

**Drug-Free Schools and Campuses Regulations (Edgar Part 86)  
Biennial Review:  
Academic Years 2022-2023 & 2023-2024**

Prepared by: Carly Griffith, CHES, OCPS  
Associate Director, Student Wellness Center  
Division of Student Affairs | Health and Wellness

Reviewed and approved by: Suzy Culbertson, MPH, CHES  
Director, Student Wellness Center  
Division of Student Affairs | Health and Wellness

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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. Determine the effectiveness of programs and policies and make changes as needed.
2. Ensure that disciplinary sanctions are enforced consistently.

### **Data Collection**

The following campus units provided information for this report:

- Athletics Department
- Conference and Event Services Office
- Counseling and Psychological Services (CAPS)
- Fraternity and Sorority Life
- Human Resources
- Office of Equal Opportunity
- Student Conduct and Community Standards
- Student Wellness Center
- University of Cincinnati-Blue Ash
- University of Cincinnati Public Safety Office

### **Materials Reviewed**

The following materials were examined for this review:

- Annual reports from various campus units
- Complying with The Drug-Free Schools and Campuses Regulations (EDGAR Part 86), A Guide for University and Campus Regulations prepared by the Higher Education Center
- Campus Policies
- American College Health Association-National College Health Assessment Spring 2020
- American College Health Association-National College Health Assessment Spring 2022
- American College Health Association-National College Health Assessment Spring 2024
- University of Cincinnati Right To Know
- University of Cincinnati Websites

### **Compliance with Drug-Free Schools and Communities Act**

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

## **Policy**

### **Distribution of Policies**

The federally mandated policy on alcohol and other drugs is distributed annually to all staff and students at the University of Cincinnati. The university has developed a website called *Right to Know*, which contains all information that is required to share with students and staff at the university. The website can be found at [www.uc.edu/righttoknow](http://www.uc.edu/righttoknow). The information is distributed in the following ways:

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

### **Alcohol and Drugs: Standards for 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.

### **Student Code of Conduct**

The following information is included in the [Student Code of Conduct](#). Information related to alcohol, tobacco, and other drugs is included in the Annual Notification.

### **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: Non Academic Misconduct**

- i) Non Academic 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  
Violating rule 3361:40-03-12 of the Administrative Code. Specifically, “hazing” means doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization or any act to continue or reinstate membership in or affiliation with any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person, including coercing another to consume alcohol or a drug of abuse, as defined in section 3719.011 of the Revised Code.
  - 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 3361:10-17-06 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) Disclosures
    - (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  
Written notification to students or student organizations indicating that their behavior is unacceptable and that any other violation may warrant further sanction.
  - 2) University probation  
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 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 office of student conduct and community standards (or designee) on specified 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 suspensions shall have effective beginning and ending dates. Students or student organizations placed on university 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 re-register, from the office of student conduct and community standards.

4) University expulsion

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) Educational sanctions

Sanctions designed to develop the student's behavior by incorporating values of the university community and allowing an opportunity for students to grow as responsible members of the university community. Examples include, but are not limited to: conferences, discussions, reflection papers, service, and workshops.

6) Interim suspension

(a) An interim suspension is an interim action, effective immediately, designed to evaluate the student's or student organization's 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 conduct case can be resolved in accordance with prescribed conduct 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). The dean of students may place a conduct hold to aid in enforcing the interim suspension.

(b) Interim suspension may be imposed pending the application of the conduct process. The conduct process will proceed without undue delay.

(c) The student or student organization may, within three days of written notice of the interim suspension, petition the vice president for student affairs for reinstatement. 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. The purpose of this meeting will be to determine if the interim suspension shall remain in effect, be modified, or be revoked pending a conduct 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, center for student involvement, and/or fraternity and sorority life.

