Drug and Alcohol Abuse Prevention and Education

2015-2016 Information for Students and Employees of Boise State University
The Boise State University Drug and Alcohol Prevention and Education publication is provided to all students and employees at Boise State University. This publication contains policies from the University’s Policy Manual which are subject to change at the discretion of Boise State University. The drug and alcohol information is provided in compliance with the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226), 34 C.F.R. 668.46.
NOTICE OF NON-DISCRIMINATION

It is the policy of Boise State University to comply with all federal, state and local authorities requiring nondiscrimination, including but not limited to Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 (ADA), the Age Discrimination Act of 1975, and Executive Orders 12898 (Environmental Justice) and 13166 (Limited English Proficiency). Boise State is an equal opportunity employer. For more information on Boise State’s non-discrimination policies and grievance procedures, please see Boise State Policies 1060, 1065, and 1070 at policy.boisestate.edu.

The University does not exclude from participation in, deny the benefits of, or subject any individual to discrimination on the basis of race, color, national origin, sex, sexual orientation, gender identity, disability, income, protected veteran status, limited English proficiency, or any other status protected under applicable federal, state or local law.

For more information or if you believe you have been subject to discrimination on the basis of sex, sexual orientation, gender identity, or disability, please contact Boise State’s Title IX, ADA, and 504 Coordinator: Annie Kerrick
Director of Title IX/ADA/504 Compliance
Riverfront Hall, Suite 306
1910 University Drive, Boise, ID 83725-1215
(208) 426-1258
reportdiscrimination@boisestate.edu

For more information or if you believe you have been subject to discrimination on any other basis, please contact:
Alicia Estey
Title VI Coordinator/Executive Director, Institutional Compliance
Riverfront Hall, Suite 306
1910 University Drive, Boise, ID 83725-1215
(208) 426-1258
aliciaestey@boisestate.edu

You may also file a complaint with:
U.S. Department of Education
Office of Civil Rights (OCR)
810 3rd Avenue #750
Seattle, WA  98104
(206) 607-1600
OCR.Seattle@ed.gov
Alcohol or Other Drug Prevention and Education

Dean of Students

Boise State University provides an inclusive and affirming learning environment in which students are taught responsible decision-making and held accountable for their actions. Through education, assessment, intervention, and treatment of alcohol issues, we provide a number of initiatives for our student body. Our collaborative approach focuses on behavioral risk reduction. The following report details policies, education and outreach, and responsive actions that take place when students violate codes of conduct, local and state laws. Departments from across the university collaborate to provide relevant programming to students on a variety of topics.

Alcohol Education:
A multitude of alcohol education programs are offered throughout the year. These programs focus on risk reduction, alternatives to alcohol, safer spring breaks, and the risks of binge drinking. Specifically we offer:

- **e-CHECKUP TO GO** is an evidence based online alcohol intervention that assesses risk and promotes responsible drinking behaviors. Students receive personalized feedback about drinking patterns and use of alcohol. This program is free and available to students through the University Health Services website.

- **Student Health 101** is a nationally recognized and utilized e-magazine, dedicated to all wellness related topics, to which Boise State subscribes. Each month there is a new e-magazine that may include materials related to alcohol and drug education. Six pages in the magazine are customized to Boise State University. On these university specific pages, content often includes information about educational programs, outreach efforts, and medical/counseling services related to drug and alcohol awareness here on campus. The link to this e-magazine is distributed to all students once each semester. Students are then able to sign up to receive the email monthly, as well as signing up for text message alerts.

- **University Health Services** provides educational materials around safe alcohol use to the Boise State community. Educational supplies include brochures, responsible drinking tips magnets, key tags that include the signs of alcohol poisoning, and cups that display the standard drink size measurements. In FY15, over 700 educational supplies specifically related to ATOD were distributed across the Boise State community.

- **A program tailored to the Sorority and Fraternity Community.** This two-hour workshop for students in sororities and fraternities informs students of the alcohol policy and how to drink responsibly. This program is strongly encouraged for all members of the Greek community.

- **A program as part of a campus wide campaign that includes a multitude of optional educational and co-curricular programs aimed at preventing sexual assault.** These peer-to-peer and staff led workshops and trainings include a focus on alcohol as the most commonly used drug that facilitates sexual assault. Programs are delivered to interested campus groups including student organizations, classes, departments and athletic teams. A few examples include Housing and Residence Life’s Resident Assistant’s, Orientation Leaders, Parking and Transportation staff, Football staff, Men’s Basketball, Gymnastics, University Foundations courses and Crime Victims Week participants.

**Web Resources:**
College Drinking—Changing the Culture. The Dean of Students Office’s website provides access to http://www.collegedrinkingprevention.gov/CollegeStudents/ for information on Alcohol Myths, Figuring Blood Alcohol Content, Following Alcohol Through the Body and See How It Affects Your Organs and System, eCards to send to a friend who needs a wake up call, FAQ’s on Alcohol Abuse and Alcoholism, Snapshot of Drinking Consequences, Facts about Alcohol Poisoning, and What Peer Educators and Resident Advisors Need to Know about College Drinking.

Alcohol Poisoning FACTS provided by College Drinking – Changing the Culture, http://www.collegedrinkingprevention.gov/OtherAlcoholInformation/factsAboutAlcoholPoisoning.aspx. This link discusses the signs and consequences of alcohol poisoning as well as ways to prevent serious harm.

Intoximeter's "The Drink Wheel"- Blood Alcohol Content Calculator, http://www.intox.com/wheel/drinkwheel.asp. For those interested in learning how different drinks will affect your blood alcohol content levels. This link utilizes information you anonymously submit about your gender, weight, duration of drinking, and how many drinks in order to calculate your potential blood alcohol content level.

Columbia's "Go Ask Alice", http://www.goaskalice.columbia.edu/. —Go Ask Alice is an internet Q&A site put on by Columbia University. There is a wide variety of categories relating to health, alcohol and drugs, sexuality, and nutrition. You can submit a question or read the answers to others’ various questions.


Alcohol and Drug Abuse Prevention, Bowles Center for Alcohol Studies, University of North Carolina at Chapel Hill, http://www.med.unc.edu/alcohol/prevention/. This website operates as a general education tool for students that discusses warning signs of alcohol dependence, healthy choices, and how to get help.

What’s a Drink?, http://www.uidaho.edu/DOS/alcoholprogramming/collegedrinking/whatsadrink. This link offers what a standard drink is based on the type of alcohol and the size of the beverage.

**University Security and Boise Police Department Resource Allocation:**
All security officers are expected to make contact with residents and staff in the Housing complexes. TIPS (Training in Intervention Procedures) are taught to a variety of staff including Security Officers, SUB employees, etc. TIPS trained personnel are often utilized at events where alcohol is served.

**Annual Educational meetings:**
University Security and Boise Police Department conduct annual educational meetings to discuss alcohol related issues. Meetings take place with students and staff in university housing and residence life; Athletic team and coaches (mandatory per coach); sororities and fraternities; and, neighborhood associations around Boise State. Further, University Security and Boise Police Department provides the Arbiter (student newspaper) with information for alcohol related articles if requested.
Alcohol or Other Drug Prevention and Education

Housing and Residence Life

**Housing and Residence Life Educational Outreach:**
Department employees believe in the power of relationships. All student and professional staff are expected to build friendly and supportive relationships with their on campus residents. As such, if there is ever a concern, residents are aware that there is support from our department staff. In terms of alcohol and drug awareness, we utilize the following programs to support and educate on-campus residents:

- **Professional and Paraprofessional Staff Training:** All staff who serves in a crisis response role are trained on issues related to student conduct including crisis response, alcohol, drugs, relationships, and academic honesty. They are trained on emergency response protocol, care outreach, and conduct follow up conversations.

- **Mandatory Resident Meetings:** At the start of each school year mandatory community meetings are hosted to address community standards and the expectations outlined in the student code of conduct. Campus and community resources are addressed. Additionally, monthly floor/community meetings are conducted.

- **Bulletin Boards and Newsletters:** Educational information is shared through community bulletin boards and first year on-campus newsletters.

- **Intentional Interactions:** Resident assistant staff is required to build relationships with each of their residents through intentional interactions. One of the focuses of this model is health and wellness, where staff are encouraged to connect with residents about their wellbeing. As a part of wellness, they discuss with each of their residents during the fall semester is alcohol and drug use, support, and resources. It is also common during roommate agreements to facilitate conversations and answer questions about the alcohol policy.

- **Educational Programs and Activities:** Throughout the year, campus resources such as health and wellness and campus security host educational events around alcohol and drugs. Some of these community programs include “You Call the Shots,” “Just Dance (with drunk goggles),” and “Keg (root beer) and a Cop.”

- **Alternative Campus Programs:** Alternative programs provide spaces for students to be involved without alcohol. These are hosted later at night and usually on a Thursday, Friday, or Saturday night. Events include a Halloween Haunted House, a Murder Mystery, and Bubble Soccer.

- **Community Rounds:** Resident assistant staff conducts three nightly rounds in each of the communities and address conduct and safety concerns and build relationships with residents.

**Housing & Residence Life Community Standards**
It is the intention of the department of Housing and Residence Life to help to facilitate a community wherein intentional connections are made, active collaboration between residents occurs, and students find a sense of belonging. By assessing and developing our critical thinking ability, it is the hope that the resident will continually develop into a functioning member of the University community and the wider community at-large. Through active respect for one another, a compassion for a unified mission, and stark authenticity, the student will become citizens for a lifetime. By signing/agreeing to the Housing and Residence Life License/Lease Agreement,
residents are contractually obligated to comply with the Community Standards listed herein. Any violations of these Housing and Residence Life Community Standards may result in conduct action, up to and including termination of the License/Lease Agreement. Residents and their guests are concurrently subject to all university policies and regulations for conduct, as well as all local, state, and federal laws. Continued violation of the Community Standards may result in conduct action being taken as listed under the “official orders” section of the Student Code of Conduct.

A. Controlled Substances

Boise State University acknowledges the use of alcohol by students of legal age as a personal choice and that all students are aware that Idaho state law prohibits alcoholic beverages from being sold or given to any person under the age of 21. Housing and Residence Life is committed to maintaining an environment conducive to the intellectual and personal development of students and to the safety and welfare of all members of the university community. This includes expecting and encouraging responsible drinking behaviors by those individuals who are of legal age and who consume alcoholic beverages and respecting the rights of those individuals who otherwise choose not to use alcohol. Our department will continue to sponsor and support educational programs related to alcohol awareness and prevention, as well as support alternative activities for students that do not involve the use of alcohol. For the full policy on alcohol, please refer to the Student Code of Conduct and The Office of the Dean of Students. In accordance with the Housing and Residence Life Community Standards, the following are policies that are Housing specific.

1. Alcohol may only be consumed in spaces where Licensee of that assignment and all guests are 21 years of age or older. If at least one person in any room/suite/apartment is under the age of 21, no alcohol is permitted in the common areas. Alcohol may be consumed or stored in a bedroom if all residents of the room are over 21. Residents and/or guests under the age of 21 cannot be in a residential space (individual or common) if alcohol is present.

2. Alcohol is prohibited in residential spaces where at least one roommate is under the age of 21.

3. Common sources of alcohol and/or devices/"games" used or intended for the rapid consumption of alcohol are prohibited in all university housing and public areas.

4. Residents who are in the presence of underage drinking or any other alcohol violation(s) are in violation of these Community Standards.

5. Possession or consumption of alcohol in a public space is strictly prohibited, including, but not limited to lawns, courtyards, court islands, parking lots, grounds, etc. Possessing an open alcoholic beverage container in a public space is illegal and prohibited on university property. An open container includes cans, bottles, cups and the like. Persons in violation of this will be required to pour out the remainder of the alcohol.

6. The manufacture of any type of alcohol beverage by any method is prohibited.

7. Deliveries from liquor stores to the housing community are not permitted.

8. Alcohol paraphernalia, including, but not limited to beer bongs and kegs, is not permitted.

9. Empty, partially full, or full alcohol containers are not permitted in any space occupied by an individual(s) who is under 21 years of age. Housing and Residence Life staff finding alcohol containers in such spaces will direct assigned residents to pour out and dispose of all containers.

10. Empty, partially full, or full alcohol containers are not permitted to be on display, or visible by community members, in any residential space, regardless if the Licensee(s) is over the age of 21.
11. Visible photographs of students drinking alcohol in university housing facilities may be used as evidence of a Community Standard violation.

12. Inability to exercise care for one’s own, another’s, or community health, safety, and/or property due in part or whole to being under the influence of alcohol is prohibited. This includes, but is not limited to, disruptive behavior; vomiting; urinating on floors, walls, and hallways; and incidents or conditions requiring extra care by staff or community members.

13. Residents are accountable for all activities that occur within their assigned space and common living areas. Any resident in a room, suite, or apartment where alcohol or alcohol containers are present at the same time as someone under the age of 21 is in violation of these Community Standards. At all times, residents are responsible for their own behavior as well as the actions of their guests. Residents and guests who are in the possession of alcohol are expected to cooperate with all reasonable university staff requests. Guests not complying with the alcohol policy will be asked to leave our residential community.

14. Alcohol is only permitted in the Lincoln Townhomes (in complexes designated 21 and older) and University Apartments designated for individuals 21 years old or older.

**Community Standards Violations & Response:**
The possession, consumption or distribution of actual alcohol is automatically referred to the University conduct system. Cases involving the presence of alcohol paraphernalia and/or evidence of games involving mass consumption in which no alcohol is present is processed through the Housing & Residence Life community standards process. Cases involving drugs or drug paraphernalia are automatically referred to the university conduct system. Students found in violation of the standards are given sanctions. The sanctions are mandated. Continued violation of these standards (A. Controlled Substances/#3, 8, 9, 10) may result in referral to the University conduct system under Section 4./M. Official Orders (failure to comply with directions from a university official).

<table>
<thead>
<tr>
<th>Level</th>
<th>Disciplinary Sanctions</th>
<th>Educational Sanctions</th>
<th>Fees</th>
<th>University Service Hours</th>
<th>Parental Notification</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Violation</td>
<td>N/A</td>
<td>Reflection &amp; Meeting with Resident Director</td>
<td>N/A</td>
<td>Discretionary</td>
<td>N/A</td>
</tr>
<tr>
<td>2nd Violation</td>
<td>N/A</td>
<td>Educational Assignment (In-Hall Education, Poster Boards) &amp; Meeting with Conduct Coordinator</td>
<td>N/A</td>
<td>Discretionary</td>
<td>N/A</td>
</tr>
<tr>
<td>3rd Violation</td>
<td>Referral to Formal University Conduct System</td>
<td>* Refer to 1st Code of Conduct Alcohol Violation - Minimum Sanctions</td>
<td>$50 (cost of Think About It course)</td>
<td>Discretionary</td>
<td>Yes</td>
</tr>
</tbody>
</table>

**Alcohol Task Force:**
Boise State University along with three other institutions of higher education in Idaho received grant funding totaling $300,000 for alcohol/drug education, prevention, and research. One of the grant requirements is to form community coalitions; thus, beginning in the 2014-2015 academic year, Boise State University developed an alcohol task force composed of a variety of campus partners including, Housing & Residence Life, The Office of the Dean of Students, Health Services, Greek Life, Marketing, New Student Programs, Academic Affairs, Boise Police Department, University Security, and Drug Free Idaho, Inc. In its first year, the task force has worked to collect information about communication and education for students at Boise State surrounding alcohol and drug use and students’ perceptions about consumption.

