



2022 Biennial Review Report

Alcohol and Other Drug Initiatives and Policies Academic Years 2020-2021 and 2021-2022

Introduction

The University of South Carolina Upstate (USC Upstate) is dedicated to developing and creating a community that is free from the illegal use of alcoholic beverages and drugs.

To create an environment that is free from illegal use of alcohol and drugs, USC Upstate takes various proactive steps. USC Upstate's Student Code of Conduct and employee policies prohibit any unlawful possession, use, distribution, or sale of alcohol and other drugs by students, faculty, staff, or visitors to USC Upstate, on USC Upstate-owned property and at all USC Upstate sponsored activities. USC Upstate students are also prohibited from the illegal use of drugs or alcohol whether on or off campus. The legal age in South Carolina to consume alcohol is 21. Any underage student consuming alcohol is violating standards for student conduct. Additionally, excessive alcohol use can lead to additional violations, such as driving while intoxicated or public intoxication. Health risks, educational information, and community resources associated with alcohol and drug use are discussed on our [website](#).

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) of 1989 requires institutions of higher education to certify that they have adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs by students and employees both on its premises and as part of any of its activities.

The law further requires that USC Upstate conduct a biennial review of its program to assess the effectiveness of its drug and alcohol abuse prevention programs, evaluate the consistency of sanctions imposed for violations of its disciplinary standards and codes of conduct related to drugs and alcohol, identify areas requiring improvement or modification, and produce a biennial report to review USC Upstate's findings.

What follows is USC Upstate's biennial review of its drug and alcohol abuse prevention programs.

Introduction to the Drug-Free Schools and Campuses Act

The Drug-Free Schools and Campuses Regulations requires that, an institution of higher education (IHE) 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. At a minimum, schools must annually distribute the following in writing to all students and employees:

- Standards of conduct prohibiting the unlawful possession, use or distribution of illicit drugs or alcohol by students and/or employees
- A description of the legal sanctions under local, state, or federal law related to the unlawful possession or distribution of illicit drugs and alcohol
- A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs available to students and/or employees
- A clear statement that the institution will impose sanctions on students and employees, a description of those sanctions, up to and including expulsion/termination of employment, for violations of these standards of conduct

Additionally, the Drug-Free Schools and Communities Act (DFSCA), Part 86 requires that, as a condition of receiving funds or any other form of financial assistance under any federal program, an Institution of Higher Education (IHE) 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 both on the institution's premises and as part of any of its activities. If audited, failure to comply with the Drug-Free Schools and Campuses Regulations may cause an institution to forfeit eligibility for federal funding. Creating a program that complies with the regulations requires an IHE to do the following:

1. Prepare a written policy on alcohol and other drugs.
2. Develop a sound method for distribution of the policy to every student and employee each year.
3. Prepare a biennial review report on the effectiveness of its Alcohol and Other Drug (AOD) programs and the consistency of policy enforcement.
4. Maintain its biennial review report on file so that it can be submitted, if requested by the U.S. Department of Education, other entity or individual.

Overview of the Biennial Review Report

The law further requires institutions to conduct a biennial review of its alcohol/other drug prevention efforts. The following required review has two objectives:

1. To determine the effectiveness of the AOD prevention program and identify any improvements that need to be implemented.
2. To document that the institution consistently applies disciplinary sanctions for violations of its AOD-related policies.

The biennial review report should include a summary of strengths and weaknesses in the institution's prevention efforts. Most noteworthy would be the use of evidence-based programs and evaluation data showing that the institution's efforts are working. The biennial review must also include information related to the number of AOD-related violations and fatalities occurring on the campus, as well as the number and type of

sanctions imposed on students and employees for violations of the standards of conduct. Finally, the biennial review report should include a copy of the distributed policies. Note that campus officials should review the annual notification on a regular basis so that it reflects current case law and changes in federal, state, and local laws, and to ensure that the policies are reasonable, comprehensive, and enforceable. The 2022 USC Upstate Biennial Review Report follows the recommended sequence published by the Campus Prevention Network, which includes:

- A. A description of the campus officials assigned responsibility for conducting the review;
- B. The inventory of programs, policies, and enforcement procedures, with special note made of those interventions that are evidence-based;
- C. Findings from the institution's data monitoring and evaluation work;
- D. Documentation regarding the consistency of enforcement; and
- E. Recommendations for improvement.

