

Alcohol, Tobacco, Cannabis & Other Drugs Policy

I. PURPOSE

The purpose of this policy is to promote the health and welfare of community members and visitors by prohibiting alcohol abuse, smoking, and the use of tobacco products, including electronic cigarettes, on the Goucher College campus, and the illegal manufacture, distribution, dispensation, possession, or use of illicit drugs. This policy also seeks to enable nonsmokers to breathe smoke-free air, by recognizing that the need to breathe smoke-free air shall have priority over the desire to smoke. Finally, this policy aims to encourage a healthier, more productive living/learning environment for all members of the campus community.

The College's policy is designed to promote both the health and safety of all members of the community and their rights to an environment free from the effects of substance abuse. All students and employees are required to comply with this policy, which is adopted in compliance with the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments of 1989, and the Drug-Free Schools and Campuses Regulations.

II. SCOPE

This policy applies to faculty, staff, students, and visitors.

III. DEFINITIONS

Electronic Smoking Device: Any product containing or delivering nicotine or any other substance (including cannabis) that can be used by a person in any manner for the purpose of inhaling vapor or aerosol from the product. The term includes any such device, whether manufactured, distributed, marketed, or sold as an e-cigarette, e-cigar, e-pipe, e-hookah, or vape pen, or under any other product name or descriptor.

Hookah: A water pipe and any associated products and devices which are used to produce fumes, smoke, and/or vapor from the burning of material including, but not limited to, tobacco, shisha, or other plant matter.

Smoking: Inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, or pipe, or any other lighted or heated tobacco or plant product intended for inhalation, including hookahs and marijuana, whether natural or synthetic, in any manner or in any form. Smoking also includes the use of an electronic smoking device that creates an aerosol or vapor, in any manner or in any form, or the use of any oral smoking device for the purpose of circumventing the prohibition of smoking.

Tobacco Product: Any substance containing tobacco leaf, including but not limited to, cigarettes, cigars, pipe tobacco, hookah tobacco, snuff, chewing tobacco, dipping tobacco, bidis, blunts, clove cigarettes, or

any other preparation of tobacco; and any product or formulation of matter containing biologically active amounts of nicotine that is manufactured, sold, offered for sale, or otherwise distributed with the expectation that the product or matter will be introduced into the human body by inhalation; but does not include any cessation product specifically approved by the U.S. Food and Drug Administration for use in treating nicotine or tobacco dependence (e.g. patches or lozenges).

IV. SMOKING IS PROHIBITED ON GOUCHER COLLEGE CAMPUS

Tobacco: The Goucher College campus shall be entirely tobacco-free. The Drug & Tobacco-Free Policy applies to all Goucher facilities, property, and vehicles, owned, or leased, regardless of location. Smoking and the use of tobacco products shall not be permitted in any buildings or outdoor areas on any Goucher campus property, including, but not limited to, parking lots, paths, fields, sports/recreational areas, and wooded areas, as well as in all personal vehicles while on campus. This policy applies to all students, faculty, staff, and other persons on campus, regardless of the purpose for their visit.

Cannabis: Although the State of Maryland has decriminalized the possession of cannabis in amounts less than 10 grams (but is subject to civil citation) and has legalized the use of medical and recreational cannabis (21 years of age or older), the possession and use of cannabis on Goucher's campus continues to be prohibited by federal law (the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989). If Goucher College fails to comply with federal law, it could become ineligible for federal funding and financial aid programs for its students. Thus, possession and use of cannabis, including medical use accompanied by a medical prescription, continue to be prohibited at Goucher College including in college housing, on college property, or at off-campus events sponsored by the College.

V. GENERAL REGULATIONS RELATING TO THE USE OF ALCOHOL, AND OTHER DRUGS

- A. All Goucher faculty, staff, and student employees and all Goucher students are prohibited from the abuse of alcohol and the unlawful manufacture, distribution, dispensation, possession, or use of illicit drugs on college property or as part of any college activity, whether on or off campus.
- B. Each faculty and staff member and student employee is expected to report to work free of the influence of alcohol, cannabis, or illicit drugs and to refrain from the use of alcohol or illicit drugs during the performance of their work whether working in person or remotely. Exceptions may be granted for faculty and staff consistent with Section VI. Employees who are on call but not physically present on campus should be capable of performing their job functions if called to the campus for duty.
- C. All faculty, staff, and student employees are required to notify the Office of Human Resources of any conviction under a criminal drug statute, no later than five days after such conviction. A conviction includes a finding of guilt, a plea of nolo contendere, and/or the imposition of a sentence by any responsible judicial body. If the individual is supported by a federal grant or contract, the College will notify the supporting government agency within 10 days after receiving notice.

