THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND COASTAL CAROLINA UNIVERSITY. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. COASTAL CAROLINA UNIVERSITY RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT. COASTAL CAROLINA UNIVERSITY’S OFFICE OF HUMAN RESOURCES AND EQUAL OPPORTUNITY IS RESPONSIBLE FOR MAINTAINING, INTERPRETING AND IMPLEMENTING THE UNIVERSITY’S HUMAN RESOURCES POLICIES.

SUMMARY:

This policy governs the possession and use of alcohol and other drugs on the Coastal Carolina University campus, in or at any University-owned or managed facility, or at any University-hosted, registered or affiliated event, held either on or off campus. This policy is based on concern for the welfare of everyone affiliated with the University.

All members of the University community are expected to comply with and abide by the policies and guidelines stated below, as well as the laws of the state of South Carolina and the federal government. Students are expected to comply with the Code of Student Conduct. Additional policies and procedures that apply to students, staff, faculty and constituents connected to the University may be found within the University Catalog, Faculty Manual, and other documents within colleges, departments and auxiliaries of the University.

Throughout this policy, “alcohol” includes beer, wine and distilled spirits. University Housing and residence hall or residence areas are defined as any University-owned, operated or affiliated student housing facility.

POLICY:
I. POSSESSION/CONSUMPTION OF ALCOHOLIC BEVERAGES BY STUDENTS

A. University Housing/Residence Hall Policy

As a member of the University community, each student is responsible for upholding the regulations of the University. All students should help each other grow by establishing positive relationships, setting standards for themselves and their fellow students and confronting negative behaviors.

The following policies apply to all Coastal Carolina University students and their guests, regardless of age, living in or visiting any University-owned, operated or affiliated housing or residence areas. A living unit is considered the student’s assigned room, apartment or suite for the purposes of this policy.

1. All University Housing
   a. Alcohol is not permitted in University Housing (see only exception in Section 2 below.) All University residence halls are designated “dry” living units. No residents or guests, regardless of age, are permitted to possess, consume or be in the presence of alcohol in these areas. Residents who are visibly overcome by alcohol may be found in violation of the alcohol policy.
   b. Alcoholic beverage containers including, but not limited to, empty cans and bottles, are not permitted as room decorations or in any other manner in any University-owned, operated or affiliated residence areas.
   c. Students holding a gathering in their living unit are considered the hosts. If a violation occurs at the gathering, hosts will be subject to disciplinary action and may receive harsher sanctions.

2. Exception for University Place and Gardens Community
   a. A residence area in which an assigned resident is under age 21 is designated as a “dry” living unit. No resident or guest, regardless of age, is permitted to possess, consume or be in the presence of alcohol in a “dry” living unit or area.
   b. Alcohol is permitted only in living units in which all assigned residents are of legal drinking age. Residents in these units must register with University Housing to be considered a “wet” unit.
   c. Consumption of any form of alcohol in an open container, including, but not limited to, cups, cans, plastic containers or bottles, is prohibited outside of a student’s living unit by any residents or guests, regardless of age.
   d. Residents may not possess or be in the presence of large communal sources of alcohol and paraphernalia (kegs, beer pong tables, etc.).
   e. Games or activities that encourage excessive or accelerated drinking are prohibited.

B. Student events
1. **On-Campus Student Events**- Alcohol is prohibited from being purchased, sold, served, provided or present at all student events or student organization-hosted events on the University campus.

2. **Off-Campus Student Events**- Any student organization that hosts an off-campus event where alcohol is served and/or consumed must register the event with the Office of Student Life. Student Organizations must complete the *Event with Alcohol Pre-Planning* form and submit it to the Office of Student Life before entering into negotiations for contracts or obtaining goods or services. Only officers who have completed the Event with Alcohol training will be allowed to complete these forms. Student organizations – their offices, members and guests – are responsible for complying with all University policies as well as local, state and federal laws governing the use of alcoholic beverages.

