

**Drug-Free Schools and Campuses Regulations (Edgar Part 86)
Biennial Review:
Academic Years 2020-2021 & 2021-2022**

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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
- Student Conduct and Community Standards

- Student Wellness Center
- University of Cincinnati Public Safety Office

Biennial Review Committee

For the 2020-22 Biennial Review, a committee of staff at the University of Cincinnati worked together to review and evaluate the data and provide recommendations. Thank you to the committee members for their participation:

- Jessica Ashcraft, Assistant Director, Student Activities and Leadership Development
- Kate Butler, Director, Fraternity and Sorority Life
- Samantha Cook, Associate Director, Counseling and Psychological Services
- Jim Dugar, Staff Clinician, Counseling and Psychological Services
- Carly Griffith, Alcohol, Tobacco, and Other Drug Program Manager, Student Wellness Center
- Sara Kennedy, Program Coordinator, Resident Education and Development
- Grace Kroner, NCAA Compliance Officer, Athletics
- Brandy Reeves Doyle, Director, Student Wellness Center
- Nicole Smith, Clery Act Compliance Specialist, Public Safety
- Ashleigh Wade, Director, Student Conduct and Community Standards

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 2020
- 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
- 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 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

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) Nonacademic misconduct definitions [Section (C)(1)]

1) 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. Containers include, but are not limited to: alcohol boxes, flasks, empty alcohol bottles/cans. Behavior that evidences public intoxication.

2) 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.

3) Hazing

Hazing includes participating in, allowing, or coercing another, including the victim, to do any act that creates a substantial risk of causing mental or physical harm to any person. A forced or coerced activity shall also be considered hazing when the initiation or admission into, or continued affiliation with, a group or organization is directly or indirectly conditional upon performing that activity. In no event shall the willingness of an individual to participate in such activity serve as a defense in cases of hazing.

4) Passive participation

Knowingly being in the presence of any form of misconduct identified in the S.C.O.C. after one has had a reasonable opportunity to remove themselves.

5) Residence hall rules and regulations

Violating the terms and conditions of the university housing agreement, university lease agreement, or of published rules and regulations of the office of resident education and development (RED), office of housing, or university dining facilities.

6) Smoking rule

Violating rule 10-17-06 of the Administrative Code on tobacco and smoke free environment.

7) 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.

ii) Sanctions and interim measures for nonacademic misconduct [Section (C)(3)(d)]

1) Alcohol or drug possession disclosure

(a) The university of Cincinnati may notify the parents or guardians of any student who is under the age of twenty-one and who has been found to be in violation of the S.C.O.C. with respect to any federal, state, or local law or university policy governing the use or possession of alcohol or a controlled substance

(b) Students will receive copies of notification letters sent to their parents or guardians.

(c) The university also reserves the right to make any other parental disclosures as permitted by FERPA.

(d) 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.

iii) Disciplinary sanctions for nonacademic misconduct [Section (C)(3)(e)]

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

Disciplinary probation is in effect for a specified period of time. A violation(s) of any university policy, rule, or agreement during the period of probation will be viewed as a violation of probation, and will result in further action being imposed, which may include

suspension or dismissal. Disciplinary probation may impose specific restrictions or place extra requirements on the student or student organization for a specified period. Restrictions may vary with each case and may include but are not limited to restrictions related to participation in intercollegiate athletics, representing the university, student leadership, and extracurricular and/or residence life activities. A student or student organization may be required to meet periodically with designated persons. Students or student organizations on university disciplinary probation are not considered to be in good disciplinary standing with the university.

3) University disciplinary suspension

Prohibits the student from attending, or student organization being recognized by, the university and from being present without permission of the director of the Student Conduct and Community Standards (or designee) on any university owned, leased, or controlled property, and prohibits the student from enrolling or participating in remote or online classes or other remote or online university events or activities, for a specified period of time. University disciplinary suspensions shall have effective beginning and ending dates. Students or student organizations placed on university disciplinary suspension must comply with all suspension requirements. A student seeking to attend the university, or student organization seeking recognition, after the conclusion of the suspension shall first request permission to re-enroll, or reregister, from SCCS.

