



DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM (DAAPP) 2024 Report

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INTRODUCTION

The Drug-Free Schools and Communities Act (DFSCA) of 1989, also known as the Drug-Free Schools and Campuses Act, requires institutions of higher education to establish drug and alcohol abuse prevention programs for all students and employees. Students and employees must receive materials annually that contain information on:

1. standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
2. a description of the applicable legal sanctions under federal, state, or local law for the unlawful possession or distribution of illicit drugs and alcohol;
3. a description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
4. a description of any drug and alcohol programs (counseling, treatment, rehabilitation, and re-entry) that are available to employees and students; and
5. a clear statement of the disciplinary sanctions students and employees may face for violations of standards of conduct relating to drugs and alcohol.

In accordance with the Drug-Free Schools and Communities Act (DFSCA) and Part 86 of the Department of Education's General Administrative Regulations, The University of North Carolina at Greensboro (UNC Greensboro or UNCG) publishes a Drug and Alcohol Prevention Program Annual Report (DAAPP). All students and employees are highly encouraged to read this report. Students and employees may request information about the Drug Free Schools and Communities Act by contacting the Spartan Well-Being office at 336-334-5340 (107 Gray Drive, Greensboro, NC, 27412). In compliance with this act, The DAAPP is posted on the [Division of Student Affairs website](#), annually emailed to all students and employees, and emailed to all new employees during the on-boarding process.

UNC Greensboro also conducts a biennial review to measure the effectiveness of its alcohol and drug prevention program, to ensure consistent treatment in enforcement of its disciplinary sanctions and implement necessary changes to the program. The University prepares a report of findings and maintains its biennial review report and supporting materials and makes them available to the Department of Education and interested parties upon request.

UNC Greensboro is committed to maintaining an environment that supports and encourages the pursuit and dissemination of knowledge. All members of the academic community - students, faculty, administrators, and staff - share in the responsibility of protecting and promoting that environment and all are expected to exemplify high standards of professional and personal conduct. The illegal or abusive use of alcohol and other drugs by members of the UNCG community adversely affects the educational environment. North Carolina and federal laws restrict or prohibit the use of alcohol and other drugs in various contexts. The illegal or abusive use of alcohol and other drugs is not compatible with personal health and welfare and the pursuit of academic excellence and will not be tolerated by the University on the campus or as part of any institutional activities.

The use and abuse of alcohol or other drugs (high-risk choices) can have serious negative consequences. High-risk choices can lead to significant academic, legal, financial, job performance and relationship problems, as well as problems with physical, mental and emotional health. High-risk use of alcohol and other drugs is also a factor in injuries and deaths related to overdose, accidents, and crimes. As long as one person is involved in high-risk behavior, all are at risk because problems related to the use of alcohol and other drugs affect not only the user, but friends, family, classmates, coworkers, and the entire UNC Greensboro community. The goal is a safe and healthy University environment.

HEALTH RISKS ASSOCIATED WITH DRUG AND ALCOHOL USE

The use of alcohol and drugs can have significant and far-reaching effects on physical and mental health. The following section provides an in-depth analysis of the health risks associated with the consumption of alcohol and cannabis (additionally referred to as marijuana), opioids, stimulants and other substances.

Alcohol

Short-Term Risks

Consumption of alcohol can result in immediate health risks, including impaired judgment, decreased coordination, and slowed reaction times. These effects increase the likelihood of accidents and injuries, such as falls, burns, drownings, and motor vehicle crashes. Alcohol poisoning, a severe and potentially fatal condition, occurs when blood alcohol concentration (BAC) levels rise to dangerous levels, leading to vomiting, seizures, hypothermia and unconsciousness.

Long-Term Risks

Chronic alcohol use is associated with a range of long-term health issues. These include liver diseases such as alcoholic hepatitis, fibrosis, and cirrhosis, which can be life-threatening. Additionally, heavy drinking increases the risk of cardiovascular problems, including hypertension, arrhythmias, cardiomyopathy, and strokes. For more information on the effects of alcohol on the body, the National Institute on Alcohol Misuse and Alcoholism has comprehensive research-based information related to alcohol consumption among college students at the [College Drinking Prevention page](#).

Research indicates that heavy alcohol consumption can lead to:

- various cancers, particularly those of the mouth, esophagus, throat, liver, and breast;
- Alcohol Use Disorder (“AUD”), characterized by an inability to control drinking despite negative consequences; and
- psychological effects, including depression, anxiety and other mental health disorders.

BAC (%)	Behavioral Effects	Impairment
0.02-0.03	Mild euphoria/relaxation	Slight impairment of judgment

0.05-0.08	Impaired judgment/coordination	Reduced reaction time, legal intoxication in NC
0.10-0.15	Major motor and speech impairment	Major impairment of motor control and blackout
>0.30	Loss of consciousness, risk of coma	Potentially fatal respiratory depression

Cannabis

Short-Term Risks

The psychoactive compound in cannabis, tetrahydrocannabinol (“THC”), affects the brain, leading to altered sensory perception, impaired memory, and distorted time perception. Acute effects include euphoria, increased appetite and relaxation, but may also include anxiety, paranoia, and panic in some users. The impairment of motor skills and judgment significantly increases the risk of accidents, particularly when driving under the influence.

Long-Term Risks

- Recent studies highlight the significant long-term effects of cannabis use on cognitive and mental health.
- Long-term cannabis use, especially from adolescence, impairs verbal memory and increases the risk of mental health disorders like schizophrenia.
- Chronic use is linked to respiratory problems, including bronchitis and a higher risk of infections.
- Frequent cannabis use is associated with memory, attention and learning difficulties.
- Cannabis use can worsen the risk of mental health conditions, particularly in younger users.

THC Concentration	Common Forms	Potential Risks
<10%	Herbal cannabis, low potency edibles	Milder psychoactive effects, lower risk of acute anxiety
10-20%	Higher-potency cannabis, most edibles	Increased risk of psychosis, cognitive impairment
>20%	Concentrates, oils, waxes	High risk of severe psychological effects, including hallucinations and paranoia

Opioids

Short-Term Risks

Opioids, including prescription pain relievers (e.g., oxycodone, hydrocodone) and illicit drugs like heroin, can lead to immediate and severe health risks. These drugs act on opioid receptors in the brain, producing pain relief and euphoria. However, they also depress respiratory function, which can be fatal in cases of overdose. Signs of opioid overdose include pinpoint pupils, unconsciousness and respiratory depression.

Long-Term Risks

Chronic use of opioids can lead to opioid use disorder. Long-term health consequences include tolerance (requiring higher doses to achieve the same effect), physical dependence and withdrawal symptoms. Opioid misuse can increase the risk of infectious diseases like HIV and hepatitis, particularly when injected.

Opioid Potency	Common Examples	Risk Level
Low	Codeine, tramadol	Moderate pain relief, lower overdose risk
Moderate	Hydrocodone, oxycodone	Pain relief, higher risk of addiction and overdose
High	Fentanyl, heroin	Very high risk of addiction, overdose and death

Prescription Painkillers

Short-Term Risks

Prescription painkillers, including opioids like oxycodone, hydrocodone, morphine and fentanyl, are prescribed for pain relief but carry significant risks of misuse, dependence and addiction. Short-term effects include pain relief, drowsiness, euphoria and potential respiratory depression, which can be life-threatening.

Long-Term Risks

Long-term use of prescription painkillers can lead to tolerance, requiring higher doses, increasing addiction risk and causing withdrawal symptoms. Overdose risk is heightened when combined with substances like alcohol. Chronic use also impacts mental health, contributing to depression, anxiety and mood disorders.

Drug Name	Brand Names	Potency	Risk Factors
Oxycodone	OxyContin, Percocet	High	High risk of addiction, overdose

Hydrocodone	Vicodin, Norco	Moderate	Dependence, respiratory depression
Morphine	MS Contin, Kadian	High	High potential for misuse
Fentanyl	Duragesic, Actiq	Extremely High	Overdose, especially when misused

Stimulants

Short-Term Risks

Stimulants like cocaine, methamphetamine, Adderall and Ritalin increase energy and alertness by boosting certain brain neurotransmitters. Short-term effects include increased heart rate, blood pressure, body temperature and reduced appetite. However, high doses can lead to dangerous cardiovascular events, such as heart attacks or strokes.

