

University of Wisconsin-La Crosse

BIENNIAL REVIEW OF THE DRUG FREE SCHOOLS AND
COMMUNITIES ACT OF 1989

May 2015 -2017


Approved by Joe Gow, Chancellor

5/25/18
Date

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I. INTRODUCTION

The Drug Free Schools and Communities Act requires educational institutions to conduct a biennial review of their program to determine their effectiveness, and to ensure that the disciplinary sanctions described are consistently enforced.

In the fall semester of 1990, the University of Wisconsin-La Crosse (UW-L), after consultation with faculty, students and staff, developed an implementation statement as required by the Drug Free Schools and Communities Act. This statement, which is updated each year, provides a description of the legal sanctions under federal and Wisconsin law, University disciplinary sanctions that may be imposed, a description of health risks associated with the use of illicit drugs and alcohol, and a listing of the University's alcohol and other drug prevention, counseling and treatment resources. This statement, which is distributed annually to all students and staff and promulgated in the Student Handbook (electronic version available at <https://www.uwlax.edu/student-life/student-resources/student-handbook/>) makes it clear that it is the intent of UW-L to follow the regulations and support the intent of the law. Incoming freshmen attend a New Student Orientation session during freshmen registration where they receive verbal information about alcohol and other drug abuse, sexual assault/harassment, health risks, legal sanctions, bystander intervention, and campus/community resources. A parallel program is offered to the parents and/or guardians of the incoming students. The program entitled "Health and Safety Issues" addresses issues pertaining to alcohol and other drug usage, our educational and intervention efforts and the enforcement protocols associate with police and university jurisdictions. Parents and students are both encouraged to review the Student Handbook for additional information.

UW-L provides programs and services, which are intended to educate and prevent illegal substance use and abuse, and to strictly enforce alcohol and controlled substances policies and laws. These programs are reviewed and revised on an ongoing basis. This review is intended to meet the requirements of the Drug Free Schools and Communities Act.

STUDENT RIGHT TO KNOW AND CAMPUS SECURITY ACT:

The Student Right to Know and Campus Security Act became effective on November 8, 1990. The law required disclosure by September 1, 1992 of criminal activity on campus during the previous three years as available and have it distributed annually to all students and staff. Included in that report are current statistics on campus for liquor law violations, drug abuse violations and other information that supplements the Drug Free Schools and Communities Act. The University of Wisconsin-La Crosse Annual Security Report and Policy Statement for 2009 is attached to this review and incorporated herein.

II. STANDARDS OF CONDUCT AND UNIVERSITY SANCTIONS CONCERNING ILLICIT DRUGS AND ALCOHOL

Standards of Conduct:

The University of Wisconsin System and UW-L prohibit the unlawful possession, use, distribution, manufacture or dispensing of illicit drugs and alcohol by students and employees on university property or as part of university activities.

UW-L recognizes alcohol and other drug abuse as a problem prevalent throughout society. This is a matter of concern at an academic institution because it interferes with the activities and education of students and the performance of faculty and staff. The University recognizes that college students exercise personal discretion regarding alcohol and drug use. UW-L, consistent with its mission as a public institution of higher education, is committed to providing education about the effects of alcohol and other drugs in a wide variety of settings and formats, assisting individuals who have developed patterns of abuse to lead more constructive and healthy lives, and upholding the law. In those circumstances where students, as a result of patterns of abuse, endanger themselves or others, the University will assist in providing professional help, which may require remediation, and may examine the appropriateness of continued enrollment. This commitment is carried out in an environment, which is educational and supportive in nature and designed to bring about positive changes in behavior and attitude.

University Sanctions:

The use or possession of alcoholic beverages is prohibited on University premises, except in faculty and staff housing and as expressly permitted by the chief administrative officer or under institutional regulations, in accordance with 5. UWS 18.06(13) (a), Wis. Adm. Code. Without exception, alcohol consumption and procurement are governed by Wisconsin statutory age restrictions under 5. UWS 18.06(13) (b). Wis. Adm. Code.

The unlawful use, possession, distribution, manufacture, or dispensing of illicit drugs ("controlled substances" as defined in ch. 961, Wis. Stats.) is prohibited in accordance with 5. UWS 18.10(1), Wis. Adm. Code.

Violation of these provisions by a student may lead to the imposition of a disciplinary sanction, up to and including suspension or expulsion, under s. UWS 17.03(1) (b), Wis. Adm. Code. University employees are also subject to disciplinary sanctions for violation of these provisions occurring on University property or the worksite or during work time, up to and including termination from employment. Disciplinary sanctions are initiated and imposed in accordance with applicable procedural requirements and work rules, as set forth in Wisconsin statutes, administrative rules, faculty and academic staff policies, and collective bargaining agreements. Referral for prosecution under criminal law is also possible. Further, violations of ss. UWS 18.06(13) and 18.10(1), Wis. Adm. Code may result in additional penalties as allowed under ch. UWS 18, Wis. Adm. Code.

