



BRYN MAWR COLLEGE

Drug-Free Schools and Campuses Regulation [EDGAR Part 86] Biennial Review
of the Bryn Mawr College Drug and Alcohol Prevention Program
for Academic Years 2023-2024 and 2024-2025

December 19, 2025

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Introduction

The following review has been conducted by Bryn Mawr College's Alcohol and Other Drug Committee (AOD Committee)¹ in accordance with the Drug-Free Schools and Campuses Regulations, EDGAR Part 86, to evaluate the effectiveness and consistency of policy enforcement of the Drug and Alcohol Prevention Program (DAAPP) of Bryn Mawr College and to recommend changes to that policy. This biennial review was approved by the President of Bryn Mawr College on December 19, 2025.

The Code of Federal Regulations, Section 86.100, states that an Institution of Higher Education's (IHE) drug prevention program must, at a minimum, include the following:

*The annual distribution in writing to each employee, and to each student who is taking one or more classes for any type of academic credit except for continuing education units, regardless of the length of the student's program of study, of--

- Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
- A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- A description of any drug or alcohol counseling, treatment, rehabilitation, or re-entry programs that are available to employees or students; and
- A clear statement that the IHE will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required by the first bullet, above.

¹ The Alcohol and Other Drug Committee is comprised of staff and faculty:

Lillian Burroughs, Campus Safety Executive Director
Samir Datta, Vice President for Finance and Administration
Denine Rocco, Interim Dean of Student Life
Angie Sheets, Associate Dean for Residential Life and Student Engagement
Jill Walsh, Associate Vice President, Chief Human Resources Officer
Janet Shapiro, Dean of the Graduate School of Social Work and Social Research
Shannon Kearns, Chief of Staff
Tomiko Jenkins, Interim Dean of the Undergraduate College
Lisa Saltzman, Interim Dean of the Graduate School of Arts
Caroline Byerman, Executive Assistant

*The law further requires a biennial review by the IHE of its program to--

- Determine its effectiveness and implement changes to the program if they are needed; and
- Ensure that the disciplinary sanctions (as described in the fifth bullet, above) are consistently enforced.

Bryn Mawr College recognizes the serious effects of alcohol and other drug abuse on the performance and well-being of its students, faculty, and staff. While respecting the independence of its community members, the college administration requires that all members of the campus community comply with local and federal laws, including those that govern use of alcohol and other drugs (AOD). To promote such compliance and to support a healthy campus culture, the College has implemented a Drug and Alcohol Prevention Program (DAAPP) that is designed to be comprehensive while addressing the needs of each population within the institution by articulating common standards for conduct, legal, and institutional sanctions for violations, health risks associated with AOD abuse, and available resources such as counseling and treatment.

This document includes information regarding the dissemination of AOD policies to all members of the Bryn Mawr community; policy enforcement measures and statistics; a description and evaluation of current AOD programs, including goals and achievements; and recommended changes to the program to be pursued prior to the next review. In addition, this document includes copies of all policies and applicable emails sent to the community.

Annual Policy Notification Process

All Bryn Mawr College undergraduates, including guest, transfer, and postbaccalaureate students receive a copy of the undergraduate *Student Handbook* each academic year in their campus mailboxes and via email prior to the start of the year. The *Student Handbook* contains:

- Community Policies on substance abuse
- The Alcohol Policy
- Information on alcohol effects, services, and referrals
- The Drug Policy
- The Policy on Drug-Free Schools
- The Policy on Drug-Free Workplace
- Health risks associated with the use of illicit drugs
- The Smoking Policy
- The Party Policy

Copies of each of these documents have been attached as appendices. All policies are distributed to the undergraduate community each academic year and are available to all Bryn Mawr College community members online here [Event Planning Resources](#).

Students in the Postbaccalaureate Premedical Program are directed to the AOD policies found in the online undergraduate [Student Handbook](#).

Students of the Graduate School of Social Work and Social Research (GSSWSR) are also governed by the College's AOD policies, which are found in their student handbook, identified as "[GSSWSR Catalog](#)." During orientation, students are directed to this online handbook/catalog; additionally, they receive an email with the web address above.

The Graduate School of Arts and Sciences (GSAS) distributes printed copies of its own handbook containing the College's AOD policies to new students, exchange students, visiting scholars and to all graduate directors at the beginning of each academic year. The continuing GSAS students and other GSAS faculty can also find the AOD policy detailed within the [GSAS handbook](#).

Policies regarding AOD that apply to the faculty and staff of Bryn Mawr College appear in both the faculty and the staff handbooks. These handbooks and the AOD policies are available on the [Human Resources website](#). They are given to new employees on their first day of employment and are discussed during New Employee Orientation and during onboarding meetings with new faculty.

Drug and Alcohol Prevention Program (DAAPP)

Bryn Mawr College's Drug and Alcohol Prevention Program (DAAPP) is comprised of various components discussed below.

Environmental Elements

Bryn Mawr College has enacted the following programs and policies to minimize the importance of AOD in the lives of students and to ensure that students are aware of their responsibilities for events they host on campus.

1. Advertising Ordinance

The Bryn Mawr College Party Policy (attached as Appendix B: Bryn Mawr College Party Policy) forbids the mass advertisement of any event at which alcohol is expected. In addition, the Party Policy forbids the advertisement of any student event outside of the Tri-College community (Bryn Mawr, Haverford, and Swarthmore Colleges).

2. ID Enforcement

The Bryn Mawr College Party Policy requires that anyone attending student events where alcohol is being served must be over the age of 18 to enter and 21 to consume. Anyone attending must show proper ID before entering the event. Non-Bryn Mawr College students must be accompanied by a Bryn

Mawr College student in order to attend any student event.

3. Open Container Ordinance

In accordance with Pennsylvania State Law, Bryn Mawr College does not permit any open containers of alcohol in any public space on campus, including outdoor areas and non-residential buildings.

4. Party Registration

Any undergraduate student who wishes to host a wet or dry party in a residential space, or a large scale (and by definition dry) event in a non-residential space, is required to register the event in advance with the Office of Student Engagement and New Student Programs using either the Party Form (attached as Appendix C) or the Event Form (attached as Appendix D). Both forms are part of the College's Party Policy and require students to identify all sober hosts, servers (if applicable), and bouncers. Before any student acts in one of these roles, she must successfully complete Party Host Training, further discussed in Educational Elements, below.

Parties held on campus during the 2023-2024 academic year: 11

Parties held on campus during the 2024-2025 academic year: 8

5. Social Programming, Extracurricular, and Recreational Opportunities

The Office of Student Engagement supports student clubs and organizations (120 in 2023-2024 and 139 in 2024-2025). Together, they provide a wide range of social, extracurricular, and recreational opportunities for the College community. All activities sponsored by the Office of Student Engagement, and any event where funding from the Student Self-Government Association is provided, are required to be alcohol-free. The Self-Government Association will not provide monetary support to any student events that involve alcohol. The College does not permit any undergraduate student group that conducts events off campus to hold happy hours, drink specials, or open bar events. Any student group wishing to hold an off-campus event at an area establishment must obtain written agreement from the establishment that the event will be cash bar only and that proper identification will be required before any individual is served alcohol.

6. Required Alternatives

All registered parties or events are required to provide non-alcoholic beverages and food at the event. The College offers monetary support for non-alcoholic beverages and food for approved registered parties and events.

7. Limits and Restrictions

Under the College's Party Policy, attendees at any event where alcohol is permitted are restricted to a specific number of alcoholic beverages. BYOB is not permitted and open-source containers, other than kegs, are not permitted.

The College's AOD Policy and Party Policy clearly state the legal drinking age, and the Party Policy requires that students show identification verifying their age at any event where alcohol is present. Further, student events in which alcohol is permitted can only take place in a residential space.

8. Extended Hours

Two cafes on campus have extended night hours on the weekends, providing students with alcohol-free locations on campus for social gatherings.

9. Safe Rides

The College utilizes Uber to ensure the safe return of any student to campus if they cannot return on their own. Students wishing to use this service must contact Campus Safety to request transport and Campus Safety will contact Uber on behalf of the student. The fare is charged to the student's account.

Campus Safety provides a free shuttle service to and from local train lines and various campus locations. Students can request a ride by contacting Campus Safety.

The College provides free transportation to and from nearby Haverford College regularly throughout the day and evening, and a shuttle to Swarthmore College as well. Students wishing to attend an event at Haverford or Swarthmore College can do so without using personal transportation.

Educational Elements

The educational programs and policies listed in this section provide opportunities for community members to learn about AOD issues.

1. Dorm Leadership Training

Bryn Mawr College provides leadership positions for approximately 130 to 140 students within the undergraduate residence halls. These positions include: Hall Advisor (similar to a Resident Assistant), Customs people (Orientation Leaders), Activities and Orientation Assistants, Dorm Presidents, Peer Mentors, and Community Diversity Assistants. Students serving in these roles collectively are known as the Dorm Leadership Team (DLT). All DLT members are required to attend a number of training sessions before their leadership positions begin and throughout the academic year. These trainings provide information on health and safety, including information regarding use of AOD. It is required that all DLT members have a basic knowledge of and be able to refer other students to an appropriate resource for a number of issues, including substance use. All DLT members were expected to complete the United Educator Alcohol and Drug Awareness Learning Programs for Higher Education and attend a training session on alcohol, drugs, and bystander

intervention with the Wellness Program Coordinator and Wellness Program Director.

2. Customs New Student Orientation

All new students are required to participate in a multi-day orientation program at the beginning of the fall semester, which offers programs and activities that provide information, education, and assistance in assimilation to college life. Sessions include information on drug and alcohol abuse prevention and personal safety.

3. THRIVE

All incoming first year students are required to enroll in and successfully complete the College's first-year experience course, THRIVE. This course encourages students to think about their physical and emotional well-being as an important part of their academic life. Topics covered include Diversity, Equity, Inclusion and anti-racism (DEIA), Accessibility, academic resources, conflict resolution, stress management, community-building, and AOD.

4. Party Host Training

Students who wish to host a party or participate as a host, server, or bouncer at any event (with or without alcohol) are required to complete one in-person educational Party Host Training course each academic year. Successful completion of the course is measured by a written quiz at the end of each session. During Party Host Training, students are provided with information on the following:

- Applicable laws regarding distribution and consumption of alcohol
- Legal liability, including Social Host Liability, and potential monetary damages for party hosts, servers, bouncers, guests, Bryn Mawr College, and its agents
- Tips to ensure safety and respect of residents who live in the dorm where the party will be held
- The Bryn Mawr College Party Policy, Party Form, and Event Form
- The Bryn Mawr College Alcohol and Other Drug Policy
- Personal responsibilities and expectations of hosts, servers, bouncers, and guests.

The Office of Student Engagement and New Student Programs maintains a five-year record of all parties held within residential spaces and all students who successfully completed Party Host Training.

Number of students completing Party Training during 2023-2024: 190

Number of students completing Party Training during 2024-2025: 184

5. Dorm Safety Meetings/Hangouts

Dorm Safety Meetings/Hangouts, formerly known as Safe-Teas, are open forum discussions available during the academic year during which safety information is provided to students. Topics include campus and community living safety information, sexual assault, harassment, domestic violence, and AOD awareness.

6. Postbaccalaureate Student Awareness

All new students in the Postbaccalaureate Premedical Program participate in a counselor-led program during their orientation. The students learn about recognizing signs that they are struggling and the Counseling Services resources available to help them thrive while in the program.

7. Graduate Student Awareness

New students at both the GSAS and GSSWSR receive copies of the College's AOD policies at their respective orientations.

8. Faculty and Staff Awareness

New employees receive copies of the DAAPP as part of their onboarding process. In addition, the entire campus is educated about Bryn Mawr's DAAPP through the annual notification process described above. For employees who don't access email, a printed copy is provided.