Long-Term Risks

Prolonged use of stimulants can cause severe health issues, including extreme weight loss, cardiovascular damage, gastrointestinal problems, neurological conditions like stroke, seizures and mental health effects. As tolerance builds, the risk of overdose and withdrawal symptoms increases.

Stimulant Type	Common Effects	Long-Term Risks
Cocaine	Euphoria, increased energy	Cardiovascular, addiction, nasal damage
Methamphetamine	Euphoria, increased alertness	Severe dental issues, skin sores, addiction
Prescriptions	Increased focus, alertness	Risk of heart problems, high addiction

Other Substances

Hallucinogens

Hallucinogens, such as LSD, psilocybin mushrooms, and peyote alter perception, thoughts and feelings. These substances can cause hallucinations, distorted reality and altered sense of time. While generally not associated with physical dependence, hallucinogens can lead to psychological distress, including "bad trips," anxiety and paranoia. Long-term use can lead to persistent changes in mood and perception, as well as potential development of hallucinogen persisting perception disorder.

Inhalants

Inhalants, which include household substances like glue, paint thinner and aerosol sprays, are inhaled to produce psychoactive effects. The use of inhalants can lead to immediate and severe health risks, such

as sudden sniffing death syndrome, caused by cardiac arrest. Long-term inhalant use can result in irreversible damage to the brain, liver and kidneys, as well as neurological deficits and cognitive impairment.

Synthetic Drugs

Synthetic drugs, including synthetic cannabinoids and synthetic cathinone, pose significant health risks. These substances can produce unpredictable and severe effects, including acute psychosis, aggression and cardiovascular complications. The chemical composition of synthetic drugs often changes, making their effects and risks difficult to predict and increasing the likelihood of overdose and other harmful outcomes.

Class	Effects	Risks
Synthetic Opioid	Euphoria, sedation	Respiratory depression, death
Synthetic Opioid	Pain relief, euphoria	Overdose, respiratory arrest
Synthetic Cannabinoid	Psychoactive effects	Acute psychosis, seizures, cardiac events
Synthetic Cathinone	Stimulant effects, increased energy	Paranoia, hyperthermia, death
Novel Benzodiazepine	Sedation, anxiolysis	Dependence, overdose, withdrawal
Designer Hallucinogen	Hallucinations, altered perception	Severe agitation, hypertension, death

Emerging Novel Psychoactive Substances

Designer Hallucinogens

New hallucinogenic substances have gained popularity for their intense psychedelic effects. These drugs can cause profound alterations in perception, thought and mood. However, they also pose significant risks, including extreme agitation, severe hypertension and serotonin syndrome. The potency of these substances makes accurate dosing difficult, leading to a high risk of overdose.

The emergence of new psychoactive substances presents ongoing challenges for public health and safety. These substances often have unknown chemical compositions and effects, making them particularly dangerous. Students and staff are encouraged to stay informed about these risks and to utilize the university's support services if they or someone they know is struggling with substance misuse.

Synthetic Cannabinoids

New variations of synthetic cannabinoids have become increasingly popular, largely due to their legal status in many areas. These substances mimic the effects of THC, the psychoactive component of cannabis, but they are often more potent and can produce unpredictable and potentially dangerous effects.

Category	Details	Effects and Risks
Legal Status	Legally available in many regions due to their ambiguous classification under current regulations.	False sense of security; users may underestimate the potential dangers.
Common Synthetic Cannabinoids	Delta 8, Delta 9, Delta 10, Delta 11	Similar to THC, but often more potent and unpredictable.
Variability in Potency	Inconsistent potency across products increases the risk of accidental overdose, potentially leading to severe mental and physical reactions.	Overdose risk can result in severe psychosis, intense paranoia, hallucinations, seizures, or cardiac events.
Health Risks	Severe psychosis, intense paranoia, hallucinations, and extreme anxiety. Life-threatening physical reactions such as seizures and cardiac events. Long-term effects on cognitive function, mental health, and overall well-being are poorly understood.	<u>Mental health issues:</u> Long-term use can lead to anxiety, depression, and cognitive impairment. <u>Physical health risks:</u> Risk of death from seizures, heart attacks, or respiratory failure. <u>Unknown long-term effects:</u> Potential for lasting damage to brain function and mental health
Regulatory Gaps	Lack of stringent regulation means products are not consistently tested for safety, purity, or potency, creating a false sense of consumer security.	<u>Health hazards:</u> Consumers are at risk of exposure to unsafe or harmful substances without knowing it.

Synthetic Opioids

Synthetic opioids, particularly fentanyl analogs, continue to be a severe public health threat, are extremely potent, and have been linked to a significant increase in overdose deaths. These substances are often mixed with other drugs, such as heroin or cocaine, without users' knowledge, thereby dramatically increasing the risk of fatal overdose. Additionally, counterfeit pills containing fentanyl are increasingly common, further elevating the danger to unsuspecting users.

PREVENTION, EDUCATIONAL AND AWARENESS PROGRAMS AND INITIATIVES

At UNC Greensboro, we are committed to promoting a healthy and safe campus environment through a variety of educational programs and awareness campaigns. These initiatives are designed to inform

students, faculty, and staff about the risks associated with alcohol and drug use while also providing the necessary support for those dealing with substance-related concerns.

Supporting New Student Transitions and First-Year Experience

The transition to college life often brings new freedoms, responsibilities, and social environments, which can sometimes lead to risky behaviors, including substance use. To help first-year students navigate these changes, UNCG offers a comprehensive range of programs beginning at orientation.

Student Well-Being: itMatters

ItMatters is an interactive online prevention education course designed to provide students with information, knowledge, skills and resources on topics that are often avoided or ignored, but that have a lot of influence on personal success as a student and in life. This program is provided for all new students, (first year, adult student learners, and transfer students). Topics include Alcohol; Sexual Behaviors; Sexual Violence; Mental Health; and Sleep Wellness. All incoming students are provided information about itMatters and completing the program during orientation.

Spartan Orientation and Advising (SOAR)

Spartan Orientation and Advising (SOAR) is UNC Greensboro's new student orientation program required for all incoming undergraduates, including transfer students. SOAR is an interactive program designed to support students and their families as they transition into a new academic environment. Students and families are exposed to the many holistic wellness resources available at UNCG, as well as provided information about the itMatters program and the Student Code of Conduct.

College Student Success Courses and Programs

UNCG's Minerva's Academic Curriculum (MAC) Foundations Course integrates health and wellness, highlighting the eight essential dimensions of wellness. This enhancement goes beyond traditional academic skills, offering personalized goal setting for students' holistic wellness journeys, backed by an array of campus resources to support these ambitions.

FYE 101: Succeed at the G, is specifically designed to help first year and transfer students transition smoothly into college life. This course equips students with essential tools and knowledge to succeed academically and personally. The curriculum often covers critical topics such as time management, study skills, and holistic wellness, discussing topics such as substance misuse prevention, mental health awareness, and holistic wellness.

In addition to these courses, UNCG's TRIO Student Support Services (SSS Classic), SSS STEM-Health Sciences, the Ronald E. McNair Scholars Program, and other supportive programs emphasize students' holistic wellness. These programs provide workshops, resources and personalized support, with areas of focus within the program to address substance misuse prevention, mental health and holistic wellness.

This comprehensive support is for students who are first-generation, have modest income, and/ or who have disabilities.

Online Students

In addition to the resources previously described, UNG Greensboro offers a drug and alcohol proevent program as a component of the Spartan Well-Being Program provides resources and support through digital platforms. Educational materials, counseling services and peer support programs are accessible online, ensuring distance learners can engage with prevention programs regardless of physical location. The university also offers virtual workshops and webinars tailored to the needs of online students, providing them with the tools and information necessary to make informed decisions about substance use. During Welcome Week, UNCG hosts interactive workshops reinforcing healthy decision-making and introducing students to support services.

UNCG Police Department Prevention and Education Programs

Adopt-a-cop

In the interest of fostering good relations with community members residing in university residence halls, the UNCG Police Department, in partnership with Residence Life, implemented the Adopt-A-Cop program. The program entails the assignment of a specific officer to each hall. Officers participate in hall activities and deliver presentations on topics such as alcohol and drug awareness, safety and security, and identity theft.

