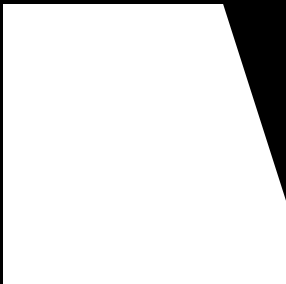
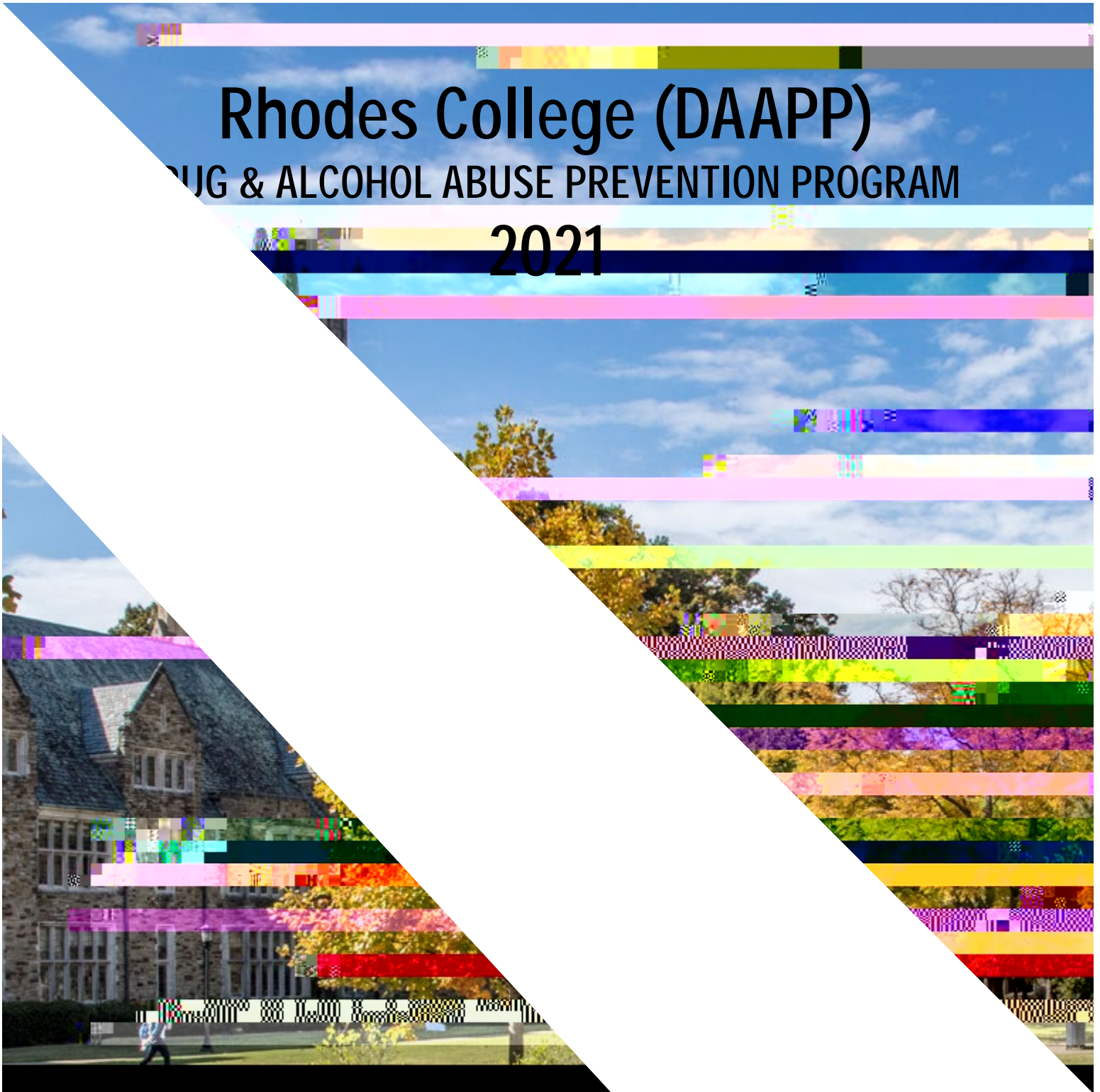