Intervention and Prevention Elements

Drug and alcohol assessments, counseling, resources, and treatment for students are within the scope of services provided by the Health Center and Counseling Service. Students who need more intensive treatment are referred to off-campus health care providers and treatment facilities. During Customs New Student Orientation, the Counseling Service staff encourages DLT members and first-year students to utilize the College's counseling services for consultation, education, and/or treatment related to drug and alcohol concerns/issues that may arise. A drug and alcohol self-assessment and information concerning resources available from the Counseling Service is available in the *Student Handbook*.

Campus Safety reports to the appropriate Dean's Office any student who has had an unlawful and/or high-risk alcohol/controlled substance incident of which Campus Safety is notified. Each case is discussed with members of the Dean's staff, including members of the Health Center and Counseling Service, and a case-specific course of action is determined. This course of action may include, but is not limited to, referral to the counselors who specialize in drug and alcohol education, assessment, and/or treatment. The following chart shows recent student sanctions as well as other responses on campus:

| Sanctions and Other Responses Per Academic Year | | |
|---|------------------|------------------|
| Type of Sanction/ Response | 2023-2024 | 2024-2025 |
| Referral to Alcohol / Drug Counseling | 22 | 27 |
| Dean's Panel (judicial hearing) and required medical clearance to return to College and to residence hall | 0 | 0 |
| Completion of Marijuana 101 violation course | 0 | 1 |

The College provides space on campus in support of an emergency medical services organization which is staffed by undergraduate student volunteers who are certified Emergency Medical Technicians (EMT). This team of EMTs is dispatched by the College's Campus Safety Department when immediate medical assessment and/or intervention would be beneficial. Among other circumstances, EMTs are called out whenever there is a situation on campus where consumption of alcohol and/or drugs poses a health threat. The campus-based EMT service are the first responders when they are on duty; otherwise, off-campus emergency medical services are called when necessary.

The College's Health Insurance plans provide coverage for AOD treatment programs and covered members have access to Shatterproof Treatment Atlas, which is an online tool to connect members with in-network addiction treatment centers. The College's confidential Employee Assistance Program (EAP) is available 24/7/365 and offers assistance to employees and their family members for AOD-related issues and concerns. Employees are made aware of these programs through Handbooks, HR Benefits page on the College's publicly available website, HR Communications, and EAP and Healthcare Administrator representatives attend an annual Benefits Fair. Information about the EAP is also included in a Benefits Guidebook that is sent to all benefit-eligible employees during Open Enrollment. Further, on November 1, 2025, the College expanded access to the EAP to include part-time employees as well. This communication is available in English and Spanish.

Assessment

Bryn Mawr College's Department of Campus Safety tracks statistics on the number of calls involving alcohol and drugs, hospital transports, and arrests of undergraduates, which allows the College to monitor and respond to abnormal spikes in activity.

The Dean of the Undergraduate College and student head of the Honor Board track Honor Board and Dean's Panel cases which involve violations of AOD policies by

undergraduates. All case files are kept in the office of the Dean of the Undergraduate College. The College is pleased that there were zero Dean's Panel cases for an AOD violation during this review period.

The deans of the graduate schools and postbaccalaureate program address incidents related to drug or alcohol abuse as they arise throughout the year. Because this program and both graduate schools are relatively small, the deans and their colleagues are able to address any issues promptly and on an individual basis. Further discussion is included in the Enforcement section below.

As discussed above in the section on Intervention and Prevention, College employees are availing themselves of the College's Employee Assistance Program and FMLA leave to address concerns related to drug or alcohol abuse. The College is pleased that employees are making use of these resources and believe that their use is a sign of an effective DAAPP.

Enforcement of the Alcohol and Other Drug Policies

Violations of the College's AOD policies may come to the attention of the Undergraduate Dean's Office through a variety of avenues, such as a Campus Safety report or a direct report by a student or a member of the faculty or staff. The undergraduate *Student Handbook* notifies students that violations of the College AOD policies may result in a Dean's Panel, an Honor Board proceeding, or other College and Self-Government Association disciplinary actions. Each incident is reviewed on a case-by-case basis. A first infraction may result in a warning from the student's dean, a referral to the counselors who specialize in drug and alcohol for alcohol and substance abuse education, completion of additional online tutorials, and/or other interventions. Any subsequent violations are likely to be referred to a Dean's Panel and are cause for serious sanctions. As appropriate, online tutorials might include the four-hour marijuana violation course, Marijuana 101.

All Honor Board and Dean's Panel hearings are convened by the elected student head of the Honor Board and the Dean of the Undergraduate College, respectively. A pool of elected and trained students and faculty serve on the Board and, along with members of the student life staff, on the Panel. The Dean of the Undergraduate College, or her designee, attends every Dean's Panel or Honor Board hearing and provides guidance and context for Board members as they consider cases and determine sanctions. The Dean of the Undergraduate College can consult the disciplinary files retained in the Dean's office, if necessary, to explore any past precedents.

There are no prescribed or required sanctions; this is true for all violations of the Honor Code or of College policies. The members of the Honor Board and Dean's Panel are permitted the leeway to determine appropriate sanctions for any offense. Sanctions for violations of AOD policies range from formal warnings and mandated educational interventions to separation or exclusion from the College. Provisions are made in the

policies for more immediate interim actions when violence, the threat of harm, or sale/distribution of drugs and controlled substances are involved. Further information regarding the structure and process of a Dean's Panel is found in the *Student Handbook*.

Enforcement Statistics

The following statistics for the past two years, provided in compliance with the Clery Act and the Drug Free Schools and Communities Act, were calculated by academic year and include all incidents that occurred on any property owned/leased by the College across constituencies. They are presented in the same format as in the College's Clery Act Report.

| Liquor Law Citations Per Academic Year | | |
|---|------------------|------------------|
| Location | 2023-2024 | 2024-2025 |
| On Campus | 0 | 0 |
| Residential Facilities | 0 | 0 |
| Non-Campus | 0 | 0 |
| Public Property | 0 | 0 |
| Total | 0 | 0 |

| Liquor Law Violations Per Academic Year | | |
|--|------------------|------------------|
| Location | 2023-2024 | 2024-2025 |
| On Campus | 13 | 27 |
| Residential Facilities Referred for Further Action | 13 | 27 |
| Non Campus | 0 | 0 |
| Public Property | 0 | 0 |
| Total | 13 | 27 |

| Drug Law Citations Per Academic Year | | |
|---|------------------|------------------|
| Location | 2023-2024 | 2024-2025 |
| On Campus | 0 | 0 |
| Residential Facilities | 0 | 0 |
| Non Campus | 0 | 0 |
| Public Property | 0 | 0 |
| Total | 0 | 0 |

| Drug Law Violations Per Academic Year | | |
|--|------------------|------------------|
| Location | 2023-2024 | 2024-2025 |
| On Campus | 8 | 0 |
| Residential Facilities Referred for Further Action | 8 | 0 |
| Non Campus | 0 | 0 |
| Public Property | 0 | 0 |
| Total | 8 | 0 |

The review committee was pleased by the decrease in violations during the review period. In AY23 and AY24, there were no incidents in which a member of the GSAS, the GSSWR, or the Postbaccalaureate Program violated the College's AOD policies. We attribute this zero statistic to the profile of the graduate and postbaccalaureate students as adult learners (i.e., over 21 years of age) who are members of a small community. The graduate and postbaccalaureate students are educated about the College's AOD policies and are sensitive to their position as role models for the undergraduate students. Additionally, in adhering to the National Association of Social Workers (NASW) Code of Ethics, GSSWSR students, faculty, and staff are asked to abide by the "Standards of Professional Behavior for Contributing Members of the GSSWSR Community," which includes the NASW Code of Ethics. The NASW Code of Ethics includes a section on "Responsibilities to Colleagues," which notes the obligation of social workers to address, directly with the colleague of concern when possible, abuse of either prescription or non-prescription drugs if leading to the impairment of social work practice. In 2017 the GSSWSR also implemented a policy that prohibits alcohol in all required classroom and class activities, including end of semester celebrations held during scheduled class periods.

The College is pleased that there were no violations of its AOD policies by employees during this review period. As discussed above, College programs have been effective in helping employees make use of various intervention and prevention resources to address any concerns and avoid any AOD policy violations.

Program Goals and Achievements

Bryn Mawr College's AOD prevention program meets the following goals:

- Notifying the community through print and electronic means each year of local, state, and federal laws and regulations, as well as health risks, campus policies, sanctions, and resources, regarding AOD possession, use and distribution
- Reviewing and revising campus AOD policies when necessary
- Offering education regarding the inherent risks associated with AOD use
- Providing resources for substance misusers through referrals to counseling and other resources

- Creating an environment that encourages abstinence by providing substance-free programming
- Creating procedures to help ensure that any use of alcohol is legal and responsible.

Progress since 2023 Biennial Review

1. Residential Life Coordinators

The Residential Life Coordinator positions have continued. The Office secured permanent funding for two full-time Residential Life Coordinators (RLCs) that were originally grant-funded. One of the RLCs worked closely with the Office of Student Activities and Orientation to assist with Party Host Training and Party Registration, met with students who have had unlawful and/or high-risk alcohol/controlled substance incidents, and worked on AOD programming and wellness promotion for the review period. The RLC has also helped to monitor and streamline the process for all students who have had unlawful and/or high-risk alcohol/controlled substance incidents by being the direct contact for students throughout the process. The RLC has been able to refer students successfully to the counselors who specialize in drug and alcohol and keep track of counseling completion. Additional group counseling addresses issues that are pathways to substance abuse.

2. Party Staffing

The Office of Student Engagement and New Student Programs has continued staffing parties and events with Activities and Orientation Assistants to ensure AOD policy compliance.

3. Social Norms Campaign for Dorms

The Office of Student Engagement and New Student Programs and the RLCs created a variety of AOD social norm infographics and campaigns for the dorms.

4. Training for DLT (Dorm Leadership Team) and First-Year Students for Alcohol and Drugs

In the 2023-2024 and 2024-2025 academic years the First Year Experience Area used the United Educator programs, "Alcohol: Know Your Limit" and "Opioids: What You Need to Know," to train all incoming first-year students and all DLT members. In 2023-2024, 98.82% of entering students completed the programs. In 2024-2025, 98.89% of entering students completed the programs. 100% of the DLT were trained.

5. DAAPP Website

Since its launch in 2015, the DAAPP website has been viewed 6,280 times; the greatest concentration of activity occurs when the annual DAAPP notification occurs. The website is updated at least once a year and reviewed regularly. This website can be found at <https://www.brynmawr.edu/inside/policies-guidelines-handbooks/college-policies-guidelines/drug-alcohol-prevention>

6. Evaluation of Drug and Alcohol Education and Training Materials
The AOD Committee continues to use outcome-based evaluation for effectiveness of AOD policies and procedures, and modifications of education practices.
7. OwlWell was created in 2024 as a comprehensive wellness education program. It provides psychoeducation-related wellness programming and education for a number of issues, inclusive of AOD.

Recommended Changes to DAAPP for AY2025-26 and AY2026-27

To further the College's goals of promoting awareness regarding the legal implications and health effects of AOD use, and providing further resources to those who would benefit from them, Bryn Mawr will:

- Increase targeted AOD outreach and education through dorm-based programming such as Residential Life Coordinators' "The Alcohol and Drugs Roadshow," providing fun and interactive games and activities to talk about alcohol, bystander intervention, and cannabis.
- Explore the possible addition of an Alcohol and Other Drug Counselor who is cognizant of the landscape regarding sexual violence and alcohol and drug prevention within higher education. This position would be tasked with collaborating with campus community colleagues to develop strategies to promote a healthy environment among students by developing, directing, and advancing programs in the areas of sexual misconduct, alcohol and other drug prevention, and comprehensive wellness education.
- Continue to look for new and interesting ways to provide drug and alcohol education.
- Continue to explore new or additional methods of assessment for AOD policies and procedures.
- Implement a Campus Safety Student Liaison position. As of June 2023 a newly appointed Campus Safety Student Liaison will work closely with Residential Life to provide training for staff and other campus community members on topics relevant to Campus Safety engagement and duties. Topics may include but are not limited to: mental health first aid and response, communication skills, and de-escalation techniques.
- Review the College AOD committee to ensure that membership is in alignment all education, programs, services and assessments.

