

**2024**  
**DRUG AND ALCOHOL**  
**PREVENTION PROGRAM**  
**ANNUAL REPORT**



**Appalachian**  
STATE UNIVERSITY

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## Introduction

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Appalachian State University ("App State" or the "university") is committed to fostering academic excellence and personal growth by maintaining a campus free from drug and alcohol misuse. The Drug and Alcohol Misuse Prevention Program ("DAAPP") Annual Report outlines policies, procedures and resources to prevent substance misuse, ensuring compliance with the [Drug-Free Schools and Communities Act \("DFSCA"\)](#) and [Part 86 of the Department of Education's General Administrative Regulations](#). This report serves as an informational resource and a guide to understanding substance misuse, the university's standard of conduct, applicable legal sanctions and the support available for those in need.

### Understanding the Risks

The misuse of alcohol or other drugs can have severe consequences. High-risk behavior related to substance use can lead to significant academic, legal, financial, job performance and relationship issues, as well as adverse effects on physical, mental and emotional health. Furthermore, such behavior is often a factor in injuries and deaths resulting from overdoses, accidents and crimes. Substance misuse impacts the individual, friends, family, classmates, coworkers and the broader App State community. Therefore, fostering a safe and healthy environment at the university is paramount.

### DAAPP Distribution

App State addresses substance use challenges by promoting responsible behaviors through education and prevention programs. App State distributes the DAAPP report annually to all students and employees. This distribution includes provisions for students who enroll after the initial DAAPP report distribution to campus and for employees hired throughout the year.

The DAAPP report is accessible online at [the Drug and Alcohol Prevention Program page](#) and distributed via email to all students, faculty and staff. For assistance with accessing the report or to request the document in an alternative accessible format, please contact the Office of Access and Equity:

- [Office of Access and Equity: Equal Opportunity](#) can be reached at 828-262-2144 or visited at 123 I.G. Greer Hall, Boone, NC 28608.
- [Office of Access and Equity: Disability Resources](#) can be reached at 828-262-3056 or visited at 224 Joyce Lawrence Lane, Suite 112, Anne Belk Hall, Boone, NC 28608.

Adhering to App State's drug and alcohol policies is essential for a safe and productive campus. Everyone's participation ensures a substance-free community, directly impacting the well-being and safety of everyone on campus. The university conducts biennial reviews of the DAAPP to maintain effectiveness and consistent enforcement, with all records kept per state and federal regulations for easy access and reference.

### Biennial Reviews

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The biennial reviews assess the DAAPP's effectiveness in detecting substance misuse incidents and improving student awareness. These reviews are documented in detailed reports maintained and made available to the [Department of Education](#) and other interested parties upon request.

## Findings of the 2022 Biennial Review Report

The 2022 Biennial Review of App State's [Drug Free Schools and Communities Act \(DFSCA\)](#) compliance revealed several strengths and areas for improvement in the university's approach to preventing substance misuse among students, staff and faculty. The review covered the 2020-2021 academic years and highlighted these key findings:

- Strong prevention programs with effective collaboration across departments, using evidence-based methods like Brief Alcoholic Screening and Intervention for College Students ("BASICS"), well-trained Resident Assistants, and Fraternity and Sorority Life members.
- Low completion rates for mandatory training, issues with tracking/reporting in the Counseling Center and gaps in incident tracking.
- Enhance peer education, mandate prevention module completion and improve data tracking.

## Changes Implemented Since the 2022 Review

In response to the findings from the 2022 Biennial Review, App State has implemented several key initiatives to address the identified weaknesses and enhance its strengths:

- Required training modules for incoming students strengthened mandatory drug and alcohol training for new students. The training helps to ensure that all incoming students receive essential substance use education.
- Peer education and substance misuse resources were expanded to better support students in managing substance use challenges.
- New employee onboarding was updated to include comprehensive substance use education. All new hires must now complete key training on the university's policies and resources.

## 2024 Biennial Review

The next Biennial Review, scheduled for release later this academic year, will cover the 2022-2023 academic years.

## Health Risks Associated with Drug and Alcohol Use

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

### Alcohol

#### *Short-Term Risks*

Consumption of alcohol can result in immediate health risks, including impaired judgment, decreased coordination and slowed reaction times. These effects increase the likelihood of accidents and injuries, such as falls, burns, drownings and motor vehicle crashes. Alcohol poisoning, a severe and potentially

fatal condition, occurs when blood alcohol concentration (BAC) levels rise to dangerous levels, leading to vomiting, seizures, hypothermia and unconsciousness.

### ***Long-Term Risks***

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

Research indicates that heavy alcohol consumption can lead to:

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

<b>BAC (%)</b>	<b>Behavioral Effects</b>	<b>Impairment</b>
0.02-0.03	Mild euphoria/relaxation	Slight impairment of judgment
0.05-0.08	Impaired judgment/coordination	Reduced reaction time, legal intoxication in NC
0.10-0.15	Major motor and speech impairment	Major impairment of motor control and blackout
>0.30	Loss of consciousness, risk of coma	Potentially fatal respiratory depression

## **Cannabis**

### ***Short-Term Risks***

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

### ***Long-Term Risks***

Recent studies highlight the significant long-term effects of cannabis use on cognitive and mental health (Frysh, 2024).

- Long-term cannabis use, especially from adolescence, impairs verbal memory and increases the risk of mental health disorders like schizophrenia.
- Chronic use is linked to respiratory problems, including bronchitis and a higher risk of infections.

- Frequent use is associated with memory, attention and learning difficulties.
- Cannabis use can worsen the risk of mental health conditions, particularly in younger users.

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

## Opioids

### Short-Term Risks

Opioids, including prescription pain relievers (e.g., oxycodone, hydrocodone) and illicit drugs like heroin, can lead to immediate and severe health risks. These drugs act on opioid receptors in the brain, producing pain relief and euphoria. However, they also depress respiratory function, which can be fatal in cases of overdose. Signs of opioid overdose include pinpoint pupils, unconsciousness and respiratory depression (CDC, 2021).

### Long-Term Risks

Chronic use of opioids can lead to opioid use disorder (“OUD”). Long-term health consequences include tolerance (requiring higher doses to achieve the same effect), physical dependence and withdrawal symptoms. Opioid misuse can increase the risk of infectious diseases like HIV and hepatitis, particularly when injected (Centers for Disease Control and Prevention [CDC], 2021).

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

## Prescription Painkillers

### Short-Term Risks

Prescription painkillers, including opioids like oxycodone, hydrocodone, morphine and fentanyl, are prescribed for pain relief but carry significant risks of misuse, dependence and addiction. Short-term

effects include pain relief, drowsiness, euphoria and potential respiratory depression, which can be life-threatening.

### ***Long-Term Risks***

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

<b>Drug Name</b>	<b>Brand Names</b>	<b>Potency</b>	<b>Risk Factors</b>
Oxycodone	OxyContin, Percocet	High	High risk of addiction, overdose
Hydrocodone	Vicodin, Norco	Moderate	Dependence, respiratory depression
Morphine	MS Contin, Kadian	High	High potential for misuse
Fentanyl	Duragesic, Actiq	Extremely High	Overdose, especially when misused

## **Stimulants**

### ***Short-Term Risks***

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

### ***Long-Term Risks***

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

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

## **Other Substances**

### ***Hallucinogens***

Hallucinogens, such as LSD, psilocybin mushrooms, and peyote alter perception, thoughts and feelings. These substances can cause hallucinations, distorted reality and altered sense of time. While generally



not associated with physical dependence, hallucinogens can lead to psychological distress, including "bad trips," anxiety and paranoia. Long-term use can lead to persistent changes in mood and perception, as well as potential development of hallucinogen persisting perception disorder ("HPPD").