3) 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 the office of student conduct and community standards, center for student involvement, and/or fraternity and sorority life. An unregistered or unrecognized student organization must apply for reinstatement following the period of termination by submitting a letter to the office of student conduct and community standards, center for student involvement, and/or fraternity and sorority life, whichever is applicable.

c) Policy on amnesty

i) The university's primary concern is the health, safety, and welfare of its members. To maintain a safe and scholarly community, the university encourages students to report code of conduct violations and crimes involving a victim, including sexual misconduct.

ii) To encourage reporting, the university of Cincinnati has the discretion not to pursue certain non-violent code violations such as use of alcoholic beverages or drugs related to the incident. Amnesty may be applied to parties, bystanders, witnesses, students, or student organizations who participate in the conduct process, or students who seek assistance for themselves or other students experiencing an alcohol and/or other drug-related emergency. Amnesty will be determined on a case-by-case basis, in an equitable manner so as not to interfere with the rights of the parties, at the discretion of the director of S.C.C.S. (or designee).

iii) Students receiving amnesty may still be required to participate in an educational conference.

d) Educational response

The university may administer an educational response(s) to address student or student organization behavior. Educational responses are intended to incorporate values of the university community and allow an opportunity for students and student organizations to grow as responsible



members of the university community. While educational responses are not sanctions, they may be administered as a result of a student’s or student organization’s behavior even if the behavior does not warrant a procedural review. In such cases where behavior does not warrant a procedural review, the educational response may be documented and kept on file in the office of student conduct and community standards but is not considered a sanction.

## **Tobacco Policy**

The University of Cincinnati has a [tobacco-free policy](#) for students, faculty, staff, and visitors.

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: Standards for 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 anytime 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 513- 761-0539.

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. An employee may receive disciplinary action, up to and including termination, for conduct and/or rules violations.
3. Conduct and/or rules violations may include, but are not limited to, the below categories of infractions with some examples of each. The following list is not all-inclusive. Other circumstances may arise that require the discipline and/or immediate termination of an employee.

#### **A. Non-Compliance**

- Failure to comply with federal, state, or local laws and/or regulations
- Failure to comply with any University, unit, or department policies or procedures
- Encouraging or inciting students, patients, visitors, or other employees to violate any applicable laws, regulations, policies or procedures

#### **B. Disruption in the Workplace**

- Discourteous behavior toward students, patients, visitors, volunteers, or other employees
- Threats of violence or violent acts towards students, patients, visitors, volunteers, or other employees
- Fighting
- Throwing objects
- Harassment, intimidation of, and/or retaliation against students, patients, visitors, volunteers, or other employees

#### **C. Failure to Protect Company Property**

- Failure to use and safeguard the property of others and of the University through proper and authorized use
- Failure to use the University's property only for legitimate work purposes (telephones, e-mail, facsimile machines, computers, printers, copiers, cell phones, tools, vehicles, furniture, and other work-related equipment)
- Unauthorized use, abuse, or destruction of University property (ID badge, telephones, computers, vehicles, access, etc.)
- Permitting another individual the use of an employee's identification card
- Viewing sexually explicit material on University time or property

#### **D. Lack of Professionalism**

- Insubordination
- Theft
- Falsification of records or falsification (theft) of time, including clocking-in for another employee or allowing another employee to clock-in for you
- Failure to maintain a clean and neat appearance, and/or failure to adhere to appropriate departmental standards of dress
- Failure to keep work area neat and clean
- Possession of intoxicants (alcohol or illegal drugs) while on University duty, or being under the influence of intoxicants (alcohol, illegal drugs, any prescription substance for which the employee does not have a valid prescription, and/or any prescription substance not taken in a manner consistent with how it was prescribed) while on University duty
- Unauthorized possession of firearms, explosives, or other lethal materials while on University property

#### **E. Failure to Report to Work as Authorized**

- Failure to attend work as scheduled, including failure to arrive on time fully prepared to begin work, failure to remain at work through the entire work period, and/or failure to request authorization according to established department procedures if there is a need to leave the workplace early
- Failure to notify the supervisor well in advance of any unscheduled absence in accordance with department notification procedures
- Unapproved absence without pay
- Repeated tardiness
- Failure to comply with leave notification policies and/or procedures
- Absence without notice for three consecutive workdays constitutes voluntary resignation
- Working overtime without prior authorization

#### **F. Neglect of Duty**

- Failure to perform assigned tasks safely, competently, or according to the performance and/or behavioral expectations of the department/work unit
- Failure to successfully perform assigned job duties consistent with standards, including both those specifically part of the job description and other duties related to the job (as assigned by a supervisor)
- Inefficiency
- Failure to cooperate and collaborate with supervisors and/or co-workers in performing assignments and service requests
- Excessive use of personal mobile phones or electronic equipment while on duty
- Sleeping on the job
- Any other deviation from standard and acceptable behavior

#### **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 the 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) was previously conducted at the University of Cincinnati every two to three years. Due to the COVID-19 pandemic and other institutional changes, The University of Cincinnati has not conducted this survey since the 2019-2020 school year. The assessment was last conducted at UC in spring 2020; over 800 students completed the survey. Due to the gap in UC-specific data, this document will be utilizing national data collected from previous spring semester assessments. The ACHA-NCHA is a nationally recognized research survey that collects data about students' health habits, behaviors, and perceptions. 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 within the past 3 months among students who reported ever using each substance. The last line of each table combines all categories of any use in the last 3 months.

