with the use of drugs and alcohol and the resources available for alcohol and drug abuse/misuse including educational prevention efforts, counseling services, treatment programs, and university and local referral options available to students and employees.

POLICY AND PROGRAM

Scope

This policy applies to all students and employees (including full-time, part-time, student, temporary, intermittent, and contracted employees), volunteers, and visitors.

Alcohol and Other Drug Policy

The university complies fully with local, state, and federal regulations regarding the sale, possession, and consumption of alcoholic beverages. Missouri S&T is designated drug-free and only under certain conditions is the consumption of alcohol permitted as outlined in [S&T Policy I-90- Campus Alcoholic Beverage Program](#). In keeping with our educational mission, the university assumes the responsibility to inform the university community about alcohol and drug abuse/misuse and prevention efforts.

Biennial Review

The Division of Student Affairs shall conduct a [biennial review](#) of its drug and alcohol prevention program for students to determine program effectiveness, continual improvement, and any changes to be implemented consistent with the [Drug Free Schools and Communities Act Edgar 86](#).

Student Well-Being as part of the Division of Student Affairs, is responsible for completing this report through the review of policies, enforcement of policies, prevalence of alcohol and other drug related incidents, program inventories, and SWOT analysis by the students, faculty, and staff who comprise the S&T Prevention Coalition. Data for these reports is received in partnership from other departments across campus, to include but not limited to Human Resources, Dean of Students, Care Management, University Police, and Residence Life. The most up-to-date version of this report can be found on the Student Well-Being [Website](#), to see previous years please send a request to wellbeing@mst.edu.

Notifying University Police

Any individual observed unlawfully manufacturing, distributing, dispensing, using, or possessing alcohol or possessing controlled substances on University premises shall be reported immediately to the University Police.

University Recognized Student Organizations

All student organizations which serve, provide, allow, or sell alcoholic beverages at their organization sponsored events must send their President, one additional officer, and advisor to a mandatory Risk Management Seminar coordinated each semester by the Office of Student Involvement.

Employee Self-Disclosure of Convictions Requirements

In accordance with [HR-504 Background Checks and Criminal Convictions](#) and as a condition of University employment, every employee must abide by the terms of the policy and must notify their supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction. The University will provide notice to the contracting agency within 10 days after receiving notice from an employee or otherwise receiving actual notice of such conviction.

Employee Testing

The Office of Human Resource Services will maintain an alcohol and controlled substance testing program for drivers of qualifying commercial motor vehicles to include post-offer pre-employment and random testing. Employees may be required to submit to testing for the usage of alcohol, illegal drugs, or unauthorized use of prescription drugs in cases where there is reasonable suspicion; been involved in a work-related accident involving bodily injury or damage to property; as required or authorized by state or federal law, or as permitted or directed under University of Missouri policies.

Distribution of Drug and Alcohol Prevention Information

This policy is distributed annually to every enrolled student and employee via their University email account and is accessible online.

The Office of the Vice Chancellor for Student Affairs and the Office of the Vice Chancellor of Finance and Operations will coordinate the annual notice of this policy to all current students, staff, and faculty on behalf of the Chancellor which clearly outlines standards of conduct, legal sanctions, health risks, resources, and University discipline for violations

1. The Office of the Vice Chancellor and Office of the Registrar will issue an annual email notification to all students each semester.
2. The Office of Human Resources will issue an annual email notification to all employees each semester.
3. The Office of Human Resources will provide a copy of this policy to all new employees during new employee orientation.
4. The Office of Human Resources will maintain a copy of the Chancellor's Drug and Alcohol Prevention in the Work and Learning Environment memo on its webpage.
5. Notification and a link to the policy will be included in the annual parental notification outreach to both parents and students.
6. The content from the notice will be available year-round through Student Well-Being's [website](#).

Standards of Conduct and Discipline

All members of the university community are held responsible for their behavior and for respecting the rights of others. The university is committed to providing education regarding the negative impacts of illicit drug use, misuse of prescription drugs, and the excessive or illegal consumption of alcohol.

Missouri S&T regulations prohibit the unlawful manufacture, distribution, dispensation, possession, or use of alcohol and illicit drugs on all University-owned or controlled properties and at University-sponsored or supervised activities including school-related events or professional meetings requiring travel.

The sale, manufacture, distribution, or possession of any controlled substance is illegal under both state and federal laws. Missouri S&T University Police strictly enforce these laws. Violators are subject to University disciplinary action, criminal prosecution, fines and/or imprisonment.

The respective Standards of Conduct apply to all employees, students, and student organizations, including organizations that have University Approved Housing faculties. Missouri S&T will impose disciplinary sanctions on students outlined in [CRR 200.020 Section C.1](#) and for employees in [Chapter 330 of the University of Missouri Collected Rules and Regulations](#) and [HR-508 Drug/Alcohol Abuse in the Workplace](#) for violation of drug and alcohol standards of conduct. Violation of University regulations can result in disciplinary action up to and including expulsion for students and discharge for employees.

- Students and Student Organizations
 - [University of Missouri Collected Rules and Regulations Section 200.010 - The Standard of Conduct](#) defines the University's jurisdiction and the minimal behavioral expectations for students and student organizations.
 - The rights of due process for students are addressed in the [University of Missouri Collected Rules and Regulations Section 200.020 - Rules of Procedures in Student or Student Organization Conduct Matters](#)
- Employees and Volunteers
 - Employee standards, rights and expectations are outlined in the University of Missouri Collected Rules and Regulations University of Missouri Collected Rules and Regulations Conduct, University of Missouri Collected Rules and Regulations Section 210.020 Protection of Minors, and the [University Of Missouri Human Resources Manual, and other applicable University policies](#).
- Visitors
 - Persons who are not students or employees of the University, while on University property, are required to abide by University policies and regulations, along with any applicable ordinances or local, state, or federal law. Visitors who violate University policies or regulations, local, state, or federal law, damage property, or who create a disturbance or threat to the campus community may be required to leave university premises and/or be issued a no-trespass order. For specific policy information reference [Section 110.010.E2 of the University of Missouri Collected Rules and Regulations](#).

Legal Sanctions

Local, [state](#), and [federal laws](#) also prohibit the unlawful possession, use, distribution, and sale of alcohol and illicit drugs. Criminal penalties for violation of such laws range from fines up to \$20,000 to imprisonment for

terms up to and including life. Reference Missouri Revised Statutes, [Chapter 579](#) for further details on charges and legal sanctions.

Health Risks

Drug usage of any kind may affect and cause potential harm to the user. Drug usage may impact academic performance, work environment, safety, health, and general well-being. Health information is broken down by substance classification and available in the appendix of this policy.

Additional Information

The attached appendices contain information regarding various substances and available support resources both on and off-campus.

EFFECTIVE DATE: Immediately

RESPONSIBILITY: Office of the Vice Chancellor for Student Affairs and the Office of the Vice Chancellor of Finance and Operations

BASIS: Drug-Free Workplace Act of 1988, Drug-Free Schools and Campuses Act of 1989, and University of Missouri Human Resource Services Manual [HR-508](#)

Mo. Dehghani, Ph.D.
Chancellor

APPENDIX A

DESCRIPTION OF SUBSTANCES AND ASSOCIATED HEALTH RISKS

The following brief summaries provide an overview of the major health risks associated with the use of illicit drugs and alcohol. Abuse of alcohol and other drugs can lead to chemical dependency and can be harmful during pregnancy.

Depressants

Depressants slow down the central nervous system which slow the operations of the brain and body. Short-term effects include slow brain function, slurred speech, disorientation, lack of coordination. Long-term use of depressants can produce addiction, depression, chronic fatigue, breathing difficulties, sexual problems, and sleep problems. High doses may cause coma or death. Some examples of depressants include Xanax, Valium, Klonopin, Rohypnol, and Ambien.

- **Alcohol** is a type of depressant that slows down the brain and results in an impaired cognitive state. Short-term effects of alcohol usage include hangover and alcohol poisoning, as well as falls and accidents, conflict, lowered inhibitions, and risky behaviors. Long-term, excessive use can lead to development of chronic disease such as high blood pressure, heart disease, liver disease, cancer, or stroke.
- **Cannabis** is often described as a depressant with stimulant and hallucinogenic qualities. Shortterm effects include altered senses, changes in mood, impaired body movement, difficulty problem solving and impaired memory. Long-term effects include breathing issues, increased heart rate, impacts on brain development and Cannabinoid Hyperemesis Syndrome that causes the user to cycle severe nausea, vomiting and dehydration.
- **Stimulants** speed up the body's systems. Short-term effects include rapid or irregular heartbeat, increased respiration, and paranoia. Long-term effects include addiction, cardiovascular system damage including heart attack, brain damage, seizures, lung damage, severe depression, paranoia, psychosis. Some examples of stimulants include Adderall, Ritalin, cocaine, methamphetamine, and Dexedrine.

- **Nicotine** is a type of stimulant that commonly comes in the form of cigarettes, vape juice, chewing tobacco, and cigars. Short-term effects include lingering smoke smell, increased heart rate, coughing and shortness of breath. Long-term effects include addiction, lung disease, heart disease, cancer, asthma, and chronic obstructive pulmonary disease (COPD).

Hallucinogens

Hallucinogens are a diverse group of drugs that alter a person’s awareness of their surroundings as well as their thoughts and feelings. Short-term effects include nausea, increased blood pressure, breathing rate or body temperature, uncoordinated movements, numbness, disorientation, and excessive sweating. Long-term effects include persistent psychosis, Hallucinogen Persisting Perception Disorder (HPPD), anxiety and memory loss. Some examples of hallucinogens include LSD, psilocybin, peyote and DMT.

Dissociative Drugs

Dissociative drugs can produce visual and auditory distortions and a sense of floating and dissociation (feeling detached from reality) in users. Short-term effects include numbness, disorientation, hallucinations, increase in blood pressure, heart rate, respiration, and body temperature. Long-term effects include addiction, speech difficulties, memory loss, suicidal thoughts, and anxiety. Some examples of dissociative drugs include PCP, DXM, salvia, and ketamine.

Opioids

Also known as “narcotics,” the term “narcotic” comes from the Greek word for “stupor” and originally referred to a variety of substances that dulled the senses and relieved pain. Short-term effects include drowsiness, slowed breathing, nausea, and unconsciousness. Long-term effects include addiction, insomnia, collapsed veins, increased risk of blood-borne illnesses with intravenous users and coma. Some examples of opioids include heroin, fentanyl, oxycodone, Vicodin, and Codeine.

Prescription drug misuse is the use of prescription medication in a way not intended by the prescribing doctor. Prescription drug abuse or problematic use includes everything from taking a friend's prescription painkiller for your backache to snorting or injecting ground-up pills to get high. While prescription drug misuse can occur with any medication it often occurs with prescription pain medications that are commonly opioids, due to their high potential for addiction.

Inhalants

Inhalants are volatile substances that produce chemical vapors that can be inhaled to induce a psychoactive, or mind-altering, effect. Short-term effects include slurred speech, inability to coordinate movement, hostility, and suffocation. Long-term effects include lack of coordination, damage to the brain, heart, liver and kidneys, memory impairment, and death due to asphyxiation. Some examples of inhalants include paint thinner, glue, household aerosol items and gases found in household products.

For more information please visit: <https://nida.nih.gov/> and [H.R.3614 - Drug-Free Schools and Communities Act Amendments of 1989](#)

APPENDIX B SUPPORT RESOURCES

RESOURCES

Missouri S&T provides services, resources, and activities to promote a healthy and strong drug-free university environment. The [S&T Prevention Coalition](#) is a network of university and community partners who utilize S&T specific data to guide wellness initiatives that encourage positive choices among students and reduce the impact of high-risk behavior associated with alcohol and other drugs.

STUDENT RESOURCES

Student Well-Being 573-341-4211, 204 Norwood Hall

Provides counseling services, health promotion initiatives, and prevention programs to empower the S&T community to thrive and enhance personal, academic, and professional success.

We provide confidential individual and group counseling and referrals for students along with a robust group program with support and informational groups and several educational wellness resources on a variety of wellness issues including alcohol and other drugs.

Our Miners4Recovery support group is designed to explore behaviors, reflect on ideas for change, avoid negative consequences related to drugs and alcohol, and experience the support of a safe group.

Care Management Services 573-341-4211, 204 Norwood Hall

A solution-focused approach to providing student support, coordination of care, connection to resources, success plan development, and extended absence notifications to assist students facing challenges or experiencing distress.

BASICS (Brief Alcohol Screening Intervention for College Students) is a structured program for any student who seeks to develop skills and to become more knowledgeable about reducing harmful consumption and negative consequences associated with high-risk alcohol consumption.

The Collegiate Recovery Ally Training was designed to help faculty, staff, and students support individuals in recovery from substance use disorders. To learn more about the training, review this handout: 2020 CRAT Info

CASICS (Cannabis Screening Intervention for College Students) is designed for any student who seeks to reduce risky behaviors and harmful consequences of marijuana using a harm-reduction approach.

SUIP (Substance Use Intervention Program) The goal of SUIP is to motivate students to reduce risky behaviors associated with substance use. SUIP will provide students with a structured opportunity to assess their own risk, identify potential changes that could work for them, and help them to reduce your risk for developing future problems.

21st Birthday Project The 21st Birthday project offers alcohol risk reduction in a brief format for students nearing their 21st birthday. Participants will receive a free, small birthday present.

Cessation Coaching and NRT (Nicotine Replacement Therapy) provides one-on-one nicotine cessation coaching, a personalized quit plan, and over the counter NRT in the form of lozenges, patches, and gum, free of charge.

American Lung Association Freedom from Smoking Group sessions offered at set dates throughout the year. The program features a step-by-step plan for quitting smoking and each session is designed to help smokers gain control over their behavior. Because no single quit smoking plan is right for all smokers, the program presents a variety of evidence-based techniques for individuals to combine into their own plan to quit smoking. The clinic format also encourages participants to work on the process and problems of quitting both individually and as part of a group.

Personal Use Assessment – a list of online personal use assessments can be found on the Student Well-Being website. Included are assessments for alcohol, marijuana, and prescription drug use to help the user assess their behavior and risk.

Deterra Bags are a drug deactivation system available free through Student Well-Being. One bag can neutralize up to 15 pills, 2oz of liquid or 2 nicotine patches.

STEP UP! for Safer Drinking a bystander intervention training designed to create a safe and healthy campus environment by teaching participants to recognize the risky behaviors associated with alcohol consumption along with the five decision-making step model, bystander strategies, intervention styles, and how to overcome barriers.

For a list of additional alcohol and drug related resources and programs, visit <https://wellbeing.mst.edu/>

Student Health Services: 573-341-4284, 910 West 10th Street.

Offers health care on a walk-in basis tailored to meet the needs of S&T students.

UCARE University Committee for Assistance, Response, and Evaluation (UCARE) is S&T's intervention and care team designed to identify and respond to concerns regarding student wellbeing and success. UCARE is the primary campus referral source for students facing barriers or experiencing distress. UCARE is designed to enhance campus-wide communication to identify students facing difficulty and support them through prevention and intervention strategies. Referrals may be made at <https://wellbeing.mst.edu/ucarereferrals/>

University Police: 573-341-4300, University Police Department.

Supports the campus community in fulfilling its commitment to teaching, research, and service by providing a safe and secure environment for students, faculty, staff, and visitors in partnership with all members of the campus community. University Police Department also serves as a prescription drug take back site and maintains crime information and statistics.

FACULTY AND STAFF RESOURCES review S&T's brochure for staff and faculty well-being resources

Office of Human Resources: 573-341-4241, 113 Centennial Hall.

Employees may contact the Office of Human Resources to discuss what University resources may be available in support of those seeking help for substance abuse/misuse, such as leave or benefit programs; or may be referred to the Office of Equity and Title IX.

Employee Assistance Program offers referral services for benefit-eligible, Missouri S&T faculty and staff.

After Hours Resources are available for faculty and staff.

ComPsych is an online comprehensive, interactive employee assistance program that provides expert content and unique tools to assist you in every aspect of your life, all in a secure, easy-to-use, personalized environment.

Sanvello is a free mobile app designed to help you maintain your well-being using your mst.edu email address at the App Store, Google Play, or Sanvello website, www.sanvello.com.

Cessation Coaching and NRT 573-341-4225, 203 Norwood Hall (Nicotine replacement Therapy) provides one-on-one nicotine cessation coaching, a personalized quit plan, and over the counter NRT in the form of lozenges, patches, and gum, free of charge.

Personal Use Assessment – a list of online personal use assessments can be found on the Student Well-Being website. Included are assessments for alcohol, marijuana, and prescription drug use to help the user assess their behavior and risk.

Deterra Bags are a drug deactivation system available free through Student Well-Being. One bag can neutralize up to 15 pills, 2oz of liquid or 2 nicotine patches.

STEP UP! for Safer Drinking a bystander intervention training designed to create a safe and healthy campus environment by teaching participants to recognize the risky behaviors associated with alcohol consumption along with the five decision-making step model, bystander strategies, intervention styles, and how to overcome barriers.

United Healthcare – Health insurance provider for faculty and staff. For details on benefits coverage, visit [UM System Total Rewards](#).

