

Rhodes College (DAAPP)

DRUG & ALCOHOL ABUSE PREVENTION PROGRAM

— 2025 —



Rhodes College

TABLE OF CONTENTS

Introduction	3
Good Neighbor Policy	3
Social and Alcohol Policy	3
Amnesty Policy	4
Hosting Events and Parties	5
Regulatory and Contractual Compliance	5
Alcohol Shipments	5
Alcohol Laws Local, State and Federal	5
Student Violations and Outcomes	6
Alcohol Awareness	6
Employee Substance Abuse Policy	6
Employee Drug and Alcohol Testing	6
Student Drug Policy	7
Student Sanctions	7
Drug Laws and Employees	8
Employee Assistance Program (EAP)	9
Drug Laws Local, State and Federal	9
Health Risks	11
NIDA Commonly Abused Drug	11
Student Confidential Drug & Alcohol Resources & Clinical Services	12
Alcohol & Drug Education Programs	12
Annual Notification Procedures	13
One Pill Can Kill	14

Introduction

Rhodes College joins with Universities and Colleges across the United States in the effort to educate and prevent drug and alcohol use and abuse. Drug and Alcohol Abuse Prevention Programs (DAAPP) are the foundation of this education and prevention.

The United States Congress passed and the President signed into law the Drug-Free Schools and Communities Act Amendments of 1989-Public Law 101-226 on December 12, 1989. This Act requires institutions of higher education to certify that they have adopted and instituted a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students, faculty, and staff.

To comply with the Drug Free Schools and Communities Act of 1989 (DFSCA) and subsequent amendments, students and employees of Rhodes College are informed that strictly enforced policies are in place which prohibit the possession, use, or distribution of any illicit drugs, including alcohol, on Rhodes College property or as part of any College-sponsored activity unless event-specific permission is given for of-age students to consume alcohol moderately. Students and employees are also subject to all applicable legal sanctions under local, state, and federal law for any offenses involving illicit drugs on Rhodes College property or at College-sponsored activities.

Good Neighbor Policy

Rhodes College values all community members, including those outside our gates. The College strives to build positive, respectful, and civil relationships with our community neighbors to ensure positive, open streams of dialogue.

Rhodes students, whether living on or off campus, should be respectful of the people who live in the neighborhoods surrounding Rhodes. We are committed to reducing quality of life concerns such as loud noise, abusive behaviors (i.e., fighting, bullying, etc.), harassment, underage drinking, and drug abuse, which may negatively impact life on and off campus.

Quality of life concerns included but are not limited to:

- High-risk behavior and large parties where alcohol is provided to guests
- Vandalism and theft of property;
- Excessive noise in the community that exceeds city ordinances;
- Driving while impaired or taking other risks while behind the wheel;
- Fighting and harassing behaviors;
- Failing to dispose of trash.

If a student is living in an off-campus residence with one or more other students or non-students and the residence is found by the College to be violation of the Good Neighbor Policy or other policies and regulations or to be adversely affecting the College's relationship with the neighboring community, all Rhodes College students who are residents may be subject to corrective action through the College's Community Standards process, even if the conduct of an individual resident cannot be specifically identified.

Social and Alcohol Policy

Alcohol and its effect on the college experience is a common topic of discussion and debate. The Rhodes College philosophy is that there is a time and a place for alcohol consumption consistent with certain college activities and times. No matter the circumstance, an individual's behavior when consuming alcohol should always demonstrate respect for people and property.

When an individual chooses to drink alcohol, they are assuming some level of risk – risk to their health and safety, and, if they are under the legal drinking age, the risk that they will be held accountable either by the College and/or by law enforcement. Students can lessen their risk by



practicing reasonable and safe consumption of alcohol. Alcohol should be consumed in moderation and not toward a goal of intoxication.

Drinking alcohol to the point of intoxication is not a community value and violates this policy. Rhodes defines alcohol intoxication as a condition of having physical or mental control so diminished by the effects of alcohol that the individual: (1) is a danger to themselves; (2) presents a danger to other people or property; or (3) unreasonably annoys people in the vicinity. Regardless of a student's age, intoxication is not tolerated.

Rhodes College follows federal and state law as it pertains to alcohol:

- Individuals under 21 may not possess and/or consume alcohol.
- Individuals may not sell, give, or serve alcoholic beverages or permit alcohol to be served to persons under 21. By law, the sale of alcoholic beverages includes any situation in which there is a charge for entertainment or service and alcohol is freely available.
- Individuals may not drive or operate a vehicle on or off campus while under the influence of alcohol.
- As a private institution, Rhodes College has standards and expectations on campus that go above and beyond the law:
- Individuals, regardless of whether they are of legal drinking age, are not permitted to possess or consume alcohol in residence halls that are designated for first-year students.
- Individuals may not possess open containers of alcohol, including secondary containers (i.e., cups, tumblers, water bottles, etc.) on College property, such as in academic buildings, the library, parking lots, outdoor quads and spaces, athletic fields, roadways, and administrative buildings.
- Individuals may not possess open containers of alcohol, including secondary containers (i.e., cups, tumblers, water bottles, etc.) in public areas, such as on a street, sidewalk, or in a park.

There are some campus events where alcohol is served in a controlled and monitored setting. At these approved events, carrying alcohol from one on-campus venue to another is strictly prohibited unless carried in a cup. No bottles, cans, kegs, or other containers are permitted to be carried from one on-campus venue to another.

Because the College is committed to promoting the reasonable and safe consumption of alcohol, paraphernalia that facilitates high-risk or binge drinking is prohibited. This includes, but is not limited to, beer bongs or funnels, kegs, and other common containers and mass sources.