A. Biennial Review Committee

In support of the safety and health of its students and employees, and pursuant to its obligation to conduct a biennial review of its drug and alcohol abuse prevention programs, USC Upstate has authorized an administrative review of those programs to be completed every two years. The purpose of this review is to consider whether USC Upstate is meeting its obligations under DFSCA regulations, to summarize the related policies, procedures and programs, and to recommend any appropriate enhancements to those policies, procedures, and programs.

USC Upstate's Biennial Report is coordinated through the Division of Student Affairs. The University does not presently have a standing committee as members who participated in the 2020 biennial report from Sorority and Fraternity Life, Housing and Residential Life, and Athletics have since left the Institution. An Ad Hoc Committee was created across Student Affairs in 2022 to assess and conduct a biennial review of drug and alcohol programs. A goal, as articulated below, will be to reestablish a standing committee that evaluates institutional AOD efforts on a semesterly and/or annual basis.

B. Inventory of Programs, Policies, and Enforcement Procedures

The University of South Carolina Upstate is committed to providing rigorous, career relevant, and accessible education; enhancing the quality of life in the Upstate of South Carolina; and being the University of choice for faculty, staff, students, and the community.

While USC Upstate does not have an institutional goal or objective for the AOD Program, we are dedicated to the cultivation of an inclusive campus environment that advances equity, wellness, and civility, as outlined in item 3(b) of the [UpTogether Strategic Plan](#). Procedures and strategies for distributing annual AOD notification to students and employees are included below.

Distribution of annual AOD notification to students and employees occur on an annual basis at the beginning of the fall and spring semesters.

Regular updates to the campus inventory of all AOD prevention education policies and programming occur annually. A brief summary of programming consists of incoming 1st year and transfer student education including the campus-wide adoption of Vector Solutions Alcohol and Other Drug computer-based learning module; U101 courses in College Success, Student-Athlete AOD Education; Student Life and Department of Public Safety programs and literature specific to the dangers of alcohol and substance abuse (Spartan Safety Week, *Mocktails*, etc); residential programming in alcohol awareness; the USC Upstate Employee Policy Portal; the Employee Assistance Program (EAP); Annual Security and Fire Safety Report; the USC Upstate Student Handbook; Alcohol Awareness Email Communications; and a host of additional services supporting the health & wellbeing of students in relation to AOD education or response.

Copies of the [alcohol and drug policy](#) distributed to students and employees can be located on the [Faculty and Staff](#) page as well as the [Dean of Students](#) page of the USC Upstate website.

Health Education

USC Upstate is committed to providing a safe and healthy environment for students, faculty, staff and visitors. The mission of Health Education is to provide a diverse range of comprehensive health educational workshops, health promotion campaigns and supplementary health education strategies in addition to assisting students in understanding health issues that will serve as a basis for personal and professional lifestyle changes. As such, USC Upstate provides comprehensive alcohol and drug related services to all students on both the main campus and Greenville Campus. We also work to provide information to students and encourage them to address high-risk behaviors associated with heavy alcohol and/or drug use.

A student who is suspected of violating the drug policy while living in on-campus housing will be subject to immediate removal from housing as a response to violating the terms of the housing contract. Students found in violation of the drug policy jeopardize their ability to receive federal and state financial assistance for which they might otherwise be eligible.

Some of our resources include:

- Alcohol Education courses for incoming students
- Educational seminars, presentations, and lunch and learns

Not Anymore

Not Anymore is a suite of interactive online alcohol and other drug and sexual assault prevention programs that features numerous true student testimonials to foster genuine empathy in viewers. Designed to prevent sexual assault, dating and domestic violence and stalking, Not Anymore helps your institution meet Title IX education mandates.

The responsibilities of documenting student compliance with the Not Anymore program was located in the Office of Institutional Equity, Inclusion and Engagement with the University EO/Title IX Coordinator, Alphonso Atkins. That office and position were reimagined during 2021. The responsibilities for Not Anymore remained with the Title IX Coordinator for academic year 2021-22, and will return to Student Affairs for the succeeding Biennial Report (i.e., academic year 2022-2023).