### ***Inhalants***

Inhalants, which include household substances like glue, paint thinner and aerosol sprays, are inhaled to produce psychoactive effects. The use of inhalants can lead to immediate and severe health risks, such as sudden sniffing death syndrome, caused by cardiac arrest. Long-term inhalant use can result in irreversible damage to the brain, liver and kidneys, as well as neurological deficits and cognitive impairment (NIDA, 2020).

### **Synthetic Drugs**

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

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

### **Emerging Novel Psychoactive Substances ("NPS")**

#### ***Designer Hallucinogens***

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

substances makes accurate dosing difficult, leading to a high risk of overdose (CDC’s Enhanced State Opioid Overdose Surveillance, 2017).

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

**Synthetic Cannabinoids**

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

Category	Details	Effects and Risks
Legal Status	Legally available in many regions due to their ambiguous classification under current regulations.	False sense of security; users may underestimate the potential dangers.
Common Synthetic Cannabinoids	Delta 8, Delta 9, Delta 10, Delta 11	Similar to THC, but often more potent and unpredictable.
Variability in Potency	Inconsistent potency across products increases the risk of accidental overdose, potentially leading to severe mental and physical reactions.	Overdose risk can result in severe psychosis, intense paranoia, hallucinations, seizures, or cardiac events.
Health Risks	<p>Severe psychosis, intense paranoia, hallucinations, and extreme anxiety</p> <p>Life-threatening physical reactions such as seizures and cardiac events</p> <p>Long-term effects on cognitive function, mental health, and overall well-being are poorly understood.</p>	<p>Mental health issues: Long-term use can lead to anxiety, depression, and cognitive impairment.</p> <p>Physical health risks: Risk of death from seizures, heart attacks, or respiratory failure.</p> <p>Unknown long-term effects: Potential for lasting damage to brain function and mental health.</p>

Regulatory Gaps	Lack of stringent regulation means products are not consistently tested for safety, purity, or potency, creating a false sense of consumer security.	Health hazards: Consumers are at risk of exposure to unsafe or harmful substances without knowing it.
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### **Synthetic Opioids**

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

## **Educational and Awareness Initiatives**

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At App State, we are committed to promoting a healthy and safe campus environment through a variety of educational and awareness programs. These initiatives are designed to inform students, faculty and staff about the risks associated with alcohol and drug use while also providing the necessary support for those dealing with substance-related issues.

To effectively address the diverse needs of our campus community, we focus on providing targeted interventions and educational campaigns for groups that may be at a higher risk of substance use. We recognize that first-year students, student-athletes, members of Fraternity and Sorority Life and non-traditional students face unique challenges that can increase their vulnerability to drug and alcohol misuse.

### **Supporting First-Year Students**

The transition to college life often brings new freedoms, responsibilities and social environments, which can sometimes lead to risky behaviors, including substance use. To help first-year students navigate these changes, App State offers a comprehensive range of programs from the moment they join our community.

- Pre-arrival online modules educate incoming students on substance misuse awareness, ensuring they are informed about potential risks and available resources before they even set foot on campus.
- During Welcome Week, we hold interactive workshops reinforcing healthy decision-making and introducing students to support services.

### **Supporting Student-Athletes**

Student-athletes at App State are dedicated individuals striving for excellence in both their sports and academics. However, the pressures of athletic performance and competition can sometimes lead to increased risks of substance use. To support our athletes, App State provides:

- Mandatory substance misuse education focused on the specific challenges they face, such as the risks of performance-enhancing drugs, the impact of alcohol on athletic performance and the broader consequences of substance misuse.
- Our collaborative support networks connect athletes with coaches, wellness services and counseling centers, offering a holistic approach to their health. Additionally, our drug testing protocols are designed to ensure compliance and provide education and resources that help athletes make informed and healthy choices.

### **Fraternity and Sorority Life Members**

Fraternity and Sorority Life is integral to the App State Community, offering students leadership, service and social engagement opportunities. However, the social nature of Fraternity and Sorority Life can sometimes increase the risk of substance use.

- App State has implemented training programs for all fraternity and sorority members, focusing on responsible alcohol use, the dangers of illegal drugs, anti-hazing training and policies and how to host safe and sober events.

We also encourage Greek organizations to participate in our Sober Event Initiatives, where they can receive incentives for hosting alcohol-free events. Leadership training is provided to Fraternity and Sorority Life leaders to equip them with the skills to manage substance use issues within their organizations and promote a culture of responsibility and care.

### **Non-Traditional Students**

App State recognizes that non-traditional students, including veterans, students at the Hickory campus and online learners, have unique needs when it comes to accessing drug and alcohol prevention resources. We are committed to ensuring that these students receive the same support and information as those on the main campus.

#### ***Veterans***

App State offers tailored resources for veterans that acknowledge their unique experiences, including stress and trauma-related challenges. Resources are available through [Student Veteran Services](#), which assists with referrals to support services, wellness and prevention, confidential counseling, peer support and access to substance misuse prevention programs specifically designed for veterans.

#### ***Hickory Campus and Leon Levine Hall of Health Sciences***

Students at the Hickory campus and Leon Levine of Health Sciences have full access to the same DAAPP resources as those on the Boone campus. Additional support services are available locally to ensure students can fully participate in prevention programs and access help when needed. The university

coordinates efforts to ensure that all educational materials, workshops and support services are available to our campus community in person or through virtual sessions.

### ***Online Students***

The DAAPP provides resources and support through digital platforms. Educational materials, counseling services and peer support programs are accessible online, ensuring distance learners can engage with prevention programs regardless of physical location. The university also offers virtual workshops and webinars tailored to the needs of online students, providing them with the tools and information necessary to make informed decisions about substance use.

## **App State's Educational and Awareness Programs, Seminars, and Courses**

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### **Alcohol and Drug Awareness Programs**

Appalachian State University Police Department ("APD") offers comprehensive awareness [programs on alcohol and drug misuse](#). These sessions cover critical topics such as underage drinking, binge drinking and drug identification, including demonstrations with drug dogs from partner agencies. The sessions also address the effects of substance use on health and the legal implications both on and off campus.

### **Brief Alcohol Screening and Intervention for College Students ("BASICS")**

[BASICS](#) is a program designed to provide individualized feedback and counseling to students regarding their alcohol and substance use. It includes a confidential session with a trained counselor, where students receive a personalized feedback report. BASICS aims to help students develop strategies for a safer, healthier and less risky lifestyle, enhancing their academic success and personal well-being.

### **Campus Campaigns and Media**

The university utilizes various media platforms, including social media, posters and newsletters, to disseminate information about substance misuse prevention. Campaigns focus on themes such as "Stay Safe, Stay Sober" and "Know the Law," aiming to inform students about the consequences of illegal substance use and encourage responsible behaviors.

### **College Student Success Programs**

App State offers courses like College Student Success 1000, College Success Seminar 1001, and First Year Seminars 1200, specifically designed to help first-year and transfer students transition smoothly into college life. These courses equip students with essential tools and knowledge to succeed academically and personally. The curriculum often covers critical topics such as time management, study skills and wellness, specifically discussing substance misuse prevention, mental health awareness and healthy lifestyle choices.

In addition to these courses, App State's TRIO Student Support Services, ACCESS, and other supportive programs emphasize prevention and wellness. These programs provide workshops, resources and personalized support, with areas of focus within the program to address substance misuse prevention,

mental health and the development of healthy habits and coping strategies. This comprehensive support is for first-generation, low-income, and students with disabilities.