- D. Any student who is arrested on or off campus for violation of a criminal drug statute must notify the vice president and dean of students within 48 hours of the arrest.

VI. REGULATIONS RELATED TO ALCOHOL BEVERAGES

- A. All members of the Goucher College community are subject to the laws of the state of Maryland. Those laws provide that no individual under the age of 21 may possess alcoholic beverages of any kind and that no individual may sell or furnish alcohol to individuals under the age of 21.
- B. Alcoholic beverages served at campus events are subject to the policies outlined below for student events and non-student events.
- C. No person associated with the College in any capacity—employee, student, or other community member—may serve or furnish alcohol to a person under the age of 21.
- D. Alcoholic beverage consumption by individuals of legal drinking age is permitted in individual rooms in the residence halls, but may not occur in public areas, including but not limited to outdoor areas, hallways, lounges, bathrooms, and common rooms.
- E. For those of legal drinking age, containers of alcoholic beverages larger than three liters, including kegs, are not permitted.
- F. Those who make the decision to drink are accountable for their behavior while under the influence of alcohol on the same basis as if they had not been drinking.
- G. While studying and living in another country, members of the college community are subject to the laws of that country concerning alcoholic beverages. It is the responsibility of each individual to familiarize himself or herself with these laws and to understand the gravity of any violation of local laws, legal requirements, or behavior norms when in another country.

VII. ALCOHOL REGULATIONS FOR NON-STUDENT EVENTS

Any campus event where alcohol will be served to individuals 21 and older must be reserved on the events and conference services system. At any such event alcohol shall not be served to individuals younger than age 21. The following precautions shall be verified before the commencement of such an event:

- A. A guest policy must be established and publicized.
- B. Food and nonalcoholic beverages must also be served.
- C. The site shall be both clearly defined and physically restricted.
- D. Individuals responsible for the distribution of alcoholic beverages shall not consume alcohol until they are relieved of their duties.
- E. The sponsor of such an event shall be responsible for making certain that these precautions are implemented and for obtaining the liquor license.

From time to time, a campus event at which alcohol is served may occur during working hours (e.g., retirement parties, trustee events, performances). Employees who attend such events are granted a permission to consume alcohol in moderate amounts. Any exceptions must be approved by the Office of Risk Management.

VIII. SANCTIONS FOR POLICY VIOLATIONS

- A. Students who violate this policy are subject to disciplinary action pursuant to the Student Code of Conduct. Violations of this policy will be treated very seriously, and disciplinary action may include disciplinary probation, referral to an appropriate rehabilitation or treatment program, residence hall sanctions, suspension, and/or expulsion. Violations of this policy may also be reported to appropriate law enforcement agencies. Criminal or civil action neither necessitates nor precludes campus action.
- B. Employees who violate the policy are subject to disciplinary action, including suspension with or without pay, termination of employment, and referral to governmental authorities for prosecution. Depending upon the circumstances, and at the College's discretion, Goucher College may suspend disciplinary action to allow an employee to participate in drug or alcohol counseling, rehabilitation, and/or an employee assistance program for the purpose of enabling the employee to permanently cease the prohibited conduct. Suspension of disciplinary action will be contingent upon an employee agreeing, in writing, to participate in and complete the college-approved program. Any employee who leaves the program prior to completion or who, after completion, again engages in conduct prohibited by this policy, shall be subject to disciplinary action up to and including termination of employment. In addition, should the College become aware of pre-existing performance problems during the time the employee is participating in the program, the College reserves the right to take disciplinary action against the employee, whether or not the employee completes the program.

IX. ADVERTISING AND PROMOTION OF ALCOHOL, CANNABIS, AND TOBACCO ON CAMPUS

- A. In further recognition of the incompatibility of Goucher's educational mission and the promotion of tobacco/cannabis products, no tobacco/cannabis-related advertising or sponsorship shall be permitted on college property, at Goucher-sponsored events, or in publications produced by the College (i.e., newspapers, webpages). For the purposes of this policy, "tobacco/cannabis-related" applies to the use of a tobacco/cannabis brand or corporate name, trademark, logo, symbol, or motto, selling message, recognizable pattern or colors, or any other indicia of product identical to or similar to, or identifiable with, those used for any brand of tobacco/cannabis products or company which manufactures tobacco/cannabis products. No tobacco/cannabis products or paraphernalia shall be sold or distributed as samples on college grounds, in vending machines, or any area on campus.
- B. Advertising for student events may not indicate that alcohol will be served at the event, with the exception of senior class "happy hours."
- C. The sale of tobacco products is not permitted on campus, including the bookstore, or in connection with fundraising events at the College.