APPENDICES

Appendix A: Community Policies

SUBSTANCE USE POLICIES

All students are responsible for knowing and acting in accordance with the College's Substance Use Policies which are found in this Handbook.

Each student is responsible for conducting themselves in accordance with federal, state and local laws, for following College party rules, and for assisting others impaired by alcohol and/or drugs in the interests of their health and well-being.

The College will not contribute to the cost of a legal defense for those who violate drug or alcohol laws and rules. Substance Use policy infractions may result in a Dean's Panel, Honor Board proceeding, or other College or SGA action.

The care and concern for other individuals which are embodied in the Social Honor Code should govern a student's response to a violation of the College's Substance Use Policy. When a student is concerned about another student's substance use, they may express that concern to the student and, if appropriate, encourage that student to seek confidential help from one of the counselors, nurses, or physicians on either campus or off campus. A student with questions about how best to intervene on behalf of another student should seek guidance from a counselor or dean. Advice may be sought without revealing the identity of the student needing help.

SUBSTANCE USE POLICY: ALCOHOL

The Alcohol Policy, in conjunction with planned educational activities and support services, is designed to achieve the following goals:

- to remind students of the laws of the Commonwealth of Pennsylvania and of the Social Honor Codes, both of which govern their behavior with respect to alcohol;
- to stress moderation, safety, and individual accountability for those who choose to drink;
- to maintain a Bi-College social atmosphere that is free of coercion for those who choose not to drink and a climate in which alcohol is not the focus of parties or other social events;
- to maintain a Bi-College community in which alcohol use and its effects are minimal;
- to provide confidential and effective guidance for those with specific needs related to substance use and substance use disorders; and

- to provide information and education to all students about the effects of alcohol consumption.

All members of the Bi-College community are expected to be familiar with and abide by the principles of the Alcohol Policy.

It is the duty of all students to conduct themselves in a manner consistent with the Honor Code, in addition to helping others do the same. With regard to the consumption of alcohol, students are responsible for their own well-being. Behavior that puts students at mental, physical and/or legal risk will be taken seriously and addressed accordingly to the needs of the student and community.

EXPECTATIONS OF STUDENTS

1. Students who choose to consume, provide or serve alcohol, with an understanding of the responsibilities imposed by Pennsylvania law, should do so with a sense of responsibility and concern for themselves and others. Students also have the responsibility to talk to others whose behavior under the influence of alcohol is inconsistent with the welfare of the community.
2. The legal drinking age in the Commonwealth of Pennsylvania is 21, therefore alcoholic beverages are not to be served or consumed at student parties open to and/or advertised in the College, Bi-College, or Tri-College community. Additionally, alcoholic beverages can neither be served nor consumed at open parties held in public spaces. These include:
 - a. At Bryn Mawr: Cambrian Row, the Campus Center, Old Library, Guild Hall, Goodhart, Schwartz Gymnasium, Student Life and Wellness Building, all corridors, stairwells, landings, basements, attics and courtyards, laundries, all dining halls, Arnecliffe Studio, Pembroke Dance Studio, classroom buildings, the Dorothy Vernon Room, Canaday Library, outdoors on College grounds.
 - b. At Haverford: Founders Great Hall and Common Room, the Dining Center, Lunt Party Room, the Old Gymnasium and Alumni Field House, Marshall Auditorium, MacCrate Recital Hall, all corridors, stairwells, roofs and attics, Stokes Auditorium, classroom buildings, Magill Library, outdoors on College grounds. With special permission, parties at which only those 21 years of age and older are served alcohol may be held in public spaces.
3. Students who consume alcohol where it is forbidden under Section 2 of this Policy, and thereby place the hosts, the Colleges, and the students who administer party funds at risk and in jeopardy, should be asked to refrain from

violating the Policy by the host or other party guests. In incidents where students feel that a violation of the Alcohol Policy has occurred and where the concerned party and the student about whom they are concerned fail to reach a resolution, they should follow the procedure of the campus on which the incident occurred. At Haverford, disregard for these Alcohol and other Party Policies will be brought to the attention of the deans. At Bryn Mawr, disregard for these Alcohol and other Party Policies will be dealt with under the procedures outlined in the Social Honor Code.

4. Intoxication shall not be seen as an acceptable or justifiable excuse for disruptive behavior and confrontation for such behavior shall be dealt with through each campus's Social Honor Code for undergraduates and Standards of Professional Behavior for graduate students.
5. When talking with an individual does not or cannot lead to a satisfactory resolution of the issue, the individual whose behavior allegedly violates the Codes and expected conduct of the Colleges, in accordance with the procedures of the Social Honor Codes, shall ultimately be brought to the attention of the Honor Board (BMC) or Honor Council (HC).
6. The Honor Board/Council will bring a case to the attention of the Office of the Dean if there is a threat to the lives or safety of individuals or of damage to College or private property resulting from intoxication or a violation of the Alcohol Policy. Flagrant or repeated violations of party guidelines could constitute such a case. Such behavior may result in separation or exclusion of the violating person(s) from the Colleges.
7. In some cases, the Honor Board/Council or the Office of the Dean will consult counselors who have expertise in alcohol abuse and alcoholism if such expertise is deemed relevant. Such consultation will take place with notification to the student.
8. Coordinators of parties and other social events must abide by the Party Policy of the host campus.
9. It is expected that hosts will inform their guests of the provisions of the Honor Codes, including the Alcohol Policy. Should the provisions of this Policy be violated by non- Bi- College members, their further access to these campuses may be restricted.

10. Faculty and staff members who entertain students should be aware of the responsibilities and risks to the Colleges and to themselves as individual social hosts under the laws of the Commonwealth.
11. Groups sponsoring social events must abide by the host campus' Party Policy. If party guidelines are not followed by guests or hosts, it is the responsibility of students aware of the violation to approach those in violation and seek a resolution.

Services and Referrals

Both Bryn Mawr and Haverford Colleges provide services and referral for individuals who need help with alcohol-related issues. For confidential assistance, contact:

- Luci MacNamara, Director of Counseling, Bryn Mawr College Health Services, The Health and Wellness Center, 610-526-7361
- Joye Shrager, Substance Abuse Educator, Haverford College, Morris Health Services 610-896-1089
- Students may also be interested in Counseling Services Resource page: [Counseling Resources](#)
- [Harm Reduction Coalition](#)
- For those interested in abstinence-based programs:
 - [In the Rooms](#)
 - [AASEPIA.org](#)
 - [www.NA.org](#)

SUBSTANCE USE POLICY: DRUG USE

The drug policy, in conjunction with planned educational activities and support services, is designed to achieve the following goals:

- to remind students that the Social Honor Code, the federal laws and the laws of the Commonwealth of Pennsylvania apply to their behavior with respect to the use of drugs;
- to stress individual accountability for those who choose to use illegal drugs;
- to maintain a Bi-College community where the harmful effects of drug use can be minimized;
- to inform the members of the Bi-College community of the availability of confidential and effective guidance and resources for those with questions and concerns related to drug use, and substance use disorders; and

- to encourage all members of the Bi-College community to become familiar with the physiological, psychological and legal aspects of drug use, and substance use disorders.

All members of the Bi-College community are expected to be familiar with and abide by the principles of the drug policy. This policy stresses prevention and concern; it charges the community with the responsibility for drug education, intervention and heightened awareness of campus resources for attending to substance use/substance use disorders.

It also asks us to consider the relationship between the individual and the community, and the question of responsibility to one's peers. In many cases, choosing not to intervene in another person's substance use is not a neutral position. Speaking with the individual in a respectful and non-judgmental manner at a time when the individual is not under the influence of drugs/ alcohol, allow the individual to reflect on the impact of their behavior on others. While not expecting or demanding immediate change, one may offer resources/referrals which may be helpful either at that time or in the future.

- The illegal possession, use, sale, or distribution of drugs is in violation of the law, and the Colleges will not protect students from prosecution under federal, state, or local law.
- Students have the responsibility to intervene on the behalf of individuals whose use of drugs or actions under the influence of drugs presents a danger to themselves and/or to the community at large.
- The Colleges as educational institutions, being concerned about the harmful effects of the illegal use, possession, sale, or distribution of drugs on the individual, and on the integrity, safety and security of this academic community, do not condone the illegal use, possession, sale, or distribution of drugs. The administrations of Bryn Mawr and Haverford Colleges reserve the right to act when they have reason to believe that involvement with drugs is having an adverse effect upon the life and/or academic performance of students or adversely affects or legally implicates others in the academic community. College action may take such forms as education, counseling, referral to outside agencies, separation or exclusion, depending on the situation.

Procedures

A student's response to a violation of the College's drug policy will be governed, first and foremost, by the care and concern for other individuals, which are embodied in the Social Honor Code for undergraduates and the Standards of Professional Behavior for graduate students. The following guidelines are not meant to cover all situations. They are intended, instead, to remind students of the variety of resources available and to

reassure them about the benefits of seeking help. When a student is concerned about another student's drug use, they should express their concern and, if appropriate, encourage that student to seek confidential help from one of the counselors, nurses or physicians on either campus or from a professional off campus.

If talking with the student does not seem appropriate or proves ineffective, the concerned individual should turn to a counselor, the counseling director, the medical director, or dean for advice on how to intervene and help. Advice may be sought without revealing the identity of the student needing help.

If a student's behavior as a result of drug use has disturbed or harmed other individuals or the community in a more general sense, the behavior itself should be dealt with through the usual Honor Code procedure at either College beginning with a conversation.

If mediation is necessary, the members of the Bryn Mawr Honor Board or the Haverford Honor Council should be consulted. The substance use that may have caused the behavior should be seen as a second problem for which the individual may be encouraged to seek help from a professional counselor. In cases where the Honor Council or Board is asked to intervene, they will deal with the specific behavior that has been brought to them and may recommend that the individual go to a counselor for evaluation and help with any underlying substance use issue. Bryn Mawr graduate students or special students who are not bound by the Social Honor Code should be referred to the Deans of the Graduate Schools.

If an individual's involvement with drugs is such that, or behavior associated with it, is violent or life-threatening, it should be brought to the attention of a dean or College health provider without delay by any member of the community who becomes aware of the situation. Thus, a counselor, peer educator, dean, health provider, or Honor Board/Council member who is working with a student on any aspect of his or her involvement with drugs would, as in any other life-threatening situation, be bound to report the problem to the Dean of the appropriate college when the potential for violence or loss of life requires immediate administrative action. Some cases, such as the sale or distribution of drugs, may not present immediate danger to life but may have legal implications which are administrative concerns, as well as social consequences which are student concerns. In these situations, joint action by the Dean and the Honor Board/Council may be necessary.

Policy on Drug-Free Schools

The unlawful possession, use, or distribution of illicit drugs and alcohol poses a threat to the health and safety of all members of the Bryn Mawr College community and is not

permitted. The sanctions for the unlawful possession, use, or distribution of illicit drugs and alcohol are defined in the Pennsylvania Controlled Substance, Drug, Device and Cosmetic Act (35 P.S. Sections 780-101 to 780-144); Controlled Substances Forfeiture (42 Pa.C.S. Sections 6801-6802); the Pennsylvania Crimes Code (18 Pa. C.S. 6307- 6314); the Pennsylvania Motor Vehicle Code (75 Pa. C.S. 1546-1547; 3715, 3731); and the Lower Merion Township Code (Article IV, Section 111-4). These statutes are on file at the reference desk in Canaday Library. A summary of federal law and relevant sanctions is also on file.

