

UNIVERSITY OF NEW HAMPSHIRE



DRUG-FREE SCHOOLS AND CAMPUSES ACT

Annual Notification 2024-2025

Chief Paul Dean and Sr. Vice Provost Ken Holmes

Annual Notification of Drug and Alcohol Policies and Programs

As a requirement of the Drug-Free Schools and Campuses Act regulations (34 C.F.R. Part 86), University of New Hampshire is required to disseminate drug and alcohol policies and information to all students and employees on an annual basis. The purpose of this notification is to provide the campus community with details about the standards of conduct, policies, sanctions, legal penalties, and health information relating to drugs and alcohol. Questions about this information may be directed to the Clery Office at UNH Police Department 603-862-1427 or ajordan@unh.edu.

Prevention and Education

The University of New Hampshire uses multiple strategies to provide comprehensive education regarding alcohol and other drugs. Some of the educational programs provided include:

- Alcohol and Drug Education for all freshmen athletes.
- Community Dorm events regarding drug and alcohol awareness.
- DEA National Drug Take Back Event
- Residential life provides educational programs for students to learn how alcohol impacts students physiologically, mentally, and socially.
- HR provides all new employees with Policy on Drug Free Workplace and information on Employee Assistance Program available to every employee.

Additionally, Health and Wellness has ANOD educators and counselors that provide a comprehensive approach to addressing alcohol and drug issues. Health and Wellness offers several outreach programs and events throughout the year on campus.

During the year staff members attend events where they hand out informational materials dealing with the dangers of substance abuse.

The following support and treatment resources are also available:

On Campus Resources

Health and Wellness- 4 Pettee Brook Lane, (603)862-9355, offers wellness coaching, nutrition education and counseling along with Alcohol, Nicotine, and Other Drug (ANOD) education and counseling in a safe, relaxed and confidential space for you to explore your relationship with Alcohol, Nicotine or other Drugs.

Psychological and Counseling Services (PACS) 3 Garrison Ave, (603)862-2090, offers confidential substance abuse and addiction counseling. UNH Students experiencing a mental health crisis, seeking support for sexual assault or relationship violence may contact PACS 24 hours a day at (603)862-2090.

Dean of Students Office: G06 Thompson Hall, 105 Main St. (603)862-2053 or dean.students@unh.edu. Provides support to students in many ways, including consultation, outreach, intervention, and monitoring and support plans.

UNH-M Rm 278 at 88 Commercial St or email lisa.enright@unh.edu.

UNH Law School Rom 305 at 2 White St. Concord or email: lauren.berger@law.unh.edu.

SHARPP: 2 Pettee Brook Lane, (603)862-7233. Provides 24/7 support for students seeking support for sexual assault or relationship violence.

Off-Campus Resources

USNH Employee Assistance Program (EAP): Is a confidential resource, available for all UNH faculty/staff 24/7 year-round. They can be reached at [Spring Health](#).

Off-Campus Resources (cont.)

Granite Recovery Center: call 1-888-373-5950 Offers blend of evidence-based clinical psychotherapies with a comprehensive 12-step curriculum.

Avenues Recovery Center at New England: 2 Chenell Drive, Concord, NH (603)212-1831. Community-based residential style extended

care program based on the individual's unique needs.

Support Groups/Self Help

AA (Alcoholics Anonymous) 800-593-3330

Al-Anon Program 1-603-396-6930 help for friends and families of alcoholics.

NA (Narcotics Anonymous) 1-818-773-9999

24-Hour Hotlines

Alcohol Hotline 800-234-0420

Cocaine Hotline 800-262-2463

Suicide Prevention: 988

Health Risks

There are serious risks associated with the use of illicit drugs or the abuse of alcohol. Some of those risks are summarized below. For more information about the health risks associated with drug or alcohol abuse, or for support or treatment, contact one or more of the resources listed previously.