University Police: 573-341-4300, University Police Department.

Supports the university community in fulfilling its commitment to teaching, research, and service by providing a safe and secure environment for students, faculty, staff, and visitors in partnership with all members of the campus community. S&T Police offer drug maintain crime information and statistics.

LOCAL, REGIONAL, and NATIONAL RESOURCES for students, staff, and faculty.

United Healthcare Substance Use Helpline free, confidential alcohol and drug helpline. Whether you're concerned about yourself or a loved one, you can call the 24-hour Substance Use Helpline at 1- 855-780-5955, TTY 711 to talk to a specialized substance use recovery advocate. Receive confidential support, guidance on treatment options, help finding a network provider and answers to your questions — including concerns about your personal health or care for a family member, coverage, cost of care and more.

Local AA Meetings <https://alcoholicsanonymous.com/aa-meetings/missouri/>

Local NA Meetings <https://missourina.org/index.php/meetings/>

Local Al Anon Meetings <https://al-anon.org/al-anon-meetings/find-an-al-anon-meeting/>

American Lung Association Lung Helpline The Lung Helpline is staffed by nurses and respiratory therapists who help people with information and questions about the lungs, lung disease and lung health, as well as helping people quit tobacco. Services are free, and you can call by phone at 1-800- LUNGUSA (1-800-586-4872)

Phelps County Prescription Drug Take Back Site: Rolla Police Department, 1007 N. Elm Street, Rolla, MO 65401.

Compass Health Substance Use Intervention Compass Health offers substance use intervention ranging from early, outpatient to residential services. More information is available by calling 844-853- 8937

Crisis Text Line Text **HOME** to 741741 from anywhere in the United States, anytime. Crisis Text Line is here for any crisis. A live, trained Crisis Counselor receives the text and responds, all from our secure online platform. This service is not for medical emergencies.

SAMSHA offers a **Behavioral Health Treatment Services Locator**, a confidential and anonymous source of information for persons seeking treatment facilities in the United States or U.S. Territories for substance use/addiction and/or mental health problems.

MoNetwork Based in St. Louis, offers hepatitis and HIV testing, naloxone distribution and overdose education, safe sex items, and syringe services. [Missouri Standing Order for Naloxone](#)

NoMODeaths offers an integrated prevention, treatment, recovery support, and harm reduction services for individuals with opioid use disorder (OUD) throughout the state of Missouri.

Appendix B: UM System Press Release: Implications of Amendment 3 on University Property; UM System Press Release: Due to federal law, marijuana remains prohibited on all UM System grounds

The UM System released a press release via email and added it to their System News – News Release website. Both versions are listed below:

[UM System Press Release](#)

Following the passage of a constitutional amendment last month, the use of recreational marijuana for those 21 and older will become legal under certain conditions in the state of Missouri on Thursday, Dec. 8, 2022. However, possession and use of marijuana remains subject to many limitations under both the constitutional amendment and under federal law. The University of Missouri System continues to be bound by the federal Drug-Free Schools and Communities Act and the federal Drug Free Workplace Act, which requires the UM System to have policies in place that discipline employees and students for possessing or using illegal drugs on university property, university-leased property, or as part of university-sponsored or university-supervised activities.

Because the federal government continues to classify marijuana as a Schedule 1 controlled substance, it remains illegal for any employee, student or visitor to possess, use, distribute, dispense, sell or manufacture marijuana on any university-owned or controlled property. This includes our four university campuses, extension offices and research farms.

The prohibition applies to both recreational and medical use. So, even though you might have a medical marijuana identification card, you may still not use or possess marijuana on university property, university-leased property, or as part of any university-sponsored or university-supervised activity.

Students and employees should also be aware that Amendment 3 does not legalize public consumption of marijuana; consumption of marijuana in public areas adjacent to a campus will not be permitted. In addition, operation of a motor vehicle while under the influence of marijuana remains unlawful, and students and employees who operate a vehicle under the influence of marijuana on streets or roadways abutting a campus may also be subject to discipline in accordance with university policy.

Currently, UM System policy [HR-508 \(Drug/Alcohol Abuse in the Workplace\)](#) states that violation of the policy could result in discipline up to and including termination from the university. In the UM System Collected Rules and Regulations, [policy 200.010 \(Standard of Conduct\)](#) states that students could face disciplinary hearings and face discipline up to and including expulsion.

Visitors to any UM System campus are also subject to this restriction. This includes visitors to athletic events, concerts and any other event or meeting held on campus.

Distributed by University of Missouri System

You are receiving this email because you are an employee, student or retiree of the University of Missouri with a university provided email address.

University of Missouri System | Columbia, Missouri 65211⁵

⁵ The UM System Office of the General Counsel fields a wide array of legal questions. Included in [Appendix P](#) are some of the common questions and answers regarding legal matters affecting the University as they relate to alcohol, cannabis, and other drugs.

[UM System Press Release: Due to federal law, marijuana remains prohibited on all UM System grounds](#)

Columbia, Mo. — On Dec. 8, 2022, the use of recreational marijuana for those 21 and older will become legal in the state of Missouri under certain conditions following the passage of a constitutional amendment earlier this year. However, possession and use of marijuana remains subject to many limitations under both constitutional amendment and federal law. Following a review of the federal Drug-Free Schools and Community Act and Drug-Free Workplace Act, the University of Missouri System will continue to prohibit the possession, use and distribution of marijuana on any university property, university-leased property and as part of university-sponsored or university-supervised activities.

The Drug-Free Schools and Community Act requires the university to have policies in place that discipline employees and students for possessing or using illegal drugs. Marijuana remains classified by the federal government as a Schedule 1 controlled substance and is, therefore, illegal for any employee, student or visitor to possess, use, distribute, dispense, sell or manufacture on university property, university-leased property or as part of university-sponsored or university-supervised activities. This includes both recreational and medical marijuana.

Currently, UM System [policy HR-508 \(Drug/Alcohol Abuse in the Workplace\)](#) states that violation of the policy could result in discipline up to and including termination from the university. In the UM System Collected Rules and Regulations, [policy 200.010 \(Standard of Conduct\)](#) states that students could face disciplinary hearings and face discipline up to and including expulsion. Visitors should be aware of these policies as they would be subject to them any time they visit a University of Missouri System property, including for athletic events, concerts, and third-party organizational events.

These regulations include any property owned or controlled by the university, including extension offices and research farms. Students, employees, and visitors should also be aware that Amendment 3 does not legalize public consumption of marijuana; consumption of marijuana in public areas adjacent to a campus will not be permitted. In addition, operation of a motor vehicle while under the influence of marijuana remains unlawful, and students and employees who operate a vehicle under the influence of marijuana on streets or roadways abutting a campus may also be subject to discipline in accordance with university policy.

More information can be found at the following websites:

- [UM System Collected Rule and Regulation 200.010](#)
- [UM System HR Policy 508](#)
- FAQ on legalized marijuana <https://www.umsystem.edu/ums/gc/faqs>

Reviewed 2022-12-07

Appendix C: Tobacco-Free Campus Policy

**Missouri University of Science and Technology
Office of the Chancellor**

Date of Current Revision: May 6, 2016

Date of Original Issue: July 1, 1989

Originally Issued By: Martin C. Jischke, Ph.D.

POLICY MEMORANDUM No. III-53

Tobacco-Free Campus

Missouri University of Science and Technology strives to provide a healthy learning and working environment and recognizes its responsibility to support a tobacco-free campus to protect the current and future health of students, faculty, staff and visitors.

Policy:

Effective August 1, 2016, Missouri University of Science and Technology (Missouri S&T) will become a tobacco-free campus. From this date forward, the use of any tobacco product, including oral tobacco products, aerosol producing or smoke-producing products, is prohibited on or in all property owned or leased by Missouri S&T, including all outdoor common and educational areas; all university buildings; university-owned housing; sidewalks traversing campus within its boundaries; campus parking lots; recreational areas; and university owned and -leased vehicles (regardless of location). This policy also applies to privately-owned or -leased vehicles while on campus property.

Exceptions:

Privately-owned housing located on land owned by the university.

In addition, there is a limited-time exception for privately-owned housing property recently transitioned to university ownership, with the exception to expire upon lease termination of the current tenant.

Any other exception to this policy must obtain prior approval from the Vice Chancellor for Finance and Administration. Examples of one-time exceptions include:

- Theatrical productions where the use of tobacco products is integral to the performance or production.
- Approved scientific studies involving the use of tobacco.

Policy Execution/Enforcement:

Individuals are encouraged to practice peer enforcement of this policy. Violations may be reported to the Vice Chancellor, Finance and Administration, and will be addressed by the appropriate authority, supervisor or administrator.

EFFECTIVE DATE: August 1, 2016

RESPONSIBILITY: All members of University Community and Vice Chancellor, Finance and Administration

BASIS: Chancellor, upon the recommendation of the President of the University of Missouri System.

Cheryl B. Schrader, Ph.D.

Chancellor

Appendix D: HR-508 Drug/Alcohol Abuse in the Workplace

HR-508 Drug/Alcohol Abuse in the Workplace

Summary

Federal law requires that the University have a policy on drug and alcohol abuse in the workplace which meets certain statutory requirements. The federal law also mandates that the University have a drug and alcohol-free awareness program. The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited on all University-owned or controlled property and at University sponsored or supervised activities. The unlawful possession, use and/or distribution of alcohol is also prohibited on all University-owned or controlled property and at University sponsored or supervised activities. Violations of this policy may result in discharge or other discipline in accordance with University policies and procedures covering the conduct of faculty, staff, and students. The University has an obligation to provide a healthy and safe environment for all students, employees, and visitors to its campuses.

HR Policy Provisions

I. Resources

The University offers resources to employees and students:

- A. education and information about the dangers of drug and alcohol abuse in the workplace;
- B. programs which address unlawful controlled substance and alcohol use, including personnel actions that may result from such violations; and
- C. self-referrals and supervisory referrals to drug and alcohol counseling and rehabilitation programs available through the University's Employee Assistance Program and/or community agencies.
 - i. Such referrals will respect individual confidentiality.

II. Employee's Obligations

Each employee engaged in the performance of work supported by a federal grant or contract, as a condition of employment, must abide by the terms of the policy and must notify the University of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction.

III. University Obligations

The University must notify the contracting agency within ten (10) days after receiving notice from the employee or otherwise receiving actual notice of an employee's conviction.

See Also

NOTE: The University has issued communications providing information related to the recent passage of Amendment 3 in Missouri. The prohibition on marijuana remains in effect for University of Missouri property, university-leased property and University sponsored or university-supervised activities even though the state of Missouri has legalized both recreational and medicinal marijuana. More information can be found in the [press release](#) or [FAQs](#).

Date Created: 09/26/1997

Updated: 07/21/1998; 10/29/2020

Appendix E: Athletic Department - Substance Abuse Education and Screening Program Policy

Substance Abuse Education and Screening Program Policy

The Missouri S&T Department of Athletics established the Substance Abuse Education and Screening Program for the benefit of its student-athletes. The purpose of the program is education: to inform student-athletes of the dangers of substance abuse, to bring to their attention the best health-care advice concerning drug usage, and to assist any student-athlete with a substance abuse problem in order to identify and correct the problem.

It is not the purpose of these policies and procedures to ensure or punish any student-athlete who in good faith participates in this program.

Objectives

1. To educate the student-athlete regarding the dangers of substance misuse and abuse.
2. To prevent through education the misuse and abuse of chemical substances.
3. To identify through periodic screening those student-athletes who may be involved in substance misuse and abuse.
4. To recommend and provide confidential counseling for those individuals with substance abuse or substance abuse-related problems. It is the express purpose of the program to provide assistance to the student-athlete in solving any substance abuse problems encountered while at the Missouri S&T.

Procedural Guidelines

1. Each year a substance abuse education presentation will be made to educate all student-athletes about the dangers of substance misuse and abuse. The purpose of the program and the procedures to be followed will be explained in detail.
2. Missouri S&T student-athletes will be required to sign a consent form once each academic year. This form gives the sports medicine staff permission to collect and test his/her urine, saliva or breath samples for the presence of certain drugs and alcohol at such times as testing is required under this program during the academic year. At the recommendation of the team physician, blood samples may also be collected for the purpose of substance screening.
3. An approved independent collection team, under the direction of the sports medicine staff, will conduct collections of samples. Appropriate steps will be taken to ensure proper collection, identification and confidentiality during the testing of samples. Each individual sample will be coded to provide anonymity and to avoid any possibility of identification error. An appropriate accredited laboratory will conduct the testing. Drug screening tests will be for selected substances included in the current year's NCAA "Banned Drug List."
4. Under separate cover, the director of the laboratory outlined in #3 (above) will provide written test results to the Director of Athletics, and the Athletic Trainer, who are required under this program to preserve the confidentiality of all test findings. The student-athlete's parent(s) or legal guardian(s) or spouse will be informed of positive test results.
5. The head coach, Athletic Trainer, and Director of Athletics will have a confidential meeting with any student-athlete testing positive. Appropriate steps will be taken at this time to recommend and provide the student-athlete with the proper counseling, treatment and rehabilitation program necessary to assist the student in solving the problem. No information will be released at any time regarding any student-athlete's participation in counseling, treatment, or rehabilitation program.
6. If the Athletic Trainer and/or team physician determine that the student-athlete is not complying with the recommendation of the team physician, the student-athlete's name will be referred to the head coach and the Director of Athletics who will decide what further action, if any, shall be appropriate. The head coach and the

Director of Athletics shall not disclose their action or information leading to their action except as required by University policy, NCAA or Conference rules or other legal requirements.

7. The Department of Athletics realizes that the abuse of alcohol, as well as drugs, is a potential problem for student-athletes. For this reason, testing procedures that entail use of an alcohol Breathalyzer device will accompany collection of urine for drug screening purposes. Breathalyzer findings that indicate alcohol blood levels equal to or in excess of 0.1% (weight by volume) will be treated as positive findings (see "Effective Positive Test Results"). Breathalyzer results below 0.1% will not count as positive findings but may, at the discretion of the team physicians, lead to more frequent follow-up testing of the student-athlete in question.

8. All student-athletes will be subject to random testing throughout the academic year. On the recommendation of the team physician or Athletic Trainer, certain student-athletes may be selected for more frequent screening. In particular, student-athletes with a history of positive test results will be singled out for more frequent screening, with timing and frequency determined by the team physician. More frequent testing of various teams may be done based on the wishes of head coaches, with the consent of the Director of Athletics.

9. The Athletic Trainer will keep confidential records of all test findings, as well as the actions taken based on these findings. When substance abuse counseling is involved, written notification that such counseling was received will be a part of these records. This data will be summarized on a yearly basis, with a report submitted to the Substance Abuse Committee that maintains confidentiality of the names of individual student-athletes, but includes detailed information regarding the number and nature of test findings and the incidence and nature of substance abuse counseling. All members of the Substance Abuse Committee will consider results of these reports strictly confidential. Release of these findings to other parties will occur only with the express permission of the Director of Athletics.

10. Copies of this policy will be made available to all members of the Department of Athletics staff, Substance Abuse committee and other persons at the discretion of the Director of Athletics. Members of the Substance Abuse Committee will undertake periodic review of these policies.

Effect of Positive Drug/Alcohol Test Results

1. **First Positive Test:** The Director of Athletics, head coach, Athletic Trainer, and the team physician will be notified of the positive test result. If circumstances warrant, the Director of Athletics (or designee) and the head coach, along with the Athletic Trainer and team physician, will have a confidential meeting with any student-athlete who tests positive. The student-athlete has the option to request that one person of his or her choosing may accompany him/her to this meeting. The student-athlete and Athletic Trainer will contact the parent(s), legal guardian(s) or spouse to inform them of the nature of the positive test. The student-athlete may be required to participate in a substance abuse treatment program, which has been reviewed and approved by the team physician and the Director of Athletics. The student-athlete will be subject to unannounced follow-up drug testing for one year after the date of the first violation. Refusal to participate in the substance abuse treatment program, (if required), as set forth in this paragraph may be treated as a second positive test result.

2. **Second Positive Test:** The Director of Athletics, head coach, Athletic Trainer, and the team physician will be notified of the second positive test result. The Director of Athletics (or designee) and the head coach, along with the Athletic Trainer and team physician will have a confidential meeting with any student-athlete who tests positive. The student-athlete has the option to request that one person of his or her choosing may accompany him/her to this meeting. The student-athlete will be required to notify his/ her parent(s) and/or legal guardian(s) or spouse of the second positive test result in the presence of the Athletic Trainer. The student-athlete may be required to participate in a substance abuse treatment program, which has been reviewed and approved by the team physician and the Director of Athletics and will be suspended from any play and practice for a minimum of seven days. The student-athlete must provide proof that the treatment program was successfully completed. Refusal to participate in the substance abuse treatment program, (if required), as set forth in this paragraph may be treated as a third positive test result.

3. **Third Positive Test:** Any student-athlete who tests positive for a third time will immediately be dropped from the athletics program. Any existing athletic financial aid will be terminated at the end of the time for which it was initially committed and will not be renewed the following year.