**Alcohol or Other Drug Prevention and Education**

*University Health, Counseling, and Wellness*

**Alcohol and Drug Screenings:**
Counseling Services at University Health Services is committed to assisting those individuals who struggle with alcohol and drug use and are seeking to make changes. We complete both voluntary and mandated screenings. Alcohol and Other Drugs Assessment (AODA) Screenings are sanctioned through the Dean’s Office or Athletics due to a violation of the Campus Alcohol and Drug, Athletics, Residence Hall and Apartment Policy: [https://policy.boisestate.edu/governance-legal/alcohol-on-campus/](https://policy.boisestate.edu/governance-legal/alcohol-on-campus/); [http://housing.boisestate.edu/residence-hall-behavioral-policies/#alcohol](http://housing.boisestate.edu/residence-hall-behavioral-policies/#alcohol)

**Alcohol and Other Drugs Assessment:**
Individuals who have been referred for a sanctioned screening will present to the University Health Services front desk to sign a release of information for the referring agency. This ensures that counseling staff can inform the appropriate entities that the student has begun/fulfilled sanction requirements. Screening appointments are set up at the time the release is signed, and must be scheduled in person.

The purpose of the AODA assessment is to assess the level of the client’s struggle with alcohol or drugs and set goals to be completed during the duration of services. When an AODA is completed for an alcohol violation, three primary screening instruments are used: The Alcohol Use Disorders Identification Test (AUDIT), Comprehensive Effects of Alcohol (CEA), and College Alcohol Problem Scale-Revised (CAPS). With Drug offenses, The Drug Abuse Screening Test (DAST) is also administered. AODA assessments can average between 2-4 sessions and cost $100 per session. If further treatment is needed beyond the sanctioned sessions, treatment can be billed to private insurance.

**Voluntary Screenings:**
Alcohol and drug screenings are also available on a voluntary basis. A full intake assessment will be completed and the therapist will work with the client to develop goals specific to their alcohol or drug use issues. The screenings listed above can be utilized to assess the client’s substance abuse issues and to determine appropriate treatment measures. There is a spectrum of treatment options and needs ranging from an inpatient treatment.
center, intensive outpatient (IOP), and outpatient treatment. At this time, Counseling Services primarily provides individual therapy but will also offer a variety of groups and other support on campus. Clients are asked to inform their provider of any specific needs or concerns they may have while completing the screening process. If the needs are greater than the level of care provided through University Health Services, a therapist will work with the client to identify appropriate community treatment options to meet the client’s needs.

**Additional resources:**
Medical Services at University Health Services screens all new patients (students, faculty, staff and dependents), and all established patients at least yearly, for alcohol use disorders. Patients are referred to Counseling Services, as described above (see “Voluntary Screenings”). If medical treatment is needed, referrals are made to appropriate community resources.

Students & Other Broncos Enjoying Recovery (SOBER) is a group dedicated to supporting Broncos in their recovery. [https://www.facebook.com/SOBERatBoiseState](https://www.facebook.com/SOBERatBoiseState)
Boise Ignite is an organization in the Boise area that sponsors regular sober events to support individuals in recovery. [https://www.facebook.com/boiseignite?fref=ts](https://www.facebook.com/boiseignite?fref=ts)

**Alcohol or Other Drug Prevention and Education**

**Clubs, Organizations, and Athletics**

**Student Organizations and Alcohol/Third Party Vendor Policies:**
Student organizations, including clubs, club sports, and social fraternities and sororities, are not allowed to hold events on campus that include alcohol. They are also discouraged from hosting events off campus that include alcohol; however, there are some off-campus events where service is deemed appropriate.

A copy of the liability insurance for the third party vendor must be provided to the university prior to the event. In addition to following university policy, social sororities and fraternities must follow the Fraternity Information and Policy Group (FIPG) Risk Management Policy.

Social fraternities and sororities are required to meet with the Fraternity and Sorority Life Coordinator at least two weeks in advance of hosting an event that includes alcohol for purchase. At this meeting, details of the event and the organization’s risk management plan are discussed. If updates to the risk management plan need to be made or details of the event need to be changed, the organization can do so in the time after the meeting and before their event.

Additionally, student organizations and club sports attend an educational training prior to holding the event. At least one student from the organization will be asked to be a non-drinking monitor at the event. Depending on the scale and scope of the event, more than one student may be asked to fulfill this role. Monitors will be trained on alcohol risk-reduction and safe party techniques. No student organization or university funds may be spent on alcohol. A full copy of our rules are included in Appendix A and B.
**Athletics Drug Education:**

At the beginning of the academic year, or such other time as may be deemed appropriate, a presentation will be made to all intercollegiate athletic squads to outline and review the drug policy, its purposes, and implementation. A copy will be given to each student-athlete either separately or as part of the Student-Athlete Handbook and may be provided to the parent(s) or legal guardian(s) of the student-athlete upon request.

Additionally, the NCAA provides resources for student-athletes regarding drug testing and supplement education. Visit [www.ncaa.org/health-safety](http://www.ncaa.org/health-safety) for more information.

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**Alcohol or Other Drug Prevention and Education**

Human Resources

Boise State University is committed to maintaining a safe and healthy environment for members of the University community. The University recognizes the health risks associated with Drug and/or Alcohol Abuse and is committed to supporting Employees who seek treatment for these conditions. All members of the University community have a personal responsibility to adhere to all applicable laws, policies, and regulations concerning the use of Alcohol or other Drugs.

**Resources for Employees:**

**Human Resources** - [https://hrs.boisestate.edu/](https://hrs.boisestate.edu/) - Human Resources provides support and guidance for individual employees as well as supervisors on topics including those related to substance abuse issues and impacts of those issues on the workplace, including performance, attendance, and leaves of absence.

**Idaho RADAR Center** - [https://radar.boisestate.edu/](https://radar.boisestate.edu/) - The Idaho RADAR Center provides free information about alcohol, tobacco and other drugs to Idaho residents. It includes a Video Lending Library of over 900 titles and functions as a statewide information clearinghouse and resource referral center.

**University Health Services** - [https://healthservices.boisestate.edu/](https://healthservices.boisestate.edu/) - Health Services supports the educational mission of Boise State University by providing convenient, accessible and high quality healthcare to the campus community. We strive to provide a wide range of comprehensive and integrated services to students, faculty and staff on campus.

**Employee Assistance Program** - [https://hrs.boisestate.edu/benefits/employee-assistance-program/](https://hrs.boisestate.edu/benefits/employee-assistance-program/) - The Employee Assistance Program (EAP) is a free, confidential service that provides short-term counseling services to eligible employees and their families to help address personal and work-life issues. You may contact the EAP by phone to speak with a professional counselor who will listen to your concerns and guide you to the appropriate services you need. You may receive unlimited support by telephone, or go online to access timely, expert information on thousands of topics, including access to resource and referral information. ComPsych is the provider for EAP services for the State of Idaho.
CARE - https://care.boisestate.edu/ - Living, learning, and working at Boise State can be stressful and sometimes the reason behind someone who is disruptive, threatening or irrational. The CARE Team provides assistance to the university community (students, faculty, staff) to help assess and find solutions for managing distressing, disturbing, disruptive, and dangerous behaviors.

Mandatory Compliance Training Certification:
All University employees, including student employees, are required to complete the University Compliance Certification training within 30 days of their hire. This training provides selected key policies for review, which employees must certify they have read, including the University’s Drug and Alcohol Free Workplace Policy (Boise State Policy #7020). The purpose of this policy is outlined in the following statement:
Boise State University is committed to maintaining a safe and healthy environment for members of the University community. The University recognizes the health risks associated with Drug and/or Alcohol Abuse and is committed to supporting Employees who seek treatment for these conditions. Policy violations may result in disciplinary action, but will also be considered an opportunity for the University to help Employees find appropriate services and treatment for Drug and/or Alcohol Abuse. All members of the University community have a personal responsibility to adhere to all applicable laws, policies, and regulations concerning the use of Alcohol or other Drugs.

Health Risks Associated with Alcohol or Other Drugs

Signs of Alcohol Poisoning

Alcohol poisoning is a serious situation that can lead to illness, brain damage and death. There are many signs of alcohol poisoning. Knowing these signs and what to do when you see them can save lives.

The signs are:

○ mental confusion, stupor, coma;

○ can’t be awakened by pinching, prodding or shouting;

○ unconscious (passing out);

○ vomiting;

○ seizures;

○ inability to make eye contact;

○ slow breathing (fewer than eight breaths per minute);

○ low or irregular breathing (10 seconds or more between breaths); or
What do I do when someone is exhibiting these signs?

- Never leave them alone to —Sleep it off,” turn them on their side
- Call 911
- Stay with them to check their breathing and consciousness
- Do not wait for all symptoms to be present before taking action
- Be aware that a person who has passed out may die.

**Commonly Abused Drugs**

<table>
<thead>
<tr>
<th>Substances: Category and Name</th>
<th>Examples of Commercial and Street Names</th>
<th>DEA Schedule*/How Administered**</th>
<th>Intoxication Effects / Potential Health Consequences</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cannabinoids</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>hashish</td>
<td>boom, chronic, gangster, hash, hash oil, hemp</td>
<td>I/swallowed, smoked</td>
<td>euphoria, slowed thinking and reaction time, confusion, impaired balance and coordination / cough, frequent respiratory infections; impaired memory and learning; increased heart rate, anxiety, panic attacks; tolerance, addiction</td>
</tr>
<tr>
<td>marijuana</td>
<td>blunt, dope, ganja, grass, herb, joints, Mary Jane, pot, reefer, sinsemilla, skunk, weed</td>
<td>I/swallowed, smoked</td>
<td>reduced anxiety; feeling of well-being; lowered inhibitions; slowed pulse and breathing; lowered blood pressure; poor concentration / fatigue; confusion; impaired coordination, memory, judgment; addiction; respiratory depression and arrest; death</td>
</tr>
<tr>
<td><strong>Depressants</strong></td>
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<td></td>
</tr>
<tr>
<td>barbiturates</td>
<td>Amytal, Nembutal, Seconal, Phenobarbital: barbs, reds, red birds, phennies, tooies, yellows, yellow jackets</td>
<td>II, III, V/injected, swallowed</td>
<td>Reduced anxiety, drowsiness / depression, unusual excitement, fever, irritability, poor judgment, slurred speech, dizziness, life-threatening withdrawal</td>
</tr>
<tr>
<td>benzodiazepines (other than flunitrazepam)</td>
<td>Ativan, Halcion, Librium, Valium, Xanax: candy, downers, sleeping pills, tranks</td>
<td>IV/swallowed, injected</td>
<td>Reduced anxiety, drowsiness / depression, unusual excitement, fever, irritability, poor judgment, slurred speech, dizziness, life-threatening withdrawal</td>
</tr>
<tr>
<td>flunitrazepam***</td>
<td>Rohypnol: forget-me pill, Mexican Valium, R2, Roche, roofies, roofinol, rope, rophies</td>
<td>IV/swallowed, snorted</td>
<td>Reduced anxiety, drowsiness / depression, unusual excitement, fever, irritability, poor judgment, slurred speech, dizziness, life-threatening withdrawal</td>
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<td><strong>Hallucinogens</strong></td>
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<tr>
<td>LSD</td>
<td>lysergic acid diethylamide: acid, blotter, boomers, cubes, microdot, yellow sunshines</td>
<td>I/swallowed, absorbed through mouth tissues</td>
<td>altered states of perception and feeling; nausea; persisting perception disorder (flashbacks)</td>
</tr>
<tr>
<td>mescaline</td>
<td>buttons, cactus, mesc, peyote</td>
<td>I/swallowed, smoked</td>
<td>Also, for LSD and mescaline—increased body temperature, heart rate, blood pressure; loss of appetite, sleeplessness, numbness, weakness, tremors</td>
</tr>
<tr>
<td>psilocybin</td>
<td>magic mushroom, purple passion, shrooms</td>
<td>I/swallowed</td>
<td>for LSD—persistent mental disorders for psilocybin—nervousness, paranoia</td>
</tr>
<tr>
<td><strong>Opioids and Morphine Derivatives</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>codeine</td>
<td>Empirin with Codeine, Fiorinal with Codeine, Robitussin A-C, Tylenol with Codeine: Captain Cody, Cody, schoolboy; (with glutethimide) doors &amp; fours,</td>
<td>II, III, IV, V/injected, swallowed</td>
<td>pain relief, euphoria, drowsiness / nausea, constipation, confusion, sedation, respiratory depression and arrest, tolerance, addiction, unconsciousness, coma, death</td>
</tr>
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<td><strong>Stimulants</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>amphetamine</td>
<td>Biphetamine, Dexedrine: bennies, black</td>
<td>II/injected, swallowed, smoked,</td>
<td>increased heart rate, blood pressure, metabolism;</td>
</tr>
<tr>
<td></td>
<td>beauties, crosses, hearts, LA</td>
<td>snorted</td>
<td>feelings of exhilaration, energy, increased mental</td>
</tr>
<tr>
<td></td>
<td>turnaround, speed, truck drivers,</td>
<td></td>
<td>alertness / rapid or irregular heart beat; reduced</td>
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<td></td>
<td>uppers</td>
<td></td>
<td>appetite, weight loss, heart failure, nervousness,</td>
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<td></td>
<td></td>
<td></td>
<td>insomnia</td>
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<tr>
<td></td>
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<td></td>
<td>Also, for amphetamine—rapid breathing / tremor,</td>
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<td></td>
<td>loss of coordination; irritability, anxiousness,</td>
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<td>restlessness, delirium, panic, paranoia, impulsive</td>
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<td></td>
<td>behavior, aggressiveness, tolerance, addiction,</td>
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<td></td>
<td></td>
<td></td>
<td>psychosis</td>
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<td></td>
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<td></td>
<td>For cocaine—increased temperature / chest pain,</td>
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<td></td>
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<td></td>
<td>respiratory failure, nausea, abdominal pain,</td>
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<td></td>
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<td></td>
<td>strokes, seizures, headaches, malnutrition, panic</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>attacks</td>
</tr>
<tr>
<td>cocaine</td>
<td>Cocaine hydrochloride: blow, bump,</td>
<td>II/injected, smoked, snorted</td>
<td>For MDMA—mild hallucinogenic effects,</td>
</tr>
<tr>
<td></td>
<td>C, candy, Charlie, coke, crack, flake,</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>rock, snow, toot</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MDMA (methyl-)</td>
<td>Adam, clarity, ecstasy, Eve,</td>
<td>I/swallowed</td>
<td></td>
</tr>
<tr>
<td>Substance</td>
<td>Effects/Abuse/Clinical Uses</td>
<td>Route of Administration</td>
<td></td>
</tr>
<tr>
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<td></td>
</tr>
<tr>
<td>Emedoxymethamphetamine</td>
<td>Lover’s speed, peace, STP, X, XTC</td>
<td>Increased tactile sensitivity, empathic feelings, impaired memory and learning, hyperthermia, cardiac toxicity, renal failure, liver toxicity</td>
<td></td>
</tr>
<tr>
<td>Methamphetamine</td>
<td>Desoxyn: chalk, crank, crystal, fire, glass, go fast, ice, meth, speed</td>
<td>For methamphetamine—aggression, violence, psychotic behavior / memory loss, cardiac and neurological damage; impaired memory and learning, tolerance, addiction</td>
<td></td>
</tr>
<tr>
<td>Methylphenidate (safe and effective for treatment of ADHD)</td>
<td>Ritalin: JIF, MPH, R-ball, Skippy, the smart drug, vitamin R</td>
<td>For nicotine—additional effects attributable to tobacco exposure: adverse pregnancy outcomes; chronic lung disease, cardiovascular disease, stroke, cancer; tolerance, addiction</td>
<td></td>
</tr>
<tr>
<td>Nicotine</td>
<td>Cigarettes, cigars, smokeless tobacco, snuff, spit tobacco, bidis, chew</td>
<td>No intoxication effects / hypertension, blood clotting and cholesterol changes, liver cysts and cancer, kidney cancer, hostility and aggression, acne; in adolescents, premature stoppage of growth; in males, prostate cancer, reduced sperm production, shrunken testicles, breast enlargement; in females, menstrual irregularities, development of beard and other masculine characteristics</td>
<td></td>
</tr>
<tr>
<td>Other Compounds</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Anabolic steroids</td>
<td>Anadrol, Oxandrin, Durabolin, Depo-Testosterone, Equipoise: steroids, juice</td>
<td>III/injected, swallowed, applied to skin</td>
<td></td>
</tr>
<tr>
<td>Dextromethorphan (DXM)</td>
<td>Found in some cough and cold medications; Robotripping, Robo, Triple C</td>
<td>Not scheduled/swallowed</td>
<td></td>
</tr>
<tr>
<td>Inhalants</td>
<td>Solvents (paint thinners, gasoline, glues), gases (butane, propane, aerosol propellants, nitrous oxide), nitrites (isoamyl, isobutyl, cyclohexyl): laughing gas, poppers, snappers, whippets</td>
<td>Not scheduled/inhaled through nose or mouth</td>
<td></td>
</tr>
</tbody>
</table>