The College's policies on disciplinary sanctions for students are stated in this Handbook. Policies on sanctions for faculty and staff are stated in the handbooks appropriate to them. This policy is instituted effective immediately, to comply with the Drug Free Schools and Communities Act of 1989 (P.L. #101-226). No institution will receive federal financial assistance of any kind after October 1, 1990, unless it has certified that it has "adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees."

The College will conduct a biennial review of its program to determine its effectiveness, implement needed changes, and ensure that it is consistently enforced.

POLICY ON A DRUG-FREE WORKPLACE

The College, as an employer, and students as employees of the College have obligations under the Drug-Free Workplace Act of 1988 (41 U.S.C. Section 701). The College's statement of compliance is reproduced here.

The use of illegal drugs poses a threat to the health and safety of members of the Bryn Mawr College community. Therefore, the illegal use, possession, dispensation, distribution, or manufacture of controlled substances (as defined in federal statutes) by any faculty, staff, or student employees in the workplace is not permitted.

As a condition of College employment, every employee shall abide by the terms of this policy, and he or she shall notify his or her supervisor of any criminal conviction for a violation occurring in the College workplace no later than five days after such conviction. Any employee found in violation of these prohibitions and regulations may be required to participate in a drug-abuse assistance or rehabilitation program and shall be subject to disciplinary action, which action might include dismissal. Information regarding such assistance or rehabilitation is available through the Health Center, the campus physician and Crossroads. All of the insurance programs offered to staff, faculty and students through the College provide some form of support to persons in various forms of treatment for substance-abuse problems. This policy is instituted, effective immediately, to comply with federal laws and regulations. Federal agencies cannot

legally award any contract over \$25,000 or any grant monies without certification that the College has implemented a drug-free workplace program.

The College also complies with the Drug-Free Schools and Communities Act of 1989 (P.L. #101-226). Information on federal and state law imposing sanctions for unlawful possession, use or distribution of illicit drugs and alcohol is available at the reference desk of Canaday Library and in the Dean's Office.

Information on counseling, treatment and rehabilitation programs is contained in the College's drug and alcohol policies.

This Handbook's statements on policies and procedures relating to alcohol and controlled substances form part of the College's compliance with the Drug-Free Schools and Communities Act.

For more information see:

- http://awareawakealive.org/images/uploads/user_images/bac-graph.jpg
- <https://safeparty.ucdavis.edu/watch-your-bac>
- <https://nida.nih.gov/drug-topics/commonly-used-drugs-charts>

SMOKING POLICY

In accordance with the Pennsylvania Clean Indoor Air Act and to enable students, faculty, staff, and visitors to avoid exposure to secondhand smoke, the College has enacted a smoking policy that prohibits smoking in all College owned and leased buildings, College athletic facilities (including fields and spectator areas), and College-owned vehicles. The smoking of any material, included but not limited to tobacco and marijuana is prohibited. Smoking is also prohibited on the plazas in front of Canaday Library, the Campus Center, Student Health & Wellness Building, and the Park Science Building.

This policy applies to all faculty, staff, students, contractors and visitors. In addition:

- Smoking is prohibited outdoors within 25 feet of the perimeter of any College building, including arches and covered entrances, to ensure that second-hand smoke does not enter the area through entrances, windows, or ventilation systems.
- Cigarette butts are to be extinguished and placed in appropriate outdoor receptacles. Throwing cigarette butts on the ground or pavement is considered littering.

- “Smoking” also includes the use of electronic cigarettes and other devices that create a vapor.

The College is committed to assisting students, faculty, and staff in making healthy lifestyle choices. Students can go to the Health Center for information and assistance. Faculty and staff who are interested in smoking cessation programs may obtain information from Human Resources. In addition, residents of Pennsylvania can access services available through the PA Free Quitline at 1-800-Quit-NOW (784-8669) or www.determinedtoquit.com/.

Penalties for violation of the College’s smoking policy shall be disciplinary action in accordance with general College provisions for misconduct.

HEALTH RISKS ASSOCIATED WITH THE USE OF ILLICIT DRUGS

| Drugs | Physical Dependence | Psychological Dependence | Possible Effects | Effects of Overdose | Withdrawal Syndrome |
|-----------------------------|---------------------|--------------------------|--|--------------------------------------|--------------------------------|
| Narcotics | | | | | |
| Heroin | High | High | Euphoria | Slow and shallow breathing | Yawning |
| Morphine | High | High | Drowsiness | Clammy skin | Loss of appetite |
| Codeine | Moderate | Moderate | Respiratory depression | Convulsions | Irritability |
| Hydrocodone | High | High | Constricted pupils | Coma | Tremors |
| Hydromorphone | High | High | Nausea | Possible death | Panic |
| Oxycodone | High | High | | | Cramps |
| Methadone, LAAM | High | High | | | Nausea |
| Fentanyl and Analogs | High | High | | | Runny Nose |
| Other Narcotics | High-Low | High-Low | | | Chills and sweating |
| | | | | | Watery eyes |
| Depressants | | | | | |
| Chloral Hydrate | Moderate | Moderate | Slurred Speech | Shallow respiration | Anxiety |
| | | | Disorientation | | Insomnia |
| Barbituates | High-Moderate | High-Moderate | Drunken behavior without the odor of alcohol | Clammy skin | Tremors |
| Benzodiazepines | Low | Low | | Dilated pupils | Delirium |
| Glutethimide | High | Moderate | | Weak and rapid pulse | Convulsions |
| Other Depressants | Moderate | Moderate | | Coma | Possible death |
| | | | | Possible death | |
| Stimulants | | | | | |
| Cocaine | Possible | High | Increased alertness | Agitation | Apathy |
| Amphetamine/Methamphetamine | Possible | High | Euphoria | Increased body temperature | Long periods of sleep |
| | | | Increased pulse rate and blood pressure | Hallucinations | Irritability |
| Methylphenidate | Possible | High | Excitation | Convulsions | Depression |
| Other Stimulants | Possible | High | Insomnia | Possible death | Disorientation |
| | | | Loss of appetite | | |
| Cannabis | | | | | |
| Marijuana | Unknown | Moderate | Euphoria | Fatigue | Occasional reports of insomnia |
| | | | Relaxed inhibitions | Paranoia | Hyperactivity |
| Tetrahydrocannabinol | Unknown | Moderate | Excitation | Possible psychosis | Decreased appetite |
| Hashish and hashish oil | Unknown | Moderate | Increased appetite | | |
| | | | Disorientation | | |
| Hallucinogens | | | | | |
| LSD | None | Unknown | Illusions and hallucinations | Longer, more intense "trip" episodes | Unknown |
| Mescaline and Peyote | None | Unknown | Altered perception of time and distance | Psychosis | |
| Amphetamine Variants | Unknown | Unknown | | Possible death | |
| Phencyclidine and Analogs | Unknown | High | | | |
| Other Hallucinogens | None | Unknown | | | |

Appendix B: Bryn Mawr College Party Policy

Bryn Mawr College is committed to maintaining a social atmosphere that emphasizes the safety of all students, whether or not they choose to drink. Moderation, concern for others, and individual accountability should be characteristic of all social activities on campus.

The responsibilities and procedures outlined in the attached Party Policy are in addition to those required by the Social Honor Code, the College Substance Abuse policies, state and federal law. These policies are available in this Handbook.

Violations of the College Alcohol and Drug Policies and/or Bryn Mawr College Party Policy that come to the attention of Campus Safety, Residential Life, Student Engagement or the Dean's Office will result in an investigation by these departments. They may result in a Dean's Panel, by which sanctions will be issued on a case-by-case basis.

If law enforcement officials confront students for unlawful behavior alleged to have occurred, the College will cooperate fully with their investigation.

Party Definition

A Party is an event, wet (with alcohol) or dry (without alcohol), where 30 or more people gather at one time in a residential dorm space.

Wet parties cannot be held in public spaces.

Public spaces include: Cambrian Row, the Campus Center, Goodhart, Guild Hall, Old Library, Schwartz Gymnasium, Student Life and Wellness building, all corridors, stairwells, landings, basements, attics and courtyards, laundries, all dining halls, Pembroke Dance Studio, classroom buildings, The Dorothy Vernon Room, Canaday Library, and outdoors on College grounds.

To hold a dry party in a public space, you should reserve the space at least two weeks in advance through the Office of Conferences & Events (x7329, e-mail: roomres@brynmawr.edu).

Completion of the Party and Public Space Notification Forms

Any student (i.e., party host) in the College community who wishes to host a social event in a dorm living room or an individual's room with more than 30 people in attendance should read and complete the party notification form in order to help throw a safe and responsible party that abides by the conditions stated in the College Alcohol and Drug Policies and in the Bryn Mawr Party Policy.

The form is required for both wet and dry parties held in dorm spaces.

Any student in the College community who wishes to host a social event in a public space must reserve the space two weeks in advance through the Office of Conferences & Events and must complete the Public Space Notification Form.

Parties and Events which require a Party or Public Space Notification Form are not permitted to occur after the last day of classes.

Reading and completing these forms will help to inform party hosts of their legal liabilities under Pennsylvania state law and allow College officials to help minimize risk to hosts, their guests, and the entire College community.

Party Training

Any student wishing to act as a host, server, or bouncer at a party must complete the Party Training Course.

Completion of the course will permit a student to host, serve or bounce parties during the academic year in which the session was attended. Students must be retrained each academic year.

The Course will cover the following information: 1) Pennsylvania state and other applicable laws and liability concerning the distribution and consumption of alcohol; 2) The potential for legal liability and potentially the award of damages for party hosts, servers, bouncers, guests, Bryn Mawr College and its agents; 3) tips to ensure safety and respect of residents who live in the dorm where the party will be held.

Party Advertisement

Because the majority of students are not 21 years of age, the legal drinking age, mass advertisement for wet parties is not permitted.

Mass advertisement includes signs, fliers, posters, mass e-mails, all campus invitations, and all online and social media advertisements and postings.

Dry parties may be advertised using printed and electronic material. A copy of the advertising for dry parties should be attached to the notification form when submitted.

Advertising for the party may not begin until the event is approved.

Dry parties are not open to the public and cannot be advertised outside of the Tri-College community or on any online or social media platform.

Party Levels

To help promote the safety of all guests, those wishing to host a party must select a party level. Party levels were developed, along with defined roles, to make it easier for students to throw a successful party that ensures compliance with the Bryn Mawr College Party Policy, the College's Alcohol Policy, and federal and state law.

Level 1

- 30-60 guests expected
- Two hosts and two servers must be present at all times
- Batten, Brecon, Denbigh, Merion, Pembroke East, Pembroke West, and Radnor living rooms have a capacity of 60 people and can host Level 1 parties.

Level 2

- 61-100 guests expected
- Two hosts, two servers and three bouncers must be present at all times
- Erdman, Rhoads North, Rhoads South, and Rockefeller living rooms have a capacity of 100 people and can host Level 1 and Level 2 parties.

Level 3

- 101+ guests expected
- Hosts wishing to have a Level 3 party must meet with Student Engagement and Campus Safety two weeks prior to party to determine needs. Hosts should be aware that an increased level of support may be necessary.
- Guest sign-in required.
- Wristbands required for identifying those over 21
- Parties held in multiple dorm lounges within the same dorm at the same time will be considered level 3 parties.

Health and safety concerns in relation to specific parties or events may require additional restrictions.

Staffing

No more than two shifts are permitted for any party or event. Shift one is the first two hours of the party or event and shift two is the last two hours of the party or event.

Alcohol Limits

Party hosts, servers, bouncers and guests should keep in mind the legal drinking age is 21 years old in the United States. Students under 21 must not be served alcohol.

Guests at wet parties must be served no more than four drinks at any party. Common source containers (other than kegs) are not permitted.

