

**Drug-Free Schools and Campuses Regulations (Edgar Part 86)
Biennial Review:
Academic Years 2018-2019 & 2019-2020**

Prepared by: Brandy Reeves, MPH
Director, Student Wellness Center
Division of Student Affairs | Health and Wellness

Reviewed and
approved by: Tara Scarborough, PsyD
Executive Director, Health and Wellness, Division of Student Affairs
Director, Counseling and Psychological Services

TABLE OF CONTENTS

[Overview](#).....3

[Policy](#).....4

[Data Collection](#).....20

[Programs, Services & Other Initiatives](#).....23

[Violations & Sanctions](#).....33

[Registered Events where Alcohol is Served](#).....39

[Referrals to Counseling](#).....40

[Trend Analysis](#).....41

[Evaluation of Effectiveness](#).....42

[Recommendations](#).....44

[Definition of Terms](#).....46

Overview

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an institution of higher education (IHE) such as the University of Cincinnati to certify it has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by university students and employees both on its premises and as a part of any of its activities. At a minimum, each institution of higher education must annually distribute the following in writing to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.
- A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol.
- A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students.
- A clear statement that the institution will impose sanctions on students and employees 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.

The law further requires that the institution conduct a biennial review of its program with the following objectives:

- 1) Determining the effectiveness of programs and policies and make changes as needed.
- 2) Ensure that disciplinary sanctions developed are enforced consistently.

Data Collection

The following campus units provided information for this report:

- Athletics Department
- Alumni Association
- Campus and Community Alcohol and Other Drug Coalition
- Conference and Event Services Office

- Counseling and Psychological Services (CAPS)
- Fraternity and Sorority Life
- Human Resources
- Office of Gender Equity & Inclusion
- Student Conduct and Community Standards
- Student Wellness Center
- Undergraduate Student Government
- University Health Services
- University of Cincinnati-Blue Ash
- University of Cincinnati Public Safety Office

Materials Reviewed

The following materials were examined for this review:

- Annual reports from various campus units
- Complying with The Drug-Free Schools and Campuses Regulations (EDGAR Part 86), A Guide for University and Campus Regulations prepared by the Higher Education Center
- Campus Policies
- American College Health Association-National College Health Assessment University of Cincinnati Executive Summary, Spring 2016
- American College Health Association-National College Health Assessment University of Cincinnati Executive Summary, Spring 2013
- American College Health Association-National College Health Assessment University of Cincinnati Executive Summary, Spring 2010
- University of Cincinnati Right To Know
- University of Cincinnati Websites

Compliance with Drug-Free Schools and Communities Act

The University of Cincinnati complies with the requirements of the Drug-Free Schools and Communities Act. The University of Cincinnati has implemented a variety of programs and services to prevent the abuse of alcohol and use of illicit drugs both by students and employees, as demonstrated through this biennial review.

Policy

Distribution of Policies

The federally mandated policy on alcohol and other drugs is distributed annually to all staff and students at the University of Cincinnati. The university has developed a website called *Right to Know*, which contains all information that is required to share with students and staff at the

university. The website can be found at www.uc.edu/righttoknow. The information is distributed in the following ways:

- The *Right to Know* website link is sent via e-mail by Public Safety to the UC community (students, staff and faculty) when it is annually updated.
- The *Right to Know* is also sent via Nixle annually. Nixle is a text message notification system for which anyone in or outside of the campus community may sign up. The system is used to notify the UC community of emergencies, safety and security issues, campus closings and other important information.

Alcohol and Drugs Policy: Students

The University of Cincinnati has an [alcohol policy](#) for students within the Student Code of Conduct.

It is the goal of the University of Cincinnati to maintain an on campus environment that is conducive to intellectual, emotional, and social growth of all members of its community. The University of Cincinnati has established the following policy governing the possession, sale, and consumption of alcohol on its campuses. It is the university's intention, through these policies, to be clear about university consequences attributed to irresponsible or illegal usage of alcohol on campus.

The university shall implement and enforce the laws of the state of Ohio as stated in the Ohio Revised Code. It is the responsibility of each student, staff, and faculty member to be familiar with the requirements of the Ohio Revised Code and the provisions of this policy and to conduct themselves accordingly.

As permitted by law, individual students, faculty, and/or staff may purchase, possess, and/or consume beer or intoxicating liquor on campus at certain campus events, in designated campus facilities, and in campus facilities having permits issued by the Ohio department of liquor control.

Restrictions in the Ohio Revised Code include the following:

- (1) It is unlawful for a person under 21 years of age to purchase, consume, possess, or transport any beer or intoxicating liquor.
- (2) It is unlawful to knowingly and falsely misrepresent one's age to obtain alcoholic beverages and/or to misrepresent that another is of legal age for such purpose.
- (3) It is unlawful to have in one's possession in a public place without a permit an open container of beer or intoxicating liquor.
- (4) It is unlawful to possess an open container and/or consume any beer or intoxicating liquor in a motor vehicle.
- (5) It is unlawful to serve, distribute beer, and/or intoxicating liquor to a minor.

These laws are contained in Chapter 4301 of the Ohio Revised Code. The complete text of the state liquor laws and administrative regulations may be obtained from the department of campus security, campus library, or the Ohio department of liquor control.

Student organizations will be permitted to schedule and/or sponsor on-campus events at which alcohol would be available only at those locations having permits issued by the Ohio department of liquor control.

Student organizations that sponsor off-campus events are expected to adhere to state law. Organizations found to have violated state law may be subjected to the loss of registered status.

Administrative and academic units (colleges, departments) are permitted to schedule and/or sponsor on-campus student events at which beer or intoxicating liquor would be available only in designated areas within those units and only with the approval of the unit head. These events may not be all campus events and must adhere to regulations for on-campus events.

Policy for Campus Events

The following regulations must be followed at on-campus events at which beer or intoxicating liquor are served and/or sold:

- (1) The events must be properly authorized by the administrative unit responsible for the facility(s) to be used.
- (2) Consumption and/or sales are permitted only within the approved area for the event.
- (3) Non-alcoholic beverages must be available at the same place as alcoholic beverages and featured as prominently as the alcoholic beverages.
- (4) The sponsors of the event will implement precautionary measures to ensure that alcoholic beverages are not accessible or served to persons under the legal drinking age or to persons who are intoxicated.
- (5) The sponsors of the event must require proof of legal age for those individuals in question as to legal age.
- (6) Marketing, advertising, and promotion of events with alcoholic beverages being served should not emphasize the serving of alcohol and/or have any drinking games there associated with the event.
- (7) Management of licensed facilities on-campus reserves the right to limit consumption and/or sales at events in the designated facilities.
- (8) Policy violations and sanctions.

Individuals and organizations found in violation of university regulations will be subject to disciplinary action and may be subject to action outlined in the Ohio Revised Code.

Alcohol or drug possession disclosure from Student Code of Conduct

- a) Alcohol or Drug Possession: Parental Disclosure

In order to reach its goal of maintaining an on campus environment that is conducive to intellectual, emotional, and social growth of all members of its community, the University of Cincinnati's Student Code of Conduct provides for discipline and parental notification as deterrents to alcohol and drug abuse.

- i) The University of Cincinnati may notify the parents or guardians of any student who is under the age of 21 and who has been found to be in violation of the SCOC with respect to any federal, state, or local law or university policy governing the use or possession of alcohol or a controlled substance.
- ii) Students will receive copies of notification letters sent to their parents or guardians.
- iii) The university also reserves the right to make any other parental disclosures as permitted by FERPA

b) Student Code of Conduct Violations: Nonacademic Misconduct

- i) Alcohol
Possesses, consumes, or distributes alcoholic beverages on campus in unlicensed facilities, except during events or in circumstances authorized by university officials; failing to comply with state law or university policy regarding use, transportation, or sale of alcoholic beverages. Possession of containers designed for alcohol beverages in unauthorized locations and/or while underage. Behavior that evidences public intoxication.
- ii) Section (C)(2)(g) Drugs or narcotics
Uses, manufactures, distributes, buys, sells, offers for sale, or possesses illegal drugs, narcotics, drug paraphernalia, or unauthorized use or unauthorized possession of prescription medication.
- iii) Section (C)(3)(aa) Violation of federal, state, or local law
Violation of any federal, state, or local law where the effect is interference with university activities or an identifiable individual's university work or academic activities.
- iv) Section (C)(4)(d) Alcohol or drug possession disclosure
 - 1) The University of Cincinnati may notify the parents or guardians of any student who is under the age of 21 and who has been found to be in violation of the SCOC with respect to any federal, state, or local law or university policy governing the use or possession of alcohol or a controlled substance.
 - 2) Students will receive copies of notification letters sent to their parents or guardians.
 - 3) The university also reserves the right to make any other parental disclosures as permitted by FERPA.
 - 4) In complaints involving crimes of violence and sexual violence, the complainant will receive written notification of sanctions that the respondent may receive, consistent with

federal and state law.

v) Section (C)(4)(e) Definitions of disciplinary sanctions include the following:

1) University disciplinary reprimand

Notifies the student in writing that his or her behavior is unacceptable and that any other violation may warrant further sanctions.