Any student-athlete legally charged with the sale, purchase, transfer or possession of illegal drugs may be suspended from practice and play until he/she is cleared of those charges. Conviction of a student- athlete of sale, purchase, transfer or possession charges will result in automatic and immediate dismissal for his/her team and in the loss of all athletically related financial aid. No punitive action will be taken by the department of athletics in those cases where a student-athlete spontaneously self reports his/her own personal misuse or abuse of chemical substances and seeks professional help to correct the behavior prior to an initial positive drug test result. Such a self-disclosure may be made to the director of athletics (or designee), to an athletic trainer or a team physician. In all cases, coaches will not be informed if a student-athlete voluntarily seeks professional assistance for the purpose of rectifying a substance misuse or abuse problem, unless in the opinion of the team physician, a clear and imminent health risk exists for the student-athlete or others as a result of said student-athlete's current drug usage. However, all student-athletes who self report substance abuse will not be exempted from standard drug and alcohol screening procedures as outlined in #8 (above), nor will they be exempted from procedures outlined in steps 1, 2 and 3 (above) if the results of the future test are positive.

Chemical Substance Screening Procedures

1. The student-athlete will enter the testing site and will provide proof of identity. A number will have been assigned to each student-athlete at a prearranged time prior to his/her testing.
2. A student-athlete will be given an implied consent form, or he/she may have been given one previously to read, sign, date and have witnessed; if not, he/she will read and complete as mentioned above.
3. Upon completion of above procedure, the student-athlete will be given two assigned specimen bottles with numbers on campus and sides of the sealed specimen bottles. The student-athlete will be asked to verify the validity of his/her number. A professional observer will accompany the student-athlete to the voiding station for the spilling of urine into the specimen bottle. The door must remain open, and the observer must be in attendance at all times during the voiding. The specimen bottle will be returned to the pick-up station for validation of name and number and placed in properly supervised storage area.
4. If the student-athlete is unable to void, he/she is instructed to drink water or other fluids that are available. The fluids must be caffeine-free and alcohol-free. At the appropriate time, the student athlete will inform the testing supervisor that he/she is capable of voiding and the observer will accompany him/her to the voiding station.
5. Upon completion of the voiding process, the observer will sign the student-athlete's implied consent form certifying that there were no irregularities. Any perceived irregularities in the process must be characterized and recorded on the implied consent form.
6. If the student-athlete refuses to provide urine or fails to appear, the student-athlete will thereby render himself/herself ineligible.
7. After the last student-athlete has been processed, the samples will be picked up by the laboratory and analyzed accordingly. If a positive result occurs, an alternative test is administered. If the alternative test is also positive, the original positive result stands. If the alternative test is negative, the result is negative.

Appendix F: Standard of Conduct – UM System

200.010 Standard of Conduct

The Standard of Conduct exists to support the mission of the University of Missouri as an educational institution. The following expectations have been established in order to protect a specialized educational environment conducive to learning which fosters integrity, academic success, personal and professional growth, and responsible citizenship.

A student at the University assumes an obligation to behave in a manner compatible with the University's function as an educational institution and voluntarily enters into a community of high achieving scholars. A student organization recognized by the University of Missouri also assumes an obligation to behave in a manner compatible with the University's function as an educational institution. Consequently, students and student organizations must adhere to community standards in accordance with the University's mission and expectations. Students and student organizations are expected to demonstrate responsibility for their actions; respect the rights and property of others; and observe federal, state, and local laws, as well as University rules and policies.

The Standard of Conduct is implemented through Section 200.020 Rules of Procedures in Student or Student Organization Conduct Matters. It is to be implemented and interpreted in a manner that supports the University's mission as an educational institution and protects the University's educational environment.

- A. **Jurisdiction of the University of Missouri** generally shall be limited to conduct which occurs on the University of Missouri premises or at University-sponsored or University-supervised functions. However, the University may take appropriate action, including, but not limited to the imposition of sanctions under Section 200.020 and Chapter 600 of the Collected Rules and Regulations against students and student organizations for conduct occurring in other settings, including off campus, for the following purposes: (1) in order to protect the health, safety, welfare, and well-being of students, employees, and other members of the University community, or (2) if there are effects of the conduct that materially interfere with or limit any person's or entity's ability to participate in or benefit from the University's educational programs, activities, or employment. Jurisdiction of conduct occurring in other settings, including off campus, may be exercised at the discretion of the University for these stated purposes, but shall not be exercised in any way that would interfere with a student's protected constitutional rights.
- B. A **student organization** is a recognized student organization which has received official approval in accordance with Section 250.010 of the Collected Rules and Regulations. Action against student organizations under the Standard of Conduct and Rules of Procedure may be separate from action taken against individual members. A student organization will be considered responsible for conduct outlined in Section 200.010.C only when there are circumstances indicating that the organization should bear collective responsibility for the conduct, and not solely because its individual members engaged in prohibited conduct. To determine whether a student organization is responsible for conduct outlined in Section 200.010.C and the extent to which it should be sanctioned, all relevant circumstances will be considered, including but not limited to the following:
 1. Factors weighing in favor of organizational responsibility:
 - a) The student organization, through its officers or practices or customs, by any means approved, condoned, allowed, encouraged, assisted or promoted such prohibited conduct;
 - b) The prohibited conduct was committed, permitted, encouraged, aided, or assisted by one or more student organization executive officers or by one or more members while acting with authority on behalf of the student organization;

- c) Student organization resources, such as funds, group communications, information technology resources, or organization property or venues, were used for the prohibited conduct;
- d) The student organization, through its officers or advisers, materially interferes or interfered with any investigation or conduct proceedings related to the prohibited conduct;
- e) A policy, protocol, or official practice of the student organization caused or materially contributed to the prohibited conduct; and/or
- f) In the absence of any evidence of the factors listed in subdivisions a. – e. above, the prohibited conduct was committed, participated in, encouraged, aided, or assisted by twenty-five percent or more of the student organization’s members;

2. Factors weighing against organizational responsibility:

- 1. The student organization had policies, protocols, or official practices in place to prevent or deter the prohibited conduct;
- 2. The student organization had provided guidance, education, or training to the individual members involved to prevent or deter the prohibited conduct;
- 3. The student organization took prompt and effective action to prevent or stop the prohibited conduct or mitigate its effects once the organization or its officers became aware or reasonably should have become aware of the prohibited conduct;
- 4. The student organization or its officers promptly reported the prohibited conduct to an appropriate University official and any other appropriate authorities; and/or
- 5. The student organization addressed any prohibited conduct of its members through an organizational sanction or punishment.

C. **Prohibited Conduct** for which students and student organizations, when applicable, are subject to sanctions falls into the following categories:

- 1. **Academic dishonesty**, including but not limited to cheating, plagiarism, unauthorized use of artificially generated content, or sabotage. The Board of Curators recognizes that academic honesty is essential for the intellectual life of the University. Faculty members have a special obligation to expect high standards of academic honesty in all student work. Students have a special obligation to adhere to such standards. In all cases of academic dishonesty, the instructor shall make an academic judgment about the student's grade on that work and in that course, which shall not be considered a sanction for prohibited conduct under this rule. The instructor shall, consistent with other policies, report the alleged academic dishonesty to the Primary Administrative Officer.
 - 1. The term **cheating** includes but is not limited to: (i) use of any unauthorized assistance in taking quizzes, tests, examinations or other assessments; (ii) dependence upon the aid of sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems, or carrying out other assignments; (iii) acquisition or possession without permission of tests or other academic material belonging to a member of the University faculty or staff; or (iv) knowingly providing any unauthorized assistance to another student on quizzes, tests, examinations, or other assessments.
 - 2. The term **plagiarism** includes, but is not limited to: (i) use by paraphrase or direct quotation of the published work of another source without properly crediting the author with footnotes, citations or bibliographical reference; (ii) unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials; or (iii) unacknowledged use of original work/material that has

been produced through collaboration with others without release in writing from collaborators.

3. The term **unauthorized use of artificially generated content**, includes, but is not limited to (i) use of artificial intelligence tools or other tools that generate artificial content in taking quizzes, tests, examinations, or other assessments without permission from the instructor; (ii) submitting work for evaluation as one's own that was produced in material or substantial part through use of artificial intelligence tools or other tools that generate artificial content without permission from the instructor; (iii) using artificial intelligence tools or other tools that generate artificial content in a manner contrary to instructions from the instructor; or (iv) using artificial intelligence tools or other tools that generate artificial content in a manner that violates any other provision of these rules concerning academic dishonesty. Use of commonly available tools such as spelling or grammar checking software or features of software that propose anticipated words or phrases while text is being written will not be considered unauthorized use of artificially generated content unless such use is contrary to instructions from the instructor.
4. The term **sabotage** includes, but is not limited to, the unauthorized interference with, modification of, or destruction of the work or intellectual property of another member of the University community.
2. **Forgery, alteration, or misuse of University documents, records or identification, or furnishing information to the University that the student or student organization knows or reasonably should know is false.**
3. **Physical abuse or other physical conduct which threatens or endangers the health or safety of any person.**
4. **Stalking** another by engaging in a course of conduct directed at a specific person knowing or consciously disregarding a substantial and unjustifiable risk that the course of conduct would cause a reasonable person to —(A) fear for their safety or the safety of others; or (B) suffer substantial emotional distress.
5. **Violation of the University's Equal Employment/Education Opportunity and Nondiscrimination Policy** located at Section 600.010 of the Collected Rules and Regulations.
6. **Violation of the University's Sexual Harassment under Title IX Policy located at Section 600.020 of the Collected Rules and Regulations.**
7. **Threats**, defined as communication of a serious expression of intent to commit an act of unlawful violence against an individual or identifiable group, such that the individual or group would reasonably fear violence, regardless of whether the communicating individual actually intends to carry out the threat, and in which the person engaging in the communication knew or consciously disregarded a substantial and unjustifiable risk that it would have such an effect on the individual or identifiable group.
8. **Participating in attempted or actual taking of, damage to, or possession without permission of property of the University or of a member of the University community or a campus visitor.**
9. **Unauthorized possession, duplication or use of keys or other means of access to any University facilities or unauthorized entry to or use of University facilities, property or resources.**
10. **Misuse of University or personal property in a manner that creates a safety hazard or unauthorized use of safety equipment.**
11. **Deliberately setting off a fire or other emergency alarm without justified reason or knowingly giving a false report of a crime or emergency.**
12. **Violation of the available written policies, rules or regulations of the University or any of its units applicable to the student under the circumstances or of material conduct standards identified in contracts or agreements the student has entered into with the University**, including, but not limited to, those governing residence in the University-provided

housing, or the use of University facilities, or student organizations, or the time, place or manner of public expression.

13. **Violation of applicable federal, state, foreign or local law or ordinance**, that directly impacts the University's activities, programs, property, students, employees, or volunteers or indicates that the individual poses a risk to the safety, welfare, or well-being of the University's students, employees, or volunteers.
14. **Manufacture, use, possession, sale or distribution of alcoholic beverages or any controlled substance under state or federal law without proper prescription or required license or as expressly permitted by law or University regulations**, including operating a vehicle on University property, or on streets or roadways adjacent to and abutting a campus, under the influence of alcohol or a controlled substance as prohibited by law of the state of Missouri. To the extent there is any inconsistency between state and federal law as to circumstances in which manufacture, use, possession, sale or distribution of a substance is expressly permitted, federal law will govern to the extent appropriate to facilitate the University's compliance with the Drug Free Schools and Communities Act and any other applicable federal law.
15. **Substantially disrupting, or inciting others to substantially disrupt:**
 - a. University operations, functions or activities including, but not limited to classes or other teaching, research, study, lectures, performances, meetings, interviews, living or learning communities, administrative business, or ceremonies or other public events, regardless of whether such operations, functions or activities are conducted in-person or through information technology resources; or
 - b. Authorized or permissible non-University activities that occur at a location owned or controlled by the University or through information technology resources provided by the University.
16. **Failure to comply with lawful directions of University officials acting in the performance of their duties or failure to identify one's self to University officials acting in the performance of their duties when reasonably requested to do so and upon reasonable explanation of the reason for the request for identification.**
17. **Failure to comply with and complete all sanctions and remedial actions applied under Section 200.020 or Chapter 600 within the time frame specified.**
18. **The possession or use of firearms, explosives, other weapons, or hazardous chemicals that violates federal or state law or applicable foreign law or University rules.**
19. **Hazing**, defined as an act that endangers the mental or physical health or safety of a student, or an act that is likely to cause physical or psychological harm to any person within the University community, or that destroys or removes, damages, defaces, or tampers with public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization. Participation or cooperation by the person(s) being hazed does not excuse the violation. Failure by a group's or organization's executive officers to intervene to prevent, discourage, and/or report hazing of which they are aware or reasonably should be aware also will be deemed a violation of this policy.
20. **Misuse of information technology resources in accordance with University policy**, including but not limited to:
 1. Actual or attempted theft or other abuse;
 2. Unauthorized entry into a file to use, read, or change the contents, or for any other purpose;
 3. Unauthorized transfer of a file;
 4. Unauthorized use of another individual's identification and password;
 5. Use of information technology facilities to interfere with the work of another student, faculty member, or University official;

6. Use of information technology facilities to interfere with normal operation of any University information technology system;
7. Knowingly causing a virus, malware, or other means designed to disrupt, damage or gain unauthorized access to become installed in any information technology system or file; or
8. Violation of Section 110.005 of the Collected Rules or Regulations or other University policy governing use of computing resources.

21. Retaliation, False Reporting, Witness Intimidation or Harassment, and Interference.

1. Retaliation is any adverse action taken against a person because of that person's participation or refusal to participate in the process set forth in CRR 200.020, provided that the exercise of rights protected under the First Amendment does not constitute retaliation prohibited under this section. Any person who engages in such retaliation shall be subject to disciplinary action, up to and including expulsion or termination, in accordance with applicable procedures. Any person who believes they have been subjected to retaliation is encouraged to notify the Primary Administrative Officer. The University will promptly respond to all claims of retaliation in accordance with this policy.
2. False reporting is making an intentional false report or accusation in relation to this policy as opposed to a report or accusation, which, even if erroneous, is made in good faith. False reporting is prohibited.
3. No individual, directly or through others, may take any action which attempts to or actually intimidates any potential Party or witness in the student conduct process, or which may interfere with the student conduct process.
4. All University employees and students must be truthful and candid when making any statement or providing any information or evidence to the University throughout the student conduct process, and all documentary evidence must be genuine and accurate. The fact that a determination has been made that a student has or has not engaged in prohibited conduct is not sufficient grounds, by itself, to declare that a false statement or fraudulent evidence has been provided by a Party or witness.
5. Charging an individual with a policy violation for making a materially false statement in bad faith in the course of any proceedings under this policy does not constitute retaliation provided, however that a determination regarding responsibility, alone, is not sufficient to conclude that any Party made a materially false statement in bad faith.

22. Attempting to commit or intentionally and materially aiding or inciting others to commit any of the forms of prohibited conduct stated in this rule

[200.020 Rules of Procedures in Student or Student Organization Conduct Matters](#)

- A. **Preamble.** The following rules of procedure in student or student organization conduct matters are hereby adopted in order to ensure insofar as possible and practicable (a) that the requirements of procedural due process in student conduct proceedings will be fulfilled by the University, (b) that the immediate effectiveness of Section 10.030, which is Article VI of the Bylaws of the Board of Curators relating to student conduct and sanctions may be secured for all students in the University of Missouri, and (c) that procedures shall be definite and determinable within the University of Missouri. Student or student organization conduct involving discrimination and harassment, including sexual harassment is governed by Section 600.030: *Resolution Process for Resolving Complaints of Sexual Harassment under Title IX*, and Section 600.040: *Equity Resolution Process for Resolving Complaints of Discrimination and Harassment against a Faculty Member or Student or Student Organization*.

The student conduct process, which is governed by these rules of procedure, is further intended to implement Section 200.010 Standard of Conduct in a manner that supports the University's mission as an educational institution and protects the University's educational environment. To the extent consistent with those goals, the student conduct process is intended to be a feature of an educational experience for the students involved, with a range of responses that may include educational responses, remedies or sanctions that will help students recognize the impact of their conduct for themselves and on the broader community and advance their academic and personal development.

The provisions of the Standard of Conduct, these Rules of Procedure, and any University policies concerning student conduct do not create any rights, expressly or by implication, in, for, or on behalf of any person or entity other than students and other members of the University community who are governed by such rules.

