

**CAMERON UNIVERSITY**  
**Drug-Free Schools and Communities Act**  
*2024 Biennial Review*

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**Introduction**

The Drug-Free Schools and Campus Regulations require Higher Education institutions to conduct a biennial review of the University's drug and alcohol policies and prevention programs, to determine their effectiveness, to implement changes if needed, and to ensure consistency of policy enforcement.

Cameron University developed a policy, as required by the Drug-Free Schools and Communities Act. This policy, which is reviewed and updated as needed, describes the standards of conduct that prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol on University property or as part of any University-sponsored activities; a description of applicable legal sanctions under local, state or federal laws for the unlawful possession or distribution of illicit drugs and alcohol; a description of the health risks associated with the use of illicit drugs and abuse of alcohol; a description of student counseling programs; and, a clear statement of sanctions imposed for violations of the standards of conduct. The University's Alcohol and Drug-Free Campus Policy is made available for review in the Dean of Students Office and through annual notification to students and employees.

These policies and subsequent programs are reviewed bi-annually and revised on an ongoing basis as needed. During the summer and fall semesters of 2024, a committee of Cameron University employees met to review current policies and procedures intended to educate and prevent illegal alcohol, medical marijuana, and other drug use, and to strictly enforce alcohol and controlled substances policies and laws. This review is intended to meet the requirements of the Drug-Free Schools and Communities Act.

<b>The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the "Clery" Act)</b>
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The Clery Act is a federal law requiring all institutions of higher education receiving federal financial assistance under the programs authorized under Title IV of the Higher Education Act of 1965 to disclose certain timely and annual information about campus crime and security policies. Cameron University meets this requirement through the Annual Security and Fire Safety Report, available online at <https://www.cameron.edu/ops>.

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**Policy on Prevention of Alcohol Abuse and Drug Use on Campus and in the Workplace**

Examples of University policies, for both students and employees, related to drugs and alcohol on campus are documented throughout the biennial review document. The policy contains a three-strike process for both students and organizations. During the review of the Drug-Free Schools and Communities Act, the student alcohol and controlled substance policy was updated. Since the 2022 review, the University updated the list of resources and assistance programs.

In 2019, the State of Oklahoma legalized Medical Marijuana; however, the University still bans the use of marijuana on campus due to its federal Schedule 1 classification. In January 2020, the University implemented an Employee Assistance Program. This program offers free and confidential services to benefited employees and their household members, including counseling services and resources for addiction/substance abuse.

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## **Alcohol and Drug-Free Campus Policy**

### **1.01 PURPOSE AND SCOPE:**

The abuse of alcohol and other drugs interferes with the processes of learning, teaching, research, and public service, which are the functions of Cameron University. In order to accomplish its mission and further comply with the Drug-Free Schools and Communities Act Amendments of 1989, Cameron University has promulgated this policy and directed its distribution to each of its students.

### **2.01 POLICY:**

Pursuant to local, state, and federal laws, and its own rules and regulations, Cameron University prohibits the unlawful possession, use, manufacture, or distribution of alcohol and other drugs by students and employees on university-owned or controlled premises, as a part of any university-sponsored activities, or in the workplace.

### **3.01 INTERNAL SANCTIONS:**

Any student or employee who violates this policy shall be subject to disciplinary action, including, without limitation, probation, expulsion, suspension, or termination of employment; may be required to participate satisfactorily in an appropriate rehabilitation program; or may be referred for prosecution.

### **4.01 EXTERNAL SANCTIONS:**

Violation of applicable local, state, and federal laws governing the possession, use, manufacture, or distribution of alcohol and other drugs may subject students or employees to fines, imprisonment, and/or community service requirements. Convictions become part of an individual's criminal record and may prohibit certain career and professional opportunities.

### **5.01 HEALTH RISKS:**

Abuse of drugs and alcohol can result in behavioral changes; impairment of judgment and coordination; elevated or lowered blood pressure; depression; anxiety; hallucinations; convulsions; temporary and permanent loss of memory; damage to the heart, lungs, liver, and brain; sterility; lowered immune system and increased infection; cancer, emphysema; chronic bronchitis, and death.