3. **Off-Campus Student Events involving Alcohol** – Guidelines for Registration
   a. Any University-registered student organization planning an off-campus event where alcohol is to be served and/or consumed must obtain approval at least two weeks prior to the event through the Office of Student Life. The Office of Student Life reserves the right to reject or refuse to approve any event not meeting the standards outlined in this policy. Student organizations may not include alcohol at any recruitment, induction, initiation or bid event, or at any University recreation or intramural event, including club sports.
   b. All off-campus student events require a third-party vendor that:
      1) is properly licensed by appropriate local and state authorities,
      2) maintains a liability insurance policy, and
      3) completes a merchant alcohol education program such as “TIPS.”
   c. All alcohol service and/or sales must be on a drink-by-drink basis and must be conducted by employees of the third-party vendor. All off-campus student events are required to take place in locations that are zoned commercial.
   d. The student organization sponsoring the off-campus student event is responsible for ensuring an approval process in coordination with the third-party vendor to verify the age of each individual in attendance.
   e. The student organization will ensure that alcohol service will stop 60 minutes prior to the scheduled closure of the event. The event must include readily available non-alcoholic beverages and non-salty, non-snack foods.
   f. Each student organization is required to appoint a sober host(s) for the event. The host(s) is/are required to supervise the event, verify
that all individuals attending the event are students, faculty or staff on the guest list, and oversee the age-verification process.

g. The only alcoholic beverages that may be possessed or consumed at the function are those provided by the third party vendor within the designated location.

h. Drinking contests and/or any other activities that encourage the rapid and/or excessive consumption of alcoholic beverages will not be permitted. No alcoholic beverages are to be provided as awards, prizes, incentives or rewards to an individual or group.

i. Events hosted by a club or organization that includes alcohol will not be approved if overnight accommodations off site are made for the group and/or their guests.

j. The student organization must have a designated driver program in place that specifically includes transportation provisions for commuting students who will be returning to their residences following the event. In some cases, the student organization may be required to provide a bus.

k. Student organizations are required to have security present at any event where alcohol is served. The student organization must contract with the CCU Department of Public Safety for this service and is responsible for the cost of the officer(s). If the CCU Department of Public Safety is unable to provide an officer for the event, the sponsoring organization must contract with an alternate security company which must be approved by the CCU Department of Public Safety.

l. All recognized chapters of national organizations must also comply with all requirements set forth in non-University policies applicable to the specific organization for hosting an event where alcohol is consumed and/or served. In addition, fraternity and sorority life organizations must have an updated copy of their insurance policy and risk management policy on file with the Office of Fraternity and Sorority Life. Any student and/or student organization found in violation of this policy is subject to sanctions as outlined in the Code of Student Conduct and/or the Office of Student Life Student Organization Manual.

C. The Alcohol/Drug Medical Amnesty Policy is designed to prevent students requiring medical attention as a result of alcohol and/or drug consumption from being put to bed and/or left alone by friends because of fear that a request for assistance will lead to formal disciplinary action. This policy provides an opportunity for an intervention that will not result in action through the student conduct process.

Please refer to STUD- 335: Alcohol/Drug Medical Amnesty Policy posted on the University Policies webpage for further information.
D. Alcohol at NCAA Athletic Events or Athletic Venues

All individuals attending athletic events at Coastal Carolina University are expected to conduct themselves in a manner that is respectful of others. Persons acting in a disruptive, disrespectful or disorderly manner may be asked to leave the premises and/or be subject to citation. Students may also be charged with a violation of the Code of Student Conduct.

1. Alcohol Consumption for Football Tailgating
   a. The consumption of alcoholic beverages on campus is not permitted until four (4) hours prior to the start of the game and only in the designated tailgating areas. Pre-event tailgating will end at the start of the event.
   b. Only attendees age twenty-one (21) years and older may consume alcohol, and then only in the specified tailgating area. Attendees may be required to present identification.
   c. All alcoholic beverages must be consumed only in the designated tailgating area and must be contained in plastic cups; no glass bottles or cans are permitted. All unopened alcohol must be kept in a cooler or similar storage.
   d. Kegs, other common containers, drinking games and the use of devices intended to accelerate the consumption of alcohol (including, but not limited to, beer pong tables, etc.) are prohibited.
   e. All state and local laws must be observed.
   f. Alcohol may not be sold on University-owned, managed or affiliated property, except by the University dining services provider and approved by the president.