2) University disciplinary probation

Imposes specific restrictions or places extra requirements on the student for a specified period. These may vary with each case and may include restrictions related to participation in intercollegiate athletics, extracurricular and residence life activities. Such restrictions may also involve other requirements not academically restrictive in nature. They should be consistent with the philosophy of providing constructive learning experiences as a part of the probation. A student may be required to meet periodically with designated persons. Any further misconduct on the student's part during the period of probation may result in disciplinary suspension or dismissal.

3) University disciplinary suspension

Prohibits the student from attending the university and from being present without permission of the director of the Office of Student Conduct and Community Standards or his or her designee on any university owned, leased, or controlled property for a specified period of time. University disciplinary suspensions shall have effective beginning and ending dates. Students placed on university disciplinary suspension must comply with all suspension requirements. A student seeking to attend the university after the conclusion of his or her suspension shall first request permission to re-enroll from the OSCS.

4) University disciplinary dismissal

Permanently prohibits the student from attending the university and from being present, without permission, on any university owned, leased, or controlled property.

5) University educational sanctions

Sanctions designed to address the student's or student organization's behavior may include, but is not limited to, the following: educational conferences and/or discussions, reflection papers, educational workshops, service to the university or university community; restrictions on the right of access to campus facilities, events, and participation in student organizations or events; restitution for damage or expenses caused by the misconduct; and referral for psychological or psychiatric evaluation or other educational or developmental programs.

6) Interim suspension

(a) An interim suspension is an interim action, effective immediately, designed to evaluate the student or student organization status, prohibit the presence of the student or student organization on campus and/or from participating in any university-related activities, registered student organization activities, and academic coursework until the student's, or student organization's disciplinary case can be

resolved in accordance with prescribed disciplinary procedures. Such action shall be taken when the vice president for student affairs or designee has reasonable cause to believe that the student's or student organization's operation or presence on university owned, leased, or controlled property or at a university-related or registered organization activity poses a substantial threat to health, welfare or safety of others or the university. An interim suspension begins immediately upon written notice by the vice president for student affairs or designee.

- (b) Interim suspension may be imposed pending the application of the disciplinary process. A disciplinary hearing shall be scheduled by the university without undue delay. The student or student organization may, within three (3) days of the imposition of the suspension, petition the vice president for student affairs for reinstatement prior to the hearing. The petition must be in writing, and must include supporting documentation or evidence that the student or student organization does not pose, or no longer poses a significant risk of substantial harm to the health or safety of others or to property. A meeting on such petition will be conducted as soon as possible by the vice president for student affairs or designee. The purpose of this meeting will be to determine if the interim suspension shall remain in effect, be modified, or be revoked pending a disciplinary hearing.
- (c) In interim suspension for harassment or discrimination matters related to Title IX, complainant will be notified of the petition and be provided the opportunity to provide a response. The complainant will be allowed to participate in any meeting where the respondent is allowed to participate. The complainant and the respondent will receive concurrent written notification of the outcome of the meeting. The complainant's role in the interim suspension process may be limited consistent with federal and state laws. The hearing chair reserves the right to make appropriate accommodations to secure the safety and comfort of all parties and witnesses during a conduct proceeding.

7) Sanctioning student organizations

- (a) When a student organization is charged with a violation of the SCOC it will be referred to SCCS for action under the SCOC procedures.
- (b) Student organizations found responsible for violation of the SCOC are subject to sanctions including, but not limited to, reprimand, probation, termination of university registration, restriction of or suspension of the use of university facilities or services, suspension of the privilege to sponsor activities or events, the loss of university funds, restitution for damage or revocation of university recognition for a period of time. Additional sanctions may also be imposed.

Tobacco Policy

- (1) Smoking is one of the largest causes of illness and premature death in the United States. Research findings indicate that nonsmokers who are regularly exposed to tobacco smoke are also at increased risk of illness. The university recognizes that smoking any substance in any

form poses a public health hazard. For purposes of this policy, “smoking” has the same meaning as in section 3794.01 division (A) of the Revised Code, which is the inhaling, exhaling, burning, or carrying any lighted cigar, cigarette, pipe, or other lighted smoking device for burning tobacco or any other plant. Additionally, this prohibition includes all tobacco-derived or tobacco-containing products including, but not limited to, cigarettes, electronic cigarettes, vaporizing devices, cigars and cigarillos, hookah smoked products, pipes, oral tobacco (e.g., spit and spitless, smokeless, chew or snuff), and nasal tobacco (e.g., snus). It also includes any product intended to mimic tobacco products, contain tobacco flavoring or the smoking of any other substance that delivers nicotine.

- (2) The university has had smoking regulations in place that are stipulated by the state of Ohio and, as a matter of policy, it shall be dedicated to providing a safe and healthy environment. Furthermore, the university has substantial commitments to health-related research, teaching and patient care. Thus, the university community has a particular obligation to be sensitive to health-protection issues and as a result, the University of Cincinnati intends to provide a one hundred percent tobacco and smoke free environment. The following policy has been developed with these interests in mind and shall be applied consistently to all faculty, staff, students, visitors, volunteers, contractors and patients of the University of Cincinnati. Exemptions can include cessation devices approved by the federal drug administration (not including electronic cigarettes), nicotine replacement therapy, university-sponsored research, and conduct protected by the American Indian Religious Freedom Act codified under 42 U.S.C. § 1996.

Restrictions

1. “Effective May 1, 2017, smoking and tobacco use (including chewing tobacco and electronic cigarettes as outlined in (A)(1) above shall be prohibited by students, staff, faculty, visitors, vendors, and contractors at all times in or on University of Cincinnati Properties, including events on university property during non-school hours, including but not limited to the following: all facilities owned or leased by the University of Cincinnati as well as the grounds of any property owned or leased by the university. This includes all shelters, indoor and outdoor theaters and athletic facilities, bridges, walkways, sidewalks, residence halls, parking lots, and street parking and garages owned by the university. Please note this also prohibits smoking inside personal vehicles parked on university property as well as any vehicles owned, operated, or leased by the University of Cincinnati.
2. To ensure compliance with this regulation:
 - A. “No tobacco use” signage shall be posted in appropriate locations;
 - B. University literature and advertising, particularly that which is related to the posting of employment opportunities and campus events, shall identify the university as being one hundred percent smoke and tobacco free; and
 - C. Announcements regarding this policy shall be made during university-sponsored events, as well as at campus functions where deemed appropriate. Event programs shall include a written reminder of this policy.

Tobacco advertising, sales, and distribution are prohibited on college campus grounds, in all
University of Cincinnati Biennial Review 2018-2020 page 10

sponsored publications, and at all college campus sponsored events. Affiliated organizations are prohibited from accepting any form of contribution including, but not limited to, financial support, gifts (such as curriculum, book covers, speakers, etc.) or in-kind support from the tobacco industry for the sponsorship or promotions of any event or activity affiliated in an manner with the University of Cincinnati.

Although not under the authority of the University of Cincinnati, all students, staff, faculty, and visitors of the university are requested to refrain from smoking and tobacco use on sidewalks and other areas adjacent to university property in an effort to remain good neighbors with our community.

Responsibility and compliance

- (1) It shall be the responsibility of all members of the University of Cincinnati community to observe this rule, both smokers and nonsmokers. Enforcement of this policy will depend on the cooperation of all faculty, staff, and students to not only comply with this policy but to encourage others to comply as well. This helps promote a healthy environment in which to work, study, and live. Civility and respect are expected at all times in regard to this policy.
- (2) The appropriate union contract or university policies shall prevail in addressing those faculty and staff who fail to comply with this rule.
- (3) Tobacco education and cessation shall be closely coordinated with other components of the University of Cincinnati's wellness program.
- (4) Any employee of the University of Cincinnati who violates this policy may be subject to disciplinary action up to and including termination and may be subject to monetary fines for violating Ohio's smoking ban (Chapter 3794 of the revised code).
- (5) Any student of the University of Cincinnati who violates this policy may be subject to sanctions pursuant to the Student Code of Conduct and may be subject to monetary fines for violating Ohio's smoking ban (Chapter 3794 of the revised code).
- (6) Any visitor who [violates this policy](#) may be denied access to University of Cincinnati campuses and may ultimately be subject to arrest for criminal trespass.

Alcohol and Drugs Policy: Employees

Scope

This policy applies to employees, including student workers, who are not covered by a collective bargaining agreement or individual employment agreement that provides contrary language.

Purpose

The University of Cincinnati ("University") is committed to providing a safe and secure environment for its students, faculty, staff, and visitors. To that end, employees are prohibited from being under the influence of drugs or alcohol while on the job. The following policy addresses the process for reasonable suspicion drug and alcohol testing.

In compliance with the Drug-Free Workplace Act and the Drug-Free Schools and Community Act, the University maintains a drug-free campus and prohibits the unlawful manufacture, distribution, dispensing, or possession of illegal drugs on its campuses or as part of any University activity.