4) University disciplinary dismissal

Permanently prohibits the student, or student organization, from enrolling, attending, or being recognized by, the university and from being present, without permission, at any university event or 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 are 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 or 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 dean of students (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 activity, or registered organization related activity, or remote or online classes or other remote or online university events or activities, poses a substantial threat to the health, welfare, or safety of others

or the university. An interim suspension begins immediately upon written notice by the dean of students (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 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.

iv) Sanctioning student organizations

1) Loss of student organization privileges

Restricts or removes an organization's privileges on and off campus for a specified period of time. Restrictions may vary with each case and may include, but are not limited to, the following: use of university facilities or services; ability to sponsor, cosponsor, host, or co-host activities or events; and ability to participate in activities or events such as, but not limited to, intercollegiate athletics, social events, representing the university, student leadership, extracurricular and/or residence life activities.

2) Loss of university funds

Loss of university funds includes ineligibility to receive funds from any university entity for student organization purposes for a specified period of time, including but not limited to: university funding board, undergraduate student government, graduate student government, student activities and leadership development, and/or fraternity and sorority life.

3) Restitution for damage

Restitution may include a student organization being required to repair all damages related to the misconduct, which may include, but is not limited to, assessment of reasonable expenses, such as repair or replacement cost for any damage to property, or any related expenses incurred by the affected parties.

4) Termination of university registration / revocation of university recognition

Prohibits a student organization from being registered or recognized by the university for a specified period of time. During this time, the student organization is prohibited from functioning as a student organization in any capacity both on and off campus. This includes, but is not limited to, the following: alumni events; hosting, sponsoring, co-hosting or co-sponsoring charitable and philanthropic events and social events; participating as an organization in charitable or philanthropic events and social events; meeting as an organization; and, participating in tournaments or other sporting events, trainings, or recruitment. Unregistered and/or unrecognized student organizations are not allowed to re-activate as a student organization without prior written permission from S.C.C.S., student activities and leadership development, and/or fraternity and sorority

life. An unregistered or unrecognized student organization must apply for reinstatement following the term of the suspension by submitting a letter to S.C.C.S., student activities and leadership development; and/or fraternity and sorority life, if applicable.

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 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 a 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
- p. Violating safety rules or common safety practices.
- q. Failure to report an accident involving an on-the-job injury or damage to University property.
- r. Refusal to obey security officials or other proper authorities in the performance of their normal duties or in times of emergency.
- s. Discourteous treatment (including physical or verbal abuse) toward students, patients, visitors and other employees.
- t. Threats of violence, violent acts or other violence towards students, patients, visitors or other employees.
- u. Fighting, throwing objects.
- v. Possession of intoxicants (alcohol or drugs) while on University duty, or being under the influence of intoxicants (alcohol or drugs) while on the job.
- w. Unauthorized possession of firearms, explosives or other lethal materials while on University property.
- x. Gambling or the possession of gambling devices on University property.
- y. Illegal or immoral conduct.
- z. 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.
- aa. Failure of employees to maintain a clean and neat appearance. Failure to adhere to

- appropriate departmental standards of dress.
- bb. Failure of employees to keep their work area neat and clean.
 - cc. Unauthorized discussion of information pertaining to students, patients or other employees with friends, relatives, the general public or the news media.
 - dd. Failure to observe University parking and traffic regulations.
 - ee. Unauthorized overtime.
 - ff. Any other deviation from standard and acceptable behavior.
 - gg. Viewing sexually explicit material on University time or property.
 - hh. 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%	56.7%	8.0%	52.0%	10.1%
Used, but not in the last 30 days	18.6%	6.0%	20.6%	8.0%	19.4%	9.0%
Used 1-9 days	15.3%	39.8%	13.2%	42.9%	15.4%	40.0%
Used 10-29 days	7.2%	31.8%	5.0%	27.0%	7.8%	25.8%
Used all 30 days	6.0%	14.9%	4.5%	14.2%	5.3%	15.1%
Any use within the last 30 days	28.5%	86.6%	22.7%	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.