B. Definitions. As used in these rules, the following definitions shall apply:

- 1. Primary Administrative Officers.** As used in these procedures, the Chief Student Affairs Administrator on each campus shall appoint the Primary Administrative Officer except in cases of academic dishonesty, where the Chief Academic Administrator is the Primary Administrative Officer. Each Primary Administrative Officer may appoint designee(s) who are responsible for the administration of these conduct procedures, provided all such appointments are made in writing and filed with the Chancellor of the campus and the Office of General Counsel. The Primary Administrator's Office will certify in writing that the given designee has been trained in the administration of student conduct matters.
- 2. Student Panelist Pool.** The student panelist pool is a panel of students appointed by the Chief Student Affairs Administrator, who may participate on the Student Conduct Committee. Specifically, if requested by the accused student or student organization, the Chair of the Student Conduct Committee shall select not more than three students from the Student Panelist Pool to serve as members on the Student Conduct Committee, or not more than two students to serve as members on a Hearing Panel.
- 3. Student.** A person having once been admitted to the University who has not completed a course of study and who intends to or does continue a course of study in or through one of the Universities of the University System. For the purpose of these rules, student status continues whether or not the University's academic programs are in session.
- 4. Student Organization.** A recognized student organization which has received official approval in accordance with Section 250.010 of the Collected Rules and Regulations. Three members of the organization may represent the student organization in all proceedings. The registered faculty/staff adviser may be present, but may not act on behalf of the student organization. The organization may utilize an attorney in all proceedings as it chooses, subject to other provisions in this rule. Each student organization shall designate, and such designation shall be on file with the University, the individual who will receive all notices, findings, determinations and decisions on behalf of the student organization. If the student organization fails to have a designation on file with the University, the President of the organization is the default designee. The registered faculty/staff adviser will also be sent a courtesy copy of all notices, findings, determinations and decisions.
- 5. Student Conduct Committee.** As used in these procedures, "Student Conduct Committee," hereinafter referred to as the Committee, is that body on each campus which is authorized to conduct hearings and to make dispositions under these procedures or a Hearing Panel of such body as herein defined.
- 6. Hearing Panel.** As used in these procedures, the term "hearing panel" refers to the part of the Student Conduct Committee described in Section 200.020.E.4 below.

7. **Party or Parties.** The term “Party” or “Parties” refers to accused students or student organization and the Primary Administrative Officer in the context of formal procedure and disposition.

C. Sanctions.

1. The following sanctions, when applicable, may be imposed upon any student or student organization found to have violated the Standard of Conduct. More than one of the sanctions may be imposed for any single violation. Sanctions include but are not limited to:
 - a. **Warning.** A notice in writing to the student or student organization that there is or has been a violation of the institutional regulations.
 - b. **Probation.** A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe sanctions if the student or student organization is found to be violating any institutional regulation(s) during the probationary period.
 - c. **Loss of Privileges.** Denial of specified privileges of the student or student organization for a designated period of time.
 - d. **Restitution.** Compensation by the student or student organization for loss, damage, or injury to the University or University property. This may take the form of appropriate service and/or monetary or material replacement.
 - e. **Discretionary Sanctions.** Work assignments, service to the University or community, or other related discretionary assignments, or completion of educational programming or counseling.
 - f. **University System Housing Suspension.** Separation of the student or student organization from University owned or operated housing for a definite period of time, after which the student or student organization is eligible to return. Conditions for readmission may be specified.
 - g. **University System Housing Expulsion.** Permanent separation of the student or student organization from University owned or operated housing.
 - h. **University System Dismissal.** An involuntary separation of the student from the University System for misconduct. It is less than permanent in nature and does not imply or state a minimum separation time.
 - i. **Campus Suspension.** A student is suspended from being allowed on a specific University campus for a definite period of time. Logistical modifications consistent with the sanction imposed, may be granted at the discretion of the Chief Student Affairs Administrator (or Designee) of that campus. Conditions for readmission may be specified.
 - j. **University System Suspension.** Separation of the student from the University System for a definite period of time, after which the student is eligible to return. Logistical modifications consistent with the sanction imposed, may be granted at the discretion of the Chief Student Affairs Administrator (or Designee) of the campus where the modifications would apply. Conditions for readmission may be specified.
 - k. **University System Expulsion.** Permanent separation of the student from the University System.
 - l. **Withdrawal of Recognition.** Student organization loses its official approval as a recognized student organization. May be either temporary or permanent. Conditions for future approval may be specified.
2. The sanctions listed above shall be imposed in a manner that is reasonably proportionate to the violation in question, with consideration given to the severity of the violation, culpability of those involved, past dispositions in similar cases, and other factors as appropriate.

3. **Temporary Action for a Student.** The Chancellor or Designee may at any time temporarily suspend, deny readmission to, or place conditions on the attendance or participation of a student, effective immediately, pending formal procedures when the Chancellor or Designee finds and believes from available information that the student's continued attendance or participation would seriously disrupt the University operations or constitute a danger to the health, safety, or welfare of members of the University community. The Chancellor or Designee will give the student notice of such temporary action and the detailed reason for it in the same manner as for a Notice of Hearing described in these Rules of Procedure. Notice shall be deemed delivered in the same manner as a Notice of Hearing. Within five (5) business days of delivery of the notice, the student may submit a written response requesting reconsideration and/or modification of the temporary action. The time for submitting such written response may be extended upon written request at the discretion of the Chancellor or Designee for good cause. After due consideration of the response and all relevant circumstances, the Chancellor or Designee will sustain, remove, or modify the temporary action and notify the student of that decision. The appropriate procedure to determine the future status of the student will be initiated within seven (7) business days from the date the temporary action is taken.
4. **Temporary Action for a Student Organization.** The Chancellor or Designee may at any time temporarily suspend or place conditions on the student organization's University recognition, access to and use of the University campus/facilities/events and/or all other University activities or privileges for which the student organization might otherwise be eligible, effective immediately, pending formal procedures when the Chancellor or Designee finds and believes from available information that the student organization's continued recognition, access, or use would seriously disrupt the University or constitute a danger to the health, safety, or welfare of members of the University community. The Chancellor or Designee will give the student organization notice of such temporary action and the detailed reason for it in the same manner as for a Notice of Hearing described in these Rules of Procedure. Notice shall be deemed delivered in the same manner as a Notice of Hearing. Within five (5) business days of delivery of the notice, the student organization may submit a written response requesting reconsideration and/or modification of the temporary action. The time for submitting such written response may be extended upon written request at the discretion of the Chancellor or Designee for good cause. After due consideration of the response and all relevant circumstances, the Chancellor or Designee will sustain, remove, or modify the temporary action and notify the student organization of that decision. The appropriate procedure to determine the future status of the student organization will be initiated within seven (7) business days from the date the temporary action is taken.

D. **Records Retention.** Student conduct records shall be maintained in accordance with applicable University rules and records retention policies.

E. **Policy and Procedures.**

1. **General Policies and Rights.**

- a. **Standard of proof and presumption of non-responsibility.** A student or student organization is presumed not responsible for any alleged violation of the Standard of Conduct until a determination regarding responsibility is made at the conclusion of the student conduct process. The standard of proof will be "preponderance of the evidence," defined as determining whether evidence shows it is more likely than not that a violation occurred. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the University.
- b. **Other proceedings.** Students may potentially be held accountable through the University's student conduct process and other educational operations, as well as through

other systems, such as the criminal justice system, civil litigation, or proceedings of various regulatory agencies or outside non-governmental organizations. The University's student conduct process is separate from other systems, and action under the University's student conduct process may occur before, during or after any proceedings through other systems. The University's student conduct process, including any hearing, is not a criminal or judicial proceeding and is designed to address student conduct in an educational context; therefore, alleged violations of the Standard of Conduct will be addressed independently of any outcome or proceedings in other non-University systems.

c. General rights of students and student organizations involved in the student conduct process.

(1) To be treated with respect by university officials;

(2) To be free from retaliation;

(3) To have access to university support resources (such as counseling and mental health services and University health services);

(4) To receive timely detailed written notice of any charges against them and the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings;

(5) To have an adviser of the student's or organization's choice, who may be, but is not required to be, an attorney, accompany the student or organization's representatives to all interviews, meetings, hearings and proceedings throughout the conduct process;

(6) To refuse to have an allegation resolved through informal disposition without prejudice;

(7) Not to present self-incriminating information;

(8) To remain silent, with such silence not considered as evidence supporting a finding of a violation;

(9) To receive written notice of any delay of the process or limited extension of time frames; and

(10) Not to be subject to charges under these procedures if in a prior proceeding the student or student organization has received a notice of proposed informal disposition or notice of hearing under these rules regarding the same incident of alleged misconduct.

d. Responsible action in emergencies. The University encourages students to take responsible action in emergency situations, even if prohibited conduct may have occurred in conjunction with such an emergency.

(1) Examples of such responsible action include:

(a) Immediately alerting appropriate officials (e.g., calling 911) of the emergency, including providing the student's own name and the location and description of the emergency;

(b) Remaining at the scene of the emergency, so long as it is safe to do so; and

(c) Cooperating with emergency officials.

(2) Decision makers acting under these rules of procedure will favorably consider the positive impact of taking responsible action in an emergency situation when determining the appropriate response to any alleged prohibited conduct by a student or student organization that may have occurred in conjunction with the emergency situation. This may include implementing educational responses or remedies other than conduct proceedings or reduced sanctions. Further, the University will not use statements made by a student in the course of immediately reporting an emergency situation to appropriate authorities as evidence to support a finding of a violation of the Standard of Conduct by the reporting student or a student organization of which the student is a member.

(3) Failure to take responsible actions in an emergency situation may be considered an aggravating factor in determining sanctions for prohibited conduct.

(4) Students who are acting in capacities as student workers or student volunteers are

encouraged to follow applicable policies or training they have received from the university in addressing any emergency situation.

e. **Confidentiality.** The University must keep confidential the identity of any student who has made a report of alleged prohibited conduct, any student or student organization that has been accused or is otherwise suspected of prohibited conduct, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of applicable law, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. The University will not prevent any review or copying of law enforcement records that is allowed by law.

f. **Processing fee.** As approved and modified by the Chancellor from time to time, each campus may adopt a processing fee not to exceed \$300 to be charged to any student or student organization found responsible for prohibited conduct to defray costs of the student conduct process. Such fee may be set at different levels for student organizations than for individual students, but shall not otherwise vary by organization or individual.

2. **Preliminary Procedures.** The Primary Administrative Officer or Designee (hereafter “Primary Administrative Officer”) is responsible for application and interpretation of the Standard of Conduct and determining appropriate approaches to implement it. Upon receiving a report of or otherwise becoming aware of potential misconduct, the Primary Administrative Officer will devise and implement an educational response on how to proceed based on relevant factors, including but not limited to the severity of the potential misconduct; health, safety, or welfare of the student and members of the University community; and impact on members of the University community and the educational environment.

a. **Alternative resolutions.** At any point in the process, the Primary Administrative Officer may work with students involved under the circumstances to explore alternative educational solutions or remedies or other alternative resolutions in lieu of formal conduct procedures, findings of responsibility or possible sanctions. Informal negotiated resolutions without necessity of a hearing are encouraged and statements made by a student or student organization or their adviser during such negotiations shall not be used against the student or student organization in later hearings. A student or student organization may refuse to participate in alternative educational solutions or remedies or other alternative resolutions and in the event of such refusal, the matter will be addressed under these Rules of Procedure.

b. **Investigation; Consultations.** The Primary Administrative Officer shall investigate any student or student organization misconduct before initiating formal conduct procedures and give the student or student organization the opportunity to present a personal or organizational version of the incident or occurrence. The Primary Administrative Officer shall utilize the preponderance of the evidence standard in deciding whether or not to initiate formal conduct procedures and in deciding whether or not to offer an informal disposition in accordance with Section 200.020.E.2 below. The Primary Administrative Officer may discuss with any student or student organization such alleged misconduct and the student or student organization shall attend such consultation as directed by the Primary Administrative Officer. If directing attendance at a consultation, the Primary Administrative Officer will inform the student or student organization of the right to have an adviser attend and participate. Parties involved in the student conduct process are not prohibited from discussing the allegations under investigation or from gathering and presenting relevant evidence. Parties may present witnesses and other inculpatory and exculpatory evidence so long as such evidence is relevant.

c. **Use of Non-Binding Student Courts, Etc.** The Primary Administrative Officer, in making an investigation and informal disposition, may choose to utilize student courts

and boards and/or divisional deans to make non-binding recommendations to the Primary Administrative Officer. In that event, the Primary Administrative Officer shall notify the student or student organization of the identity and contact information of the student court, board, or divisional dean from which a recommendation is being sought. Such notification also shall inform the student or student organization that participation in any proceeding before the student court, board, or divisional dean is voluntary on the part of the student or student organization and that any resulting recommendation is non-binding. There will be no adverse consequence or inference from declining to participate in any proceeding before the student court, board, or divisional dean. Neither the choice to decline to participate nor the recommendation of the student court, board, or divisional dean will be shared with the Committee in connection with any subsequent hearing.

- d. **Departure from University During Process.** Should a student decide to leave the University and not participate in the investigation or other steps of the student conduct process without signing a Voluntary Permanent Separation and General Release Agreement and without the approval of the Primary Administrative Officer, the Primary Administrative Officer may place a hold up on the student's readmission and the student will not be permitted to return to the University System until the student conduct process is completed with respect to the potential prohibited conduct. Should a student organization decide to abandon recognition by the University and not participate in the investigation or other steps of the student conduct process, the Primary Administrative Officer may direct that the student organization may not be granted recognition in the future until the student conduct process is completed with respect to the potential prohibited conduct.
3. **Informal Dispositions.** The Primary Administrative Officer shall have the authority to propose an informal disposition consisting of a preliminary determination and proposed appropriate remedies and/or sanctions. The Primary Administrative officer shall provide written notice of the proposed informal disposition. The notice shall inform the student or student organization that the failure to reject the proposed informal disposition within ten (10) business days may be considered as acceptance. If the student or student organization fails to submit a rejection to the Primary Administrative Officer within ten (10) business days, the proposed informal disposition shall become final. The time for rejecting the informal disposition may be extended upon written request at the discretion of the Primary Administrative Officer for good cause. If the student or student organization rejects informal disposition it must be in writing and shall be forwarded to the Committee. The Primary Administrative Officer may refer cases to the Committee without first offering informal disposition.
4. **Formal Procedure and Disposition.**

- a. **Student Conduct Committee:**

- (1) The Committee shall be appointed by the Chief Student Affairs Administrator and shall have the authority to impose appropriate sanctions upon any accused student or students or student organization appearing before it.
- (2) When deemed appropriate or convenient by the Chair of the Committee, the Chair may divide the Committee into Hearing Panels each consisting of no less than five (5) Committee members of which no more than two (2) shall be students. If the Chair creates such Hearing Panels, the Chair of the Committee shall designate a Hearing Panel Chair. A Hearing Panel has the authority of the whole Committee in those cases assigned to it. The Chair of the Committee or a Hearing Panel Chair shall count as one member of the Committee or Hearing Panel and have the same rights as other members.
- (3) The Chief Student Affairs Administrator shall appoint a panel of students, to be known as the Student Panelist Pool. Upon written request of an accused student or the student organization

designee before the Committee made at least seventy-two (72) hours prior to the hearing, the Chair of the Committee shall appoint from the Student Panelist Pool not more than three students to sit with the Committee or the Hearing Panel Chair shall appoint two students to sit with the Hearing Panel for that particular case. When students from the Student Panelist Pool serve as members of the Committee or as members of the Hearing Panel, they shall have the same rights as other members of the Committee or Hearing Panel.

(4) The Chief Student Affairs Administrator shall ensure that members of the Committee and Student Panelist Pool receive training on the Standard of Conduct and these Rules of Procedure. Members of the Committee and Student Panelist Pool will be removed if they fail to satisfy training requirements, as determined by the Chief Student Affairs Administrator.

(5) Hearing Panel members, including the chair, or other Student Conduct Committee members who are to participate in the hearing of a case shall not have a conflict of interest with respect to or bias for or against accused students or student organizations generally, or for or against any Party, individual who reported alleged prohibited conduct, or Party affected by the alleged prohibited conduct. If such a member identifies a conflict of interest or bias, or otherwise cannot make an objective determination, the member must recuse from the proceedings in advance of the hearing.

(6) The accused student or student organization will have been given the names of the Committee or Hearing Panel members and Chair who will hear the case in the Notice of Hearing. Should any accused student or student organization object to any member or chair, they must raise all objections, in writing, to the Chief Student Affairs Administrator no later than five (5) business days prior to the hearing unless, for good cause, the Chief Student Affairs Administrator allows objections to be raised later. Such objection shall be confidential and shall not be disclosed to the Committee or Hearing Panel. A member may be unseated by the Chief Student Affairs Administrator for good cause. Good cause may include, but is not limited to, bias that would preclude an impartial hearing or circumstances in which the member's or chair's involvement could impact the accused student's work or learning environment due to current or potential interactions with the member or chair (e.g., a panel member serving as an instructor or adviser to the accused student or student organization). If the Chief Student Affairs Administrator determines that a member or chair should be replaced, the Chief Student Affairs Administrator will select a replacement from the Student Conduct Committee. The Chief Student Affairs Administrator will provide a written response to all Parties addressing any objections to a member or chair.

b. **General Statement of Procedures.** A student or student organization accused of violating the Student Conduct Code is entitled to a written notice of the specific charges at issue and a formal hearing unless the matter is disposed of under the rules for informal disposition. Student conduct proceedings serve educational purposes identified in the Standard of Conduct and these Rules of Procedure and are not to be construed as judicial trials. Formal rules of evidence and civil procedure do not apply; but care shall be taken to comply as fully as possible with the spirit and intent of the procedural safeguards set forth in these Rules of Procedure. For formal hearing dispositions, decisions on responsibility for conduct violations must be based on relevant information submitted at the hearing, and any relevant information provided to the hearing panel in advance of the hearing with notice to the accused student or student organization and the Primary Administrative Office and the opportunity for the Parties to respond to such information. The Office of the General Counsel shall be legal adviser to the Committee and the Primary Administrative Officer, but the same attorney from the Office of the General Counsel shall not perform both roles with regard to the same case and attorneys from the Office of the General Counsel performing distinct roles on the same case will not discuss the merits of the case with one another.