Definitions

1. “Illegal drug” means a substance whose use or possession is controlled by federal or state law, and is not being prescribed and used or possessed under the supervision of a licensed health care professional. Marijuana, including medical marijuana, cannabis, and/or THC remains a drug or controlled substance under federal law and is considered an illegal drug.
2. “Refuse/refusal to consent” means to obstruct the collection or testing process; to submit an altered, adulterated, or substituted sample; to fail to show up for a scheduled test; to refuse to complete the requested drug testing forms; to refuse to release the results of the test to the appropriate University entities; or to fail to promptly provide specimen(s) for testing when directed to do so, without a valid medical basis for the failure.
3. “Under the influence of alcohol” means a positive test result for alcohol, or actions, appearance, speech or bodily odors that reasonably cause a supervisor, manager, or administrator to conclude that an employee is impaired because of alcohol use.
4. “Under the influence of drugs” means a positive test result for illegal drug use. In addition, it means a positive test result for the use of legal drug(s) (prescription and possibly over-the-counter) where either: (1) there is not a valid prescription from a physician for the lawful use of the prescription drug in the course of medical treatment (prescription containers must include the patient’s name, the name of the substance, quantity/amount to be taken, and the period of authorization); or (2) the test results present a finding that the legal drug was taken in a manner that was inconsistent with how it was prescribed and/or exceeded its dosage instructions.
5. “On the job” means any time the employee is engaged in activities on behalf of the University. This includes, but is not limited to, travel between work sites, breaks, training, meetings, and time spent performing duties. This also includes any time the employee is present on University property or in any building or vehicle owned or leased by the University during the working hours of the employee.

Policy

1. Any employee found to be under the influence of drugs or alcohol while on the job will be subject to disciplinary action up to and including termination of employment.
2. Refusal by an employee to consent to a drug or alcohol test or to have their drug or alcohol test results shared with the University has the same force and effect as a positive test result.

3. Any employee suspected of being under the influence of drugs or alcohol while on the job may be required to submit to a drug or alcohol test. The test will be administered by University Health Services (UHS), an agency contracted through UHS for testing, or the On Site Drug & Alcohol Collection Service Inc. (“ODACS”).
4. The University does not conduct random drug or alcohol tests on its employees unless required by federal or state law, or as set forth in this policy. This policy does not prohibit, infringe, or address the ability of an academic or clinical program to require students to submit to random drug or alcohol testing. The University may conduct random drug or alcohol testing on employees when the employee operates a University vehicle in the course and scope of their employment.
5. Managers, supervisors, and administrators are responsible for enforcing this policy in a consistent manner. Managers, supervisors, and administrators who knowingly violate this policy will be subject to disciplinary action up to and including termination of employment.
6. All employees are required to report known or suspected violations of this policy to their supervisor, manager, or an appropriate administrator. Any employee who is convicted of or pleads guilty to any criminal drug statute violation shall notify their supervisor, manager or appropriate administrator not later than five days after such conviction or plea. Failure to follow these requirements may result in disciplinary action up to and including termination of employment.
7. This policy is subject to all applicable collective bargaining agreements and state and federal laws and regulations.

Procedure

1. Criteria for Reasonable Suspicion Testing:

Drug or alcohol testing may be ordered when a manager, supervisor, or appropriate administrator has a reasonable suspicion that an employee is under the influence of drugs or alcohol while on the job. Reasonable suspicion may be based on, among other things:

- Direct observation of the physical symptoms of being under the influence of drugs or alcohol in the workplace;
- A pattern of abnormal conduct or erratic behavior in the workplace that is consistent with being under the influence of drugs or alcohol;
- Information provided either by reliable and credible sources or independently corroborated; or
- Newly discovered evidence that the employee has tampered with a previous drug test.

Physical symptoms and abnormal behavior may include, but are not limited to the following:

- slurred/incoherent speech
- drowsiness or sleepiness
- unusually aggressive behavior
- unexplained work errors
- rapid changes in mood
- impaired manual dexterity
- lack of coordination in walking
- dilated pupils
- smell of alcohol or marijuana on the breath with observed behavior issues

Note: Because the symptoms listed above could be attributable to causes other than drugs or alcohol, the manager, supervisor or appropriate administrator will document the facts that led them to have a reasonable suspicion that the suspected employee was under the influence of drugs or alcohol. In addition, personnel from either UHS, the agency contracted through UHS for testing, or ODACS will evaluate the employee before testing (if possible) to ensure reasonable suspicion of being under the influence of drugs or alcohol exists.

2. Confirmation and Documentation:

When a manager, supervisor, or appropriate administrator has reasonable suspicion that an employee is under the influence of drugs or alcohol on the job, they shall immediately notify their immediate supervisor or other appropriate administrator for confirmation. If the immediate supervisor is unavailable for confirmation, the manager or supervisor may utilize any of the following to confirm their reasonable suspicion:

- another manager, supervisor or administrator;
- a public safety or health services personnel;
- another UC employee; or
- a union official (for bargaining unit employees).

If no one listed above is available to confirm the manager or supervisor's reasonable suspicion, then the manager or supervisor must act on their own reasonable suspicion.

The manager or supervisor should then arrange for the employee to be transported to UHS or the agency contracted through UHS for testing. If during off-hours (e.g. third shift, weekends, holidays, etc.), the supervisor or manager should call ODACS at 513761-0539.

Personnel from UHS, the agency contracted through UHS for testing, or ODACS will also confirm and document the existence of reasonable suspicion prior to testing, if possible.

After ensuring the employee is transported to UHS, the agency contracted through UHS for testing, or ODACS, the supervisor or manager must prepare a written report documenting the facts that led them to have a reasonable suspicion that the employee was under the influence of drugs or alcohol on the job. The manager or supervisor must provide that report to UHS and Central Human Resources in a timely manner.

3. Submission for Drug or Alcohol Test:

Once at UHS, the agency contracted through UHS for testing, or ODACS, the employee will be asked to execute a consent form to authorize the testing entity to perform the drug or alcohol test and release its results and information to UHS, the employing unit, and Central Human Resources. Employees who refuse to consent to the test and release of its results will not be tested. If possible, the employee should be informed that refusal to consent to the test and the release of its results will be treated by the University as having the same force and effect as a positive test result and will subject them to discipline up to and including termination of employment. Failure to inform the employee of the potential consequences of their refusal to consent shall not prevent or hinder the University from treating their refusal to consent as a positive test result, which may subject them to discipline up to and including termination.

4. Relief of Duty:

When reasonable suspicion exists, the employee shall be immediately relieved of all duties. The employee may be placed on administrative leave pending the outcome of the test. Under no circumstances will the employee be permitted to operate machinery or equipment, including a motor vehicle, until cleared to do so by UHS, the agency contracted through UHS for testing, or ODACS.

5. Confidentiality:

Test results (including information gathered during the testing process, information regarding drug or alcohol dependencies, and legitimate medical explanations provided by the suspected employee) and the report prepared by the supervisor or manager that provides the basis for the reasonable suspicion will be kept confidential to the extent required by law. Test results may be disclosed to managers and supervisors on a strictly need-to-know basis, and to the tested individual upon request. Disclosure without consent may also occur when: (1) the information is compelled by law or by judicial or administrative process; or (2) the information has been placed at issue in a formal dispute between the University and employee.

6. Supervisory Training:

Managers and supervisors may be trained to recognize behaviors that give rise to and to document circumstances that support reasonable suspicion of drug or alcohol use on the job. Failure to receive such training, however, shall not invalidate otherwise proper reasonable suspicion testing.

7. Employee Assistance:

Employees are encouraged to take advantage of the University's employee assistance plan (EAP). Voluntary submission for treatment of substance abuse problems will not subject employees to disciplinary action. However, submission for treatment shall not serve as a shield from or a substitute for disciplinary action under this policy, or any other University policy.

Employee Conduct Policy

Background

This policy applies to employees who are not covered by a collective bargaining agreement or for whom the agreement contains no provision regarding this subject.

Policy

1. All employees are expected to conduct themselves in a professional and workplace appropriate manner that reflects positively on the university.
2. For conduct and rule violations disciplinary action up to and including immediate termination may occur.
3. Violations may include, but are not limited to:
 - a. Violating University policies and encouraging or inciting others to do the same.
 - b. Inefficiency.
 - c. Insubordination: refusal of an employee to follow instructions or to perform designated work where such instructions or work normally and properly are required of an employee.
 - d. Dishonesty or theft, including, but not limited to Falsification of records or falsification (theft) of time, or clocking-in for another employee or allowing another employee to clock-in for you.
 - e. Unauthorized use, abuse or destruction of University property (ID badge, telephones, computers, vehicles, etc.). Permitting another individual the use of an employee's identification card.
 - f. Use of University telephones for personal calls without authorization (except in the case of an emergency). Charging personal long distance calls to the University.