Drinking games are another contributor to the rapid consumption of alcohol and are also prohibited.

In situations in which an alcohol policy violation occurs in a group setting, the determination of each individual's responsibility for the violation will be determined on a case-by-case basis, including, but not limited to, the following factors:

- The location and quantity of alcohol,
- The student's ability to exercise control over the situation, or

- Whether or not students in the incident take responsibility for the procurement or consumption of the alcohol.

Shared Responsibility Statement: Students who are found to be present in an environment where illegal alcohol consumption is present will be held responsible for a "Shared Responsibility Drug" violation. This violation will result in a warning and alcohol education.

Amnesty

Student safety is of utmost importance to the College. To encourage Students to make responsible decisions, Rhodes College recognizes the need for amnesty from College sanctions in certain situations. Amnesty under this policy, when granted, excuses a Student, Registered Student Organization (RSO), or Affinity Group (AG) from College sanctions under the Standards of Conduct. Amnesty is intended to promote action when an emergency situation is present. It is not intended to excuse any student or organization causing the emergency situation or unsafe condition. The decision to grant amnesty will be determined by the Dean of Students, Director of Community Standards, or their designee, on a case-by-case basis.

Amnesty under this policy is limited to violations of the Standards of Conduct/Honor Code and has no bearing on actions taken by any law enforcement agency, including any Police entity. To qualify for amnesty, a Student, RSO, or AG is encouraged to: report any incident or medical emergency by contacting the appropriate College officials (i.e. Campus Safety, Residence Life, etc.), remain with any student needing attention or emergency treatment. This policy does not protect students from violations of other college policies, such as threatening/causing physical harm, sexual assault, harassment, damage to property, etc. After a review of the information and considering of any mitigating factors reported, the College has the discretion to grant or deny amnesty to a student, RSO, or AG.

The College strives to empower students to make healthy and responsible decisions while exploring opportunities to learn. A student, RSO, or AG may not use the Amnesty policy repeatedly as a means to circumvent accountability medically or non-medically.

Medical Amnesty

The College recognizes the need for emergency response amnesty ("Medical Amnesty") in certain alcohol, drug, physical, and emotional distress related emergencies and situations. Medical Amnesty may be available in the following situations:



- Student seeking medical attention for themselves
- Student seeking medical attention on behalf of another Student
- an RSO or AG seeking medical attention for a Student

Medical Amnesty will not be granted for other policy violations (outside of alcohol and drug related violations) that may have occurred during the incident. In order to qualify for Medical Amnesty, the Student, RSO, or AG must comply with College requests for an educational conversation, assessment, and any potential referrals for additional services or treatment and/or outcomes to address the behavior.

Non-Medical Amnesty

The College recognizes the need for amnesty in certain behavioral situations which do not require immediate emergency medical response (“Non-Medical Amnesty”). In order to qualify for Non-Medical Amnesty, the Student, RSO, and/or AG must notify the College of the specific concerns in advance of the College having knowledge of the incident for which Non-Medical Amnesty is sought. In order to qualify for Non-Medical Amnesty, the Student, RSO, or AG must agree to comply with appropriate educational outcomes to address the behavior.

- Non-Medical Amnesty may be available to a Student, RSO, or AG who proactively seeks clarification of College rules prior to engaging in questionable conduct.

Hosting Events and Parties

All events planned and hosted by Rhodes College departments and organizations must use the Events Management System to:

- Reserve the location (indoor, outdoor, and off-campus) 14 days prior to the event start date. If coordinating with other departments, arrangements are needed at least seven days in advance.
- Arrange catering through Bon Appetit and request any of the following: set-up from Physical Plant (chairs, tables, stage, etc.), AV equipment from the Barret Media Center, Campus Safety if cash is collected or security is needed, and publicity through Communications.
- In planning of events where alcohol is anticipated, the host will work with the VP for Finance and Business Affairs (faculty and staff) and Campus Safety to plan logistics and procedures related to compliance with the law, organizational rules and by-laws, and the well-being of guests.
 - o No organization shall furnish alcoholic beverages to students on campus or at any College function.
 - o Requests for exceptions to these procedures should be made to the Director of Student Engagement and the Dean of Equity and Engagement for student groups
- Advertising for events must follow the Posting Signs Policy in the Student Handbook.
- Clean-up of events on campus must be completed by 8 a.m. the following morning unless an earlier time is requested in advance.

Regulatory and Contractual Compliance

- Bon Appetit is Rhodes College’s approved contract vendor for food and beverages. To consume alcohol in the Lair and/or Lair Patio, it must be purchased through Bon Appetit.
- In compliance with the National Collegiate Athletic Association, possession and consumption of alcohol is prohibited at National Collegiate Athletic Association athletic events.
- In planning of events where alcohol is anticipated, the host will work with the VP for Finance and Business Affairs (faculty and staff) and Campus Safety to plan logistics and procedures related to compliance with the law, organizational rules and by-laws, and

the well-being of guests. No organization shall furnish alcoholic beverages to students on campus or at any College function.

- Requests for exceptions to these procedures should be made to the Dean of Students for student groups or the VP for Finance and Business Affairs for other groups.

Alcohol Shipments

It is prohibited for any student, regardless of age, to have alcohol shipped to the mailroom at Rhodes College. The mailroom will inform the Office of Community Standards (OCS) if/when shipments of alcohol are received. This is a violation of the Social and Alcohol Policy.

Local Alcohol Laws

Sec. 10-8-5. - Drunkenness in private places.

It is unlawful for any person to be drunk in any private place, to the annoyance of others. (Code 1967, § 22-17; Code 1985, § 20-11; Ord. No. 933, § 1, 4-27-1971)

Sec. 10-8-6. - Drunkenness in public places.