- c. **Notice of Hearing.** At least twenty (20) business days prior to the Student Conduct Committee Hearing, or as far in advance as is reasonably possible if an accelerated resolution process is scheduled with the consent of the accused student or student organization, the Primary Administrative Officer will send a letter to the accused student or student organization (or to the student or student organization's adviser if requested by the student or student organization) with the following information:

- (1) A detailed description of the alleged conduct at issue and applicable policies, rules, or regulations alleged to be violated;
- (2) A description of the applicable procedures, including right to have an adviser, who may be, but is not required to be, an attorney;
- (3) A statement of the potential sanctions/remedial actions that could result;
- (4) A statement notifying the student or student organization that they will be permitted to inspect, copy, and review any evidence obtained as part of the investigation that is directly related to the allegations to be addressed at the hearing, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and including inculpatory or exculpatory evidence;
- (5) A statement notifying the Parties that they must be truthful when making any statement or providing any information or evidence to the University throughout the student conduct process, and all documentary evidence must be genuine and accurate;
- (6) A statement that nothing in these procedures is intended to alter any rights the individual may have under applicable state or federal statutory laws or the U.S. Constitution;
- (7) The names of the Committee or Hearing Panel members and Chair who will hear the case, and information on how to raise an objection to any member or chair and the timeline in which to raise any objections; and
- (8) The time, date and location of the hearing. If any Party does not appear at the hearing, the hearing will be held in their absence.

This Notice of Hearing letter will be made in writing and will be delivered either: 1) in person, 2) by email only to the Party's University-issued email account if the Party has consented electronically or in writing to receipt of all notifications by email; or 3) mailed to the mailing address of the respective Party as indicated in the official University records and emailed to the Party's University-issued email account. If there is no local address on file, mail will be sent to the Party's permanent address. Notice also shall be mailed and emailed to the Party's adviser, if an adviser has been identified by the Party.

Notice is presumptively deemed delivered, when: 1) provided in person or 2) emailed to the Party (when prior consent - whether electronically or in writing - has been given to receipt of all notifications by email or 3) when mailed and emailed to the Party and the Party's adviser, if an adviser has been identified by the Party.

Any request to reschedule the hearing shall be made in writing to the Chair, who shall have the authority to reschedule the hearing if the request is timely and made for good cause. The Chair shall notify the Primary Administrative Officer and the accused student or student organization of the new date for the hearing. If the accused student or student organization fails to appear at the scheduled time, the Committee may hear and determine the matter.

5. **Right to Petition for Review.**

- a. Except in cases where a right of appeal applies, the Primary Administrative Officer or the accused student or student organization may petition the Chancellor or Designee in writing for a review of the decision within ten (10) business days after written notification. A copy of the Petition for Review must also be served upon the non-appealing Party or Parties within such time. The Petition for Review must state the grounds for review in detail, and the non-appealing Party or Parties may answer the

petition within ten (10) business days. Upon written request, the Chancellor or Designee may extend the time for petition or answer for good cause.

- b. The Chancellor or Designee may review or refuse to review the decision. In all cases where the Petition for Review is refused, the action of the Committee shall be final. If review is granted, the Chancellor or Designee may affirm, reverse or modify the decision, or remand the case for further proceedings. The action of the Chancellor or Designee after review shall be final unless it is to remand the matter for further proceedings.
6. **Right of Appeal** (involving issues of University expulsion, University dismissal, University suspension or Withdrawal of Recognition only).
- a. When an accused student is expelled, dismissed, or suspended from the University or when a student organization has its recognition withdrawn, either temporarily or permanently, by the Committee or when such sanctions have been expressly requested by the Primary Administrative Officer and refused by the Committee, the Primary Administrative Officer or the accused student or student organization may appeal such decision to the Chancellor by filing written notice of appeal stating the grounds for appeal in detail with the Chancellor within ten (10) business days after notification of the decision of the Committee. The appealing Party may file a written memorandum for consideration by the Chancellor with the Notice of Appeal. A copy of the Notice of Appeal and any memorandum must also be served upon the non-appealing Party or Parties within such time, and any other Party may submit a reply to such memorandum within ten (10) business days. Upon written request, the Chancellor or Designee may extend the time for appeal or reply for good cause.
 - b. The Chancellor shall review the record of the case and the appeal documents and may affirm, reverse or modify the decision, or remand the case for further proceedings. The Chancellor shall notify the accused student or student organization in writing of the decision on the appeal. The action of the Chancellor shall be final unless it is to remand the matter for further proceedings.
7. **Grounds for Review or Appeal.** Grounds for appeals are limited to the following:
- a. A material deviation from established procedures that affected the outcome of the matter;
 - b. To consider new evidence that was not reasonably available at the time the decision was made that could affect the outcome of the matter;
 - c. The Committee members or Student Panelists demonstrated a conflict of interest or bias against students or student organizations generally or against the particular student or student organization that affected the outcome of the case; and/or
 - d. The sanctions fall outside the range typically imposed for this offense, or for the cumulative conduct record of the student or student organization.

Review or appeal is not intended to be a full rehearing of the case and is therefore deferential to the original findings. In most cases, appeals are confined to a review of the written documentation and Record of the Case, and relevant documentation regarding the grounds for review or appeal. A review or appeal granted based on new evidence should normally be remanded to the original decision- maker for reconsideration. The Chancellor or Designee will normally render a written decision, with an explanation of reasons, on the review or appeal to all Parties within ten (10) business days after receiving the answer or reply, or after the deadline for answer or reply has passed without a submission being made. In the event the Chancellor or Designee is unable to render a written decision within ten (10) business days, the Chancellor or Designee will promptly notify the Parties in writing of the delay. Once a review or appeal is decided, the outcome is final. Further appeals and grievances are not permitted.

8. Status During Appeal.

- a. In cases of suspension, dismissal, or expulsion where a Notice of Appeal is filed within the required time, a student may petition the Chancellor in writing for permission to attend classes pending final determination of appeal. The Chancellor may permit a student to continue in school under such conditions as may be designated pending completion of appellate procedures, provided such continuance will not seriously disrupt the University or constitute a danger to the health, safety, or welfare of members of the University community. In such event, however, any final sanctions imposed shall be effective from the date of the action of the Committee.
 - b. In cases of withdrawal of recognition where a Notice of Appeal is filed within a required time, a student organization may petition the Chancellor in writing to stay the withdrawal of recognition while the appeal is pending. The Chancellor may stay the withdrawal of recognition under such conditions as may be designated pending completion of appellate procedures, provided such continuance will not seriously disrupt the University or constitute a danger to the health, safety, or welfare of members of the University community.
9. **Student Honor System.** Forums under the student honor systems established for investigating facts, holding hearings, and recommending and imposing sanctions are authorized when the student honor code or other regulations containing well defined jurisdictional statements and satisfying the requirements of Article VI of the Bylaws of the Board of Curators, Section 10.030, and notice thereof in writing has been furnished to students subject thereto. Though the student honor system has jurisdiction, together with procedures set forth therein, instead of the Primary Administrative Officer, the standard of conduct called for in any such student honor system shall be deemed to contain at a minimum the same standards set forth in Section 200.010, entitled Standards of Conduct. Procedures shall satisfy the requirements of Article VI of the Board of Curators' Bylaws, Section 10.030, and shall contain procedures herein before stated insofar as appropriate and adaptable to the particular situation. Before it can be implemented, a student honor system and any amendment to a student honor system must be approved as provided herein. A proposed student honor system or amendment must be approved by the applicable dean, then the Chancellor, and then the Office of the General Counsel. After such approvals, the proposed student honor system or amendment must be submitted to the Board of Curators for approval. Students subject to student honor systems shall have the rights of appeal as set forth in Section 200.020.E.6.

B. Hearing Procedures.

1. Pre-Hearing Disclosures.

- a. **Primary Administrative Officer's Disclosure.** At least ten (10) business days prior to the hearing, the Primary Administrative Officer will provide the accused student or student organization, the student's or organization's adviser if an adviser has been identified by the student or organization, and the Chair:
 - (1) An investigative report that fairly summarizes the relevant evidence in an electronic format or hard copy for their review and any written response as described below;
 - (2) A list of the names of the proposed witnesses to be called by the Primary Administrative Officer;
 - (3) Copies of all proposed documentary, photographic, video, or audio evidence;
 - (4) Notification that all of the evidence gathered in the course of the investigation that is directly related to the allegations to be addressed at the hearing is available to the student or student organization and instructions regarding how to request access to that information, which shall

include evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and including inculpatory or exculpatory evidence;

1. If any evidence that otherwise would have been subject to inclusion in the notice is received after the notice is issued, such evidence will be provided to the accused student or student organization as soon as practicable before the hearing date; and
- (5) Notice that the Parties may request a virtual hearing and/or any necessary accommodations.
 - b. **Student or Student Organization's Disclosure.** At least five (5) business days prior to the hearing, the accused student or student organization will provide to the Primary Administrative Officer and the Chair:
 - (1) Any written response to the investigative report that the student or student organization may wish to submit;
 - (2) A list of the names of proposed witnesses to be called by the student or student organization and the name of any adviser who will be attending; and
 - (3) Copies of all proposed documentary, video, or audio evidence.
 - c. **Rebuttal Disclosure.** If the Primary Administrative Officer identifies rebuttal witnesses or evidence to be called or submitted, the Primary Administrative Officer shall provide notice of such witnesses or evidence to the accused student or student organization at least two (2) business days before the hearing.
2. **Request for Alternative Attendance or Questioning Mechanisms.** The Chair, in consultation with and by agreement of the Parties, may decide in advance of the hearing that certain witnesses do not need to be physically present if their testimony can be adequately summarized in the investigative report or during the hearing. All Parties will have ample opportunity to present facts and arguments in full and question and cross examine all present witnesses during the hearing. All Parties shall have the right to have an adviser, who may be, but is not required to be, an attorney, participate in the hearing.

All hearings will be live (in person or virtually). However, at the request of either Party, or by the University's designation, the live hearing may occur with the Parties located in separate rooms with technology enabling the Committee, the Parties and their advisers to simultaneously see and hear the Party or the witness answering questions. Should any hearing take place in this manner, the Chief Student Affairs Administrator or Designee shall be in charge of the technology during the hearing. The University will make reasonable accommodations for the Parties in keeping with the principles of equity and fairness. Such witnesses, however, shall still be subject to cross-examination.
3. **Conduct of Hearing.** The Chair shall preside at the hearing, call the hearing to order, call the roll of the Committee in attendance, ascertain the presence or absence of the student or representatives of the student organization accused of misconduct, verify the receipt of notices of hearing by the student or student organization, report any continuances requested or granted, establish the presence of any adviser of the student or student organization (who may be, but is not required to be, an attorney) and the registered faculty/staff adviser of the student organization, and call to the attention of the accused student or student organization and the adviser any special or extraordinary procedures to be employed during the hearing and permit the student or student organization to make suggestions regarding or objections to any procedures for the Committee to consider.
 - a. **Opening Statements.**
 - (1) The Primary Administrative Officer shall make opening remarks outlining the general nature of the case.
 - (2) The accused student or student organization or adviser may make a statement to the Committee about the charge at this time or at the conclusion of the University's presentation.

b. University Evidence.

(1) The Primary Administrative Officer may state any facts the investigation has revealed. University witnesses are to be called and identified or written reports of evidence introduced as appropriate. The Committee or Panel may not rely on information in a report provided by a witness whose identity has not been disclosed to the accused Party.

(2) The Committee may question witnesses at any time.

(3) The accused student or student organization or the adviser may question and cross examine witnesses or examine evidence at the conclusion of the University's presentation.

c. Accused Student or Student Organization Evidence.

(1) If the accused student or student organization has not elected to make a statement earlier under a.(2) above, the accused student or student organization or adviser shall have the opportunity to make a statement to the Committee about the charge.

(2) The accused student or student organization may present evidence through witnesses or in the form of written memoranda.

(3) The Committee or Hearing Panel may question the accused student or representatives of the accused student organization or witnesses at any time. The Primary Administrative Officer may question the accused student or witnesses. Provided, however, that the accused student or student organization retains the right to remain silent and such silence shall not be considered as evidence supporting a finding of a violation.

d. Rebuttal Evidence. The Committee may permit the University or the accused student or student organization or adviser to offer a rebuttal of the others' presentation(s).

e. Rights of Student Conduct Committee. The Committee shall have the right to:

(1) Hear together cases involving more than one student or more than one student organization which arise out of the same transaction or occurrence, but in that event shall make separate findings and determinations for each student or student organization;

(2) Permit a stipulation of facts by the Primary Administrative Officer and the student or student organization involved;

(3) Permit the incorporation in the record by reference of any documentation, produced and desired in the record by the University or the accused, provided the other Party has had an opportunity to review and respond to the documentation;

(4) Question witnesses or challenge other evidence introduced by either the University or the student or student organization at any time;

(5) Hear from the Primary Administrative Officer about dispositions made in similar cases and any dispositions offered to the accused student or student organization appearing before the Committee;

(6) Call additional witnesses or require additional investigation;

(7) Dismiss any action at any time or permit informal disposition as otherwise provided;

(8) Permit or require at any time amendment of the Notice of Hearing to include new or additional matters which may come to the attention of the Committee before final determination of the case; provided, however, that in such event the Committee shall grant to the student or student organization or Primary Administrative Officer such time as the Committee may determine reasonable under the circumstances to answer or explain such additional matters;

(9) Dismiss any person from the hearing who interferes with or obstructs the hearing or fails to abide by the rulings of the Chair of the Committee; and

(10) Suspend summarily students from the University who, during the hearing, obstruct or interfere with the course of the hearing or persistently fail to abide by the ruling of the Chair of the Committee on any procedural question or request of the Chair for order.

- f. **Communications.** The Committee shall avoid communication with either Party or their advisers regarding the merits of a pending case prior to the hearing without the other Party or its adviser included. Communications for purposes of scheduling are permitted.
4. **Rights of Accused Upon Hearing.** A student or student organization appearing before a Committee shall have the right to:
 - a. Be present at the hearing, which right may be waived by either written notification to the Chair or by failure to appear;
 - b. Have an adviser (who may be, but is not required to be, an attorney) present during the hearing, who may actively participate and assist the student as described herein;
 - c. To testify at the hearing or refuse to testify at the hearing;
 - d. Hear or examine evidence presented to the Committee;
 - e. Question witnesses present and testifying;
 - f. Present evidence by witnesses or affidavit;
 - g. Make any statement to the Committee in mitigation or explanation of the conduct in question;
 - h. Request that the hearing be held virtually, with technology enabling participants simultaneously to see and hear each other;
 - i. Be informed in writing of the findings of the Committee and any sanctions it imposes; and
 - j. Request review or appeal to the Chancellor or Designee as herein provided.
5. **Rights of the Primary Administrative Officer Upon Hearing.** The Primary Administrative Officer appearing before a Committee shall have the right to:
 - a. Be present at the hearing;
 - b. Have an attorney from the Office of the General Counsel present as legal adviser to the Primary Administrative Officer, who may actively participate and assist the Primary Administrative Officer as described herein;
 - c. To state any facts the investigation has revealed;
 - d. Hear or examine evidence presented to the Committee;
 - e. Question witnesses present and testifying;
 - f. Present evidence by witnesses or affidavit;
 - g. Request that the hearing be held virtually, with technology enabling participants simultaneously to see and hear each other;
 - h. Be informed in writing of the findings of the Committee and any sanctions it imposes; and
 - i. Request review or appeal to the Chancellor or Designee as herein provided.
6. **Determination by the Student Conduct Committee.** The Committee shall make its findings and determinations based on the preponderance of the evidence in executive session out of the presence of the Primary Administrative Officer and the accused student or student organization. Separate findings are to be made:
 - a. As to the conduct of the accused student or student organization, and
 - b. On the sanctions, if any, to be imposed. No sanctions shall be imposed on the accused student or student organization unless a majority of the Committee present is convinced by the preponderance of the evidence that the student or student organization has committed the violation charged. In determining what sanction, if any, is appropriate, the Committee may take into consideration the previous disciplinary history of the accused student or student organization.
7. **Official Report of Findings and Determinations.** The Committee shall promptly consider the case on the merits and make its findings and determination and transmit them to the Primary

Administrative Officer/Designee(s) and the accused student or student organization designee. The Committee's report shall detail the following:

- a. Identification of the allegations potentially constituting prohibited conduct and the determination of the Committee;
 - b. A description of the procedural steps taken;
 - c. Findings of fact supporting the determination and any information the Committee excluded from its consideration and why;
 - d. Conclusions regarding the application of the University's Standard of Conduct to the facts;
 - e. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility;
 - f. Any disciplinary sanctions to be imposed on the student or student organization; and
 - g. The procedures and permissible bases for the Parties to seek review or appeal.
8. **Evidentiary and Procedural Questions.** The relevancy and admissibility of any evidence offered and procedural questions shall be determined by the Chair, whose ruling shall be final unless the Chair shall present the question to the Committee at the request of a member of the Committee, in which event the ruling of the Committee by majority vote shall be final. In considering evidentiary and procedural questions, the Chair will apply the following rules:
- a. The Chair has the discretion to determine the relevance of any witness or documentary evidence and may exclude any witness, document, or information that is irrelevant, immaterial, cumulative, or more prejudicial than informative.
 - b. The Committee shall consider the trustworthiness of all oral or written statements and no oral or written statement shall be considered if the source of the statement has not been disclosed to the Committee and the Parties.
 - c. Character evidence is information that does not directly relate to the facts at issue, but instead reflects upon the reputation, personality, or qualities of an individual, including honesty. Such evidence regarding a Party's character is of limited utility and shall not be admitted unless deemed relevant by the decision-maker.
 - d. Incidents or behaviors of a Party not directly related to the possible violation(s) will not be considered unless they show a pattern of related misconduct. History of related misconduct by a Party that shows a pattern may be considered only if deemed relevant by the decision-maker.
 - e. A student's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made or maintained in connection with the provision of treatment to the student, may not be used without that student's express consent.
 - f. The Chair and Committee shall not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.
9. **General Rules of Decorum.** The following general rules of decorum shall be adhered to:
- a. All requests to address the Committee shall be addressed to the Chair.
 - b. The Chair will rule on all requests and points of order and may consult with Committee's legal adviser prior to any ruling. The Chair's ruling shall be final and all participants shall abide thereby, unless the Chair shall present the question to the Committee at the request of a member of the Committee, in which event the ruling of the Committee by majority vote shall be final.