<b>Alcohol</b>	<b>2024</b>	<b>2022</b>	<b>2020</b>
Never used	8.7%	7.1%	5.5%
Once or twice	31.1%	27.1%	25.1%
Monthly	26.0%	23.6%	24.5%
Weekly	31.8%	38.7%	40.6%
Daily or almost daily	2.4%	3.5%	4.3%
<b>Any use within the last 3 months</b>	<b>91.3%</b>	<b>92.9%</b>	<b>94.5%</b>

<b>Tobacco</b>	<b>2024</b>	<b>2022</b>	<b>2020</b>
Never used	35.7%	35.8%	36.6%
Once or twice	24.7%	24.0%	28.6%
Monthly	7.3%	7.2%	8.2%
Weekly	8.3%	8.9%	9.5%
Daily or almost daily	24.0%	24.2%	17.2%
<b>Any use within the last 3 months</b>	<b>64.3%</b>	<b>64.2%</b>	<b>63.4%</b>

<b>Cannabis</b>	<b>2024</b>	<b>2022</b>	<b>2020</b>
Never used	34.5%	32.5%	33.2%
Once or twice	26.3%	27.4%	29.6%
Monthly	12.7%	12.7%	12.6%
Weekly	13.7%	13.8%	12.2%
Daily or almost daily	12.7%	13.6%	12.3%

<b>Any use within the last 3 months</b>	<b>65.5%</b>	<b>67.5%</b>	<b>66.8%</b>
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This table represents the percent of college students who reported using the following drugs within the last 3 months (for prescription drugs, only non-medical use was reported). Only students who reported ever using each substance were included.

<b>Substance Type</b>	<b>2024</b>	<b>2022</b>	<b>2020</b>
Stimulants	30.1%	36.4%	40.6%
Sedatives or sleeping pills	31.7%	32.5%	36.8%
Opioids	17.8%	19.3%	21.6%
Hallucinogens	32.8%	34.4%	39.0%

This table represents the number of drinks consumed the last time students drank alcohol in a social setting. Only students who reported drinking alcohol in the last 3 months were included.

<b>Number of Drinks</b>	<b>2024</b>	<b>2022</b>	<b>2020</b>
0 drinks	1.9%	1.9%	1.4%
1-2 drinks	51.5%	48.4%	46.1%
3-4 drinks	25.8%	26.2%	27.0%
5-6 drinks	12.3%	13.8%	14.7%
7-8 drinks	4.8%	5.3%	6.1%
9-10 drinks	2.0%	2.5%	2.7%
11 or more drinks	1.7%	1.9%	2.0%

Students who drank alcohol reported experiencing the following in the last 12 months while drinking alcohol.

	<b>2024</b>	<b>2022</b>	<b>2020</b>
Did something I later regretted	17.7%	18.9%	21.4%
Blackout	10.1%	11.3%	13.4%
Brownout	19.3%	22.3%	25.7%
Got in trouble with the police	0.8%	0.7%	0.9%
Got in trouble with college/university authorities	0.8%	1.0%	1.0%
Someone had sex with me without my consent	1.2%	1.6%	1.6%
Had sex with someone without their consent	0.2%	0.2%	0.2%
Had unprotected sex	10.2%	11.4%	13.0%
Physically injured myself	5.9%	7.1%	7.0%
Physically injured another person	0.5%	0.6%	0.6%
Seriously considered suicide	2.2%	2.7%	2.6%
Needed medical help	0.9%	1.0%	1.1%

## **Additional Statistics from NCHA Data**

	<b>2024</b>	<b>2022</b>	<b>2020</b>
Alcohol use negatively impacted academic performance in the last 12 months	2.2%	2.4%	2.4%
Cannabis/marijuana use negatively impacted academic performance in the last 12 months	5.0%	4.2%	4.4%
Driving after having any alcohol in the last 30 days	12.8%	13.5%	15.6%
Driving within 6 hours of using cannabis/marijuana in the last 30 days	29.7%	30.8%	38.4%

## **Programs, Services & Other Initiatives**

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

### **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 2022 to provide programs for the 2022-2023 school year; 14 events were held. Additional grant funding was awarded for the 2023-2024 school year; 10 events were held.