### **6.01 ALCOHOL/OTHER DRUG ASSISTANCE PROGRAMS:**

Numerous programs are available in the Lawton area to help Cameron students and employees deal with substance abuse related issues. Federal laws ensure all persons seeking help for alcohol and/or other drug problems will be treated with respect and in a confidential manner. Please contact the Student Wellness Center for information or assistance. Employees should contact Human Resources.

<b>Substance Abuse Resource Directory</b>	
<b>On-Campus:</b>	
Student Wellness Center	(580) 581-6725

<b>Substance Abuse Prevention/Assessment:</b>	
Chickasaw Nation Hina' Chokma' Program	(580) 332-6345 or (800) 851-9136
Comanche Nation Prevention & Recovery Center	(580) 357-3449 or (580) 492-3240
Community Uplift Foundation (aka Community Strong Counseling & Services)	(580) 699-3399
H.A.L.T. Mental Health & Substance Abuse Services	(580) 678-6660
Jim Taliaferro Community Mental Health Center	(580) 248-5780
Lawton-Fort Sill Community Coalition	(580) 355-5246
Lawton Vet Center (referral services)	(580) 523-4000
Pathways Recovery Center (aka Country Road Recovery Center)	(405) 829-6740
Roadback Assessment Center (aka Roadback Inc Pathway House)	(580) 357-8114
Stephens County Health & Healing	(580) 439-4263 or (580) 736-8102
Wichita Mountains Prevention Network	(580) 355-5246
Valley Hope	(405) 896-3908 or (918) 306-8111

<b>Substance Abuse Detoxification:</b>	
Arcadia Trails Center for Addiction Recovery (Integris Health)	(405) 216-2500
Catalyst Behavioral Services	(405) 232-9804
Laureate Detoxification Center	(918) 481-4000
Lawton Vet Center (referral services)	(580) 523-4000
Oakwood Springs	(405) 438-3000
Pathways Recovery Center (aka Country Road Recovery Center)	(405) 829-6740
Red River Hospital of Wichita Falls	(940) 400-0733 or (855) 891-6315
Rolling Hills Hospital (Ada)	(888) 653-0935
SSM Health St. Anthony Hospital	(405) 272-7000
The Recovery Center	(405) 525-2525

<b>Substance Abuse Out-Patient:</b>	
Arcadia Trails Center for Addiction Recovery (Integris Health)	(405) 216-2500
Bridges to Recovery (JTCMHC)	(580) 248-5780
Catalyst Behavioral Services	(405) 232-9804
Comanche Nation Prevention & Recovery Center	(580) 357-3449 or (580) 492-3240
Community Uplift Foundation (aka Community Strong Counseling & Services)	(580) 699-3399
Cornerstone Clinical Services	(580) 470-8898

Lighthouse	(580) 319-7305 or (405) 451-4003
Lawton Vet Center (referral services)	(580) 523-4000
Marie Detty Youth & Family Services	(580) 250-1123
Northcare	(405) 858-1749 or (405) 858-2700
Pathways Recovery Center (aka Country Road Recovery Center)	(405) 829-6740
Red Rock Behavioral Health Services	(405) 573-6466 or (405) 424-7711
Road to Recovery Ranch	(405) 253-3838
Roadback Assessment Center (aka Roadback Inc Pathway House)	(580) 357-8114
SSM Health St. Anthony Hospital	(405) 272-7000
Transitions Treatment Services	(580) 355-7500
The Recovery Center	(405) 525-2525
Valley Hope	(405) 896-3908 or (918) 306-8111