COVID and staffing changes have impacted the work of the AOD Coalition. The hope is that in the future, the Coalition will continue working to address higher risk alcohol and drug use among UC students.

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 Fall 2020 to provide programs for the 2020-2021 school year; 15 events were held. Additional grant funding was awarded for the 2021-2022 school year; 25 events were held.

2020-2021

Activities included a meditation session, movie nights, virtual escape room, and crafts such as making postcards. Approximately 189 students attended the 15 events. During this time, late night programs were being offered virtually due to COVID-19. According to the assessment collected after the late-night programs, 95.1% reported being likely to attend another late-night event, 13.6% of students reported that attending the event reduced their alcohol consumption that night and 24.6% of students reported feeling more connected to UC as a result of the event.

2021-2022

The SWC planned 25 Late Night UC events in 2021-22. The late-night programs were attended by approximately 225 students and were offered virtually and in person. According to the assessment collected for the late-night programs, 100% of students reported being likely to attend another late-night event, 91.6% of students agree that there should be more substance-free events on campus, 25% of students reported that attending the event reduced their alcohol consumption that night, and 91.6% of students reported feeling more connected to UC because of the event.

Sober Tailgates

Sober tailgates are an opportunity for students to tailgate for University of Cincinnati football games without the presence of alcoholic beverages. Events typically start four hours before kickoff. Due to COVID-19, the Student Wellness Center was unable to implement sober tailgates for the 2020-2021 school year.

During the 2021-2022 school year, one sober tailgate was held with over 150 people attending. Free food was provided, along with tailgate games, like cornhole. Information about the SWC and the Bearcats Recovery Community was given to participants.

First Six-Weeks Programming

In Fall 2020 and 2021 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. In Fall 2020, no events were held; the focus shifted to social media due to the pandemic. In Fall 2021, eight tabling events were held with over 650 students reached.

Safe Spring Break Programming

Every year, the Student Wellness Center organizes events the week before Spring Break that highlight the importance of practicing lower-risk drinking during Spring Break. These events for the 2020-2021 and 2021-2022 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:

	2020-2021	2021-2022
Total attendance	175	138

Tobacco Free UC Initiatives

In May 2017, all 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

The Bearcats Recovery Community is housed in the Student Wellness Center and is a program designed to support students in recovery from alcohol and drugs. There are a variety of services provided through the BRC, including a monthly newsletter, weekly meetings, and social media posts.

During the 2020-2021 school year, the Bearcats Recovery Community Newsletter was sent out monthly to over 1,800 students. BRC meetings were held virtually during the academic year due to COVID-19. No one attended the virtual meetings.

During the 2021-2022 school year, the Bearcats Recovery Community was offered virtually and had one participant attend one meeting. The Bearcats Recovery Community newsletter continued to go out monthly to over 2,700 students. Multiple social media posts were made weekly on Facebook, Twitter, and Instagram.

Summer Orientation Programming

During summer orientation, the Student Wellness Center provides education to students and families, including alcohol and drug information. During summer 2021, orientation was held virtually, and students and families had an opportunity to watch a recorded video about alcohol and drug prevention.

For orientation in summer 2022, orientation was hybrid model; the previous videos were made available to students and families, and students and their families met in person for one day. The SWC, in partnership with CAPS, delivered a presentation on health and wellness information. Specific alcohol and drug information was not provided, but SWC resources were given to participants. Participants were also reminded about the online prevention trainings to complete before classes start.

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 2020-2021 year. Due to COVID-19 the service was halted on March 23, 2020 and did not resume until August 2020. The service was halted again in November 2020 due to short staffing and was reopened again in February 2021. NightRide ceased operations in October 2021 due to lack of staffing and was officially transferred to Transportation in January 2022.

	2020-2021
Number of rides	26,229
Number of passengers	38,123
Peak times	10:00 pm- 12:00 am

Fraternity and Sorority Life Initiatives

- Fraternity and sorority chapters are required to report all events with alcohol at least 14 days in advance, including guest lists and crisis management plans.
- Prior to hosting events with alcohol each semester, five members of each chapter must attend risk management training. This training reviews event management policies, harm reduction strategies, and reporting expectations.

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.