Given the change in personnel, as well as the impact COVID has on University operations, the Not Anymore modules were not required for entering students to USC Upstate during the academic years of 2020-2021 or 2021-2022. The University administration deemed the enforcement of said modules to be an additional barrier for students during COVID. Testing completion percentages for new students (first-time, full-time undergraduate students) during academic year 2020-2021 and 2021-2022 were 79.9% and 61.2% respectively. These percentages reflect the absence of accountability measures in place. Recommendations related to the enforcement and requirement of said modules will be discussed in subsequent section of the report.

Alcohol & Other Drugs

Not Anymore for Alcohol & Other Drugs is a 30-minute, reality-driven suite of interactive, online videos and tests designed to educate students on the risks of the abuse of alcohol and other drugs, and to teach successful strategies for handling dangerous situations related to these substances. Student testimonials throughout the program foster viewer empathy on these issues to help reduce the abuse of alcohol and other drugs. Topics include:

GPA, Brain, Peers, Life.

Features four modules: Your GPA, Your Brain, Your Peers and Your Life. Each section provides extensive, research-backed evidence of the detrimental effects alcohol and other drugs can have, and how social skills and interactions can help reduce harm associated with these substances.

Social norming.

Uses social norming throughout to overcome students' mistaken beliefs about their peers' use of these substances. For example, students leave the program fully informed that most students who drink do so responsibly.

Peer-based reality.

Uses peer presenters throughout and includes survivor stories and testimonials from students of similar ages who bring credence to the program's warnings.

Harm reduction.

Teaches students practical ways to reduce the risk of harm from these substances while maintaining an active social life.

University Courses in College Success

UNIV U101 - The Student in the University, UNIV U102 - Freshman Orientation, and UNIV U103 - Freshman Orientation each have curricula and education dedicated to the acclimation of freshman students to the University setting. The goal of these foundational classes is the successful transition into higher education through social, personal and academic development. Topics include study skills, time management, goal setting, careers, health and wellness, responsibility, cultural awareness, and the enhancement of the relationship between the faculty adviser and the student. Within the health & wellness portion of the curricula, instructors deliver alcohol and other drug education as well as additional education in related areas including sexual misconduct, bystander intervention, sexually transmitted diseases, and safe sex practices, among other meaningful topics.

Athletics – Student-Athlete AOD Education

The Department of Athletics includes similar onboarding procedures to freshman students with an increased focus on alcohol, other drugs, and illegal performance-enhancing substances. These curricula are typically delivered via special speakers and or university staff. Typically, further education is coordinated throughout the specific period of time defined as “off-season” by each sport. This is a time where student-athletes spend more time focused appropriate preparation for their competitive season. This preparation includes physical health, mental health, nutrition, stress management, sexual health, financial skill-building, among others. Woven into most of the preceding topics, alcohol and other drug information is discussed as a detriment to physical and mental performance, team culture, and accountability. Information is delivered through many different mechanisms including special speakers, online modules, educational podcasts and videos, and NCAA resources.

Division of Student Affairs, Student Success, Public Safety, Residential Prevention Education

Prevention education delivered through Housing & Residential Services include programs which focus on general alcohol education and recommendations related to alcohol and other drug safety. Integrated structure exists for alcohol and other drug monitoring. When violations of AOD policy occur, the ability to communicate and create accountability with students exists appropriately.

During academic year 2020-2021, all in-person programming within Housing and Residence Life was suspended due to COVID. The University had less than 500 students living (total on-campus capacity is approximately 1000 students), and most programming would have been passive programming (i.e. bulletin boards, flyers). During 2021-2022, programming related to AOD was largely generated through the substance free thematic floor within Residence Life. That living community conducted 5 programs each semester (10 for the academic year) that allowed and involved all residents within housing. Example programs included Mocktails, Safety Week, Safe Spring Break, Thirsty Thursday, among others.

Employee Policy Portal

Regular update and review of the USC Upstate [Employee Policy Portal](#) to ensure dissemination and annual acknowledgment and compliance with the Drug Free Workplace and AOD employee policies and corresponding rehabilitative resources

The Drug and Alcohol Use in the Workplace Policy can be found [here](#).