It is unlawful for any person to be drunk in any public place so as to be incapable of protecting his or her own safety or in such condition as to constitute a danger to himself or herself or to others or to be drunk in any public place to the annoyance of other persons.

(Code 1967, § 22-17.1; Code 1985, § 20-12)

State Law reference—Public intoxication, T.C.A. § 39-17-305; local public intoxication ordinances, T.C.A. § 33-10-203. Title 7 - ALCOHOLIC BEVERAGES—Below is the link to the additional Local Alcohol Laws https://library.municode.com/tn/memphis/codes/code_of_ordinances?nodeId=TIT7ALBE

Tennessee Law on Alcohol

The following summary is provided to promote increased awareness of the Tennessee laws concerning alcoholic beverages. This summary is not intended to be a restatement of the law nor a summary of all of the laws relating to alcoholic beverages. All members of the Rhodes community are responsible for compliance with the state laws governing the use of alcohol.

Regarding alcohol consumption, according to Tennessee law, it is illegal:

- For any person or group of legal drinking age to sell, furnish, or provide alcoholic beverages to any person under twenty-one years of age;
- For any person under the age of twenty-one to purchase, receive, or possess alcoholic beverages;
- For any person to make a false statement to the effect that the individual is twenty-one years of age or older for the purpose of obtaining alcoholic beverages;
- For any person or group to sell alcoholic beverages without a license;
- For any person or group of legal drinking age to sell or furnish any alcoholic beverages to any person who is known to be visibly intoxicated, or to any person who appears to habitually drink alcoholic beverages to excess, or to any person who appears to be a habitual user of narcotics or other habit-forming drugs. Regarding alcohol and driving a motor vehicle, according to Tennessee law, it is illegal:
- To drive or be in physical control of a motor vehicle if a person is under twenty-one years of age and registers .02 or more blood-alcohol content (BAC); for individuals who are twenty-one or over, the blood-alcohol test level is set at .08.

- To consume any alcoholic beverage or possess an open container of alcoholic beverage while operating a motor vehicle. Partial summary of punishments for offenses related to alcohol and motor vehicles:
- The offense of driving while impaired (.02 or greater BAC) for a person under age twenty-one (21) is a Class A misdemeanor punishable by a driver's license suspension of one (1) year and by a fine of two-hundred fifty dollars (\$250). As additional punishment, the court may impose public service work.
- The offense of driving while the driver is in possession of an open container of alcohol, or of a beverage containing any amount of alcohol, is a Class C misdemeanor punishable by a fine to be established by the court.
- The first DUI offense (.08 or higher BAC) is punishable by 48 hours up to 11 months and 29 days jail time, one (1) year suspension of license, \$350 - \$1,500 fine, and participation in an alcohol treatment program.
- The second DUI offense (.08 or higher BAC) is punishable by 45 up to 11 months and 29 days jail time, two (2) year suspension of license, \$600 - \$3,500 fine, and alcohol and drug treatment program may be required.
- The third DUI offense (.08 or higher BAC) is punishable by 120 up to 11 months and 20 day jail time, three (3) to ten (10) year suspension of license, \$1,100 - \$10,000 fine, 11 months and 29 days probation, and alcohol and drug treatment program may be required.
- The fourth DUI offense (.08 or higher BAC) is a Class E Felony punishable by 150 straight days minimum jail time, five (5) year suspension of license, \$3,000 - \$15,000 fine, and 1 to 6 years' probation or parole, and alcohol and drug treatment program may be required.

Federal Alcohol Laws

<https://www.ttb.gov/laws-regulations-and-public-guidance>

Student Violations and Outcomes

Student violations of this policy include, but are not limited to, the possession or consumption of alcohol if under the age of 21, providing alcohol to underage students, or alcohol intoxication or substance induced behavior that places a student or others at risk in terms of health and safety issues. Students in violation will:

1. Dispose of all alcoholic beverages in their possession or the alcoholic beverages will be confiscated and disposed of by a College staff member;

Special Note: Any violation that includes drinking and driving on campus will likely result in a suspension of parking and driving privileges for the rest of the student's college career at Rhodes in addition to other applicable sanctions.

Alcohol Awareness

Rhodes is committed to providing students with factual information about alcohol as well as confidential referrals for professional assistance in the event that they are needed. An awareness of the negative effects of alcohol consumption may assist you in your efforts to make safe and responsible choices about alcohol. Educational programs will be organized and conducted annually to promote continued awareness and encourage an attitude of genuine concern and care for others. Information concerning responsible use, effective party planning, indications of abuse or addiction, and resources for assistance are available for you or someone you care about in the Counseling Center.

Employees Substance Abuse Policy Conduct Prohibited

The use of illegal drugs and/or alcohol by employees and impairment in the workplace due to drugs and/or alcohol are prohibited and will



not be tolerated. Engaging in prohibited and/or illegal conduct will lead to discipline, up to and including termination. Prohibited and/or illegal conduct includes, but is not limited to:

1. Being under the influence of alcohol or illegal drugs during working hours;
2. The sale, possession, transfer or purchase of illegal drugs on College property or while performing College business;
3. The manufacture, use, sale, distribution or possession of illegal drugs while on duty;
4. Off-duty use of alcohol or illegal drugs that discredits the College or adversely impacts an employee's ability to do their job;
5. Refusing or failing a drug and/or alcohol test administered under this policy; and
6. Providing an adulterated, altered or substituted specimen for testing.

Illegal drug use includes the use of prescription medication without a valid prescription. Employees are also precluded from reporting to work under the influence of over-the-counter or legally prescribed medications that adversely affect the ability of the employee to safely and efficiently perform their duties.