- g. Unauthorized or unsafe operation of University vehicles, or operation without a valid driver's license.
- h. Neglect of duty, including, but not limited to excessive use of personal mobile phones or electronic equipment while on duty.
- i. Abuse of leave, including, but not limited to failure to comply with sick or vacation leave notification policies; repeated tardiness; absence without authorized leave; absence for three consecutive days without notice and without satisfactory reason.
- j. Failure of employees to report to their work place at the beginning of their work period
- k. Failing to inform the supervisor when leaving a workstation or work area
- l. Sleeping on the job
- m. Loafing or carelessness.
- n. Having unauthorized individuals during and after work hours. o. Smoking in unauthorized areas
- o. Violating safety rules or common safety practices.
- p. Failure to report an accident involving an on-the-job injury or damage to University property.
- q. Refusal to obey security officials or other proper authorities in the performance of their normal duties or in times of emergency.
- r. Discourteous treatment (including physical or verbal abuse) toward students, patients, visitors and other employees.
- s. Threats of violence, violent acts or other violence towards students, patients, visitors or other employees.
- t. Fighting, throwing objects.
- u. Possession of intoxicants (alcohol or drugs) while on University duty, or being under the influence of intoxicants (alcohol or drugs) while on the job.
- v. Unauthorized possession of firearms, explosives or other lethal materials while on University property.

- w. Gambling or the possession of gambling devices on University property.
- x. Illegal or immoral conduct.
- y. Soliciting, collecting money, or circulating petitions on University property without the written permission of the Vice President having administrative authority over the department for which the employee works.
- z. Failure of employees to maintain a clean and neat appearance. Failure to adhere to appropriate departmental standards of dress.
- aa. Failure of employees to keep their work area neat and clean.
- bb. Unauthorized discussion of information pertaining to students, patients or other employees with friends, relatives, the general public or the news media.
- cc. Failure to observe University parking and traffic regulations.
- dd. Unauthorized overtime.
- ee. Any other deviation from standard and acceptable behavior.
- ff. Viewing sexually explicit material on University time or property.
- gg. Failure to comply with HIPAA laws and regulations.
- ii) Audio and/or video recording of another employee during worktime and at work for the purpose of harassment, intimidation, or retaliation.

Procedure

1. All new employees are advised at orientation that the Work Rules of the University are posted on the Human Resources website in the on-line Policies & Procedures manual.
2. The administrative authority/supervisor is responsible for monitoring employee compliance with the work rules.

Drug and Alcohol Abuse Statement

The University of Cincinnati is committed to providing a safe and healthy learning environment for all our faculty, staff, and students. Our institution recognizes that the improper use of alcohol and drugs will interfere with the school's mission and vision by negatively affecting the health and safety of our faculty, staff, and students. All faculty, staff, and students are governed by University

rules, as well as by federal, state, and local laws, and will be held accountable for any illegal use or possession of alcohol or other drugs. It is the responsibility of all faculty, staff, and students to be aware of these laws. Employees, students, and campus visitors may not unlawfully manufacture, consume, possess, sell, distribute, transfer, or be under the influence of alcohol, drugs, or other controlled substances on school property, while driving a university vehicle or while otherwise engaged in any university activity or business.

Distribution of Annual Notification

The policy information provided previously is shared as part of the Annual Notification. The Annual Notification is updated yearly to reflect updated policy information for the University of Cincinnati. The Annual Notification is distributed in the following ways:

Students

The Annual Notification is sent to students through Catalyst, which is the online student information portal; students use Catalyst to register for classes, pay bills, and view their grades. Students access the portal regularly. The Annual Notification is shared with all students during fall semester and is shared with only new students in subsequent semesters. It is posted to student's Catalyst page during the first few days of classes and a reminder is provided in the portal. Students must verify that they have read the document in order for the reminder to be removed.

Employees

The Annual Notification is shared with employees via SuccessFactors, which is the talent management system through Human Resources. Employees utilize the site for onboarding, professional development workshops, performance evaluations, and as part of the employee recruitment process. The Annual Notification is shared with all employees at the beginning of each new academic year, and is shared with new employees throughout the year. Employees can verify that they have reviewed the information.

Data Collection

In order to better understand the behaviors and needs of students, the American College Health Association-National College Health Assessment (ACHA-NCHA) is conducted at the University of Cincinnati every two-three years. The ACHA-NCHA is a nationally recognized research survey that collects data about students' health habits, behaviors, and perceptions. The assessment was last conducted at UC in spring 2020; over 800 students completed the survey. The assessment is used to determine the needs of the community. Programming and initiatives are developed based on its findings. Key alcohol and other drug findings of the assessment are listed below.

Alcohol and Other Drug Use

Reported use versus perceived use - reported use for all students within the past 30 days compared with how often students perceived the typical student on campus used substances within the same time period. The last line of each table combines all categories of any use in the last 30 days.

Alcohol	2020		2016		2013	
	Actual Use	Perceived Use	Actual Use	Perceived Use	Actual Use	Perceived Use
Never used	17.6%	3.0%	15.3%	3.0%	16.4%	5.1%
Used, but not in the last 30 days	9.6%	2.7%	10.0%	1.7%	7.7%	2.3%
Used 1-9 days	49.8%	28.0%	53.4%	32.4%	44.5%	28.5%
Used 10-29 days	21.6%	50.3%	19.4%	44.5%	28.5%	45.5%
Used all 30 days	1.5%	16.1%	1.9%	18.4%	2.9%	18.7%
Any use within the last 30 days	72.8%	94.3%	74.7%	95.3%	76%	92.6%

Marijuana	2020		2016		2013	
	Actual Use	Perceived Use	Actual Use	Perceived Use	Actual Use	Perceived Use
Never used	52.8%	7.4%	52%	8.0%	52.0%	10.1%
Used, but not in the last 30 days	18.6%	6.0%	19.4%	8.0%	19.4%	9.0%
Used 1-9 days	15.3%	39.8%	15.4%	42.9%	15.4%	40.0%
Used 10-29 days	7.2%	31.8%	7.8%	27.0%	7.8%	25.8%
Used all 30 days	6.0%	14.9%	5.3%	14.2%	5.3%	15.1%
Any use within the last 30 days	28.5%	86.6%	28.5%	84.0%	28.5%	80.9%

The table represents the percent of college students who reported using prescription drugs that were not prescribed to them within the last 12 months:

	2020	2016	2013
Antidepressants	3.5%	2.8%	3.8%
Erectile dysfunction drugs	0.2%	0.5%	1.3%
Pain killers	3.0%	6.0%	12.7%
Sedatives	2.2%	3.4%	6.5%
Stimulants	10.4%	14.6%	19.2%
Used 1 or more of the above	14.9%	18.8%	26.9%

The table represents the number of drinks consumed the last time students "partied" or socialized. Only students reporting one or more drinks were included.

	2020	2016	2013
4 or fewer drinks	41.4%	36.6%	31.2%
5 drinks	13.3%	10.2%	9.3%
6 drinks	10.3%	8.7%	9.7%
7 or more drinks	35.0%	44.5%	49.8%

UC students reported doing the following most of the time or always when they "partied" or socialized during the last 12 months:

	2020	2016	2013
Alternate non-alcoholic with alcoholic beverages	28.4%	20.7%	18.0%
Avoid drinking games	25.6%	21.5%	20.3%
Choose not to drink alcohol	13.5%	16.0%	14.5%
Determine in advance not to exceed a set number of drinks	29.6%	26.4%	24.0%
Eat before and/or during drinking	77.1%	72.3%	70.2%
Have a friend let you know when you have had enough	29.5%	27.5%	28.3%
Keep track of how many drinks being consumed	58.5%	49.8%	46.5%
Pace drinks to one or fewer an hour	22.2%	19.0%	17.9%
Stay with the same group of friends the entire time drinking	86.4%	79.8%	78.6%
Stick with only one kind of alcohol when drinking	37.6%	37.3%	38.5%
Use a designated driver	82.5%	83.3%	75.2%
Reported one or more of the above	97.0%	96.5%	94.6%

UC students who drank alcohol reported experiencing the following in the last 12 months when drinking alcohol.

	2020	2016	2013
Did something you later regretted	44.9%	45.7%	51.9%
Forgot where you were or what you did	41.3%	46.7%	47.8%
Got in trouble with the police	3.3%	4.7%	5.7%
Someone had sex with me without my consent	0.9%	3.6%	3.0%

Had sex with someone without their consent	0.3%	1.0%	1.3%
Had unprotected sex	30.8%	28.8%	34.0%
Physically injured yourself	20.6%	21.6%	27.3%
Physically injured another person	2.8%	3.1%	5.1%
Seriously considered suicide	4.1%	3.0%	2.7%
Reported one or more of the above	64.0%	64.8%	70.8%

Additional Statistics from UC NCHA Data

	2020	2016
Alcohol use impacted academic performance in the last 12 months	4.7%	6.8%
Drug use impact academic performance in the last 12 months	3.4%	3.2%
Driving after having 5 or more drinks in the last 30 days	2.8%	2.8%
Driving after having any alcohol in the last 30 days	20.4%	18.9%

Programs, Services & Other Initiatives

Many departments on campus are involved in educating the university community about alcohol and other drug, as well as implementing prevention and intervention programs. Below is a summary of the University of Cincinnati initiatives.