Alcohol

Alcohol consumption causes several marked changes in behavior. Even low doses significantly impair the judgement and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses also increase the incidence of aggressive acts. Moderate to high doses impair higher mental functions, severely altering the ability to learn and remember information. Very high doses of alcohol can be fatal.

Repeated use of alcohol can lead to dependence. Alcohol withdrawal can result in severe anxiety, tremors, hallucinations, and convulsions, which may be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition can lead to permanent damage to vital organs such as the brain, heart, pancreas, and liver, as well as the immune system. Drinking too much, on a single occasion or over time, has been linked to cardiomyopathy, stroke, high blood pressure, fibroids, cirrhosis, pancreatitis, and cancer. Alcohol consumption during pregnancy may result in fetal alcohol syndrome, which causes irreversible physical and/or mental abnormalities at birth.

Controlled Substances

The information about the health effects of controlled substances included below comes from the Federal Controlled Substances Act.

Cannabis

Possible Effects: euphoria, relaxed inhibitions, increased appetite, disoriented behavior

Effects of Overdose: fatigue, paranoia, possible psychosis

Withdrawal Syndrome: insomnia, hyperactivity, decreased appetite, occasionally reported.

Depressants

Possible Effects: slurred speech, disorientation, drunken behavior without odor of alcohol, dizziness, slowed breathing.

Effects of Overdose: shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death.

Withdrawal Syndrome: anxiety, insomnia, tremors, delirium, convulsions, possible death.

Hallucinogens

Possible Effects: Illusions and hallucinations, poor perception of time and distance.

Effects of Overdose: longer, more intense "trip" episodes, psychosis, respiratory depression or arrest, convulsions, seizures, possible death.

Withdrawal Syndrome: not reported.

Narcotics

Possible Effects: euphoria, drowsiness, respiratory depression, constricted pupils, nausea.

Effects of Overdose: slow and shallow breathing, clammy skin, convulsions, coma, possible death.

Withdrawal Syndrome: watery eyes, runny - nose, yawning, loss of appetite, tremors, panic, cramps, nausea, chills, sweating, severe depression.

Stimulants

Possible Effects: Increased alertness, excitation, euphoria, increased pulse rate and blood pressure, loss of appetite.

Effects of Overdose: agitation, increase in body temperature, hallucinations, convulsions, possible death.

Withdrawal Syndrome: apathy, long periods of sleep, irritability, depression, disorientation.

Steroids

Possible Effects: physical changes that may be permanent, muscle growth, altered appearance, mood or behavioral changes, hostility, high cholesterol, stroke, infections.

Overdose: overdose not reported

Withdrawal Syndrome: severe depression, sterility, liver damage.

Standards of Conduct

UNH Alcohol Policy

The University is committed to establishing and maintaining an environment that fosters mutually beneficial interpersonal relations and a shared responsibility for the welfare and safety of others. Because alcohol can have a significant effect on that environment, the University has adopted this policy for governing alcohol use by students, staff, faculty, and guests. The focus of UNH's alcohol policy is to comply with local ordinances, state laws and federal laws that protect the health and welfare of individuals and the community. The possession, consumption, and transportation of alcohol by persons under the age of twenty-one is illegal in New Hampshire. While University policy permits responsible consumption of alcohol at some places and times, the consumption of alcohol should never be the primary purpose or focus of an event and should always comply with applicable law. Alcohol-free social events are encouraged.

Marijuana and Illegal Drugs

The use of illegal drugs is prohibited by law. The legal status of marijuana is changing in many states and in other parts of New Hampshire, but the University of New Hampshire prohibits the possession and use of marijuana and other illegal drugs.