Employee Assistance Program (EAP)

The Employee Assistance Program, commonly referred to as EAP, was developed as a way for the university to support our employees through times of need. Benefits-eligible employees have access to services 24 hours a day, 365 days a year to assessment and counseling services, legal access services, online educational seminars and training, and financial services among others. In regard to AOD related compliance, employees and family have access to face-to-face counseling sessions in which a thorough assessment can be conducted by a licensed, experienced clinician in their area. Reasons to use the EAP include many different aspects which includes dense resources dedicated to alcohol and drug use/abuse and life events which are closely related to substance abuse including: marital difficulties, parenting, stress, depression, work-related concerns, or grief and loss.

Annual Security and Fire Safety Report

Continued publication and distribution of the USC Upstate Annual Security and Fire Safety Report (which contains Alcohol and Substance Abuse Information and Education) applicable to students and employees.

USC Upstate Code of Student Conduct

Continued publication and distribution of the USC Upstate Code of Student Conduct which contains Alcohol and Substance Abuse Information; correlative resources; South Carolina Laws and definitions; and student grievance policies, general provisions regarding distribution consumption, and possession; subsequent sanctioning policies and educational outreach assessments.

Additional Services

Student Health Services

Provides confidential, comprehensive health care and advice to students including educating students on health risks (short and long term) of substance use and abuse. Referrals are made to the mental health counselor and to community treatment agencies. The professional medical staff provides screening and early intervention services. Any student who is evaluated in the USC Upstate Health Center and/or requires admittance for alcohol or other drug problems is referred to any number of institutional and/or external community resources.

Counseling Center

The counseling center is staffed with professionally trained and experienced counselors in addition to a psychiatric consultant. They provide confidential short-term counseling

on almost any mental health issue. There are individual and/or group counseling sessions with the goal of the Counseling Center to empower clients to capitalize on their own resources and cope with their individual situations. Clients with a history of abuse or addiction issues are referred to the community resources with specialists in this area of expertise.

Spartans Care

Spartans Care is a campus-wide initiative that encourages USC Upstate students to support, respect and take responsibility for one another. Spartans Care strives to foster a community where students reach out to students in need and assist in referring them to appropriate resources on campus.

The purpose of this initiative is to:

- Share a listing of campus and community resources that supports students in academic and personal matters.
- Promote participation of students in the lives of their friends who may not know how or feel comfortable seeking assistance from university resources.
- Assist in connecting students with campus resources.
- Reach out to students who are either self-identified or identified by others, to provide appropriate referrals.
- Teach faculty, staff and students about the resources available for our Upstate community.
- Avoid isolation of students who need assistance.
- Nurture a community that values and cares about each other.
- Send a positive message to students about our care and concern for them and their success.

Public Safety and Parking

Public Safety and Parking exists to serve and protect the physical and human assets of the University of South Carolina Upstate by promoting and maintaining a safe, secure and healthy campus environment. This is realized through engaged community-oriented policing, effective fire prevention and inspection, service-oriented Fleet Management operations, efficient Parking Services and a professionally run Office of Risk Management. Our mission significantly contributes to and supports an environment where staff, students and faculty may flourish in the pursuit of academic excellence.

Upstate External Resources

USC Upstate Survival Resources

For students that have been sexually assaulted or are a survivor of sexual violence, there are many resources that USC Upstate and surrounding communities offer in support. Several resources also maintain confidentiality. An asterisk (*) denotes confidential resource below.

External Resources:

Safe Homes Rape Crisis Coalition (24 Hour Hotline) *confidential resource
SAFE Homes – Rape Crisis Coalition provides services to victims of domestic violence in Spartanburg, Cherokee, and Union Counties. Their mission is to use a collective voice to address the impact of domestic and sexual violence by providing quality services to those affected and to create social change through education training and activism.

Male Survivor Support (online support group)

<https://1in6.org> *confidential resource

The mission of [1in6](https://1in6.org) is to help men who have had unwanted or abusive sexual experiences live healthier, happier lives. Their mission also includes serving family members, friends, partners, and service providers by providing information and support resources on the web and in the community.

