



Drug and Alcohol Abuse Prevention Policy and Procedures 2026

A guide for Beal University students, faculty, and staff

Effective October 1, 2026

This policy is Beal University's annual written drug and alcohol abuse prevention disclosure. It states the conduct standards, sanctions, health risks, legal consequences, and support resources that apply to students and employees.

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Policy purpose and scope

Beal University maintains a drug and alcohol abuse prevention program under the Drug-Free Schools and Communities Act and the Drug-Free Workplace Act. The University prohibits the unlawful manufacture, distribution, dispensation, possession, or use of illicit drugs or alcohol on University property or as part of any University activity. The policy applies to students, employees, faculty members, volunteers, guests, and visitors as described below.

Students and employees share responsibility for maintaining a safe learning and working environment. Compliance with this policy does not replace compliance with federal, Maine, or local law, professional standards, clinical-site rules, or other University policies.

Annual written distribution

Beal University provides this policy in writing each year to every employee and every student taking one or more classes for academic credit, regardless of program length. Each annual notice contains the current policy or a direct link to it. Beal also distributes drug and alcohol prevention information in March and October.

- New students receive the policy during student virtual orientation.
- New employees receive the policy during employee onboarding.
- Current students and employees receive the current policy with the Annual Security Report notice.
- Student Services and Human Resources make paper copies available upon request.
- Beal maintains records of annual distribution and follows up on undeliverable notices.

Standards of conduct

Alcohol

- A person under 21 may not possess or consume alcohol or receive alcohol from another person.
- No person may furnish alcohol to a minor or a visibly intoxicated person.
- Alcohol is prohibited on University property and at student-sponsored activities unless the University has authorized it in advance. At an authorized event, only persons of legal drinking age may possess or consume alcohol.
- Public intoxication, disruptive alcohol-related conduct, unsafe behavior, drinking games, and unauthorized common containers are prohibited.
- No person may attend class, clinical activity, laboratory, work, or another University activity while impaired by alcohol.

Illicit drugs controlled substances and medications

- The unlawful manufacture, distribution, dispensation, possession, sale, or use of illicit drugs, controlled substances, or drug paraphernalia is prohibited.
- Prescription and over-the-counter medication must be used only as directed and may not be shared, sold, or used to become intoxicated or impaired.
- No person may attend class, clinical activity, laboratory, work, or another University activity while impaired by an illicit drug, a misused medication, or another substance.
- Beal prohibits marijuana on University property and at University activities to the extent permitted by law, regardless of authorization under state law. Nothing in this policy permits impairment or unsafe conduct.

Conduct outside University property

The University may address off-campus conduct when it occurs as part of a University activity, violates an applicable clinical or professional requirement, creates a safety concern, materially affects University operations, or otherwise falls within an applicable conduct policy.

Student sanctions

For a substantiated student violation of these standards, Beal University will impose disciplinary sanctions consistent with applicable law and the Student Code of Conduct. The University considers the facts, prior conduct, seriousness, safety impact, and applicable policy. Sanctions may include a warning or reprimand, educational requirements, community restitution, required substance-use assessment or counseling, probation, suspension, or expulsion or dismissal from the University. Beal may refer unlawful conduct for prosecution when warranted.

Employee requirements and sanctions

Employees must comply with this policy and the Drug-Free Workplace requirements as a condition of employment. An employee must notify Human Resources in writing within five calendar days after a drug- or alcohol-related criminal conviction for conduct occurring in the workplace. When a federal contract or grant applies, the University will provide any required agency notice and take the action required by law.

For a substantiated employee violation of these standards, Beal University will impose disciplinary sanctions consistent with applicable law. Sanctions may include a warning or reprimand, required assessment or counseling, conditions for continued employment, probation, suspension, or termination of employment. Beal may refer unlawful conduct for prosecution when warranted.

Employee substance use testing

This policy does not independently authorize applicant or employee substance-use testing. Any testing must occur under a separate written program approved by the Maine Department of Labor Bureau of Labor Standards or under an applicable federal testing mandate. The University will follow the governing policy and current law concerning notice, collection, confirmation, medical review, confidentiality, appeals, rehabilitation, and employment action.

Legal sanctions

Drug- and alcohol-related conduct may carry criminal fines, imprisonment, driver's-license consequences, forfeiture, probation, and other penalties. The penalty depends on the substance, amount, conduct, age of the persons involved, location, prior history, injury, and other facts. Current law controls.

Legal area	General description of sanctions
Federal controlled substances	Federal law prohibits unauthorized possession and manufacture or distribution of controlled substances (21 U.S.C. §§ 841, 844). For example, a first simple-possession conviction may carry up to one year in prison and a fine of at least \$1,000. Trafficking penalties can be much higher and depend on the substance, quantity, prior convictions, and resulting injury or death.
Maine controlled substances	Under 17-A M.R.S. §§ 1103 and 1107-A, unlawful possession can be a Class B, C, D, or E crime, and trafficking can be a Class B, C, or D crime, depending on the substance, quantity, conduct, and prior convictions. Criminal sentences may include fines and imprisonment; some offenses can also carry license consequences.
Maine alcohol laws	Under 28-A M.R.S. § 2051, a first violation for possession or consumption of liquor by a person under 21 is a civil violation with a \$200–\$400 fine; later violations carry higher fines. Unlawful furnishing and impaired driving can bring criminal penalties, including fines, incarceration, or license suspension, depending on the offense.
Local ordinances	In Bangor public parks, bringing or drinking liquor is prohibited except in authorized settings (Bangor Code § 231-7). A violation is subject to civil penalties, generally \$100–\$2,500 under §§ 231-11 and 9-26. Municipal rules apply only in the places and circumstances they cover; consult the current Bangor and Wilton ordinances below.