<b>Substance Abuse In-Patient/Residential:</b>	
Arcadia Trails Center for Addiction Recovery (Integris Health)	(405) 216-2500
Avenues Recovery Center	(405) 451-4003
Catalyst Behavioral Health	(405) 232-9804
Chickasaw Nation Hina' Chokma' Program	(580) 332-6345 or (800) 851-9136
Clay Crossing Foundation	(405) 374-1225
Comanche Nation Prevention & Recovery Center	(580) 357-3449 or (580) 492-3240
Jim Taliaferro Community Mental Health Center	(580) 248-5780
Lawton Vet Center (referral services)	(580) 523-4000
Northwest Treatment Center	(580) 824-0674
Palmer Continuum of Care	(918) 430-0975
Pathways Recovery Center (aka Country Road Recovery Center)	(888) 744-6597
Red Rock Behavioral Health Services	(405) 573-6466 or (405) 424-7711
Red River Hospital of Wichita Falls	(940) 400-0733 or (855) 891-6315
Roadback Assessment Center (aka Roadback Inc Pathway House)	(580) 357-8114
Rolling Hills Hospital (Ada)	(888) 653-0935
SSM Health St. Anthony Hospital	(405) 272-7000
The Recovery Center	(405) 525-2525
Valley Hope	(405) 896-3908 or (918) 306-8111

<b>Long-Term Residential Recovery:</b>	
First Step Women's Center	(405) 794-2834
First Step Men's Center	(405) 799-7540

<b>Substance Abuse Services - Employee Assistance:</b>	
Magellan HealthCare	(800) 327-5043

<b>Help Lines:</b>	
American Addiction Centers	(866) 959-7154
Care Connect Substance Abuse Hotline	(800) 291-1068
Crisis Text Hotline	Text HOME to 741741
Jim Taliaferro Community Mental Health Center	(580) 248-5780
Lawton Suicide Hotline	(580) 355-7575
Lawton Vet Center (24/7 Assistance)	(877) 927-8387
Lighthouse (24/7 Hotline)	(800)-522-1090
NAMI Oklahoma Helpline (non-crisis)	(800) 950-6264 or Text HELPLINE to 62640
National Center for Wellness & Recovery	(833) 755-4673
National Council on Alcoholism & Drug Dependence	(800) 622-2255
National Drug Helpline	(844) 289-0879
National Suicide Prevention Hotline	Text 988
Northcare	(405) 858-1749 or (405) 858-2700
Palmer Addiction Recovery Services (24/7 Helpline)	(918) 430-0975
Reach-Out Helpline (Oklahoma Dept of Mental Health and Substance Abuse)	(800) 522-9054
SAMHSA Drug & Alcohol Hotline	(800) 622-4357 or (800) 487-4889
Valley Hope (24/7 Admissions)	(918) 306-8111

#### **7.01 COORDINATION AND REFERENCE:**

Other policies, rules, and regulations of Cameron University also deal with drug and alcohol abuse and complement this Drug-Free Campus Policy statement (such as Appendix C). This policy is based on the Drug-Free Workplace Act of 1988 (P.L. 100- 690, Title V, Subtitle D) and the Drug-Free Schools and Communities Act Amendments of 1989 (P.L. 101-226).

*Available in the Student Handbook and online at:*

<https://www.cameron.edu/alcohol-and-drug-free-campus-policy>

The following policies supplement the aforementioned policy.

### ***Student Handbook: Appendix B***

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#### **Use of Alcohol and Controlled Substances**

The student alcohol and controlled substance policy applies to every student enrolled at the University, whether part-time or full-time and whether in residence, by extension, or otherwise, and may at times apply to persons off-campus when using University facilities or participating in University programs. Controlled substances are defined by relevant local, state, and federal laws and regulations.