Safety Talks

Safety talks are informal group discussions that focus on the various safety resources and services. These conversations are intended to promote personal safety by increasing community awareness. Participants have opportunities to ask questions and learn about available resources and services. Safety Talks are available upon request to classes, groups, and departments.

Brief Alcohol/Cannabis Screening and Intervention for College Students (BASICS/CASICS)

BASIC/CASICS is a program designed to provide individualized feedback and counseling to students regarding their alcohol and substance use, particularly cannabis use. In addition to educational materials and peer support, it includes a confidential session with an alcohol and other drug counselor, where students receive a personalized feedback report. BASICS/CASICS aims to help students develop strategies for safer, healthier and less risky lifestyles, enhancing their academic success and personal well-being.

Anonymous Online Mental Health Screening

Brief screenings are the quickest way to determine if you or someone you care about should connect with a behavioral health professional. Examples of screenings offered online through UNCG's Counseling & Psychological Services include substance use, alcohol use, gambling behavior, and opioid use. Screenings are completely anonymous and confidential. Screening results are provided following the brief questionnaire including recommendations and key resources.

Campus Prevention and Education Programs and Campaigns

Campus prevention and education programs and campaigns, initiated out of the office of Spartan Well-Being, focus on raising awareness about substance use and misuse that can lead to dependence and addiction. Spartan Well-Being highlights the risks associated with commonly used and misused substances, addresses harm reduction, risks and symptoms, social pressure, and strategies for support, breaking the stigma and ways to help keep the community safe. The campaigns and programs also highlight process and behavior addictions that may be impacting health and well-being.

Thrive Thursdays

Thrive Thursdays focus on behavioral and substance addiction and dependence, as well as financial literacy education. Each event features a specific class of substances: Tobacco Cessation, Process Addiction, Gambling, Pornography, Gaming, Delta 8, THC, Vaping, Opiates, Club Drugs, Alcohol, Cocaine/Amphetamines, Hallucinogens- Mushrooms/Psilocybin. Thrive Thursdays include wellness coaching, virtual and in-person programming, as well as social media and newsletter campaigns.

Wellness Wednesdays

Wellness Wednesdays are designed as two-fold educational opportunities for students. There is interactive tabling where students engage with a staff person(s) to learn more about resources across campus, in addition to experiential programming where students can engage with activities designed to enhance their health and well-being. Each semester features an alcohol specific education and harm reduction activity. Wellness Wednesdays include wellness coaching, virtual and in-person programming, as well as social media and newsletter campaigns.

Mental Health First Aid

Mental Health First Aid (MHFA) teaches participants how to identify, understand, and respond to signs of mental illness and substance use disorders. Several training courses are offered each semester to faculty, staff, and students, and Mental Health First Aid training is offered to parents and families during Parents and Families Weekend each fall semester.

Be Well. Stay Well.

The Be Well, Stay Well: Thrive at the G event occurs once a semester and seeks to inform students, faculty, and staff about how to be well in each of the eight dimensions of wellness, as well as promotes on-campus resources which help them maintain optimal wellness in all dimensions. In addition to providing information and resources, the Be Well, Stay Well: Thrive at the G event engages participants in interactive activities designed to promote their well-being.

Spartans Thrive

Beginning Fall 2023, UNCG introduced Spartans Thrive, a unique initiative designed to nurture not just academic prowess, but overall well-being. This five-year program is integral to UNCG's Quality Enhancement Plan (QEP), embodying UNCG's pledge to "Student Transformation for Health & Wellness." Spartans Thrive is not just about academic success, it is about crafting a balanced, fulfilling college experience.

Overdose Prevention

Spartan Recovery, Spartan Well-Being, and the Alcohol and Other Drug Counselors in Counseling & Psychological Services collaborate to provide overdose prevention education, including information on recognizing overdose symptoms, laws, administering naloxone, and accessing campus support services.

The Good Samaritan Law provides legal protection to individuals who assist someone experiencing a medical emergency, such as a drug overdose, by seeking help. It encourages people to act without fear of legal repercussions, ensuring timely assistance is provided in critical situations.

Naloxone (also known as Narcan) is a life-saving medication that blocks opioid receptors in the nervous system, reversing an opioid-related overdose in an emergency. Opioids include but are not limited to heroin, fentanyl, and prescription/nonprescription opioid medications. Naloxone is available at the Student Health Services Pharmacy at no charge, as well as through Spartan Recovery.

Naloxone Training

Naloxone training focuses on overdose prevention strategies and is available to students, faculty and staff online and in-person. It covers the signs and symptoms of an overdose, appropriate response techniques and how to support individuals in recovery. The training equips participants with the knowledge and skills to act in emergencies and provide life-saving medications to reverse an opioid overdose.

Recovery Zone

Recovery Zone is an online or in-person course available to all UNCG students, faculty, and staff designed to train UNCG community members to be an ally and provide support to students in recovery from

alcohol or other drug addiction. The training includes understanding substance use challenges and promoting an inclusive and supportive environment for those in recovery.

WellTrack

UNCG's Counseling & Psychological Services collaborates with [WellTrack](#) to provide a free online self-help platform that provides mental health tools and resources. WellTrack Interactive Self-Help Therapy is an online application which includes self-help courses on various mental health topics and features that assist in tracking moods, assessing mental health, and connecting with campus resources.

Employee Specific Support

The University's Human Resources has many work-life and wellness initiatives to help employees manage stress in healthy ways.

Employee Assistance Program through ComPsych

The State Employee Assistance Program (EAP) provides support and resources to help employees deal with a variety of personal concerns, including issues surrounding drug and alcohol abuse. EAP services are offered by professional counselors and include assessment, referrals, and online resources. The EAP program is confidential, and the first three sessions are free to eligible employees and their family members. The North Carolina EAP is provided by [ComPsych Guidance Resources](#).

Healthy UNCG

[HealthyUNCG](#) is UNCG's employee wellness initiative and offers a variety of programs and resources to support employees in achieving holistic wellness. HealthyUNCG provides information, education, programs, services, and newsletters.

Percipio Professional Development Catalogue

Percipio is an immersive learning platform that allows employees to curate content and engage in multifaceted learning professionally and personally, including emotional wellness and emotional intelligence. Percipio offers a professional development catalogue that is free to UNCG employees and consists of online courses, workshops and webinars.

Counseling, Treatment, and Rehabilitation Services

UNCG has developed a network of services to support those affected by substance use, misuse and abuse. These services are designed to offer confidential assistance and foster a supportive environment for recovery.

On-Campus Resources

Counseling & Psychological Services

Counseling & Psychological Services provides a range of services, including individual and group counseling, crisis intervention and referrals for specialized treatment. Counseling & Psychological Services has a Licensed Clinical Addictions Specialist (LCAS) provider who provides direct clinical services, including individual and group, to students with substance use disorders, as well as substance misuse. Additionally, this position collaborates with the Dean of Students office to provide support and mental health resources for students who have been transported to the hospital due to alcohol or other substances. The LCAS also meets with students who have been sanctioned by the Office of Rights and Responsibilities to participate in BASICS/CASICS and/or a substance use assessment. In addition to direct care, this position provides trainings and support to staff members, as well as outreach and consultation to the UNCG campus, including faculty, staff and students.

The "Safe Coping: Self-Medication No More" is an educational support workshop that offers a confidential space for students to learn safe coping, decrease risky behaviors, and share experiences and receive peer support.