#### *2022-2023*

Activities included movie nights, a costume party, a “Friendsgiving,” and crafts such as painting, coloring, and creating vision boards. Approximately 377 students attended the events. According to the assessment collected after the late-night programs, 97.1% reported being likely to attend another late-night event, 81.8% of students agree there should be more substance-free events on campus, 41.2% of students reported that attending the event reduced their alcohol consumption that night and 93.9% of students reported feeling more connected to UC as a result of the event.

#### *2023-2024*

The SWC planned 10 UC Late Night events in 2023-24. The late-night programs were attended by approximately 278 students. According to the assessment collected for the late night programs, 98.6% 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, 30.6% of students reported that attending the event reduced their alcohol consumption that night, and 94.4% of students reported feeling more connected to UC as a result of the event.

### **Sober Tailgates**

Sober tailgates are an opportunity for students to tailgate for University of Cincinnati’s football games without the presence of alcoholic beverages that are held the 3 hours before kickoff.

During the 2022-2023 school year two sober tailgates were held with 657 people attending. During the 2023-2024 school year two sober tailgates were held with 746 people attending. For all events across both years, free food, free drinks, giveaways such as beads, pom poms, and clear fanny

packs were provided, along with tailgate games, like cornhole, ring toss, and giant jenga. Information about the Student Wellness Center and the Bearcats Recovery Community was given to participants.

**First Six-Weeks Programming**

In Fall 2022, 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. Tabling and awareness events were planned and over 200 students were reached through these efforts.

The Student Wellness Center repeated this programming in Fall 2023. Six tabling and awareness events were planned and over 300 students were reached through these efforts. Additionally, 18 social media posts were made and posted to the Student Wellness Center’s social media pages.

**Safe Spring Break Programming**

Every year, the Student Wellness Center organizes events the week before Spring Break that highlight the importance of practicing safe drinking during Spring Break. These events for the 22-23 and 23-24 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:

	<b>2022-2023</b>	<b>2023-2024</b>
Total attendance	304	307

**Tobacco Free UC Initiatives**

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

**Bearcats Recovery Community**

During the 2022-2023 school year, the Bearcats Recovery Community held meetings in the evenings with light refreshments. These meetings were led by two Masters of Social Work students and the Alcohol, Tobacco, and Other Drugs Program Manager. These meetings throughout the year met 5 students.

During the 2023-2024 school year, the BRC held meetings in the Fall 2023 semester led by the ATOD Program Manager. Meetings were held in the evening to reach students who were out of classes, but still on campus. Due to the lack of involvement from students (4 students attended annually) and staff transitions, the Student Wellness Center decided to rethink the BRC meetings. No meetings were held for the Spring 2024 semester. The BRC meetings have been moved under Counseling and Psychological Services to try to reach students and will be holding meetings during the Fall 2024 semester.

### **Bearcats Welcome Programming**

For several weeks immediately before the start of fall semester classes and the first couple of weeks of classes, the university provides programming to students to both welcome them to campus and equip them with opportunities to connect with other students, faculty, and staff members on campus.

In 2023, these programs lasted from August 15<sup>th</sup> to September 8<sup>th</sup> . During this time, the Student Wellness Center put on four evening/night events that were substance free to students. These events included a Late Night Movie, a Block Party co-hosted with Resident Education & Development(RED), a Silent Disco co-hosted with RED, and Drag Queen Bingo co-hosted with the UC LGBTQ+ Center. These events saw a total of 1,425 students across demographics- undergraduate and graduate, in state and international, and more. The SWC also hosted an Open House during this time to allow students to learn about the resources available to them through the department, which saw 54 students in attendance.