Smoke & Nicotine-Free Policy

In order to protect the health, safety and comfort of University students, faculty and other academic appointees, staff, and visitors, and consistent with state law (RSA 155:64-77), the University of New Hampshire is committed to a policy of prohibiting the use of

tobacco products, including but not limited to: cigarettes (clove cigarettes, bidis, kreteks), electronic nicotine delivery systems (ENDS, vaping), cigars and cigarillos, hookah-smoked products or any lighted or heated tobacco and nicotine products, and non-combustible tobacco products (dip, chew, tobacco substitutes) in facilities and on grounds owned and occupied or leased and occupied by the University (including UNH Manchester & UNH Law). In addition, UNH supports education programs to provide prevention and cessation initiatives to our students, faculty and other academic appointees and staff. This policy supersedes all other TSN policies at UNH.

The full policy for Alcohol and other drugs at UNH can be founds [here](#).

Student-Specific Policies and Sanctions

In addition to the Alcohol, Other Drugs, and Tobacco Policy, there are certain conduct standards to which students must adhere, including the Code of Student Conduct and Residential Living Standards.

Code of Student Conduct

Any student found to have committed the following misconduct is subject to sanctions under this Code:

1. Academic Misconduct. Any action that misrepresents a student's work, knowledge, or achievement, provides a potential or actual inequitable advantage, or compromises the integrity of the educational process as described in the Academic Integrity Policy.

2. The acquisition, distribution, possession, or consumption of alcohol must be in compliance with all local, state, and federal laws and university policy including the Alcohol Policy. Institutional restrictions on alcohol while on UNH property vary by location and in some cases by time.

- a. Possession or consumption of alcohol while under the legal age.
- b. Engaging in any behavior which encourages, facilitates, or constitutes excessive or rapid alcohol consumption including, but not limited to keg stands, alcohol lunges, beer bong, borgs, beer/water pong, and other drinking games.
- c. Public intoxication or engaging in any behavior while under the influence that may

endanger oneself or others regardless of age.
d. Unauthorized or unlawful distribution, sale, or service of alcohol, regardless of age, except as expressly permitted by law and university policy.
e. Permitting any underage individual or group to possess or consume alcohol or where alcohol is dispensed from common sources in a space owned, occupied, or controlled by the host.
f. Unauthorized or unlawful possession or consumption of alcohol in open spaces, university buildings, common areas of university residential halls and apartment complexes, or in public except as expressly permitted by law and university policy.
g. Control or operation of a vehicle under the influence or impaired by alcohol.

3 Drugs and other substances. Possession, consumption, manufacturing, or distribution of narcotics or other controlled substances except as expressly permitted by law and/or university policy. The legal status of cannabis is changing in many states and in other parts of New Hampshire, but the University of New Hampshire prohibits the possession and use of cannabis, and cannabis-products.

a. Unauthorized or unlawful possession or consumption of narcotics or other controlled subjects.
b. Unauthorized or unlawful distribution, manufacture, or sale of narcotics or other controlled substances.
c. Misuse of prescribed medication
d. Possession or use of drug paraphernalia
e. Permitting any individual or group to possess or consume narcotics or other controlled substances or where said substances are dispensed from common sources in a space owned, occupied, or controlled by the host.
f. Control or operation of a vehicle or motorized transportation device while under the influence or impaired by drugs or other substances.
g. Being impaired by drugs or other controlled substances in public to the point where one's behavior adversely affects or could affect, the regular operations of members of the university community.

Residential Living Standards

As members of the University community, students are expected to obey the law and assume full responsibility for the choices they make regarding alcohol use. Students, not the University nor its staff, are accountable for all outcomes related to legal, illegal, and/or irresponsible use of alcohol. Following are

specific tenets of the residential alcohol policy.

1. Possession and/or consumption of alcohol is not permitted by anyone under age 21. A legal age drinker may have just one open alcohol container at a time for personal consumption.
2. Possession or consumption of alcohol is permitted only in rooms, suites, or apartments where at least one of the assigned residents is at least 21 years old, and only by those of legal age.
3. All common sources of alcohol, including but not limited to kegs, punch bowls, beer balls, or excessive amounts of alcohol in bottles or cases, are strictly prohibited in residence halls and apartments. The host(s) of such activity may receive a sanction of eviction or greater.