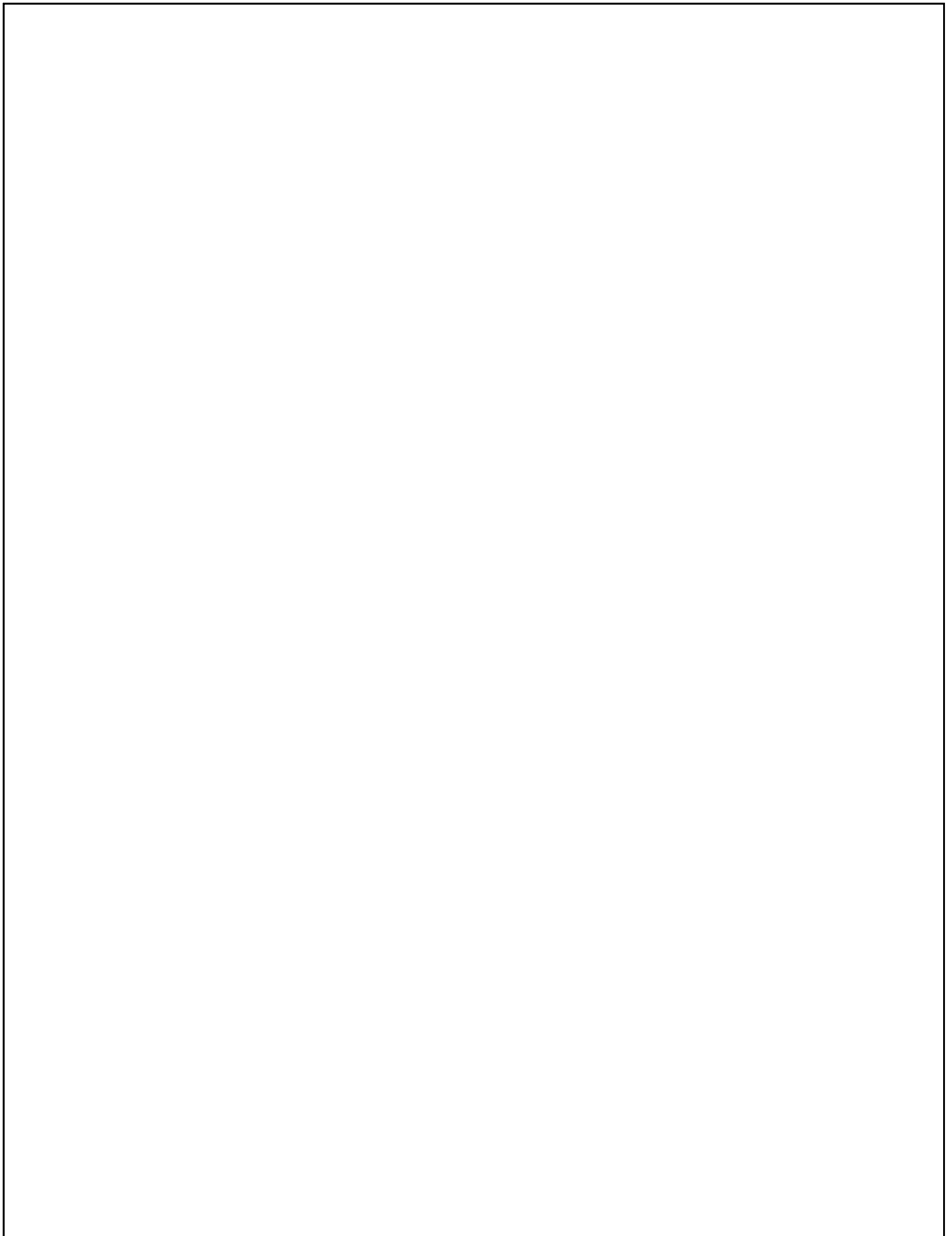
Rhodes College (DAAPP)

DRUG & ALCOHOL ABUSE PREVENTION PROGRAM

2021



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college-sanctioned event. All student events involving alcohol must be registered in the Events Management System, and the student host of the event must have approval from the organization's advisor. Once approved, carrying alcohol from one on-campus venue to another is prohibited unless carried in a cup. No bottles, cans, kegs or other containers are allowed to be carried from one on-campus venue to another. This includes, but is not limited to: academic buildings, the library, parking lots, outdoor quads and spaces, athletic fields, roadways, and administrative buildings.