	2020-2021	2021-2022
Total undergraduate	38.67%	53.50%
Clifton-undergraduate	42.33%	58.50%
Blue Ash-undergraduate	30.00%	33.00%
Clermont-undergraduate	36.67%	32.5%
Graduate	59.00%	51.00%

(It should be noted that completion rates for Spring 2022 and Summer 2022 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.

	2020-2021	2021-2022
Total undergraduate	40.33%	57.5%
Clifton-undergraduate	43.66%	65.5%
Blue Ash-undergraduate	31.33%	46%

Clermont-undergraduate	37.00%	41.5%
Graduate	61.00%	71.5%
Juniors	30.00%	37.00%

(It should be noted that completion rates for Spring 2022 and Summer 2022 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	2020-2021	2021-2022
Alcohol	3	17
Cannabis	1	3
Tobacco	0	1
Prescription drugs	0	1
Totals	4	21

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.

2020-2021 School Year

8 alcohol programs conducted, 171 students reached
8 general wellness programs, 162 students reached

2021-2022 School Year

6 alcohol programs conducted, 203 students reached
7 general wellness programs, 182 students reached

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

	2020-2021	2021-2022
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I understand and feel comfortable applying the concepts taught today in situations that may occur in my life.	95.6%	100%
As a result of this program, I am able to recognize the signs and symptoms of alcohol poisoning and how to respond effectively.	97.4%	97.9%
As a result of this program, I am able to define a standard drink size to track the number of drinks I consume.	89.6%	95.8%
As a result of this program, I am able to identify safer drinking practices.	96.5%	100%
As a result of this program, I understand the negative consequences associated with high-risk drinking.	96.5%	100%

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 26 alcohol and drug education programs delivered to student athletes; one training per team, per year.

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.

Percent of students identified alcohol/substance use as a concern at a high level.		
2020-2021	20.3%	N=98
2021-2022	19.1%	N=137

Percent of clients reported a need to reduce drug and alcohol use in the last two weeks		
2020-2021	28.1%	N=342
2021-2022	28.5%	N=294

In 2020 to 2021 school year, 40% of students who reported moderate and/or elevated levels of distress at the beginning of treatment saw improvement after 4 sessions. 43.5% of students who reported moderate and/or Elevated levels of distress at the beginning of treatment saw improvement after 4 sessions in the year 2021-2022.

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 10,500 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.

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

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.

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

Hot Spot Reports

These are reports that are sent regarding issues related to tobacco use on campus. Human Resources manages the email inbox for Tobacco Free UC and received two reports between 9/1/2020-10/15/2021. 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.

2020 calendar year:

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

2021 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 Smoke out, athletic events, human resources events, and more. They tend to focus more on tobacco prevention and cessation for employees. They participated in nine events during the 2020-2021 school year and 16 events in 2021-2022.

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.

2020-2021

- Website hits – Emotional Wellbeing: Addiction: 42
- Counselor visits with primary presenting problem of substance abuse: 11
- Counselor visits with secondary presenting problem of substance abuse: 11

2021-2022 (Impact Solutions' reporting structure changed from previous years)

- Website hits:
 - Treatment: 22
 - Emotional wellbeing: 30
 - Mental Health: 98 (Substance Use, Abuse Addition= 7%)
- Counselor visits with primary presenting problem:
 - Substance abuse: 2
 - Alcohol: 4

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.

	2020-2021	2021-2022
Number of public consumption tickets administered on-campus	1	1
Number of public consumption tickets administered off-campus	0	0
Number of underage consumption tickets administered on-campus	3	0
Number of underage consumption tickets administered off-campus	0	0
Alcohol and other drug related ER transports	16	24

Office of Student Conduct and Community Standards

The University of Cincinnati Office of Student Conduct and Community Standards promotes a scholarly community by helping students understand their rights and responsibilities throughout the Student Code Process. We encourage student learning, growth, and accountability through a fair and equitable that provides students with a safe and supportive environment to develop into holistic and global citizens. Alcohol and/or drug violations for 2020-2021 and 2021-2022 are listed below. The following data is the result of analyzing all drug and alcohol violation(s) and sanction(s).

