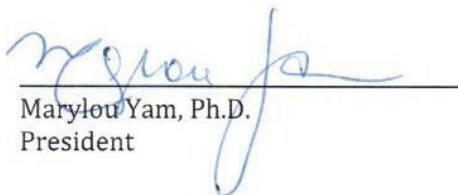


NOTRE DAME OF MARYLAND UNIVERSITY

Biennial Review of Drug & Alcohol Prevention Policies

2021-2022

I have reviewed and approved this report.


Marylou Yam, Ph.D.
President

Introduction

The Drug-Free Schools and Communities Act and Part 86 of the Education Department General Administrative Regulations (EDGAR) require each institution of higher education participating in Title IV student financial assistance to certify that it has developed and implemented a program to prevent the unlawful possession, use, and distribution of drugs and alcohol on campus and at institution-recognized events and activities. Annually, the institution must distribute to current students and employees written information about its drug and alcohol abuse prevention program, including information about related sanctions. The distribution plan must include provisions for sharing this information with new students and employees who join the institution at later points in the year as well. In addition, on a biennial basis, the institution must conduct a review to determine the effectiveness of its programs and prepare a report of the review's findings. The report must be retained and made available to the US Department of Education upon request. Notre Dame of Maryland University ("NDMU" or "the University") acknowledges these responsibilities, including the timely review of and reporting on the effectiveness of its prevention programs.

NDMU is a private, Catholic university established in 1895 in Baltimore City with the mission to educate leaders to transform the world. NDMU is a comprehensive university and offers a wide variety of full and part-time undergraduate, graduate, doctoral, and certificate programs to women and men. The University enrolls approximately 2000 students and has Schools of Arts, Sciences, and Business; Education; Nursing; and Pharmacy. Additionally, the University offers programs for adult students fully online and at several locations throughout the State. NDMU is located on a beautiful 60-acre wooded campus in the northern Baltimore residential neighborhood of Homeland.

NDMU values safety, cultural and racial diversity, social responsibility, lifelong learning, equity, and civic engagement. Consistent with these principles, NDMU faculty, staff, and coaches work to educate and empower students to build inclusive communities and promote social responsibility. NDMU is committed to creating and maintaining a campus environment which fosters on-going accountability and awareness to promote the safety and well-being of the community. NDMU expects compliance with its Substance Abuse Policy as a criterion of employment and of attendance as a student in any division.

NDMU operates with an Honor Code and Code of Conduct, which addresses conduct violations, both in and outside the classroom. Violations of the Substance Abuse policy are subject to Honor Board hearings as well as to relevant local, State, and federal laws.

The University strives to provide an environment for learning, working, and living that supports wellness. While there are relatively few incidents involving violations of the drug and alcohol policy, the university provides student and employee orientations to help introduce the relevant policies and sanctions, but also to point out where help is available should it be needed.

NDMU is fortunate to have both a School of Nursing and a School of Pharmacy. While health care professionals like all other people are susceptible to substance abuse, the schools also provide to the community knowledgeable professionals who not only educate their students

about healthy behavior, but also provide wellness services to the campus through health fairs and other activities.

Documents Reviewed for the Biennial Review:

- *Student Handbook(s)* – <https://ndm.edu/student-handbook> - Relevant policies, legal references, sanctions, and descriptions of side effects.
- *Employee Handbook* – Relevant policies, legal references, sanctions, and descriptions of side effect.
- *Annual Security Report (Clery Act Report)*
- Student Life files related to incident reports, disciplinary charges and decisions reviewed by appropriate Student Life staff.
- Student Life documents, assessments, etc. related to services provided to students
- Federal statute, regulations, sub-regulatory guidance, etc. pertaining to the biennial review process.
- Human Resources documents, assessments, etc. related to services, referrals, and disciplinary actions reviewed by appropriate Human Resources staff.
- Materials provided to students and employees through their respective orientation programs.