- 1) At no time will alcohol be served in residential facilities or at student functions on or off campus. Possession of alcohol and controlled substances by students is strictly prohibited on University property.
- 2) Strong disciplinary measures will be taken against students in possession of or who have consumed alcohol or a controlled substance on campus. Persons who are determined to be under the influence of alcohol or a controlled substance will be referred to the Director of Student Development for disciplinary action and/or may be subject to immediate arrest. For Student Housing and Residence Life residents, incidents will be reported to the Director of Student Housing and Residence Life.
- 3) To curtail alcohol and controlled substance abuse on and off campus, the University has a minimum "Three Strikes" policy. The Three Strikes policy may be subject to change due to the level of severity of the incident.
- 4) Alcohol and controlled substance education programs are available and all entering undergraduate students are encouraged to complete these programs.
- 5) Violations of the policy may be reported to the Office of Student Development.
- 6) The University has established the Student Wellness Center to provide counseling for students or to provide referrals for off-campus support.
- 7) All fines collected as a result of this policy will support the University's alcohol and drug education programs.

#### **THREE STRIKES POLICY - DEFINITION OF A STRIKE**

A "strike" is the University's official recognition of a student's or organization's violation of the University's Student Alcohol and Controlled Substances Policy. Nothing herein shall waive a student's right to due process. A strike is a final University disciplinary action that finds the student guilty of a violation. A student or organization may be charged with a violation based on the following:

- 1) A conviction, deferred sentence, or a plea that has the effect of conviction of an alcohol or controlled substances-related violation of which the University is made aware;<sup>1</sup> or
- 2) A University finding or allegation that a student or organization may have committed a related violation prohibited by the Code of Student Conduct. Such violations include but are not limited to, the conduct prohibited by Section 2.03 of the Code, the Student Alcohol and Controlled Substances Policy, incident reports, and citations. Upon notification of the foregoing, or any other violation reasonably related to alcohol, the University may charge the student pursuant to the Code of Student Conduct, and the student shall be entitled to an appropriate hearing or investigative meeting as defined in the Code. Whether by the decision of an appropriate disciplinary body or administrative official, any final University disciplinary action resulting in a finding of guilt for an alcohol or controlled substance-related violation shall be considered a strike.

<sup>1</sup> Alcohol violations and misconduct shall include, but shall not be limited to, minor in possession; public intoxication; manufacture, use or possession of false identification; driving under the influence, driving while intoxicated, actual physical control and involvement in a crime while under the influence.

## Reporting Mechanisms

The University may act on any reliable information it receives. Although not an exhaustive list, the University may be notified of prohibited conduct in the following ways:

- 1) A police report from the Cameron University Office of Public Safety;
- 2) An incident report generated in Student Housing and Residence Life;
- 3) Reports received from other law enforcement or security agencies;
- 4) Notification by a University official that an alcohol violation occurred; or
- 5) Any other information deemed reliable by the University that comes to the attention of a University official.

Once notified of alleged prohibited conduct, the University may investigate the information received to determine if the conduct constitutes a violation prior to taking action. Nothing herein shall waive a student's right to due process.

**The University strongly supports and encourages any student to seek transportation assistance in the event they cannot safely operate a motor vehicle. Further, the University strongly supports and encourages students seeking medical and/or mental health care in the event of alcohol and controlled substance-related illness or other concerning behavior related to alcohol and/or controlled substance use.**

## Good Samaritan Policy

The health and safety of each and every student is everyone's first priority at Cameron University. We want all students to take responsibility and to be empowered to respond to potentially dangerous medical situations without fear of reprisal from the University. Cameron encourages all students to seek immediate medical attention for themselves or others when there may be a medical emergency even if they have been drinking or using other drugs.

Seeking medical assistance will be considered a responsible act and not deserving of arrest or disciplinary action. Any student seeking medical treatment for themselves or any other student or any student who is the recipient of this emergency medical help will not be subject to disciplinary sanctions related to the violation of using or possessing alcohol or other drugs, as defined in Cameron University's Drug and Alcohol Policy. This policy applies to emergencies both on and off campus. This protection is not available to students who also violate some other University policy that warrants sanctions such as being disruptive or combative, refusing treatment, committing assault, or committing property damage.