UC Campus Community Alcohol and Other Drug Coalition

In 2017, the University created an AOD Coalition comprised of faculty, staff, and students from across the institution, as well as off-campus partners. The purpose of the Coalition is to address higher-risk drinking and drug use on and off campus among UC students. The Coalition created a list of recommendations for policy, data collection, and programming/education to help reduce higher-risk drinking and drug use. These recommendations are on-going.

Late-Night UC

Through grant funding, the Student Wellness Center was able to provide substance-free late-night activities to students. This program, called Late Night UC, was provided on Friday and Saturday nights throughout fall and spring semesters. Funding was received in Spring 2019 to provide a pilot program; four events were held as a part of this pilot. Additional grant funding was awarded for the 2019-2020 school year; 23 events were held.

Spring 2019

Activities included a painting party, yoga and meditation sessions, an outdoor movie, dodgeball, and video and board games. Approximately 400 students attended the four events. According to the assessment collected after the late-night programs, 92.1% reported being likely to attend another late-night event, 24% of students reported that attending the event reduced their alcohol consumption that night and 97% of students reported feeling more connected to UC as a result of the event.

2019-20

The SWC planned 23 UC Late Night events in 2019-20. The late-night programs were attended by approximately 2,600 students. According to the assessment collected for the late night programs, 89% of students reported being likely to attend another late-night event, 94% of students agree that there should be more substance-free events on campus, 28% of students reported that attending the event reduced their alcohol consumption that night, and 80% of students reported feeling more connected to UC as a result of the event.

Sober Tailgates

The Student Wellness Center was awarded grant funding in Fall 2018 to implement several sober tailgates before home football games. Two sober tailgates were held with over 500 people attending the events. Free food was provided, along with tailgate games, like cornhole. Information about the SWC and the Bearcats Recovery Community was given to participants,

Additional grant funding was awarded to the SWC in 2019-20 to implement additional sober tailgates. Four events were held in Fall 2019 with over 1,000 people attending the events. Free food and games were provided during the events.

First Six-Weeks Programming

In Fall 2019, the Student Wellness Center implemented programming during the first six-weeks of classes that focused on lower-risk alcohol and drug use, sexual assault prevention, consent, the intersection of alcohol and sexual assault, resources, and bystander intervention. Twelve tabling and awareness events were planned and over 200 students were reached through these efforts.

Safe Spring Break Programming

Every year, the Student Wellness Center organizes events the week before Spring Break that highlight the importance of practicing safe drinking during Spring Break. These events for the 2018-2019 and 2019-2020 school years included tabling about lower-risk drinking strategies, social media posts, information about lower-risk cannabis strategies, a mocktail mix-off challenge, and safe spring break kits with handouts about safer drinking strategies. Attendance for the Safe Spring Break events are shown below:

	2018-2019	2019-2020
Total attendance	158	136

Tobacco Free UC Initiatives

In May 2017, all of the campuses of the University of Cincinnati went Tobacco Free. This includes all university owned property and applies to students, faculty, staff, and visitors. UC's tobacco free policy prohibits cigarettes, electronic cigarettes, vaporizing devices, cigars and cigarillos, hookah smoked products, pipes, oral tobacco, and nasal tobacco. The Student Wellness Center and Be Well, the employee wellness program, held a number of events on campus to promote the tobacco-free policy, share resources to prevent tobacco use, and encourage tobacco cessation. Examples of activities include tabling events, anniversary celebrations of being tobacco free, events for Great American Smoke Out, and programming for Kick Butts Day.

Bearcats Recovery Community

After over a year of planning, the Bearcats Recovery Community was officially launched in Spring 2019. A graduate student intern helped support the BRC during this semester. Weekly meetings were held, a newsletter was developed, and social media posts were made during this period. Approximately three students were regularly involved in the BRC.

The graduate student intern graduated, which left a gap in programming for 2019-20. Funding was identified to pay a student worker to support the BRC efforts, but no students were hired. Therefore, there were no BRC meetings held during the 2019-20 academic year.

Summer Orientation Programming

During summer orientation, the Student Wellness Center provides education to students and families, including alcohol and drug information. The SWC also provides a late-night, substance free event for students during orientation. This event (called Bearcats Trivia Night) features activities and a trivia game for students to learn about wellness, including ATOD information. During Summer 2019, approximately 21 events were held and over 610 students were reached.

During Summer 2019, the SWC also provided ATOD and wellness education to family members during orientation. Family members were educated on how to talk to their students about a number of health and wellness issues, including ATOD. Approximately 180 family members were reached through these efforts.

Summer orientation in 2020 was held virtually. The SWC recorded a video for alcohol and drug prevention that students could voluntarily view. Approximately 4,250 students accessed the page where the video was posted. A short video was also recorded for family members, which included wellness information, such as ATOD information; 44 people watched the video on YouTube.

NightRide

The University of Cincinnati offers a safe-ride alternative for students through the NightRide Program. Students are able to request a ride through the App or by phone. Here are the numbers for the 2018-2019 and 2019-2020 academics years.

	2018-2019	2019-2020
Number of rides	82,023	53,007
Number of passengers	117,217	78,576
Peak times	11:30pm-2:30am	11:30pm-2:30am

Greek Life Initiatives

- The Joint Homecoming Policy is still in effect and has been absorbed into our FSL Community Guidelines Manual. This policy states that all chapters must follow Fraternity Information Programming Group (FIPG) Guidelines for BYOB/third party vendors.
- Chapters received FIPG and the Safe Social Event training in August 2018 and 2019, January 2019 and 2020, and February 2019 and 2020.

AlcoholEdu

The Student Wellness Center coordinates an online alcohol and drug prevention program for incoming students, including undergraduate, graduate, and transfer students. The program is called AlcoholEdu and is provided by EverFi. Topics include: standard drink size, signs of alcohol poisoning, lower-risk drinking strategies, and information about the university alcohol

and drug policy. While the program is not mandated, incoming students are highly encouraged to participate. Below are completion rates for UC's three campuses, as well as for graduate students.

	2018-2019	2019-2020
Total undergraduate	22.75%	55%
Clifton-undergraduate	30.18%	63.5%
Blue Ash-undergraduate	20.42%	42.5%
Clermont-undergraduate	16.03%	39%
Graduate	33.22%	69.5%

(It should be noted that completion rates for Spring 2020 and Summer 2020 data were not accurately captured due to the coronavirus pandemic. Completion rates are likely higher than expected due to this.)

Sexual Assault Prevention

The Student Wellness Center coordinates an online gender-based violence program for incoming students, including undergraduate, graduate, and transfer students. The programs are called Sexual Assault Prevention for Undergraduate/Graduate Students and is provided by EverFi. There is also an on-going training provided to students who are classified as juniors. Topics covered include: healthy relationships, consent, alcohol and sex, sexual assault, and university policies. While the program is not mandated, incoming students are highly encouraged to participate. Below are completion rates for UC's three campuses, as well as for graduate students and juniors.

	2018-2019	2019-2020
Total undergraduate	30.90%	57.5%
Clifton-undergraduate	36.26%	65.5%
Blue Ash-undergraduate	22.03%	46%
Clermont-undergraduate	18.24%	41.5%
Graduate	39.14%	71.5%
Juniors	11.24%	29%

(It should be noted that completion rates for Spring 2020 and Summer 2020 data were not accurately captured due to the coronavirus pandemic. Completion rates are likely higher than expected due to this.)

RA Bulletin Board Program

The Student Wellness Center peer educators develop a variety of bulletin boards on health and wellness topics that can be used in the residence halls by RAs. The packs include all information for the board and a schematic to help with arrangement of the board. The purpose of this

program is to increase awareness of health and wellness issues and make sure RAs are putting up correct information about the topics. There are several boards related to alcohol and other drugs available for distribution. See table below for the number of bulletin boards that were distributed to RAs.

Topic	2018-2019	2019-2020
Alcohol	3	3
Marijuana	1	0
Tobacco	0	0
Prescription drugs	0	1
Totals	4	4

Student Wellness Center Peer Education Workshops/Presentations

These workshops are conducted by peer educators from the Student Wellness Center for a variety of groups and settings, including classrooms, residence halls, Greek houses, and student organizations. The peer educators conduct programming on alcohol and concentrate on basic alcohol facts and how to avoid the consequences of high-risk alcohol use. These programs also provide students with campus resources to address these issues. The general wellness programs include an overview of health topics, including alcohol and other drugs.

2018-2019 School Year

20 alcohol programs conducted, 518 students reached
 8 general wellness programs, 141 students reached

2019-2020 School Year

30 alcohol programs conducted, 487 students reached
 23 general wellness programs, 358 students reached

This assessment includes the students who agreed or strongly agreed with the responses.