In 2024, these programs lasted from August 19<sup>th</sup> through September 7<sup>th</sup> . During this time, the Student Wellness Center put on five evening/night events that were substance free to students. These included the same events hosted in 2023, with the addition of a Sober Tailgate event before the home football game on Saturday September 7th. These events saw a total of 1,869 students, plus 700 students, alumni, and community members at the Sober Tailgate event. The Open House hosted by the SWC this year was also expanded to include the Women Helping Women on Campus advocate as well as the Bearcat Support Network student organization to further educate students about what resources are available to them. This event saw 182 students.

### **Late Night Shuttle Service**

The University of Cincinnati offers a safe-ride alternative for students through Transportation Services. Here are the numbers for the 2022-2023 and 2023-2024 academic years from 10:00pm - 2:00am.

	<b>2022-2023</b>	<b>2023-2024</b>
Number of riders	2,473	10,016

### **Greek Life Initiatives**

In collaboration with the student governing councils, chapter social events must comply with the NIC Health and Safety Standards.

Chapters receive Safe Social Event training in the fall and spring semesters.

### **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 Vector Solutions. 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.

	<b>2023-2024</b>
Total undergraduate	6,645

Clifton-undergraduate	5,660
Blue Ash-undergraduate	494
Clermont-undergraduate	490
Graduate	2,949

### 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 Vector Solutions. There is also 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.

	2023-2024
Total undergraduate	7,645
Clifton-undergraduate	6,811
Blue Ash-undergraduate	429
Clermont-undergraduate	405
Graduate	2,378
Juniors	1,980

### 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. During the 2023-2024 SY, all bulletin boards were revised and updated to a trendier style. See table below for the number of bulletin boards that were distributed to RAs.

Topic	2022-2023	2023-2024
Alcohol	0	4
Cannabis	0	0
Nicotine/Vaping	0	3
Prescription drugs	1	0
<b>Totals</b>	<b>1</b>	<b>7</b>

### 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.

*2022-2023 School Year*

10 alcohol programs conducted, 372 students reached

11 general wellness programs, 209 students reached

*2023-2024 School Year*

5 alcohol programs conducted, 362 students reached

18 general wellness programs, 407 students reached

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

	<b>2022-2023</b>	<b>2023-2024</b>
I understand and feel comfortable applying the concepts taught today in situations that may occur in my life.	91.7%	87.3%
As a result of this program, I am able to recognize at least 2 signs of alcohol poisoning.	90.4%	88.9%
As a result of this program, I understand what a standard drink is.	89.1%	91.3%
As a result of this program, I am aware of at least 2 low-risk drinking skills.	90.7%	90.3%
As a result of this program, I am familiar with the consequences of high-risk drinking.	92.7%	88.9%

**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 10 alcohol and drug education programs delivered to student athletes. This is a 62% decrease from the 26 educational programs between 2020-2022.

**Counseling and Psychological Services (CAPS)**

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

Percentage of clients with self-identified concerns with alcohol use at intake		
2022-2023	28.1%	N=475
2023-2024	24.8%	N=440

Alcohol Assessment Data – Clients reported alcohol use at an elevated level		
2022-2023	27.6%	N=466
2023-2024	24.8%	N=441

**21<sup>st</sup> Birthday Card Program**

The Student Wellness Center sends electronic 21<sup>st</sup> birthday cards to students across all three campuses who are turning 21. The cards contain information about celebrating your 21<sup>st</sup> birthday safely and provide 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 products on your birthday. Over the two year period, over 14,000 cards were distributed to students electronically through their university email address.

### **University of Cincinnati- Blue Ash College**

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 at the Blue Ash college. In this sense, some UCBA students receive information and resources provided to students on the Clifton campus, although it is difficult to estimate the number of students receiving those services/resources. UCBA provides alcohol and drug education to students on their campus. Below is a listing of what took place in 2022-2024.

UCBA classes that provide alcohol/drug education/information:

- ALH1007C
- BIOL2028: Introduction to Pharmacology
- DHYG 2098: Pharmacology for Dental Hygiene
- Expanded Functions Dental Auxiliary Orientation
- HDCE 2003: Pre/Mid-Adolescent Development
- HDCE 2004: Lifespan Human Development
- Medical Assisting Orientation
- NSTN 1002C: Nursing I
- NSTN 1003C: Nursing II
- NSTN 2003C: Nursing III
- NSTN 2004C: Nursing IV
- Radiologic Technology/Radiologic Imaging Technology Orientation

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

The Student Wellness Center offers presentations and events to UC Blue Ash College to provide information on the office's services as well as health and wellness information. During the 2022-2023 school year, 203 students participated. During the 2023-2024 school year, no presentations were requested from UC Blue Ash College and no events were held due to staffing changes in the Student Wellness Center.