When a person's health or safety is threatened or appears to be at risk from alcohol or drug consumption, one of the following actions should occur:

- Call 911
- Call the Cameron University Public Safety Office at (580) 581-2911
- Seek assistance from a Resident Assistant (RA) or the Student Housing and Residence Life Professional on-call

Cameron University takes these threats to health and safety very seriously. As a result, any student for whom assistance is sought may be required to meet with Student Development, or Student Housing and Residence Life, take an educational video course, and/or meet with a University counselor for education and assessment. Parents/Guardians and/or 3<sup>rd</sup> party supporters of students may also be notified. The student who called for medical assistance for another student may be referred to this program also.



In the event that a student incurs any alcohol or drug-related violation during the twelve-month period following the Good Samaritan Policy situation, this report may be reviewed as part of the sanctioning process but will not be counted as a prior offense for the purpose of imposing mandatory minimum sanctions.

Students are eligible to use this policy on more than one occasion. Students are always strongly encouraged to report medical emergencies. The health and wellness of our students is our highest priority when determining an appropriate response. Repeated incidents will be reasons for further concern and these cases will be dealt with on an individual basis.

It is the hope of the University that students will use this Good Samaritan Policy as an opportunity to learn from a serious mistake and take healthy steps to avoid such mistakes in the future.

### **THREE STRIKES POLICY-SANCTIONS**

#### **INDIVIDUAL SANCTIONS**

The following sanctions are mandatory minimum sanctions for violations. Based on the severity of the infraction, the University reserves the right to impose any appropriate additional sanction(s). Any violation by an individual student remains part of the individual's record. Based on the severity, the University reserves the right to modify the strikes. If a student is suspended after the third (3<sup>rd</sup>) strike and is readmitted to Cameron University, the student is readmitted with two (2) strikes.

##### **1st Strike may include the following:**

- Parent/Guardian and/or 3<sup>rd</sup> party notification
- \$25.00 fine or 10 hours of community restitution
- Satisfactory completion of a defined alcohol and/or controlled substance education program
- Student Housing and Residence Life probation
- Disciplinary Warning
- Any disciplinary penalty listed under 3.01 of the Code of Student Conduct

##### **2nd Strike may include the following:**

- Parent/Guardian and/or 3<sup>rd</sup> party notification
- \$75.00 fine or 20 hours of community restitution
- Satisfactory completion of an approved alcohol and/or controlled substance counseling, brief intervention, and referral in the Student Wellness Center
- Student Housing and Residence Life probation or suspension
- Disciplinary probation
- Any disciplinary penalty listed under 3.01 of the Code of Student Conduct

##### **3rd Strike may include the following:**

- Parent/Guardian and/or 3<sup>rd</sup> party notification
- Suspension from the University
- Any disciplinary penalty listed under 3.01 of the Code of Student Conduct

### **APPEALS**

Students may appeal a strike in accordance with the process outlined in the Code of Student Conduct.



## ORGANIZATIONAL SANCTIONS

Organizational sanctions will be administered based on the illegal or prohibited use of alcohol and/or controlled substances at an organizational event or in a campus facility. Before imposing an organizational sanction, as opposed to solely an individual sanction, the University will consider the entirety of the circumstances surrounding the organizational event, including, but not limited to, whether:

- 1) The violation was endorsed, sponsored, sanctioned, enabled, furthered, or funded, in whole or in part, by the organization, its officers, or the officers of its local, state, or national organization acting with actual or apparent authority, and any of them knew or should have known of the alcohol violation and they took insufficient action to prevent or cease the violation; or
- 2) The violation occurred on property owned, leased, rented or occupied by the organization; or
- 3) Officers of the organization took insufficient action to prevent or cease the violation they knew or should have known existed; or
- 4) Regardless of its location, the violation occurred at an event or any gathering of two or more individuals of the organization conducted in furtherance of the mission or purpose of the organization, including any event, program, or ceremony; or
- 5) The violation occurred at any gathering utilizing the organization's name or logo, or that was advertised by the organization; or
- 6) The violation occurred at any gathering of two or more individuals that would typically be in furtherance of the organization's activities but is designed to circumvent these rules.