### **ItMatters Modules**

The ItMatters Modules at App State are online educational programs designed to provide students with essential information on topics like substance use, sexual assault prevention and mental health. These modules promote a safe and healthy campus environment by educating students about risks, resources and strategies for making informed decisions. The modules are part of the university's broader efforts to support student well-being and compliance with federal education requirements.

### **Orientation and Training Programs**

All incoming students and new employees must attend orientation sessions that include information on the university's policies regarding alcohol and drug use. These sessions cover the health risks associated with substance misuse, legal consequences and available resources for support and treatment. Additionally, specialized training programs are provided for resident assistants, faculty and staff to equip them with the skills to identify and address substance-related issues. Furthermore, all new employees must confirm that they have read and thoroughly discussed with their manager how it relates to their role and agree to comply with university Policy 106 on Drugs and Alcohol.

### **Peer Education Programs**

At App State, we empower students to support each other through our [WeCare](#) program, a key initiative for promoting a healthy, drug-free campus. WeCare trains students to become wellness educators, leading workshops, seminars and outreach activities focused on substance misuse prevention and mental health. These student-led efforts, including social media campaigns and awareness events, make substance misuse prevention a vital part of campus life.

### **Wellness and Prevention Services**

Our [Wellness and Prevention Services](#) office offers a range of interactive workshops, seminars and outreach programs designed to educate students about healthy behaviors and the risks of substance misuse. The programs feature interactive activities, guest speakers and peer education initiatives. Notable events include Alcohol Awareness Week, National Drug and Alcohol Facts Week and Safe Spring Break programming.

- [Mountaineer Recovery Community \("MRC"\)](#) — The [MRC](#) is a welcoming space for students who are in recovery, wish to be in recovery, or want to support others on their recovery journey. The MRC Lounge is open to students from 9–5 p.m., except during specific group meeting times. MRC's mission is to prevent relapse, promote autonomy and enhance academic success among its members.
- [Mountaineer Recovery Community Ally Training](#) — Wellness and Prevention Services trains students, faculty and staff to be allies for individuals in recovery from addiction. The training

includes understanding substance use challenges, offering support and promoting an inclusive and supportive environment for those in recovery.

- Overdose Prevention — [Overdose Prevention](#) provides test steps, Naloxone resources and education on how to prevent and respond to drug overdoses. It offers information on recognizing overdose symptoms, laws, administering naloxone and accessing campus support services. The page is a key resource for promoting safety and awareness within the university community.
  - The [Good Samaritan Law](#) provides legal protection to individuals who assist someone experiencing a medical emergency, such as a drug overdose, by seeking help. It encourages people to act without fear of legal repercussions, ensuring timely assistance is provided in critical situations.
  - [Naloxone](#) (also known as Narcan) is a life-saving medication that blocks opioid receptors in the nervous system, reversing an opioid-related overdose in an emergency. [Opioids](#) include but are not limited to heroin, fentanyl and prescription/nonprescription opioid medications.
  - [Fentanyl testing strips](#) are a simple and inexpensive method of preventing drug overdose and reducing harm. They are small strips of paper that can detect the presence of fentanyl in a drug. Using this resource can empower individuals to make educated decisions about their safety.
- Overdose Prevention Training — This training focuses on overdose prevention strategies and is available to students, faculty and staff. It covers the signs and symptoms of an overdose, appropriate response techniques and how to support individuals in recovery. The training equips participants with the knowledge and skills to act in emergencies and support peers struggling with substance use.
- Party Smart — This training focused on educating students on the effects of alcohol regarding decision-making, blood alcohol concentration, misperceptions of normal substance use and developing and engaging in harm reduction strategies with substance use. Additionally, it trains students how to respond to negative consequences such as overdose, alcohol poisoning and intimate partner violence.

## WellTrack

The university's Counseling & Psychological Services has collaborated with [WellTrack](#), a free online self-help platform that provides mental health tools and resources. WellTrack Boost includes self-help courses on various topics and features that assist in tracking moods, assessing mental health and connecting with campus resources.

## Counseling, Treatment, and Rehabilitation Services

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

### On-Campus Resources

#### ***Counseling & Psychological Services (“CAPS”)***

[CAPS](#) provides a range of services, including individual and group counseling, crisis intervention and referrals for specialized treatment. The "Journey to Recovery" support group offers a confidential space for students in recovery to share experiences and receive peer support.

#### ***Counseling for Faculty and Staff (“CFS”)***

[CFS](#) contributes to the overall mission of App State by offering free, confidential and short-term services to faculty, staff and their family members to identify, prevent and address personal, family and workplace issues.

#### ***Employee Assistance Program (“EAP”)***

The [EAP](#) offers confidential counseling and referral services for employees. It addresses a variety of personal issues, such as substance misuse, stress management and family concerns. The program supports employees' well-being and maintains a healthy work-life balance.

#### ***M.S. Shook Student Health Service***

The [M.S Shook Student Health Service](#) offers medical consultations and treatment for substance-related issues, including managing withdrawal symptoms and providing prescriptions for addiction treatment medications. It also provides support for tobacco cessation and general wellness.

#### ***Screening, Brief Intervention, and Referral to Treatment (“SBIRT”)***

The Department of Social Work, in collaboration with Nursing, Athletic Training and Public Health Departments at the Beaver College of Health Sciences, offers training in [SBIRT](#). This universal screening tool has a section that helps identify and provide early intervention for substance use disorders. The social work curriculum includes the first module of the three-module SBIRT program, with options to complete additional modules for a certificate from the Beaver College of Health Sciences. The training involves a combination of classroom instruction, online learning and practical experience at field placement sites or other approved locations, providing students with interprofessional learning opportunities.

#### ***Substance and Addictions Counseling***

This counseling service through [Wellness and Prevention Services](#) provides students with an opportunity to explore their health and well-being concerning alcohol and drug use, either their own or that of others. It is a confidential space to discuss concerns, develop coping strategies and receive guidance on making healthier choices.



## External Referral Options

### Community Resources

App State provides information about community resources, including crisis hotlines, mental health services and wellness programs. These resources offer additional support beyond campus-based services.

#### **Boone, NC, and the High Country.**

- [AppHealthCare - Appalachian District Health Department](#) — [AppHealthCare](#) provides public health services, including immunizations, health education and family planning. It also offers mental health resources and substance misuse prevention programs.
- [High Country Community Health](#) — [High Country Community Health](#) offers medical, dental and behavioral health services. It provides affordable care on a sliding income scale, making healthcare accessible to everyone in the community.
- [Homestead Recovery](#) — [Homestead Recovery](#) is in the High Country and provides peer-based recovery support and harm reduction services. Their programs focus on helping individuals affected by substance use and other behavioral health conditions. They offer various services, including peer support, recovery court advocacy, and specific programs like the Watauga LEAD initiative and "Recovery on the Inside," which target justice-involved individuals.
- [Hospitality House of Northwest North Carolina](#) — [Hospitality House](#) is a regional homeless service provider offering emergency shelter, food and supportive services. It also assists with housing, employment and substance misuse resources.
- [NAMI High Country](#) — The local affiliate of the [National Alliance on Mental Illness \(NAMI\)](#) offers support groups, educational programs and advocacy for individuals and families affected by mental illness.