*Sourced from NIDA at www.drugabuse.gov

*Schedule I and II drugs have a high potential for abuse. They require greater storage security and have a quota on manufacturing, among other restrictions. Schedule I drugs are available for research only and have no approved medical use; Schedule II drugs are available only by prescription (unrefillable) and require a form for ordering. Schedule III and IV drugs are available by prescription, may have five refills in 6 months, and may be ordered orally. Some Schedule V drugs are available over the counter.

**Taking drugs by injection can increase the risk of infection through needle contamination with staphylococci, HIV, hepatitis, and other organisms.

***Associated with sexual assaults.
Alcohol Policy

State Board of Education Governing Policies and Procedures, Section I, Subsection J

The State Board of Education (SBOE) policy and rules, and Boise State policy, where more restrictive, govern alcohol consumption and are subject to change as required by either entity. The policies documented in this publication are an overview of the actual policy and may be superseded at any time by the SBOE and Boise State policy and rules. The Board policies regarding alcoholic beverage can be found at http://www.boardofed.idaho.gov/policies/i_policy.asp in section J.

1. Use of Institutional Facilities and Services with Regard to the Private Sector.
   a. Consistent with education's primary responsibilities of teaching, research, and public service, the institutions, under the governance of the State Board of Education and Board of Regents of the University of Idaho have and will continue to provide facilities and services for educational purposes. Such services and facilities, when provided, should be related to the mission of the institution and not directly competitive with services and facilities reasonably available from the private sector.

2. Possession, Consumption, and Sale of Alcohol Beverages at Institutional Facilities
   a. Board Administrative Rules IDAPA 08.01.08 provides requirements relative to alcoholic beverages on campus grounds. Said rules generally prohibit the possession or consumption of alcoholic beverages in areas open to and most commonly used by the general public on campus grounds. The rules authorize the Board to waive the prohibition pursuant to Board policies and procedures.
   b. Each institution shall maintain a policy providing for an institutional Alcohol Beverage Permit process. Staff of the State Board of Education shall prepare and make available to the institutions the form for an Alcohol Beverage Permit and the form for an Application for Alcohol Beverage Permit which is consistent with this Policy. Waiver of the prohibition against possession or consumption of alcoholic beverages shall be evidenced by issuance of a written Alcohol Beverage Permit issued by the CEO of the institution which may be issued only in response to a completed written application therefore. Immediately upon issuance of an Alcohol Beverage Permit, a complete copy of the application and the permit shall be delivered to the Office of the State Board of Education, and Board staff shall disclose the issuance of the permit to the Board no later than the next Board meeting. An Alcohol Beverage Permit may only be issued to allow the sale or consumption of alcoholic beverages on public use areas of the campus grounds provided that all of the following minimum conditions shall be met. An institution may develop and apply additional, more restrictive, requirements for the issuance of an Alcohol Beverage Permit.
      i. An Alcohol Beverage Permit may be granted only for a specifically designated event (hereinafter "Permitted Event").
      ii. The serving of alcoholic beverages must be part of a planned food and beverage program for the Permitted Event, rather than a program serving alcoholic
beverages only.

iii. Non-alcoholic beverages must be as readily available as alcoholic beverages at the Permitted Event.

iv. A Permitted Event must be one requiring paid admission through purchase of a ticket or through payment of a registration fee, or one where admission is by written, personal invitation.

v. Permitted Events which are generally open to the public through purchase of a ticket (such as sporting events, concerts or other entertainment events) must set out a confined and defined area where alcoholic beverages may be possessed and consumed.

vi. No student athletic events (including without limitation NCAA, NIT, NAIA and intramural student athletic events), occurring in college or university owned, leased or operated facilities, or anywhere on campus grounds, shall be Permitted Events, nor shall a Permitted Event be allowed in conjunction with any such student athletic event.

vii. An Alcohol Beverage Permit for a Permitted Event to which attendance is limited to individuals who have received a personal written invitation, or to those who have registered to participate in a particular conference (for example, a reception, a dinner, an exclusive conference) may allow alcoholic beverages to be possessed and consumed throughout the area of the event, provided that the area of the event is fully enclosed, and provided further that the area of the event must be such that entry into the area and exit from the area can be controlled to ensure that only those authorized to enter the area do so and that no alcoholic beverages leave the area.

viii. Application for an Alcohol Beverage Permit must be made by the organizers of the event.

ix. The Alcohol Beverage Permit, any required local catering permit, and applicable state or local alcoholic beverages permits shall be posted in a conspicuous place at the defined area where alcoholic beverages are authorized to be possessed and consumed.

x. The sale, service and consumption of alcoholic beverages at a Permitted Event shall be confined to the specific event, area or activity identified on the Beverage Permit application. Any alcoholic beverages allowed at a Permitted Event shall be supplied through authorized contractors of the organizers (such as caterers hired by the organizers). In no event shall the institution supply or sell alcoholic beverages directly. In no event shall the general public or any participants in a Permitted Event be allowed to bring alcoholic beverages into a Permitted Event, or leave the defined area where possession and consumption is allowed while in possession of an alcoholic beverage.

xi. The person/group issued the Beverage Permit and the contractors supplying the alcoholic beverages shall assume full responsibility to ensure that no one under the legal drinking age is supplied with any alcoholic beverage or allowed to consume
any alcoholic beverage at the Permitted Event. Further, the person/group must provide proof of insurance coverage, including host liquor liability and liquor legal liability, in amounts and coverage limits sufficient to meet the needs of the institution, but in no case less than $500,000 minimum coverage per occurrence. Such insurance must list the permitted person/group, the contractor, the institution, the State Board of Education and the State of Idaho as additional insured’s, and the proof of insurance must be in the form a formal endorsement to the policy evidencing the coverage and the required additional insured’s.

xii. The Alcohol Beverage Permit shall set forth the time at which sale, service, possession and consumption of alcoholic beverages will be permitted, which times shall be strictly enforced.

xiii. These guidelines shall apply to both institutional and non-institutional groups using institutional facilities.

3. Within residential facilities owned, leased or operated by an institution, the CEO may allow the possession or consumption of alcoholic beverages by persons of legal drinking age within the living quarters of persons of legal drinking age. Consumption of alcohol shall not be permitted in the general use areas of any such residence facility. Possession of alcohol within the general use areas of a residential facility may only be done in a facility where consumption has been authorized by the CEO, and such possession shall be only as is incidental to, and reasonably necessary for, transporting the alcohol by the person of legal drinking age to living quarters where consumption is allowed. The term "living quarters" as used herein shall mean, and be limited to, the specific room or rooms of a residential facility which are assigned to students of the institution (either individually or in conjunction with another roommate or roommates) as their individual living space.

4. Alcohol-making or distributing companies shall not be allowed to advertise goods or services on campus grounds or in any institutional facilities.

Drug and Alcohol Free Workplace Policy

Boise State Policy Manual, Section VII, Policy 7020

Policy 7020

I. Policy Statement

Boise State University is committed to maintaining a safe and healthy environment for members of the University community. The University recognizes the health risks associated with Drug and/or Alcohol Abuse and is committed to supporting Employees who seek treatment for these conditions. Policy violations may result in disciplinary action, but will also be considered an opportunity for the University to help Employees find appropriate services and treatment for Drug and/or Alcohol Abuse. All members of the University community have a personal responsibility to adhere to all applicable laws, policies, and regulations concerning the use of Alcohol or other Drugs.
II. Policy Violations
It is unlawful or unauthorized manufacture, distribution, dispensation, possession, or use of Drugs in the Workplace or during working hours. Employees violate this policy if they are impaired in the Workplace from Drug and/or Alcohol use. A Conviction based upon conduct occurring in the traditional Workplace or where the Employee is representing the university in an Official Capacity which negatively impacts the Employee’s work at the University and an Employee’s failure to report the Employee’s charge or Conviction, as required in Section III are all violations.

III. Notice of Charges and Convictions
A. All Employees. Employees who receive a charge or Conviction related to Alcohol, Controlled Substances, or Other Drugs must notify HRS within two (2) business days of the charge or Conviction. This is dictated by University Policy #7005 (Background Investigations). An Employee’s appeal or intent to appeal a charge or a Conviction does not affect the Employee’s obligation to report the charge or Conviction.
B. Employees working on Grants. HRS and any Supervisor who is notified of a Conviction of any Employee engaged in performance of work under a Grant or Contract for violation of a Drug Law at the Workplace, must immediately report the Conviction to the Office of the Vice President of Research and Economic Development (VPRED). The Office of the VPRED must notify the appropriate Federal Agency within ten (10) working days of notification to the University of such a Conviction.

IV. Education and Treatment Programs
A. The University manages a drug-free awareness program to inform its Employees about this policy and the dangers of Alcohol and Other Drug Abuse. The following help may be available for combating Abuse problems:
   1. Medical benefits for substance abuse treatment;
   2. Information on community resources for assessment and treatment;
   3. Counseling programs; or
   4. The Employee Assistance Programs (EAP).
All information received by the University through the drug-free workplace program is confidential communication. Access to this information is limited to those who have a legitimate need to know in compliance with relevant laws and management policies. Participation in these programs is voluntary; however, the University will consider voluntary requests for help in determining any sanctions to be imposed for violation of this policy.
B. Further information regarding these programs and services may be secured by contacting the EAP at (877)-426-2327.

V. Impact to Employees
Outcomes for violations of this policy may be corrective or disciplinary in nature, depending on the severity of the violation. Employees should also be aware that they may be subject to criminal prosecution under federal, state, and local laws that specify fines or imprisonment for Conviction of violating any Drug
Law or where the use of Drugs and/or Alcohol was found to be a contributing factor of a law violation. Legal sanctions are in addition to disciplinary actions by the University.

A. Who is involved. HRS will coordinate as needed with the Employee’s supervisor; the appropriate Vice President; Director of Campus Security and Police Services; and/or General Counsel (or delegated representatives of any of the above) to determine whether an Employee may continue to perform his/her job responsibilities or if the Employee should be placed on administrative leave to allow the University the opportunity to determine appropriate employment action. HRS will take appropriate measures to ensure the confidentiality of the process, and the privacy of the employee throughout the process.

B. Corrective or Disciplinary Action. Violations of this policy or related University policies will be dealt with on a case-by-case basis following the policies and procedures applicable to faculty, staff or students. In determining the appropriate corrective or disciplinary action, the University may consider an Employee’s work record, the seriousness of the violation, the safety-sensitivity of the Employee’s position, whether the Employee’s behavior violated the University’s Workplace Violence Policy (#12040), and any other relevant factors. Disciplinary action may include but is not limited to: suspension without pay, involuntary demotion or transfer, and termination. Disciplinary action will be contemplated following University and State Board of Education Policy, and IDHR Rule.

C. Employee Treatment Programs. Boise State is firmly committed to promoting high standards of health, safety and efficient service. Employees with Abuse problems are encouraged to participate in a counseling or rehabilitation program prior to finding themselves in a disciplinary situation. Provisions under the Family and Medical Leave Act (FMLA) and/or the Americans with Disabilities Act (ADA) may provide support in this effort.

D. Voluntary Assistance. The University recognizes that Employees may have difficulties with Drug and/or Alcohol Abuse which are not immediately obvious in their job performance, but for which they wish to seek help. A confidential counseling and referral service for University Employees is provided by the Employee Assistance Program (EAP.)

VI. Workplace Inspections

A. The University’s property is subject to searches and inspections, anytime without notice.

B. When it reasonably suspects that this policy or any procedure under this policy has been violated, the University reserves the right to inspect the Workplace for Drugs, Alcohol, or paraphernalia relating to Drugs or Alcohol and to question any Employee.

C. The decision to conduct a Workplace inspection should be made jointly by the supervisor who believes the inspection would be appropriate under this policy and a representative of HRS. In all cases, the VPFA or designee must authorize a Workplace inspection.

D. This section of the policy does not limit in any way Boise Police Department’s right to conduct law enforcement activities including, but not limited to, questioning or searching any person or inspecting any University premises.