The Director of Events and Activities or their designee has the discretion to determine whether, based on the criteria above and the totality of the circumstances, the violation occurred at an organizational event and warrants an organizational sanction.

Any violation by the group remains part of the organization's "Three Strikes" record for three calendar years unless the organization requests and the University grants removal of an eligible first strike in accordance with the Student Alcohol and Controlled Substances Policy below. All parties involved shall be held accountable.

Based on the severity, the University reserves the right to modify the strikes.

### **1st Strike may include the following:**

- At the discretion of the University and after considering all relevant information, the University will impose a minimum fine of \$100.
- 100% of the organization's active membership must complete a defined alcohol and/or controlled substances education program.
- An aggregate community restitution requirement for the organization of 10 hours per active member at the time of the violation. It is at the discretion of the University as to whether new or associate members will be included in fulfilling the requirements of the sanction.
- Formal written warning: A written reprimand for violation(s) of specified regulations, including the possibility of more severe disciplinary sanctions in the event of the finding of a violation of any University regulation within a stated period of time.

### **2nd Strike may include the following:**

- At the discretion of the University and after considering all relevant information, the University will impose a minimum fine of \$200.
- 100% of the organization's active membership must complete a defined alcohol and/or controlled substances education program.

- An aggregate community restitution requirement for the organization of 20 hours per active member based on the organization's membership at the time of the violation. It is at the discretion of the University as to whether new or associate members will be included in fulfilling the requirements of this sanction.
- Disciplinary Probation: Exclusion from participation in privileged or extracurricular University activities set forth in the notice for a period of time specified. Other conditions of the probation may apply to any other activities of the organization in the University community, except those that would affect the organization's academic pursuits.

**3rd Strike may include the following:**

- Organizational Suspension: The organization will be suspended for a minimum of one year. University approval, granted by the Office of Events and Activities, is required before the organization will be reinstated.

**APPEALS**

Student organizations may appeal a strike to the Dean of Students.

**DRUGS and PARAPHERNALIA**

Illegal drugs or substances, as defined by local, state, and federal laws and regulations, are not allowed in any Student Housing and Residence Life facility. No drug paraphernalia is allowed in any Student Housing or Residence Life facility. If drug paraphernalia is found, it will be considered the same as actually possessing or consuming illegal substances.

*Available in the Student Handbook and online at:*

[www.cameron.edu/current-students/student-services/handbook/code-of-student-conduct](http://www.cameron.edu/current-students/student-services/handbook/code-of-student-conduct)

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## EMPLOYEE HANDBOOK

### 10.8 PREVENTION OF ALCOHOL ABUSE AND DRUG USE ON CAMPUS AND IN THE WORKPLACE

The federal Drug-Free Workplace Act enacted into law in 1988 requires that any entity seeking to be considered to receive a grant from any federal agency, and any entity seeking to be awarded a contract for the procurement of any property or services of a value of \$25,000.00 or more from any federal agency, certify to the Federal granting or contracting agency that it will provide a drug-free workplace.

The University recognizes its responsibility as an educational and public service institution to promote a healthy and productive work environment. This responsibility demands the implementation of programs and services that facilitate that effort. The University is committed to a program to prevent the abuse of alcohol and the illegal use of drugs and alcohol by its students and employees. The University's program includes this policy, which prohibits illegal use of drugs and alcohol in the workplace, or as part of any University-sponsored activities. It is the policy of the Board of Regents that:

- 1) All students and employees shall abide by the terms of this policy as a condition of initial and continued enrollment/employment.
- 2) The illegal use of drugs and alcohol is in direct violation of local, state, and federal law, as well as University policies governing faculty, staff, and student conduct. This policy strictly prohibits the illegal use, possession, manufacture, dispensing, or distribution of alcohol, drugs, or controlled substances in the workplace, on its premises, or as a part of any University-sponsored activities. Cameron University is required to comply with federal policy that does not allow unlawful use or possession of illegal drugs, including marijuana, on campus or at university-sponsored events and activities. Students and employees cannot consume, smoke, or possess marijuana on campus even though they might have a medical marijuana license, card, or prescription permitting them to do so.
- 3) Violating this policy shall be a major offense, which can result in a requirement for satisfactory participation in a drug or alcohol rehabilitation program, at the employee's expense, referral for criminal prosecution, and/or immediate disciplinary action up to and including dismissal from employment and suspension or expulsion from the University. A criminal conviction is not required for sanctions to be imposed upon an employee or student for violations of this policy.
- 4) Violations of applicable local, state, and federal laws may subject a student or employee to a variety of legal sanctions including, but not limited to, fines, incarceration, imprisonment, and/or community service requirements. Convictions become a part of an individual's criminal record and may prohibit certain career and professional opportunities. A current listing of applicable local, state, and federal sanctions can be obtained through the Office of Public Safety.
- 5) An employee shall notify their supervisor in writing of a criminal conviction for drug or alcohol-related offenses occurring in the workplace no later than five calendar days following the conviction.
- 6) The University provides access to information about the dangers of drug and alcohol abuse. Voluntary participation in or referral to these services is strictly confidential.
- 7) An employee shall not perform safety-sensitive functions while a prohibited drug is in their system.

8) The University may require drug testing of safety sensitive employees (as defined by federal law) prior to employment, when there is reasonable cause, after an accident, on a random basis, and before allowing the employee or student to return to duty after refusing to take a drug test or after not passing a drug test.

9) The University shall distribute this policy to all staff, faculty, and students.

Health risks generally associated with alcohol and drug abuse can result in, but are not limited to: a lowered immune system, damage to critical nerve cells, physical dependency, lung damage, heart problems, liver disease, physical and mental depression, increased infection, irreversible memory loss, personality changes, and thought disorders.

The chief fiscal officer is responsible for notifying Federal funding agencies within ten calendar days whenever an employee is convicted of a drug-related crime that occurred in the workplace. Decisions under this policy are subject to the grievance procedures stated elsewhere in the Board of Regents policy (University of Oklahoma Board of Regents Policy Manual CU/RSU 3.1.12).

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## **University Sanctions**

Enrollment in the University creates special obligations beyond those attendants upon membership in the general society. In addition to the requirement of compliance with the general law, the student assumes the obligation to comply with all University policies and campus regulations. Generally, University discipline shall be applied only in response to conduct which adversely affects the University community's pursuit of its educational objectives, violates or shows disregard for the rights of individuals with the University community, or damages property. University officials charged with enforcement of these regulations shall have the authority in execution of such duties to perform such acts as are required to maintain the security, well-being, safety, or tranquility of the University community or any of its members. Individual, organization, and employee sanctions may occur when University policies and regulations are violated.

**Individual Sanctions:** Violation of University policies may result in one of the following sanctions: warnings, restricted privileges, special projects, restitution, Student Housing and Residence Life probation or termination, fines, disciplinary probation, withholding of official transcript/degree, readmission probation, degree denial, loss or ineligibility for student grant or loan, suspension, and expulsion. Those penalties are not exclusive and may be imposed together with other penalties.

**Organizational Sanctions:** Organizational sanctions will be administered based on the possession and use of alcohol and/or controlled substances in an organization's residence facility or the illegal or prohibited use of alcohol and/or controlled substances at an event which was endorsed, organized, or sponsored by the organization when in either case the organization knew or should have known of such use and failed to take appropriate action.

**Employee Sanctions:** Violating this policy shall be a major offense, which can result in a requirement for satisfactory participation in a drug or alcohol rehabilitation program, at the employee's expense, referral for criminal prosecution, and/or immediate disciplinary action up to and including termination from employment and suspension or expulsion from the University. A criminal conviction is not required for sanctions to be imposed upon an employee or student for violations of this policy.