Employee Programs and Enforcement

The drug and alcohol policies of Notre Dame of Maryland University are reviewed with all new employees by human resources staff as part of new employee orientation. The policies also appear in the Employee Handbook, which is provided to all employees during orientation and is available through the University's shared folders.

Additionally, the Substance Abuse Policy is distributed electronically to all employees annually. The Director of Human Resources systematically reviews and updates related policies and procedures, in consultation with the Substance Abuse Policy Review Committee.

The University's Code of Conduct Policy states that abuse of drugs and/or alcohol demonstrates irresponsible behavior that undermines the public's trust and such behavior is subject to disciplinary action.

Faculty and staff members may request assistance from the Office of Human Resources to identify appropriate counseling or other services, including understanding what benefits are available to employees through the university-sponsored health insurance plans. For privacy, employees may also directly contact the University- sponsored health carrier's Mental Health division and the Employee Assistance Program.

Heroin and Opioid Addiction and Prevention

Beginning in the 2017-18 academic year, all Public Safety Officers and all Student Life staff (including Resident Assistants) receive heroin and opioid addiction and prevention awareness training by the University's School of Pharmacy. The training consists of an overview of the heroin and opioid epidemic, the short- and long-term effects of opioids on the body including addiction, recognizing overdose symptoms, and how to respond in the event of an overdose. In addition to general prevention and awareness activities, all trainees are instructed on the proper

procedures and techniques for the administration of three separate overdose-reversing medications.

Reporting and Seeking Assistance - Employees

Employees may approach staff in the Office of Human Resources confidentially either to seek assistance or to report problem behavior. Campus public safety officers may also receive notice of violations of the Substance Abuse policy or if there are suspicious behaviors of any kind. Campus Public Safety will work with human resources staff as the context calls for to identify appropriate follow-up steps.

Reporting and Assessment

Over the review period (CY2021 & 2022), the Office of Human Resources reports that there have been zero (0) reported instance of faculty or staff violating drug or alcohol policies on campus. Employees have sought assistance for spousal treatment of drug or alcohol abuse.

It is challenging to determine the effectiveness of programming when there are very limited violations by which to measure improvement. Similarly, looking ahead in time, the occurrence of some number of violations will not necessarily indicate a decline in effectiveness, so long as the number of incidents continues to remain very small. The goal, of course, is to have no violations of campus policy. Increased awareness may result in increased reporting.

Student Programs and Policy Enforcement

The Substance Abuse Policy is distributed electronically to all students annually as a part of the Student Handbook. The Associate Vice President of Student Life systematically reviews and updates related policies and procedures, in consultation with the Substance Abuse Committee.

The following a list of student initiatives focused on education and prevention of substance use and abuse:

Athletics

The Athletics Department works closely with student-athletes to ensure that their overall lifestyle is healthy, as well as within compliance with NCAA regulations. As part of NCAA Division III compliance, there is no alcohol consumption allowed at sporting events. An announcement regarding the policy is made at the start of all competitions. Student-athletes receive additional training and also review and sign an Alcohol and Drug Statement as well as the Alcohol and Drug Policy for Student-Athletes, which is located in Appendix A.

Students of Concern Committee

The Students of Concern Committee provides a collaborative and coordinated intervention as early as possible for students experiencing some form of difficulty. Problems students encounter are diverse and include: poor academic performance, adjustment issues, health problems, emotional issues, disruptive behavior in the classroom or residence halls, financial difficulties, student conduct issues, and family concerns.

Counseling Center

The [Counseling Center](#) on campus uses the Alcohol Use Disorders Identification Test (AUDIT) as a screening tool that is administered to students during the counseling intake process. This instrument helps shape the services that are provided by counselors to the student based upon

their results. In addition, counselors in the center work with students during individual counseling sessions to address alcohol and drug concerns on an as-needed basis.