VII. Employee Drug and Alcohol Testing (Testing of Employee subsets not already covered under University Policy #7510 will be delayed until August 15, 2015.)
A. Certain subsets of Employees are subject to pre-employment and/or random Drug and Alcohol testing due to their role in safety sensitive positions. See University Policy #7510 Employee Drug and Alcohol Screening for more details. Safety sensitive positions which could include testing are:
   1. Teaching at a clinical site that requires testing;
   2. Conducting research under a federal license that allows work with controlled substances, or as required under a grant-funded project;
   3. Driving with a Commercial Driver’s License; or

B. All Employees may be subject to reasonable suspicion Drug and Alcohol testing.
   1. The recommendation to conduct reasonable suspicion testing will be made jointly by a supervisor who believes reasonable suspicion exists and a representative of HRS, and must be authorized by the VPFA, or his/her designee.
   2. The determination that Reasonable Suspicion exists shall be directed by procedure, and documented by the supervisor or other University trained officials and based on, but not limited to, the following factors:
      The employer/supervisor has observed and believes that the actions, appearance, speech, body odors, or conduct of an Employee in an Official Capacity are indicative of the use of drugs, alcohol, or other controlled substances.

VIII. Shared Responsibilities
A safe and productive drug-free workplace is achieved through cooperation and shared responsibility. Both Employees and the University have important roles to play. All Employees are required to not report to work or be subject to duty while their ability to perform job duties is impaired due to on-or off-duty use of Alcohol, Controlled Substances, or Other Drugs.

A. In addition, employees are encouraged to:
   1. Be concerned about working in a safe environment
   2. Support fellow Employees seeking help
   3. Use the Employee Assistance Program
   4. Report dangerous behavior to their supervisor

B. It is the supervisor’s responsibility to:
   1. Observe employee performance
   2. Document and address negative changes and problems in performance

IX. All disciplinary procedures and appeals currently applicable to all categories of Employees will continue to be available for violations of this policy. See section VII of the policy manual for classified and professional staff policies, and University Policy #4480 (Faculty Grievance Procedure) for the related faculty policy.

Standards of Conduct:
The University has established Standards of Conduct applicable to all faculty, staff and student employees, which support a respectful, safe, ethical and healthy environment for our students. Appropriate workplace conduct is one of the University’s Standards of Conduct, which establishes the following commitments regarding abuse of Drugs and Alcohol:
G. Workplace Conduct

4. Drugs and Alcohol

Substance abuse is incompatible with the health and safety of our employees and students. It can also have a negative impact on their performance which in turn affects the achievement of the University mission. State laws, State Board of Education policies, and University policies have strict compliance requirements concerning the consumption of alcohol on University grounds and during work hours. They also have strict rules concerning the purchase of alcohol with University funds. Everyone in the campus community is expected to strictly adhere to these requirements.

Boise State University strictly prohibits the illegal use, manufacture, possession, purchase, sale, or distribution of any drug or controlled substance while on Boise State University property, attending a University event, or while conducting University business.

Employee Drug and Alcohol Screening

Boise State Policy Manual Section VII, Policy 7510

Policy 7510

Purpose: To provide guidelines for the drug and alcohol screening of certain subset of Boise State University employees.

I. Policy Statement

Some Boise State employees work with Controlled Substances or health care Clinical Sites that require drug and/or alcohol testing because of the safety sensitive nature of the work. This policy was adopted to comply with the requirements of various outside agencies’ demands. To meet their needs and promote safety, those performing this work may be subject to Drug Screenings or Drug or Alcohol Tests. Such screenings may be conducted in addition to or as part of background investigations.

II. Clinical Assignments

Facilities with which Boise State has clinical education agreements vary and some contain sensitive populations and instruments requiring unusually high levels of care in safety sensitive positions. This section of policy is primarily in response to various affiliates’/agencies’ requirements for accepting Boise State students and their instructors for practical on-site experience. These affiliates/agencies/clinical sites include, but are not limited to, schools, clinics, hospitals, health facilities, pharmacies, and law enforcement training facilities. If a Clinical Site requires a Drug Screening or Drug Test prior to accepting Boise State students and their supervising faculty members, the following guidelines apply.

A. Guidelines

1. Employees must sign an informed consent form for:

   a. The release of their Drug and Alcohol Screening or Drug Test results from the testing laboratory to Boise State; and
b. Boise State to release the information to the Clinical Site requesting the results, if required by a Clinical Site’s clinical education agreement.

2. Clinical Sites usually have the discretion to determine whether an employee or faculty member is acceptable and may participate according to the affiliates’/agencies policies. Affiliates/agencies will notify Boise State of the acceptance or denial of a placement and/or requests for removal of the employee from such facility. Such a determination will be independent from any determination by Boise State regarding the clinical appointment. Boise State may take further action.

3. If a Clinical Site does not require a Drug Screening or Drug or Alcohol Test for conditional admission, some type of background check may still be required prior to commencement of the faculty member’s clinical placement.

4. Boise State retains sole discretion to place employees with Clinical Sites it deems necessary.

5. Annual or recurrent testing, in addition to the pre-placement testing may be required by the Clinical Site.

6. Reasonable suspicion, post-incident, or post on-the-job injury type testing may also be required by the Clinical Site.

III. Controlled Substances Research

A. Some Boise State employees possess licenses from the U.S. Drug Enforcement Agency (DEA) to possess and conduct research using Controlled Substances. These license holders are Concerned Parties.

B. Concerned Parties must:
   1. Complete a Drug Screening;
   2. Develop procedures for authorizing access to Controlled Substances. The procedures must ensure Drug Screenings are conducted for those seeking direct, authorized access to Controlled Substances; and
   3. Follow the guidelines set forth herein. Failure to do so constitutes adequate cause for discipline up to and including dismissal.

C. Any misuse of properly possessed Controlled Substances must be reported to the Concerned Party. Failure to report such misuse is considered when determining the feasibility of continuing to allow an employee to maintain access.

IV. Minimum Testing Procedures

A. Drug or Alcohol Tests or Drug Screenings may seek the presence of alcohol (.04 or more blood alcohol level) or the following drugs: amphetamines, barbiturates, benzodiazepines, opiates, tetrahydro-cannabinols, codeine and cocaine.

B. Boise State employees subject to a Drug or Alcohol Test or Drug Screening as per this policy are afforded the following:
   1. Unobserved privacy while providing sample specimens. However, this may be limited or eliminated if collection site personnel have reason to believe an employee altered or substituted the specimen. Such belief may exist if:
a. The employee has previously tampered with a sample; for example, by providing a urine sample outside the range of 90F-100F;

b. Facts and circumstances suggest the employee is an unauthorized drug user;

c. The employee is under the influence of drugs or alcohol at the time of the specimen collection; or

d. The employee, while at the collection site, possesses equipment or implements capable of tampering with or altering specimen samples.

2. Employees may submit medical documentation of lawful use of an otherwise illegal or controlled substance.

3. Once notified of a verified positive test result:

   a. Employees may, within 72 hours of notification and at their own expense, request the confirmation specimen be tested by another certified lab. If the second test is negative, the employee may be returned to duty pending resolution of the different results and reimbursed for the cost incurred.

   b. Employees shall have the opportunity to provide an explanation.

V. Evaluations of Concern

A. Drug Screening results or positive Drug or Alcohol Tests are not direct grounds for termination and do not automatically affect the employee’s general status with Boise State. Decisions regarding the status of these employees are made pursuant to a Conditional Employment Notice.

B. Conditional Employment Notice

1. Such Notices are established by the employing department in consultation with HRS and the appropriate Dean or Vice President, subject to the following conditions:

   a. Such Notices must be in writing and signed by the employee;

   b. Under such Notices, employees may:

      i. Have the opportunity to prevent or modify changes to their employment status by seeking treatment under University Policy #7130 or completing a university approved rehabilitation program.

      ii. Be reassigned.

      iii. Be disciplined up to and including dismissal.

      iv. Relevant university disciplinary policies must be adhered to.

2. Drug or Alcohol Test and Drug Screening results that may affect or are likely to affect academic programs or planning thereof may be shared with Boise State officials only for purposes of assisting in making programmatic decisions.

Alcohol on Campus

Boise State Policy Manual Section I, Policy 1050

Policy 1050
Purpose: To establish university policy for the regulation of possession, consumption, and sale of alcoholic beverages at institutional facilities. Generally, alcohol is prohibited from the Boise State University campus. This policy provides requirements and exceptions to this prohibition. Decisions to allow possession and consumption of alcoholic beverages must be consistent with the proper image and the mission of the institution.

I. Permitted Events
   Upon proper application, the President or his/her designee may grant a permit for possession and/or consumption of alcoholic beverages at events held on campus.

   A. Alcohol Beverage Permit: Alcohol Beverage Permits must set forth the time at which the sale, service, possession, and consumption of alcoholic beverages will be permitted. Service and sale of alcoholic beverages must stop in advance of the time of closure of the event to sufficiently allow an orderly and temperate consumption of the balance of the alcoholic beverages then in possession of the event participants; this time will be no less than thirty (30) minutes prior to the end of the event. The university reserves the right to cease the serving of alcoholic beverages at any time. A permit may only be issued for the sale or consumption of alcoholic beverages on public use areas of the campus grounds, provided the following minimum conditions are met:

      1. Permit Application: An application for an Alcohol Beverage Permit must be made by an event organizer. The application must include (i) a description of the activity being planned and (ii) a description of the area or location and period of time the event will take place. An Alcohol Beverage Permit may only be granted for a specifically designated event. With regards to the sale and consumption of alcoholic beverages, event organizers must comply with all applicable laws of the State of Idaho and the local jurisdiction.
         a. The area or location in which the activity will take place must be defined with particularity and must encompass a restricted space or area suitable for properly controlling the possession and consumption of alcoholic beverages.
         b. The time period for the activity must be limited to one contiguous event (such as a dinner, conference, reception, concert, or sporting competition). An extended series of events or a continuous activity with no pre-determined conclusion is not a permitted event. The university reserves the right to limit the length of time for alcohol service at Permitted Events.

      2. Additional Food and Activity Requirements: Consumption of alcoholic beverages and food cannot be the sole purpose of a permitted event. The serving of alcoholic beverages must be part of a planned food and beverage program for the permitted event. A meal equivalency and a comparable amount of non-alcoholic beverages must be available at the event and purchased by the event organizer and provided by the university’s contracted food service provider.

      3. Invitation or Admission Price Requirements: A permitted event must be one requiring paid admission through purchase of a ticket or through payment of a registration fee or one where admission is by written, personal invitation. Events generally open to participation by the public without admission charges, or without written personal invitation, will not be eligible for an Alcoholic Beverage Permit. Only persons who have purchased a ticket or paid a registration fee for attendance at a permitted event, or persons who have received
a written invitation, will be authorized to possess and consume alcoholic beverages at the event.

4. Designation of Alcoholic Consumption Areas: Event planners must designate a confined and defined area where alcoholic beverages will be possessed and consumed. The defined area must be confined to the area described in the permit application and clearly marked and separated in a fashion that entry into and exit from the area be controlled to ensure that only those authorized to enter do so and that no alcoholic beverages leave. Under no circumstances will the general public or participants in a permitted event be allowed to bring alcoholic beverages into the event or leave the defined area while in possession of an alcoholic beverage.

5. Event Security: If requested by the facility manager or department responsible for a venue, the permitted event must provide security through the university’s contracted law enforcement provider. This requirement will be met at the expense of the event organizer.

6. Copy of Alcohol Beverage Permit: The permitted event must conspicuously display the Alcohol Beverage Permit in the authorized area where alcohol is being sold and consumed.

7. Alcoholic Provider: Alcoholic beverages must be served through the university’s contracted food service provider. No common-source service will be provided.

8. Prohibition on Use of Alcoholic Product Names for Event Promotion: The use of the name of any alcoholic product to advertise an event is prohibited.

9. Under Legal Drinking Age Responsibility: The event organizer and contractors providing the alcoholic product will assume full responsibility to ensure that no one under the legal drinking age is supplied with or allowed to consume alcohol at the event.

10. Event Organizer Insurance: The event organizer must provide proof of insurance coverage, including host liquor liability and liquor legal liability, in amounts and coverage limits sufficient to meet the needs of the institution. In no case will the insurance coverage be less than $500,000 per occurrence. Such insurance must list the permitted event organizer, the university food service contractor, SBOE, and the State of Idaho as the insureds. Proof of insurance must be in the form of a formal endorsement to the policy evidencing the coverage and the required additional insureds.

B. Procedure for Approval

1. Event Organizer must submit an application for an Alcohol Beverage Permit at least 15 business days in advance of event.

2. For the permit to be issued, all permit applicants for the permit must agree to all the terms of this policy and the SBOE Governing Policies and Procedures § I.J.

3. Alcohol Beverage Permits must be approved by the venue administrator, the contract administrator of the University’s Food Service, the Vice President of Campus Operations and General Counsel, and the University President.

4. Acceptance of a permit constitutes an agreement on the part of the event organizer to adhere to the provisions of this policy.

C. Student Hosted or Sponsored Events

No student events (including without limitation NCAA, intramural student athletic events, or any events sponsored by or operated in conjunction with student organizations) shall be Permitted
Events. No Permitted Event is allowed in conjunction with any student-centered event, in a building, room, open space or other physical structure under Boise State’s administrative control.

II. Alcohol in Living Quarters: Within residential facilities owned, leased, or operated by an institution, the University President or his/her designee may allow the possession or consumption of alcoholic beverages within the living quarters by persons of legal drinking age. Consumption of alcohol will not be permitted in the general use areas of any such residence facility. Possession of alcohol within the general use areas of a residential facility may only be done in a facility where consumption has been authorized by the President or his/her designee, and such possession will be only as is incidental to, and reasonably necessary for, transporting the alcohol by the person of legal drinking age to living quarters where consumption is allowed.

Smoke Free Campus Policy

Boise State Policy Manual, Section XII, Policy 9110

Policy 9110

Boise State University strives to make its campus a healthier place to live, work and attend school. Those exposed to tobacco smoke often suffer immediate symptoms (e.g., breathing difficulties, eye irritation, headache, nausea, and asthma attacks). This policy promotes a healthy and safe environment conducive to learning for all students, faculty, staff and visitors.

I. General

In accordance with state directives and law, all university owned or leased buildings, facilities, or areas occupied by state employees are designated as non-smoking. Boise State applies the non-smoking mandate to all university property and other properties owned or leased by Boise State, and all university leased or owned vehicles, with the exception of e-cigarettes, e-cigars and e-pipes, use of which are permitted outdoors on campus, but not inside university structures. With approval from the University President, officially designated areas for Smoking may be created outside Taco Bell Arena, Albertsons Stadium and the Morrison Center for use by patrons during events.

II. Guidelines for Enforcement and Failure to Comply

A. University Health Services will coordinate efforts for policy notification, education, promotion, support, and assessment to ensure successful on-going implementation of the policy and affiliated smoking cessation programs.