2. Alcohol Consumption for Tailgating at Other Athletic Facility Venues
   b. The consumption of alcoholic beverages for tailgating is permitted beginning sixty (60) minutes prior to event time. Pre-event tailgating will end at the start of the event.
   b. Only attendees age twenty-one (21) years and older may consume alcohol, and then only in the specified tailgating area. Attendees may be required to present identification.
   c. All alcoholic beverages must be consumed only in the designated tailgating area and must be consumed in plastic cups; no glass bottles or cans are permitted. All unopened alcohol must be kept in a cooler or similar storage.
   d. Kegs, other common containers, drinking games, and the use of the devices intended to accelerate the consumption of alcohol (including, but not limited to, beer pong tables, etc.) are prohibited.
   e. All state and local laws must be observed.
   f. Alcohol may not be sold on University-owned, managed or affiliated property, except by the University dining services provider and approved by the president.
II. POSSESSION/CONSUMPTION OF ALCOHOL OR DRUGS BY FACULTY AND STAFF

The illicit or unauthorized manufacture, use, possession, distribution or dispensation of alcohol or illegal drugs on University-owned, managed or affiliated property, or as part of any University activity, by faculty, staff or student employees, regardless of employment status, is prohibited pursuant to state and federal law. The occasional distribution of alcohol-based gifts is allowed provided the seal is not broken on University property. Reporting to work under the influence of alcohol or illegal drugs is also prohibited.

Current CCU employees, regardless of status, are not authorized to consume alcohol beverages of any kind while on duty. When employees are present at University-sponsored functions as guests, they may moderately consume alcoholic beverages, provided events are scheduled on the weekends or nights, outside of the employees’ normal working hours. In such a case, employees are responsible for ensuring safe transportation from the event.

In addition, all faculty, staff and students employed on federal or state grants or contracts are required to abide by this policy as a condition of employment. An employee found to be in violation of this policy may be subject to disciplinary action.

III. NON-STUDENT UNIVERSITY EVENTS

A. General Guidelines
   1. All groups, both external and University-affiliated, hosting non-student events at which alcohol is to be consumed and/or served in any University-owned, managed or affiliated property must receive advance written approval for such event(s) through the Office of the President. Only beer and wine may be consumed and/or served at these functions, unless a special exception to permit distilled spirits is granted in writing by the president of the University.
   2. All alcoholic beverages consumed and/or served on University-owned, managed or affiliated property are required to be provided and served to the guests, through the University’s campus dining provider.
   3. The sponsoring group for the event will ensure that all alcohol service and consumption is in accordance with any pertinent state and county law(s), regulation(s) and ordinances(s). The University’s campus dining provider is responsible for ensuring that no one under legal age is served alcoholic beverages and that obviously intoxicated persons are barred from further alcohol consumption.

B. External Group Compliance
   Any external group using University-owned, managed or affiliated facilities must agree to indemnify and hold the University harmless for any personal injury or property damage which might occur as a result of the service or consumption of
alcoholic beverages by any member(s) of its group. The external group must sign an agreement to this policy and accept responsibility for any violation.

IV. UNIVERSITY DRUG POLICY

A. Coastal Carolina University prohibits the unlawful manufacture, distribution, possession or use of illegal drugs or controlled substances by its students, faculty and staff, on the campus or as part of any of its activities. The University will take expeditious action toward all students, faculty and staff found in violation of this policy per the disciplinary procedures as stated in the Code of Student Conduct or the disciplinary policies of Coastal Carolina University. The term “controlled substances” as used in this policy refers to those drugs and substances whose possession, sale or delivery is prohibited under criminal statues of the State of South Carolina. The University also prohibits the sale, possession and/or distribution of drug paraphernalia including, but not limited to, hookahs, bongs, pipes, etc.