	2018-2019	2019-2020
I understand and feel comfortable applying the concepts taught today in situations that may occur in my life.	95.6%	87.8%
As a result of this program, I am able to recognize at least 2 signs of alcohol poisoning.	97.4%	87.2%
As a result of this program, I understand what a standard drink is.	96.5%	89.6%
As a result of this program, I am aware of at least 2 low-risk drinking skills.	96.5%	87.2%
As a result of this program, I am familiar with the consequences of high-risk drinking.	95.6%	89.6%

Department of Athletics - Alcohol and Other Drug Programming

On an annual basis, all student-athletes, coaches, and staff are educated on the department policy on substance abuse and alcohol. This is both with the Sports Medicine staff and coaching staff, as the policy is embedded into each team’s policy on behavior. There were 36 alcohol and drug education programs delivered to student athletes.

Counseling and Psychological Services (CAPS)

The following data provided per fiscal year for percentage of clients with self-identified concerns with alcohol use at intake and percentage of clients who reported alcohol use at an elevated level.

Percentage of clients with self-identified concerns with alcohol use at intake		
2018-2019	46.8%	N=507
2019-2020	40%	N=350

Alcohol Assessment Data – Clients reported alcohol use at an elevated level		
2018-2019	28.6%	N=272
2019-2020	25.4%	N=153

For fiscal year 2019-2020, 25.4% of clients who sought services at CAPS and attended at least three sessions had elevated levels of substance use at intake. Additionally, during fiscal year 2019-2020, 27% of students who initially presented to CAPS with elevated levels of substance use, no longer reported elevated levels after attending 2 or more sessions, and 31% of these students reported a significant reduction in alcohol use concerns. The average change achieved for students presenting with alcohol use concerns was greater than the change achieved by 78.8% of counseling centers in the national sample.

21st Birthday Card Program

The Student Wellness Center sends electronic 21st birthday cards to students across all three campuses who are turning 21. The cards contain information about celebrating your 21st birthday safely and provides lower-risk drinking tips for those that choose to use alcohol on their birthday. The cards also include information on popular restaurants that provide discounts or free product on your birthday. Over the two year period, approximately 12,200 cards were distributed to students electronically through their university email address.

University of Cincinnati-Blue Ash

The University of Cincinnati has a regional campus located in Blue Ash, Ohio, approximately 11 miles from the Clifton/Uptown campus. Some UCBA students live on Clifton’s campus and take classes on the Blue Ash campus. In this sense, some UCBA students receive information and resources provided to students on the Clifton campus, although it is difficult to estimate the number of students receiving those services/resources. UCBA provides alcohol and drug education to students on their campus. Below is a listing of what took place in 2018-20.

UCBA classes that provide alcohol/drug education/information:

- Dental Hygiene Orientation – Policies on alcohol and drug impairment
- DHYG 1051C-001 Dental Hygiene Techniques I – Tobacco Information
- DHYG 2021C -001 Clinical Practicum I (Lecture) – Tobacco, alcohol and drug information
- DHYG 2021C -001 Clinical Practicum I (Clinic) – Counseling clinical patients
- DHYG 2021C -001 Clinical Practicum II (Clinic) – Counseling clinical patients
- NSTN 1002C - Nursing I
- NSTN 2005C - Nursing IV
- MA 1020 - Introduction to Medical Assisting/Medical Ethics
- SOC2073 Drugs & Society
- PSYC2040 Developmental Psychology
- EDST2003 Pre/Mid-Adolescent Development
- EDST2004 Lifespan Human Development
- PSYC1001 Introduction to Psychology – at least 1 lecture
- SW1050 Introduction to Social Work – at least 1 lecture
- SW1051 Introduction to Social Welfare – at least 1 lecture
- SW2050 Families in America – at least 1 lecture
- SW2055 Poverty in America – at least 1 lecture
- SOC1001 Introduction to Sociology – at least 1 lecture
- SOC2043 Contemporary Social Problems – at least 1 lecture
- SOC2089 Global Communities – at least 1 lecture
- CJ1001 Introduction to Criminal Justice – at least 1 lecture
- CJ1002 Introduction to Criminology – at least 1 lecture
- HPE 3002 - Adult and Aging Health – at least 1 lecture
- HPE 3001 - Child and Adolescent Health – at least 1 lecture
- HPE 1006 - Consumer Health – at least 1 lecture
- HPE 1004 - Introduction to Epidemiology – at least 1 lecture
- HPE 1003 - Introduction to Global Health – at least 1 lecture
- HPE 1002 - Introduction to Public/Community Health – at least 1 lecture
- HPE 1001 - Personal Health – at least 1 lecture
- HPE 1012 – Nutrition and Health – at least 1 lecture
- HPE 1020 - Principles & Foundation of Health Promotion & Education – at least 1 lecture

The University of Cincinnati-Blue Ash campus actively promoted AlcoholEdu and Sexual Assault Prevention during Orientation.

UCBA reported 1 Title IX case in 2018-19 and 4 in 2019-2020 that involved alcohol or drugs.

The Student Wellness Center participates in UCBA's Welcome Week and Student Involvement Fair each fall, providing information on the office's services, as well as health and wellness information. Approximately 250 students are reached each year during these events.

University of Cincinnati-Clermont

The University of Cincinnati has a regional campus located in Blue Ash, Ohio, approximately 26 miles from the Clifton/Uptown campus. Because of the distance, there are not as many UC-Clermont students who live or take classes on the Clifton campus.

The University of Cincinnati-Clermont campus actively promoted AlcoholEdu and Sexual Assault Prevention during Orientation.

Be Well UC - Employees

Online Health Assessment

Be Well UC, UC's employee wellness program, offers an online Health Assessment questionnaire to all benefits-enrolled employees. At least 1667 employees completed the Health Assessment between 1/1/2018-11/29/2018 and 1482 employees completed the Health Assessment between 1/1/2019-12/31/2019, administered by Alyfe Wellbeing Strategies, a third-party portal vendor.

2018 Calendar Year:

Alcohol Use Report Rates from Health Assessment:

- 40% respondents reported that they do not drink
- 55% respondents reported that they consumed 1-7 drinks per week
- 5% respondents reported that they consumed 8-14 drinks per week
- 1% respondents reported that they consumed 15-20 drinks per week
- 0% respondents reported that they consumed more than 21 drinks per week

Tobacco Use Report Rates from Health Assessment:

- 75% respondents reported that they have never smoked/chewed
- 17% respondents reported that they quit smoking 2 or more years ago
- 2% respondents reported that they quit smoking 1-2 years ago
- 1% respondents reported that they quit smoking 6-12 months ago
- 1% respondents reported that they quit smoking 0-5 months ago
- 3% respondents reported that they smoked < 10 cigarettes/day
- 1% respondents reported that they smoked > 10 cigarettes/day
- 0% of respondents reported that they smoked pipe or cigar only, or use chewing tobacco

Tobacco Status Acknowledgment:

- 1579 reported being tobacco free
- 70 reported being aware of the cessation resources UC has to offer and plan to complete a tobacco cessation program

2019 Calendar Year: Health Assessment questions changed and adapted this year.

Alcohol Use Report Rates from Health Assessment:

- N/A

Tobacco Use Report Rates from Health Assessment:

- 3.4% respondents reported they use one or more forms of tobacco
- 3.3% respondents reported they use smoke tobacco
- 0.3% respondents reported they use chewing tobacco

Well-being Workshops:

- 51 people completed the ‘Drug Abuse Education and Self-Management’ workshop
- 106 people completed the ‘Alcohol Abuse and Addition Education’ Workshop
- 5 people completed the ‘Smoking Cessation’ workshop
- 8 people completed the ‘Tobacco Cessation-Take the First Step!’ workshop

FreshStart Cessation Sessions

FreshStart is a tobacco cessation program offered through the American Cancer Society. Sessions were scheduled and held upon request for faculty and staff members in one on one and group settings. These sessions started in 2017. Between 1/1/19 and 10/1/2020 there have been 3 requests for FreshStart sessions. Only 1 completed 75% of the recommended sessions

Hot Spot Reports

Human Resources manages the email inbox for Tobacco Free UC and received 14 reports between 5/1/2017-4/31/2018, and 6 between 5/1/2018-11/29/2018. Four reports were received between 9/1/2019-10/1/2020. Reports are acknowledged and appropriately addressed by equipping area with signage and reaching out to nearby departments.

QuitLogix Quitline Utilization

National Jewish Health (NJH) manages the complimentary QuitLogix quitline by providing students, faculty and staff comprehensive cessation services, including telephonic coaching, an integrated online program, and free Nicotine Replacement Therapy.

2018 calendar year:

- 2 students, faculty or staff utilized this telephonic service.

2019 calendar year:

- 0 students, faculty or staff utilized this telephonic service.

ATOD Programming

Be Well UC provides ATOD at several events on campus each year, including the Great American Smokeout, athletic events, human resources events, and more. They tend to focus more on tobacco prevention and cessation for employees. They participated in 23 events during the 2018-19 school year and 16 events in 2019-20.

Impact Solutions Employee Assistance Program (EAP)

The purpose of the University of Cincinnati EAP is to offer assessment, counseling and referral services that are confidential and professional, and which include services related to drug and alcohol prevention. Services are available to benefit-eligible employees, spouses/domestic partners, children and other individuals who live in the employee's home. Impact's services are provided 24/7/365 at no cost to employees.