Events with Alcohol

If University events have alcohol present at them, the responsible party within the university department or office must go through the approval process with the Associate Vice President for Student Life as outlined in the Student Code of Conduct.

Additionally, Notre Dame annually recognizes sexual assault awareness month in April. Students and community members are able to participate in various campus events, such as consent, healthy relationships, bystander intervention workshops, which include information on the correlation between alcohol and substance abuse with sexual assault and relationship violence. Students received information about on-campus and local community resources for both alcohol and substance abuse, as well as information about NDMU's Sexual Misconduct Policy and Procedures ([Title IX](#)) and available resources, including counseling services.

Maryland Collaborative against College-Age Drinking and Related Problems

NDMU is currently a member of the [Maryland Collaborative to Reduce College Drinking and Related Problems](#) (Maryland Collaborative). Notre Dame partnered with various colleges and universities across the State of Maryland, as well as joined with experts in the public health field, to address college alcohol use and its consequences on campuses and in communities. Through this MD Collaborative, Notre Dame implemented and distributed the Maryland College Alcohol Survey (MD-CAS) to its full-time student population, providing concrete data to use in implementing future programming and events to increase and enhance awareness surrounding alcohol use. NDMU has also participated in various conference calls, trainings, workshops, and meetings for various topics, such as emergency preparedness, emergency response, media protocols, and educational resources for community members, evaluations, and referrals for further treatments. Appendix B includes the results of the Spring 2021 Maryland College Alcohol Surveys.

NDMU also participates in the [Combating Underage Drinking \(CUD\) Coalition](#) which is led by the Baltimore County Department of Health. The CUD Coalition includes representatives from various local colleges and universities, liquor board representatives, and bar owners in Baltimore City and County.

Medical Amnesty

The Division of Student Life began offering a Medical Amnesty Program (MAP) starting fall 2013, which represented NDMU's commitment to increasing the likelihood that community members will call for medical assistance when faced with an alcohol or drug-related emergency. Every student, as a part of the NDMU community, has a responsibility for care. In alcohol or drug related incidents, the primary concern of the University is the well-being, health, and safety of students.

The University has an obligation to make mandatory administrative referrals of students for incidents related to alcohol and other drug-related emergencies. The potential for student conduct action by the University against the student in need of medical attention and/or the student reporting the incident may act as a barrier to students getting the immediate medical attention

they need. In order to alleviate the behavioral consequences associated with these alcohol and other drug-related emergencies, and increase the likelihood that students will get the medical attention they need, the University has developed a Medical Amnesty Program. This policy applies to all students who call on behalf of another student and students who need immediate medical assistance including being transported to the hospital.

In order to receive Medical Amnesty, students must use the policy proactively. This means that students must take the initiative to get assistance and that asking for medical amnesty after being confronted for possible alcohol or drug policy violations will not result in application of MAP. In addition, this policy does not prevent potential action by police or other law enforcement personnel.

New Student Orientation

New student orientation takes place for students in all divisions of the University, tailored to the needs of different student groups. Full-time undergraduates and School of Pharmacy students have the most extensive orientations. The University's drug and alcohol policies are described in these orientation sessions, as well as resources and options for treatment.

NDMU 100 Lab – First Year Student Seminar

During each fall semester, Student Life professional staff teach the seminar portion of the NDMU 100 course requirement. NDMU 100 is semester-long course in which all incoming first-year students are required to enroll. At least one class each semester is dedicated to alcohol prevention ensuring that all first-year students receive alcohol education at the start of their academic career at the university. Additionally, additional class periods are dedicated to Heroin and Opioid Addiction and Prevention. This seminar specifically teaches students how to administer Naloxone and other overdose-reversing medications in the event of an opioid overdose. Part-time students are able to obtain related information on the University's website and via videos produced by NDMU's School of Pharmacy and via Vector Solutions (formerly "SafeColleges").