Office of Student Conduct & Community Standards Sanction Guide

<u>Specific Student Code of Conduct Violation</u>	<u>1st Violation</u>	<u>2nd Violation</u>	<u>3rd</u>
<u>Alcohol – Underage possession/consumption</u>	<ul style="list-style-type: none"> • <u>Alcohol Skills Education Program</u> • <u>Addendum</u> • <u>Parent/Guardian Notification</u> • <u>Reprimand</u> 	<ul style="list-style-type: none"> • <u>BASICS</u> • <u>Alcohol & Drug Reflection Paper</u> • <u>Parent/Guardian Notification</u> • <u>Probation – 3 Months</u> 	<ul style="list-style-type: none"> • <u>Drug & Alcohol Awareness Course</u> • <u>Off-Campus Counseling</u> • <u>Sober Experience Calendar or Substance Autobiography Paper</u>

			<ul style="list-style-type: none"> • <u>Parent/Guardian Notification</u> • Probation – 6 Months
Alcohol/Drug – Transport <u>(Adjudicated by OSC&CS Professional Staff ONLY)</u>	<ul style="list-style-type: none"> • BASICS or The Drugs Course • Addendum • Parent/Guardian Notification • Probation – 3 Months • <u>Amnesty – Same sanctions minus Parent/Guardian Notification and the Probation</u> 	<ul style="list-style-type: none"> • BASICS or The Drugs Course • Alcohol & Drug Reflection Paper • Parent/Guardian Notification • Probation – 6 Months 	<ul style="list-style-type: none"> • Parent/Guardian Notification • Probation – 9 Months or Suspension – 1 Year
Alcohol – Distribution	<ul style="list-style-type: none"> • Behavior Modification Course or Decision-Making Seminar • Addendum • Parent/Guardian Notification • Probation – 6 Months 	<ul style="list-style-type: none"> • Drug & Alcohol Awareness Course • BASICS • Alcohol & Drug Reflection Paper • Parent/Guardian Notification • Probation – 9 Months 	<ul style="list-style-type: none"> • BASICS • Off-Campus Counseling • Sober Experience Calendar or Substance Autobiography Paper • Parent/Guardian Notification • Probation – 12 Months or Suspension – 1 Year
Alcohol Containers	<ul style="list-style-type: none"> • Behavior Modification Course • Reprimand 	<ul style="list-style-type: none"> • Decision Making Seminar • Probation – 3 Months 	<ul style="list-style-type: none"> • Addendum • Probation – 6 Months
Drugs – Use/possession	<ul style="list-style-type: none"> • Cannabis Course or The Drugs Course • Addendum • Parent/Guardian Notification • Reprimand 	<ul style="list-style-type: none"> • Drug & Alcohol Awareness Course • Alcohol & Drug Reflection Paper • Parent/Guardian Notification 	<ul style="list-style-type: none"> • Off-Campus Counseling • Sober Experience Calendar or Substance Autobiography Paper

		<ul style="list-style-type: none"> • Probation – 3 Months 	<ul style="list-style-type: none"> • Parent/Guardian Notification • Probation – 6 Months
Drugs – Manufacturing, distribution, buy, sell, offer for sale	<ul style="list-style-type: none"> • Cannabis Course or The Drugs Course • Behavior Modification Course or Decision-Making Seminar • Parent/Guardian Notification • Probation – 6 or 12 Months (depends on type of drug) 	<ul style="list-style-type: none"> • Drug & Alcohol Awareness Course • Sober Experience Calendar or Substance Autobiography Paper • Parent/Guardian Notification • Probation – 12 months or Suspension – 1 Year 	<ul style="list-style-type: none"> • Off-Campus Counseling • Addendum • Parent/Guardian Notification • Suspension – 2 Years (depends on type of drug)
Drugs – Unauthorized use/possession of prescription medication	<ul style="list-style-type: none"> • Cannabis Course or The Drugs Course • Addendum • Parent/Guardian Notification • University Probation – 3 Months 	<ul style="list-style-type: none"> • Drug & Alcohol Awareness Course • Alcohol & Drug Reflection Paper • Parent/Guardian Notification • Probation – 6 Months 	<ul style="list-style-type: none"> • Off-Campus Counseling • Sober Experience Calendar or Substance Autobiography Paper • Parent/Guardian Notification • University Probation – 9 Months or Suspension – 1 Year