Party Host Responsibilities The following are the responsibilities that party hosts must take on at a party. Please be aware that the only people permitted to act as party hosts at the party are those who are listed on the party form as party hosts.

Before the party:

- Discuss with the dorm president specific dorm policies concerning quiet hours, bathrooms, use of common areas, smoking, etc.
- Discuss the party with Housekeeping in order to determine pre-existing damage to the party space and obtain supplies for the post-party clean up.
- Obtain signatures of the appropriate dorm president on a party notification form and submit the form to Student Engagement by 9 a.m. the Tuesday prior to the event date.
- If party is a wet party, hosts must identify at least one host who is 21 years-old and a 21-year-old host must be present at all times during the party if alcohol is to be served.
- Read the College Alcohol Policy and statements concerning applicable Pennsylvania state law in this Handbook.
- Notify dorm residents that a party will take place by posting signs that include the party's date, time, location, and hosts. Residents should be notified 72 hours in advance and should be able to contact hosts with questions or concerns.
- Purchase food and beverages, including nonalcoholic beverages.

During the party:

- Hosts must make sure that servers and bouncers understand the role they are to play in the party and should check in with them throughout the party.
- Hosts must prominently display a sign stating "You must be 21 years of age to consume alcoholic beverages in the Commonwealth of Pennsylvania."
- All hosts wear the party host button provided by the Student Engagement Office.
- Hosts must post the approved party notification form near the entrance.
- Hosts must be sober at all times and must not be drinking during the party.
- One host who is 21 years of age must be present at all times if alcohol is to be served.
- Hosts must provide food and non-alcoholic beverages.
- Must designate a bathroom for party guests and designate areas that are off-limits to guests.

- Hosts must end the party by 2 a.m. Parties must not exceed more than four hours in length.

After the party:

- Hosts must clean up immediately and thoroughly. They must not leave the mess overnight.

Server Responsibilities

The following are the responsibilities that servers must take on at a party.

- Servers are responsible for setting up, maintaining, and serving from a designated area from which all alcohol will be served. As a server, you are the only person permitted to distribute alcoholic beverages.
- Servers must be clearly identified and should wear the server button provided by the Student Engagement Office at all times during the party.
- Servers must be sober at all times and must not be drinking during the party.
- Servers must ensure that no one under the age of 21 is served alcohol.
- Servers must refuse to serve people who are visibly intoxicated and/or seem in danger of hurting themselves or someone else.
- Servers must mark the hand of those they distribute drinks to each time they serve a drink and serve no more than four drinks per party attendee.

Bouncer Responsibilities

The following are the responsibilities that bouncers must take on at a party.

Bouncers may switch positions with other bouncers during the party if they wish and should be aware that they may be called upon to perform the following duties at any time during the party:

- Bouncers must be clearly identified and should wear the bouncer button provided by the Student Engagement Office at all times during the party.
- Bouncers must check IDs at the door. Bouncers must check to make sure that everyone attending the party is either a Tri-Co member or a guest of a Tri-Co member.
- Guests must be signed in at the door (for level 3 parties). A guest is someone other than a Tri-Co student.
- Bouncers must keep track of the party space capacity with a counter (provided by the Student Engagement Office). Bouncers must know and enforce the capacity of the party space and should stop admitting guests to the party once capacity is reached.

- Bouncers must be stationed at every entrance point to the party and must make sure that party guests only enter through the designated entrance way.
- Bouncers must be stationed in any hallway leading to the party location and must prevent access to the dorm from the party. They must make sure the party remains in the reserved party space.
- Bouncers must make sure that no one brings in or leaves the party with alcohol and must turn away people who are visibly intoxicated.
- Bouncers must assist the host when she wants to eject someone from the party.
- Bouncers must be sober at all times and must not be drinking during the party.

Guest Responsibilities

- Guests must be members of the Tri-Co community or guests of a Tri-Co community member.
- Tri-Co community members are not permitted to bring more than three guests to a party.

It is the responsibility of the Tri-Co community member to ensure that guests abide by College policies, the Honor Code, and Pennsylvania state law; behave responsibly, keeping in mind their own personal safety and the safety of others; cooperate with the requests of party hosts, bouncers and servers and College personnel to ensure that order and student well-being are maintained; attempt to intervene when individuals seem in danger of hurting themselves or anyone else; and notify hosts about potential problems and alert Campus Safety if assistance is needed.

Substitutions

Should someone scheduled as a host, server or bouncer not be able to work the party, the main party host must inform the Student Engagement Office by noon on the day before the party. It is the responsibility of the main party host to make sure the substitution meets all qualifications and is aware of the responsibilities involved.

Substitutions can be e-mailed to studentengagement@brynmawr.edu.

Violations

Students are encouraged under the Honor Code to report violations occurring at parties. Students wishing to report violations should contact either the Honor Board or any member of the Dean's staff to report the violation.

Violations may be investigated by the Honor Board and/or any member of the Dean's staff. Depending on their severity, violations may be referred to the Honor Board and/or may be subject to a Dean's Panel.

Sanctions for violation of the Party Policy may include but are not limited to escalating monetary fines, all campus educational programs and/or campaigns, and/or revocation of party host, server and/or bouncer privileges for the duration of the violator's time at the College.

Party Fund

After the party, hosts can submit one original receipt with a party fund reimbursement request to the Student Engagement Office to receive a refund for non-alcoholic beverages and food.

Reimbursement is only available for registered parties and is based on the party level selected.

Level 1: \$30, Level 2: \$60, Level 3: \$90.

Appendix C: Bryn Mawr College Party Notification Form

Bryn Mawr College Party Notification Form

This form must be completed by the party hosts, servers and bouncers, signed by the appropriate Dorm Presidents, and submitted to Residential Life & Student Engagement by 9am the Monday 2 Weeks prior to the event.

A copy of the completed form will be given to the Dean's Office, Housekeeping, Campus Safety, and the Main Party Host to post at the party.

Please Note:

- Submitting a completed form in no way protects students from liability under the Social Honor Code or under Pennsylvania state criminal or civil law.
- If an injury results which may have been related to alcohol ingestion, any student who was involved in providing the alcohol may be the subject of civil litigation, with no cap on money damages that may be awarded.
- Students are also reminded that the illegal possession, use, sale, or distribution of drugs is a violation of both the law and College policy. Illegal drugs are not permitted at parties or anywhere else on campus.
- Students are urged to follow the Honor Code and to confront peers who disregard community standards.
- If a resolution satisfactory to all parties involved cannot be reached, students should contact the Honor Board.
- Party incidents involving a threat to the lives or safety of individuals (for example, an alcohol poisoning or a drug overdose) or damage to College or private property shall be investigated directly by College officials and may result in a Dean's panel being convened.
- Sanctions may include, but are not limited to, one or more of the following: revocation of hosting privileges; campus community service; sessions with the College's Drug and Alcohol Counselor or other appropriate member of the Dean's staff; suspension from College housing; separation or exclusion from the College.
- Parties and Events which require a Party or Public Space Notification Form are not permitted to occur after the last day of classes.

Under PA state law, persons commit crimes if they:

- are under 21 years of age and purchase, consume, possess, or transport alcoholic beverages.
- sell or furnish alcohol to minors.
- are minors and misrepresent their ages in order to purchase alcoholic beverages.
- induce a minor to purchase alcoholic beverages.
- willfully misrepresent a minor as being of age in order to purchase alcoholic beverages.
- drive under the influence of drugs or alcohol.
- sell alcohol without a license (e.g. charging at the door, collecting "donations").
- illicitly manufacture, sell, deliver, or possess controlled substances.

Sanctions for committing one of the above crimes are fully referenced in the Student Handbook and include a \$500-\$250,000 fine, and/or driver's license suspension, and/or imprisonment.

The role of Campus Safety is to assist the hosts, servers and bouncers in throwing a party in a safe manner and maintain safety on campus. Campus Safety has the authority to terminate any party at which, in its judgment, individuals are violating the laws referenced above or are posing a threat to the safety of any attendee.

Bryn Mawr College Party Notification Form

DESCRIPTION OF EVENT: _____ TIME: _____ to _____

DAY AND DATE OF EVENT: _____ LOCATION: _____

Who Can Attend the Party? _____ Bryn Mawr Students Only _____ BiCo _____ TriCo

Are students permitted to bring guests? _____ Yes _____ No

Please Select Type of Party: _____ Wet _____ Dry

If this is a wet party, please list the type and quantity of alcohol to be served.
Common source containers (other than kegs) are not permitted.

Please Select Level of Party:

_____ Level 1

30-60 guests expected
2 hosts, 2 servers must be present at all times (Wet)
2 hosts, 2 bouncers must be present at all times (Dry)

Batten, Brecon, Denbigh, Merion, Pembroke East & West, and Radnor living rooms have a capacity of 60 people and can host Level 1 parties only.

_____ Level 2

61-100 guests expected
2 hosts, 2 servers and 3 bouncers must be present at all times (Wet)
2 hosts, 3 bouncers must be present at all times (Dry)

Erdman, Rhoads North & South and Rockefeller living rooms have a capacity of 100 people and can host Level 1 and 2 parties.

_____ Level 3

101+ guests expected
Hosts wishing to have a Level 3 party must meet with Residential Life & Student Engagement and Campus Safety two weeks prior to party to determine needs
Guest list required
Wristbands required for those over 21

Please Note:

- Students who wish to hold parties which would be held in multiple lounges in one dorm must register for Level 3 parties.
- Dry parties must fulfill all requirements of the selected party level except for servers.
- Advertisements are not permitted for parties at which alcohol is present. Mass advertisement includes signs, fliers, posters, mass e-mails, all campus invitations, and all online and social media advertisements and postings.
- Dry parties may be advertised using printed and electronic material. A copy of the advertising for dry parties should be attached to the notification form when submitted. Advertising for the party may not begin until the event is approved. Dry parties are not open to the public and cannot be advertised outside of the Tri-College community or on any online or social media platform.
- Concerts are not permitted to take place in a dorm space.
- Parties and Events which require a Party or Public Space Notification Form are not permitted to occur after the last day of classes.

Party Hosts, Servers, & Bouncers

Only two shifts are permitted and each host, server, and bouncer must commit to working two hours/ half of the time at the party. All hosts, servers, and bouncers must appear on this form. Attach additional forms as needed.

Party Hosts

Main Party Host (The main contact for the party. Must be a resident of the dorm where the party will be held.) (Physical Signatures are required)

| | | | | | |
|-------|--------|-------------|-------|-------|-------|
| _____ | _____ | _____ | _____ | _____ | _____ |
| Name | E-Mail | Dorm & Room | Age | Box | Phone |

Additional Party Hosts (At least one host must be 21 years of age if alcohol is to be served.)

(Physical Signatures are required)

| | | | | | |
|-------|--------|-------------|-------|-------|-------|
| _____ | _____ | _____ | _____ | _____ | _____ |
| Name | E-Mail | Dorm & Room | Age | Box | Phone |

| | | | | | |
|-------|--------|-------------|-------|-------|-------|
| _____ | _____ | _____ | _____ | _____ | _____ |
| Name | E-Mail | Dorm & Room | Age | Box | Phone |

Please print the requested information

Servers (Physical Signatures are required)

| | | | | | |
|-------|--------|-------------|-------|-------|-------|
| _____ | _____ | _____ | _____ | _____ | _____ |
| Name | E-Mail | Dorm & Room | Age | Box | Phone |

| | | | | | |
|-------|--------|-------------|-------|-------|-------|
| _____ | _____ | _____ | _____ | _____ | _____ |
| Name | E-Mail | Dorm & Room | Age | Box | Phone |

| | | | | | |
|-------|--------|-------------|-------|-------|-------|
| _____ | _____ | _____ | _____ | _____ | _____ |
| Name | E-Mail | Dorm & Room | Age | Box | Phone |

| | | | | | |
|-------|--------|-------------|-------|-------|-------|
| _____ | _____ | _____ | _____ | _____ | _____ |
| Name | E-Mail | Dorm & Room | Age | Box | Phone |

Please print the requested information

Bouncers (Physical Signatures are required)

| | | | | | |
|-------|--------|-------------|-------|-------|-------|
| _____ | _____ | _____ | _____ | _____ | _____ |
| Name | E-Mail | Dorm & Room | Age | Box | Phone |

| | | | | | |
|-------|--------|-------------|-------|-------|-------|
| _____ | _____ | _____ | _____ | _____ | _____ |
| Name | E-Mail | Dorm & Room | Age | Box | Phone |

| | | | | | |
|-------|--------|-------------|-------|-------|-------|
| _____ | _____ | _____ | _____ | _____ | _____ |
| Name | E-Mail | Dorm & Room | Age | Box | Phone |

| | | | | | |
|-------|--------|-------------|-------|-------|-------|
| _____ | _____ | _____ | _____ | _____ | _____ |
| Name | E-Mail | Dorm & Room | Age | Box | Phone |

- Hosts must complete and sign this form before Dorm Presidents and obtain signatures of everyone agreeing to work the party.