2018 calendar year

- Website hits – addiction and recovery: 0
- Counselor visits with primary presenting problem of substance abuse: 7
- Counselor visits with secondary presenting problem of substance abuse: 5

2019 calendar year

- Website hits – addiction and recovery: 10
- Counselor visits with primary presenting problem of substance abuse: 3
- Counselor visits with secondary presenting problem of substance abuse: 3

Violations & Sanctions

Office of Public Safety

The Office of Public Safety, which includes the UC Police Department, collects data on the number of AOD offenses they encounter. Student offenses are reported to the Office of Student Conduct and Community Standards.

	2018-19	2019-20
Number of public consumption tickets administered on-campus	0	0
Number of public consumption tickets administered off-campus	0	1
Number of underage consumption tickets administered on-campus	1	8
Number of underage consumption tickets administered off-campus	0	0
Alcohol and other drug related ER transports	50	40

Office of Student Conduct and Community Standards

The University of Cincinnati Office of Student Conduct and Community Standards oversees and enforces the Student Code of Conduct. Alcohol and drug violations for 2018-2019 and 2019-2020 are listed below. The following Summary of Violations and Sanctioning is the result of analyzing all violations and sanctions and how they are consistently enforced according to The Guidelines for Findings/ Sanctioning by Charge and Situation.

Guidelines for Findings/ Sanctioning by Charge and Situation

Charge(s)	If responsible, resolve finding as...	Required Sanctions	Optional Sanctions
Passive Participation (first time)	FYI	Passive participation reflection paper	None
Misuse of Identification Documents (first time)	FYI	None – educational conversation during PR is enough	Reflection Paper
Alcohol (found when no one was present in room)	Responsible	Decision Making Seminar Reflection Paper based on assessed stage of change	Community Service
Alcohol (first time incident – no hospital transport)	Responsible	Education: ASEP 5-10 Hr. Community Service Parental Notification	Probation Reflection Paper Other Creative
Alcohol (second alcohol incident)	Responsible	Education: Prime for Life – Alcohol	Reflection Paper

		10-15 Hr. Community Service Parental Notification Probation	Other Creative
Alcohol (hospital transport)	Responsible	Education Prime for Life – Alcohol 10-15 Hr. Community Service Parental Notification Probation	Reflection Paper Other Creative
Drugs (smell)	Responsible	Education: DSEP 3-5 Hr. Community Service Parental Notification	Probation Reflection Paper Other Creative
Drugs (presence, use, or paraphernalia first time)	Responsible	Education: DSEP 5-10 Hr. Community Service Parental Notification	Probation Reflection Paper Other Creative
Drugs (second drug incident)	Responsible	Education: Prime for Life – Drug 10-15 Hr. Community Service Parental Notification Probation	Reflection Paper Other Creative

Number of Alcohol and Other Drug Violations:

Alcohol: Includes Underage Possession and Public Intoxication	675
Drugs or Narcotics: Includes Possession, Use, Distribution and Paraphernalia	187
Total Alcohol and Drug Violations	862

Number of Sanctions assigned:

Type	Education	Community Service	Parental Notification	Reflection Paper	Decision Making Seminar	University Probation
Alcohol	603	594	570	213	72	62
Drug	172	169	169	72	11	32
Total	775	763	739	285	83	94

Sanction courses

The Office of Student Conduct and Community Standards, in partnership with the Student Wellness Center, provides education to students who are found responsible for violating the student code of conduct. Below is a description of the possible educational sanction classes students may be referred to.

Lower level or first-time alcohol violations are sanctioned to the Alcohol Skills Education Program (ASEP), which is a 1.5-hour class that includes the following topics: expectations around alcohol, perception versus reality of usage on campus, standard drink of alcohol, factors that influence absorption, tolerance, lower-risk strategies, bystander intervention, health and impairment consequences, and self-reflection of usage. This training is based on the Alcohol Skills Training Program (ASTP), which is an evidence-based curriculum. This is facilitated through the SWC.

Beginning during the 2018-19 school year, students were given the option of completing the in-person ASEP course, or completing a four-hour online alcohol sanction class. The online course is offered through the North American Learning Institute.

Lower level or first-time cannabis violations are sanctioned to the Drug Skills Education Program (DSEP), which is a 1.5-hour class that includes the following topics: expectations around cannabis use, perception versus reality of usage on campus, tolerance, lower-risk strategies, bystander intervention, health and impairment consequences, and self-reflection of usage. This is facilitated through the SWC.

Higher level or multiple alcohol violations are sanctioned to Prime for Life – Alcohol, which is a four hour class that includes the following topics: attitudes and beliefs about alcohol, perceptions versus reality of alcohol usage on campus and nationally, health and impairment consequences, biological aspects of addiction, the role of choices in addiction, reducing risk for alcohol use, and a self-assessment of alcohol use. Prime for Life is a nationally recognized, evidence-based curriculum. This is facilitated through the SWC.

Higher level or multiple or more serious drug (i.e.: drugs other than cannabis) violations are sanctioned to Prime for Life – Drug, which is a four hour class that includes the following topics: attitudes and beliefs about drugs, perceptions versus reality of drug usage on campus and nationally, health and impairment consequences, biological aspects of addiction, the role of choices in addiction, reducing risk for drug use, and a self-assessment of drug use. Prime for Life is a nationally recognized, evidence-based curriculum. This is facilitated through the SWC.

Student Wellness Center – Sanction Courses

The Student Wellness Center collects information on the number of students who attend their AOD sanction courses. They also evaluate the effectiveness of the courses.

Below are the attendance numbers for each class for 2018-2020:

	2018-2019	2019-2020
ASEP	170	43
DSEP	36	8
Prime for Life – Alcohol	39	26
Prime for Life - Drug	6	5

Below is the evaluation data collected for the sanction classes (including students who agree/strongly agree with the following):

(Please note: due to the coronavirus pandemic, the data for 2019-20 is incomplete and is not included in this report.)

ASEP	2018-2019
I understand and feel comfortable applying the concepts taught today in situations that may occur in my life	87%
As a result of this program, I understand the importance of developing low-risk drinking habits.	84%
As a result of this program, I am aware of at least 3 low risk drinking skills.	86%
As a result of this program, I am aware of the signs of alcohol poisoning.	89%
As a result of this program, I understand the importance of managing alcohol intake.	86%
As a result of this program, I understand the role that expectancies play in the effects of alcohol.	88%
As a result of this program, I am aware of on-campus resources available for students.	84%
As a result of this program, I will be utilizing low-risk drinking strategies to monitor my alcohol consumption.	77%

DSEP	2018-2019
I understand and feel comfortable applying the concepts taught today to situations that may occur in my life.	92%
As a result of this program, I understand the importance of developing drug free habits.	80%
As a result of this program, I am aware of the health and impairment impacts of marijuana use.	92%
As a result of this program, I am aware of at least 2 strategies to cut down on marijuana use.	88%
As a result of this program, I understand the importance of managing drug usage.	88%

As a result of this program, I understand the benefits of reducing or quitting drugs.	88%
As a result of this program, I am aware of on-campus resources available for students.	92%
As a result of this program, I am aware of the phases of use for drugs and where I fall on that spectrum.	92%

This includes students who felt the following “extremely” apply to the class:

Prime for Life	2018-2019
The instructor was knowledgeable about drug and alcohol issues:	90%
The instructor was well-prepared for sessions:	88%
The instructor was nonjudgmental in presenting information and facilitating discussions:	88%
The instructor seemed to argue with program participants:	2%
The participant workbook was useful:	18%
The program helped me make a decision about my alcohol and drug choices:	33%
I found the activities helpful in thinking about my alcohol and drug choices:	30%

2018-2019:

	Short-Term Follow-up Survey (1-3 months)	Long-Term Follow-Up Survey (4-6 months)
ASEP	84% of students reported that they have cut down on drinking as a result of the ASEP class.	50% of students reported that they have cut down on drinking as a result of the ASEP class.
DSEP	100% of student reported that they have cut down on their drug use as a result of the DSEP class.	100% of student reported that they have cut down on their drug use as a result of the DSEP class.
Prime for Life Alcohol	83% of students reported that they have cut down on drinking as a result of the Prime for Life Alcohol class.	(Not enough responses)

Department of Athletics - Alcohol & Drug Violations

The Department of Athletics handled 11 violations of its department alcohol policy and six violations of the drug policy. The sanctions ranged from education to counseling, education, community service, suspensions, and dismissal from athletics. Sanctions were based on severity of violation, number of previous occurrences, and athlete decision.

Below is information on the type and number of sanctions for student athletes for 2018-2020:

	Alcohol violations	Cannabis violations
Total sanctions	11	6
Counseling	11	6
Parental notification	11	6
Community service	3	1
Educational programming	11	6
Suspension	5	2
Dismissal	0	3

Registered Events where alcohol is served

Conference and Event Services

During the 2018-19 and 2019-20 school years, Conference Events and Services reported 74 events where alcohol was served.

UC Alumni Association

During the 2018-19 and 2019-20 school years, the UC Alumni Association held four registered events where alcohol was served. Registered events are defined as an event where students must: a) host event at third party venue and b) submit roster of attendees and guests to UCAA within a week.