B. Faculty, staff, and students have a collective responsibility to promote the safety and health of the campus community and therefore share in the responsibility of enforcement.

C. Campus Security and Police Services has the primary responsibility to coordinate efforts for policy enforcement.

1. Policy violation will result in a fine, set periodically. Ticketing (to include warnings) will begin March 30, 2015.
2. Some areas on campus are covered by the City of Boise’s smoke free ordinance. Boise State will not enforce city ordinances on non-campus property, but the campus community is expected to follow all applicable city ordinances for the greater good of the campus community.

D. Violation of Policy. Violation of this policy may also result in disciplinary action:
1. Student violations will be handled through the Student Code of Conduct.
2. Faculty and staff violations will be handled through HRS.
3. The public may be excluded from campus. See policy #12020 for more information.

Code of Conduct

Boise State Student Code of Conduct

Boise State University Alcohol/Drug Policies

Student Code of Conduct:
The Student Code of Conduct is both a standard for student behavior and mechanism for accountability when violations occur. The impact of the code on students is primarily educational, but punitive sanctions in the form of suspension or expulsion from the University occur for egregious violations. Additional Boise State Policies; Student Athletes Conduct Policy (Policy 2060), Alcohol on Campus (Policy 1050), and Club/Organization Policy provide permissible and impermissible use guidelines. Students are educated on these policies and held accountable via the conduct process. All students residing in the residence halls, and any student documented or cited on campus by Police/Security, are adjudicated and sanctioned as appropriate.
The sections below describe Boise State University Student Code of Conduct Policy, the Office of the Dean of Students sanctioning guidelines for offenders and protocol for communicating with parents.

Section 4/F – Alcohol
A violation may include, but is not limited to, any unlawful use, possession, or distribution of alcoholic beverages and any use, possession and distribution in violation of Idaho State Law.

Section 4/N – Drugs
A violation may include, but is not limited to, the unlawful possession, manufacture, distribution, use, or sale of drugs or drug paraphernalia. A violation may occur if the odor of a drug is present when more than one individual can reasonably trace it to a specific individual or location.

Athletics Alcohol and Drug Policies:
In addition to policies outlined above that apply to all students, student-athletes have additional policies for which they are accountable. On-campus incidents are handled through the Boise State conduct process although the coach may impose sanctions in addition to what the University imposes. All off-campus incidents are subject to the three-strike policy. Student-athletes are required to report under the following protocol pursuant to the Boise State Intercollegiate Athletic policies.
Athletics Alcohol Policy:

- Any alcohol violation, on or off campus, must be reported by the student-athlete to his or her head coach within twenty-four (24) hours of the incident. Failure to do so may result in additional sanctions.
- The head coach must inform the Senior Associate Athletic Director and/or the Athletic Director within twenty-four (24) hours of being informed of the incident.
- The student-athlete shall meet with the Senior Associate Athletic Director within five days to initiate the conduct process.
- All on-campus alcohol violations shall be handled in accordance with the conduct process outlined in the Boise State University Student Code of Conduct and are not subject to the three-strike policy but may result in sanctions from the head coach and/or department. All off-campus violations shall be handled in accordance with both the Boise State University Student Code of Conduct and this policy and are subject to the three-strike policy.

Athletics Drug Policy:

Boise State University believes that the use of certain prohibited drugs (excluding those prescribed by a physician to treat a specific medical condition) can be detrimental to the physical and mental well-being of its student-athletes, can seriously interfere with the performance of individuals as students and as athletes, and can be extremely dangerous to the student-athlete and his or her teammates participating in athletic competition and practice.

The use, sale, or distribution of any prohibited drug not prescribed by a student-athlete’s team physician or personal physician shall result in required treatment and potential discipline as set forth in this policy. The discipline may include temporary or permanent suspension from practice and competition, along with loss of financial aid or scholarships.

Sanctions

Boise State Student Code of Conduct

**Code of Conduct Violations and Response**

Students found responsible for conduct violation(s) are provided sanctions. The completion of sanctions are mandated outcomes. If a student does not complete a sanction, an administrative “hold” is placed on their ability to register, preventing further attendance until the educational sanction is complete.

Sanctions for alcohol and drug violations include:

Think About It: Alcohol, an online alcohol education course. Students receive an email from Campus Clarity (admin@campusclarity.com) with log-in information for the course. Following the instructions in that email, students log-in and complete the course by the deadline set. A $50 fee is associated with the completion of this sanction and will be posted to the student’s myBoiseState account.
Think About It: Drugs, an online drug education course. Students receive an email from Campus Clarity (admin@campusclarity.com) with log-in information for the course. Following the instructions in that email, students need to log-in and complete the course by the deadline set. A $50 fee is associated with the completion of this sanction and will be posted to the student’s myBoiseState account.

**BASICS** (Brief Alcohol Screening Intervention for College Students) maintain a non-confrontational, non-labeling, and non-judgmental environment to encourage students to explore their alcohol use to reduce risky behavior and harmful consequences of alcohol abuse. BASICS is appropriate for anyone who uses alcohol or other drugs. It provides a structured opportunity for students to assess their own risk and identify potential changes that could help reduce risk for developing future problems. BASICS is requires two sessions with a health educator. A $75 fee per session is associated with the completion of this sanction.

**CASICS** (Cannabis Screening and Brief Intervention for College Students) is a marijuana education and prevention program for college students. CASICS aims to reduce risky behaviors and harmful consequences of marijuana abuse. CASICS is personalized to the interests and needs of the student to assist in examining behaviors in a non-judgmental environment. A minimum of two sessions with a health educator is required for sanction. A $75 fee per person is associated with the completion of this sanction.

**AODA Assessments** are conducted via Counseling Services. Behavioral Health providers see students found in violation of the university alcohol and/or drug policy as part of the sanction process, in addition to those who voluntarily are seeking support regarding alcohol or drugs. Counseling Services uses a standardized set of assessments to determine the severity of the students substance use. Education surrounding substance use and safety in using is provided on an individual basis to assist students in engaging in critical thinking skills. Students also engage in a setting their own harm reduction plan/goals to help them in bringing awareness to their maladaptive behaviors.

**Additional Educational Sanctions**
For drug and alcohol incidents, the university applies outcomes as per the sanctioning rubric for drugs and alcohol. Additional sanctions are provided when a hearing officer concludes more education is needed (reflection papers, interviews, etc.) after talking with the student and considering the nature of the violation. The goal is to “meet the student where s/he is” in their developmental process. Thus, not all students will have the same sanctions because they may be at different levels emotionally and maturely.

**Parent Notification and Education**
Parents are informed during summer orientation programs about alcohol/drug issues in higher education. In addition, when a student violates the Code and is under the age of 21, parents are notified via letter about the incident. An educational resource document is also sent home to parents at that time, informing them about drug/alcohol use in higher education and how best to communicate with their students about the situation.

The following sanctions must be applied as a MINIMUM sanction for a drug/alcohol infraction. Additional sanctions may be applied as is appropriate for the offense.
## Code of Conduct Alcohol Violations – Minimum Sanctions

<table>
<thead>
<tr>
<th>Level</th>
<th>Disciplinary Sanction</th>
<th>Educational Sanctions</th>
<th>Fees</th>
<th>University Service Hours (Discretionary)</th>
<th>Parental Notice</th>
</tr>
</thead>
<tbody>
<tr>
<td>1ST OFFENSE</td>
<td>Disciplinary Warning</td>
<td>- Think About It: Alcohol</td>
<td>$50</td>
<td>NA</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Meeting with Resident Director - Reflection Paper</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2ND OFFENSE</td>
<td>BASICS: Alcohol Education</td>
<td></td>
<td>$75 per</td>
<td>NA</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>session</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3RD OFFENSE</td>
<td>AODA: Alcohol &amp; Other Drug Assessment with education</td>
<td></td>
<td>$100 per</td>
<td>15 hours</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>session</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4TH OFFENSE</td>
<td>Refer to Student Conduct Board: Consider Suspension (semester) Disciplinary Probation</td>
<td>AODA: Alcohol &amp; Other Drug Assessment with further counseling and/or Possible off</td>
<td>$100 per</td>
<td>NA</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>Upon Return (1 full year)</td>
<td>campus alcohol assessment.</td>
<td>session</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Parental Notification is to occur for any student under the age of 21 found responsible for violating either the alcohol and/or drug policy at Boise State University. While Parental Notification is NOT a sanction per se (i.e.--it is not appealable), language is to be included in the decision letter that this notification will occur. Notice will be sent to parents from the Office of the Dean of Students at the conclusion of the conduct process (which includes appeal time frames).**

### Additional Educational Sanctions

For drug and alcohol incidents, the university applies outcomes as per the sanctioning rubric for drugs and alcohol. Additional sanctions are provided when a hearing officer concludes more education is needed (reflection papers, interviews, etc.) after talking with the student and considering the nature of the violation. The goal is to “meet the student where s/he is” in their developmental process. Thus, not all students will have the same sanctions because they may be at different levels emotionally and maturely.

## Drug Violations – Minimum Sanctions

<table>
<thead>
<tr>
<th>Level</th>
<th>Disciplinary Sanction</th>
<th>Educational Sanctions</th>
<th>Fees</th>
<th>University Service Hours (Discretionary)</th>
<th>Parental Notice</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>OFFENSE</td>
<td>(1^{st})</td>
<td>-Think About It: Drugs -Meeting with Resident Director -Reflection Paper</td>
<td>$50</td>
<td>NA</td>
<td>Yes</td>
</tr>
<tr>
<td>---------</td>
<td>------------</td>
<td>----------------------------------------------------------------</td>
<td>------</td>
<td>----</td>
<td>-----</td>
</tr>
<tr>
<td>(2^{nd}) OFFENSE</td>
<td>CASICS: drug educations</td>
<td>$75 per session</td>
<td>N/A</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>(3^{rd}) OFFENSE</td>
<td>Possible Removal From Housing</td>
<td>AODA: Alcohol &amp; Other Drug Assessment with education.</td>
<td>$100 per session</td>
<td>N/A</td>
<td>Yes</td>
</tr>
<tr>
<td>(4^{th}) OFFENSE</td>
<td>Refer to Student Conduct Board Suspension AND/OR Expulsion Disciplinary Probation Upon Return (Remainder of academic career)</td>
<td>AODA: Alcohol &amp; Other Drug Assessment with further counseling and/or Potential Off campus drug assessment. Student is referred to off campus practitioner and required to attend prior to re-admittance</td>
<td>$100 per session</td>
<td>NA</td>
<td>Yes</td>
</tr>
</tbody>
</table>

** Parental Notification is to occur for any student under the age of 21 found responsible for violating either the alcohol and/or drug policy at Boise State University. While Parental Notification is NOT a sanction per se (ie--it is not appealable), language is to be included in the decision letter that this notification will occur. Notice will be sent to parents from the Office of the Dean of Students at the conclusion of the conduct process (which includes appeal time frames)

**University Security and the Boise Police Department:**
The alcohol enforcement philosophy on campus is consistent with education/enforcement objectives. On campus, minor alcohol violations may be referred to Housing and or Student conduct with no police involvement. Serious or recurring alcohol problems may be referred to police to be cited or arrested. Students who overdose on alcohol are taken to the hospital and may be cited for a criminal violation at the discretion of the responding police officer. Students who are found guilty in court of misdemeanor alcohol crimes are typically sentenced to a fine and a court ordered alcohol education class.

**Three Strikes Alcohol Policy for Student Athletes:**
The sanctions listed below are the minimum requirements imposed by the Athletic Department. The head coach reserves the right to impose stricter sanctions up to and including dismissal from the program at his or her discretion.

First Strike
- If a student-athlete receives an alcohol violation, the student-athlete shall receive a strike.
- The protocol as set forth above shall be initiated.
• The student-athlete will be required to make contact with his or her parent(s) or guardian(s) and, spouse (if applicable) and provide notification of the alcohol violation. The head coach will verify that contact has been made.
• The student-athlete will be required to complete counseling through Boise State University Health Services.
• The student-athlete shall be suspended for a minimum of one competition effective immediately. The suspension may carry over to the following year’s competition schedule.

Second Strike
• If a student-athlete receives a second alcohol violation, the student-athlete shall receive a second strike.
• The protocol as set forth above shall be initiated.
• The student-athlete will be required to participate in a conference call between the student-athlete, his or her parent(s) or guardian(s) or spouse (if applicable) the head coach, and the Senior Associate Athletic Director.
• The student-athlete will be required to complete counseling through Boise State University Health Services.
• The student-athlete shall be suspended for a minimum of 20% of a year’s competition schedule effective immediately. The suspension may carry over to the following year’s competition schedule.

Third Strike
• If a student-athlete receives a third alcohol violation, the student-athlete shall receive a third strike.
• The protocol as set forth above shall be initiated.
• The student-athlete will be required to participate in a conference call between the student-athlete, his or her parent(s) or guardian(s) or spouse (if applicable) the head coach, and the Senior Associate Athletic Director.
• The student-athlete shall be permanently removed from all athletic teams.
• If the student-athlete has an athletic grant-in-aid, such grant-in-aid shall be cancelled immediately or at the end of the academic term at the discretion of the Athletic Director.

Sanctions for Positive Result Regarding Street Drugs:
The sanctions listed below are the minimum requirements imposed by the Boise State University Athletic Department. The applicable head coach reserves the right to impose stricter sanctions up to and including dismissal from the program and revocation of any applicable financial aid at his or her discretion.

1. Example Street Drugs

The following chart illustrates street drugs that may be included in any testing and the minimum cut-off levels where available for a positive test for those example drugs:

<table>
<thead>
<tr>
<th>Substance</th>
<th>Screen Cut-off</th>
<th>Confirmation Cut-off</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amphetamine/Meth</td>
<td>300 ng/ml</td>
<td>200 ng/ml</td>
</tr>
<tr>
<td>Cocaine</td>
<td>100 ng/ml</td>
<td>50 ng/ml</td>
</tr>
<tr>
<td>Marijuana</td>
<td>15 ng/ml</td>
<td>5 ng/ml</td>
</tr>
<tr>
<td>Drug</td>
<td>First Positive</td>
<td>Second Positive</td>
</tr>
<tr>
<td>-------------------------------------</td>
<td>----------------</td>
<td>-----------------</td>
</tr>
<tr>
<td>Opiates</td>
<td>300 ng/ml</td>
<td>300 ng/ml</td>
</tr>
<tr>
<td>Ecstasy</td>
<td>300 ng/ml</td>
<td>200 ng/ml</td>
</tr>
<tr>
<td>Oxycodone</td>
<td>100 ng/ml</td>
<td>100 ng/ml</td>
</tr>
<tr>
<td>Methylphenidate</td>
<td>100 ng/ml</td>
<td>100 ng/ml</td>
</tr>
<tr>
<td>Synthetic Cannabinoids (K2, Spice, etc)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bath Salts</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

It is important to note that other additional drugs not listed on the chart above may also be included in the testing.