[Federal controlled-substance penalties \(21 U.S.C. §§ 841 and 844\)](#)

[Maine criminal drug laws \(17-A M.R.S. chapter 45\)](#)

[Maine liquor laws](#)

[Bangor Code of Ordinances](#)

[Wilton ordinances](#)

Health risks

Substance use can cause immediate injury, poisoning, overdose, impaired driving, violence, and unsafe decisions. Repeated or heavy use can cause dependence and serious physical or mental-health conditions. Combining alcohol, opioids, sedatives, or unknown illicit substances greatly increases overdose risk.

Substance category	Examples of significant health risks
Alcohol	Impaired judgment, coordination, and driving; injury or violence; alcohol poisoning; dependence; liver, heart, digestive, neurological, and cancer risks; fetal harm; and dangerous withdrawal.
Cannabis	Impaired memory, attention, judgment, and driving; anxiety or psychosis in susceptible people; respiratory effects when smoked; and dependence.
Opioids including fentanyl	Sedation, respiratory depression, overdose, and death; severe dependence and withdrawal; infection risk when injected. Illicit substances may contain fentanyl without the user's knowledge.
Stimulants	Elevated heart rate and blood pressure; agitation, anxiety, paranoia, seizures, stroke, or heart attack; dependence; and sleep disruption.
Sedatives and tranquilizers	Impaired coordination and memory; respiratory depression; dependence; and dangerous withdrawal. Risk increases sharply when combined with alcohol or opioids.
Hallucinogens and dissociatives	Panic, impaired perception, unsafe behavior, increased blood pressure, and possible persistent psychological effects.
Inhalants	Brain, heart, liver, and kidney injury; suffocation; loss of consciousness; and sudden death.
Misused prescription or over-the-counter drugs	Overdose, dangerous interactions, impairment, organ damage, and dependence. Medication should be used only as directed.

Health information sources

[CDC Alcohol Use and Your Health](#)

[National Institute on Drug Abuse drug information](#)

Counseling, treatment, rehabilitation, and re-entry

Students and employees are encouraged to seek help early. Student Services and Human Resources can provide referrals consistent with their roles. Seeking help does not excuse unsafe or unlawful conduct, but the University may consider voluntary treatment or rehabilitation when permitted by policy and law. In an overdose or immediate medical emergency, call 911.

Resource	Contact	Purpose
Beal Student Services	207-307-3900 ss@beal.edu	Student support and treatment referrals
Beal Human Resources	207-307-3900 hr@beal.edu	Employee support and treatment referrals

Resource	Contact	Purpose
Maine 211	Dial 211 or 1-877-463-6207 from outside Maine	Confidential 24-hour referrals to local treatment, recovery, and support services
SAMHSA National Helpline	1-800-662-HELP (4357) findtreatment.gov	Treatment information and referral
Maine Crisis Line	1-888-568-1112 or Maine Relay 711	Free confidential behavioral-health crisis support 24 hours a day
988 Suicide and Crisis Lifeline	Call or text 988	Mental-health or substance-use crisis support
Alcoholics Anonymous in Maine	1-800-737-6237	Meeting and peer-support information
Narcotics Anonymous in Maine	1-800-974-0062 namaine.org	Meeting and peer-support information

[Maine DHHS substance use disorder treatment information](#)

[Maine DHHS hotlines and crisis numbers](#)

[211 Maine substance use treatment and recovery support](#)

[SAMHSA treatment locator](#)

Biennial review

Beal reviews its drug and alcohol abuse prevention program every two years to evaluate effectiveness, identify needed changes, and assess whether disciplinary sanctions are enforced consistently. The most recent review was completed July 20, 2026, and the next is scheduled for 2028.

The Chief Operating Officer, Director of Human Resources, Director of Student Services, and Senior Vice President of Institutional Effectiveness and Compliance, or their designees, review at least the following information:

- The annual distribution method, recipient population, delivery records, and orientation and onboarding distribution.
- Drug- and alcohol-related violations and fatalities occurring on University property or as part of University activities and reported to University officials.
- The number and type of student and employee sanctions imposed and whether comparable matters were handled consistently.
- Use and availability of counseling, treatment, rehabilitation, re-entry, education, and referral resources.
- Program effectiveness, identified gaps, and changes to policy, education, distribution, or enforcement.

Beal documents each review and its findings. The results of the 2026 review are available on the University's website, and the University provides them to the U.S. Department of Education or any member of the public upon request.

Records and policy administration

Beal retains policy and review records for at least three years after the fiscal year in which they were created, and longer when required for an audit, claim, or litigation. Questions may be directed to Beal University at 207-307-3900.