#### **Hickory, Lenoir and Morganton, NC Metropolitan.**

- [Catawba Valley Behavioral Healthcare \("CVHNC"\)](#) — [CVHNC](#) provides mental health and substance misuse services, including outpatient therapy, crisis intervention and psychiatric care. It offers services on a sliding scale and accepts various insurance plans.
- [Family Guidance Center](#) — [Family Guidance Center](#) provides counseling services, domestic violence support and child advocacy. The center also offers individual and family therapy, support groups and educational workshops.
- [Greater Hickory Cooperative Christian Ministry \("GHCCM"\)](#) — [GHCCM](#) offers comprehensive services, including medical and dental care, emergency assistance for food, clothing and financial needs, as well as counseling and case management.
- [Partners Behavioral Health Management \("PartnersBHM"\)](#) — [PartnersBHM](#) manages mental health, substance misuse and intellectual and developmental disability services in the region. It offers crisis intervention, therapy and support services.
- [Safe Harbor Rescue Mission](#) — [Safe Harbor](#) provides Christian-centered support services for women in crisis, including a substance misuse recovery program, emergency shelter, job training and spiritual guidance and counseling.

## **Local Rehabilitation Centers**

App State collaborates with local rehabilitation centers, offering comprehensive treatment programs. These facilities provide inpatient and outpatient care, medication-assisted treatment (“MAT”) and specialized therapies.

### **Boone, NC, and the High Country.**

- Daymark Recovery Services, Watauga Center — [Daymark Recovery Services](#) provides comprehensive care, including outpatient treatment, MAT and mental health services. They offer a sliding scale for payment, making services accessible to individuals with varying financial situations. This facility is an essential resource for those needing structured support and treatment in Boone.
- Freedom Farm Ministries — [Freedom Farm](#) is a faith-based residential program for addiction recovery. It provides gender-specific treatment and counseling services suitable for those seeking faith-based support. Freedom Farm Ministries emphasizes a holistic approach, integrating spiritual guidance with practical recovery strategies. The free program makes it accessible to those who might otherwise be unable to afford treatment.
- Hebron Colony Ministries — [Hebron Colony](#) offers a 10-week faith-based residential program that is also free of charge. It provides a structured environment focusing on spiritual recovery, making it an excellent choice for those seeking a program that integrates religious elements into recovery. The facility caters to both men and women, with separate campuses for each group.
- Mood Treatment Center — Specializing in outpatient care, the [Mood Treatment Center](#) offers services such as cognitive behavioral therapy (“CBT”), dialectical behavior therapy (“DBT”) and group counseling. This center is ideal for individuals who require flexibility and want to integrate treatment with their daily lives. It accepts various insurance plans, including Medicare, making it accessible to a broader population.

### **Hickory, Lenoir and Morganton, NC Metropolitan.**

- Eleanor Health — [Eleanor Health](#) offers outpatient addiction treatment services, including MAT, addiction counseling and peer support. The clinic focuses on a holistic approach to recovery, providing personalized care tailored to each patient's unique needs. It offers services both in person and online, making it accessible to a broader community.
- Integrated Care of Greater Hickory — [Integrated Care](#) provides comprehensive care for substance use disorders, including detoxification, intensive outpatient programs (“IOP”) and aftercare. The center also offers counseling and trauma-informed therapy, focusing on both substance misuse and co-occurring mental health conditions.
- McLeod Addictive Disease Center — [McLeod Addictive Disease Center](#) specializes in long-term and short-term inpatient treatment programs for substance use disorders. It offers a variety of therapies, including CBT, group therapy and family therapy. The center is known for its comprehensive approach to addiction treatment.

## **Support Groups**

The university facilitates connections to support groups like [Alcoholics Anonymous](#) (“AA”) and [Narcotics Anonymous](#) (“NA”), offering a network of support for individuals in recovery. These groups provide regular meetings and resources to help maintain sobriety.

[Refuge Recovery](#) offers a non-theistic, Buddhist-inspired approach to addiction recovery, focusing on mindfulness, meditation and ethical living. The program offers online meetings that provide a supportive community where individuals can connect and work through their recovery using Buddhist principles.

## **Emergency Medical and Response**

### ***APD Officers***

As part of our ongoing efforts to provide prompt and effective responses to medical emergencies, all officers are equipped with Narcan (naloxone) and comprehensive medical kits.

- Narcan (naloxone) is a life-saving medication used to reverse the effects of opioid overdoses. It allows officers to provide immediate assistance in cases of suspected overdose, potentially saving lives while awaiting the arrival of additional medical personnel.
- The medical kits carried by officers contain some essential first-aid supplies, enabling them to respond to some medical situations, including trauma and cardiac arrest events, and to provide basic support for other health and medical emergencies.

Officers undergo regular training to ensure proficiency in administering Narcan and providing basic first aid and CPR/AED support in critical situations.

### ***Mountaineer Medics***

[Mountaineer Medics](#) is App State’s career development and emergency medical service (“EMS”) program and part of the services provided to the university community by Environmental Health, Safety and Emergency Management (“EHS&EM”). Under the administration of EHS&EM, undergraduate and graduate students with Emergency Medical Technician (“EMT”) credentials work part-time to provide basic life support services to the App State community. Mountaineer Medics are managed by full-time staff members of the EHS&EM team, respond to medical calls on campus in Boone and provide medical coverage for events on campus in Boone.

The program functions as a Basic Life Support (“BLS”) service in the Watauga County EMS system. Mountaineer Medics are a team of App State students and employees who are certified EMTs. As students in the program work on campus, they gain practical experience in the emergency medical field while helping to increase our campus community’s access to pre-hospital care.

## **University Substance Use Policies and Procedures**

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### **Alcohol and Drug Policies**

App State's overarching policy on alcohol and drug use is outlined in several documents, ensuring compliance with all relevant laws and regulations. The updated information can be found in [App State's Policy Manual](#).

- [Policy 106: Drug-Free Campus and Workplace](#) and [Policy 602.3: Employee Misuse of Alcohol and Other Drugs](#) are general policies prohibiting illegal or abusive use of alcohol and drugs. These policies apply to all university community members and are strictly enforced, with significant consequences for violations.
- The policy governing the possession and use of alcohol at university events outlines the approval process for such activities, as detailed in [Policy 106.1: Alcohol at University Events](#).

## **Residence Halls**

[University Housing Policies](#) strictly regulate the use and possession of alcohol and drugs in residence halls. Students aged 21 or older may consume alcohol in their rooms but not in the presence of underage guests. Alcohol is prohibited in public areas, and guests cannot bring alcohol into the halls. The possession and use of drugs are governed by the university's Code of Student Conduct, which all residents must adhere to. Violations may result in disciplinary actions.

## **Trafficking and Possession of Illegal Drugs**

As stated in Policy 106, the university enforces strict sanctions for the trafficking and possession of illegal drugs. Sanctions can range from mandatory education and counseling programs for minor violations to expulsion or dismissal for more severe or repeated offenses.

## **University Substance Use Disciplinary Outcomes**

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The university applies a range of disciplinary actions in response to violations of university policies, particularly those related to drug and alcohol use. While severe sanctions such as discharge, suspension, expulsion or demotion are possible, the university also employs less severe disciplinary measures depending on the nature and severity of the violation. These can include verbal or written warnings, mandatory training or counseling, formal reprimands and probation. The university is committed to ensuring that all disciplinary actions are fair, appropriate and consistent with the circumstances of each individual case.

## **Employee Policies and Disciplinary Outcomes**

App State policies concerning the use of alcohol and drugs, ensuring a safe and healthy workplace. According to Policy 106 and related regulations, all employees are prohibited from the illegal or abusive use of alcohol and drugs.

App State adheres to the State of North Carolina's policies regarding a drug-free workplace. The following outlines the key policies, disciplinary actions and support systems available to employees under the university's framework, as aligned with the NC Office of State Human Resources ("OSHR"), Fair Labor Standards Act ("FLSA") and UNC System Policies.