Public Safety

Throughout the year, Public Safety staff respond, document, and connect students to campus resources especially in situations regarding drugs and alcohol. In addition, the Public Safety staff frequently assists with educational programs and trainings connecting students and staff to community resources. The office also compiles and distributes the University's Annual Security Report (Clery Act Report).

Residence Life

Residence Life strives to provide an on-campus housing experience that supports students' professional and personal development. Student staff are required to implement programming initiatives focused on specific criteria that align with the university's mission and focuses on student engagement. Part of department's goal is to provide programming opportunities that include education on life skills and personal health. Several of the student staff members implement programming focused on alcohol education; specifically, standard drink size, the signs of alcohol poisoning, and campus resources that can assist students in times of need. Additionally, many of the student staff members participate in the events planned for National Collegiate Alcohol Awareness Week.

School of Pharmacy Substance Use Disorder Committee

As a means of involving students in the promotion of healthy living, the School of Pharmacy Substance Abuse Committee each year invites students who attend the annual APhA Institute on Alcoholism and Drug Dependencies to serve as student liaisons to the Committee for the following academic year. These students have enthusiastically contributed to the School of Pharmacy's health and wellness initiatives over the past four years. These contributions include presentations to the P-1, P-2, and P-3 classes, detailing their experiences at the summer APhA Institute on Alcoholism and Drug Dependencies, as well as reviewing various forms of risky behavior, and informing classmates as to how students can get help if they struggle with excessive alcohol consumption, prescription drug abuse, or other forms of risky behavior. As a result of the students' positive experiences at the APhA Institute, each year students return eager to share their newly acquired knowledge with their classmates by serving as student liaisons to the Substance Use Disorder Committee. The Committee (including Student Liaisons) continues to explore avenues for further outreach to students in the SOP and across campus.

School of Pharmacy Substance Use Disorder Policy

The School of Pharmacy's Substance Abuse Policy is a detailed policy regarding the curricular impact for students that is sensitive to the nature of the graduate's work. The School's policy was developed by Dr. Anthony Tommasello, former Executive Director of the Pharmacist's Education & Advocacy Council. This organization is the state organization that supports impaired pharmacists and pharmacy students. Dr. Tommasello is a national expert on the issues and speaks to incoming pharmacy students each year at orientation.

Student Life Duty Team

The Student Life Duty Team receives training from the Associate Vice President for Student Life to appropriately address alcohol and other drug incidents on campus. The focus is on connecting students with campus resources and setting them up success moving forward and making informed decisions around substance use and abuse. The members of the Duty Team also meet on a bi-weekly basis to review any students of concern and develop an action plan for student outreach. At times, the list will include students experiencing substance use and abuse issues.

Prevention and Awareness Goals

As a result of the University's participation in the *Maryland Collaborative against College-Aged Drinking and Related Problems (MD-CAS)* assessment, Notre Dame of Maryland University is provided with annual targeted feedback and goals to bolster prevention and awareness programming on campus. This feedback and other initiatives are currently being reviewed to improve University efforts and includes the following:

- Improve training for RAs, PODs, and Public Safety to enhance enforcement of alcohol and drug policies, and facilitate referrals to counseling or other on-campus resources.
- Increase the capacity of the Students of Concern Committee via training and other resources to recognize, address, and support students of concern with alcohol and drug issues.
- Develop a single location on the NDMU website to house NDMU's drug and alcohol

policies.

- Enhance NDMU’s participation in the Baltimore County [Combating Underage Drinking \(CUD\) Coalition](#).
- Incorporate education for students regarding [Baltimore City](#) and [Baltimore County’s](#) social host laws.
- Evaluate whether to require a virtual alcohol and drug education program via Vector Solutions (formerly “SafeColleges”) or another provider for incoming students as a supplement to existing campus efforts.