Employees who organize or sponsor a student group involved in an institutionally sponsored activity of the College, whether on or off campus, have the responsibility to take all reasonable measures to limit the consumption of alcohol to those legally entitled to drink. Reasonable measures would include (but not be limited to): required use of identification when alcohol is allowed, monitors utilized, etc.

Drug and Alcohol Testing

An employee is subject to testing for illegal drugs and/or alcohol where there is reasonable suspicion to believe the employee is using or is under the influence of drugs and/or alcohol. The decision to test will be based on specific and contemporaneous observations concerning the appearance, behavior, speech and body odors of the employee. Drug and alcohol testing may also be conducted following a work-related accident where the use of illegal drugs or alcohol may be the cause or contributed to the accident.

Upon being notified of a test for drugs or alcohol, the employee must submit to testing at the specified location immediately. Employees who refuse to submit to testing, or who have been found to have submitted a substituted or adulterated specimen for testing, are subject to immediate termination.

Employees who have tested positive for illegal drugs or alcohol will be notified in writing of a positive test result. The employee will then have an opportunity to offer a written explanation of the test result to the testing facility within five (5) working days after receiving the

notification. The employee is subject to immediate removal from duty without pay and may be subject to disciplinary action up to and including termination.

Student Drug Policy

Rhodes is an institution committed to practicing conscientious respect, Rhodes College will not condone the use of illegal substances and the misuse of over the counter (OTC) or prescription medication. Individuals who use or misuse these substances run the risk of damaging their bodies or their minds.

Students are expected to comply with federal and state law as it concerns controlled substances. This means that the consumption, sale, manufacture, possession, distribution (including gifts), and/or illegal use of controlled substances is prohibited. Controlled substances

- include, but are not limited to:
- Cannabinoids
 - Cocaine/cocaine derivatives
 - Heroin
 - Amphetamines
 - Barbiturates
 - LSD
 - PCP
 - Substances known as “designer drugs” such as ecstasy or eve

Students who share, gift, sell, or distribute their prescription medication to others are violating College policy and the law, and such actions are prohibited. Students who are prescribed medication are expected to keep that medication in a safe place and to only use it as their physician or healthcare provider has prescribed. Possession of a Medical Marijuana prescription/card does not exempt a student from this policy.



Even though a substance is not intended to be inhaled or consumed, the College recognizes that there are some substances that can be abused in this way. Students who utilize other mind-altering substances including, but not limited to, aerosols, amyl nitrate, ephedrine, glue, nitrous oxide, paint, volatile solvents, any cannabis-related Delta 8, Delta 9, and Delta 10 substances and other similar substances are also in violation of this policy.

Drug Paraphernalia

The possession or use of drug paraphernalia is often an indication that an individual is in possession of or is using controlled substances. Drug paraphernalia is defined as any equipment that is used to produce, conceal, and/or consume controlled substances, such as, but not limited to, bongs, grinders or pipes. Possession of drug paraphernalia is prohibited by the College.

Shared Responsibility Statement – Drugs

Students who are found to be present in an environment where illegal drug use or drug paraphernalia is present will be held responsible for a “Shared Responsibility Drug” violation. This violation will result in a warning and drug education.

Student Sanctions

Disciplinary Outcomes

The following outcomes may be imposed for student misconduct at Rhodes:

1. **Warning:** This outcome will be used in cases in which the College determines that the appropriate lesson has been learned and conclude the matter with a formal letter of warning.
2. **Disciplinary Probation:** A written notification for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe disciplinary outcomes if the student is found to violate any institutional regulation(s) during the probationary period. Students on disciplinary probation are considered not in good social standing with the College. Good Standing may be required for participation in certain campus activities. In addition, students not in good standing may have their conduct reviewed for leadership or employment positions on campus.
3. **Loss of Privileges:** Denial of specified privileges for a designated period of time.
4. **Fines:** Previously established and published fines may be imposed.
5. **Restitution:** Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
6. **Discretionary Outcomes:** Work assignments, service to the college, education, referral to counseling, or other related discretionary assignments (such assignments must have the approval of the OCS Administrator or their designee).
7. **No Contact:** a preventative measure when alleged violation(s) of the Standards of Conduct are reported. At the discretion of the Director of Community Standards, or their designee, a No Contact Order (NCO) can be issued as a means of informal resolution. The NCO will usually state that the individual may have been involved in a situation where a violation of College policy occurred and prohibiting the individual from contacting another student(s).
8. **Residence Hall Suspension:** Separation of the student from the residence halls for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.

9. Residence Hall Expulsion: Permanent separation of the student from the residence halls.
10. College Suspension: Separation of the student from Rhodes College for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.
11. College Expulsion: Permanent separation of the student from Rhodes College.

More than one of the outcomes listed above may be imposed for any single violation.

Appeals for Respondents (Charged Student):

All student conduct proceedings at Rhodes allow for an appeal of the outcome of the hearing. There are two types of appeals, Academic and Non-academic.

- Non-academic appeals will review decisions and outcomes from missed Educational and Accountability Conferences, Administrative Hearings (individual), and the Community Standards Council. The appellate committee reviewing the appeal is the Community Standards Appeals Committee (CSAC), composed of the Associate Vice President for Student Life/Dean of Students (Chair), or their designee, a staff representative from Academic Affairs, and a designated member of the Honor Council.
- Academic Appeals will review disciplinary decisions and outcomes from Administrative Hearings (referred by the Honor Council) and the Honor Council. The appellate committee reviewing the appeal is the Faculty Appeals Committee (FAC), composed of Rhodes Faculty members.

The appeal must be submitted via the appropriate form. The form will be included in the respondent's outcome letter after their hearing. The rationale for the grounds for appeal must be attached to the appeal submission by the respondent, not a third party.