## ***Disciplinary Actions***

If an employee violates App State's drug and alcohol policies, disciplinary actions can range from but are not limited to:

- A written warning for job performance or conduct issues
- More severe actions, such as suspension without pay, may be applied, particularly for continued poor performance or serious violations
- Suspension involves temporary removal from duties without compensation, determined by the severity of the issue.
- For actions that disrupt the workplace or threaten safety, the university may demote the employee (reducing rank and salary) or terminate employment, leading to permanent separation.

The university's process ensures fairness by providing employees with opportunities to respond to allegations, typically during a pre-disciplinary conference where they can present their case. If an employee disagrees with the disciplinary action, they may have the right to file a grievance through the university's established procedures, which allow for a formal review and appeal.

Employees are encouraged to visit the [Employee Relations](#) section of App State's Office of Human Resources for more information.

## **Student Conduct Policies and Disciplinary Outcomes**

### ***General Disciplinary Standards (Article I - VII)***

The [Code of Student Conduct](#) outlines the general principles, definitions and processes that govern student behavior at App State. This includes the university's authority over student conduct, the rights of involved parties and the procedures for addressing prohibited conduct. Key aspects include the presumption of innocence, the right to a fair process and the possible disciplinary outcomes for violations. The Code also establishes the authority of university officials, including the Chancellor and Vice Chancellor for Student Affairs, to regulate student behavior.

### ***Prohibited Conduct Related to Alcohol and Drugs (Article IV, Sections 4.03 & 4.06)***

The university strictly prohibits the underage possession, improper use and public intoxication of alcohol (Section 4.03), and the possession, use, sale and distribution of controlled substances (Section 4.06). Specific violations include:

- Underage Possession/Use of Alcohol — Possessing or using alcohol while under the age of 21
- Improper Possession/Use of Alcohol — Possessing or using alcohol in prohibited areas, regardless of age
- Public Intoxication — Being visibly intoxicated in public spaces
- Providing Alcohol to Minors — Supplying alcohol to individuals under 21
- Manufacturing/Selling/Delivering Drugs — Engaging in controlled substances' production, sale or distribution

- Possession/Use of Drugs — Possessing or using controlled substances without authorization
- Misuse of Prescription Drugs — Improper use of prescribed medications
- Possession of Drug Paraphernalia — Possessing items associated with drug use, such as pipes or bongs

### ***Disciplinary Outcomes (Article VII)***

Disciplinary actions may range from minor sanctions like warnings to severe penalties such as expulsion, depending on the severity of the violation and the student's prior conduct history. The possible outcomes include:

- Letter of Concern — A formal notice of concern regarding a student's behavior
- Disciplinary Warning — An official warning that further violations may result in more severe consequences
- Disciplinary Probation — A period during which a student's conduct is closely monitored. Violations during this time may result in suspension or expulsion
- Disciplinary Suspension — Temporary removal from the university. During suspension, the student is banned from all university premises and activities.
- Expulsion — Permanent separation from the university. Expulsion includes a ban from all university premises and activities and is recorded on the student's transcript.
- Educational Outcomes – May be given in addition to Disciplinary Status outcomes.

### ***Process for Addressing Violations (Articles V and VI)***

The Code outlines the procedures for reporting and addressing alleged violations. This includes initiating disciplinary action, conducting hearings and determining outcomes. Key processes include:

- Complaint Filing — Allegations of misconduct must be submitted promptly, ideally within 180 days of the incident.
- Investigation and Hearing — The university conducts a thorough investigation and may hold a hearing to determine responsibility.
- Interim Actions — If the student's behavior threatens safety, the university may impose interim actions, such as temporary suspension.
- Appeals — Students may be able to appeal disciplinary decisions based on procedural errors or new evidence.

### ***Amnesty Policy***

The Amnesty Policy encourages students to seek help for themselves or others in situations involving substance use, relationship violence, sex-based misconduct, harassment, discrimination or other crimes. It protects from certain disciplinary actions, focusing instead on creating an educational action plan to address the behavior.

The amnesty applies to students seeking help for themselves from university officials or emergency personnel, as well as individuals seeking help on behalf of a student and staying to provide support (including the student receiving assistance). It also applies to students reporting violations of the Code of Student Conduct, Sex-Based Misconduct Policy or laws.

Amnesty does not apply to violations unrelated to the reason help was sought, such as the sale or distribution of drugs or alcohol, nor to students who do not seek assistance. It also does not apply when medical attention is requested by university faculty or staff while on duty or to students who do not engage with student conduct process.

***To receive amnesty, students must complete an educational action plan. Failure to do so may result in registration, transcript and graduation holds. Amnesty does not prevent law enforcement action or reporting obligations under the law.***

### ***Additional Considerations***

- Parental Notification — The university may notify parents of students under 21 about certain alcohol and drug violations.
- Online Misconduct — The Code includes provisions for addressing inappropriate online behavior.
- Interim Actions and Holds — In serious cases, the university may take immediate action or place a hold on a student's record.

### **Fraternity and Sorority Life**

At App State, Fraternity and Sorority Life members are subject to the Code of Student Conduct and specific conduct expectations and policies that align with Greek organizations. These policies ensure that Fraternity and Sorority Life organizations and their members contribute positively to the campus community while adhering to legal and ethical standards.

### **Alcohol Use**

- Policy on Alcoholic Beverages — App State has strict guidelines regarding the use and distribution of alcohol at events organized by Fraternity and Sorority Life organizations. Alcohol is prohibited at recruitment events, new member activities and any event where underage individuals are present. If alcohol is served at a Fraternity and Sorority Life event, it must comply with university policies, including the use of third-party vendors and adherence to BYOB (Bring Your Own Beverage) rules.
- Risk Management — Greek organizations must follow risk management policies to minimize the potential for alcohol-related incidents. This includes ensuring that events are properly registered with the university, adequate security measures are in place, and non-alcoholic beverages and food are available.

### **Drug Use**

- Zero Tolerance Policy — App State enforces a zero-tolerance policy regarding the use, possession or distribution of illegal drugs within Fraternity and Sorority Life organizations. Violations of this policy can lead to severe disciplinary actions, including suspension or expulsion

of individuals or entire organizations. The university works closely with Fraternity and Sorority Life leadership to ensure compliance and to provide education on the dangers of drug use.

### ***Hazing***

- Anti-Hazing Policy — App State strictly prohibits hazing in any form. The university's hazing policy aligns with North Carolina state law, which defines hazing as any act that endangers a student's mental or physical health as a condition of membership in a student organization. The university thoroughly investigates all allegations of hazing, and violations can result in disciplinary actions ranging from probation to permanent revocation of the organization's charter.
- Education and Prevention — The university provides mandatory hazing prevention education for all Fraternity and Sorority Life members, ensuring they understand the legal and personal risks associated with hazing. Greek organizations must submit anti-hazing agreements and educate their members on the university's policies.

### ***Event Conduct and Management***

- Event Registration and Approval — All Fraternity and Sorority Life events, especially those involving alcohol, must be registered with and approved by the university. The approval process includes submitting details about the event, such as location, security measures and plans for alcohol distribution. Events not complying with these requirements may be canceled, and the organizations involved may face disciplinary action.
- Behavioral Expectations — Fraternity and Sorority Life members are expected to conduct themselves positively and reflect positively on their organization and the university. This includes adhering to university policies on noise, property respect and the treatment of others. Misconduct at events can lead to individual and organizational sanctions.

### ***Disciplinary Actions***

- Sanctions for Violations — Fraternity and Sorority Life members who violate university policies related to alcohol, drugs, hazing or event conduct can face various disciplinary actions. These can include warnings, probation, suspension from the organization or expulsion from the university. Organizations may face sanctions such as loss of university recognition, suspension of activities or loss of privileges such as the ability to host events.