Alcohol and Other Drugs Policy Enforcement

Notre Dame of Maryland University operates with an Honor Code and Student Code of Conduct System. The Honor Code plays a prominent role in student life, not only because it is to be written on all assignments turned in for grading, but also because of its central place in Honors Convocation held every fall. Incoming undergraduates say the pledge aloud together at Honors Convocation in a public arena as part of a symbolic commitment to the Code and the core values of the institution. The Honor Board is comprised of student representatives from the Women’s College, College of Adult Undergraduate Studies, and College of Graduate and Professional Studies, in addition to faculty and staff. The Honor Board is advised by the Associate Dean of Case Management and Community Standards. Honor Board members participate in trainings regarding educational sanctioning, behavior and academic case adjudication, and other related topics during retreats and meetings held throughout the academic year.

<i>Violations resulting in arrests</i>	2018	2019	2020	2021	2022
Alcohol incidents on campus	0	0	0	0	0
Drug incidents on campus	0	0	0	0	0
Alcohol incidents in campus housing	0	0	0	0	0
Drug incidents in campus housing	0	0	0	0	0
Alcohol incidents in non-campus buildings or property	0	0	0	0	0
Drug incidents in non-campus buildings or property	0	0	0	0	0
Alcohol incident on public property	0	0	0	0	0
Drug incident on public property	0	0	0	0	0

<i>Violations resulting in disciplinary action</i>	2018	2019	2020	2021	2022
Alcohol incidents on campus	1	0	1	0	0
Drug incidents on campus	3	0	0	0	0
Alcohol incidents in campus housing	1	0	1	0	0

Drug incidents in campus housing	3	0	3	0	0
Alcohol incidents in non-campus buildings or property	0	0	0	0	0
Drug incidents in non-campus buildings or property	0	0	0	0	0
Alcohol incidents on public property	0	0	0	0	0
Drug incidents on public property	0	0	0	0	0

Consistency of Enforcement

- University policy is enforced consistently and in compliance with the NDMU [Non-discrimination Policy](#). School of Pharmacy students may have additional challenges in completing their curriculum because their program of study requires them to be in the presence of controlled substances; details are articulated in the [student handbook for pharmacy](#).
- Residence Life student, paraprofessional, and professional staff members receive training twice a year regarding policy enforcement, confrontation, and documentation. Additional training is provided throughout the year as necessary. All staff that serves in a duty capacity for campus also attend training annually in August for their role as a Campus Security Authority.
- The University Honor Board is advised by the Associate Dean for Case Management and Community Standards who provides an additional check to ensure consistent enforcement of policies and educational sanctioning. Sanctions are tailored to fit the situation and the role an individual student has in a given situation, but there are guidelines related to the type of situation and its gravity. The Honor Board is comprised of students, faculty, and staff who attend an all-day training each year and meetings throughout the academic year to help ensure the consistency and effectiveness of the Student Code of Conduct.

Appendix A:

NOTRE DAME OF MARYLAND UNIVERSITY
DEPARTMENT OF INTERCOLLEGIATE ATHLETICS
ALCOHOL AND DRUG POLICY FOR STUDENT ATHLETES

Alcohol and Drug Statement

Each student-athlete is required to sign a drug testing consent form provided by the NCAA, and is, therefore, subject to random drug testing. Failure to sign this form will result in forfeiture of eligibility to participate in intercollegiate athletics.

Student-athletes are prohibited from the use of alcoholic beverages, tobacco products, and illegal drugs while representing the Notre Dame of Maryland University at practice, competitions, while in transit to and from such events, and at official functions related to such competitions. Use of performance-enhancing drugs, mood-altering, or behavior-modification drugs, or any illegal substance is prohibited at any time during the season, unless prescribed by a physician for a medical reason. Proper documentation of such prescriptions must be available for examinations.

It is the responsibility of every member of the University community to know the risks associated with alcohol and other drug use and abuse. This responsibility obligates all members of the Notre Dame community to know relevant University policies, as well as, federal, state and local laws and to conduct themselves in accordance with these policies and laws. The athletic department supports these policies and expects the student-athletes and athletics staff to abide by them.