Student-Specific Sanctions:

Sanctioning guidelines increase transparency to the community and offer clarity for individuals who may receive a sanction.

Sanctions are progressive in nature across policies and not within the same policy. Community Standards has provided general principles applicable to all sanction determinations to promote consistency and uniformity.

Principal Considerations in Determining Sanctions:

- Respondent's relevant disciplinary history.
- Whether the respondent accepted responsibility for and acknowledged the harm caused to another or the academic community.
- Whether the respondent voluntarily and reasonably attempted to remedy the misconduct.
- Whether the respondent engaged in numerous acts and/or a pattern of misconduct.
- Whether the respondent engaged in prohibited conduct for an extended period of time.

Sanction Range:

Sanctions for alcohol and drug violations for students range from a formal warning up to and including university suspension or expulsion. Generally, for a 1st violation the student will be given a discretionary educational restorative assignment, the parents will be notified, and they are required to complete a Mindful Choices program. If a student has a 2nd or 3rd violation, they are given disciplinary probation, housing probation up to and including losing housing, suspension, or dismissal from the university.

The range of sanctions is dependent on the alcohol or drug violation severity as well as the number of violations this student has experienced.

Once a student has been found responsible any of these sanctions will be imposed on the student and a fair and consistent manner. (See table below for full list of sanctions)

Employee-Specific Policies and Sanctions: Drug Free Workplace.

2.1 Goal. USNH views alcoholism and drug addiction as highly complex diseases that, once they have been diagnosed, can be addressed by appropriate treatment, and require the same consideration given to employees in cases of other illnesses. Because USNH values its employees, its only purpose in involving itself in the complex areas of alcoholism and drug addiction is to assist the employee in seeking treatment and returning to a state of effectiveness and productivity. The Employee Assistance Program (EAP) is available to assist with such illnesses. Every case is handled with the utmost confidentiality.

2.2 Commitment & Responsibilities. USNH institutions shall establish guidelines for the use of alcohol and controlled substances during work hours in conformance with the following general policy: using, possessing, or being under the influence of alcoholic beverages, amphetamine-type drugs, barbiturate-type drugs, cannabis-type drugs, Phencyclidine, Methaqualone, Benzodiazepines, cocaine-type drugs, morphine-type drugs, hallucinogenic drugs, or any controlled drugs as provided in RSA 318-B during work hours by USNH employees is prohibited.

2.2.1 The use of prescription drugs will be permitted by policy in strict accordance with the prescription of a licensed health care professional.

2.2.2 Where the use of alcohol is permitted by policy, safety considerations and concern for the image of the institution require that discretion be exercised in the use of alcoholic beverages either on or away from USNH property.

2.2.3 In situations where the use of certain types of prescription and non-prescription medication may negatively affect mental

concentration or coordination (such as antihistamines or "mood altering" drugs), safety considerations may require temporary reassignment of duties and responsibilities.

2.2.4 Supervisors who have documented an employee's deficient or deteriorating performance and believe such performance to be related to the use of alcohol or drugs must discuss options for handling the problem with HR or other official designated by the campus Chief Executive Officer. Supervisors shall not engage in diagnosis or establishing treatment plans for employees. The supervisor may meet with the employee and make a referral to the EAP (see **USY V.D.5.2**).

2.3 Legal Requirements. In accordance with the Drug Free Workplace Act of 1988 (Pub. L. No. 100-690, Title V, Subtitle D) employees are prohibited from the unlawful manufacture, distribution, dispensing, possession, or use of any controlled substance in the workplace. Each USNH institution will: (a) make a good faith effort to maintain a drug free workplace, (b) conduct a biennial review of its program to determine effectiveness, (c) implement changes to the program if needed, and (d) ensure that disciplinary sanctions are enforced. Each USNH institution will take the following actions within 30 days upon notification of an employee conviction: (1) take appropriate personnel action against a convicted employee up to and including termination; (2) place a notice of the drug conviction in the employee's personnel file in accordance with normal disciplinary policy procedures; (3) require the convicted employee to utilize the services of the EAP and, (4) require the convicted employee to successfully complete an approved drug abuse assistance or rehabilitation program recommended by the EAP as a condition of continued employment.