### ***Support and Resources***

- Education and Training — App State provides ongoing education and training for Fraternity and Sorority Life members on alcohol and drug use, hazing prevention and leadership development. These programs equip Fraternity and Sorority Life leaders with the knowledge and tools to maintain a safe and supportive environment within their organizations.
- Advising and Support — The university's [Office of Fraternity and Sorority Life](#) offers advising and support to Greek organizations, helping them navigate university policies, plan events responsibly and address issues related to member conduct.



## ***Collaboration with National Chapters***

- Alignment with National Policies — App State works closely with the national chapters of its Greek organizations to ensure that local chapters adhere to university policies and the standards set by their national organizations. This collaboration helps maintain consistent expectations and consequences across the Fraternity and Sorority Life community.

## **International Programs**

App State recognizes that participating in education abroad programs is a valuable opportunity for students to expand their academic and cultural horizons. However, students must remain aware of and comply with the university's alcohol and drug policies, especially while studying in a foreign country. The university's expectations and policies regarding alcohol and drug use apply to all students participating in international programs, and adherence to these rules is crucial for maintaining both personal safety and the program's integrity.

## ***Key Guidelines and Expectations***

- Compliance with Local Laws — Students studying abroad must comply with the host country's laws and regulations regarding alcohol and drug use. Legal drinking ages and drug laws vary significantly across countries. Violating local laws can result in severe legal consequences, including arrest, fines or imprisonment. Additionally, such violations can lead to disciplinary actions by the university.
- University Policies Abroad — App State's alcohol and drug policies remain in effect for all students, regardless of location. This means that behaviors prohibited on campus, such as underage drinking, public intoxication and the use or possession of illegal substances, are equally prohibited during education abroad programs. Students violating these policies while abroad may face the same disciplinary actions as they would on campus, including suspension or expulsion from the program and the university.
- Health and Safety Considerations — Students are advised to be particularly cautious when consuming alcohol abroad, as they may be less aware of local customs, the strength of alcoholic beverages or the behavior of others in social settings. The use of illegal drugs not only carries legal risks but can also expose students to dangerous situations, including interactions with criminal elements or exposure to harmful substances.
- Support and Resources — App State provides resources to help students make informed decisions and maintain their health and safety abroad. Students are encouraged to seek guidance from the [Office of International Education and Development \(“OIED”\)](#) if they have questions about the laws and cultural expectations regarding alcohol and drug use in their host country.

## **University Athletes Policies and Disciplinary Outcomes**

App State Athletics enforces a zero-tolerance policy regarding the use of illegal substances and the misuse of alcohol and prescription medications. This policy applies to all student-athletes, coaches and staff involved in the university's athletic programs.

In addition, the university's student-athletes, coaches and staff are subject to all university policies and Procedures. Disciplinary actions and outcomes are overseen by the Office of Student Conduct and Human Resources.

### ***Prohibition of Illegal Drugs***

The use, possession or distribution of illegal drugs, including but not limited to cannabis, cocaine, opioids, and synthetic drugs, is strictly prohibited. Student-athletes found violating this policy are subject to disciplinary action, including suspension or expulsion from their respective teams and potentially from the university.

### ***Alcohol Use***

Student-athletes are expected to adhere to the same university policies regarding alcohol use as all other students. This includes compliance with North Carolina state laws, which prohibit underage drinking and public intoxication. Additionally, student-athletes are expected to avoid alcohol consumption during team activities, events and competitions.

### ***Misuse of Prescription Medications***

The misuse of prescription medications, including performance-enhancing drugs (PEDs) and stimulants, is prohibited. Student-athletes must use medications only as prescribed by a licensed healthcare provider. The Athletics Department provides oversight to ensure compliance with this policy, particularly concerning medications that may affect athletic performance.

### ***NCAA Compliance***

As a National Collegiate Athletic Association ("NCAA") member, App State adheres to all NCAA regulations regarding banned substances and [drug testing](#). This includes compliance with the NCAA's list of prohibited substances and the mandatory reporting of violations.

### ***Drug Testing Procedures***

App State Athletics implements a comprehensive drug testing program to ensure compliance with university and NCAA policies. The program includes both scheduled and random drug testing, targeting specific periods of heightened risk, such as the start of the competitive season, post-season and during periods of reduced supervision, like holidays.

- [Random Drug Testing](#) — Student-athletes may be selected for random drug testing throughout the academic year. The selection process is designed to be impartial, ensuring that all athletes have an equal chance of being tested.
- [Reasonable Suspicion Testing](#) — If there is reasonable suspicion that a student-athlete is using prohibited substances, they may be required to undergo drug testing. Reasonable suspicion may arise from observed behaviors, reports from credible sources or other relevant information.
- [NCAA Drug Testing](#) — In addition to university-conducted tests, student-athletes are also subject to NCAA drug testing. The NCAA conducts testing, particularly at championship events, to ensure compliance with its banned substances list.

- Testing Protocol — The drug testing protocol includes a chain of custody procedure, sample collection and laboratory analysis to ensure accuracy and reliability. Student-athletes must provide a urine sample, which is then analyzed for prohibited substances.

### ***Consequences of Positive Tests***

- First Positive Test — A student-athlete who tests positive for a prohibited substance may face immediate suspension from all team activities, including practices and competitions. The length of suspension is determined based on the substance and the circumstances of the violation.
- Second Positive Test — A second positive test typically results in a more extended suspension, which may include mandatory participation in a substance misuse treatment program. The athlete may also lose eligibility for financial aid and other benefits associated with their athletic participation.
- Third Positive Test — A third positive test often leads to permanent dismissal from the team and potential expulsion from the university. The student-athlete's eligibility to participate in future athletic programs may also be revoked.
- Appeals Process — Student-athletes can appeal a positive test result. The appeal must be based on procedural errors, issues with the testing process or other mitigating factors. A designated committee reviews the appeal and its decision is final.

### ***Educational Initiatives and Support Services***

App State Athletics emphasizes education and prevention as critical components of its substance use policies. The department offers a range of educational programs and support services to help student-athletes make informed decisions and maintain healthy lifestyles.

- Substance Misuse Education — The Athletics Department, in collaboration with Wellness and Prevention Services, provides mandatory educational sessions for all student-athletes. These sessions cover topics such as the risks of substance misuse, NCAA regulations and the importance of maintaining a drug-free lifestyle.
- Counseling and Support — Student-athletes can access CAPS and [App State Sport Psychology Services](#), which offers confidential counseling and support for substance-related issues.
- Rehabilitation Services — For student-athletes struggling with substance use disorders, the university offers referrals to specialized treatment programs. These may include inpatient and outpatient rehabilitation services, support groups and ongoing counseling.
- Nutrition and Wellness — The Athletics Department promotes overall wellness through nutrition and fitness programs. Student-athletes receive guidance on maintaining a balanced diet, proper hydration and safe supplementation practices.

### ***Faculty Policies and Disciplinary Outcomes***

Faculty members at App State who violate the university's policies on the illegal or abusive use of alcohol and other drugs are subject to disciplinary actions as outlined in the [Faculty Handbook, Academic Affairs Standard Operating Procedures \(AASOP\)](#), [Chapter VI of The UNC Code](#), Policy 106: Drug-Free Campus and Workplace and Policy 602.3: Employee Misuse of Alcohol and Other Drugs. These policies ensure

that violations are addressed consistently and fairly, upholding the integrity of the academic environment. They establish clear guidelines and procedures for managing substance misuse cases, ensuring all faculty members adhere to the university's standards and legal requirements.

### ***Key Disciplinary Provisions***

#### ***Violations and Sanctions***

The university prohibits faculty from the illegal use, possession or distribution of controlled substances and the misuse of alcohol. Violations of these policies can result in a range of sanctions depending on the severity of the offense. Sanctions are designed to correct behavior, maintain campus safety and uphold the university's values.