- Honor Code Appeals Form – Academic appeals
- Standards of Conduct Appeals Form – Non-academic appeals

Appeals are limited to three grounds:

- A hearing procedure was not followed; and/or
- The outcomes imposed were inappropriate for the violation of College policy; and/or
- New and relevant information, sufficient to alter the decision, that was unknown or unavailable to them at the time of the original hearing.

Appeals that are not based on one or more of the above grounds may be dismissed without further meeting or action. As with the original hearing, legal counsel may not attend any appeals hearing. Any advice or assistance of legal counsel must be obtained prior to the appeal hearing. While an appeal is pending, the student may continue to attend their courses and participate in College life as usual, unless they are under interim removal from campus. Additional limitations on personal contact and/or participation in College-related events or activities may be imposed while the appeal is pending.

Decision of the Appeal Committee:

- For Non-academic appeals, the CSAC may, at their discretion, render a decision based on what was submitted or contact the Respondent student for an appeal hearing, and/or additional questions/information. The CSAC may uphold, modify, or overturn the original decision. If the decision is modified, the appellate committee may, at their discretion and considering the information received, impose a more severe decision and/or outcome. The decision of the CSAC is final.
- For Academic appeals, if the Respondent chooses not to testify at the appeal hearing, they may send a written statement of their testimony. The FAC may sustain the decision of the Honor Council or return the case to the Honor Council for reconsideration with remarks and suggestions. The decision of the Honor Council after reconsideration is final.

Organization Conduct for Registered Student Organizations (RSOs) and Affinity Groups (AGs)

Student organizations at Rhodes College play a vital role in enhancing campus life, promoting leadership, and fostering a sense of community. To maintain a respectful, safe, and inclusive environment for all students, all recognized student organizations are expected to uphold the highest standards of conduct.

Organization conduct refers to the behavior, operations, and decision-making practices of student groups and their members. All organizations are accountable for:

- Acting in accordance with the college's values, policies, and code of conduct.
- Ensuring that all events and activities are inclusive, respectful, and non-discriminatory.
- Managing their operations transparently and ethically, including financial practices and leadership transitions.
- Taking responsibility for the actions of their members, particularly during official events or when representing the college.
- Collaborating constructively with college departments, advisors, and other student groups.

Failure to adhere to these expectations may result in disciplinary actions, including suspension or loss of organizational recognition. Through responsible conduct, student organizations help build a campus community rooted in respect, leadership, and integrity.

Drug Laws and Employees

See: **Employees Substance Abuse Policy** above or online at:

<https://handbook.rhodes.edu/sites/handbook/files/Rhodes%20College%20Employee%20Handbook%202022%20PDF.pdf>

Employee Assistance Program (EAP)

Rhodes employees can access CONCERN, an Employee Assistance Program (EAP), for counseling services for themselves, their partners and members of their households at no cost. Counselors are licensed or certified seasoned professionals.

CONCERN can help with problems such as:

- Marital and family relationships
- Alcohol or drug issues
- Grief counseling
- Gambling and financial problems
- Elder care issues



CONCERN can also refer you to a specialist if you need help beyond the scope of their practice. This service is free and confidential. You may contact CONCERN 24/7 at (901) 458-4000. <https://myconcerneap.com/>

Local Law Concerning Drugs

Memphis and Shelby County use State and Federal drug laws.

State Laws Concerning Drugs

Students may also face legal consequences for their actions involving substance use. Those consequences may involve criminal prosecution, imprisonment, fines, and loss of their financial aid.

The following summary of the Tennessee Code Annotated is provided to promote increased awareness of the Tennessee laws concerning controlled substances. This summary is not intended to be a restatement of the law nor a summary of all of the laws relating to controlled substances. All members of the Rhodes community are responsible for compliance with laws concerning controlled substances.

It is a criminal offense to knowingly manufacture, deliver, sell, or possess with the intent to manufacture, deliver, or sell controlled substances. The State of Tennessee defines seven categories of controlled substances. Depending upon the type and quantity of substance, felony penalties include fines ranging from \$3,000 to \$50,000 and imprisonment for not less than one year to not more

than 60 years.

For misdemeanor possession of a controlled substance, the penalty is imprisonment of not more than 11 months and 29 days and a \$2,500 fine.

The term "drug paraphernalia" means any equipment, products, and materials of any kind which are primarily used, intended for use, or designed for use by the person in possession of them, in planting, propagating, cultivating, growing, harvesting, manufacturing, compounding, converting, producing, processing, preparing, testing, analyzing, packaging, repackaging, storing, containing, concealing, injecting, ingesting, inhaling, or otherwise introducing into the human body, a controlled substance. (T.C.A. 39-17-425).

The maximum penalty for unlicensed possession of drug paraphernalia is a Class A misdemeanor with imprisonment up to 11 months and 29 days in jail and a \$2,500 fine.

The maximum penalty for the unlicensed possession of drug paraphernalia with intent to sell, deliver, or manufacture a controlled substance is a Class E felony with imprisonment for not less than one year nor more than six years, or a fine of not more than \$3,000, or both.

Denial of Federal Aid (20 USC 1091) 52 Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs will have their federal financial aid eligibility suspended. This includes all federal grants, loans, federal work study programs, and more. Students convicted of drug possession will be ineligible for one year from the date of the conviction of the first offense, two years for the second offense, and indefinitely for the third offense. Students convicted of selling drugs will be ineligible for two years from the date of the first conviction, and indefinitely for the second offense. Those who lose eligibility can regain eligibility by successfully completing an approved drug rehabilitation program.