Local County Alcohol and Drug Abuse Programs (Out-patient drug and alcohol counseling and prevention services):

The Forrester Center for Behavioral Health (Spartanburg County): 864-582-7588

Greenville County Commission on Alcohol and Drug Abuse: 864-467-3790

Local Support Groups:

Al-Anon and ACOA: 864-585-1930

Alcoholics Anonymous: 864-585-1930

Narcotics Anonymous: 1-800-828-5689

Toll-free Resources:

Alcohol and Drug Abuse 24-hour Helpline: 1-800-234-0420

Cocaine Hotline: 1-800-COCAINE

Drugstore Clearinghouse: 1-800-942-3425

Treatment Facilities (in-patient drug and alcohol treatment)

Addlife Addiction Services (Greenville): 864-852-8520

Center for Behavioral Health (Greer): 864-235-2335

Haven for Hope (Spartanburg): 864-472-9083

Strength and Weaknesses of Current AOD Programming:

Strengths:

1. USC Upstate made the decision to utilize “Not Anymore”, an evidence-based educational resource on AOD and sexual misconduct provided by Vector Solutions. While the previous resource utilized for delivery of this education was evidence-based as well, Not Anymore allows the institution to educate students and systematically track their progress and completion seamlessly. This type of programming and assessment can potentially be used with the entire student population and evaluated in tandem with campus climate data to create unique programming to meet specific goals.

2. USC Upstate historically holds numerous, meaningful campus events related to AOD including: Spartan Safety Week, *Mocktails*, *#MeTooHigherEd* – Coercion, Law, and Ethics and Sexual Misconduct on Campus. In combination, these events reach a wide breadth of the student population, although intentional collection of program feedback to assess their respective effectiveness. Unfortunately, during COVID many of those in-person educational programs were suspended.

3. Finally, the systematic and electronic annual distribution of Drug Free Workplace policies and procedures to USC Upstate employees and students is a strength in meeting the requirements of DFSCA. The University has collectively communicated said materials to faculty, staff and students who are both on-campus as well as engaging in online programs through the University. Responsible parties ensure that this action is continually tracked and enforced effectively.

Weaknesses:

In contrast to the University's strengths, the past two academic years have revealed several weaknesses related to the University's systemic efforts to create an Integrated AOD program.

1. Most pointedly, there is no centralized health promotions at the institution, and consequently, there is no centralized hub for AOD prevention, programming, or review. In addition, the University has moved AOD compliance for Not Anymore back into the Division of Student Affairs previously held by the Title IX Coordinator.

2. Related to number #1, the USC Upstate Health Educator position was paused in the 2018-2019 Academic year for potential restructuring and revisioning of this important role. These duties were not being actively overseen by another staff member at the institution during that time. This lack of oversight led to underachievement in AOD related education efforts across campus which still persists. The activation of this responsibility by either this role or a combination of others at the institution is an important part of the AOD improvement plan. Prior to the pausing of this position, tracking of AOD Education completion was done manually and inherently, was a monumental task for the Health Educator position. This responsibility limited the amount of educational impact that was intended for the role and was the impetus of the position's pausing and reimaging.

If the University intends to elevate Health Promotions, it should simultaneously have a strategy for addressing compliance that does not inhibit the intended role of the person(s) working on AOD prevention, education and programming.

3. Related to a lack of centralization or ownership is that there is no standing AOD task force to assess and review previous efforts, and collectively work to create a comprehensive AOD strategy. USC Upstate also lacks a specific mission and objective dedicated to AOD Programming. This is a foundational weakness which should also be addressed by the institution's improvement plan.

Current educational efforts exist pervasively for first year and new transfer students, but universal education for the entire student population does not currently exist. While meaningful AOD programming does happen on campus, it is siloed, and a common lack of cross communication exists. The aforementioned execution of a centralized approach, along with the creation of the USC Upstate AOD Task Force, will help to remedy the lack of communication and potentially improve collaboration on future AOD programming.

4. Data around AOD use within USC Upstate is not as readily available given the small number of students who live on campus. The University distributed the National Collegiate Health Assessment (NCHA) in the spring of 2020. Because the assessment was distributed at the beginning of COVID, the response rate was markedly low (i.e., 159 respondents of 3,960 solicited participants). As such, the University has not continued the administration of that assessment.

Despite the low response rate, the assessment provided the University with important information regarding the breadth of substance use among Upstate students, including, the use of tobacco, cannabis, prescription stimulants, and other drugs. Given the robust nature of the NCHA, the University may need to re-administer the survey post-COVID or embed similar questions within existing instruments.