- Driving under the influence of alcohol and/or drugs is strictly prohibited both on and off campus.
- Public consumption and/or possession of alcohol in public areas, including on-campus buildings and outdoor venues, is prohibited unless a college-sanctioned event.
- Good Samaritan Statement: The health and safety of students is a priority for the Rhodes community. Because of this, the College has adopted a Good Samaritan Statement, and students are expected to assist fellow community members by utilizing this service. Students are to contact Campus Safety or Residence Life staff when they believe an impaired/intoxicated student is in need of assistance. In case of a medical emergency, students should call 911. When a student or organization calls for assistance, neither the student/organization nor the impaired student will be subject to an alcohol violation, unless the student involved demonstrates a repeated lack of care for him/herself and the campus community. This policy does not protect students from violations of other college policies, such as threatening/causing physical harm, sexual assault, harassment, damage to property, hazing, etc. This policy likewise does not prevent action by local and state authorities. Staff members will record names of intoxicated students to allow for appropriate follow-up, which may result in timely completion of alcohol education programs, assessment, or treatment, depending upon the level of concern for the student's health and safety.
- High-risk drinking and associated paraphernalia (such as funnels) which encourage the abuse of alcohol are strictly forbidden.
- In order to promote safer alcohol consumption and individual responsibility, common containers and mass sources – including kegs and stockpiles of beer or other alcohol – are not permitted.
- Shared Responsibility Statement: Students who are found to be present in an environment when illegal, unhealthy, irresponsible, or unreflective of community values drinking is occurring may be held responsible for a "Shared Responsibility-Alcohol" violation. This violation will likely result in a warning.

Hosting Events and Parties

All events planned and hosted by Rhodes College departments and registered organizations must use the Events Management System to:

- Reserve the location (indoor, outdoor, and off-campus) 14 days prior to the event start date. In coordination with other departments listed below, arrangements are needed at least 7 days in advance.
- Arrange catering through Bon Appétit and request any of the following: set-up from Physical Plant (chairs, tables, stage, etc.), AV equipment from the Barrett Media Center, Campus Safety if cash is collected or security is needed, and publicity through Communications.
- In planning of events where alcohol is anticipated, the following are required: a minimum of 7 days advance notice to the Events Management System, a minimum of 3 days advance notice to the Physical Plant, and a minimum of 3 days advance notice to the Barrett Media Center.

1. While at work or at college-sponsored events, on or off campus, all employees are prohibited from being under the influence of alcohol to the point where, in the opinion of the college, judgment or performance is impaired.
2. Employees who exhibit chronic erratic or unusual behavior, incur excessive absences or incidents of tardiness, are involved in a work-related accident, or otherwise give the college reasonable cause to believe they are under the influence of alcohol will be subject to drug and alcohol testing and possible disciplinary action as stated in the college handbook.

Employees who organize or sponsor a student group, whether on or off campus, have the responsibility to enforce the College's **Social and Alcohol Policy**. Failure to comply with these responsibilities will be considered a violation of the Alcohol Policy and violators will be subject to disciplinary action suited to the severity of the violation as stated in the College Handbook.

Alcohol Consumption in the Lynx Lair

The procedures outlined below apply to all students, faculty, staff, alumni, visitors and guests of the College. At all times each member of the Rhodes community is responsible for his or her behavior and the conduct of his or her guests.

Identification & Purchasing Procedures

1. Students, faculty, staff, alumni, visitors and guests of the college who are of legal drinking age can present a valid driver's license for the purchase and consumption of alcohol. Each person may purchase only one alcoholic beverage at a time.
2. In accordance with the rules and regulations of the Alcohol Commission of the City of Memphis, the Memphis police shall be called promptly by Bon Appétit employees to report a fight or disturbance at the Lynx Lair. Students and employees involved in an alcohol-related incident in the Lair will be subject to disciplinary action described in the Alcohol Policy.
3. Bon Appétit reserves the right to refuse service to any persons.
4. No alcohol may be brought into the Lynx Lair.

Reservations Procedures

Student organizations may reserve the Lynx Lair for special events, however, because it is a place of business, a group may not restrict access to any member of the Rhodes community, visitors, or guests during the event.

Organizations wishing to reserve the Lynx Lair should follow the same hosting event and party guidance above.

Alcohol Awareness

Rhodes is committed to providing students, faculty, and staff with factual information about alcohol as well as confidential referrals for professional assistance in the event that they are needed. An awareness of the negative effects of alcohol consumption may assist you in your efforts to make safe and responsible choices about alcohol. Educational programs will be organized and conducted annually to promote continued awareness and encourage an attitude of genuine concern and care for others. Information concerning responsible use, effective party planning, indications of abuse or addiction, and resources for assistance are available for you or someone you care about in the Counseling Center.

Rhodes College Drug Policy

the Drug-Free Schools and Communities Act Amendments of 1989

3.

For misdemeanor possession of a controlled substance, the penalty is imprisonment of not more than 11 months and 29 days and a \$2,500 fine.