Employees who are convicted of any criminal drug statute violation occurring in the workplace must notify their dean, director, or department chair within 5 days of the conviction if the employees are employed by the University at the time of the conviction. The dean, director, or department chair will immediately notify the Office of Human Resources of any employee convictions to ensure any further action/notification is made.

Parent/Guardian Philosophy:

The University of Wisconsin-La Crosse acknowledges the role and importance of parents and guardians in the success of our students. We are committed to recognizing and responding to the concerns and suggestions of parents or guardians by:

- sharing student information with parents and guardians to the extent permitted by UW-L policy, Federal and State law
- communicating opportunities about student learning, student development, university processes and resources
- listening and hearing various perspectives from parents and guardians

Parent/Guardian Notification Policy:

The University of Wisconsin-La Crosse strives to create a balance between honoring the personal growth and responsibility of its students as they learn to establish their own independence with that of providing parents and guardians with the sensitive/appropriate information they need to know in order to advise their students effectively.

Parents and guardians of students under the age of 21 may be notified when their student has violated any Federal, State or local law or the UW-La Crosse Code of Conduct with regard to the possession or use of alcohol or other controlled substances. Notification (regardless of the student's age) of parents, guardians and other appropriate individuals may also occur when a student's behavior poses a serious risk to the health, safety or well-being of the student and/or other persons. Circumstances leading to notification may include, but are not limited to the following:

- A student endangers him/herself or others while under the influence of alcohol or other controlled substances (i.e., this may include alcohol poisoning, hospitalization, battery, or r operating while intoxicated).
- A student who committed a violation of law or the Code of Conduct with respect to the possession or use of alcohol or other controlled substances required medical intervention or transport to a detox facility, hospital or similar facility as a result of the consumption of alcohol or a controlled substance.
- The occurrence of an arrest in cases in which distribution/supply of alcohol or other drugs is found.
- When an administrator determines that an additional violation of law or the Code of Conduct with respect to the possession or use of alcohol or other controlled substances will likely result in the student's suspension or expulsion from the university.
- When an administrator determines that an additional violation of law or the Code of Conduct with respect to the possession or use of alcohol or other controlled substances will likely result in the student's removal from university housing.
- The violation or behavior suggests a pattern of alcohol or controlled substance use.
- When a student has attempted suicide or has engaged in suicidal demonstrations/ideation and staff feel the student may be a danger to himself or herself, or other students

III. Health Risks

Alcohol Consumption:

Misuse of alcohol and other drugs can result in a number of personal, relational, physical and academic problems. Even low doses of alcohol significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood of alcohol-related accidents, including motor vehicle crashes. Moderate to high doses of alcohol cause marked impairment in higher mental functions and severely alter a person's ability to learn and remember information.

Alcohol poisoning can occur if large amounts of alcohol are consumed in a short period of time. The potential for alcohol overdose increases if alcohol is combined with other drugs. Heavy use of alcohol is the leading cause of serious injuries among college students.

Alcohol abuse that becomes severe over time is given the medical diagnosis of Alcohol Use Disorder. As defined by the National Institute on Alcohol Abuse and Alcoholism (2017) "Alcohol Use Disorder (AUD) is a chronic relapsing brain disease characterized by compulsive alcohol use, loss of control over alcohol intake, and a negative emotional state when not using" A person may give up usual activities and responsibilities during this time in order to use alcohol, and this can have a serious impact on academic performance. Long-term alcohol use can cause digestive disorders, cirrhosis of the liver, circulatory disorders and impairment of the central nervous system.

Drug Usage:

UW-System, state, and national data indicates that the misuse of prescription drugs among college students is increasing. The use of marijuana (cannabis) may cause impairment of short-term memory, comprehension,

and ability to perform tasks requiring concentration. The use of marijuana also may cause lung damage, paranoia, and possibly dependence. The use of narcotics, depressants, stimulants, and hallucinogens may cause nervous system disorders and possible death as the result of an overdose. Illicit inhalants can cause liver damage.

There are significant risks associated with the use of alcohol and drugs. These risks include impaired academic or work performance; financial problems; poor concentration; blackouts; conflicts with friends and others; vandalism, theft, and murder; sexual assault and other unplanned sexual relationships; partner and child abuse; sexually transmitted diseases; HIV/AIDS; and unusual or inappropriate risk taking which may result in physical or emotional injury or death.