Federal Laws Concerning Drugs

The Federal Controlled Substances Act specifies penalties, for a first offense individual involved in the unlawful manufacturing, distribution, or possession with intent to distribute narcotics, of not fewer than 10 years or more than life imprisonment and a fine up to 4 million dollars, or both. The penalty for simple possession, knowingly or intentionally possessing a controlled substance, is imprisonment up to one year and a minimum fine of \$1000, or both. Penalties for unlawful distribution of a controlled substance to a person under twenty-one (21) years of age is imprisonment or a fine, or both, up to twice that established for distribution offenses.



FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500–4999 grams mixture	First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture	Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	1 kg or more mixture	Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture		100 gm or more pure or 1 kg or more mixture	

PENALTIES

Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Flunitrazepam (Schedule IV)	1 gram	
Other Schedule III drugs	Any amount	First Offense: Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
All other Schedule IV drugs	Any amount	
Flunitrazepam (Schedule IV)	Other than 1 gram or more	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
All Schedule V drugs	Any amount	

FEDERAL TRAFFICKING PENALTIES—MARIJUANA

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.

Health Risks

People who abuse drugs risk damage to both their mental and physical health. More information about the health risks associated with the use of illegal substances or the misuse of medication can be found within the NIDA and CDC publications links below. <https://nida.nih.gov/publications/drugs-brains-behavior-science-addiction/drug-misuse-addiction/>. <https://www.cdc.gov/stop-overdose/stigma-reduction/understanding-addiction.html>

<div><div><div><div>NIDA</div><div>NATIONAL INSTITUTE ON DRUG ABUSE</div></div><div><div>Commonly Abused Drugs</div><div>Visit NIDA at www.drugabuse.gov</div></div></div><div><div>National Institutes of Health</div><div>U.S. Department of Health and Human Services</div><div>NIH... Turning Discovery Into Health</div></div></div>			
Substances: Category and Name	Examples of Commercial and Street Names	DEA Schedule*/ How Administered**	Acute Effects/Health Risks
Tobacco			
Nicotine	Found in cigarettes, cigars, bidis, and smokeless tobacco (snuff, spit tobacco, chew)	Not scheduled/smoked, snorted, chewed	<i>Increased blood pressure and heart rate</i> /chronic lung disease; cardiovascular disease; stroke; cancers of the mouth, pharynx, larynx, esophagus, stomach, pancreas, cervix, kidney, bladder, and acute myeloid leukemia; adverse pregnancy outcomes; addiction
Alcohol			
Alcohol (ethyl alcohol)	Found in liquor, beer, and wine	Not scheduled/swallowed	<i>In low doses, euphoria, mild stimulation, relaxation, lowered inhibitions; in higher doses, drowsiness, slurred speech, nausea, emotional volatility, loss of coordination, visual distortions, impaired memory, sexual dysfunction, loss of consciousness</i> /increased risk of injuries, violence, fetal damage (in pregnant women); depression; neurologic deficits; hypertension; liver and heart disease; addiction; fatal overdose
Cannabinoids			
Marijuana	Blunt, dope, ganja, grass, herb, joint, bud, Mary Jane, pot, reefer, green, trees, smoke, sinsemilla, skunk, weed	I/smoked, swallowed	<i>Euphoria; relaxation; slowed reaction time; distorted sensory perception; impaired balance and coordination; increased heart rate and appetite; impaired learning, memory; anxiety; panic attacks; psychosis</i> /cough; frequent respiratory infections; possible mental health decline; addiction
Hashish	Boom, gangster, hash, hash oil, hemp	I/smoked, swallowed	
Opioids			
Heroin	<i>Diacetylmorphine</i> : smack, horse, brown sugar, dope, H, junk, skag, skunk, white horse, China white; cheese (with OTC cold medicine and antihistamine)	I/injected, smoked, snorted	<i>Euphoria; drowsiness; impaired coordination; dizziness; confusion; nausea; sedation; feeling of heaviness in the body; slowed or arrested breathing</i> /constipation; endocarditis; hepatitis; HIV; addiction; fatal overdose
Opium	<i>Laudanum, paregoric</i> : big O, black stuff, block, gum, hop	II, III, V/swallowed, smoked	
Stimulants			
Cocaine	<i>Cocaine hydrochloride</i> : blow, bump, C, candy, Charlie, coke, crack, flake, rock, snow, too	II/snorted, smoked, injected	<i>Increased heart rate, blood pressure, body temperature, metabolism; feelings of exhilaration; increased energy, mental alertness; tremors; reduced appetite; irritability; anxiety; panic; paranoia; violent behavior; psychosis</i> /weight loss; insomnia; cardiac or cardiovascular complications; stroke; seizures; addiction Also, for cocaine —nasal damage from snorting Also, for methamphetamine —severe dental problems
Amphetamine	<i>Biphetamine, Dexedrine</i> : bennies, black beauties, crosses, hearts, LA turnaround, speed, truck drivers, uppers	II/swallowed, snorted, smoked, injected	
Methamphetamine	<i>Desoxyn</i> : meth, ice, crank, chalk, crystal, fire, glass, go fast, speed	II/swallowed, snorted, smoked, injected	
Club Drugs			
MDMA (methylenedioxymethamphetamine)	Ecstasy, Adam, clarity, Eve, lover's speed, peace, uppers	I/swallowed, snorted, injected	<i>MDMA</i> —mild hallucinogenic effects; increased tactile sensitivity; empathic feelings; lowered inhibition; anxiety; chills; sweating; teeth clenching; muscle cramping/ sleep disturbances; depression; impaired memory; hyperthermia, addiction <i>Flunitrazepam</i> —sedation; muscle relaxation; confusion; memory loss; dizziness; impaired coordination/addiction <i>GHB</i> —drowsiness; nausea; headache; disorientation; loss of coordination; memory loss/ unconsciousness; seizures; coma
Flunitrazepam***	<i>Rohypnol</i> : forget-me pill, Mexican Valium, R2, roach, Roche, roofies, roofinol, rope, roofies	IV/swallowed, snorted	
GHB***	<i>Gamma-hydroxybutyrate</i> : G, Georgia home boy, grievous bodily harm, liquid ecstasy, soap, scoop, goop, liquid X	I/swallowed	
Dissociative Drugs			
Ketamine	<i>Ketalar SV</i> : cat Valium, K, Special K, vitamin K	III/injected, snorted, smoked	<i>Feelings of being separate from one's body and environment; impaired motor function</i> /anxiety; tremors; numbness; memory loss; nausea Also, for ketamine —analgesia; impaired memory; delirium; respiratory depression and arrest; death Also, for PCP and analogs —analgesia; psychosis; aggression; violence; slurred speech; loss of coordination; hallucinations Also, for DXM —euphoria; slurred speech; confusion; dizziness; distorted visual perceptions
PCP and analogs	<i>Phencyclidine</i> : angel dust, boat, hog, love boat, peace pill	I, II/swallowed, smoked, injected	
Salvia divinorum	Salvia, Shepherdess's Herb, Maria Pastora, magic mint, Sally-D	Not scheduled/chewed, swallowed, smoked	
Dextromethorphan (DXM)	Found in some cough and cold medications: Robotripping, Robo, Triple C	Not scheduled/swallowed	
Hallucinogens			
LSD	<i>Lysergic acid diethylamide</i> : acid, blotter, cubes, microdot, yellow sunshine, blue heaven	I/swallowed, absorbed through mouth tissues	<i>Altered states of perception and feeling; hallucinations; nausea</i> Also, for LSD and mescaline —increased body temperature, heart rate, blood pressure; loss of appetite; sweating; sleeplessness; numbness; dizziness; weakness; tremors; impulsive behavior; rapid shifts in emotion Also, for LSD —Flashbacks, Hallucinogen Persisting Perception Disorder Also, for psilocybin —nervousness; paranoia; panic
Mescaline	Buttons, cactus, mesc, peyote	I/swallowed, smoked	
Psilocybin	Magic mushrooms, purple passion, shrooms, little smoke	I/swallowed	
Other Compounds			
Anabolic steroids	<i>Anadrol, Oxandrin, Durabolin, Depo-Testosterone, Equipoise</i> : roids, juice, gym candy, pumpers	III/injected, swallowed, applied to skin	<i>Steroids</i> —no intoxication effects/hypertension; blood clotting and cholesterol changes; liver cysts; hostility and aggression; acne; in adolescents—premature stoppage of growth; in males—prostate cancer, reduced sperm production, shrunken testicles, breast enlargement; in females—menstrual irregularities, development of beard and other masculine characteristics <i>Inhalants</i> (varies by chemical)—stimulation; loss of inhibition; headache; nausea or vomiting; slurred speech; loss of motor coordination; wheezing/cramps; muscle weakness; depression; memory impairment; damage to cardiovascular and nervous systems; unconsciousness; sudden death
Inhalants	<i>Solvents</i> (paint thinners, gasoline, glues); <i>gases</i> (butane, propane, aerosol propellants, nitrous oxide); <i>nitrites</i> (isoamyl, isobutyl, cyclohexyl): laughing gas, poppers, snappers, whippets	Not scheduled/inhaled through nose or mouth	