2. First Positive Result

A First Positive Result will be deemed to arise from any of the following: (1) any drug citation from the police; (2) any drug violation on campus, or; (3) a positive drug test under this policy. Upon any of the listed violations, the DPD and Senior Associate Athletic Director in charge of student conduct will be notified. The DPD and Senior Associate Athletic Director in charge of student conduct will in turn notify the Athletic Director, and the applicable head coach. The head coach will notify the student-athlete of the positive result. The student-athlete will be required to meet with the Senior Associate Athletic Director to initiate the student-athlete conduct process. The student-athlete will be required to participate in a conference telephone call between the student-athlete, his or her parent(s), legal guardian(s) or spouse, the Athletics Director or his designee, and head coach. The student-athlete will inform his or her parent(s), legal guardian(s) or spouse of the positive test result. Additionally, the student-athlete will be required to participate in counseling and any recommended treatment program and will be suspended from competition for the number of events equaling a minimum of ten percent (10%) of a year’s competition schedule to be effective immediately after all administrative appeals are exhausted. If the positive result is not being challenged the sanctions shall begin at the discretion of the Athletic Director but not later than seven days following notification of the positive result. The suspension may carry over to the following year’s competition schedule. The student-athlete shall also be required to agree to the following conditions: (1) unannounced periodic drug testing and; (2) authorization for the team physician and/or DPD to review records of the student-athlete’s counseling and other drug treatment.

3. Second Positive Result

If a student-athlete violates any of the positive triggers listed in Section VI. A. 1 above after a first positive result has been issued, the DPD and Senior Associate Athletic Director in charge of student conduct will be notified and a second positive result will be issued. In the case of a second positive drug test, the results of the first and second drug tests will be compared to make a determination as to whether additional drug use has occurred. The DPD and Senior Associate Athletic Director in charge of student conduct will notify the athletic Director, and the applicable head coach. The head coach will notify the student-athlete of the positive result. The student-athlete will be required to meet with the Senior Associate Athletic Director to initiate the student-athlete conduct process. The student-athlete will be required to participate in a conference telephone call between the student-athlete, his or her parent(s), legal guardian(s) or spouse, the Athletic Director or his designee, and head coach. The student-athlete will inform his or her parent(s), legal guardian(s) or spouse of the second positive test result. Additionally, the student-athlete will be required to participate in further counseling and any recommended treatment program and will be
suspended from competition for the number of events equaling a minimum of fifty percent (50%) of a year’s competition schedule to be effective immediately after all administrative appeals are exhausted. If the positive result is not being challenged the sanctions shall begin at the discretion of the Athletic Director but not later than seven days following notification of the positive result. The suspension may carry over to the following year’s competition schedule. The student-athlete shall also be required to agree to the following conditions: (1) unannounced periodic drug testing and; (2) authorization for the team physician and/or DPD to review records of the student-athlete’s counseling and other drug treatment.

4. Third Positive Result

If a student-athlete violates any of the first positive triggers listed above after a second positive result has been issued, the DPD and Senior Associate Athletic Director in charge of student conduct will be notified and a third positive result will be issued. In the case of a third positive drug test, the results of the second and third drug tests will be compared to make a determination as to whether additional drug use has occurred. The DPD and Senior Associate Athletic Director in charge of student conduct will notify the Athletic Director, the Senior Associate Athletic Director, and the applicable head coach. The Athletic Director will notify the student-athlete in writing and will notify the student-athlete’s parent(s), legal guardian(s) or spouse. The student-athlete will be dismissed immediately and permanently from all athletic teams. If the student-athlete has an athletic grant-in-aid, such grant-in-aid will be reduced or cancelled immediately or at the end of the academic term at the discretion of the Athletic Director.

Sanctions for Positive Tests for Anabolic Steroids or Growth Hormones:
*The sanctions listed below are the minimum requirements imposed by the Boise State University Athletic Department. The applicable head coach reserves the right to impose stricter sanctions up to and including dismissal from the program at his or her discretion.

1. First Positive Result

If a student-athlete’s urine sample is confirmed positive for anabolic steroids or growth hormones, or if the student-athlete admits use of anabolic steroids or growth hormones the DPD and Senior Associate Athletic Director in charge of student conduct will be notified. The DPD and Senior Associate Athletic Director in charge of student conduct will in turn notify the Athletic Director, and the applicable head coach. The head coach will notify the student-athlete of the positive result. The student-athlete will be required to meet with the Senior Associate Athletic Director to initiate the student-athlete conduct process. The student-athlete will be required to participate in a conference telephone call between the student-athlete, his or her parent(s), legal guardian(s) or spouse, the Athletics Director or his designee, and head coach, wherein the student-athlete will inform his or her parent(s), legal guardian(s) or spouse of the positive test result. Additionally, the student-athlete will be required to participate in counseling and any recommended treatment program and will be suspended from competition for the number of events equaling a minimum of ten percent (10%) of a year’s competition schedule to be effective immediately after all administrative appeals are exhausted. If the positive result is not being challenged the sanctions shall begin at the Discretion of the Athletic Director but not later than seven days following notification of the positive result. The suspension may carry over to the following year’s competition schedule. The student-athlete shall also be required to agree to the following conditions: (1) unannounced periodic drug
testing and; (2) authorization for the team physician and/or DPD to review records of the student-athlete’s counseling and other drug treatment.

2. Second Positive Result

If a student-athlete’s urine sample is confirmed positive for anabolic steroids or growth hormones a second time, or the student-athlete admits continued use of anabolic steroids or growth hormones, the student-athlete’s eligibility shall be dismissed immediately and permanently from all athletic teams. If the student-athlete has an athletic grant-in-aid, such grant-in-aid will be reduced or cancelled immediately or at the end of the academic term at the discretion of the Athletic Director.

**DRUG TREATMENT PROGRAM**

The treatment program for a positive drug confirmation may include referral to an on-campus or outside rehabilitation agency for assessment and recommendations for treatment. The student-athlete is responsible for payment of treatment costs. In the event a student-athlete refuses to participate in the recommended treatment, the following actions will be taken:

A. First Unexcused Absence

Upon the first unexcused absence from evaluation or treatment, the student-athlete will be informed in writing that a second unexcused absence will result in immediate suspension from intercollegiate athletic competition for the remainder of the school year. The head coach of the student-athlete’s sport and the Athletic Director or his designee will receive copies of this notification.

B. Second Unexcused Absence

Upon the second unexcused absence from evaluation or treatment, the student-athlete will receive notification in writing that he or she is immediately suspended from intercollegiate athletic competition for the remainder of the school year. The head coach of the student-athlete’s sport and the Athletic Director will receive copies of this notification.

C. Third Unexcused Absence

Upon the third unexcused absence from evaluation or treatment, the student-athlete will receive notification in writing that he or she is immediately and permanently dismissed from intercollegiate athletic competition. The head coach of the student-athlete’s sport and the Athletic Director will receive copies of this notification. If the student-athlete has an athletic grant-in-aid, such grant-in-aid will be cancelled immediately or at the end of the academic term as determined by the Athletic Director.

**Classified Employee Due Process, Procedure and Appeal**

Boise State Policy Manual, Section VII., Policy 7450,
Boise State University provides Employees with a Due Process Procedure, in Section II below, to use before any disciplinary-related sanctions, such as dismissals, suspensions, and demotions, are imposed for violations of University policy/procedure, or state rules or statutes. The goal, however, is to always resolve matters at the lowest management level possible, without Disciplinary Action. Boise State offers tools for achieving this, including mediation and alternative dispute resolution. Non-disciplinary actions are covered under policy #7440 which outlines the Classified Employee Problem-Solving Process.

I. The Due Process Procedure

All Employees are entitled by law to due process before Boise State makes any decision to impose any Disciplinary Action. Any University department considering Disciplinary Action must contact Human Resource Services (HRS) to review the recommended action, associated documentation and to assist with implementing appropriate action. The Due Process consists of:

A. Notice

If Boise State is contemplating Disciplinary Action against an Employee, the department must provide a Notice of Contemplated Action (NOCA) to the Employee and the State Division of Human Resources (DHR) administrator. The NOCA will be developed by the Dean or Department Director and HRS. The Dean or Department Director prepares and signs the NOCA in cooperation with HRS and delivers it to the Employee.

Contents of the NOCA must include:

1. Disciplinary Action contemplated (i.e., reduction in pay, dismissal, suspension, demotion, or involuntary transfer).
2. The basis for the Disciplinary Action (and corresponding legal citation). Disciplinary Actions may be taken for Employees for any of the reasons listed in Idaho Code section §67-5309(n) and in IDAPA 15.04.01.183-190.
3. An explanation of the information and evidence pertinent to the contemplated action.
4. The time frames for responding, and to whom to send the response.

B. Opportunity to Respond

1. An Employee who receives a NOCA may respond in writing; the response, if any, shall be provided to the appropriate President/Vice President and HRS. This step provides the Employee an opportunity to respond to the notice and present reason(s) why the contemplated action(s) should not be taken. The Employee must act upon the opportunity to respond within the time period indicated in the NOCA, otherwise the opportunity is deemed waived by the Employee.

2. Time Period to Respond: Upon receipt of a NOCA, an Employee or his/her representative has a maximum of ten (10) working days to respond in writing. The time period to respond may not be extended unless both the President/Vice President and Employee agree to an extension in writing.
   a. Right to Representation. Any Employee has the right to be represented at any time during the process by a person of his or her choosing during this procedure. If an Employee chooses to be represented, he/she (or the representative) must notify the
President/Vice President who issued the NOCA and copy HRS. Options for representation are discussed on the HRS website.

b. Optional Mediation. The Dean or Department Director and Employee may mutually agree to engage in mediation after notice of contemplated action has been sent during the Due Process Procedure. If both sides agree, the time limitations for the opportunity to respond and the department’s decision will be suspended pending mediation. Mediation is not possible unless both the Dean or Department Director and Employee agree. HRS can assist in identifying a mediator.

C. University’s Decision
   1. The President/Vice President or their designee shall make and implement the final decision and notify the Employee of the final decision no later than ten (10) working days after the Employee has responded in writing, failed or declined to respond, or otherwise waived his or her right to respond in writing. The University’s final decision, prepared in coordination with HRS, will be sent or delivered to the Employee.
   2. The Due Process Procedure is completed when the President/Vice President, or designee notifies the Employee of the University’s decision. HRS will coordinate implementation of the University’s final action and notify the State DHR.

II. Appeal
   The Employee may appeal the University’s disciplinary decision to the Idaho Personnel Commission within thirty-five (35) calendar days of the decision.

III. No Retaliation.
   Employees shall not be retaliated against for utilizing the Due Process Procedure or for serving as a witness or representative in a Due Process Procedure. Any such retaliation is expressly prohibited and may constitute grounds for discipline, up to and including dismissal, against the retaliatory Employee.

Professional Staff Employee Due Process, Procedure and Appeal

Boise State Policy Manual Section VII, Policy 7310

Policy 7310

I. The Due Process Procedure
   A professional staff employee is entitled to due process before the University makes any decision to impose dismissal for cause, suspension or demotion during the term of an existing employment contract. Due process requires the employee receive written notice of the disciplinary action being contemplated and an opportunity to be heard before a decision is made. If a professional staff employee needs assistance with this process, s/he should contact the University Human Resource Services for assistance.
   A. Notice
      If the University is contemplating disciplinary action the department must provide notice of the
contemplated action to the employee in writing.

1. Notice of the Contemplated Action: The Dean or Department Director will work with Human Resource Services to develop the written Notice and such notice will be given to the employee with a copy of the notice to Human Resource Services.

2. Contents of the Notice of Contemplated Action must include:
   a. Disciplinary action contemplated (i.e., dismissal for cause, suspension without pay or demotion).
   b. The basis (reason and corresponding legal or policy citation) for this action or reason for this action.
   c. An explanation of the information or evidence pertinent to the contemplated action.
   d. The time frames for the response.

B. Opportunity to Respond

An employee who receives a notice of contemplated action is entitled to an opportunity to respond verbally or in writing. The employee’s response shall be the opportunity for the employee to respond to the content of the notice and to present reasons why the contemplated action should not be taken. The employee must respond in writing within the time period indicated in the notice, otherwise the opportunity is deemed waived by the employee. The response, if any, shall be provided by the employee to the Dean or Department Director who issued the notice with a copy to Human Resource Services.

1. Time to Respond: The notice of contemplated action shall provide a set time period of no less than five (5) working days within which an employee may respond after the receipt of notice. The Dean or Department Director issuing the notice may extend the time period for a response, but in no event may that time period exceed ten (10) working days after the employee has received notice unless both the Dean or Department Director issuing the notice and employee agree to file an extension in writing with a copy to Human Resource Services.

2. Right to Representation: The employee has the right to be represented by a person of his or her choosing during this procedure and, if applicable, during the Optional Mediation Process. If the employee chooses to be represented, the employee must notify the Dean or Department Director who issued the notice with a copy to Human Resource Services.

C. University’s Decision

The Provost, Vice-President, or their designee will notify the employee of the final decision no later than ten (10) working days after the employee has responded, failed to respond, or otherwise waived his or her right to respond. The University’s final decision will be sent or delivered to the employee. The Due Process Procedure is completed when the Provost, Vice-President, or designee notifies the employee of the University’s decision. Human Resource Services will coordinate processing the University’s final action. If a disciplinary sanction is imposed, it may be implemented immediately. The employee has the right to request an appeal of the University’s disciplinary decision to the State Board of Education within fifteen (15) days of the date of the University’s decision. However, such appeal to the Board is not a matter of right and is at the discretion of the State Board pursuant to its Governing Policies and Procedures Section II.M.

D. Optional Mediation Process
The Dean or Department Director and the employee may mutually agree to engage in mediation after notice of contemplated action has been sent during the Due Process Procedure. If both sides agree in writing to mediation, the time limits for the opportunity to respond and the University’s decision will be suspended pending mediation. Mediation is not possible unless both the Dean, Department Director or supervisor and the employee agree. Human Resource Services shall assist in identifying a mediator and coordinating this process.

II. The Informal Problem Solving Process

A. Problem Solving Process

1. Professional Staff employees are eligible to file under the Problem Solving Procedure during the term of an employment contract. Any job related matters may be handled through the Problem Solving Process with the exception of the following: (1) compensation, except as it applies to alleged inequities within a particular department; (2) non-renewal; (3) allegations of illegal discrimination or of an ongoing pattern of harassment; and (4) the matters set forth in the Due Process Procedure (dismissal for cause, demotions or suspensions without pay).

2. The Problem-Solving Process is a chain-of-command process which includes the following steps: (1) meeting with the immediate supervisor; (2) filing for problem-solving; (3) meeting with the Dean or Department Director; and (4) receiving a final decision from the Provost or Vice-President. Problem-Solving Request forms are available from Human Resource Services. If an employee fails to meet any time limits of the problem-solving procedure, the problem will be considered resolved unless an extension is agreed upon in writing by both sides and a copy is sent to Human Resource Services.