The UC Alumni Association holds events with alcohol as long as a licensed third-party vendor, such as a caterer, bar, or restaurant, checks IDs and serves those who are 21 years of age or older. Individuals showing signs of intoxication should not be served. For consumption and budget planning purposes, it is recommended to expect attendees to consume one to two drinks per person per hour. If alcoholic beverages are provided at an event, food must also be provided. Cash Bar - In order to host a cash bar, an event must be either hosted in a location with a liquor permit or the appropriate permit must be obtained through the state (ex. F-2 permit in State of Ohio). A licensed and insured third-party vendor must be contracted as server.

Complimentary Beverages - When alcoholic beverages are served complimentary, no liquor permit is required. A licensed and insured bartender must still serve, however. Volunteers and/or staff are not permitted to serve drinks.

University of Cincinnati Blue Ash Campus

During the 2018-2020 time period, several events were held where alcohol was served. One event was the Distinguished Awards Ceremony for faculty, staff, and guests. This ceremony is held every April and approximately 100-150 people attend each year. The April 2020 event was cancelled due to the coronavirus pandemic. The Veteran Cookout is held each April, with an attendance of approximately 250 people. The April 2020 event was cancelled due to the coronavirus pandemic. Finally, there were eight Art Gallery Receptions where alcohol was served.

Referrals to Counseling for Alcohol and Other Drug Issues

Department of Athletics – Counseling Referrals for AOD Issues

The Department of Athletics referred 21 student-athletes to counseling for alcohol and other drug issues in 2018-2020.

Counseling and Psychological Services – Patient Referrals to Counseling for AOD-related concerns

Below is the number of students that Counseling and Psychological Services (CAPS) referred to counseling for AOD-related issues during the 2018-2019 and 2019-2020 school years.

Year	Students Referred
2018-2020	16

Trend Data and Analysis

Alcohol & Drug Violations

The University of Cincinnati Office of Student Conduct and Community Standards oversees and enforces the Student Code of Conduct. Trend data for alcohol and drug violations is below.

	2016-2018	2018-2020
Alcohol	270	675
Drugs	492	187
Tobacco	35	

Evaluation of Effectiveness of Alcohol, Tobacco, and Other Drug Programming and Policies

Effectiveness of campus policies, procedures, and programming is based on an analysis of evaluation data (if available) for programming, campus-wide survey data, violation recidivism, and overall number of violations related to alcohol and other drugs. Effectiveness is also determined by a programs rating on the NIAAA CollegeAIM Matrix. Effectiveness is determined by the number of programs completed over a period of time, an analysis of evaluation data in addition to the reach of the program. Programs that were held once or to a limited number of students were not found to be highly effective due to a lack of reach and consistency. Programs were found to be highly effective through evaluation data that provided information about student behavior, knowledge and attitude change in a positive way.

The following table summarizes findings of effectiveness (additional information is provided below the table):

Highly Effective	Unable to Determine	Ineffective
<ul style="list-style-type: none"> - Student Wellness Center Peer Education Workshops/Presentations <ul style="list-style-type: none"> o Evaluation Data - Student Wellness Center Sanction Education Classes <ul style="list-style-type: none"> o Short-term and Long-term Evaluation Data - CAPS interventions <ul style="list-style-type: none"> o Impact Data - AlcoholEdu <ul style="list-style-type: none"> o Evaluation Data o CollegeAIM Matrix - Haven/Haven Plus <ul style="list-style-type: none"> o Evaluation Data o CollegeAIM Matrix 	<ul style="list-style-type: none"> - Recovery Programming <ul style="list-style-type: none"> o In beginning phase - Athletics AOD Policy Sessions <ul style="list-style-type: none"> o No evaluation data provided - NightRide <ul style="list-style-type: none"> o Decrease in utilization o No evaluation data provided - RA Poster Program <ul style="list-style-type: none"> o Decrease in utilization o No evaluation data provided - RA Bulletin Board Program <ul style="list-style-type: none"> o Decrease in utilization o No evaluation data provided - Residence Hall AOD Programming <ul style="list-style-type: none"> o No evaluation data provided - Greek Life Initiatives <ul style="list-style-type: none"> o No evaluation data provided - Safe Spring Break Programming <ul style="list-style-type: none"> o Decrease in utilization o No evaluation data provided - Late-Night Programming <ul style="list-style-type: none"> o One event offered o No evaluation data provided - AOD Info provided in classes <ul style="list-style-type: none"> o No evaluation data provided o Lack of consistency - Medical Amnesty Policy <ul style="list-style-type: none"> o No evaluation data provided - BeWise Party Packs 	<ul style="list-style-type: none"> - Alcohol sales at sporting events - Alcohol allowed at campus sponsored social events

	<ul style="list-style-type: none"> ○ Decrease in utilization ○ No evaluation data provided - 21st Birthday Card Email <ul style="list-style-type: none"> ○ No evaluation data provided - Student Government AOD Prevention Initiatives <ul style="list-style-type: none"> ○ No evaluation data provided 	
--	--	--

The Student Wellness Center Peer Education Workshops/Presentations prove to be highly effective based on the evaluation data provided based on the learning outcomes. Similarly, based on the evaluation data provided, the sanction education classes offered through the Student Wellness Center prove to be highly effective.

According to the NIAAA College Aim Matrix for prevention strategies, AlcoholEdu rates as a highly effective evidence-based strategy.

Many of the programs and initiatives included in this report do not provide evaluation/assessment data, which limits the ability to determine effectiveness. Engaging in more assessment and evaluation is a goal moving forward.

Late-night substance free programming, which is deemed as an effective, evidence-based strategy, has shown to be effective for students who attend. The events build community and allow students an opportunity to interact with other students who choose not to drink or who drink in lower-risk ways. One challenge is engaging with students who drink in higher-risk ways; are they as likely to attend the events as other students?

NightRide has seen a decrease in utilization during the 2018-2020 period. Effectiveness of this program has not been determined by the NIAAA, and evaluation data was not provided to support the effectiveness of this program related to alcohol and drug use.

Providing alcohol and other drug information in academic classes is also a strategy that is not able to be ranked in terms of effectiveness because the lack of consistency of information and implementation. Although likely to reach a large percentage of students at the Blue Ash Campus, effectiveness was unable to be determined.

Safe Spring Break Programming is considered to be a passive prevention strategy, which includes reaching a large percentage of campus, but involves less active participation in the event or programming. There has also been a decline in attendance at Safe Spring Break programming and no evaluation data is collected for this programming.

The data reveals that AOD sanctions are inconsistent and that additional training of sanction officers to ensure consistent sanctioning.

Recommendations

Recommendations for 2016-2018

A number of recommendations were provided in the 2016-2018 Biennial Review for the University of Cincinnati.

- Develop universal evaluation and assessment measures for alcohol and other drug programming across campus.
 - As of 2020, this was not completed and had not started.
- Development of a Biennial Review Committee/Task Force.
 - As of 2020, this was not completed. There were challenges with bringing people together during the pandemic.
- Mandate AlcoholEdu and Sexual Assault Prevention training to all first-time students.
 - This goal was in progress and was interrupted by the coronavirus pandemic. This goal will be continued into the next iteration of the Biennial Review.
- Provide education on cannabis to students, specifically around Ohio's medical marijuana law.
 - The Student Wellness Center created a bulletin board for the residence halls on cannabis. During summer orientation, incoming students are told about Ohio's law and university policies around cannabis use (for example, that even with a medical marijuana recommendation, it is still now allowed on campus). The University created a web site with information about university policies.
- Continue to grow the collegiate recovery community.
 - There continues to be interest in the Bearcats Recovery Community, although participation ebbs and flows each semester. It is challenging to find consistent staffing to help grow the community and support students in an on-going manner.
- Determine the feasibility of doing alcohol and drug programming on UC's regional campuses.
 - This goal was not specifically addressed. However, due to changes within the University structure, this will likely be something that the Student Wellness Center is able to do in the future.
- Work towards completing the recommendations provided by the Campus-Community AOD Coalition.
 - This work is on-going and continues to develop and grow overtime.

Recommendations for 2020-2022

The following recommendations have been identified for 2020-2022:

- Mandate AlcoholEdu and Sexual Assault Prevention trainings to all first-time students.
- The Student Wellness Center should revitalize the off-campus party packs as a way to encourage lower-risk drinking off-campus, as well as to promote good neighbor policies.

- The Party Smart campaign, which was created as part of the UC AOD Coalition recommendations, should continue to develop overtime, including creating communication campaigns for students.
- Social norming campaigns should be developed on campus as a way to reduce higher-risk drinking and drug use.
- Continue to develop and grow the Bearcats Recovery Community.
- Improve consistent sanctions for students who are found responsible for violating AOD policies.
- Provide additional training to staff who hear AOD violation cases to ensure consistent sanctioning.

Definition of Terms

AOD – Alcohol and Other Drugs

ATOD – Alcohol, Tobacco, and Other Drugs

CAPS – Counseling and Psychological Services