#### ***Types of Sanctions***

The disciplinary actions for faculty may include:

- Administrative Leave with Pay — A non-punitive measure where a faculty member is temporarily relieved from duties with pay during an investigation or pending a disciplinary decision
- Demotion — A reduction in rank for reasons such as incompetence, neglect of duty or misconduct that does not result in termination
- Formal Discharge — The formal discharge of a faculty member for severe violations such as incompetence, neglect of duty or serious misconduct
- Non-disciplinary Separation — Termination of employment due to the faculty member's inability to perform essential job functions because of a medical condition or other non-disciplinary reasons
- Reassignment of Duties — An action taken by the university during an investigation where a faculty member is reassigned to different duties; this is not considered a disciplinary sanction
- Suspension Without Pay — A temporary suspension without pay imposed for significant violations, including misconduct, that does not warrant immediate termination

#### ***Process for Addressing Violations***

The Faculty Handbook, AASOPs and Chapter VI of The UNC Code outline the process for addressing violations, which includes:

- Notice of Intent — The process begins when the chief academic officer sends a written notice of intention to discharge, suspend or demote a faculty member. This notice must include the proposed date of the action, specific reasons, the faculty member's right to request a disciplinary hearing and the process for requesting the hearing.
- Disciplinary Hearing — Faculty have a right to a disciplinary hearing in the event of a formal discharge, suspension or demotion (not including demotion that results in the loss of a faculty member's tenure) in accordance with Chapter VI, Section 603 of The Code and any accompanying policies or regulations in the UNC Policy Manual including but not limited to UNC

Policy 101.3.1.1[R]. The institution bears the burden of proving the grounds for the action by "clear and convincing" evidence.

- Committee Recommendations — Within 14 days of the hearing, the committee provides written recommendations to the Chancellor. Based on these recommendations, the chancellor decides whether to proceed with the discharge, suspension or demotion.
- Appeal Process — If a faculty member disagrees with the Chancellor's decision, they may appeal to the board of trustees. The appeal must be filed within 14 days and should allege that the decision-making process was flawed, the outcome was erroneous or the decision was contrary to law or policy. The board's decision on the appeal is final.

## **Additional Considerations for Employees and Faculty**

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### ***Confidentiality and Support***

App State is committed to handling disciplinary matters with discretion and confidentiality. The university provides support services to those involved in the disciplinary process. Students and employees are encouraged to seek support from resources such as CAPS, CFS and the EAP.

### ***Educational and Rehabilitative Programs***

In addition to punitive measures, the university emphasizes the importance of education and rehabilitation. Students and employees may be required to participate in programs designed to address substance misuse issues, including counseling, rehabilitation programs and educational workshops. These programs aim to promote recovery and reintegration into the university community.

### ***Impact on Academic and Employment Status***

Disciplinary sanctions can have significant consequences for an employee's professional career. They can impact career advancement, job security and future employment opportunities. The university strives to balance the need for accountability with the potential for rehabilitation and growth.

App State's disciplinary sanctions for drug and alcohol policy violations are comprehensive and designed to uphold the integrity and safety of the university community. The university provides a structured process for addressing violations, ensuring fairness and due process and offering support and educational resources to substance misuse victims.

## **Legal Sanctions**

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### **Federal Laws**

Under federal law, the possession, use or distribution of controlled substances is regulated primarily by the Controlled Substances Act. This act classifies substances into five schedules based on their potential for misuse, medical use and safety. Violations can result in severe penalties, such as criminal charges including:

- Possession — Simple possession of a controlled substance can result in up to one year in prison, a minimum fine of \$1,000 or both for a first offense (21 U.S.C. § 844). Penalties increase significantly with subsequent offenses or if the possession involves larger quantities of drugs.
- Distribution and Trafficking — Penalties for manufacturing, distributing or dispensing controlled substances are much harsher. For example, trafficking of Schedule I and II drugs (e.g., heroin, cocaine) can result in a minimum of five years and up to 40 years in prison for a first offense involving less than 500 grams of cocaine or 100 grams of heroin (21 U.S.C. § 841(b)(1)(B)). Larger quantities or subsequent offenses can lead to life imprisonment.
- Special Circumstances — The Controlled Substances Act imposes increased penalties for distributing drugs to minors or within 1,000 feet of a school, university or playground.

### ***Marijuana (Cannabis)***

- Possession — Under federal law, possession of any amount of marijuana is illegal, with penalties including up to one year in jail and a minimum fine of \$1,000 for a first offense (21 U.S.C. § 844).
- Cultivation and Distribution — Cultivating or distributing marijuana carries more severe penalties. For example, cultivating 50 plants or distributing 50 kilograms can result in up to five years in prison and fines of up to \$250,000 (21 U.S.C. § 841(b)(1)(D)).

### ***Cocaine***

- Possession — Simple possession of cocaine can result in up to one year in prison, a fine of at least \$1,000 or both for a first offense (21 U.S.C. § 844).
- Distribution — Cocaine distribution is penalized more harshly. Distributing 500 grams or more can result in a minimum of five years and up to 40 years in prison for a first offense, with higher penalties for larger quantities or repeat offenses (21 U.S.C. § 841(b)(1)(B)).

### ***Heroin***

- Possession — Federal penalties for possession of heroin are similar to those for cocaine, with up to one year in prison for a first offense (21 U.S.C. § 844).
- Distribution — Distributing 100 grams or more of heroin can result in a minimum of five years and up to 40 years in prison, with increased penalties for subsequent offenses or higher quantities (21 U.S.C. § 841(b)(1)(B)).

### ***Methamphetamine***

- Possession — Federal penalties for possession of methamphetamine include up to one year in prison for a first offense (21 U.S.C. § 844).
- Manufacture and Distribution — Manufacturing or distributing 5 grams or more of methamphetamine can result in a minimum of five years and up to 40 years in prison, with stiffer penalties for greater amounts (21 U.S.C. § 841(b)(1)(B)).

### ***Prescription Painkillers (e.g., Oxycodone, Hydrocodone)***

- Possession — Unauthorized possession of prescription painkillers, classified as Schedule II substances, can result in penalties similar to those for other Schedule II drugs, including up to one year in prison (21 U.S.C. § 844).
- Distribution — Illegally distributing prescription painkillers can result in severe penalties. For example, distributing 100 grams or more of oxycodone can lead to a minimum of five years in prison (21 U.S.C. § 841(b)(1)(B)).

### ***Fentanyl and Fentanyl Analogs***

- Possession — Simple possession of fentanyl is penalized under the same provisions as other opioids, with up to one year in prison for a first offense (21 U.S.C. § 844).
- Distribution — The distribution of fentanyl and its analogs, particularly in quantities of 40 grams or more, can lead to mandatory minimum sentences of five years in prison, with the possibility of life imprisonment for large quantities or repeat offenders (21 U.S.C. § 841(b)(1)(A)).

### **North Carolina State Law**

North Carolina General Statutes also outline strict penalties for drug and alcohol-related offenses. Some key provisions include:

- Possession — Simple possession of a controlled substance in North Carolina can range from a misdemeanor to a felony, depending on the type and amount of the substance. For instance, possession of less than one-half ounce of marijuana is a Class 3 misdemeanor, punishable by up to 20 days in jail and a fine (N.C. Gen. Stat. § 90-95(a)(3)).
- Sale and Distribution — The sale or delivery of controlled substances is a serious offense, with penalties varying based on the substance and quantity. For example, the sale of heroin, a Schedule I controlled substance, is classified as a Class C felony, which can result in up to 20 years in prison (N.C. Gen. Stat. § 90-95(b)(1)).