3. The employee is entitled to be represented by a person of his or her choosing at each step of the problem-solving procedure (including the Optional Mediation Step), except the initial informal discussion with the immediate supervisor.

B. Meeting with Immediate Supervisor

1. Before actually filing for problem-solving, an eligible employee must first make a reasonable attempt to meet with and resolve the matters with his or her immediate supervisor. Representatives are not permitted at the informal meeting with the immediate supervisor.

2. Employees and supervisors are strongly encouraged to engage in an informal problem-solving meeting in order to identify the precise matters at issue, discuss ways to resolve the matters and hopefully resolve the matters at the lowest level possible.

3. If meeting with the immediate supervisor did not result in resolution of the problem, an employee may then file for problem-solving.

C. Filing for Problem-Solving

1. An eligible employee is required to file for problem-solving in writing no later than five (5) working days after being notified or becoming aware of any matter which may be handled through the Problem-Solving Process. The time limit for filing shall be extended due to an employee’s illness or other approved leave.

2. The employee must file the Problem-Solving Request Form with his or her immediate

3.
supervisor with a copy sent to the Dean or Department Director and Human Resource Services. The department may, at its sole discretion, accept a late filing.

D. Meeting with the Dean or Department Director

1. The employee will meet with the Dean or Department Director no later than five (5) working days after filing for problem-solving. The Dean or Department Director will consult with the employee’s immediate supervisor to determine who may be best able to resolve the problem in this meeting with the employee. The Dean or Department Director may also take into account the employee’s preference in deciding who should be present. Since the goal of this procedure is to resolve problems at the lowest level possible, the meeting may involve the immediate supervisor and any additional people who may be helpful in resolving the issues. The Dean or Department Director is responsible for scheduling the meeting.

2. The employee shall receive a written suggested solution from the Dean or Department Director no later than five (5) working days after the meeting. A copy will be sent to Human Resource Services and the immediate supervisor.

3. If the employee is not satisfied with the recommended solution, s/he may request in writing a review by the Provost or Vice-President no later than three (3) working days after receiving the Dean or Department Director’s suggested solution. To request a review the employee shall file the written request on the Problem-Solving Request Form with Human Resource Services with a copy to the Dean or Department Director who issued the suggested solution.

E. Final Decision

The Provost or Vice President or designee may consult with the employee, immediate supervisor, Dean or Department Director, and any others who participated in the problem-solving procedure in order to determine how best to resolve the issue. The employee will receive a final decision from the Provost/Vice-President or designee no later than ten (10) working days after a request for review is submitted, or a meeting is held as determined by the Provost, Vice President or designee, whichever is later. A copy will be sent to Human Resource Services. The employee has the right to request an appeal of the final University decision to the State Board of Education within fifteen (15) days of the date of the decision. However, such appeal to the Board is not a matter of right and is at the discretion of the State Board pursuant to its Governing Policies and Procedures Section II.M.

F. Optional Mediation Step

The department and employee may mutually agree in writing to engage in mediation during the Problem-Solving Process. If both sides agree in writing, the other steps and time limitations (except for the initial five (5) working day filing requirement) of the Problem-Solving Process will suspend pending mediation. The department and employee must agree upon a mediator. Human Resource Services shall assist with providing mediator names and coordinating this process. Mediation is not possible unless both the department and employee agree.

G. No Retaliation

No employee shall be retaliated against for utilizing the Problem Solving Process or for serving as a witness or representative in a Problem Solving Process. Any such retaliation is expressly
prohibited and may constitute grounds for discipline, up to and including dismissal, against the employee conducting the retaliation.

**Faculty Grievance Procedures**

Boise State University Policy Manual, Section IV Policy 4480

I. **Policy Statement**
   Any faculty member as defined in Article II of the Faculty Constitution shall have recourse to the Faculty Grievance Committee (henceforth “Committee”) for a recommended resolution. Faculty members who believe existing laws, policies, procedures, or practices have been violated, misapplied, or misinterpreted, and are perceived to have adversely affected an individual employee’s professional or academic capacity, may file a grievance on their own behalf.

II. **Responsibility**
   The members of the Committee are jointly responsible for administering these grievance policies and procedures, and for making recommendations to the university administration concerning individual grievance processes.

III. **Procedures**
   A. Before filing a grievance, the faculty member:
      1. Must demonstrate attempts to resolve issues through the normal channels of administration (department chair, college dean, and Provost),
      2. Should consider utilizing the services of the University Faculty Ombuds Office, and
      3. Should consider mediation options with the BSU Human Resources Alternative Dispute Resolution Program

Note on discrimination and harassment: The University Non-Discrimination and Anti-Harassment policy ([University Policy #1060](#)) and Equal Opportunity Statement ([University Policy #1070](#)) provide the process for recourse for faculty who believe they may have been the victim of discrimination or harassment relating to legally protected classes or status. The University EEO/AA Office is responsible for facilitating the investigation and resolution of these complaints. Complaints for other types of harassment may be handled through the process described in this Faculty Grievance Procedure.

B. **Deadlines for Hearings:** Complaints received on or before November 1 for Fall semester and April 1 for Spring semester, will be considered by the Committee during the same semester. If the deadline falls on a weekend, the deadline will be the following Monday.

C. **Initiations of Process:** Individuals must submit a brief written, signed, and dated statement of the grievance. The statement should include:
   1. A description of the complaint or dispute resulting in the grievance and of the existing laws, policies, procedures or practices under which the grievance arises,
   2. The name of the person(s) against whom the grievance is initiated,
3. A brief description of all attempts at resolution,
4. A proposal for acceptable resolution, and
5. Any other information that the individual believes to be relevant or helpful.

This statement should not exceed 1200 words.

D. Upon receipt of the brief statement, the Chair will call together the membership of the Committee for initial threshold deliberations about the grievance without unreasonable delay (usually 10 working days). If the Committee determines all proper channels have been pursued and that there is a grievable matter, then the processes described below begin to govern the matter. If the Committee determines proper channels have not been pursued or the complaint does not constitute a grievable matter the individual filing the grievance complaint will be notified immediately and an appeal may be filed with the President who shall decide the appeal within ten (10) working days of its receipt.

E. After the Committee determines that a grievance shall go forward, the following steps need to be followed:

1. The Committee will first inform the individual that filed the grievance that the grievance will proceed. The Committee will next inform the person against whom the grievance was filed (henceforth “respondent”) of the grievance, and the Committee will provide the respondent with a copy of the original statement of grievance (as described in III.C).

2. Upon notification, the individual that filed the grievance will provide all supporting documentation on the grievance including the detailed description of:
   a. the issue to be resolved,
   b. a description of all efforts undertaken to resolve the issue,
   c. a proposal for acceptable resolution, and
   d. all other relevant documents including a list of witnesses and or written statements from witnesses whose testimony the individual believes is relevant.

   Two (2) copies of the document must be provided to the Committee within 10 working days of notification that the grievance will proceed.

3. Upon receipt of all grievance documents, the Committee will provide the respondent with a copy of all materials submitted, with appropriate redaction of materials deemed confidential or sensitive by the Committee. The Committee will request that the respondent provide a written response (two copies), including a list of witnesses whose testimony the respondent wishes to have heard by the Committee, to the Committee within 10 working days after receiving the copy of all grievance documents.

4. The Committee will provide a copy of the respondent’s documents to the individual filing the grievance with appropriate redaction of materials deemed confidential or sensitive by the Committee. The individual will have five (5) working days to respond in writing to any new issues identified by the respondent.

5. The Committee will review the information provided by the individual filing the grievance and the respondent, and may request additional documentation at its discretion.

6. The Committee may schedule hearings to interview the individual filing the grievance, the respondent, and any witnesses.

F. All hearings shall be confidential, and closed unless the Committee determines that the presence of
specific individuals will be helpful. All witnesses will be heard without the presence of the individual filing the grievance or the respondent to ensure candid communication. Members of the Committee may ask questions and may ask for additional documentation if relevant to the Committee’s decision. Parties may be accompanied by one third-party observer of their choice. The third-party observer may not participate actively in the hearing process. The Committee will render its decision in writing and make a recommendation to the President within 10 working days from the last day of hearing, a copy of which shall be simultaneously given to the individual filing the grievance and the respondent. The President shall submit to the Committee within 10 working days a written description of whatever actions he/she intends to take.

### Legal Sanctions and Penalties

#### Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Substance/Quantity</th>
<th>Penalty</th>
<th>Substance/Quantity</th>
<th>Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td>II</td>
<td>Cocaine 500-4999 grams mixture</td>
<td>First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than $5 million if an individual, $25 million if not an individual.</td>
<td>Cocaine 5 kilograms or more mixture</td>
<td>First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than $10 million if an individual, $50 million if not an individual.</td>
</tr>
<tr>
<td>II</td>
<td>Cocaine Base 28-279 grams mixture</td>
<td>Second Offense: Not less than 20 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual.</td>
<td>Cocaine Base 280 grams or more mixture</td>
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<tr>
<td>IV</td>
<td>Fentanyl 40-399 grams mixture</td>
<td>Fine of not more than $5 million if an individual, $25 million if not an individual.</td>
<td>Fentanyl 400 grams or more mixture</td>
<td></td>
</tr>
<tr>
<td>I</td>
<td>Fentanyl Analogue 10-99 grams mixture</td>
<td>Fentanyl Analogue 100 grams or more mixture</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I</td>
<td>Heroin 100-999 grams mixture</td>
<td>Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $8 million if an individual, $50 million if not an individual.</td>
<td>Heroin 1 kilogram or more mixture</td>
<td></td>
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<tr>
<td>I</td>
<td>LSD 1-9 grams mixture</td>
<td>Life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual.</td>
<td>LSD 10 grams or more mixture</td>
<td></td>
</tr>
<tr>
<td>II</td>
<td>Methamphetamine 5-49 grams pure or 50-499 grams mixture</td>
<td>Methamphetamine 50 grams or more pure or 500 grams or more mixture</td>
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<tr>
<td>II</td>
<td>PCP 10-99 grams pure or 100 grams or more pure or 1 kilogram or more</td>
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<tr>
<td>Substance/Quantity</td>
<td>Penalty</td>
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<tr>
<td>Any Amount Of Other Schedule I &amp; II Substances</td>
<td>First Offense: Not more that 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine $1 million if an individual, $5 million if not an individual.</td>
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<tr>
<td>Any Drug Product Containing Gamma Hydroxybutyric Acid</td>
<td>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if not an individual.</td>
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<tr>
<td>Flunitrazepam (Schedule IV) 1 Gram</td>
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<tr>
<td>Any Amount Of Other Schedule III Drugs</td>
<td>First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than $500,000 if an individual, $2.5 million if not an individual.</td>
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<tr>
<td></td>
<td>Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than $1 million if an individual, $5 million if not an individual.</td>
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<td></td>
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</tr>
<tr>
<td>Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)</td>
<td>First Offense: Not more than 5 yrs. Fine not more than $250,000 if an individual, $1 million if not an individual.</td>
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<tr>
<td></td>
<td>Second Offense: Not more than 10 yrs. Fine not more than $500,000 if an individual, $2 million if other than an individual.</td>
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<tr>
<td>Any Amount Of All Schedule V Drugs</td>
<td>First Offense: Not more than 1 yr. Fine not more than $100,000 if an individual, $250,000 if not an individual.</td>
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<tr>
<td></td>
<td>Second Offense: Not more than 4 yrs. Fine not more than $200,000 if an individual, $500,000 if not an individual.</td>
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</tr>
</tbody>
</table>

**Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances**

<table>
<thead>
<tr>
<th>Substance/Quantity</th>
<th>Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants</td>
<td>First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than $10 million if an individual, $50 million if other than an individual.</td>
</tr>
<tr>
<td></td>
<td>Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $20 million if an individual, $75 million if other than an individual.</td>
</tr>
<tr>
<td>Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999</td>
<td>First Offense: Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than $5 million if an individual, $25 million if not an individual.</td>
</tr>
<tr>
<td></td>
<td>Second Offense: Not less than 10 yrs. or more than Life. If death or serious bodily injury, more than Life. Fine not more than $10 million if an individual, $50 million if not an individual.</td>
</tr>
</tbody>
</table>
**Marijuana**

<table>
<thead>
<tr>
<th>Quantity</th>
<th>First Offense</th>
<th>Second Offense</th>
</tr>
</thead>
<tbody>
<tr>
<td>50 to 99 kilograms</td>
<td>Not more than 20 yrs.</td>
<td>Not less than 10 yrs. or more than life.</td>
</tr>
<tr>
<td>marijuana mixture, 50 to 99 marijuana plants</td>
<td>If death or serious bodily injury, not less than 20 yrs. or more than life. Fine $1 million if an individual, $5 million if other than an individual.</td>
<td>If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if other than an individual.</td>
</tr>
<tr>
<td>1 to 49 marijuana plants</td>
<td>Not more than 5 yrs. Fine not more than $250,000, $1 million if other than an individual.</td>
<td>Not more than 10 yrs. Fine $500,000 if an individual, $2 million if other than individual.</td>
</tr>
</tbody>
</table>

**Hashish**

<table>
<thead>
<tr>
<th>Quantity</th>
<th>First Offense</th>
<th>Second Offense</th>
</tr>
</thead>
<tbody>
<tr>
<td>More than 10 kilograms</td>
<td>Not more than 5 yrs.</td>
<td>Not more than 30 yrs.</td>
</tr>
<tr>
<td>Hashish Oil</td>
<td>Not more than 5 yrs. Fine not more than $250,000, $1 million if other than an individual.</td>
<td>Not more than 10 yrs. Fine $500,000 if an individual, $2 million if other than individual.</td>
</tr>
</tbody>
</table>

**Federal Penalties for Possession of Illegal Drugs**

21 U.S.C. 844(a) 1st Conviction: May be sentenced to a term of imprisonment of not more than 1 year, and shall be fined a minimum of $1,000, or both. After 1 prior drug conviction: Shall be sentenced to a term of imprisonment for not less than 15 days but not more than 2 years, and shall be fined a minimum of $2,500. After 2 or more prior drug convictions: Shall be sentenced to a term of imprisonment for not less than 90 days but not more than 3 years, and shall be fined a minimum of $5,000. Special sentencing provisions for possession of crack cocaine: Shall be imprisoned not less than 5 years and not more than 20 years, and fined a minimum of $1,000 if: (a) 1st conviction and the amount of crack possessed exceeds 5 grams; or (b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams; or (c) 3rd or subsequent possession and the amount of crack possessed exceeds 1 gram.

21 U.S.C. 853(a)(2) and 881 (a)(7) 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 1 year imprisonment. (See
special sentencing provisions re: crack)

21 U.S.C. 881(a)(4) Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 884a Civil fine of up to $10,000 (pending adoption of final regulations).