B. Drug-Free Workplace Policy

The Federal Drug-Free Workplace Act of 1988 prohibits the unlawful manufacture, distribution, dispensation, possession or use of illegal drugs in the workplace and provides for disciplinary actions against faculty, staff and student employees, regardless of employment status, who violate this policy. Pursuant to federal law, the policy also requires grant or contract employees to notify the employer of any criminal drug statute convictions for violations occurring in the workplace no later than five days after the conviction. Any faculty, staff or student employee who violates the Drug-Free Workplace Policy is subject to prosecution and punishment by the criminal courts, as well as to disciplinary actions, up to and including termination from employment, by Coastal Carolina University.

V. Student Sanctions (Action Plans) and Disciplinary Action

Students, faculty or staff who violate University policies, or state or federal law, regarding the use of alcohol and/or drugs are subject to the proceedings, disciplinary actions and sanctions of the University, and may also be subject to charges from the civil and criminal court system.

A. Student Sanctions (Action Plans)

Student discipline will be conducted in accordance with this policy and via the process as specified in the Code of Student Conduct. Students found in violation of the University’s Alcohol and Drug Policy will be subject to established sanctions (action plan). University sanctions specific to students, as well as legal sanctions under local, state and federal law, for the unlawful possession or distribution of illicit drugs and alcohol can be found at www.coastal.edu/conduct.
Students found in violation of the campus drug policy may jeopardize their ability to receive financial aid for which they might otherwise be eligible.

B. Employee Disciplinary Action

Violation of the University’s Alcohol and Drug Policy by any University employee, regardless of employment status, will lead to disciplinary action up to and including termination from Coastal Carolina University and may lead to legal consequences. Disciplinary actions for violation of this policy by University employees are explained in FAST-HREO-222: Disciplinary Action and Termination for Cause, which can be found on the University Policy website at www.coastal.edu/policies.

VI. ALCOHOL AND DRUG PREVENTION

Counseling Services leads University efforts to provide alcohol and drug abuse prevention activities. Students, faculty and staff are encouraged to participate in and support campus activities that promote alcohol and drug-free experiences. Abstinence from alcohol and other drugs is encouraged and viewed as a legitimate, socially acceptable and desirable choice for any member of the campus community. Prevention efforts include printed and web-based materials provided to students and parents, as well as group presentations, online assessments, and awareness and prevention events. Many University departments and offices collaborate on prevention efforts by providing educational programs and offering campus activities that are viable social alternatives to high-risk drinking.

A. Educational Services

The University provides students with alcohol and drug education on a regular basis. Students who violate the University Alcohol and Drug Policy are usually required to complete these programs, during which time they have an opportunity to examine alcohol and drug use behavior and its consequences, and are encouraged to make decisions regarding behavior change. A fee is charged for these programs when attendance is required as a result of the student conduct process. All students are welcome to complete the programs at no charge when not required to attend as a result of a student conduct violation. Other educational programs may be individually tailored to meet special needs of students, faculty and staff, and can be arranged by contacting Counseling Services at 843-349-2305. Faculty or staff seeking educational programs may contact Human Resources at 843-349-2036.

B. Counseling

1. Students who are concerned about the use or abuse – either their own or others – of alcohol and drugs may receive assistance from Counseling Services. Individual assessments and counseling, as well as group
counseling, are offered depending upon student needs and preferences. Referrals to local agencies and practitioners are made when more extensive treatment may be required. Confidentiality is maintained within legal and professional standards.

2. Employees are encouraged to seek assistance for drug and/or alcohol problems before there is an incident that would cause the University to impose disciplinary action. Assistance may be sought through programs and/or treatment facilities licensed by the State of South Carolina or by the state in which the program and/or treatment facility is located.

   a. Referrals to such programs may be University referrals. If a University referral is made which includes satisfactory participation in a rehabilitation program as a condition of continued employment, the referral must be made through HREO.

   b. Referrals and records of referrals will be handled with the same degree of confidentiality as medical records.