Student Confidential Drug & Alcohol Resources & Clinical Services

Rhodes College Student Counseling Center
<https://sites.rhodes.edu/counselingcenter>
 901-843-3128

Rhodes College Student Health and Wellness
<https://sites.rhodes.edu/health>
 901-843-3895

Lakeside Behavioral Health System
<https://lakesidebhs.com/>

The Landing Addiction Services
 2911 Brunswick Rd.
 Memphis, TN 38133, 901-377-4733

Crestwyn Behavioral Health Hospital
<https://www.crestwynbehavioral.com/>
 9485 Crestwyn Hills Cove, Memphis, TN 38125
 855-984-4371

Memphis Area Intergroup Association | of Alcoholics Anonymous
<https://www.memphis-aa.org>
 3540 Summer Ave #104, Memphis, TN 38122
 901-454-1414

Parkwood Behavioral Health System
<https://parkwoodbhs.com/>
 8135 Goodman Road, Olive Branch, MS 38654
 662-895-4900

Alliance Healthcare Services
<https://www.alliance-hs.org/>
 3200 Broad Avenue, Memphis, TN 38112
 901-369-1410

Memphis Prevention Coalition
<https://memphisprevention.org/>
 1207 Peabody Ave. Ste #324,
 Memphis, TN 38104
 901-249-2828

Lifeline Peer Project
<https://www.tn.gov/behavioral-health/faith/lifeline.html>
 (901) 249-2828

TN Redline - 1.800.889.9789 -TAADAS
<https://www.tn.gov/behavioral-health/substance-abuse-services/prevention/tennessee-redline.html>
 The Tennessee REDLINE is the 24/7/365 resource for substance abuse treatment referrals. Anyone can call or text for confidential referrals.
 1-800-889-9789

Other Helpful Resources

Rhodes College Campus Safety 901-843-3880
<https://www.rhodes.edu/campus-life/services-support/campus-safety>

Tennessee Poison Center
<https://www.vumc.org/poison-control/home>
 501 Oxford House, 1161 21st Avenue South
 Nashville, TN 37232
 800-222-1222

Poison Help Hotline 800.222.1222

Crisis Center Hotline
<https://www.memphiscrisiscenter.org/>
 901-274-7477 or 901-CRISIS-7