21 U.S.C. 853a Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

18 U.S.C. 922(g) Ineligible to receive or purchase a firearm.

**Miscellaneous**

Revocation of certain Federal licenses and benefits, e.g. pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies.

<table>
<thead>
<tr>
<th>Violation</th>
<th>Controlled Substance Category</th>
<th>Classification</th>
<th>Id. Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Idaho Code &quot; 37-2732, 2732B (1949)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacture, deliver, or possess with the intent to manufacture or deliver, a controlled substance</td>
<td>Narcotic drug classified in Schedule I or controlled substance classified in Schedule II</td>
<td>Felony</td>
<td>Prison term not exceeding life; fine not exceeding $25,000</td>
</tr>
<tr>
<td></td>
<td>Any other controlled substance which is a non narcotic drug classified in Schedule I, or a controlled substance classified in Schedule III</td>
<td>Felony</td>
<td>Prison term not exceeding 5 years; fine not exceeding $15,000</td>
</tr>
<tr>
<td></td>
<td>Schedule IV</td>
<td>Felony</td>
<td>Prison term not exceeding 3 years; fine not exceeding $10,000</td>
</tr>
<tr>
<td></td>
<td>Schedules V and VI</td>
<td>Misdemeanor</td>
<td>Prison term not exceeding 1 year; fine not exceeding $5,000</td>
</tr>
<tr>
<td>Unlawful possession of a controlled substance</td>
<td>Narcotic drug classified in Schedule I or controlled substance classified in Schedule II</td>
<td>Felony</td>
<td>Prison term not exceeding 7 years; fine not exceeding $15,000</td>
</tr>
<tr>
<td></td>
<td>LSD</td>
<td>Felony</td>
<td>Prison term not exceeding 3 years; fine not exceeding $5,000</td>
</tr>
<tr>
<td></td>
<td>Schedule I (except LSD) or Schedules III, IV, V, and VI</td>
<td>Misdemeanor</td>
<td>Prison term not exceeding 1 year; fine not exceeding $1,000</td>
</tr>
<tr>
<td></td>
<td>Marijuana greater than 3 ounces</td>
<td>Felony</td>
<td>Prison term not exceeding 5 years; fine not exceeding $10,000</td>
</tr>
<tr>
<td>Trafficking in marijuana (manufacturing, delivering, bringing into the state, or possessing 1 pound or more of marijuana)</td>
<td>Felony</td>
<td>Mandatory prison term of 1 to 15 years; mandatory fine of $5,000 to $50,000, depending on amount possessed; second conviction doubles penalty</td>
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<tr>
<td>Trafficking in cocaine (manufacturing, delivering, bringing into the state, or possessing 28 grams or more of cocaine)</td>
<td>Felony</td>
<td>Mandatory prison term of 3 to life; mandatory fine of $10,000 to $100,000, depending on amount possessed; second conviction doubles penalty</td>
<td></td>
</tr>
<tr>
<td>Trafficking in methamphetamine (manufacturing, delivering, bringing into the state, or possessing 28 grams or more of methamphetamine)</td>
<td>Felony</td>
<td>Mandatory prison term of 3 to life; mandatory fine of $10,000 to $100,000, depending on amount possessed; second conviction doubles penalty</td>
<td></td>
</tr>
<tr>
<td>Trafficking in heroin (manufacturing, delivering, bringing into the state, or possessing 2 grams or more of heroin)</td>
<td>Felony</td>
<td>Mandatory prison term of 3 to life; mandatory fine of $10,000 to $100,000, depending on amount possessed; second conviction doubles penalty</td>
<td></td>
</tr>
<tr>
<td>Trafficking in methamphetamine (manufacturing, delivering, bringing into the state, or possessing 28 grams or more of methamphetamine)</td>
<td>Felony</td>
<td>Mandatory prison term of 3 to life; mandatory fine of $10,000 to $100,000, depending on amount possessed; second conviction doubles penalty</td>
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</tbody>
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The abuse or illegal possession of alcohol is proscribed under Idaho Law. A person must be 21 years of age or older in Idaho in order to lawfully purchase, possess, or consume an alcoholic beverage. There are also local laws prohibiting public intoxication or possession of alcohol by a person under 21 years of age. Below described are specific Idaho criminal statutes proscribing the illegal abuse or possession of alcohol:

**IC 49-2446:** Any person that fraudulently misrepresents his age to a dispenser of alcohol faces misdemeanor penalties and possible loss of driving privileges for 90 days.

**IC 18-1502:** Any person violating age violations pertaining to the possession, use, procurement, or sale of alcohol is guilty of a misdemeanor: (1) The maximum fine for a first conviction is $1,000; (2) A second conviction may result in a maximum sentence of 30 days in jail, a fine of up to $2,000, or both; (3) Subsequent convictions may result in a maximum sentence of 60 days in jail, a fine of up to $3,000, or both; (4) Driving privileges may be suspended for violators under the age of 21.

**IC 23-603:** Any person that gives or sells alcohol to a minor (under 21 years of age) shall be guilty of a misdemeanor. A second violation shall constitute a felony.
IC 18-8002: Any person who drives in the State of Idaho shall be deemed to have given his consent to an alcohol test. If the driver refuses to submit to the test: (1) his driver’s license will be seized; and (2) if his refusal is not reasonable the driver will lose his driving privileges for 180 days.

IC 18-8005: Any person found guilty of driving under the influence of alcohol for the first time is guilty of a misdemeanor and may be sentenced to: (1) up to six months of jail; and (2) may be fined up to $1,000 dollars; and (3) may have his driving privileges suspended for 180 days. Any person found guilty of driving under the influence of alcohol for a second [third] time within five years is guilty of a misdemeanor [felony] shall be sentenced to: (1) not less than 10 [30] days in jail and up to one [five] years; and (2) may be fined to an amount not to exceed $2,000 [$5,000] dollars; and (3) shall have his driving privileges suspended for one [five] year.

IC 18-8006: Any person causing great bodily harm, permanent disability or permanent disfigurement while driving under the influence is guilty of a felony and may be sentenced to: (1) a minimum jail sentence of 30 days and not to exceed five years; and (2) may be fined an amount not to exceed $5,000 dollars; and (3) shall have his driving privileges suspended for a minimum of one year and maximum of five years.

IC 49-335: Any person who operates a commercial vehicle and holds a Class A, B, or C license is disqualified from operating a commercial vehicle for not less than one year if: (1) operating a commercial vehicle under the influence of alcohol; and (2) operating a commercial vehicle while one's blood alcohol is 0.04 or more; and (3) any person who operates a commercial vehicle and refuses to submit to a test to determine the driver's alcohol concentration.

Quick Reference Phone Numbers and Addresses

Students
- Athletics: Intercollegiate Athletics Alcohol and Drug Policies, Christina Van Tol (208) 426-1655
- Athletics: Intercollegiate Athletics Drug Education and Testing Policy, Paul Smith, (208) 830-1333
- Dean of Students Office, Norco Building 1529 Belmont Street, Suite 116 or (208) 426-1527
- Health Service Counseling and Wellness, Norco Building 1529 Belmont Street or (208) 426-1459
- Housing and Residence Life, Chaffee Hall or (208) 447-1001

Employees
- Employee Assistance Program (EAP) Crisis Services 1-800-833-3031 or to schedule an appointment during business hours (877) 427-2327
- Human Resources, Campus School Building or (208)-426-1616
Appendices

Appendix A – Club and Organization Alcohol Policy
Appendix B – Third Party Vendor Guidelines
Appendix C – Medical Emergency Protocol for Drug and Alcohol

Appendix A: Student Organization Alcohol Policy

Alcohol at Events and Activities
The possession, sale, use or consumption of ALCOHOLIC BEVERAGES during a student organization event, in any situation sponsored or endorsed by the student organization, or at any event an observer would associate with the student organization, must be in compliance with any and all applicable laws of the state, province, county, city and Boise State University policy, and must comply with the Third Party Vendor Guidelines.
No alcoholic beverages may be purchased through or with student organization funds nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the student organization. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or cases, is prohibited.
OPEN PARTIES, meaning those with unrestricted access by non-members of the student organization, without specific invitation, where alcohol is present, are prohibited.
No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal drinking age).
The possession, sale or use of any ILLEGAL DRUGS or CONTROLLED SUBSTANCES while on University controlled property including University owned buildings, vehicles and/or grounds, or during a student organization event or at any event that an observer would associate with the student organization is strictly prohibited.
No student organization may co-sponsor an event with an alcohol distributor or tavern at which alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a tavern as defined below for purposes of fundraising. However, a student organization may rent or use a room or area in a tavern as defined above for a closed event held within the provisions of this policy, including the use of Third Party Vendor Guidelines. An event at which alcohol is present may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of this policy and the other provisions outlined in the Third Party Vendor Guidelines.
No student organization may co-sponsor, co-finance or attend or participate in a function at which alcohol is purchased by any of the host student organizations or groups without also complying with Third Party Vendor Guidelines.
All recruitment activities associated with any student organization will be non-alcoholic. No recruitment activities associated with any student organization may be held at or in conjunction with a tavern or alcohol distributor as defined in this policy.
No member, associate, new member or novice shall permit, tolerate, encourage or participate in “high risk drinking” as defined below.
Failure to abide by the provisions of this policy may result in the loss of recognition of a student organization as well as other disciplinary and/or legal procedures as appropriate.

**Hosting an Event**
Student organizations and social fraternities and sororities wishing to rent or use a room or area in a tavern or other venue for a closed event at which students may purchase alcohol from a third party vendor should contact the Student Involvement & Leadership Center for approval. Club sports wishing to do the same or wishing to host a sporting event at which a third party vendor is selling alcohol should contact Recreation Services for approval. A copy of the liability insurance for the third party vendor must be provided to the university prior to the event taking place.

Additionally, student organizations and club sports will be asked to attend an educational training prior to holding the event. At least one student from the organization will be asked to be a non-drinking sober monitor at the event. Depending on the scale and scope of the event, more than one student may be asked to fulfill this role. Sober monitors will be trained on alcohol risk-reduction and safe party techniques.

Fraternity and sorority organizations are required to meet with the Fraternity and Sorority Life Coordinator at least two weeks in advance of hosting an event that includes alcohol for purchase. At this meeting, details of the event and the organization’s risk management plan are discussed. If updates to the risk management plan need to be made or details of the event need to be changed, the organization can do so in the time after the meeting and before their event.

**Definitions:**

Alcohol Defined: Any liquor (distilled spirits), beer (fermented malt beverage) or wine containing ethyl alcohol.

Tavern Defined: Any establishment generating more than half of annual gross sales from alcohol.

Lower Risk Drinking can be defined as:
- Being 21 or older.
- Drinking only if you want to, not letting others dictate your choice.
- Eating a meal before drinking.
- Drinking no more than one drink per hour; maximum 1 for women, two for men. A drink is defined as 5 ounces of wine, 12 ounces of regular beer or 1.5 ounce of 80 proof spirits.
- Alternating alcoholic and non-alcoholic drinks.
- Always knowing what you are drinking; never leaving a drink unattended.
- Knowing how you will get home safely before you go out. Having a designated driver.

High Risk Drinking is defined as:
- Chugging, drinking games, shots (drinking anything out of a punch bowl, trough, hose or funnel).
- Drinking to get drunk (intoxicated).
- Driving after drinking or riding with someone under the influence.
- Drinking too much too fast.
- Going to parties where people drink too much.
- Not knowing what is in your glass or leaving it unattended.
- Mixing alcohol with medications or illegal drugs.

Appendix B: Student Organization Alcohol Policy/Third Party Vendor Guidelines

Alcohol at Events and Activities
The possession, sale, use, or consumption of alcoholic beverages during a student organization event, in any situation sponsored or endorsed by the student organization, or at any event an observer would associate with the student organization, must be in compliance with any and all applicable laws of the state, province, county, city and Boise State University policy, and must comply with the Alcohol at Events and Activities policy in the Student Organization Handbook and these Third Party Vendor Guidelines. These guidelines will help you understand the steps to take to work with a vendor to provide alcohol for a student organization event. For further information, please refer to the Alcohol at Events and Activities policy found in the Student Organization Handbook.

Finding a Vendor
To serve alcohol at events off-campus, a student organization must use a Third Party Vendor. When a vendor is identified, a copy of their liability insurance must be sent to the Student Involvement & Leadership Center to be kept on file. No student organization funds can be used to pay for alcohol, but vendors may set up a cash bar at an event. Events with alcohol at them must be held off-campus. It is expected that food be provided by the vendor and/or the student organization or that it be available for purchase at the event.

Vendor Responsibilities
It will be the responsibility of the vendor to serve and sell the alcohol at the event. Student organizations may not be associated with the selling or distribution of alcohol, otherwise they will be found in violation of the alcohol policy. Vendors may not serve alcohol brought to an event by attendees. Vendors must agree to the following:
- Provide staff to check IDs of participants
- Provide staff that are trained to serve alcohol responsibly
- Provide a cash bar
- The vendor or staff serving is not a member of a student organization
- Have a current liquor license
- Have proper insurance on file with Boise State

Educational Training
Student organizations wishing to be approved to have alcohol at off-campus events need to attend an educational training session. These sessions are coordinated by the Student Involvement & Leadership Center and University Health and Recreation Services. The training is focused on providing organizations with information on how to host a safe event where alcohol is present. The person(s) from your organization who attend the training session must also be present at your event. Dates and times of the sessions can be found on the Student Involvement & Leadership Center’s website.
Food at Events
It is expected that food be provided by the vendor and/or the student organization or that it be available for purchase at the event. It is recommended that foods provided not be salty. Recommended foods include sandwiches, fruits, and vegetables.

Appendix C: Amnesty Protocol

Amnesty for Complainants
The University encourages students to report violations of the Student Code of Conduct and other University policies and crimes and seek emergency medical assistance whenever necessary. The University understands that students are often hesitant to seek emergency medical assistance or report to university officials because they fear that they themselves may be accused of policy violations, such as underage drinking at the time of the incident. It is in the best interests of our students that they feel free to seek emergency medical assistance whenever needed. It is also in the best interests the Boise State community that when policy violations occur, they are reported to university officials. To encourage reporting, whenever possible the University will respond educationally rather than punitively to the illegal use of drugs and/or alcohol. Student Code of Conduct charges will not be filed against a student for drug and/or alcohol policy violations if that student acted in a responsible manner by seeking emergency medical assistance or later makes a good faith report of a violation of University policy.

Amnesty for Good Samaritans
The welfare of students in our community is of paramount importance. At times, students on and off-campus may need assistance. University encourages students to offer help and assistance to others in need. Sometimes, students are hesitant to offer assistance to others, for fear that they may get themselves in trouble (for example, a student who has been drinking under age might hesitate to help someone in need of emergency medical assistance or support by contacting the police or campus authorities). The University pursues a policy of limited immunity for students who offer help to others in need. While policy violations cannot be overlooked, the university will provide educational options, rather than punishment, to those who offer their assistance to others in need.