Number of Alcohol and Drug Violations (Academic Year 2020 – 2021)

Alcohol: Includes Underage Possession and Public Intoxication	339
Drugs or Narcotics: Includes Possession, Use, Distribution and Paraphernalia	27
Total Alcohol and Drug Violations	366

Number of Alcohol and Drug Violations (Academic Year 2021 – 2022)

Alcohol: Includes Underage Possession and Public Intoxication	270
Drugs or Narcotics: Includes Possession, Use, Distribution and Paraphernalia	36
Total Alcohol and Drug Violations	306

Sanction courses

The Office of Student Conduct & Community Standards, in partnership with the Student Wellness Center, provides education to students who are found responsible for violating the Student Code of Conduct. The sanction courses changed for the 2021-22 school year. Below is a description of the possible educational sanction classes students may be referred to.

2020-21 academic year

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 the 2020 – 2021 academic year, The Office of Student Conduct & Community Standards began assigning student(s) sanctions through the North American Learning Institute. The courses given for certain levels of alcohol and drug violations were Drug & Alcohol Awareness and Marijuana Education. These courses are four-hours long and cover a variety of topics.

The Office of Student Conduct & Community Standards also took a more educational approach to alcohol and/or drug violations and started assigning more sanctions that allowed the student to reflect on their behavior and the impact/harm it caused themselves and their identified community. Some of the educational sanctions given included an Addendum, an Alcohol and Drug Reflection Paper, a Sober Experience Calendar, and a Substance Autobiography Paper,

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.

2021-22 academic year

Alcohol Skills Education Program (ASEP) is an online training course from Vector Solutions that takes approximately 1.5 hours to complete. The course helps students evaluate their alcohol use. It is designed to teach students about the ways that alcohol effects the mind and body and help students make lower-risk decisions around alcohol use. Students complete the course on their own time; it does not need to be completed in one sitting.

Brief Alcohol Screening and Intervention for College Students (BASICS) is an evidence-based intervention that helps students evaluate their alcohol use. It provides personalized feedback based on student's alcohol use and related behaviors. The program helps students understand the risks associated with high-risk alcohol use and helps them make lower-risk choices around alcohol. The course is designed to be completed over two sessions led by a trained facilitator; students must attend both sessions in order to fulfill their sanction. Each session is approximately one hour long, and sessions should be scheduled 1-2 weeks apart.

The cannabis course is a personalized feedback intervention that provides students with an overview of their cannabis/marijuana use, as well as the risks associated with cannabis/marijuana use. The program will help students develop lower-risk cannabis/marijuana behaviors. The course is designed to be completed over two sessions led by a trained facilitator; students must attend both sessions in order to fulfill their sanction. Each session is approximately one hour long, and sessions should be scheduled 1-2 weeks apart.

The drugs course is a personalized feedback intervention that provides students with an overview of their drug use, as well as the risks associated with drug use. The program will help students develop lower-risk drug behaviors. The course is designed to be completed over two sessions led by a trained facilitator; students must

attend both sessions in order to fulfill their sanction. Each session is approximately one hour long, and sessions should be scheduled 1-2 weeks apart.

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 2020-2021:

	2020-2021
ASEP	173
DSEP	12
Prime for Life – Alcohol	30
Prime for Life - Drug	6

Below are the attendance numbers for each class for 2021-2022:

	2021-2022
ASEP	170
BASICS	52
DSEP	1
Cannabis	3
Drugs	1

Below is the evaluation data collected for the sanction classes. These figures are average responses on a scale of 1-7 (1= strongly disagree, 7= strongly agree)

ASEP	2020-2021	2021-2022
Reduce the night of times you drink per week	5.3	4.1
Reduce the number of drinks you have each time you drink	5.4	4.1
Pace your drinks to 1 or fewer per hour	5.4	4.0
Set a limit on how many drinks you’ll have	5.6	4.2
Alternate non-alcoholic beverages with alcoholic beverages	5.6	4.1