Emergency Medical Services
 911

Narcotics Anonymous
<https://www.narcotics.com/na-meetings/tennessee/memphis/>
 In-Person Meetings - Narcotics Anonymous
 World Services
 901-276-5483

Al-Anon/Al-Ateen
<https://memphisareaal-anon.org>
 901-323-0321

Memphis Area Al-Anon | Hope for Friends & Families of Alcoholics
<https://adultchildren.org/meeting-search/>
Adult Children of Alcoholics (ACOA)
 901-323-0321

Adult Children of Alcoholics & Dysfunctional Families
Substance Abuse and Mental Health Services Administration's (SAMHSA) National Helpline
<https://www.samhsa.gov/find-help/helplines/national-helpline>
 1-800-662-HELP (4357)

Library Information Center (LINC)
<https://www.memphislibrary.org/linc-2-1-1/211>
LINC 2-1-1 - Memphis Public Libraries



Alcohol & Drug Education Programs

AlcoholEdu - (via Student Ally) This interactive online program incorporates the latest evidence-based prevention methods to create a highly engaging user experience, inspiring students to reflect on and consider changing their drinking habits. This program is completed by incoming first-years pre- matriculation.

Alcohol and Drug Assessments - The Student Counseling Center is available for initial alcohol and drug assessments and can refer off-campus for further evaluation and management when needed. The Student Counseling Center is also available for consultation with campus partners and can provide guidance for resources for evaluation and management service for students as requested.

Alcohol Education Class - held monthly each semester. Students who have engaged in higher-risk drinking will be required to attend these seminars to learn about how to navigate the use of alcohol in a healthier manner.

Electronic Check Up To Go (alcohol) - This program is a personalized, evidence-based, online prevention intervention for alcohol. This program is designed to motivate individuals to reduce their consumption using personalized information about their own drinking and risk factors. The programs are designed with the most current and reliable research available by San Diego State University.

Electronic Check Up To Go (cannabis) - This program is a personalized, evidence-based, online prevention and intervention program designed to reduce cannabis use. It is designed to help motivate students to reduce their level of cannabis use using personalized information about their own behavior and risk factors. It is customized to the Rhodes College campus.

Welcome Week Alcohol Presentations - Annually the Director of Community Standards facilitates sessions to all first-year students that reviews the Social and Alcohol policy focusing on the tenets of the Alcohol policy: Legal, Healthy, Responsible, and Reflective of Campus Values.

In this session, we discuss the Rhodes College Honor System, which consists of the Honor Code, Standards of Conduct, and Commitment to Diversity.

In addition, we discuss the Standards of the Rhodes Community. One of the messages we discuss is, "You can choose your actions, but you can't choose your consequences, so think about your actions in regards to all you choose as you begin your journey at Rhodes." This seems to be a great way to begin the conversations with students around their choices. The Open Rhodes Assistants are also involved in conversations with the students in smaller groups.

Campus Events - The Rhodes Activities Board (RAB) sponsors and manages a variety of events that promote campus unity, encourage responsible social activity, and expose students to diverse cultural, intellectual, and social opportunities. RAB provides lectures, movie nights, concerts, carnivals, and more on a regular basis throughout the year.

Community Standards - The Alcohol and Drug Prevention Student Coordinator has been doing some proactive programming. They have done both passive and active programs, including a program bringing awareness to the effects of varying intoxication levels. Red Ribbon Week is another campus-adopted national, annual initiative that focuses on the education and prevention of drug abuse.

There are a number of Passive and Active Programming Efforts completed throughout the course of the year. These efforts are completed by Resident Assistants, other student organizations, as well as the office of Community Standards in collaboration with a variety of other offices on campus. A few examples of programs are: Alcohol Facts giveaway in the Dining Center; It's on US campaign; Pancake Study Break during finals week, etc.

Registering Events - Any student group registering an event will register their event on our online Events Management System. In addition to registering the event, if an event will have alcohol present a campus safety officer may be present to check ID's. In addition, other measures should be in place for a safe environment. Included in the Social and Alcohol policy is that no "spontaneous events" where alcohol may be present are allowed.

TIPS (Training for Intervention Procedures)

TIPS is a skills-based training program designed to prevent intoxication, underage drinking, and drunk driving.

The two- and-a-half-hour course develops students' social skills and gives specific information for detecting when friends have had too much to drink and are getting into trouble with alcohol. The two- and-a-half-hour course develops students' social skills and gives specific information for detecting when friends have had too much to drink and are getting into trouble with alcohol.

CHASCo - Student Life has partnered with the Coalition for a Safe and Healthy Campus Community (CHASCo) in implementing substance use prevention and awareness-raising interventions campus-wide. Some examples of social norms campaigns and programs offered include a Cannabis Awareness Event, Gym Night, which offers safe alternatives to substance use, and Red Ribbon Week. Additionally, the campus offers educational seminars, such as Recovery Ally Training, that raise awareness regarding substance use and explore opportunities for the campus community to contribute to development of solutions to address substance use related challenges.

Annual Notification Procedures

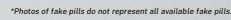
A copy of the Rhodes College Drug and Alcohol Abuse Prevention Program is emailed annually to all employees and to students in October of each year and to all new students and employees at the beginning of Spring semesters.



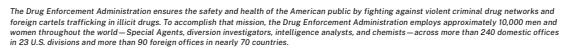
FAKE PRESCRIPTION PILLS • WIDELY AVAILABLE • INCREASINGLY LETHAL

Fentanyl, the synthetic opioid most commonly found in fake pills, is the primary driver in this alarming number of poisoning deaths.

Data as of November 2024



Data as of November 2024







Rhodes College