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## **Legal Sanctions under Local, State, and Federal Law**

At the federal, state, and local levels exist a number of penalties regarding the use, possession, sale, and distribution of intoxicating substances, including alcohol, medical marijuana, and other drugs. Criminal sanctions include, but are not limited to, fines, mandatory alcohol and drug abuse programs, jail sentences, restitution, and probation and community service. In addition, a felony conviction may preclude one from entering a desired employment field and/or obtaining certain professional licenses.

A comprehensive list of Oklahoma Statutes may be found at <https://www.oscn.net/applications/oscn/index.asp?ftdb=STOKST&level=1> (see Title 21 Crimes and Punishments, Title 37 Intoxicating Liquors, Title 47 Motor Vehicles, and Title 63 Public Health and Safety). There are also many federal regulations regarding the possession, manufacture and distribution of drugs, for more information please go to <https://www.dea.gov/>. Also see the Controlled Substances Act, 21 United States Code §801 et seq.

The federal Drug-Free Workplace Act enacted into law in 1988 requires that any entity seeking to be considered to receive a grant from any federal agency, and any entity seeking to be awarded a contract for the procurement of any property or services of a value of \$25,000 or more from any federal agency, certify to the Federal granting or contracting agency that it will provide a drug-free workplace.

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## **Prevention Programs**

### **Escort Service**

The Office of Public Safety provides safe escorts across campus. Escorts are available by contacting OPS.

### **Counseling/Student Wellness Center**

Cameron University staffs a full-time, licensed professional counselor who is available to provide short-term and referral counseling for Cameron University students. Students may also contact the Student Wellness Center for resources for assistance with alcohol and/or controlled substances.

**SafeColleges - Introduction to University Life (UNIV 1001)** One to two class sessions are dedicated to health and safety. Instructors address alcohol and controlled substance abuse along with information covered by Vector Solutions training. Regardless of UNIV enrollment status, all students have access to Vector Solutions training at any time. Additionally, parents/guardians of current students also have access to Vector Solutions training upon request.

### **Programming- Student Housing and Residence Life**

All Resident Assistants are required to provide drug and alcohol programming to all residents once a year, at a minimum, and more if needed.

### **Employee Assistance Program**

All benefited employees and their household members have access to a free and confidential program that offers counseling services and resources for addiction/substance abuse.

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## **Consistency and Effectiveness of Disciplinary Sanctions**

The Office of Student Development handles drug and alcohol violations for non-residents. The Office of Student Housing and Residence Life handles drug and alcohol violations for residents of Shepler Center and Cameron Village. Most of the violations are for residential students.

The Office of Student Housing and Residence Life has a no-tolerance policy for drug violations. Residents will be removed from campus housing if they are found responsible for an illegal drug violation. The procedure for Student Housing and Residence Life alcohol and controlled substances violations is attached.

Few housing residents have violated the alcohol policy, and even fewer have committed a 2nd offense. The Student Housing and Residence Life staff delivers annual programming about alcohol abuse and associated policies to all residents. The sanctions given out for alcohol violations are consistent.

Human Resources handles incidents on a case-by-case basis. Any concerns reported to Human Resources will be addressed accordingly.

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## **RECOMMENDATIONS FOR IMPROVEMENT**

- Continue to utilize a committee to complete the annual notice and biennial review.
- Continue to enhance and expand alcohol abuse prevention and awareness programming.
- Continue to provide enhanced drug and alcohol training for student athletes.
- Provide further drug and alcohol use training and programming for students residing on- campus.
- Continue to train employees and supervisors on the benefit of the Employee Assistance Program and how to utilize the program.

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## **CAMERON UNIVERSITY REVIEW**

Dr. Leslie Cothren, Acting Dean of Students and Director of Events and Activities  
Dr. Jennifer Pruchnicki, Director of Student Development  
Tessa Craig, Director of the Student Wellness Center  
Tyler Anderson-Majors, Director of Student Housing and Residence Life  
John DeBoard, Director of the Office of Public Safety  
David Kaine, Director of Human Resources

## **CERTIFICATION:**

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Jari Askins, President  
Cameron University

\_\_\_\_\_  
Date