Any student who violates Notre Dame policies regarding alcohol and drug use will be subject to severe sanctions. Violations may also result in penalties and/or fines as imposed by law enforcement.

Alcohol and Drug Policy for Student-Athletes

The Athletic Department of Notre Dame of Maryland University does not condone either underage or irresponsible consumption of alcohol. Consumption of alcohol can impair the human body thereby affecting athletic performance.

Drug and alcohol misuse can create serious social and health problems for the student-athlete. It is vital that student-athletes learn how the abuse of drugs or alcohol can be a severe detriment to their general health as well as athletic performance. Evidence of use of banned substances as specified by the National Collegiate Athletic Association (NCAA), including performance enhancing drugs, may result in a student-athlete's eligibility being negatively affected by the NCAA. This not only penalizes the student-athlete and their team, but also reflects negatively on the Keene State College community

A member of an intercollegiate athletic team at ANY level is part of an elite group of athletes and as a part of this group each student-athlete has a responsibility to her team, coaching staff, school, and the sport in general. Out of the millions of people who participate in athletics, at any given time in their life, only 2-3% are EVER a part of an intercollegiate team. It is an honor and

a privilege to be a part of an intercollegiate team and not a right. This privilege brings with it responsibility that should not be taken lightly.

The NCAA bans the following classes of drugs:

- Stimulants
- Anabolic Agents
- Alcohol and Beta Blockers (banned for rifle only)
- Diuretics and Other Masking Agents
- Street Drugs
- Peptide Hormones and Analogues
- Anti-estrogens
- Beta-2 Agonists

Note: Any substance chemically related to these classes is also banned.

The institution and the student-athlete shall be held accountable for all drugs within the banned drug class regardless of whether they have been specifically identified.

Drugs and Procedure Subject to Restrictions

- Blood Doping
- Local anesthetics
- Manipulation of Urine Samples
- Beta-2 agonists permitted only by prescription and inhalation
- Caffeine if concentrations in urine exceed 15 micrograms/ml

NCAA Nutritional/Dietary Supplements Warning:

Before consuming any nutritional/dietary supplement product, review the product with your athletic department:

- Dietary supplements are not well regulated and may cause a positive drug test result.
- Student-athletes have tested positive and lost their eligibility using dietary supplements.
- Many dietary supplements are contaminated with banned drugs not listed on the label.
- Any product containing a dietary supplement ingredient is taken at your own risk.
- It is your responsibility to check with the appropriate athletics staff before using any substance. Some Examples of NCAA Banned Substances in Each Drug Class

NOTE: There is no complete list of banned drug examples. Check with your athletics department staff before you consume any medication or supplement.

Stimulants: amphetamine (Adderall); caffeine (guarana); cocaine; ephedrine; fenfluramine (Fen); methamphetamine; methylphenidate (Ritalin); phentermine (Phen); synephrine (bitter orange); etc.

Exceptions: phenylephrine and pseudoephedrine are not banned.

Anabolic Agents: (sometimes listed as a chemical formula, such as 3,6,17-androstenetrione) boldenone; clenbuterol; DHEA; nandrolone; stanozolol; testosterone; methasterone; androstenedione; norandrostenedione; methandienone; etiocholanolone; trenbolone; etc.

Alcohol and Beta Blockers (banned for rifle only): alcohol; atenolol; metoprolol; nadolol; pindolol; propranolol; timolol; etc.

Diuretics (water pills) and Other Masking Agents: bumetanide; chlorothiazide; furosemide; hydrochlorothiazide; probenecid; spironolactone (canrenone); triameterene; trichlormethiazide; etc.

Street Drugs:

heroin; marijuana; tetrahydrocannabinol (THC) – no other substances are classified as NCAA street drugs.

Peptide Hormones and Analogues: growth hormone(hGH); human chorionic gonadotropin (hCG); erythropoietin (EPO); etc.