5. The University should evaluate how student organizations and student organizational leadership receive AOD education and training. While the number of organizational activities were limited during the time span of this Biennial Report (Academic years 2020-2021 and 2021-2022), student organizations will have more in-person events beginning in fall 2022.

C. Institutional Data Monitoring and Evaluation

Per the earlier identified strengths and weaknesses of USC Upstate's AOD program, the lack of a centralized person, team and/or office has created disparate assessment and evaluation of Upstate's AOD program. USC Upstate Implemented NCHA in 2020 but did not distribute the assessment in 2022. Given the significant decrease of in-person programming and events during AY 2020-2021 and 2021-2022, there is a general lack programmatic data.

One area that the University has been able to track has been the completion of the Not Anymore AOD module. Even though the University has not mandated the module, the University has seen greater completion rates amongst new undergraduate students during this biennial cycle from the previous cycle.

Data Evaluation:
Not Anymore Completions

Cohort	Course	Total # of Students	Total Completion	Completion %
Fall 2020	Alcohol and Other Drugs	757	605	79.9%
Fall 2021	Alcohol and Other Drugs	593	363	61.2%

D. Consistency of AOD Enforcement

The following data regarding AOD violations, sanctions and fatalities is from the period Jan-Dec 2020 and pulled from our **Department of Public Safety**:

- 0 fatalities due to drug or alcohol use/abuse on campus.
- 0 Criminal reports for drug law violations on campus
- 13 Disciplinary referrals to Dean of Students for drug law violations on campus
- 0 Criminal reports for alcohol violations on campus
- 16 Disciplinary referrals to Dean of Students for alcohol violations on campus

The following data regarding AOD violations, sanctions and fatalities is from the period Jan-Dec 2021 and pulled from our **Department of Public Safety**:

- 0 fatalities due to drug or alcohol use/abuse on campus.
- 4 Criminal reports for drug law violations on campus
- 7 Disciplinary referrals to Dean of Students for drug law violations on campus
- 0 Criminal reports for alcohol violations on campus
- 16 Disciplinary referrals to Dean of Students for alcohol violations on campus

Specific to the **Office of Dean of Student and Housing and Residential Life**, **disciplinary cases are as following**

Academic Year 2020-2021:

Dean of Students:	18 alcohol cases and 15 drug cases
Housing and Residence Life:	2 Alcohol cases and 3 drug cases
Total	20 Alcohol and 18 drug cases, 55 sanctions

Academic Year 2021-2022

Dean of Students:	1 Alcohol case and 1 drug case
Housing and Residence Life:	24 Alcohol cases and 6 drug cases
Total	25 Alcohol and 7 drug cases, 50 sanctions

The table below lists the specific type and number of sanctions for the 2020-2021 and 2021-2022 academic years for violations of the alcohol policy

AY 2020-2021			AY 2021-2022		
	Sanction	# of times issued		Sanction	# of times issued
Alcohol	Community Service	2	Alcohol	Counseling Assessment	4
	Conduct Probation	2		Conduct Probation	5
	Fines	1		Fine	2
	Housing Probation	3		Housing Probation	3
	Not Anymore Module	11		Not Anymore Module	14
	Warning	8		Warning	8
	Reflection Letter	2		Reflection Letter	1
	Restitution	1			
	Total	30		Total	37

The table below lists the specific type and number of sanctions for the 2020-2021 and 2021-2022 academic years for violations of the drug policy

AY 2020-2021			AY 2021-2022		
	Sanction	# of times issued		Sanction	# of times issued
Drugs	Community Service	1	Drugs	Conduct Probation	3
	Conduct Probation	5		Fine	5
	Fines	7		Not Anymore Module	3
	Housing Probation	1		Warning	2
	Housing Removal	1			
	Not Anymore Module	2			
	Suspension	3			
	Warning	2			
	Reflection Letter	2			
	Information Program	1			
Total	25	Total	13		

The breadth in administrative sanctioning (i.e., warning, probation, suspension) and educational sanctions for alcohol and drugs represents the differences amongst the types of cases (i.e., possession of alcohol vs transport for alcohol poisoning vs distribution). That said, there remains variance in the educational sanctioning, especially across drug violations. Some of this variance is attributed to changes/turnover in staff. Annual training on the [University's AOD Policy](#), as well as appropriate enforcement and sanctioning should be provided to all hearing officers across the Dean of Students Office and Housing and Residence Life Office.