DSEP	2020-2021
I understand and feel comfortable applying the concepts taught today to situations that may occur in my life.	100.00%
As a result of this program, I understand the importance of developing drug free habits.	66.67%
As a result of this program, I am aware of the consequences of illegal drug use.	66.67%

As a result of this program, I am aware of at least 2 strategies to cut down on marijuana use.	100.00%
As a result of this program, I understand the benefits of reducing or quitting drugs.	66.67%
As a result of this program, I am aware of on-campus resources available for students.	100.00%

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

Prime for Life Alcohol	2020-2021
The instructor was knowledgeable about drug and alcohol issues:	100.00%
The instructor was well-prepared for sessions:	50.00%
The instructor was nonjudgmental in presenting information and facilitating discussions:	50.00%
The instructor seemed to argue with program participants:	50.00%
The participant workbook was useful:	50.00 %
The program helped me make a decision about my alcohol and drug choices:	50.00%
I found the activities helpful in thinking about my alcohol and drug choices:	50.00%

Short-Term Follow-up Survey (1 month) 2020-21	
ASEP	On a scale of 1-5 (1= not at all, 5= completely), the average response was 3.8
DSEP	100% of student reported that they have cut down on their drug use as a result of the DSEP class.
Prime for Life Drug	100% of students reported that they have cut down on their drug use as a result of the Prime for Life Drug class.
Prime for Life Alcohol	100% of students reported that they have cut down on drinking as a result of the Prime for Life Alcohol class.

BASICS	2021-2022
I drink less than before since completing the BASICS alcohol course	93.33%
I have already changed my alcohol use since completing the BASICS alcohol course	73.33%
I am confident in my ability to change my alcohol use	100.00%
I utilize the information I learned in class	93.34%
I have shared the information I learned in this class with other people	73.33 %

Cannabis Workshop	2021-2022
I use than before since completing the cannabis/marijuana workshop	100.00%
I have already changed my alcohol use since completing the cannabis/marijuana workshop	100.00%
I am confident in my ability to change my cannabis/marijuana use	100.00%
I utilize the information I learned in class	100.00%
I have shared the information I learned in this class with other people	50.00%

Department of Athletics - Alcohol & Drug Violations

The Department of Athletics managed 27 violations of its department alcohol and drug policy. The sanctions can range 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 2020-2022.

	Alcohol violations	Cannabis violations
Total sanctions	25	2
Counseling	0	2
Parental notification	14	0
Community service	0	0
Educational programming	25	2
Suspension	0	0
Dismissal	0	0

Registered Events where alcohol is served

Conference and Event Services

During the 2020-2021 and 2021-2022 school years, Conference Events and Services reported 12 events where alcohol was served.

UC Alumni Association

During the 2020-21 and 2021-22 school years, the UC Alumni Association via the Student Alumni Council held two registered events where alcohol was served. Registered events are defined as an event where students: a) host an event at a third-party venue and b) submit a roster of attendees and guests to UC/UCAA within a week.

The UC Alumni Association holds events with alcohol as long as a licensed and insured third-party vendor, such as a caterer and/or restaurant/bar checks IDs and serves only 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.

In order to host a cash bar, an event must either be hosted in a location with a liquor permit, or the appropriate permit must be obtained through the state (ex. F-2 permit through the State of Ohio). A licensed and insured third-party vendor must be contracted as the server. In order to offer a hosted bar with complimentary beverages, no liquor permit is required, however, a licensed and insured caterer/bartender must still serve. Volunteers, members and/or staff are not permitted to serve.

Referrals to Counseling for Alcohol and Other Drug Issues

Department of Athletics – Counseling Referrals for AOD Issues

The Department of Athletics referred 2 student-athletes to counseling for alcohol and other drug issues in 2020-2022.

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

For 2020-21 and 2021-22 academic years, Counseling and Psychological Services did not rely solely on the AOD Coordinator to provide counseling services to students presenting with substance misuse disorders. All CAPS clinical staff provided counseling for alcohol and other drug issues during this time and this system of care will continue. CAPS referred at least 2 students to a higher level of care in the community during 2020-2022.