### ***Alcohol***

- Aid and Abet — Any person who aids or abets someone under 21 in possessing, purchasing or consuming alcoholic beverages is committing a misdemeanor (N.C. Gen. Stat. § 18B-302(c)).
- Sale to or Purchase by Underage Persons — It is illegal for anyone to sell or give alcoholic beverages to a person under 21 years old. Violation of this statute is a Class 1 misdemeanor. It is also illegal for a person under 21 to purchase or attempt to purchase alcoholic beverages. This offense is also classified as a Class 1 misdemeanor (N.C. Gen. Stat. § 18B-302).
- Possession and Consumption by Underage Persons — It is unlawful for a person under 21 years old to possess or consume any alcoholic beverage. This is also a Class 1 misdemeanor (N.C. Gen. Stat. § 18B-30).
- Driving While Impaired (DWI) — North Carolina has stringent laws against driving while impaired by alcohol or drugs. A first-time DWI offense can result in a mandatory license revocation for one

year, fines and potential imprisonment. Penalties increase with subsequent offenses and higher blood alcohol content (BAC) levels (N.C. Gen. Stat. § 20-138.1).

- Driving by Persons Less Than 21 Years Old After Consuming Alcohol or Drugs — It is illegal for a person under the age of 21 to drive a vehicle with any amount of alcohol or drugs in their system. This offense is classified as a Class 2 misdemeanor (N.C Gen Stat. § 20-138.3).
- Possession of Alcohol in a Vehicle — It is illegal for a person under 21 to possess alcohol in a vehicle. This includes any alcohol found in the passenger area of the vehicle. Violating this statute can lead to charges, depending on the circumstances, often classified as a Class 1 misdemeanor (N.C Gen Stat. § 18B302(e)).
- Transporting an Open Container of Alcohol — It is illegal for anyone, regardless of age, to transport an open container of alcohol in the passenger area of a vehicle while the vehicle is on a public road. For those under 21, this statute reinforces the prohibition of possessing alcohol in a vehicle (N.C Gen Stat. § 20-138.7).

### ***Marijuana***

- Possession — Possession of up to 0.5 ounces of marijuana is classified as a Class 3 misdemeanor, punishable by a fine of up to \$200 (N.C. Gen. Stat. § 90-95(d)(4)). Possession of greater amounts can result in more severe charges, including felonies.
- Sale and Distribution — The sale or distribution of marijuana is a felony, with penalties ranging from a Class H Felony (4 to 8 months imprisonment for less than 10 pounds) to a Class D Felony (175 to 222 months imprisonment for 2,000 pounds or more), along with substantial fines. Enhanced penalties apply if the offense occurs near schools or other protected areas (N.C. Gen. Stat. § 90-95).

### ***Cocaine***

- Possession — Possession of cocaine is a Class I felony in North Carolina, with potential penalties including 4 to 24 months of imprisonment (N.C. Gen. Stat. § 90-95(a)(3)).
- Distribution — The sale or delivery of cocaine is a more serious offense, classified as a Class G felony, which can result in 8 to 31 months of imprisonment (N.C. Gen. Stat. § 90-95(b)(1)).

### ***Heroin***

- Possession — Possession of heroin is treated as a felony, with penalties including 4 to 24 months of imprisonment for a first offense (N.C. Gen. Stat. § 90-95(a)(3)).
- Distribution — Distribution of heroin is a Class G felony, with penalties of 8 to 31 months of imprisonment, depending on the quantity and other factors (N.C. Gen. Stat. § 90-95(b)(1)).

### ***Methamphetamine***

- Possession — Methamphetamine possession is a felony, punishable by 4 to 24 months of imprisonment (N.C. Gen. Stat. § 90-95(a)(3)).



- Manufacture and Distribution — Manufacturing or distributing methamphetamine can lead to a Class C felony charge, with potential penalties including 44 to 182 months of imprisonment (N.C. Gen. Stat. § 90-95(b)(1a)).

### ***Prescription Painkillers***

- Possession — Unauthorized possession of prescription painkillers, such as oxycodone or hydrocodone, is a felony offense, with penalties depending on the amount and specific circumstances (N.C. Gen. Stat. § 90-95(a)(3)).
- Distribution — The illegal sale or distribution of prescription painkillers is a Class G felony, punishable by 8 to 31 months of imprisonment (N.C. Gen. Stat. § 90-95(b)(1)).

### ***Fentanyl and Fentanyl Analogs***

- Possession — Possession of fentanyl or its analogs without a prescription is a serious offense, potentially resulting in felony charges (N.C. Gen. Stat. § 90-95(a)(3)).
- Distribution — The distribution of fentanyl or its analogs is treated with the utmost severity under North Carolina law, with significant prison terms for offenders (N.C. Gen. Stat. § 90-95(b)(1)).

### **Local Ordinances**

In addition to federal and state laws, local ordinances in the [Town of Boone](#) and [City of Hickory](#), North Carolina, where App State has campuses, further regulate the use and possession of alcohol and controlled substances.

#### ***Town of Boone Ordinances***

- Public Intoxication and Alcohol Consumption Section § 111.01 — It is unlawful for any person to consume alcoholic beverages in public places within the town of Boone, including streets, sidewalks and other public property. Violators may be subject to fines and other legal actions.
- Open Container Law Section § 111.03 — Possessing open containers of alcohol in public places is prohibited. This includes any container that has been opened or has a broken seal. Violation of this ordinance can result in fines and legal penalties.
- Nuisance Parties Section § 132.04 — Hosting or participating in parties that create excessive noise, traffic or other disturbances is prohibited. This includes parties where illegal drugs or alcohol are consumed, especially by minors. Violations may lead to citations, fines or even arrests.
- Drug Paraphernalia Section § 136.03 — The possession, use or sale of drug paraphernalia is prohibited. This includes items used for the consumption, preparation or concealment of illegal substances. Violators are subject to fines and other legal consequences.

#### ***City of Hickory Ordinances***

- Public Consumption of Alcohol Section § 21-10 — This ordinance prohibits the consumption of malt beverages and wine on city property without proper authorization. This includes public parks and other city-owned spaces. Violation of this ordinance may result in fines or other penalties.

Students must be aware that such activities are regulated and can lead to legal consequences if the regulations are not followed

- Drug and Alcohol Use in Public Spaces Section § 21-10 — This section also covers the prohibition of being under the influence of alcoholic beverages or illegal drugs in public places, which includes any city-owned or operated properties. Being visibly intoxicated or under the influence can result in legal action, including fines and potential arrest.
- Nuisance and Disorderly Conduct Section § 23-37 — The ordinance outlines restrictions against behavior that constitutes a public nuisance or disorderly conduct, such as public drunkenness or drug use. The law aims to maintain public order and safety, but engaging in such activities can result in penalties, including citations and fines.

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

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App State's commitment to a safe, healthy and drug-free campus environment is reflected in the comprehensive approach outlined in our Drug and Alcohol Misuse Prevention Program. Through targeted educational initiatives, rigorous policy enforcement and ongoing support services, we strive to ensure the well-being of all students, faculty and staff.

As we continue to refine and expand our programs, we remain focused on addressing the unique challenges faced by various campus populations, including first-year students, student-athletes, Fraternity and Sorority Life members and non-traditional students. By fostering a culture of responsibility, informed decision-making and mutual support, we aim to empower our community to maintain a healthy and productive environment at App State.

Your participation is crucial to the success of these efforts. By staying informed, adhering to university policies and utilizing the resources available, you contribute to the safety and vibrancy of our campus.

## Citation Index

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