Let's Talk: AOD Edition

"Let's Talk" is a drop-in service that offers informal, private consultation with a UNCG Counseling and Psychological Services counselor. The AOD edition is led by the Licensed Clinical Addictions Specialist. Let's Talk consultations are offered first come, first served (no appointment necessary) and typically are about 20-25 minutes in length. Let's Talk is a consultative service, and not a substitute for counseling

The Spartan Recovery Program (SRP)

Spartan Recovery is a program of Student Health Services Counseling & Psychological Services that is available, free of charge, to UNC Greensboro students in all phases of recovery from addictions to alcohol and/or other drugs. Spartan Recovery at UNCG is the premier program in the state of North Carolina for students who have made improvements to their lives by not drinking alcohol or using other illicit or non-prescribed drugs. The SRP is not a treatment program; rather, Spartan Recovery nurtures social, academic, and professional success for people seeking or living in recovery by providing a welcoming and fun environment, individual, peer, and community support, and opportunities for growth. Spartan Recovery offers a variety of services for UNCG students to include: Peer Support, Recovery Coaching, Recreational Activities, Monthly Celebration of Recovery Events, Roommate Matching, Referrals for Support Services Personal and Professional & Academic Development. Spartan Recovery began hosting recovery housing Fall 2023. SRP also hosts recovery related events on campus throughout the year that are open to the entire campus and the greater community.

Recovery Meetings

Spartan Recovery, in collaboration with community organizations, hosts recovery meetings in the SRP group room that are open to faculty, staff, students and community members. Current recovery meetings include Alcoholics Anonymous, Narcotics Anonymous, Recovery Dharma, Yoga 12-Step Recovery, and AI-Anon.

Employee Assistance Program (EAP)

The State Employee Assistance Program (EAP) provides support and resources to help employees deal with a variety of personal concerns, including issues surrounding drug and alcohol abuse. EAP services are offered by professional counselors and include assessment, referrals, and online resources. The EAP program is confidential, and the first three sessions are free to eligible employees and their family members. The North Carolina EAP is provided by ComPsych Guidance Resources. These services are available 24/7 and the website is: www.guidanceresources.com, login username and password: UNCG.

Headspace Care

Headspace Care provides mental healthcare through the Headspace Care app to employees and their dependents age 18 and older. Headspace Care offers on-demand, confidential mental healthcare through coaching via text-based chats, self-care activities, and video-based therapy and psychiatry.

Emergency Medical Response

As part of UNCG's ongoing efforts to provide prompt and effective responses to medical emergencies, all UNCG Police Department officers are equipped with Narcan (naloxone) and comprehensive medical kits. Narcan (naloxone) is a life-saving medication used to reverse the effects of opioid overdoses. It allows officers to provide immediate assistance in cases of suspected overdose, potentially saving lives while awaiting the arrival of additional medical personnel. Officers undergo regular training to ensure proficiency in administering Narcan and providing basic first aid and CPR/AED support in critical situations.

In case of medical emergency, medical providers in UNCG Student Health Services (SHS) also have access to, and can administer, naloxone. Naloxone is supplied on every emergency response cart. SHS medical providers also have the ability to prescribe Naloxone.

Spartan Recovery and the Student Health Services Pharmacy provide Naloxone free of charge to students and other UNCG community members as part of UNCG's Opioid Overdose Prevention Plan.

Off Campus Resources

Behavioral Health Urgent Care for Guilford County Residents is for children, adolescents (age 4-17) and adults presenting in a mental health crisis and seeking urgent behavioral health or substance use treatment.

Open 24/7, No appointment required.
931 Third Street, Greensboro, NC 27405
Phone: (336) 890-2700

Nami Guilford is a family-based, grassroots, support and advocacy organization, which strives to act as the community hub for information relating to local resources and services for the friends and families of individuals living alongside a mental health condition, as well as the individuals themselves.

Call or text **988** – Lifeline: 24/7 free, confidential mental health hotline that connects individuals in need of support with counselors across the United States and its territories. People do not have to be suicidal to call.

Detox

Daymark Facility-Based Crisis facility – Randolph County (Adult)

110 W. Walker Ave., Asheboro, NC 27203
Phone: (336) 633-7240
Hours: 24/7

Daymark Facility-Based Crisis facility – Davidson County (Adult)

1104-B South Main Street, Lexington, NC 27292
Phone: (336) 300-8826
Hours: 24/7

Cone Health - Wesley Long Hospital

2400 W. Friendly Ave., Greensboro, NC 27403
Phone: 336-832-1000
Hours: 24/7

Residential Treatment

Daymark Recovery Services – Guilford Substance Use Residential Treatment Center

5209 West Wendover Avenue, High Point, NC 27265
Phone: (336) 899-1550
Free Treatment

Fellowship Hall

5140 Dunstan Road, Greensboro, NC 27405
Phone: (336) 621-3381

Caring Services

102 Chestnut Drive, High Point, NC 27262
Phone: (336) 886-5594

Path of Hope

1675 E Center St, Lexington, NC 27292

Phone: (336) 248-8914

Insight Human Services

665 W. Fourth St., Winston-Salem, NC 27101

Phone: (336) 725-8389

Outpatient/Intensive Outpatient

Pasadena Villa Outpatient Triad

7900 Triad Center Dr Ste 300, Greensboro, NC 27409

Phone: (336) 844-4336

Alcohol and Drug Services – Guilford

1101 Carolina Street, Greensboro, NC, 27401

Phone: 336-333-6860

The Ringer Center

213 East Bessemer Avenue, Greensboro, NC 27401

Phone: 336-379-7146

New Vision Therapy

810 Warren Street, Greensboro, NC 27403

Phone: (336) 255-7131

Harm Reduction

Guilford County Solution to the Opioid Problem is a community-based nonprofit organization with the mission of reducing opioid-related mortality in Guilford County and provides post-overdose response, support to individuals involved in the justice system, and community outreach services. All services are provided at no cost to program participants.

1814 Eastchester Dr., High Point, NC 27265

Phone: (336) 505-8122

SAFE Project (Stop the Addiction Fatality Epidemic) works collaboratively to bring solutions to communities, campuses, workplaces, and active-duty service members, veterans, and their families.

<https://www.safeproject.us>

Resource for Veterans and Substance Use

Mesothelioma Hope: <https://www.mesotheliomahope.com/veterans/addiction>

Safe Veterans: <https://www.safeproject.us/veterans>

Support Groups

Alcoholics Anonymous is a global community of alcoholics who use the Twelve Steps to maintain sobriety and help others do the same.

<https://www.aa.org>

North Carolina – Area 51 - AANC (<https://aanorthcarolina.org>)

Local AA Meetings

- Free Spirits - Saturday 7 pm at 2105 W. Market Street, Greensboro (LGBTQ, open)
- Into Action - Friday at 7 pm at 302 W. Market, Greensboro (closed)
- Unity Service Center - various times and dates: Wednesday at 5:30 pm & 7:30 pm/ Thursday at 8 am, 12:10 pm & 5:30 pm, 8 pm, Saturday at 8 am & 5:30 pm at 918 Glenwood Ave., Greensboro (open)

Al-Anon Family Groups is a worldwide fellowship that provides a program of recovery for the families and friends of alcoholics and is based on the Twelve Steps and Twelve Traditions adapted from Alcoholics Anonymous.

<https://al-anon.org/al-anon-meetings>

Local Meeting

- ODAT AFG - Thursday 10:00 AM at 1000 West Friendly Ave, Greensboro, NC, 27401

Narcotics Anonymous is a 12-step program designed to help addicts stop using drugs and help them find a new way to live.

<https://usa-na.org>

Local Meetings

- Awakening (spiritual- based) - Tuesday & Thursday at 6:30 pm (open) 438 W. Friendly Ave.,
- We Need A Meeting Too - Monday 7 pm at 607 N. Elm Street, Greensboro, NC, 27401
- Living Clean - Wednesday at 3 pm at Shiloh Baptist Church (open) 1210 S. Eugene St.,

Nar-Anon Family Groups is primarily for those who know or have known a feeling of desperation concerning the addiction problem of someone very near to you. Nar-Anon is a non-professional fellowship whose members share their experience, strength, and hope to solve their common problems.

<https://www.nar-anon.org>

Local Meeting

- New Way – Tuesdays at 7:30 pm at 2100 W. Friendly Avenue Greensboro, NC 27403

Standards of Conduct

All students, faculty, and staff are responsible, as citizens, for knowing about and complying with the provisions of North Carolina law. It is unlawful for any individual covered under the scope of the University's Drug and Alcohol Policy to manufacture, sell, transport, import, deliver, furnish, purchase, consume, or possess any alcoholic beverages except as authorized by Article I of Chapter 18B of the North Carolina General Statutes. Additionally, per the City of Greensboro Ordinance, Chapter 4, Section 4-7, it is a violation to possess/consume an open container of a malt beverage or unfortified wine on any city street or public park. It is unlawful to possess, sell, deliver, distribute, dispense, or manufacture controlled substances, except as authorized by Article 5 of Chapter 90 of the North Carolina General Statutes.