Obtaining these signatures does not indicate or imply approval of this event by Bryn Mawr College.

All Party Hosts, Servers, and Bouncers. By signing this form you agree to the following:

- I have read the Party Policy carefully, particularly the guidelines relating to parties at which alcohol will be served (if applicable).
- I understand my liabilities in serving alcohol (if applicable), and I will take all necessary precautions to prevent:
 - a) any infractions of Pennsylvania state law and the Social Honor Code
 - b) dangerous behaviors that could result in injury or death, and
 - c) damage to College property.
- I understand that I may be confronted for violations of the Party Policy, the Alcohol and Drug Policies, and/or Pennsylvania state law, and that I may be charged for any damage to College property.
- I understand that the College will cooperate fully with any investigation by law enforcement officials of unlawful behavior alleged to have occurred during this party.

Party Hosts:

1. _____

3. _____

2. _____

4. _____

Servers:

1. _____

3. _____

2. _____

4. _____

Bouncers:

1. _____

3. _____

2. _____

4. _____

Dorm Presidents:

Signature

Print Name

Signature

Print Name

This form must be submitted to Residential Life & Student Engagement office no later than 9am on the Monday 2 weeks prior to the event date.

All Party Hosts, Servers, and Bouncers must be Party Trained by 9am the Thursday of the party week or the Party Form will not be approved.

Reviewed and approved by the office of Residential Life & Student Engagement:

Appendix D: Bryn Mawr College Public Space Event Notification Form

Public Space Event Notification Form

This form must be completed for larger scale dry student events (for example, concerts or dance parties) held in public spaces. Wet events and events held in dorm spaces (other than Rhoads Dining Hall) must complete the Party Form.

Completion of this form indicates that you have thought about how best to staff the event to ensure the safety of attendees while following College policy; including the party policy.

Events held in dorms must comply with quiet hours and must end 30 minutes before the start of quiet hours. Everyone attending the event must vacate the building by the beginning of quiet hours.

Dorm presidents must sign off on ALL events held in dorm spaces. Dorm presidents have the right to refuse any event they do not wish to have in the dorm. Events cannot be more than four hours in length.

Parties and Events which require a Party or Public Space Notification Form are not permitted to occur after the last day of classes.

DESCRIPTION OF EVENT: _____ TIME: _____ to _____
DAY AND DATE OF EVENT: _____

LOCATION:

Location must be reserved through Conferences and Events prior to submitting this form.

| | |
|--|---------------------------------------|
| ___ Arneliffe (capacity 50) | ___ Lusty Cup (capacity 50) |
| ___ Campus Center Main Lounge (capacity 150) | ___ Rhoads Dining Hall (capacity 200) |
| ___ Goodhart Common Room (capacity 100) | ___ Great Hall (capacity 300+) |
| ___ Goodhart Music Room (capacity 120) | ___ Other (please specify): _____ |

LEVEL:

| | | |
|--|---|---|
| ___ Level 1: 30-60 people expected 2 hosts and 2 bouncers required | ___ Level 2: 61-100 people expected 2 hosts and 4 bouncers required | ___ Level 3: 100+ people expected 2 hosts and 6 bouncers required |
|--|---|---|

EVENT IS OPEN TO:

| | | |
|------------------------|--------------------|---------------------|
| ___ Bryn Mawr Only | ___ Bi-Co Only | ___ Tri-Co Only |
| ___ Bryn Mawr + guests | ___ Bi-Co + guests | ___ Tri-Co + guests |

Student events cannot be advertised outside of the Tri-Co or on any online or social media platform.

Student parties are not open to the public and cannot be advertised outside of the Tri-Co or on any online or social media platform.

Tri-Co students are permitted no more than 3 guests at any student event. Guests must be signed in.

Parties and Events which require a Party or Public Space Notification Form are not permitted to occur after the last day of classes.

Only two shifts are permitted and each host, and bouncer must commit to working two hours/ half of the time at the party. All hosts, servers, and bouncers must appear on this form. Attach additional forms as needed.

HOSTS

At least two hosts are required for all events.

Name (Printed)

Signature

Email

Name (Printed)

Signature

Email

Name (Printed)

Signature

Email

BOUNCERS

Name (Printed)

Signature

Email

Name (Printed)

Signature

Email

Name (Printed)

Signature

Email

Name (Printed)

Signature

Email

Name (Printed)

Signature

Email

Name (Printed)

Signature

Email

DORM PRESIDENTS

For dry events held in Rhoads only. All dorm presidents of the dorm must sign.

Name (Printed)

Signature

Email

Name (Printed)

Signature

Email

Name (Printed)

Signature

Email

Name (Printed)

Signature

Email

**This form must be returned to the Student Activities Office in Guild no later than 9am on the Tuesday two weeks prior to the event date.
All Party Hosts and Bouncers must be Party Trained by 9am the Thursday of the party week or the Form will not be approved.**

Reviewed and approved by Tuesday Group: _____

Appendix E: Policies Governing Students in the Graduate School of Social Work and Social Research

From Section 4.05 of the NASW Code of Ethics:

“Social workers should not allow their own personal problems, psychosocial distress, legal problems, substance abuse, or mental health difficulties to interfere with their professional judgment and performance or to jeopardize the best interests of people for whom they have a professional responsibility.”

In addition: “Social workers whose personal problems, psychosocial distress, legal problems, substance abuse, or mental health difficulties interfere with their professional judgment and performance should immediately seek consultation and take appropriate remedial action by seeking professional help, making adjustments in workload, terminating practice, or taking any other steps necessary to protect clients and others.”

From the GSSWSR *Field Education Manual*:

“[Students are advised that they must] apply for clearances and/or background checks, if required by the agency, as a requirement of Field Education” and that “In some instances, agencies also require physicals, specific immunizations and drug screenings.” As well, “students must be aware that negative (positive drug screen) findings on tests may delay start of placement or prevent them from being placed in agency settings. This may also impact their ability to obtain licensure as a professional social worker.”

Appendix F: Bryn Mawr College Employee Policies

Alcohol and Drug Policies

All employees are responsible for acting in accordance with the College's Alcohol and Drug Policies, which are distributed to employees each year via this Handbook. These policies assert that each employee is responsible for conducting herself or himself in ways consistent with federal, state and local laws, and for following College employment policies regarding alcohol or drug use in the interest of her or his health and well-being. Impairment due to alcohol or drug use is never an excuse for misconduct. The College will not contribute to the cost of a legal defense for those who violate drug or alcohol laws and rules. Alcohol or drug policy infractions may result in disciplinary action, up to and including termination of employment.

When an employee is concerned about another employee's alcohol or drug use or its self-destructive potential, she or he may express that concern and, if appropriate, encourage that employee to seek confidential help from Human Resources, the College's Employee Assistance Program, Aetna Resources for Living (1-800-865-3200), or from a professional off campus. An employee with questions about how best to assist another employee may seek guidance from the Chief Administrative Officer, the Director of Human Resources, or the Staff Issues Liaison, or, in the case of faculty members, the Provost. Advice may be sought without revealing the identity of the employee needing help, if that seems best.

The Alcohol Policy

The Alcohol Policy is designed to achieve the following goals:

- to remind employees of the laws of the Commonwealth of Pennsylvania and the College's employment policies, all of which govern their behavior with respect to alcohol;
- to stress moderation, safety and individual accountability for those who choose to drink;
- to maintain a College social atmosphere that is free of coercion for those who choose not to drink and a climate in which alcohol is not the focus of parties or other social events;
- to maintain a College community in which alcohol abuse and its effects are minimal;
- to provide confidential and effective guidance for those with specific needs related to alcohol use and alcoholism; and

- to provide information and education about the effects of alcohol for all employees.

All members of the College community are expected to be familiar with and abide by the principles of the Alcohol Policy.

It is the duty of all employees to conduct themselves in a manner consistent with this Policy and the College's other employment policies. With regard to the consumption of alcohol, employees are responsible for their own well-being. Behavior that puts employees at mental, physical and/or legal risk cannot be condoned.

Alcohol Effects

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

1. When community members lose their ability to reason and control their actions due to excessive alcohol consumption, it is threatening to them, to those around them, and ultimately to the community as a whole. Employees are urged to accept responsibility for preventing themselves from ever reaching that point.
2. Inebriation shall not be seen as an acceptable or justifiable excuse for disruptive behavior and suspected inebriation will be referred to Human Resources or, in the case of faculty members, the Provost.

3. When an individual's behavior allegedly violates this Policy and/or the College's other employment policies, that individual will be referred to Human Resources or, in the case of faculty members, the Provost.
4. If there is a threat to the lives or safety of individuals or of damage to College or private property resulting from inebriation or a violation of the Alcohol Policy, immediate action will be taken by the College, up to and including, but not limited to, termination of employment.
5. In some cases, Human Resources will consult counselors who have expertise in alcohol abuse and alcoholism if such expertise is deemed relevant. Such consultation will take place only with the knowledge of the employee involved.
6. Faculty and staff members who entertain others should be aware of the responsibilities and risks to the Colleges and to themselves as individual social hosts under the laws of the Commonwealth.

Services and Referrals

Bryn Mawr College provides services and referral for individuals who need help with an alcohol-related problem. For confidential assistance, contact:

- Employee Assistance Program, Aetna Resources for Living, 1-800-865-3200
- AlcoholicsAnonymous Southeastern Pennsylvania Intergroup Association, <https://aasepia.org>, 444 N. 3rd St. Suite 3, Philadelphia, 215-923-7900

The Drug Policy

The drug policy is designed to achieve the following goals:

- to remind employees that the College's employment policies, the federal laws and the laws of the Commonwealth of Pennsylvania do apply to their behavior with respect to the use of drugs;
- to stress individual accountability for those who choose to use illegal drugs;
- to maintain a College community where the harmful effects of drug use can be minimized;
- to inform the members of the College community of the availability of confidential and effective guidance and resources for those with questions and concerns related to drug use, dependence and abuse; and
- to encourage all members of the College community to become familiar with the physiological, psychological and legal aspects of drug use, dependence and abuse.

All members of the College community are expected to be familiar with and abide by the principles of the drug policy. This policy stresses prevention and concern; it charges the community with the responsibility for drug education and heightened awareness of campus resources for dealing with drug problems. It also asks us to consider the relationship between the individual and the community, and the question of responsibility to one's peers. In summary, we have a responsibility not to withdraw from the community by abusing drugs.

1. The illegal possession, use, sale or distribution of drugs is in violation of the law, and the College will not protect employees from prosecution under federal, state or local law.
2. The College as an educational institution, being concerned about the harmful effects of the illegal use, possession, sale or distribution of drugs on the individual, and on the integrity, safety and security of this academic community, does not condone the illegal use, possession, sale or distribution of drugs. The administration of Bryn Mawr College reserves the right to act when it has reason to believe that involvement with drugs is having an adverse effect upon the work performance of employees or adversely affects or legally implicates others in the academic community. College action may take such forms as education, mandatory referral to the Employee Assistance Program, or suspension or termination of employment, depending on the situation.