- c. The Chair or Committee may dismiss any person from the hearing who interferes with or obstructs the hearing or fails to abide by the rulings of the Chair or the Committee.
 - d. Rules of common courtesy and decency shall be observed at all times.
10. **Advisers / Attorneys.** A student or student organization may have an adviser, who may be, but is not required to be, an attorney. Prior to the hearing, the adviser may communicate with the Chair on behalf of the student or student organization, including raising questions or objections or making requests regarding procedural matters.
- At the hearing, the adviser may ask any witnesses all relevant questions and follow-up questions, including those challenging credibility, and conduct cross-examination and other questioning. An adviser may request clarification of a procedural matter or object on the basis of procedure at any time by addressing the Chair after recognition. An adviser may make presentations and speak on behalf of their Party and may consult with the student or representatives of the student organization quietly or in writing, or outside the hearing during breaks.
11. **Record of Hearing.** An audio, video, digital or stenographic record of the hearing shall be maintained. The notice, exhibits, hearing record and the findings and determination of the Committee shall become the "Record of the Case" and shall be filed in the Office of the Primary Administrative Officer and for the purpose of review or appeal be accessible at reasonable times and places to the University, and the accused student(s) or student organization designee.
12. **Transcripts.** Information regarding expulsions will be noted on transcripts and shared system-wide. The Primary Administrative Officer will inform the Registrar or designee, who will make the transcript notation.

Appendix G: Office of Student Involvement - Alcohol Policy for Recognized Student Organizations

Alcohol Policy for Recognized Student Organizations

Alcoholic beverages: Recognized student organizations shall comply with all state and federal laws and local ordinances regulating the sale, possession, and consumption of alcoholic beverages. It is a violation of Missouri law for any person under the age of 21 to purchase, attempt to purchase, or have in their possession any alcoholic beverages. It also violates Missouri law to sell alcoholic beverages without the appropriate licenses. It violates University regulations to use, sell, purchase, or serve alcoholic beverages on University property unless specifically approved by the Chancellor.

The possession, use, and consumption of alcoholic beverages by University-recognized clubs and organizations (RSOs) and at campus events must conform with policies established by the Board of Curators, the Missouri University of Science and Technology, local ordinances, and state law. (This includes clubs, organizations, and campus events that have, but are not limited to, professional societies, academic honoraries, athletic teams, service, departmental and social organizations, and booster club and alumni events.)

Consumption and purchase of alcoholic beverages by minors (people under 21) and selling or giving alcoholic beverages to minors is prohibited by law.

Alcohol shall not be a part of new membership recruitment programs.

A risk management seminar (e.g., discussion of alcohol policy, alcohol education, low-risk partying, confrontation and intervention skills, referral resources, and liability issues) will be provided by the University. Representatives of recognized student organizations that have events that include alcoholic beverages will attend these semi-annually. Faculty advisors will be encouraged to participate. Other RSOs and their advisors must sign a form stating they are exempt from this requirement and return it to the Department of Student Life at the beginning of each semester.

Alcoholic beverages may not be provided as awards.

Appendix H: Office of Student Involvement - Alcohol Guidelines/ Expectations and Alcohol Advertisement Policy

Alcohol Guidelines/ Expectations

RSO's who have national affiliations are encouraged to follow the risk management policy set forth by their national organization.

At any event where alcohol is served, it is recommended that a system be implemented to ensure that alcoholic beverages are not accessible or served to persons under the legal drinking age or to persons who appear to be intoxicated, regardless of age (i.e., security, "checking in" of alcohol, designated servers, no "open" parties).

It is recommended that club or organizational funds not be used to purchase alcoholic beverages.

Each club or organization is encouraged to adhere to the alcohol marketing guidelines and risk management practices listed elsewhere in these expectations.

It is recommended that beverages whose alcoholic content is difficult to determine (e.g., "teas", punches) not be served.

It is recommended that individuals and groups in the campus community not promote the irresponsible use of alcohol.

Portraying drinking as a solution to personal or academic problems should be discouraged. RSO's are advised to make sure risk management guidelines have been agreed upon in advance when co-sponsoring activities involving alcohol with other groups.

Alcohol Advertisement Policy

Promotional materials promoting the consumption of alcohol are not permitted to be posted on campus. Language referring to 'open parties' and references to alcohol are not allowed. Check with the Department of Student Life before producing materials, if you have questions.

Appendix I: Department of Residential Life – Health and Safety Checks and Violations

Health and Safety Checks and Violations

Health & Safety Checks typically take place twice a semester in apartment-style living areas. These checks are conducted to ensure there are no safety or maintenance related concerns which need to be addressed. Compliance during these inspections will be determined through review of items in the following categories:

1. Health & Safety – Concerns or violations that could pose a potential health risk or could threaten the safety or well-being of students. Initial health and safety violations found will require residents to complete an online educational course and to bring all identified items into compliance by a date set by the Resident Director. All secondary violations found in following inspections will be addressed through conduct.
2. Code of Conduct - Violations of the University of Missouri Code of Conduct or of university policies. All identified issues will be documented to be reviewed through the conduct process.
3. Maintenance – Major maintenance issues that need immediate addressing or correction. Issues identified to be caused by neglect or misuse by residents may be charged to those deemed responsible.

Appendix J: Department of Residential Life - Community Standards: Residence Hall Behavior Standards

Community Standards Residence Hall Behavior Standards

Review of Behavior Standards

The policies and procedures that are enforced in the residence halls have been established to help maintain a cooperative living environment that supports both the academic mission of Missouri S&T as well as allows individuals enough freedom to maintain a comfortable lifestyle. All members of the residence halls will be held accountable for observing the rules and policies contained in this publication, the rules and regulations of the Missouri University of Science and Technology pertaining to student conduct, and the terms and conditions of each housing agreement.

A resident of the residence halls is expected to abide by the terms and conditions of the residence hall housing agreement, including the behavior standards listed in this section. The residence hall behavior standards are enforced with the procedures described in this section.

They apply to students living in the residence halls and are in addition to the university's general Standard of Conduct for students. The focus of these rules is to create a comfortable, quiet community living environment that supports the pursuit of academic and personal goals of students rather than to restrict freedoms. A secondary focus of the residence hall behavior standards is to assist students in becoming more responsible members of the community.

It is important to realize that formal rules attempt to set standards to ensure that community members live together in a cooperative fashion. These rules, however, constitute only a small portion of what is necessary to ensure that residents respect each other and are considerate of each other's feelings, needs and concerns. Successful residence hall operations require the residents of each community to take the time regularly to discuss the positive and negative effects of happenings in their community and come to a consensus of actions needed to solve problems.

Appropriate Residence Hall Conduct

Participating in any conduct covered by the following misconduct policies will subject individuals to action taken as described in this following section. These policies apply to the behavior of residents while in the residence halls, the grounds adjacent to the residence halls, and all residence hall sponsored on- or off campus activities.

Actions and activities considered inappropriate include the following:

- Intentionally or recklessly causing physical harm to any person or one's self;
- Setting or fueling a fire;
- Unauthorized possession or storage of any weapon (Including, but are not limited to, the following items: firearms, tasers or other electronic stun devices, sling shots, bows, arrows, BB guns, pellet guns, paintball guns, martial arts weapons, hatchets, axes, kitchen knives with a blade longer than eight inches and any other knife with a blade longer than four inches.);
- Use of traditionally outdoor sporting equipment or toy guns within the halls (Including but not limited to sports balls, hacky sacks, frisbees, Nerf guns, Koosh balls, and Orbeez guns.);
- Intentionally initiating or causing any false report of an emergency;
- Intentionally or recklessly damaging or misusing fire safety equipment;
- Intentionally destroying or defacing university or private property;
- Theft of property or withholding information about stolen property;

- Intentionally or recklessly violating any residence hall policy that is either published in this document or advertised within the residence halls;
- Intentionally harassing any resident in a way that interferes with their personal or academic pursuit;
- Use, distribution or possession of fireworks, explosives, hazardous chemicals or inflammable materials;
- Use, distribution, manufacturing, or possession of any illegal drug, unauthorized controlled substance (including marijuana), alcohol, or illegal paraphernalia;
- Failure to comply with the directions of a residential life staff member acting in the performance of their duties;
- Noisy or disruptive behavior that interferes with the personal or academic activities of others;
- Tampering with building windows, exits, locks or corridors;
- Unauthorized possession, use, or duplication of university keys;
- Throwing, dropping or causing any object to fall from a building;
- Intentionally tampering with any residence hall security systems. This includes, but is not limited to, altering or propping open any locked exit doors and propping open any exterior windows other than those in student rooms; and/or
- Acting as an accomplice with, providing false or misleading information or withholding information about any person violating any residence hall policy.

Residents are expected to inform their guests of the policies governing behavior in the residence halls. Also residents should make their guests aware that guests who fail to observe residence hall policies may be denied access to the residence halls. Residents are responsible for their guest's actions and will be held responsible if their guest's actions are inappropriate.

Review and Resolution of Misconduct

The residential life department takes reasonable action against a student when the evidence suggests a student has been involved in a violation of a residence hall policy. Resolutions of policy violations will hold those involved in conduct-policy violation accountable for their behavior. When determining a reasonable resolution to an incident, residential life will take into consideration the interests of the residence hall community, the university community, the student who violated the policy, and previously documented incidents involving each student and residence hall policy violations.

When a residence hall policy violation occurs, one or more of the following processes of resolution may be followed:

- The resident is required to complete an educational online health & safety course and must bring their room into compliance with policy by the required date set.
- The RA may discuss the problem with those involved and informally resolve the matter. Documentation about the situation will be provided to the resident director.
- The matter may be referred for resolution to the resident director, who will review the incident and make a determination as to what would be an appropriate resolution.
- Repeated violations may be referred to the associate director of residential life for review and resolution.
- Situations involving a violation of the Collected Rules and Regulations may be referred to the dean of students office for review and resolution.
- Matters that involve possible criminal behavior also may also be referred to the university police department for investigation. This action can result in the issuance of citations or criminal prosecution.

Consequences for behavior violations of residence hall rules, policies, or procedures can result in any of a number of administrative actions including, but not be limited to, the following:

- **Warnings** — notice is given that a resident’s behavior is not acceptable and that future violations may result in more serious action being taken.
- **Restitution** — financial and/or other compensation required due to the impact of a resident’s behavior upon the community and/or the residence hall physical facilities.
- **Educational Outcomes** — assignments encouraging self-reflection and to encourage the student to consider the impact of his or her behavior on their future or personal well-being.
- **Community Service** — volunteer service time given within the community environment affected by the individual’s behavior.
- **Administrative Room Moves** — reassignment to another room in the residence halls.
- **Conditional Agreements or Residence Hall Probation** — stipulations required of a resident in order for him or her to continue to live on campus.
- **Termination of Residence Hall and Food Service Agreement.**

When residential life staff members meet with a student to discuss an alleged violation of policy, they will attempt to determine whether the evidence indicates that the allegation made against the student is true. During these meetings, students have the opportunity either to explain any extenuating circumstances regarding their involvement or why the allegation made against them should be determined to be unfounded. Decisions made by staff members about a student’s involvement in residence hall policy violations and decisions made about what would constitute a reasonable resolution of the incident are based upon the information submitted regarding the incident, the input provided by the student, and previously documented incidents involving the student and residence hall policy violations.

If a student disagrees with the outcome of their hearing, the determination may be rejected and the student may invoke their rights to formal hearing procedures through the Office of Student Support and Community Standards. For more information on the rules of procedures in student disciplinary matters, consult the [Office of Student Support and Community Standards](#).

Listing of Additional Policies

Alcoholic Beverages

Students and their guests are not permitted to consume, manufacture, use, possess, sell, or distribute alcohol in or on the premises of University-owned residential facilities, university-leased residential facilities, parking lots, or outside property, regardless of their age.

Any alcohol found in a resident’s or guest’s possession as well as any articles related to storing, dispensing or consuming alcohol will be confiscated and disposed of.

Miner Village residents who are of legal age (21 years of age or older) **MAY** have and consume alcohol within the confines of their apartment **ONLY** if all tenants and guests in a given apartment are over the age of 21 and comply with all University, state, and federal guidelines. Tenants wishing to possess alcohol must complete an alcohol compliance document (available from your RA or front desk) **AND** receive approval from their area Resident Director. Tenants who possess alcohol without a complete and approved compliance document are in violation of the alcohol policy regardless of their age. Kegs, stills, and other manufacturing or large containers of alcohol for mass use and distribution are completely prohibited and do not fall under the alcohol compliance document. Violation of the alcohol compliance document will result in loss of privileges for alcohol use and storage and documentation as outlined by the conduct process

Alcohol Paraphernalia

Possession of alcohol paraphernalia (items used for the storage or consumption of alcoholic substances), including decorated or decorative alcohol containers of any kind, is prohibited in all university-owned and university-leased

residential facilities. Miner Village apartments are exempt from this policy ONLY if the apartment residents are of legal age (21 years or older) and have completed an alcohol compliance document and received approval from their area resident director.

Failure to Separate and Implied Consent

If a student observes any policy violation while in a residence hall, the student should leave the space and immediately notify hall staff. Any student is responsible for the behavior and objects in a room or common space where a policy violation has occurred if they are in the space, regardless of their level of participation.

Room Cleanliness

University staff does not clean inside student rooms, suites, or apartments while they are occupied. While cleaning supplies may be available to check out at a residence hall front desk, students are solely responsible for the cleanliness of their own spaces. The relative cleanliness of your room is largely a matter of your own disposition. Nevertheless, reasonable sanitary and safety standards must be met. If a room's condition presents a reasonable threat to the residents of that room, those residents will be given a prescribed period of time to correct the condition. If this is not done they may face disciplinary action and/or be required to pay the cost of correcting the problem.

Some specific guidelines that must be observed are the following:

- Fish, game, or lab animals may not be stored, cleaned or dismembered in the residence halls.
- Mechanical or electrical equipment not intended for indoor residential use may not be cleaned, disassembled, assembled, or stored in the residence halls.
- Only non-hazardous, commercially sold cleaning products intended for residential use may be used in the residence halls.
- Chemicals from university labs are prohibited in the residence halls.

Room Inspection

Residents can expect a reasonable right to privacy in their rooms. This is not an absolute right, but is respected and will not be infringed upon unless circumstances deem it necessary.

Room inspections are routinely conducted during holiday breaks after students have left campus. In apartment style communities, room safety inspections are conducted each month. One purpose for these inspections is to monitor student compliance with all safety precautions. All inquiries and concerns regarding this policy may be submitted to residential life at 573-341-4218 or to the resident director.

Access to residents' rooms is restricted to the assigned residents and authorized university personnel. Other residents, guests and the public are not permitted in a resident's rooms unless invited by a resident of the room. As a general matter of practice, residence hall staff members will not open or enter a resident's room without the approval of the director of residential life, the vice chancellor of student affairs or their designees.

Exceptions to the above room entry policy are made by staff members for the following reasons:

- To respond to apparent health, safety or mechanical emergencies.
- To do facility inspections during university recesses.
- To complete maintenance work and/or to perform safety inspections.
- To respond to visually observed violations of policy.
- If circumstances dictate the need, residence hall staff may conduct sanitation and/or safety inspections while the university is in session.

Please note that occasionally persons will ask residence hall staff members to open another resident's room (i.e. to retrieve articles left by a person who does not reside in the room). This is a request that cannot be honored under any circumstance.

Soliciting

Soliciting is prohibited in the residence halls and university property without prior authorization. If you see anyone violating this regulation, please report it to your RA or resident director (RD).