Student Code of Conduct: Section 5: Responsibility

An academic community of integrity upholds accountability and depends upon action in the face of wrongdoing. Every member of an academic community—student, group/organization, faculty member, and staff—is responsible for upholding the integrity of the community. Violations of Responsibility may include but are not limited to:

- **Violation of University Policy or Law Regarding Alcohol** – includes but not limited to: possessing or consuming alcoholic beverages by students less than 21 years of age; operating a motor vehicle under the influence of alcohol or while impaired by the consumption of alcohol; furnishing or selling any alcoholic beverages to any person less than 21 years of age; being intoxicated in public attributable in part or in whole to the use of alcohol.
- **Violation of University Policy or Law Regarding Drugs** – illegal possession or use of controlled substances as defined by the North Carolina General Statutes § 90-86 through § 90-113.8; manufacturing, selling, or delivering any controlled substance or possession with intent to manufacture, sell or deliver any controlled substance; misuse of any legal pharmaceutical drugs; knowingly breathe or inhale any substance for the unlawful purpose of inducing a condition of intoxication; or possession of drug-related paraphernalia, including, but not limited to pipes, bongs, hookahs and other water pipes.
- **Violations of Federal or State Laws, or Local Ordinances Which Affect the Interests of the University Community** – engaging in any behavior or activities that are chargeable offenses of the law.

University Policies Governing Alcohol and Other Drugs

The University of North Carolina at Greensboro's overarching policy on alcohol and drug use is outlined in several documents, ensuring compliance with all relevant laws and regulations. The University's Drug and Alcohol Policy establishes rules on student and employee drug and alcohol use and possession, as well as additional rules for recognized student groups and University consequences for violations of those rules. Additionally, the University Policy on Alcoholic Beverages on University Premises and at University Events regulates possession, sale, service, and consumption of alcoholic beverages at alcohol events on University Premises or under University auspices. All persons participating in Alcohol Events are charged with compliance with applicable state and local regulation, and this policy.

Federal law requires UNCG to notify annually all faculty, staff, and students that the University prohibits the unlawful possession, use, manufacture or distribution of alcohol or controlled substances by students, faculty, staff, and guests in buildings, facilities, grounds, or property controlled by the University or used as part of university activities. For students, this includes prohibiting the possession and consumption of any beverage containing alcohol under the age of 21. In addition, the smoking of any material is prohibited in all UNCG facilities.

The Drug-Free Workplace policy set forth by the United States Department of Labor states it is illegal for employees "to manufacture, distribute, dispense or have in possession prohibited controlled substances." Under the law, any employer must develop and enforce a policy on drug use in the workplace. While some states have legalized marijuana, covered employers are still required to treat marijuana use as a disciplinable offense under the Drug-Free Workplace Act, as it is still considered a controlled substance under federal law. Federal legislation also requires, as a condition of employment, that any faculty, staff member or student assistant engaged in the performance of a federal grant or contract must abide by the University's drug policy and, any employee who is convicted of any criminal drug statute violation occurring within the University community must notify the appropriate supervisor or management person no later than five (5) calendar days after such conviction. Any employee who fails to provide notification may be subject to disciplinary action up to and including dismissal. Within 30 days after receipt of notice of the conviction, the University must either take appropriate personnel action against the employee or require the employee to participate satisfactorily in an approved drug abuse assistance or rehabilitation program. The University may, at any time, initiate its own disciplinary proceedings against a student, faculty or staff member when the alleged conduct (either on-campus or off-campus) is deemed to affect the interests of the University.

Amnesty Laws and Policy

The North Carolina 911 Good Samaritan and Naloxone Access Law is an act to provide limited immunity from prosecution for (1) certain drug-related offenses committed by an individual who seeks medical assistance for a person experiencing a drug-related overdose and (2) certain drug-related offenses committed by an individual experiencing a drug-related overdose and in need of medical assistance; to

provide immunity from civil or criminal liability for (1) practitioners who prescribe an opioid antagonist to certain third parties and (2) certain individuals who administer an opioid antagonist to a person experiencing a drug-related overdose; and to provide limited immunity from prosecution for certain alcohol-related offenses committed by persons under the age of 21 who seek medical assistance for another person.

The University of North Carolina Greensboro's Student Code of Conduct Medical Amnesty Protocol ensures that a student's safety and health comes first in cases of underage possession and/or consumption of alcohol. The Offices of Student Rights and Responsibilities and Housing and Residence Life will not pursue conduct action if: (1) the intoxicated or other student(s) involved reports the incident, (2) the intoxicated or other student(s) involved is actively seeking medical and/or health assistance from a university official or medical provider, or (3) the intoxicated student is the victim of a sexual assault or other violent crime after consuming alcohol, (4) a Student Organization/Group hosting an event in which one or more members seek medical assistance on behalf of another student from a University official or medical provider and remains on the scene to provide support.

Alcohol Policy

The sale, service, possession, and consumption of alcoholic beverages are regulated by North Carolina General Statutes, Greensboro City Ordinances, and UNCG Policy. In compliance with state law, no person under the age of 21 can possess or consume alcoholic beverages. The UNCG Student Code of Conduct specifies that a violation of university policy or law regarding alcohol includes but is not limited to: possessing or consuming alcoholic beverages by students less than 21 years of age; operating a motor vehicle under the influence of alcohol or while impaired by the consumption of alcohol; furnishing or selling any alcoholic beverages to any person less than 21 years of age; being intoxicated in public attributable in part or in whole to the use of alcohol.

UNCG residence hall policies also prohibit the possession or consumption of alcoholic beverages by those under 21. Residents who are 21 or older may consume alcoholic beverages in the privacy of their room with the door closed, within the established alcohol policies stated below, but not in the common areas of any residence hall, suite or apartment. The UNCG Housing and Residence Life Alcohol Policy is summarized in the following points:

- Residents under the age of 21 are prohibited from being in the presence of, possessing, and/or consuming alcohol.
- Alcoholic beverages are permitted in residence hall rooms for persons 21 years of age and over and where at least one resident of the room, suite, or apartment is 21 or over.
- It is the responsibility of the resident 21 years of age or over not to put underage residents at risk of violating the alcohol policy.
- It must be clear that the beverage is the possession of the resident who is 21 years of age or over. Alcohol in a mixed-age room/suite should be kept in the private

refrigerator or storage space of the overage room/suitemate, not in a shared storage space or refrigerator.

- Residents 21 years of age or over should not consume alcohol in the presence of a resident under the age of 21, consume alcohol with their door open, or leave empty or open containers in their room.
- No alcohol (open or closed containers of alcohol) is permitted in the common and public areas (i.e., hallways, stairways, bathrooms, and balconies etc.) of the residence halls.
- No kegs or other forms of bulk alcohol are allowed in the residence halls.
- No empty containers are allowed (i.e., bottles used as decorations).
- No alcohol is permitted on all Panhellenic Greek floors, regardless of age.

For more information on the policy on the use of alcoholic beverages on campus, please visit the [University Policy Manual](#). For information on the policy on the use of alcoholic beverages in residence halls, visit [HRL Policies and Procedures](#).

Drug Policy

Possession, use, or sale of illegal drugs/paraphernalia by any member of the campus community is prohibited. The misuse of any lawfully available chemical substances, compound or combination, when used for any other purpose than its intended use is also prohibited. Federal and State drug laws will be enforced when violated on campus. The Student Code of Conduct specifies that a violation of university policy or law regarding drugs includes illegal possession or use of controlled substances as defined by the North Carolina General Statutes § 90-86 through § 90-113.8; manufacturing, selling, or delivering any controlled substance or possession with intent to manufacture, sell or deliver any controlled substance; misuse of any legal pharmaceutical drugs; knowingly breathe or inhale any substance for the unlawful purpose of inducing a condition of intoxication; or possession of drug-related paraphernalia, including, but not limited to pipes, bongs, hookahs and other water pipes.