Procedures

The following guidelines are not meant to cover all situations. They are intended, instead, to remind employees of the variety of resources available and to reassure them about the consequences of seeking help.

When an employee is concerned about another employee's drug use and its self-destructive potential, he or she should express his or her concern and, if appropriate, encourage that employee to seek confidential help from Human Resources, the College's Employee Assistance Program, or from a professional off campus. An employee with questions about how best to assist another employee may seek guidance from the Chief Administrative Officer, the Director of Human Resources, or the Staff Issues Liaison, or, in the case of faculty members, the Provost. Advice may be sought without revealing the identity of the employee needing help, if that seems best.

If an employee's behavior as a result of drug use has disturbed or harmed other individuals or the community in a more general sense, the behavior itself should be brought to the attention of the Chief Administrative Officer, the Director of Human Resources, or the Workplace Advisor, or, in the case of faculty members, the Provost. If

mediation is necessary, the Workplace Advisor may be consulted. The drug use that may have caused the behavior should not be viewed as an excuse, but as a second problem for which the individual may be encouraged to seek help from a professional counselor.

If an individual's involvement with drugs is such that it, or behavior associated with it, is violent or life-threatening, or if that involvement, such as in the case of the sale or distribution of drugs, may not present immediate danger to life but may have legal implications which are administrative concerns, it should be brought to the attention of the Chief Administrative Officer or the Director of Human Resources, or, in the case of faculty members, the Provost, without delay by any member of the community who becomes aware of the situation.

Policy on Drug-Free Schools

The unlawful possession, use or distribution of illicit drugs and alcohol poses a threat to the health and safety of all members of the Bryn Mawr College community and is not permitted.

The sanctions for the unlawful possession, use or distribution of illicit drugs and alcohol are defined in the Pennsylvania Controlled Substance, Drug, Device and Cosmetic Act (35 P.S. Sections 780-101 to 780-144); Controlled Substances Forfeiture (42 Pa.C.S. Sections 6801-6802); the Pennsylvania Crimes Code (18 Pa. C.S. 6307-6314); the Pennsylvania Motor Vehicle Code (75 Pa. C.S. 1546-1547; 3715, 3731); and the Lower Merion Township Code (Article IV, Section 111-4). These statutes are on file at the reference desk in Canaday Library. A summary of federal law and relevant sanctions is also on file.

The College's policies on disciplinary sanctions for students are stated in the Student Handbook. Policies on sanctions for faculty and staff are stated in this Handbook, as well as in other handbooks appropriate to them.

This policy is instituted effective immediately, to comply with the Drug Free Schools and Communities Act of 1989 (P.L. #101-226). No institution will receive federal financial assistance of any kind after October 1, 1990, unless it has certified that it has "adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees."

The College will conduct a biennial review of its program to determine its effectiveness, implement needed changes, and ensure that it is consistently enforced.

Policy on a Drug-Free Workplace

The College, as an employer, and employees of the College have obligations under the Drug-Free Workplace Act of 1988 (41 U.S.C. Section 701). The College's statement of compliance is reproduced here.

The use of illegal drugs poses a threat to the health and safety of members of the Bryn Mawr College community. Therefore, the illegal use, possession, dispensation, distribution or manufacture of controlled substances (as defined in federal statutes) by any faculty, staff or student employees in the workplace is not permitted.

As a condition of College employment, every employee shall abide by the terms of this policy, and he or she shall notify his or her supervisor of any criminal conviction for a violation occurring in the College workplace no later than five days after such conviction.

Any employee found in violation of these prohibitions and regulations may be required to participate in a drug-abuse assistance or rehabilitation program and shall be subject to disciplinary action, which action might include dismissal. Information regarding such assistance or rehabilitation is available through Human Resources and/or the Employee Assistance Program. All of the insurance programs offered to staff, faculty and students through the College provide some form of support to persons in various forms of treatment for substance-abuse problems.

This policy is instituted, effective immediately, to comply with federal laws and regulations. Federal agencies cannot legally award any contract over \$25,000 or any grant monies without certification that the College has implemented a drug-free workplace program.

The College also complies with the Drug-Free Schools and Communities Act of 1989 (P.L. #101-226). Information on federal and state law imposing sanctions for unlawful possession, use or distribution of illicit drugs and alcohol is available at the reference desk of Canaday Library and in Human Resources.

Information on counseling, treatment and rehabilitation programs is contained in the College's drug and alcohol policies.

This Handbook's statements on policies and procedures relating to alcohol and controlled substances form part of the College's compliance with the Drug-Free Schools and Communities Act.

Health Risks Associated with the Use of Illicit Drugs

| Drug | Physical Dependence | Psychological Dependence | Possible Effects | Effects of Overdose | Withdrawal Syndrome |
|----------------------|---------------------|--------------------------|--|----------------------------|---------------------|
| Narcotics | | | | | |
| Heroin | High | High | Euphoria | Slow and shallow breathing | Yawning |
| Morphine | High | High | Drowsiness | | Loss of appetite |
| Codeine | Moderate | Moderate | Respiratory depression | Clammy skin | Irritability |
| Hydrocodone | High | High | Constricted pupils | Convulsions | Tremors Panic |
| Hydromorphone | High | High | Nausea | Coma | Cramps Nausea |
| Oxycodone | High | High | | Possible death | Runny Nose |
| Methadone, LAAM | High | High | | | Chills and sweating |
| Fentanyl and Analogs | High | High | | | Watery eyes |
| Other Narcotics | High-Low | High-Low | | | |
| Depressants | | | | | |
| Chloral Hydrate | Moderate | Moderate | Slurred Speech | Shallow respiration | Anxiety |
| | | | Disorientation | | Insomnia |
| Barbituates | High-Moderate | High-Moderate | Drunken behavior without the odor of alcohol | Clammy skin | Tremors |
| Benzodiazepines | Low | Low | | Dilated pupils | Delirium |
| Glutethimide | High | Moderate | | Weak and rapid pulse | Convulsions |
| Other Depressants | Moderate | Moderate | | Coma | Possible death |
| | | | | Possible death | |

Health Risks Associated with the Use of Illicit Drugs

| Drug | Physical Dependence | Psychological Dependence | Possible Effects | Effects of Overdose | Withdrawal Syndrome |
|---------------------------------|---------------------|--------------------------|---|--|---------------------------------------|
| Stimulants | | | | | |
| Cocaine | Possible | High | Increased alertness | Agitation | Apathy |
| Amphetamine/ Methamphetamine | Possible | High | Euphoria Increased pulse rate and blood pressure | Increased body temperature Hallucinations | Long periods of sleep Irritability |
| Methylphenidate | Possible | High | Excitation Insomnia | Convulsions Possible death | Depression Disorientation |
| Other Stimulants | Possible | High | Loss of appetite | | |
| Cannabis | | | | | |
| Marijuana | Unknown | Moderate | Euphoria Relaxed inhibitions | Fatigue Paranoia | Occasional reports of insomnia |
| Tetrahydrocannabinol | Unknown | Moderate | Excitation Increased appetite | Possible psychosis | Hyperactivity |
| Hashish and hashish oil | Unknown | Moderate | Disorientation | | Decreased appetite |
| Hallucinogens | | | | | |
| LSD | None | Unknown | Illusions and hallucinations | Longer, more intense "trip" episodes | Unknown |
| Mescaline and Peyote | None | Unknown | Altered perception of time and distance | Psychosis | |
| Amphetamine Variants | Unknown | Unknown | | Possible death | |
| Phencyclidine and Analogs | Unknown | High | | | |
| Other Hallucinogens | None | Unknown | | | |

**Summary of Pennsylvania Statutes Relating to Unlawful Sale, Possession, Use,
Manufacture or Distribution of Illicit Drugs or Alcohol**

| statute | offense | Possible sanctions |
|-----------------------|--|---|
| 18 Pa. CS 6307 | Misrepresentation of age to secure alcohol | \$500 and suspension of operating privileges |
| 18 Pa. CS 6308 | Purchase, consumption, possession or transportation of alcohol by a person under 21 years of age | \$500 and suspension of operating privileges |
| 18 Pa. CS 6309 | Representing that a minor (under 21) is of age | \$300 |
| 18 Pa. CS 6310 | Inducement of minors (under 21) to buy alcohol | \$300 |
| 18 Pa. CS 6310.1 | Selling or furnishing alcohol to a minor (under 21) | \$1,000-2,500 |
| 18 Pa. CS 6310.2 | Manufacture or sale of false ID card | \$1,000-2,500 |
| 18 Pa. CS 6310.3 | Possession, carrying or use of false ID card | \$500 and suspension of operating privileges (or ineligibility to obtain a license) |
| 18 Pa. CS 6310.4 | Violation of 6307, 6308 or 6310.3 | Suspension of operating privileges (or ineligibility to obtain a license) |
| 18 Pa. CS 6314 | Trafficking drugs to minors (under 18) | Fines from \$5,000-50,000; imprisonment for a minimum of one year, depending on offense |
| 35 PS 780-101 et seq. | Illicit manufacture, sale, delivery, possession of controlled substances | Fines from \$5,000-250,000; imprisonment from 1 to 15 years, depending on offense |
| 42 Pa. CS 6801-2 | Illicit manufacture, sale, delivery, possession of controlled substances | Loss of property rights to Commonwealth of all controlled substances, paraphernalia, raw materials, conveyances, money, negotiable instruments and real property acquired in violation of the Controlled Substance, Drug, Device and Cosmetic Act |
| 42 PS 4-491 | Possession, sale or transportation of liquor within Pennsylvania unless purchased from a State Store in accordance with Liquor Control Board Regulations | Fines of varying amount |
| 75 Pa. CS 3715 | Consumption of alcohol or drugs while driving | Summary offense fine |

| | | |
|----------------|---|--|
| 75 Pa. CS 3731 | Driving under the influence of drugs or alcohol | \$300-5,000 and imprisonment from 48 hours to 1 year; suspension or revocation of operating privileges |
| 63 PS 390-8 | Procuring drugs by fraud, forgery, alteration of Rx, etc. | Imprisonment for 3 years, \$5,000 fine, or both |

Pennsylvania law imposes “social host” liability on persons who furnish alcohol to individuals under 21 years of age. The Pennsylvania Crimes Code defines “furnish” as “to supply, give, or provide to, or allow a minor to possess on the premises or property owned or controlled by the person charged.”

Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance

| Controlled Substances Act Schedule* | Drug | Quantity | 1st Offense | 2nd Offense |
|-------------------------------------|---|----------|---|--|
| I and II | Others (law does not include marijuana, hashish, or hash oil) | Any | Not more than 20 years If death or serious injury, not less than 20 years, not more than life Fine \$1 million individual, \$5 million not individual | Not more than 30 years If death or serious injury, life Fine \$2 million individual, \$10 million not individual |

| Controlled Substances Act Schedule* | Drug | Quantity | 1st Offense | 2nd Offense |
|-------------------------------------|--|----------|--|---|
| III | All (included in Schedule III are anabolic steroids, codeine and hydrocodone with aspirin or Tylenol® and some barbiturates) | Any | Not more than 5 years Fine not more than \$250,000 individual, \$1 million not individual | Not more than 10 years Fine not more than \$500,000 individual, \$2 million not individual |
| IV | All (included in Schedule IV are Darvon®, Talwin®, Equanil®, Valium®, and Xanax®) | Any | Not more than 3 years Fine not more than \$250,000 individual, \$1 million not individual | Not more than 6 years Fine not more than \$500,000 individual, \$2 million not individual |
| V | All (over-the-counter cough medicines with codeine are classified in Schedule V) | Any | Not more than 1 year Fine not more than \$100,000 individual, \$250,000 not individual | Not more than 2 years Fine not more than \$200,000 individual, \$500,000 not individual |

| Controlled Substances Act Schedule | 1st Offense | 2nd Offense | Quantity | Drug | Quantity | 1st Offense | 2nd Offense |
|------------------------------------|---|--|---------------------------------|-------------------|--|--|--|
| I and II | Not less than 5 years. Not more than 40 years. If death or serious injury, not less than 20 years or more than life Fine of not more than \$2 million individual, \$5 million other than individual | Not less than 10 years. Not more than life If death or serious injury, not less than life Fine of not more than \$4 million individual, \$10 million other than individual | 10-99g pure or 100-999g mixture | Methamphetamine | 100g or more pure or 1kg or more mixture | Not less than 10 years. Not more than life If death or serious injury, not less than 20 years or more than life Fine of not more than \$4 million individual, \$10 million other than individual | Not less than 20 years. Not more than life If death or serious injury, not less than life Fine of not more than \$8 million individual, \$20 million other than individual |
| | | | 100-999g mixture | Heroin | 100-999g mixture | | |
| | | | 500-4,999g | Cocaine | 5 kg or more | | |
| | | | 5-49g mixture | Cocaine Base | 50g or more mixture | | |
| | | | 10-99g pure or 100-999g mixture | PCP | 100g or more pure or 1kg or more mixture | | |
| | | | 1-9g mixture | LSD | 10g or more mixture | | |
| | | | 40-399g mixture | Fentanyl | 400g or more | | |
| | | | 10-99g mixture | Fentanyl Analogue | 100g or more mixture | | |

*The Controlled Substances Act (1970) places all substances regulated under federal law into one of five schedules based on the substance's medical use, potential for abuse, and safety or dependence liability.

Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance

| Description | Quantity | 1st Offense | 2nd Offense |
|-------------|---|---|---|
| Marijuana | 1,000 kg or more mixture; 1,000 or more plants | Not less than 10 years, not more than life If death or serious injury, not less than 20 years, not more than life Fine not more than \$4 million individual, \$10 million other than individual | Not less than 20 years, not more than life If death or serious injury, not more than life Fine not more than \$8 million individual, \$20 million other than individual |
| Marijuana | 100 kg to 999 kg mixture; or 100-999 plants | Not less than 5 years, not more than 40 years If death or serious injury, not less than 20 years, not more than life Fine not more than \$2 million individual, \$5 million other than individual | Not less than 10 years, not more than life If death or serious injury, not more than life Fine not more than \$4 million individual, \$10 million other than individual |
| Marijuana | 50 to 99 kg mixture; or 50 to 99 plants | Not more than 20 years If death or serious injury, not less than 20 years, not more than life Fine \$1 million individual, \$5 million other than individual | Not more than 30 years If death or serious injury, not more than life Fine \$2 million individual, \$10 million other than individual |
| Marijuana | Less than 50 kg mixture | Not more than 5 years Fine not more than \$250,000 individual, \$1 million other than individual | Not more than 10 years Fine \$500,000 individual, \$2 million other than individual |
| Hashish | 10 kg or more | | |
| Hashish Oil | 1 kg or more | | |

Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance

21 U.S.C. 844(a)

1st conviction: Up to 1 year imprisonment and fined at least \$1,000 but not more than \$100,000 or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000 or both.

After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both.

Special sentencing provision for possession of crack cocaine: Mandatory at least 5

years in prison, not to exceed 20 years and fined up to \$250,000, or both, if:

- (a) 1st conviction and the amount of crack possessed exceeds 5 grams,
- (b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams,
- (c) 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

21 U.S.C. 853(a)(2) and 881(a)(7)

Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment.

(See special sentencing provisions re: crack)

21 U.S.C. 881(a)(4)

Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844a

Civil fine of up to \$10,000 (pending adoption of final regulations).

21 U.S.C. 853a

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

18 U.S.C. 922(g)

Ineligible to receive or purchase a firearm.

Miscellaneous

Revocation of certain Federal Licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies. Note: These are only Federal penalties and sanctions. Additional State penalties and sanctions may apply.

Smoking Policy

In accordance with the Pennsylvania Clean Indoor Air Act and to enable students, faculty, staff, and visitors to avoid exposure to second-hand smoke, the College has enacted a smoking policy that prohibits smoking in all College owned and leased buildings, College athletic facilities (including fields and spectator areas), and College owned vehicles. Smoking is also prohibited on the plazas in front of Canaday Library,

the Campus Center, and the Park Science Building. This policy applies to all faculty, staff, students, contractors and visitors. In addition:

- Smoking is prohibited outdoors within 25 feet of the perimeter of any College building, including arches and covered entrances, to ensure that second-hand smoke does not enter the area through entrances, windows, or ventilation systems.
- Cigarette butts are to be extinguished and placed in appropriate outdoor receptacles. Throwing cigarette butts on the ground or pavement is considered littering.
- “Smoking” also includes the use of e-cigarettes that create a vapor.

The College is committed to assisting students, faculty and staff in making healthy lifestyle choices. Students can go to the Health Center for information and assistance. Faculty and staff who are interested in smoking cessation programs may obtain information from Human Resources. In addition, residents of Pennsylvania can access services available through the PA Free Quitline at 1-800-Quit-NOW (784-8669) or <http://www.determinedtoquit.com/>.

Penalties for violation of the College's smoking policy shall be disciplinary action in accordance with general College provisions for misconduct.

Appendix G: Annual Notifications

Sent: Wednesday, September 6, 2023, 3:25 PM

To: faculty <faculty@brynmawr.edu>; staff <staff@brynmawr.edu>

Subject: Bryn Mawr Alcohol and Drug Policies

Dear Faculty and Staff,

As the semester begins, I write to remind you of a few important resources and policies that guide life on campus as you live and work at Bryn Mawr.

To promote a safe and healthy campus environment, the College developed its Alcohol and Other Drug policies to assist community members in making decisions about alcohol or other drugs and to provide important information about resources available when addressing issues or situations involving alcohol or other drugs. These policies are contained within the faculty and staff handbooks, respectively, as well as on our Drug and Alcohol Prevention Program (DAAPP) webpage (<http://www.brynmawr.edu/daapp>).

Bryn Mawr complies with the Drug-Free Schools and Campuses Regulations by notifying annually all community members of the College's Drug and Alcohol Prevention Program (DAAPP). The DAAPP includes Bryn Mawr's policies regarding the use of alcohol and other drugs, with which each community member must be familiar and comply. We have just completed our biennial review, which you can find posted on the DAAPP website.

I hope you find these resources helpful and I look forward to a healthy and safe year together.

With best wishes,

Kim Cassidy
President

Sent: Wednesday, September 6, 2023 3:21 PM

To: undergrad <undergrad@brynmawr.edu>; gssw <gssw@brynmawr.edu>; grad-as <grad-as@brynmawr.edu>; postbac <postbac@brynmawr.edu>

Subject: Bryn Mawr Consumer Information & Drug and Alcohol Policies

Dear Students,

As the semester begins, I write to remind you of a few important resources and policies that guide life on campus as you live and work at Bryn Mawr.

The Higher Education Opportunity Act (HEOA) of 2008, which reauthorized the Higher Education Act of 1965, asks Bryn Mawr to make available to enrolled students a number of consumer notices and disclosures. These disclosures provide information about some of the College's policies and practices, including the topics listed below. You may find more information about these notices and disclosures on the College's Consumer Information webpage at <https://www.brynmawr.edu/consumer-information>. Hedy Gerace (hgerace@brynmawr.edu) will provide paper copies of a disclosure if requested; you can also print copies from the webpage above.

Academics, including information regarding the College's academic programs, facilities, faculty, accreditation, privacy of student records, transfer of credit policies, study abroad, textbooks, and copyright and file-sharing;

Tuition, Costs, and Financial Aid, including the cost of attendance, withdrawal and refund policies, financial aid programs (eligibility requirements and criteria, forms, policies, procedures, standards for maintaining aid, disbursements, and repayments), exit counseling information, and financial aid policies;

Student Life and Campus Safety, including resources for students with disabilities, the diversity of the student body, voter registration, vaccination policy, the Annual Security and Fire Safety Report and our Drug & Alcohol Prevention Program (DAAPP); and

Student Success and Outcomes, including retention rates, graduation rates, and the postgraduate placement and education of our graduates.

Bryn Mawr complies with the Drug-Free Schools and Campuses Regulations by notifying annually all community members of the College's Drug and Alcohol Prevention Program (DAAPP). These policies are contained within the student, faculty, and staff handbooks, respectively, as well as on our Drug and Alcohol Prevention Program (DAAPP) webpage (<http://www.brynmawr.edu/daapp>). The DAAPP includes Bryn Mawr's policies regarding the use of alcohol and other drugs, with which each community member must be familiar and comply. We have just completed our biennial review, which is also available on the DAAPP website.

I hope you find these resources helpful and I look forward to a healthy and safe year.

With best wishes,

Kim Cassidy

From: Staff <staff-bounces@brynmawr.edu> on behalf of Office of The President <officeofthepresident@brynmawr.edu>
Sent: Monday, September 9, 2024 1:12:57 PM
To: faculty <faculty@brynmawr.edu>; staff <staff@brynmawr.edu>
Subject: [Staff] Bryn Mawr Alcohol and Drug Policies

Dear Faculty and Staff,

I write to share a few resources and policies that guide life on campus at Bryn Mawr.

To promote a safe and healthy campus environment, the College developed its Alcohol and Other Drug policies to assist community members in making decisions about alcohol or other drugs and to provide important information about resources available when addressing issues or situations involving alcohol or other drugs. These policies are contained within the faculty and staff handbooks, respectively, as well as on our Drug and Alcohol Prevention Program (DAAPP) webpage (<http://www.brynmawr.edu/daapp>).

Bryn Mawr complies with the Drug-Free Schools and Campuses Regulations by annually notifying all community members of the College's Drug and Alcohol Prevention Program (DAAPP). The DAAPP includes Bryn Mawr's policies regarding the use of alcohol and other drugs, with which each community member must be familiar and comply. The College completed its most recent biennial review in 2023, which you can find posted on the DAAPP website.

I hope you find these resources helpful, and I look forward to a healthy and safe year together.

Sincerely,

Wendy Cadge
President



Office of The President

To: undergrad; gssw; grad-as; postbac



Reply



Reply all



Forward



Mon 9/9/2024 9:13 AM

Dear Students,

I write to share a few resources and policies that guide life on campus at Bryn Mawr.

The Higher Education Opportunity Act (HEOA) of 2008, which reauthorized the Higher Education Act of 1965, asks Bryn Mawr to make available to enrolled students a number of consumer notices and disclosures. These disclosures provide information about some of the College's policies and practices, including the topics listed below. You may find more information about these notices and disclosures on the College's Consumer Information webpage at <https://www.brynmawr.edu/consumer-information>. If you would like paper copies of a disclosure, please print copies from the webpage above or make a request to officeofthepresident@brynmawr.edu. Notices and disclosures include:

- Academics and information regarding the College's academic programs, facilities, faculty, accreditation, privacy of student records, transfer of credit policies, study abroad, textbooks, and copyright and file-sharing;
- Tuition, Costs, and Financial Aid, including the cost of attendance, withdrawal and refund policies, financial aid programs (eligibility requirements and criteria, forms, policies, procedures, standards for maintaining aid, disbursements, and repayments), exit counseling information, and financial aid policies;
- Student Life and Campus Safety, including resources for students with disabilities, the diversity of the student body, voter registration, vaccination policy, the Annual Security and Fire Safety Report and our Drug & Alcohol Prevention Program (DAAPP); and
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I hope you find these resources helpful, and I look forward to a healthy and safe year together.

Sincerely,

Wendy Cadge
President