E. Recommendations for AOD Program Improvement

I. Institutional Structure and Function

Recommendation 1: Hiring a full-time Health Educator position to act as the lead Alcohol and Other Drug liaison for both USC Upstate campuses (Spartanburg and Greenville).

Recommendation 2: Forming the USC Upstate AOD Task Force. Ensuring the widespread involvement of key stakeholders including the University Chancellor and other senior leaders/administrators is key to institutionalizing AOD prevention as a priority on campus. Students, faculty members, alumni, and community members, should be included in the program's design process and implementation.

Recommendation 3: Semesterly training with all hearing officers within the Dean of Students Office and Housing and Residence Life regarding the enforcement and sanctioning for the University's AOD policy.

II. Student Attitudes and Culture

Recommendation 1: USC Upstate should assess the Alcohol and Other Drug (AOD) culture on its individual campuses through environmental scans, current campus data and faculty/staff/student focus groups, and systematic NCHA assessment which can provide a strong baseline of information, including documenting and evaluating all programs for effectiveness.

Recommendation 2: USC Upstate should require the Not Anymore module to all new and incoming students to the University to create baseline understanding and expectations related to alcohol and other drugs. As part of this recommendation, USC Upstate should evaluate and track completion year-round (i.e., including the smaller spring and summer cohorts) as well as advance efforts with new incoming graduate students.

III. Education and Prevention

Recommendation 1: USC Upstate should develop comprehensive, evidence-based programs to reduce the harm associated with AOD abuse among students.

Recommendation 2: USC Upstate, with guidance and assistance from the USC Columbia where appropriate, should assess options for ensuring the presence of a professional staff of AOD abuse counselors and/or other trained professionals necessary to support the AOD education and prevention efforts of the institution.

Recommendation 3: USC Upstate should select a representative(s) to participate in regular, system-wide meetings to review and discuss current trends and emerging best practices in AOD education, prevention, intervention, and recovery and support services for adoption and implementation across the state.

Recommendation 4: USC Upstate should develop a positive messaging framework that promotes healthy decision-making around AOD use and discourages AOD abuse.

Public/Private Partnerships

Recommendation 1: USC Upstate should engage with the South Carolina Alcohol and Beverage Commission to explore stronger penalties for the underage sale of liquor and similar violations.

Recommendation 2: USC Upstate should promote greater interaction between officials involved in alcohol and drug enforcement at the campus and local levels.

Recommendation 3: USC Upstate should create dialogue with Spartanburg County and appropriate community groups by directing its Committee on Student Activities and Student Life to bring fresh perspective to these and other issues:

1. AOD abuse in middle schools and high schools and how prevention efforts, if introduced at this level, could reduce the AOD problem in colleges and universities;
2. A more in-depth review of the prevalence of illicit drug use within institutions of higher learning in the state;
3. Pilot programs to combat AOD abuse and gather relevant data.
4. The Task Force should also note the importance of continuing to ensure the voice of USC Upstate students is heard and part of future discussions.

Policies

Copies of the [alcohol and drug policy](#) distributed to students and employees can be located on the [Faculty and Staff](#) page, as well as on the [Dean of Students](#) website. Copies of the [Code of Student Conduct](#) can also be found on the Dean of Student website.

APPENDIX

A. Annual Notification email distributed to all students, staff, and faculty

Notification of USC Upstate's Alcohol and Other Drugs Policy and Related Documents and Information

Dear Students, Faculty, and Staff:

The University of South Carolina Upstate educates the state's citizens through teaching, creative activity, and community engagement. Maintaining health and wellness is critical to meet this mission. The abuse of alcohol, the possession or use of illegal drugs, and the misuse of prescription drugs negatively affect the University environment, as well as the individual potential of our students and staff. Unfortunately, these negative effects sometimes can include criminal behavior. Information and crime statistics (Clery Act requirements) for USC Upstate for the three previous calendar years are located at [Campus Crime and Incident Reports](#).