UNCG is required to certify that it is providing a drug-free workplace and school because of receiving federal funds. Any employee reporting to work under the influence of alcohol or illegal drugs or using alcohol or illegal drugs on the job is subject to appropriate disciplinary action. For more information on the policy on illegal drugs, visit the [University Policy Manual](#).

Related Policies and Regulations

In addition to the aforementioned [Policy on the Illegal Use or Abuse of Alcohol and Other Drugs](#), community members are expected to know and adhere to the following regulations and policies:

Policies

- [Alcoholic Beverages on Campus Policy](#)
- [EHRA Personnel Policies](#)
- [Faculty Personnel Policies](#)

- [HRL Policies and Procedures](#)
- [SHRA Employee Disciplinary Action Policy](#)
- [Student Code of Conduct](#)

Regulations

- [N.C. General Statutes Chapter 18B Regulation of Alcoholic Beverages](#)
- [Article 5 of Chapter 90 of the North Carolina General Statutes](#)
- [City of Greensboro Ordinance, Chapter 4, Section 4-7](#)

Disciplinary Sanctions

All students, faculty, and staff are responsible, as citizens, for knowing about and complying with the provisions of North Carolina law. It is unlawful for any individual covered under the scope of the [University's Drug and Alcohol Policy](#) to manufacture, sell, transport, import, deliver, furnish, purchase, consume, or possess any alcoholic beverages except as authorized by Article I of Chapter 18B of the North Carolina General Statutes. Additionally, per the City of Greensboro Ordinance, Chapter 4, Section 4-7, it is a violation to possess/consume an open container of a malt beverage or unfortified wine on any city street or public park. It is unlawful to possess, sell, deliver, distribute, dispense, or manufacture controlled substances, except as authorized by Article 5 of Chapter 90 of the North Carolina General Statutes.

Any member of the University community who violates that law is subject both to prosecution and punishment by the criminal and civil authorities and to disciplinary proceedings by the University. Students, faculty, and staff who violate the policies may be subject to disciplinary actions consistent with the severity of the violation. For students, disciplinary actions may range from educational sanctions to expulsion. For employees, disciplinary actions may range from letters of warning to dismissal. In all cases in which there has been a violation, the university will inform the student or employee about appropriate services (awareness, prevention, counseling, support groups, etc.). In some cases, these services may be compulsory. It is not "double jeopardy" for both the civil authorities and the University to proceed against and punish a person for the same specified conduct. The University may also refer matters to law enforcement for prosecution. The University will initiate its own disciplinary proceeding against a student, faculty member, or staff member when the alleged conduct is deemed to affect the interests of the University. When a student, faculty member, or staff member has been charged by the University with a violation of policies concerning illegal drugs, he or she may be suspended from enrollment or employment before initiation or completion of regular disciplinary proceedings if, assuming the truth of the charges, the chancellor or the chancellor's designee concludes that the person's continued presence within the University community would constitute a clear and immediate danger to the health or welfare of other members of the University community; provided, that if such a suspension is imposed, an appropriate hearing of the charges against the suspended person shall be held in accordance with applicable campus judicial policy.

SANCTIONS FOR STUDENTS

Students who violate the Illegal Use or Abuse Of Alcohol and Other Drugs Policy will be sanctioned in accordance with the Student Code of Conduct, in addition to any penalties resulting from violating local, state and or federal law. Possible sanctions could include developmental and educational interventions designed to promote greater awareness and improved decision-making for students to further deter future misconduct, conduct probation, removal from residence halls, mandatory drug education and assessment, referral for treatment or rehabilitation at the student's own expense, suspension, and possibly expulsion from the university. Student-athletes may have additional sanctions including drug testing in accordance with NCAA rules and regulations.

Alcohol Sanctioning Guidelines

Revised October 14, 2021

The information below outlines sanctioning options for typical alcohol situations. However, not every situation will be typical and may have extenuating circumstances. Every case is taken separately and heard with careful consideration given to all circumstances surrounding a decision before a sanction is rendered. These are sanction guidelines; thus, flexibility is given to impose sanctions most appropriate for the given incident.

Violation	First Offense	Second Offense	Third Offense
Alcohol: Low Risk In the presence of/ Knowledge of	Disciplinary Warning for one semester Decision-Making Ted Talk/Reflection Judicial Educator – Alcohol 101: Choosing a Direction	Disciplinary Probation for one semester Parental Notification BASICS Research/Reflection Paper	Disciplinary Probation for one year Parental Notification Meet with AOD Counselor Research/Reflection Paper
Alcohol: Moderate Risk Minimal consumption and/or possession (i.e.: 1-2 alcohol servings per person involved) Minimal empty containers (i.e.: decorative, small quantities, more beer and wine than hard liquor)	Disciplinary Warning for one semester BASICS Research/Reflection Paper	Disciplinary Probation for one semester Meet with AOD Counselor Parental Notification Research/Reflection Paper	Disciplinary Probation for college career Substance Abuse Assessment Parental Notification AA Meetings Community Service
Alcohol: High Risk Alcohol induced behavior (i.e.: loud, non-compliant, combative, argumentative, vandalism)	Disciplinary Warning for one semester BASICS Decision-Making Ted	Disciplinary Probation for one semester Substance Abuse Assessment	Deferred Disciplinary Suspension for one semester Disciplinary Probation for college career

Possession (but not consuming) of alcohol with potential for high- risk drinking (i.e.: 4 or more alcohol servings per person involved)	Talk/Reflection Research/Reflection Paper	Meet with AOD Counselor Parental Notification AA Meetings Research/Reflection Paper	Substance Abuse Assessment Parental Notification AA Meetings Community Service Research/Reflection Paper
Consumption of alcohol with potential for high-risk drinking (i.e.: 4 or more alcohol servings per person involved) Dangerous or excessive consumption and/or possession (i.e.: binge drinking) Hospitalization or Arrest, DWI	Disciplinary Probation for one semester Substance Abuse Assessment Meet with AOD Counselor Decision-Making Ted Talk/Reflection Research/Reflection Paper	Deferred Disciplinary Suspension for one semester Substance Abuse Assessment Parental Notification AA Meetings Research/Reflection Paper	Disciplinary Suspension for one semester Substance Abuse Assessment Parental Notification AA Meetings Community Service Research/Reflection Paper

Drug Sanctioning Guidelines

Revised October 14, 2022

This document outlines sanctioning options for typical drug situations. However, not every situation will be typical and may have extenuating circumstances. Every case is taken separately and heard with careful consideration given to all circumstances surrounding a decision before a sanction is rendered. These are sanction guidelines; thus, flexibility is given to impose sanctions most appropriate for the given incident.

Violation	First Offense	Second Offense	Third Offense
In the presence of or knowledge* Schedule I and II (including, but not limited to, heroin, mescaline, lysergic acid diethylamide, opium, cocaine, amphetamine, methaqualone)	Disciplinary Probation for one semester Decision-Making Ted Talk/Reflection Other Drugs Module Parental Notification (if under 21)	Disciplinary Probation for two semesters Meet with AOD Counselor Parental Notification (if under 21) Research/Reflection Paper	Deferred Disciplinary Suspension for one semester One (1) drug screen Community Service Parental Notification (if under 21) Research/Reflection Paper
In the presence of or knowledge* Schedule III thru VI (including, but not	Disciplinary Warning for one semester	Disciplinary Probation for one semester CASICS	Deferred Disciplinary Suspension for one semester One (1) drug screen

limited to, marijuana, anabolic steroids, pentobarbital, codeine)	Decision-Making Ted Talk/Reflection Judicial Educator Module	Parental Notification (if under 21) Research/Reflection Paper	Community Service Parental Notification (if under 21) Research/Reflection Paper
Possession of Schedule I and II Including, but not limited to, heroin, mescaline, lysergic acid diethylamide, opium, cocaine, amphetamine, methaqualone	Disciplinary Suspension for one semester One (1) drug screen upon return Substance Abuse Assessment Other Drugs Module Parental Notification (if under 21)	Disciplinary Suspension for two years Disciplinary Probation for college career upon return One (1) drug screen upon return Substance Abuse Assessment Community Service NA Meetings Parental Notification (if under 21) Research/Reflection Paper	Disciplinary Expulsion
Possession of Schedule III thru VI Including, but not limited to, marijuana, anabolic steroids, pentobarbital, codeine	Disciplinary Probation for one semester One (1) drug screen CASICS Decision-Making Ted Talk/Reflection Parental Notification (if under 21)	Disciplinary Suspension for one semester Substance Use/Misuse/Abuse Assessment One (1) drug screen upon return NA Meetings Parental Notification (if under 21) Research/Reflection Paper	Disciplinary Suspension for two years Disciplinary Probation for college career upon return Substance Use/Misuse/Abuse Assessment One (1) drug screen upon return Community Service NA Meetings Parental Notification (if under 21) Research/Reflection Paper
Trafficking of Schedule I and II	Disciplinary Expulsion	N/A	N/A