2.3.3 Violations. If an employee is found to be acting against policy as stated above, they will be subject to appropriate action, which may include a warning, reprimand, suspension, referral to counseling or EAP, or discharge.

2.4 USNH institutions may establish an ongoing drug/alcohol free awareness that informs employees of:

2.4.1 The dangers of drug/alcohol abuse and the health risks associated with that abuse,

2.4.2 The policy of maintaining a drug/alcohol free workplace,

2.4.3 Any available drug counseling, rehabilitation program or an EAP, and

2.4.4 The penalties that may be imposed upon employees for violation of this policy.

2.5 Employee Alcohol and Controlled Substance Testing under U.S. Department of Transportation Agency Regulations Implementing the Omnibus Transportation Employee Testing Act of 1991, 49 CFR Part 40, Part 382, and Part 655 as amended.

The full Drug Free work place policy for employees can be found [here](#).

Legal Sanctions

In addition to the University standards and sanctions on alcohol and other drug abuse set forth above, members of the campus community are also required to abide by state and federal laws governing consumption, sale, or possession of alcohol and other drugs.

New Hampshire Law

Drugs

318-B:2 Acts Prohibited

I. It shall be unlawful for any person to manufacture, possess, have under his control, sell, purchase, prescribe, administer, or transport or possess with intent to sell, dispense, or compound any controlled drug, or controlled drug analog, or any preparation containing a controlled drug, except as authorized in this chapter.

I-a. It shall be unlawful for any person to manufacture, sell, purchase, transport or possess with intent to sell, dispense, compound, package or repackage (1) any substance which he represents to be a controlled drug or controlled drug analog, or (2) any preparation containing a substance which he represents to be a controlled drug or controlled drug analog, except as authorized in this chapter. The full law can be found [here](#).

Alcohol

Except as provided in [RSA 179:23](#), any person under the age of 21 years who has in his or her

possession any liquor or alcoholic beverage, or who is intoxicated by consumption of an alcoholic beverage, shall be guilty of a violation and shall be fined a minimum of \$300. Any second and subsequent offense shall be fined at least \$600. For purposes of this section, alcohol concentration as defined in [RSA 259:3-b](#) of .02 or more shall be prima facie evidence of intoxication. No portion of this mandatory minimum fine shall be waived, continued for sentencing, or suspended by the court. In addition to the penalties provided in this section, the court may, in its discretion, impose further penalties authorized by [RSA 263:56-b](#).

II. Except for persons convicted on the basis of intoxication, any person under the age of 21 years convicted of unlawful possession of liquor or beverage shall forfeit the same, and it shall be disposed of as the court directs. The proceeds, if any, shall be paid into the treasury of the county in which the proceedings were determined.

Federal Law

Possession, use or distribution of Controlled Substances is prohibited by federal law. Controlled Substances include, for example, heroin, lysergic acid diethylamide (LSD), marijuana (cannabis), 3,4-methylenedioxymethamphetamine (ecstasy), Cocaine, methamphetamine, and certain steroids and prescription drugs. Federal penalties for possession, using, or distributing Controlled Substances often include fines and prison sentences.

In addition, Section 484 © of the Higher Education Act of 1998 (20 U.S.C § 1091) provides that a student's eligibility for federal student aid be suspended upon conviction under federal or state law for any offense involving the possession or sale of a controlled substance (other than alcohol or tobacco) for as much as one year, to an indefinite period of time. Eligibility may be regained upon completion of a drug rehabilitation program that meets statutory and regulatory requirements or if the conviction is overturned.