The Federal Drug Free Workplace Act of 1988, the Drug-Free Schools and Communities Act and its amendments of 1989, the Higher Education Reauthorization Act, and EDGAR 86 require all federal grant recipients to certify a drug-free environment. The University of South Carolina Upstate remains dedicated to compliance with the Drug-Free Schools and Communities Act, EDGAR 86, and all related provisions.

This **annual notification** is necessary to share information regarding the misuse and abuse of alcohol and other drugs at USC Upstate.

USC Upstate standards of conduct clearly prohibit the abuse of alcohol, the unlawful possession, use, or distribution of illicit drugs, and the misuse of prescription drugs by students and employees.

- Human Resources 1.01 [Drug-Free Workplace Policy](#)
- [USC Upstate Code of Student Conduct](#)

A complete list of alcohol and other drugs criminal behaviors under University policy and under South Carolina state laws and federal laws is available at [Alcohol and Other Drugs University Policy](#).

In brief, in South Carolina:

- The minimum age to purchase, possess, or consume alcohol is 21, and providing alcohol to minors and using false identification to purchase or possess alcohol is illegal. Sanctions for violations of these laws include loss of driver's license, fines, educational classes, and community service.
- It is illegal for anyone underage to drive a car after drinking alcohol, and it is illegal for ALL individuals of legal drinking age to operate a motor vehicle at or above .08 blood alcohol concentration (BAC). Consequences for driving after drinking can include

significant fines, loss of driver's license, mandated treatment or education programs, community service, and jail time.

- Possession of cannabis products, including concentrates, and other illicit drugs is illegal and can result in fines and jail time. Penalties increase with subsequent offenses.

In brief, South Carolina state laws and federal laws prohibit the possession, use, or distribution of illicit drugs and the misuse of prescription drugs.

- Strict penalties are enforced for drug convictions, including fines, forfeiture of personal property and real estate, and mandatory prison terms for many offenses. Many penalties are increased for subsequent drug convictions. Additional information about federal laws is available from the [Legal Information Institute](#).
- Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs will have their federal financial aid eligibility suspended for at least one year, with increasing penalties for subsequent violations. Those who lose [eligibility](#) can regain eligibility by successfully completing an approved drug rehabilitation program.

The risks associated with the misuse of alcohol, illegal drugs, prescription drugs are numerous and include physical and mental impairment, emotional and psychological deterioration, poor academic and/or job performance, addiction, infectious disease, adverse effects on pregnancy, sustaining or causing personal injury, and considerable health risks, including overdose leading to death. See [Alcohol and Other Drugs Health Risks for detailed](#) information on these health risks.

The University strongly encourages students, faculty, and staff to voluntarily seek assistance for dependency or abuse problems before such behavior results in an arrest and/or disciplinary referral that may result in their separation from the institution. A comprehensive list of local resources for the treatment of alcohol and other drugs issues is available at [Alcohol and Other Drugs Treatment Resources](#).

In brief, regarding students:

- [Counseling Services](#) is available for students themselves, and a [CARE Team Referral Form](#) is available for students to complete to refer other students regarding risky behavior.
- Sanctions for students who violate the [USC Upstate Code of Student Conduct](#) can include monetary fines, written essays, parent or guardian notification, educational modules, individual interventions, housing removal or relocation, restitution, drug screenings, conduct probation, suspension, and expulsion.

In brief, regarding employees:

- The [Employee Assistance Program](#) provides assessment and counseling conducted by a licensed, experienced counselor. The counseling includes short-term individual, family, couples and group counseling, up to four sessions per person, per issue, per year, at no cost to employees and their immediate household members.
- No employee shall report for duty or remain on duty under the influence of any illegal drugs, unauthorized prescription medication, or alcohol. Employees who violate the

Drug-Free Workplace Policy, regardless of tenure status, will face disciplinary actions up to and including termination based upon the criteria in the **Faculty Manual** and University Policy HR 1.39 **Disciplinary Action and Termination for Cause**, and may have additional legal sanctions.

The USC Upstate Alcohol and Other Drugs Policy, programs, and resources apply to students and to University employees. You are encouraged to take advantage of these resources to promote wellness while avoiding harmful habits that come from misusing alcohol and other drugs.