Smoking

The use of any tobacco-derived or tobacco containing products is prohibited on campus. Prohibited products include but are not limited to: cigarettes, electronic cigarettes (e-cigs) and vapes, cigars and cigarillos, hookah-smoked products, pipes, oral tobacco (spit and spitless, smokeless, chew, snus), and nasal tobacco (such as snuff). The policy also prohibits the use of any product intended to mimic tobacco products or the smoking (inhaling, exhaling, burning or carrying a lighted smoking product) of any other substance.

Appendix K: Campus Alcoholic Beverage Program

**Missouri University of Science and Technology
Office of the Chancellor**

Date of Current Revision: January 1, 2008

Date of Original Issue: July 1, 1984

Originally Issued By: Joseph M. Marchello

POLICY MEMORANDUM No. I-90

Campus Alcoholic Beverage Program

The Missouri University of Science and Technology (Missouri S&T) lends full support to all state, federal and local laws and ordinances regulating the sale, possession, and consumption of alcoholic beverages.

"The use, or possession of any alcoholic beverage is prohibited on all University property, except in the President's residence and the Chancellors' residences; and the sale, use or possession may, by appropriate University approval be allowed in approved University Alumni Centers or Faculty Clubs or other designated facilities and for single events and reoccurring similar events in designated conference, meeting, or dining facilities provided by University food services, subject to all legal requirements."

The President shall be the University's Managing Officer designated by the Board of Curators as the person responsible on behalf of the University for compliance with state law. The Chancellor for each campus shall be delegated the authority for acting upon the requests to use alcoholic beverages on University property. All requests for use of alcoholic beverages on University property should be submitted to the Chancellor or designee at least two weeks prior to the date of the intended use. Each written request should include the date, time and location of the activity, the name of the group making the request, the general makeup of the activity, the nature of the activity, the general makeup of the group to attend, and the name of the person responsible for the activity.

The Chancellor will designate a person who will be responsible on behalf of the campus for compliance with state law. Each premise serving alcoholic beverages will need to be licensed, except for at the Chancellor's residence. Any additional campus regulations shall be submitted to the President for approval prior to implementation by the campus.

The possession, use and/or consumption of alcoholic beverages by University recognized clubs and organizations and at campus events, must conform with policies established by the Board of Curators, Missouri S&T, local ordinances, and state law. This includes, but is not limited to, clubs, organizations and campus events, professional societies, academic honoraries, athletic teams, service organizations, departmental organizations, social organizations, booster club, and alumni events. Alcohol shall not be a part of new membership recruitment programs.

Consumption and purchase of alcoholic beverages by minors (people under the age of 21) and selling or giving alcoholic beverages to minors is prohibited.

Attendance at a risk management seminar will be required of representatives of recognized student organizations that have events involving alcoholic beverages. The seminar will be provided annually/biannually by the University. Faculty advisors will be encouraged to attend. Recognized student organizations and their advisors must sign a form stating they have met this requirement or are exempt from it and return it to the Office of Student Activities at the beginning of each fall semester.

Beverage alcohol may not be provided as free awards to individuals or campus groups.

EFFECTIVE DATE: Immediately

RESPONSIBILITY: Chancellor; Vice Chancellor for Student Affairs; Vice Chancellor for University Advancement; Manager, Food Services

BASIS: State of Missouri Liquor Control Law, Chapter 31 1, RSMO 1959; University of Missouri Collected Rules and Regulations, Section 110.050; Missouri S&T Alcohol Policy, Student Handbook.

John F. Carney III Chancellor

Appendix L: Student Affairs/Office of the Vice-Chancellor Alcoholic Beverages Policy

Alcoholic Beverages Student Affairs/Office of the Vice-Chancellor

- A. POLICY - The use or possession of any alcoholic beverage is prohibited on all University property, except in the President's residence and the Chancellors' residences, and the sale, use or possession may, by appropriate University approval, be allowed in approved University Alumni Centers or Faculty Clubs, or other designated facilities, and for single events and reoccurring similar events in designated conference, meeting, or dining facilities provided by University food services, subject to all legal requirements.
- B. PROCEDURES - In accordance with the above policy, the following procedures shall be followed:
1. The President shall be the University's Managing Officer designated by the Board of Curators as the person responsible on behalf of the University for compliance with the state law.
 2. That the Chancellor for each campus be delegated the authority for acting upon the requests to use alcoholic beverages on University property.
 3. That all requests for use of alcoholic beverages on University property be submitted to the Chancellor or her/his designee at least seven (7) days prior to the date of the intended use.
 4. That each written request submitted contain the following information:
 - a. The date and time of the activity.
 - b. The name of the group making the request and the general makeup of its activity.
 - c. The location of the activity.
 - d. The nature of the activity and the general type of the group to attend.
 - e. The name of the person exercising responsibility for the activity.
 5. Each Chancellor will designate a person who would be responsible on behalf of the campus for compliance with state law.
 6. Each premise, except for the President's residence and the Chancellors' residences, on the respective campuses which will serve alcoholic beverages, will need to be licensed.
 7. Any additional campus regulations shall be submitted to the President for approval prior to implementation by the campus.

Appendix M: Tailgating Policy

**Missouri University of Science and Technology
Office of the Chancellor**

Date of Current Revision: April 1, 2022

Date of Original Issue: June 1, 2014

Originally Issued By: Cheryl B. Schrader, Ph.D.

POLICY MEMORANDUM No. I-45

Tailgating Policy

Tailgating is a growing tradition prior to and following Missouri S&T Miner athletic events. The tradition of tailgating is built around Miner spirit and responsible, respectful fellowship of Miner fans including parents, faculty, staff, students, and friends as well as the opponent's parents, faculty, staff, students, and friends who are attending the contests.

The Missouri S&T campus has designated areas in the general proximity of NCAA intercollegiate athletic events as those where alcoholic beverages can be possessed and used on the day of the event according to the terms and conditions and document.

The use of alcoholic beverages by members of the Missouri S&T community is always subject to the alcoholic beverage laws of the State of Missouri, the County of Phelps, and the City of Rolla. Sponsors or organizers of tailgating activities are responsible for assuring that individuals under 21 years of age do not possess or consume alcoholic beverages at any tailgating event. All participants, upon the request of a University official or law enforcement officer, must be able to provide a picture identification card to show proof of age.

Individuals, groups, and organizations holding or participating in tailgate parties are responsible for their own conduct and are expected to respect the rights of others and the entire University community.

General Rules for Responsible Tailgating

1. Tailgating activities can begin up to four hours before game time.
2. The tailgate area must be cleaned and vacated no later than two hours after the game has ended.
3. Missouri S&T fans can purchase and reserve a tailgate space in the upper lot at the south end of Allgood Bailey Stadium. Spaces may be reserved by contacting Missouri S&T Athletics at 573/341-4175 or through the Miner athletic website.
4. A designated area for students to tailgate is available on a first come-first serve basis and is in the parking spaces directly behind the visiting stands at Allgood Bailey Stadium. Students should utilize the grass area located in this area to reduce the number of pedestrians extending into the parking lot drive.
5. Visiting teams should contact the Missouri S&T Athletic Department at 573/341-4175 to reserve tailgate spaces in the lower parking lot. For football games, the visiting team tailgate area is generally located on the east side of the lower parking lot, next to the intramural fields. In addition, visiting team busses will be parked near this location.
6. A limited number of RV spaces are available in the upper lot at the south end of Allgood Bailey Stadium and in the lower lot next to the Student Rec Center. RV spaces may be purchased and reserved by contacting the Missouri S&T Athletic Department or on the Miner athletic website. All other RVs must park at Innovation Park located west of Allgood Bailey Stadium. Guests that need to park overnight must contact University Police 573/341-4300 for preapproval. The availability of RV space is subject to change based on campus events. Guests staying overnight should download the mass notification messaging tool

by texting MinerEvent to 78015. RVs traveling for the visiting team will be parked at Innovation Park located west of Allgood Bailey Stadium.

7. Grills (propane or otherwise) must never be left unattended. Grills on trailers may not be driven onto green spaces or block the drive lanes in the parking lots. Hot coals must be doused with water prior to the start of the event and properly disposed of to prevent fires. Fire pits and open fires are not allowed.
8. No parking on sidewalks or on green spaces. An appropriate permit must be displayed for any vehicle parking in a Disabled Permit space. Failure to provide an appropriate permit may result in a parking citation or towing at the owner's expense.
9. No glass containers are allowed.
10. All trash must be disposed in appropriate trash receptacles. Failure to clean up may result in a revocation of tailgating privileges.
11. Due to limited parking space, individuals tailgating may only use one parking space per vehicle.
12. Groups or entities should contact Missouri S&T Athletics at 573/341-4175 to reserve larger areas for tailgate activities. Athletics will work with University Police to ensure space is available and if so, will block off the area accordingly. If space is not available, alternative locations may be identified.
13. Kegs, beer balls, or any other container intended for the bulk distribution of alcoholic beverages, as well as funnels, bongs or any other device intended to increase alcohol consumption, or any activity that requires participants to drink alcohol, is prohibited.
14. Household furniture intended for interior use such as couches, chairs, and coffee tables are prohibited in parking lots and tailgate areas.
15. Missouri S&T, Miner Athletics, and the Missouri S&T Police Department reserve the right to refuse service to anyone at any time. Abusive or disruptive behavior will not be tolerated, and inappropriate behavior will result in the permanent loss of all parking and tailgating privileges. Disciplinary action may also be taken against Missouri S&T students, faculty, or staff members participating in behaviors that violate the UM collected rules.
16. Any person damaging University property will be responsible for the cost of repairs; including damages to grass from cooking materials or sprinkler head damage.
17. The sale of food and/or beverages, or any other product is prohibited without written approval from the Miner Athletics Department. Any approved commercial activity must also be in compliance with Policy I-92.
18. Do not remove or move any barricades, barrels, parking cones, police tape, or other traffic/parking control devices. All signs and instructions for parking lots must be obeyed and followed. Failure to follow may result in revocation of parking and tailgating privileges.
19. Missouri S&T is not responsible or liable for accidents, damage, loss or theft of materials, items or personal property brought onto our parking areas.
20. Missouri S&T applicable policies as well as athletic guidelines pertaining to signs, displays, the set-up of temporary shelters, canopies, or other similar items must be always adhered to.
21. In case of emergency, please dial 911. To contact the non-emergency number of the police please call 573/341-4300 (24/7).

EFFECTIVE DATE: Immediately

RESPONSIBILITY: Vice Chancellor for Student Affairs, Intercollegiate Athletics, University Police

BASIS: University of Missouri Collected Rules and Regulations, 110.050 Alcoholic Beverages

http://www.umsystem.edu/ums/rules/collected_rules/facilities/ch110/110.050_alcoholic_beverages

Mohammad Dehghani, Ph.D.

Chancellor

Appendix N: 180.025 Parental Notification of Alcohol and Controlled Substances Violations

UM System Collected Rules and Regulations

180.025 Parental Notification of Alcohol and Controlled Substances Violations

A. Purpose

1. The purpose of this regulation is to set forth the guidelines for parental notification of alcohol and controlled substance violations of students under the age twenty-one as permitted by the Warner Amendment to the Higher Education Act of 1998, to the extent that such notification is permitted by federal and Missouri law.
2. The University supports the theory that students, parent(s) or legal guardian(s), and the University are partners with responsibilities for the promotion of a healthy and positive educational experience for students. University disciplinary policies and procedures are designed to promote an environment conducive to student learning and growth while protecting the University community.

B. Pre-Notification

1. It is the belief of the University that students benefit from discussions with their parent(s) or legal guardian(s) about the effects of alcohol or use of controlled substances including the effect of the use of alcohol or controlled substances on their educational experience.
2. Prior to the fall semester, materials concerning the consequences of high risk drinking and the use of controlled substances will be sent to parent(s) or legal guardian(s), and they will be encouraged to discuss the information with their son or daughter. This information will be sent to parent(s) or legal guardian(s), as indicated by students in their data file, of degree seeking students and students admitted to the University for which we have necessary information, including provisionally admitted students, under the age of 21.
3. This information will also contain a description of the parental notification policy and the conditions of notification. Parent(s) or legal guardian(s) will be given the opportunity to decline participation in the parental notification program. This information will be sent to parent(s) or legal guardian(s) only once and it is the responsibility of the parent(s) or legal guardian(s) to contact the University regarding any change of intent or changes in address or telephone number.

C. Notification

1. The University may notify only parent(s) or legal guardian(s) who have not declined to participate in the parental notification program under the following conditions:
 - a) if the student is under 21 years of age at the time of disclosure; and
 - b) when the student has been determined under the Rules of Procedures in Student Conduct Matters, §200.020 of the Collected Rules and Regulations of the University of Missouri to have violated the student conduct code concerning alcohol or controlled substances on campus including operating a vehicle on University property, or on streets or roadways adjacent to and abutting a campus, under the influence of alcohol or a controlled substance as prohibited by law of the state of Missouri as stated in §200.010 B.8; and
 - c) the violation is an initial severe, second or a subsequent violation of the student conduct code concerning alcohol or controlled substances. An initial severe offense is one that, in the opinion and discretion of the individual designated under paragraph 3 below, endangers self, or others, or that may result in the potential loss of campus housing privileges, or have an impact on student status.
 - d) the University reserves the right not to notify parent(s) or legal guardian(s) even though the above conditions are satisfied, upon the written recommendation of a health care provider who determines that such notification would not be in the best interest of the student and would be detrimental to the student's health, safety or welfare. Married

students and students who demonstrate that they are financially independent of their parent(s) or legal guardian(s), are exempt from notification conditions above.

2. The student, in order to have the first opportunity to notify the student's parent(s) or legal guardian(s), will be granted a period of 48 hours after the determination to notify parent(s) or legal guardian(s) concerning the violation prior to the University issuing a notification to the parent(s) or legal guardian(s).
 3. While the University may notify parent(s) or legal guardian(s) that a violation has occurred, it will not discuss the violation with parent(s) or legal guardian(s) without the student's written consent.
 4. The Chancellor of each campus will designate an individual on the Chancellor's campus who is responsible for the notification of parent(s) or legal guardian(s) under the conditions described above. This individual will notify parent(s) or legal guardian(s) in writing after the determination concerning the violation has been made. The letter will include a statement indicating that the violation has occurred and that unless the student signs a release, any further information must be disclosed by the student. The letter will be sent by certified mail.
 5. Nothing in this rule precludes the University from notifying parent(s) or legal guardian(s) under the emergency provisions outlined in Section 180.020.
- D. Effective Date --** This policy on parental notification will begin August 6, 2001.

Appendix O: Missouri S&T Responsible Action Protocol

Missouri S&T Responsible Action Protocol

Because the health, safety, and welfare of our students is a Missouri S&T priority, the university has instituted a Responsible Action Protocol. This protocol encourages individuals to seek medical assistance for themselves or others in emergency situations, even if prohibited conduct may have occurred in conjunction with the emergency.

Under this protocol, a Missouri S&T student, or Recognized Student Organization (RSO) who acts responsibly by notifying the appropriate authorities (see Responsible Action section) when experiencing an emergency situation, including alcohol or drug overdose or related concerns AND meets one or more of the following criteria, typically will not face University student conduct action for their own use or possession of alcohol or drugs.

Criteria for Invoking the Responsible Action Protocol

The criteria for invoking this protocol are:

- A student seeking medical assistance for themselves
- A student seeking medical assistance on behalf of another individual
- An RSO immediately alerting officials and seeking medical assistance on behalf of an individual

Responsible Action

In serious or life-threatening situations, particularly where alcohol poisoning or drug overdose is suspected or where other medical treatment is reasonably believed to be appropriate, a student or RSO is considered to demonstrate responsible action when they take the following steps:

- Immediately Call 911 (or S&T Police at 573.341.4300) or alert appropriate officials.
- Remain with the person needing assistance until help arrives, provided it is safe to do so.
- Cooperate with emergency officials and provide a statement with as much information as possible to medical personnel and authorities, including the amount and type of alcohol or substance consumed along with their name and contact information.

In emergency situations, including those involving overdose or heavy intoxication letting person “sleep it off” or having a friend “look after” that person are not reasonable alternatives to getting the person necessary medical help. Any student or RSO who follows the responsible action protocol and acts in good faith, typically will not face University student conduct action for their own use or possession of alcohol or drugs.

This protocol aligns with [University of Missouri Collected Rules and Regulations Section 200.020](#) and [Missouri’s Good Samaritan Law \(Mo. Rev. Stat. § 195.205\)](#) designed to save lives by protecting those taking responsible action from certain crimes.

Wellbeing and Learning-Centered Approach

Based on the nature of the circumstance, the student for whom medical assistance was sought and the student or RSO who follows the responsible action protocol on behalf of another individual will not be charged with a violation of the [Standard of Conduct](#) provided that they meet with a University official and successfully complete a requested educational response or remedy other than traditional conduct proceedings or may include a reduced sanction. This may include an alcohol or drug education program, such as BASICS, iCHAMP, or the Substance Use Intervention Program that is consistent with the severity of the circumstance. For University facilitated intervention programs, fees will be waived. A student may also be required to engage in other appropriate education and prevention interventions. Intervention options will be shared with the student or RSO as appropriate.