Including, but not limited to, heroin, mescaline, lysergic acid diethylamide, opium, cocaine, amphetamine, methaqualone			
Trafficking of Schedule III thru VI Including, but not limited to, marijuana, anabolic steroids, pentobarbital, codeine	Disciplinary Suspension for one semester Substance Use/Misuse/Abuse Assessment One (1) drug screen upon return Disciplinary Probation for college career upon return Parental Notification (if under 21)	Disciplinary Expulsion	N/A

*Does not apply to situations where student's guests are violating policies

SANCTIONS FOR EMPLOYEES

Sanctions for employees who violate any applicable laws or university policies regarding illegal possession or use of drugs/alcohol or the provision of alcohol to persons under 21 years of age will be determined on a case-by-case basis and will cover the entire range of penalties available to the university as an employer, ranging from written warnings to discharges from employment. Sanctions are dependent upon the frequency and severity of the policy violation. Multiple violations constitute grounds for termination. If an employee is not discharged after the first violation, the employee may be discharged if there is a second violation. University action is not dependent upon and does not preclude criminal or civil action in the courts. Employees who are subject to the Human Resources Act (hereafter SHRA) should refer to the State Human Resources Manual, (available through the Human Resources Office or on the OSHR Website), "Discipline, Appeals and Grievances" and University's "SHRA Employee Grievance Policy." An employee must notify their supervisor of any criminal drug conviction for a violation occurring in the University workplace no later than five (5) days after such conviction.

Faculty members who violate the University's Illegal Use or Abuse of Alcohol and Other Drugs Policy may be subject to disciplinary action in accordance with The University of North Carolina at Greensboro's Promotion, Tenure, Academic Freedom, and Due Process Regulations, Section 8, Discharge or Imposition of Serious Sanctions.

EPS (formerly known as EHRA) Non-Faculty employees who violate the University's Policy on the Illegal Use or Abuse of Alcohol and Other Drugs may be subject to disciplinary action in accordance with applicable personnel policies outlined in The UNC Policy Manual, Chapter 1300 (1300.1 - Policy on Illegal Drugs).

Staff employees (SHRA) who violate the University's Policy on the Illegal Use or Abuse of Alcohol and Other Drugs may be subject to disciplinary action in accordance with the Office of State Human Resources Disciplinary Action Policy.

In accordance with the Drug-Free Workplace Act of 1988, The Chancellor will notify federal granting or contract agencies within 10 days after receiving notice that an employee directly engaged in the grant or contracting work has been convicted of a drug offense in the University community.

Legal Sanctions

Federal, state, and local laws provide a variety of legal sanctions and penalties for the unlawful possession, use or distribution of illicit drugs and alcohol. These sanctions include, but are not limited to, incarceration and monetary fines. The illegal or abusive use of drugs and alcohol by members of the academic community may subject them to criminal prosecution by governmental agencies in addition to disciplinary action by the University. Status as a student or employee of the University in no way insulates a law breaker from criminal prosecution and punishment. The constitutional concept of "double jeopardy" does not prevent state and/or federal prosecution and University punishment for conduct that violates state, federal or foreign law and University policy. A summary of North Carolina alcohol and drug laws is available below. The information provided below is illustrative, not exhaustive or a definitive statement of all applicable laws, but rather it indicates the types of conduct that are against the law and the range of legal sanctions that can be imposed for such conduct. More detailed and current information is available from University Police and the North Carolina General Statutes. The University of North Carolina Greensboro University Police Department and local municipalities adhere to and enforce state and federal laws accordingly.

Federal, State and Legal Sanctions: Alcohol

Enforcement of State Underage Drinking Laws

It is illegal for anyone under 21 years of age to attempt to purchase, consume, possess, or knowingly and intentionally transport any liquor, malt beverage, or wine. It is also illegal to lie about age to obtain alcohol and to carry a false identification card. If you are underage and convicted of drinking alcohol, you could face the following penalties:

- Drinking by a person under age 19 is a Class 1 Misdemeanor, and punishment can include a fine at the discretion of the judge, community service hours and a \$250 fee or jail, plus court costs of \$180.
- Drinking by a person aged 19 or 20 is a Class 3 Misdemeanor in which punishment can include a fine of up to \$200 and community service hours and a \$250 fee or jail, plus court costs of \$180.

According to North Carolina General Statute § 15A-505, the local police department and UNCG Police are required to notify parents or guardians of all violations committed by persons under the age of 18.

The State of North Carolina has a zero-tolerance policy associated with students consuming alcoholic beverages under the age of 21. Not only is this against the State law, but it also violates the UNCG Student Code of Conduct.

False Identification

It is illegal for anyone under 21 to: possess an identification card falsely identifying that person by name, age, date of birth, or photograph as being 21 or older in an attempt to obtain alcohol; use the identification card of another; or use an identification card that has not been lawfully issued to or in the name of the person who presents the card. A violation constitutes a Class 2 misdemeanor and subjects the offender to court costs and fines.

Public Intoxication

It is illegal to appear in any public place under the influence of alcohol to the degree that you: block or otherwise interfere with traffic; block or otherwise prevent access to or passage across a sidewalk or entrance to a building; grab, shove, push or fight with others or challenge others to fight; curse, shout at or otherwise rudely insult others; or beg for money or other property.

Being intoxicated and disruptive in public also leads to other behaviors and important health concerns. Oftentimes public drunkenness contributes to many criminal mischiefs and disorderly conduct on campus. Persons must be responsible for their own actions and know their limits and tolerance levels before consuming alcohol.

A violation constitutes a Class 3 misdemeanor and subjects the offender to court costs and fines.

Driving While Impaired (DWI) & Refusing a Chemical Test

In North Carolina, a person commits the offense of Driving While Impaired if they drive a vehicle upon any highway, street, or public vehicular area:

1. While under the influence of an impairing substance;
2. After having consumed sufficient alcohol that they have, at any relevant time after driving, an alcohol concentration of 0.08 or more; or
3. With any amount of a Schedule I controlled substance or its metabolites in their blood or urine.

The punishment for the offense is a misdemeanor to which the structured sentencing laws do not apply. It has five different levels of punishment; the level depends on the presence of and weight assigned to

certain specified aggravating and mitigating factors found by the court. It is illegal for anyone under 21 years of age to drive a vehicle with a blood alcohol concentration of 0.01 or higher.

Any person who drives a motor vehicle automatically gives consent to one or more chemical analysis (e.g., breath, blood, or urine.). This implied consent means that a person doesn't have a right to an attorney before testing, except to view the testing procedures. Under the implied consent law, you can refuse any test, but your driver's license will be revoked for one year and could be revoked for a longer period of time under certain circumstances, and an officer can compel you to be tested under other laws.

Your driving privilege will be revoked immediately for at least 30 days if you refuse any test or the test results is 0.08, 0.04 or more if you were driving a commercial vehicle, or 0.01 or more if you are under the age of 21.

An explanation and chart of the following penalties for misdemeanors and felonies can be found on the North Carolina Judicial Branch website.