### **University of Cincinnati- Clermont**

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

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

### **Be Well UC - Employees**



*Online Health Assessment*

Be Well UC, UC’s employee wellness program, offers an online Health Assessment questionnaire to all benefits-enrolled employees. At least 1,247 employees completed the Health Assessment between 1/1/2022-12/31/2022 and 1,485 employees completed the Health Assessment between 1/1/2023-12/31/2023, administered by Virgin Pulse, a third-party portal vendor.

2022 Calendar Year (Jan.1-Dec. 31, 2022):

Alcohol Use Related Survey Responses from Health Assessment:

*I have a drink containing alcohol this many days per week:*

Number of Drinks	Number of Survey Responses
0	445
1	295
2	205
3	132
4	71
5	47
6	29

*On days I drink I usually have this many drinks:*

Number of Drinks	Number of Survey Responses
1	298
2	327
3	128
4	45
5	11
6	5
7+	6

To stay safe

- I don’t drive after having 1+ drinks with alcohol – 939 responses
- I never ride with a driver who's been drinking – 900 responses
- I don't use recreational drugs – 1,160 responses

Tobacco Use Related Survey Responses from Health Assessment:

*I quit smoking or using tobacco:*

Length of Time	Number of Survey Responses
Within the last year	10
1-2 years ago	10
2-4 years ago	10
4-7 years ago	20
7-10 years ago	11
More than 10 years ago	74

*Do you currently smoke or use tobacco?*

Type	Number of Survey Responses
Yes	31
No	134

*Have you ever regularly smoked or used tobacco?*

Type	Number of Survey Responses
Yes	162
No	1,098

*I use this kind of tobacco or nicotine product most:*

Type	Number of Survey Responses
Cigarettes	22
E-cigs or vaping devices	2
Smokeless or chewing	3
Cigars	3
Other	1

*I'm confident I can reduce or quit smoking or using tobacco:*

Level of Agreement	Number of Survey Responses
Strongly disagree	3
Disagree	11
Somewhat agree	8
Agree	8
Strongly agree	1

2023 Calendar Year (Jan.1-Dec. 31, 2023)

Alcohol Use Related Survey Responses from Health Assessment:

*I have a drink containing alcohol this many days per week:*

Number of Drinks	Number of Survey Responses
0	500
1	327
2	236
3	112
4	68
5	42
6	19

*On days I drink I usually have this many drinks:*

Number of Drinks	Number of Survey Responses
1	313
2	329

3	133
4	46
5	13
6	8
7+	3

To stay safe

- I don't drive after having 1+ drinks with alcohol – 991 responses
- I never ride with a driver who's been drinking – 954 responses
- I don't use recreational drugs – 1,209 responses

Tobacco Use Related Survey Responses from Health Assessment:

*I quit smoking or using tobacco:*

Length of Time	Number of Survey Responses
Within the last year	11
1-2 years ago	9
2-4 years ago	14
4-7 years ago	18
7-10 years ago	14
More than 10 years ago	76

*Do you currently smoke or use tobacco?*

Type	Number of Survey Responses
Yes	31
No	142

*Have you ever regularly smoked or used tobacco?*

Type	Number of Survey Responses
Yes	171
No	1,166

*I use this kind of tobacco or nicotine product most:*

Type	Number of Survey Responses
Cigarettes	21
E-cigs or vaping devices	5
Smokeless or chewing	2
Cigars	3
Other	21

*I'm confident I can reduce or quit smoking or using tobacco:*

Level of Agreement	Number of Survey Responses
Strongly disagree	3
Disagree	9
Somewhat agree	10
Agree	5
Strongly agree	4

### **Hot Spot Reports**

Human Resources manages the email inbox for Tobacco Free UC and received 1 reports between 1/1/2022-12/31/2022, and 4 between 1/1/2023-12/31/2023. Reports are acknowledged and appropriately addressed by equipping the area with signage and reaching out to nearby departments.

### **ATOD Programming**

Be Well UC provides ATOD related resources at several events on campus each year focusing on tobacco prevention and cessation for employees. They participated in at least 28 events during the 2022-2023 school year and at least 39 events in 2023-2024.