Exemptions to the Responsible Action Protocol

Circumstances in which a student's or RSO's behavior involves additional Standard of Conduct violations, depending on the severity and gravity of the behavior, may be subject to student conduct charges.

Additionally, if a student or RSO exhibits an ongoing or repetitive pattern of concerning behavior related to alcohol or drugs, that student or RSO may be subject to traditional student conduct process.

This protocol is intended for one-time use by a student receiving medical attention due to an overdose or an RSO responding to such a concern. The University will consider any prior exemptions granted to students or an RSO on a case-by-case basis to determine whether additional exemptions should be granted. Typically, repeated use of this protocol by a student receiving medical assistance will be handled through the traditional student conduct process. This limitation does not apply to students who assist others in seeking medical assistance.

Factors Considered

- More egregious, numerous violations or repeat behaviors will likely be reviewed through the traditional student conduct process outlined in CRR 200.020 or CRR Chapter 600.
- No exemptions will be provided related to any activities that may constitute sexual misconduct or hazing as defined as violations of the University of Missouri Collected Rules and Regulations or the State of Missouri or federal law.
- All circumstances will be reviewed on a case-by-case basis.
- Serious or repeated incidents will prompt a higher degree of concern/response.
- Support, education, and prevention interventions will take into consideration the following:
 - Reason for use/misuse
 - Underlying history of substance use/disorder
 - If an evaluation was conducted by a professional
 - Willingness and desire to engage in a one-time consultation with a counselor or health professional beyond the educational intervention
 - Need or interest in treatment response options
- Failure to engage in educational interventions or recommendations will typically result in a hold being placed on the student account until the outstanding recommendations and/or matter is otherwise resolved. Additionally, the matter could be further reviewed utilizing the traditional student conduct process.

Appendix P: UM System Office of General Counsel FAQs

FAQs

The Office of the General Counsel fields a wide array of legal questions. Included below are some of the common questions and answers regarding legal matters affecting the University as they relate to alcohol, cannabis, and other drugs.

Keep in mind that all legal advice depends on the facts and circumstances of a particular situation. As a result, these FAQs are for informational purposes only and are not intended to serve as specific legal advice. University faculty or staff should contact the office directly to discuss specific questions.

Marijuana

Amendment 3 to the Missouri Constitution, effective December 8, 2022, legalizes the purchase, possession, consumption, use, delivery, manufacture, and sale of marijuana for personal use for adults over the age of twenty-one. In 2018, Amendment 2 to the Missouri Constitution legalized the use of marijuana for qualifying Missouri patients.

Despite the legalization of recreational and medical use of marijuana in Missouri, it remains a violation of federal laws to use, possess, cultivate, or sell marijuana. The University of Missouri and each of its four universities (MU, UMKC, Missouri S&T and UMSL) receives federal funding for financial aid, grants and contracts for research, and is subject to compliance with the Drug-Free Schools and Communities Act and the Drug-Free Workplace Act. These federal laws prohibit universities receiving federal funding from allowing any form of marijuana use or possession on their property or as part of their activities. Therefore, the University will continue to enforce its existing policies prohibiting students, employees, and members of the general public from possessing, using, or distributing marijuana in any form on all University-owned or controlled property and at University-sponsored or University-supervised activities.

Now that Amendment 3 has passed, will marijuana be permitted at the University of Missouri System?

No. Marijuana continues to be prohibited on the University of Missouri System's property and at University-sponsored or University-supervised activities in accordance with federal law and University policy.

How do federal laws that prohibit marijuana impact the University's policies?

Although Missouri has legalized marijuana for medical and recreational use, the federal Controlled Substance Act continues to prohibit the possession and use of marijuana. Additionally, the University of Missouri System is required to comply with the Drug-Free Schools & Communities Act and the Drug-Free Workplace Act, which require the University to prohibit the possession or use of marijuana on University property or as part of its activities. These federal laws preempt state laws and require the University to continue to prohibit marijuana despite Amendment 3.

Who is subject to the University's policy prohibiting marijuana?

Students, employees, and visitors are prohibited from possessing or using on University of Missouri System property and at University-sponsored or University-supervised activities.

Where does the University's policy apply?

The University's policy prohibits the possession or use of marijuana on property owned or controlled by the University of Missouri System, including academic facilities such as classrooms and laboratories; common areas like hallways, elevators, stairwells, and restrooms; athletic complexes and facilities; and exterior open areas like University-owned parking lots, driveways, streets, and sidewalks. The University's policy also prohibits

possession or use of marijuana as part of University-sponsored or University-supervised activities, whether or not they take place on University property.

Students, employees, and visitors should also be aware that Amendment 3 does not legalize public consumption of marijuana, except in specifically licensed areas, and consumption of marijuana in public areas adjacent to a campus is not allowed and may be subject to civil penalties. In addition, operation of a motor vehicle while under the influence of marijuana remains unlawful and a criminal violation, and students and employees who operate a vehicle under the influence of marijuana on streets or roadways abutting a campus may also be subject to discipline in accordance with University policy.

What forms of marijuana are prohibited?

Marijuana is prohibited in all forms, including dried, unprocessed marijuana as well as marijuana-infused products like edibles, tinctures, and topicals.

May students living on campus possess, use, or cultivate marijuana in their residence?

No. Marijuana may not be possessed, used, or cultivated on University of Missouri System property.

May medical marijuana be used on campus?

No. Federal law and University policy prohibit the possession or use of marijuana on University of Missouri System property. Additionally, Amendment 3 continues to prohibit the public consumption of marijuana, whether it is for medical or recreational reasons.

Will the University designate areas where marijuana consumption is permitted?

No. Marijuana may not be consumed on University of Missouri System property. Additionally, Amendment 3 continues to prohibit the consumption of marijuana in public places, so consumption of marijuana on University of Missouri System property or on adjacent public areas is not allowed.

Will marijuana be sold or advertised on campus?

No. Federal law and University policy prohibits the sale or advertisement of marijuana on University of Missouri System property or at University-sponsored or University-supervised activities.

What will happen if the University's prohibition on marijuana is violated?

Failure to comply with the University's policy prohibiting marijuana on University-owned property and at University-sponsored or University-supervised activities may result in discipline in accordance with University policy. Students are subject to discipline in accordance with the student conduct process, employees may be subject to appropriate disciplinary process, and visitors who do not comply with the University's policy may be subject to removal from campus and receiving a trespass warning.

Will the University of Missouri System prohibit students from possessing or using marijuana as long as they do not do so on University property or at University activities?

Students should be informed about marijuana laws and the University of Missouri System's [Standard of Conduct](#) for students. Being under the influence of marijuana on University property or at University-sponsored or University-supervised activities is a violation of the University's Standard of Conduct and may result in discipline in accordance with the student conduct process. Students also may face discipline under the student conduct process for operation of a vehicle under the influence of marijuana on streets or roadways adjacent to and abutting a campus. Students should also be aware that they may be required to pass a drug test for controlled substances (including marijuana) in connection with some programs of study, such as programs involving clinical placements, and that failure to satisfactorily pass the drug screen may affect students' ability to meet graduation requirements.

Will the University of Missouri System prohibit employees from possessing or using marijuana as long as they do not do so on University property or at University activities?

Employees should be informed about marijuana laws and the University of Missouri System's employment policies, including its [drug-free workplace policy](#). Possession, use, and distribution of marijuana is still illegal under federal law, and employees have an obligation to notify the University of any conviction or guilty plea. Being under the influence of marijuana at work violates University policy and may be subject to discipline in accordance with University policy, including termination of employment. Some employees may be subject to pre- or post-employment drug screens for controlled substances, including marijuana, and failure to satisfactorily pass the drug screen may affect eligibility for employment or continuing employment.

What should members of the University community do if they need to possess or use marijuana for medical reasons?

The University of Missouri System's policy prohibits the possession or use of marijuana on University of Missouri System property and as part of University-sponsored or University-supervised activities, whether it is for medical or recreational reasons. The University will comply with applicable disability laws and will engage in appropriate interactive processes to find reasonable accommodations consistent with federal and state laws. Please see the University's [Policy Related to Students with Disabilities](#) and [Policy Related to Employees with Disabilities](#) for more information.

Where can students, employees, and visitors find more information about the University's policies on marijuana?

Students should consult the University of Missouri System's [Standard of Conduct](#). For more information, students may wish to contact their campus's Student Affairs professionals for information about the University's student conduct policy and process, or the coordinator for their program of study with questions about program requirements.

Employees should be aware of the University of Missouri System's employment policies, including its [drug-free workplace policy](#). Employees and prospective employees may also wish to contact their campus's Human Resources office for additional information, including about any applicable drug testing requirements.

Visitors to campus should be informed about marijuana laws and may contact the appropriate campus police department for more information.

Appendix Q: Undergraduate and Graduate Course Catalog

[Missouri University of Science and Technology Undergraduate Catalog](#)

Please note that the catalog linked is for the 2024-2025 academic year which has the same information shared in 2023-2024. For a full printed version, you can contact the Office of the Registrar at registrar@mst.edu or 573.341.4181.

Alcohol/Illegal Drug Policies:

Alcoholic Beverages

The use or possession of any alcoholic beverage is prohibited on all university property, except in the chancellors' residence, and the sale, use, or possession may, by appropriate university approval be allowed in approved university alumni centers or faculty clubs, and for single events and reoccurring similar events in designated conference, meeting, or dining facilities provided by university food services, subject to all legal requirements. Alcohol may also be allowed during tailgate activities (pursuant to legal requirements) in the parking lot of Gale Bullman Multipurpose Center, in conjunction with a recognized university athletic event. Further information pertaining to alcoholic beverages can be obtained from <http://chancellor.mst.edu/media/administrative/chancellor/documents/policy/I-90.pdf>

Illegal Drugs

University of Missouri regulations prohibit the unlawful possession, use, distribution, and sale of alcohol and illicit drugs by university students and employees on university-owned property and at university or supervised activities. Local, state, and federal laws also prohibit the unlawful possession, use, distribution, and sale of alcohol and illicit drugs. Violation of the University of Missouri regulations and federal and state laws may result in arrest and could also result in disciplinary action up to and including expulsion for students and discharge for employees.

A variety of resources exist for drug and/or alcohol counseling, treatment, or rehabilitation program. For detailed information concerning university and community resources, students and employees may contact the Substance Abuse Prevention Program, 107 Norwood Hall, 573-341-4292. Confidential consultation, assessment, short term counseling, and referral services are available free of charge to faculty, staff, and students. A variety of prevention of education programs are also offered.

[Missouri University of Science and Technology Graduate Catalog](#)

Please note that the catalog linked is for the 2024-2025 academic year which has the same information shared in 2023-2024. For a full printed version, you can contact the Office of the Registrar at registrar@mst.edu or 573.341.4181.

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A variety of resources exist for drug and/or alcohol counseling, treatment, or rehabilitation program. For detailed information concerning university and community resources, students and employees may contact the Substance Abuse Prevention Program, 107 Norwood Hall, 573-341-4292. Confidential consultation, assessment, short term counseling, and referral services are available free of charge to faculty, staff, and students. A variety of prevention of education programs are also offered.

Appendix R: Naloxone Distribution Plan for Missouri University of Science and Technology

Naloxone (name brand Narcan) is an FDA approved, over the counter, life-saving medication designed to rapidly reverse opioid overdose.

Opioid overdose is a serious public health concern across the country. Phelps County ranks as one of the highest in the state of Missouri for overdose vulnerability. Even though prescription and illicit drug misuse at Missouri S&T is low, it is important to consider the national and local drug landscape.

Recent funding from national opioid settlements have made Naloxone available for communities, organizations, and individuals at no cost. This has allowed universities across the nation to make Naloxone accessible to their students and employees to prevent opioid overdose on their campuses. Missouri S&T aims to stay aligned with best practices and prioritizes the health and safety of our campus community; therefore, we are implementing a Naloxone distribution plan spearheaded by the Prevention Coalition and the Student Well-Being Department with support from Partners in Prevention and Meramec Regional Planning Commission.

Student Well-Being will obtain Naloxone at no charge from the [Get MO Naloxone](#) program, an initiative of the Addiction Science Team at the University of Missouri-St. Louis (UMSL) and Missouri Institute of Mental Health (MIMH). The department will be responsible for inventorying the supply, checking the expiration dates, and distributing the product to campus members upon request. Naloxone that is expiring within 3-6 months will be distributed to local first responders and/or the local health department to ensure it is used prior to expiring.

Naloxone will be available for S&T students and employees by request at no charge in the Student Well-Being Department during normal hours of operation (8-5, M-F). The department will also coordinate Naloxone training to groups of students upon request. Student Well-Being staff will be trained on how to administer it and educate those requesting it. Individuals requesting it will be provided education on the following:

- Signs of an opioid overdose
- Proper use of the product and how to administer it
- What to expect regarding sudden opioid withdrawal symptoms
- Next steps following administration of Naloxone (including calling 911 to ensure trained first responders get there as soon as possible)
- Information on the Good Samaritan Law

Potential expansion of the Naloxone distribution program could include providing it in multiple locations across campus including university approved housing, a vending machine in the University Police Department lobby, and other buildings as requested and permitted.

Appendix S: Enforcement Data by Incident

During the 2023-2024 academic year (8/1/2023 – 7/31/2024) there were 52 sanctions issued for students. The following lists the sanctions assigned for the following incident types for the 2023-2024 academic year.

Case Type: Alcohol Involved Incident (13 cases found responsible)

- Brief Alcohol Screening and Intervention for Colleges Students (BASICS): 8
- Educational Sanction: 6
- Disciplinary Probation: 5
- Other Alcohol Education Program: 5
- Community Values in Action: 3
- Case Management Consultation: 2
- Restitution: 2
- Loss of Privileges: 2
- Risk Management Consultation: 2
- Risk Management Plan Review: 2
- Organizational Realignment: 2
- Quarterly Status Report: 2
- New Member Education Review: 2
- Self-Regulation: 1

Case Type: Tobacco/Smoke Involved Incident (3 cases found responsible)

- Disciplinary Warning: 3
- Educational Sanction: 3

Case Type: Other Drug Involved Incident (includes cannabis/marijuana) (1 case found responsible)

- Individualized College Health for Alcohol and Marijuana Project (iCHAMP): 1
- Case Management Consultation: 1

During the 2023-2024 academic year (8/1/2023 – 7/31/2024) there was 1 sanction issued for employees.

Case Type: Other Drugs Related

- Dismissal: 1

Appendix T: 2024 MACHB Data

The following “At a Glance” report will focus on demographics and key college health behaviors among undergraduate, graduate, and all (undergraduate and graduate combined) students at Missouri University of Science and Technology (Missouri S&T).

Please click on the icon below to access this document.



**PIP_13_MST 2024
Key Findings.pdf**

If you have any difficulty accessing this document, please contact the Student Well-Being Department by calling 573.341.4225 or by emailing wellbeing@mst.edu.

Appendix U: Annual Policy Notification Emails

All enrolled students, both full and part-time, receive the AOD policy via email⁶ each semester they are enrolled. This includes fall, spring, and summer semesters. The email is sent by the Office of the Vice Chancellor of Student Affairs. The email is drafted and reviewed prior to being sent each semester by the Assistant Dean of Students and the Manager of Health Promotion and Prevention in Student Well-Being. We ensure delivery of receipt by asking the Missouri S&T Marketing Department to inform us of any emails that return as undeliverable. If there are any undeliverable, we attempt to reach out to that student via a different format.

Please click on the icon below to access the email that was sent to students during the Fall 2023 semester.



**Student Fall 23 -
DFSCA Email.pdf**

Please click on the icon below to access the email that was sent to students during the Spring 2024 semester.



**DFSCA Message -
Students Spring 2024**

Please click on the icon below to access the email that was sent to students during the Summer 2024 semester.



**DFSCA Message -
Students Summer 2024**

All employees receive the AOD policy via email⁷ each semester. The email is sent by the Office of Human Resources and the Student Well-Being department. Additionally, the Office of Human Resources provides a copy of this policy to all new employees during new employee orientation. Furthermore, we recognize that some employees may not regularly check their email account. To ensure the information is shared with these employees, a printed version of the annual policy notification is posted on various bulletin boards in departments where they are easily visible to employees. These printed copies include an accessible QR code where employees can scan to read the full policy. We ensure delivery of receipt by asking Missouri S&T Marketing Department to inform us of any emails that return as undeliverable. If there are any undeliverable, we attempt to reach out to that employee via a different format.

Please click on the icon below to access the email that was sent to employees during the Fall 2023 semester.



**DFSCA Message -
Employee Fall 2023**

Please click on the icon below to access the email that was sent to employees during the Spring 2024 semester.



**DFSCA Message -
Employee Spring 2024**

Please click on the icon below to view the printed version that is posted on various bulletin boards.



**Employee DFSCA
Message - Printed V**

⁶ See Occidental College Campus Crime Final Program Review Determination, pg. 52:
https://studentaid.gov/sites/default/files/fsawg/datacenter/cleryact/Occidental_College_8_11_17_FPRD_Redacted.pdf

⁷ See Occidental College Campus Crime Final Program Review Determination, pg. 52:
https://studentaid.gov/sites/default/files/fsawg/datacenter/cleryact/Occidental_College_8_11_17_FPRD_Redacted.pdf