The term “drug paraphernalia” means any equipment, products, and materials of any kind which are primarily used, intended for use, or designed for use by the person in possession of them, in planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, converting, producing, processing, preparing, testing, analyzing, packaging, repackaging, storing, containing, concealing, injecting, ingesting, inhaling, or otherwise introducing into the human body, a controlled substance. (T.C.A. 22-42A-1)

The maximum penalty for unlicensed possession of drug paraphernalia is a Class A misdemeanor with imprisonment up to 11 months and 29 days in jail and a \$2,500 fine.

The maximum penalty for the unlicensed possession of drug paraphernalia with intent to sell, deliver, or manufacture a controlled substance is a Class E felony with imprisonment for not less than one year nor more than six years, or a fine of not more than \$5,000, or both.

Federal Drug Laws

The Federal Controlled Substances Act specifies penalties, for a first offense individual involved in the unlawful manufacturing, distribution, or possession with intent to distribute narcotics, of not fewer than 10 years or more than life imprisonment and a fine up to 4 million dollars, or both. The penalty for simple possession, knowingly or intentionally possessing a controlled substance, is imprisonment up to one year and a minimum fine of \$1000, or both. Penalties for unlawful distribution of a controlled substance to a person under twenty-one (21) years of age is imprisonment or a fine, or both, up to twice that established for distribution offenses.

Student Penalties

The minimum penalty for a first-time drug paraphernalia violation is a requirement to participate in drug education and disciplinary probation for six months. Any student who violates the drug policy for drug paraphernalia for a second time will likely be deferred suspension or suspension from the College for at least one semester.

The minimum penalty for a first-time violation of the Drug Policy for misuse or abuse of legal drugs or the illegal use or possession of a prescription drug, or controlled substance is disciplinary probation for a full year and a requirement for participation in a drug abuse education and/or treatment program. Parental notification is also likely. Any student who violates the Drug Policy for misuse or abuse of legal or illegal use or possession of a prescription drug, or controlled substance for a second time will likely be suspended from the College for at least one year.

Shared Responsibility Statement: Students who are found to be present in an environment where drug use or drug paraphernalia is present will be held

FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine				
Fentanyl (Schedule II)	40-399 grams mixture	serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.	400 grams or more mixture	injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.
Fentanyl Analogue (Schedule I)	10-99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100-999 grams mixture		1 kg or more mixture	
LSD (Schedule I)				
Methamphetamine (Schedule II)	5-49 grams pure or 10-499 grams mixture	than 10 yrs, and not more than life. If death or serious injury, not less than 20 yrs, or more than life.	50 grams or more pure or 100 gm or more mixture	than 20 yrs, and not more than life. If death or serious injury, not less than 20 yrs, or more than life.
PCP (Schedule II)	10-99 grams pure or 100-999 grams mixture	Fine of not more than \$8 million if an individual, \$10 million if not an individual.	100 gm or more pure or 1 kg or more mixture	Fine of not more than \$8 million if an individual, \$10 million if not an individual.

PENALTIES		
Other Schedule I & II drugs (and any drug containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: Not more than 10 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual. Second Offense: Not more than 20 yrs. Fine \$2 million if an individual, \$10 million if not an individual.
Flunitrazepam (Schedule IV)	1 gram	
Other Schedule III drugs	Any amount	First Offense: Not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
All other Schedule IV drugs	Any amount	First Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual.
Flunitrazepam (Schedule IV)	Other than 1 gram or more	Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual.
All Schedule V drugs	Any amount	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$500,000 if not an individual. Second Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$500,000 if not an individual.

FEDERAL TRAFFICKING PENALTIES—MARIJUANA

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

*The minimum sentence for a violation of this section is 5 years imprisonment without release and a fine of \$250,000 if an individual and \$500,000 if not an individual. Convictions for a felony drug offense have become final for purposes of this section if the conviction is mandatory to

Appeals Process: Employees will have the right to appeal any disciplinary action that is consistent with the appeals process as described in the college handbook.

Health Risks

Employee Resources

Employee Assistance Program

Rhodes employees can access CONCERN, an Employee Assistance Program. CONCERN provides counseling services to employees, their

Disciplinary Violations

Disciplinary Sanctions

The following sanctions may be imposed upon any student found to have violated College policies:

1. **Warning:** After a judicial conference or hearing, the hearing officer or body may believe the appropriate lesson has been learned and conclude the matter with a formal letter of warning.
2. **Disciplinary Probation:** A written notification for violation of specified regulations. Probation is designated for a specified period of time and includes the probability of more severe disciplinary sanctions, including suspension or expulsion, if the student is found to