### **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.

#### *2022 calendar year*

- Reporting from Impact Solutions on member portal traffic topics does not include addiction and recovery as it did previously due to not being a top topic that was searched.
- Counselor visits with primary presenting problem of drug, substance misuse, positive drug/alcohol screen: 3
- Reporting from Impact Solutions does not include secondary presenting problems as it did previously.

#### *2023 calendar year*

- Website clicks related to addiction and treatment: 15
- Counselor visits with primary presenting problem of alcohol, drug, family member misuse concern, other addiction related concern: 10
- Reporting from Impact Solutions does not include secondary presenting problems as it did previously.

## **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.

	<b>2022-2023</b>	<b>2023-2024</b>
Number of public consumption tickets administered on-campus	1	0
Number of public consumption tickets administered off-campus	0	0
Number of underage consumption tickets administered on-campus	7	9

Number of underage consumption tickets administered off-campus	0	0
Alcohol and other drug related ER transports	15	18

### Office of Student Conduct and Community Standards

The University of Cincinnati Office of Student Conduct and Community Standards oversees and enforces the Student Code of Conduct. Alcohol and drug violations for 2022-2023 and 2023-2024 are listed below. The following Summary of Violations and Sanctioning is the result of analyzing all violations and sanctions and how they are consistently enforced according to The Guidelines for Findings/ Sanctioning by Charge and Situation.

#### *Guidelines for Findings/ Sanctioning by Charge and Situation*

<b>Charge(s)</b>	<b>If responsible, resolve finding as...</b>	<b>Required Sanctions</b>	<b>Optional Sanctions</b>
Passive Participation (first time)	Responsible	Addendum	Decision Making Seminar
Misuse of Identification Documents (first time)	Responsible	Decision Making Seminar	Reflection Paper
Alcohol (found when no one was present in room)	Responsible	Decision Making Seminar Reflection Paper	Addendum
Alcohol (first time incident – no hospital transport)	Responsible	Education: ASEP Addendum Reprimand Parental Notification	Probation BASIC Drug & Alcohol Awareness Course
Alcohol (second alcohol incident)	Responsible	Education: BASICS Addendum Parental Notification Probation	Alcohol & Drug Reflection Paper Suspension
Alcohol (hospital transport)	Responsible	Education: Behavior Modification Course BASICS Parental Notification Probation	Reflection Paper Decision Making Seminar
Drugs (smell)	Responsible	Education: Cannabis or Drug Course Addendum Reprimand Parental Notification	Probation Reflection Paper
Drugs (presence, use, or paraphernalia first time)	Responsible	Education: Cannabis or Drug Course Behavior Modification Course Decision Making Seminar	Probation Reflection Paper Suspension

		Parental Notification Probation	
Drugs (second drug incident)	Responsible	Education: Drug Course Parental Notification Probation	Drug Reflection Paper Suspension

Number of Alcohol and Other Drug Violations:

Alcohol: Includes Underage Possession and Public Intoxication	297
Drugs or Narcotics: Includes Possession, Use, Distribution and Paraphernalia	37
Total Alcohol and Drug Violations	334

Number of Sanctions assigned:

Type	Education	Alcohol or Drug course	Parental Notification	Reflection Paper / Addendum	Behavior Modification Seminar	University Probation
Alcohol	288	224	222	351	46	32
Drug	199	28	29	31	3	9
Total	387	252	251	382	49	41

**Sanction Courses**

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

Lower level or first-time alcohol violations are sanctioned to the Alcohol Skills Education Program (ASEP), which is a virtual, 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.

Higher level or multiple alcohol violations are sanctioned to BASICS, which are two, in person 1 hour classes 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.

Cannabis violations are sanctioned to the Cannabis Course, which are two, in person 1 hour classes 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 or more serious drug (i.e.: drugs other than cannabis) violations are sanctioned to the Drugs Course, which are two, in person 1 hour classes 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. This is facilitated through the SWC.