Anti-Estrogens: anastrozole; tamoxifen; formestane; 3,17- dioxo-etiochol-1,4,6-triene(ATD), etc.

Beta-2 Agonists: bambuterol; formoterol; salbutamol; salmeterol; etc.

Any substance that is chemically related to the class of banned drugs is also banned, unless otherwise noted.

NOTE: Information about ingredients in medications and nutritional/dietary supplements can be obtained by contacting the Resource Exchange Center, REC, 877-202-0769 or www.drugfreesport.com/rec password ncaa1, ncaa2 or ncaa3.

It is your responsibility to check with the appropriate athletics staff before using any substance. If the student athlete is currently prescribed a substance for medical purposes that appears on the NCAA list of banned drug classes (NCAA Bylaw 31.2.3) they have two (2) methods available to them regarding this issue:

- Fill out the NCAA medical Exception Documentation Reporting Form
- Consult with personal physician an alternative prescription that does not appear on NCAA list of banned drug classes (NCAA Bylaw 31.2.3)

POLICY RULES:

- Student-athletes UNDER the age of 21 must obey state and federally mandated established laws concerning alcohol. Violation of these laws are punishable by the consequences mandated by this policy, Notre Dame of Maryland University's policy and state and federal law agencies.
- In accordance with State Law and the policies of Notre Dame of Maryland University, student- athletes under the age of 21 cannot possess, purchase, sell, or transport alcohol.
- Student-athletes OVER the age of 21 must abstain from consuming alcohol 48 hours prior to any athletic contest.

- Dry periods (i.e. pre-season or play-offs) will be at the discretion of coaches and captains for each respective sport. During a dry period, student-athletes may not consume any alcohol at all. Alcohol will not be permitted on any Athletic Department sponsored trips or at home games.
- Alcohol is allowed at Athletic Department sponsored social functions with the permission of the Athletic Director and Notre Dame of Maryland University Student-Athlete Advisory Committee (SAAC) in accordance with the alcohol policy of Notre Dame of Maryland University.
- Illegal drugs are not tolerated. Illegal drug use will be punishable by the consequences mandated in this policy, Notre Dame of Maryland University policy, and state and federal law agencies.

THESE RULES ARE IN EFFECT DURING THE STUDENT-ATHLETE’S OFFICAL NCAA SEASON.

POLICY VIOLATION:

Violation of this policy can be reported to the Athletic Director and coach specific to your sport from the following sources:

- Associate Vice President of Student Life
- Notre Dame Honor Board
- Local, State, or Federal Law Agencies

CONSEQUENCES:

If a student-athlete is found in violation of Notre Dame of Maryland University Alcohol Drug Policy for student-athletes, she will face the consequences listed below and could face penalties sanctioned by Notre Dame of Maryland University and/or the State of Maryland.

Consequences in violation of the ALCOHOL Policy:

- *First Offense* results in suspension from the student-athlete’s next contest and a mandatory meeting with the coaching and athletic training staffs. The student-athlete must dress and attend the next contest, but she may not participate.
- *Second Offense* results in suspension from two days of competition and a mandatory meeting with the alcohol awareness class. If the student-athlete in violation is a captain, her captain status is revoked.
- *Third Offense* results in suspension from the team for the remainder of the season and mandatory attendance of counseling as determined by the counseling center. The student-athlete must obtain written release from the counselor in order to be considered in good standing and eligible to participate again in intercollegiate athletics.

Consequences in violation of the DRUG USE Policy:

- *First Offense* results in automatic suspension from the team for the remainder of the season and mandatory attendance of counseling as determined by the counseling center. The student-athlete must obtain written release by the counselor in order to be considered in good standing and eligible to participate in future intercollegiate athletics.

Appendix B:

NOTRE DAME OF MARYLAND UNIVERSITY
SPRING 2021 MARYLAND COLLEGE ALCOHOL SURVEY