Trend Data and Analysis

Alcohol & Drug Violations

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

	2018-2020	2020-2022
Alcohol	675	609
Drugs	187	63

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 Provide BASICS and personalized feedback intervention (eCHECKUP TO Go) together, which is shown to be highly effective o Our data is lower, though, so difficult to gauge effectiveness for the campus - AlcoholEdu <ul style="list-style-type: none"> o Evaluation Data o CollegeAIM Matrix - Late-Night Programming <ul style="list-style-type: none"> o Data from the Student Wellness 	<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 Bulletin Board Program <ul style="list-style-type: none"> 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 - Medical Amnesty Policy <ul style="list-style-type: none"> o No evaluation data provided - 21st Birthday Card Email <ul style="list-style-type: none"> o No evaluation data provided - Sober tailgates <ul style="list-style-type: none"> o No evaluation data provided - First Six Weeks Programming <ul style="list-style-type: none"> o No evaluation data provided 	<ul style="list-style-type: none"> - Alcohol sales at sporting events - Alcohol allowed at campus sponsored social events

Center shows the programming is effective		
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The Student Wellness Center Peer Education Workshops/Presentations prove to be 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.

The sanction courses provided through the Student Wellness Center are highly effective according to the College AIM; BASICS and eCHECK UP TO GO are both considered best-practices in college alcohol and other drug prevention and intervention. Response rates to surveys sent to UC students who complete the sanctions are low, though, so it is difficult to determine effectiveness for UC’s sanction courses.

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 2020-2022 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.

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.

Recommendations

Recommendations for 2020-2022

The following recommendations were identified in 2018-2020 Biennial Review to complete by 2022. Updates are provided.

- Mandate AlcoholEdu and Sexual Assault Prevention trainings to all first-time students.
 - These conversations started prior to the pandemic, but were put on hold during the pandemic over concern that it could impact enrollment. The conversations have started again, although are in their very early stages.
- 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.
 - Due to staffing shortages and the pandemic, this was not implemented.
- 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.
 - Due to staffing shortages and the pandemic, this was not implemented. The Party Smart web site still exists and is updated as needed.
- Social norming campaigns should be developed on campus as a way to reduce higher-risk drinking and drug use.
 - Due to staffing shortages, this was not implemented.
- Continue to develop and grow the Bearcats Recovery Community.
 - The Bearcats Recovery Community programming continued throughout 2020-22, including the monthly BRC newsletter, weekly meetings, and social media posts. Attendance was low for the weekly meetings, although students expressed interest in the BRC and the meetings.
- Improve consistent sanctions for students who are found responsible for violating AOD policies.
 - The sanction guide was created and followed to help ensure consistent sanctioning for AOD violations.
- Provide additional training to staff who hear AOD violation cases to ensure consistent sanctioning.
 - Staff in Resident Education and Development receive annual training on AOD violations and conduct to ensure consistent sanctioning.

Recommendations for 2022-2024

- The University of Cincinnati should implement the National College Health Assessment again before next Biennial Review to get updated ATOD data to show trends over time and whether prevention efforts are effective.

- UC should revitalize the Campus-Community AOD Coalition, including the Party Smart campaign.
- The University should implement a social norming campaign for students aimed at high-risk alcohol and drug use. This could also be done in conjunction with other related topics, such as hazing and sexual assault prevention.
- The Student Wellness Center should brainstorm ways to increase survey completion for the AOD sanction classes to get more robust data.
- The Student Wellness Center, in partnership with other departments on campus, should consider providing off-campus AOD prevention programming for students, which may include providing off-campus party packs again, which were popular among students several years ago.
- The Student Wellness Center should continue developing and growing the Bearcats Recovery Community.
- Consider how as an institution we are identifying students at risk for substance use issues that may be impacting them academically. This could involve partnering with the Learning Commons, advisors, as well as University Health Services and Counseling and Psychological Services.

Definition of Terms

AOD – Alcohol and Other Drugs

ATOD – Alcohol, Tobacco, and Other Drugs

CAPS – Counseling and Psychological Services