**Student Wellness Center – Sanction Courses**

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

Below are the numbers for each class for 2022-2024:

	<b>2022-2023</b>	<b>2023-2024</b>
ASEP	125	93
BASICS	13	5
Cannabis Course	13	9
Drugs Course	2	5

Below is the evaluation data collected for the in person sanction classes for students who agree or strongly agree:

<b>BASICS</b>	<b>2022-2023</b>	<b>2023-2024</b>
I am confident in my ability to change my alcohol use	100%	80%
I utilize the information I learned in this class	100%	100%
I have shared the information I learned in this class with other people	50%	40%

<b>Cannabis Course</b>	<b>2022-2023</b>	<b>2023-2024</b>
I am confident in my ability to change my cannabis use	100%	100%
I utilize the information I learned in this class	100%	100%
I have shared the information I learned in this class with other people	70%	50%

<b>Drugs Course</b>	<b>2022-2023</b>	<b>2023-2024</b>
I am confident in my ability to change my cannabis use	N/A	100%
I utilize the information I learned in this class	N/A	100%
I have shared the information I learned in this class with other people	N/A	100%

**Department of Athletics - Alcohol & Drug Violations**

The Department of Athletics handled no violations of its department alcohol policy and eleven violations of the drug policy. The sanctions ranged from education to counseling, education,

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 2022-2024:

	Alcohol violations	Cannabis violations
Total sanctions	0	11
Counseling	0	11
Educational programming	2	3
Dismissal	0	0

### **Registered Events where alcohol is served**

#### **Conference and Event Services**

During the 2022-2023 & 2023-2024 school years, Conference Events and Services reported 85 events where alcohol was served.

### **Referrals to Counseling for Alcohol and Other Drug Issues**

#### **Department of Athletics – Counseling Referrals for AOD concerns**

The Department of Athletics handles all ATOD referrals through the Sport Psychology & Wellness department. They saw 11 students between 2022-2024 referred for cannabis violations.

### **Trend Data and Analysis**

#### **Alcohol & Drug Violations**

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

	2020-2022	2022-2024
Alcohol	609	297
Drugs	63	37

### **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 program's 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
- Student Wellness Center Peer Education Workshops/Presentations	- Recovery Programming	- Alcohol sales at sporting events
○ Evaluation Data	○ In beginning phase	- Alcohol allowed at campus sponsored social events
- Student Wellness Center Sanction Education Classes	- Athletics AOD Policy Sessions	
○ Short-term and Long-term Evaluation Data	○ No evaluation data provided	
- CAPS interventions	- NightRide	
○ Impact Data	○ Decrease in utilization	
- AlcoholEdu	○ No evaluation data provided	
○ Evaluation Data	- RA Poster Program	
○ CollegeAIM Matrix	○ Decrease in utilization	
- Haven/Haven Plus	○ No evaluation data provided	
○ Evaluation Data	- RA Bulletin Board Program	
○ CollegeAIM Matrix	○ Decrease in utilization	
	○ No evaluation data provided	
	- Residence Hall AOD Programming	
	○ No evaluation data provided	
	- Greek Life Initiatives	
	○ No evaluation data provided	
	- Safe Spring Break Programming	
	○ Decrease in utilization	
	○ No evaluation data provided	
	- Late-Night Programming	
	○ One event offered	
	○ No evaluation data provided	
	- AOD Info provided in classes	
	○ No evaluation data provided	
	○ Lack of consistency	
	- Medical Amnesty Policy	
	○ No evaluation data provided	
	- BeWise Party Packs	
	○ Decrease in utilization	
	○ No evaluation data provided	
	- 21 <sup>st</sup> Birthday Card Email	
	○ No evaluation data provided	
	- Student Government AOD Prevention Initiatives	
	○ No evaluation data provided	

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 eCHECKUPTOGO 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**

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### **Recommendations for 2022-2024**

- The University of Cincinnati should implement the National College Health Assessment again before the 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.

## **Recommendations for 2024-2026**

The following recommendations have been identified for 2024-2026:

- The University of Cincinnati should implement the National College Health Assessment again before the next Biennial Review to get updated ATOD data to show trends over time and whether prevention efforts are effective.
- 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 continue developing and growing the Bearcats Recovery Community.
- Benchmark other institutions regarding their ATOD programs, events, and practices.
- Consider a partnership with Housing to provide a crisis room for students who need a safe place while in recovery.
- Collaborate with different departments to provide specific education for different demographics.
- Collaborate with the CARE Team to provide follow up care for students in crisis.

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## **Definition of Terms**

AOD – Alcohol and Other Drugs

ATOD – Alcohol, Tobacco, and Other Drugs

CAPS – Counseling and Psychological Services