State Law	Penalty	North Carolina Statute(s)
To possess, attempt to purchase or purchase, sell or give beer, wine, liquor, or mixed beverages to anyone under the age of 21	Class 1 Misdemeanor	§18B-302 – 18B302.1
A person under 21 years of age who aids and abets to purchase or to attempt to purchase, purchase or to possess; sell or give, alcohol to a person who is under 21 years of age	Class 2 Misdemeanor	§18B-302 – 18B302.1
A person over 21 years of age who aids and abets to purchase or to attempt to purchase, purchase or to possess; sell or give, alcohol to a person who is under 21 years of age	Class 1 Misdemeanor	§18B-302 – 18B302.1
Operating a motor vehicle upon any highway, any street, or any public vehicular area within this State: while under the influence of an impairing substance; after having consumed sufficient alcohol that he has, at any relevant time after the driving, an alcohol concentration of 0.08 or more;	Class 1 Misdemeanor Aggravated Level 1 & Levels 1-5	§20-138.1 §20-179

or with any amount of a Schedule I controlled substance.		
Operating a motor vehicle on a highway or public vehicular area by a person less than 21 years old while consuming alcohol or at any time while he has remaining in his body any alcohol or controlled substance previously consumed.	Class 2 Misdemeanor	§20-138.1, §20-138.3, §20-179
Possessing an alcoholic beverage other than in the unopened manufacturer's original container, or consuming an alcoholic beverage, in the passenger area of a motor vehicle while the motor vehicle is on a highway or the right-of way of a highway.	Class 2 or 3 Misdemeanor	§18B-301, §18B401, §20-138.7

General Ordinance of the City of Greensboro

Sec. 4-7. - Possession and consumption of malt beverages and unfortified wine.

(a) Except as provided by this chapter, it shall be unlawful to possess an open container of, or to consume a malt beverage or unfortified wine, on any public street, sidewalk or any property owned, occupied, or controlled by the city.

Exception: Subsection (a) does not apply to an occupant of a motor vehicle while on a public street, when served at sidewalk cafes permitted in accordance with chapter 26, or when consumed on pedal cars permitted in accordance with chapter 26.

(b) It shall be unlawful to possess or to consume malt beverages and unfortified wine on any street, alley or parking lot which is temporarily closed to regular traffic for a special event unless the city manager, in closing the street, alley, or parking lot, makes other provisions for the possession of malt beverages or unfortified wine.

(c) Subsections (a) and (b) shall not apply within a building or premises on city-owned property where appropriate permits have been obtained as required by law for the consumption of alcoholic beverages for the period of time permitted thereunder.

(d) Definitions. As used herein, "malt beverage" or "unfortified wine" shall have the meaning as defined by Chapter 18B of the North Carolina General Statutes. "Open container" shall mean one whose seal has been broken or a container other than the manufacturer's unopened original container.

(Code 1961, § 4-13; Ord. No. 95-117, § 1, 9-14-95; Ord. No. 18-099, § 1, 7-17-18)

Enforcement of Federal and State Drug Laws

Federal Illegal Drug Laws

The Controlled Substance Act, a statute establishing federal US drug policy, provides penalties for unlawful manufacturing, distribution, and dispensing of controlled substances. The penalties are determined by the schedule of the drug or other substance and sometimes are specified by drug name. Controlled substances are grouped into 5 groups, and include but are not limited the following substances:

- Schedule I – Ecstasy, LSD, Heroin, Marijuana
- Schedule II – Cocaine, Methamphetamine, Hydrocodone, Oxycodone, Adderall, Vicodin, Ritalin
- Schedule III – Anabolic steroids, Ketamine, Testosterone
- Schedule IV – Ambien, Xanax, Valium
- Schedule V – Lyrica and Cough suppressants

Federal penalties and sanctions for the simple possession of a controlled substance are quite severe. The law sets forth sentences and fines that include the following:

1. First conviction: up to one-year imprisonment, a fine of at least \$1,000, or both. After one prior drug conviction: at least 15 days in prison, not to exceed two years, and a fine of at least \$2,500. After two or more prior drug convictions: at least 90 days in prison, not to exceed three years, and a fine of at least \$5,000. A special, harsher sentencing provision applies for possession of flunitrazepam (Rohypnol) (21 U.S.C. §844(a));
2. Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one year imprisonment, as well as forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance. (21 U.S.C. §§853(a) & 881(a));
3. Denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to five years for the first offense, up to 10 years for the second offense, and permanently upon the third offense. (21 U.S.C. §862); and
4. Ineligibility to receive or purchase a firearm. (18 U.S.C. §922(g)).

Moreover, revocation of certain federal licenses and benefits (e.g., pilot licenses, public housing tenancy) are vested within the authorities of individual federal agencies. These penalties may be doubled, however, when a person at least 18 years old: (1) distributes a controlled substance to a person under 21 years of age (a term of imprisonment for this offense shall not be less than one year), and/or (2) distributes, possesses with intent to distribute, or manufactures a controlled substance in or on, or within 1,000 feet of, the real property comprising a public or private elementary or secondary school, or a public or private college. (21 USC §§859 & 860)

Federal penalties and sanctions for trafficking-controlled substances are considerably more severe than those outlined previously for simple possession. The Drug Enforcement Agency has outlined the federal drug trafficking penalties covered under the Controlled Substance Act, found in the [DEA Guide of Drugs of Abuse](#).

North Carolina Drug Laws

Each illegal drug in the State of North Carolina is characterized in the chart below to make you aware of the potential penalty for possession or trafficking illegal drugs.

An explanation and chart of the following penalties for misdemeanors and felonies can be found on the [North Carolina Judicial Branch website](#).

Types of Drugs	Penalty for Unlawful Possession	Penalty for Trafficking (Unlawful Possession with intent to Sell or Deliver, to	North Carolina General Statute(s)

		Manufacture, or to sell and/or deliver)	
Schedule I: Heroin, LSD, Peyote, Mescaline, Psilocybin (Shrooms), other Hallucinogens, Methaqualone (Quaaludes), Phencyclidine (PCP), and MDA	Class 1 Misdemeanor or Class I Felony	Class C, G or H Felony	\$90-89, \$90-95
Schedule II: Morphine, Demerol, Codeine, Percodan, Percocet, Fentanyl, Dilaudid, Secondal, Nembutal, Cocaine, Amphetamines and other opium and opium extracts and narcotics	Class 1 Misdemeanor or Class I Felony	Class C, G or H Felony	\$90-90, \$90-95
Schedule III: Certain barbiturates such as amobarbital and codeine containing medicine such as Fiorinal #3, Doriden, Tylenol #3, Empirin#3, and codeine-based cough suppressants such as Tussionex and Hycomine, and all anabolic steroids	Class 1 Misdemeanor or Class I Felony	Class H or I Felony	\$90-91, \$90-95
Schedule IV: Barbiturates, narcotics, and stimulants including Valium, Talwin, Librium, Equanil, Darvon, Darvocet, Placidyl, Tranzene, Serax, Ionamin (yellow jackets)	Class 1 Misdemeanor or Class I Felony	Class H or I Felony	\$90-92, \$90-95
Schedule V: Compounds that contain very limited amounts of codeine, dihydrocodeine, ethylmorphine, opium, and atropine, such as Terpine Hydrate with codeine, Robitussin AC	Class 2 Misdemeanor	Class H or I Felony	\$90-93, \$90-95

Schedule VI: Marijuana, Hashish, Hash Oil, Tetrahydrocannabinol (THC)	Class 3 Misdemeanor*, Class 1 Misdemeanor, or Class I Felony	Class H or I Felony	§90-94, §90-95
Drug Paraphernalia	Class 1 Misdemeanor		§90-113.22–§90-113.24

**§ 90-95(d)(4) – A controlled substance classified in Schedule VI shall be guilty of a Class 3 misdemeanor, but any sentence of imprisonment imposed must be suspended and the judge may not require at the time of sentencing that the defendant serve a period of imprisonment as a special condition of probation.*

Read more about the [North Carolina Controlled Substance Act](#).

Commitment to a Safe, Healthy, and Drug-free Campus Environment

The University of North Carolina Greensboro's commitment to a safe, healthy and drug-free campus environment is reflected in the comprehensive approach outlined in this Drug and Alcohol Misuse Prevention Program. Through targeted educational initiatives, policy enforcement and ongoing support services, UNCG strives to ensure the well-being of its community. The community's participation is crucial to the success of these efforts. By staying informed, adhering to university policies and utilizing the resources available, you contribute to the safety and well-being of our campus.