- D. In limited circumstances, sponsorship of campus events by the alcohol or tobacco industry may be permitted. The Office of the Vice President and Dean of Students shall approve all such events.

X. POLICY DISTRIBUTION/SIGNAGE

In order to ensure that all community members are apprised of this policy, the following distribution procedures will be followed:

A. For students:

1. At the beginning of each semester and the summer term, the policy will be e-mailed to all official students by the Office of the Dean of Students.
2. The residence life calendar will include the website address for the policy online.
3. The policy will be posted on the college website separately from the campus handbook.
4. Each student, upon enrollment, will be provided with a separate, clear, and conspicuous written notice that advises the student of the suspension of eligibility to receive federal student aid, including grants, loans, or work assistance, for drug-related offenses.

B. For employees:

1. Full-time and part-time staff and full-time and half-time faculty:
 - a. New employees will receive a copy of the policy at their orientation meeting.
 - b. The employee handbook will include a summary of the policy with a reference to the location of the policy online.
 - c. Every fall semester, all employees will receive the policy from the Office of the President.
2. Part-time faculty:
 - a. Every semester, the policy will be given to part-time faculty with their orientation packet.
 - b. At the beginning of every semester, the policy and website reference will be e-mailed to all faculty members by the Office of the Provost.

Signs prohibiting smoking and the use of tobacco/cannabis products shall be posted at all points of entry to the campus.

XI. EDUCATION PROGRAMS

In order to encourage the lawful and responsible use of alcohol and drugs, the College will provide alcohol and drug education programs. Included in these programs will be information on alcohol, the consequences of the use and abuse of alcoholic beverages and drugs, and information about individual responsibilities and liabilities with respect to alcohol, tobacco, and drug use. All first-year students will participate in awareness training that addresses substance use, abuse, and addiction, including training to prevent heroin and opioid use/addiction in accordance with the [Heroin and Opioid Addiction Prevention Policy](#).

In support of the Tobacco and Cannabis Policy, the College will also provide tobacco-cessation programs and education to all students, as well as health information and cessation resources to employees.

XII. COUNSELING SERVICES AND ASSISTANCE PROGRAM REFERRALS

All students are encouraged to participate in the education and training efforts coordinated by various departments, including the Office of Student Engagement, Student Health Center, Student Counseling Center, and Student Support and Outreach. The College will offer programs designed to promote the identification, treatment, and rehabilitation of students who are experiencing problems related to alcohol, tobacco, and other drugs. The College encourages students who feel they may have an alcohol, tobacco, and/or other drug problem to seek medical help voluntarily.

In addition to contacting private physicians, students may obtain information on the resources available from the director of [student health](#) and [counseling services](#). Student health and counseling services personnel are available to help coordinate referrals and treatment programs among students, their health insurance carriers, and other services in the community.

Employees may obtain information on the resources available from the Benefits & Wellness Manager. If the employee seeking help is a participant in one of the college-sponsored health plans, the Benefits & Wellness Manager may help coordinate the health benefits program with the employee's treatment. In addition to the health plans, the College offers an Employee Assistance Program (EAP) through BHS. All employees and their dependents who reside within their residence, except for student employees and graduate assistants (GA's), are eligible to receive benefits through the EAP. The employees need not be enrolled in one of the College's medical plans to use the EAP. Referrals may be made as well to other rehabilitation programs and services in the community.

XIII. BIENNIAL REVIEW

In accordance with federal law, the College will conduct a biennial review of its alcohol and other drug program in even-numbered years to determine its effectiveness and the consistency of enforcement, and to identify and implement any necessary changes to the program.

XIV. RELATED POLICIES

[Alcohol Regulations for Student Events](#)

[Events with Alcohol](#)

XV. RESPONSIBLE OFFICE

Students: [Office of the Dean of Students](#)

Staff: [Office of Human Resources](#)

Faculty: [Office of the Provost](#)

XVI. HISTORY

Updated: August 2017; January 2024.