Suicide:

Suicide is the second leading cause of death among college students in the United States. Sadly, nearly 1100 college students take their lives every year. According to the National Institute on Alcohol Abuse and Alcoholism (2007), between 1.2 and 1.5 percent of students indicate that they tried to commit suicide within the past year due to drinking or drug use (Presley et al., 1998). Alcohol and drug use are significant risk factors for suicide as they lower inhibitions and exacerbate symptoms among those students suffering from a mental illness, such as anxiety or depression. Students, especially male students, will turn to alcohol and drugs to self medicate symptoms associated with these disorders. Untreated depression is the number one cause of suicide. Chemical dependency and substance abuse often co-exist with depression and anxiety. All of these disorders are treatable. Suicide is preventable.

IV. AODA PROGRAMS

A. PREVENTION ACTIVITIES:

Alcohol and Other Drug

Programs:

Our campus recognizes that student alcohol and other drug use is a leading college health concern, and that substance abuse is a campus-wide concern. Education and awareness activities are provided by numerous campus departments, student groups, and staff. Wellness and Health Advocacy, Counseling and Testing, Residence Life, Student Activities & Centers, the Student Health Center, Athletics, and University Police all provide education and awareness about the effects of substance use on our campus.

UW-L AODA Prevention Program Activities:

- **Wellness Coordinator:** This is a full-time position devoted to coordinating campus prevention activities, providing classroom or group presentations and seminars, and developing programs and resources. The Specialist manages the office titled "Wellness and Health Advocacy".
 - Topics include: Alcohol and other drug abuse, healthy relationships, stress reduction, sexual assault/harassment, human sexuality education, and nutrition
 - Activities include:
 - Presentations to 3,000 people per year via Transfer and New Student Orientation, presentations to freshmen UWL 100 classes, classroom and residence halls programs;
 - Presentations to parents and caregivers at New Student Orientation
 - Participation in campus wide events including Safe Spring Break, De-Stress Fest, Spring Spectacular, and Sexual Health Week
 - Peer Health Advocacy program
 - Media and marketing campaigns, including the dissemination of "Stall Seat Journals" in the Residence Halls.

The Wellness Coordinator writes and coordinates federal and local grants and serves as the liaison to the UW System AODA Coordinators group. Additionally, the Coordinator is responsible for long-term strategic planning regarding AODA prevention efforts.

- **CARE Team:** monitors troubling behaviors by sharing and gathering information and providing intervention as needed. This Team meets bi-weekly or as deemed necessary and includes representation from the following departments: Student Life, Health Center, Counseling, Residence Life, Violence Prevention, and University Police, with others included as appropriate.
- **Presentations for classrooms, campus groups, community or statewide organizations:** Programs on alcohol-related topics are provided to classes, campus groups, community organizations, state and national conferences.
- **Alcohol and Marijuana eCHECKUP:** A web-based, personalized feedback assessment that uses an interactive, multimedia format designed to help students learn about alcohol, and assess their own behavior. This program is also used as an assessment tool for the BASICS program.
- **Think About It (Campus Clarity):** A web-based alcohol, marijuana, and sexual assault prevention program required for all incoming students, transfer students, and adult learners. This program satisfies SaVE Act and Title IX requirements for prevention education.
- **Brief Alcohol Screening and Intervention for College Students (BASICS):** BASICS, and the marijuana specific program CASICS, is a two-session alcohol assessment and education program offered to all UW-L students who want to explore their relationship with alcohol and marijuana. Some students attend BASICS/CASICS to fulfill a requirement as a result of an alcohol-related offense, while others participate because they would like to learn moderation strategies to reduce negative consequences from their drug use. This program is based in Motivational Interviewing, and is designed to assist students in examining their own drinking behavior in a judgement-free environment and the goals are selected by the student.

Campus-Wide Prevention and Social Activities:

Other campus units are also actively involved in alcohol prevention activities. Residence Life sponsors educational programs regarding alcohol and other drugs in collaboration with the Wellness Office. All activities sponsored by organizations and departments on the UW-L campus are alcohol-free and designed to give student the opportunity to connect with peers in a safe environment. Campus Activities Board and University Centers sponsor educational programming and activities, which promote student interaction. Other organizations/groups that provide educational programming, national guest speakers or social activities include the following: non-honorary fraternities and sororities, and Athletics.

B. COUNSELING AND TREATMENT SERVICES

The Counseling and Testing Center provides many services for students with mental health issues. These services and resources are listed in a brochure that is distributed to the campus community and the Counseling Center webpage <http://www.uwlax.edu/counseling/index.htm>. Among those services are alcohol screenings, alcohol education workshops, as well as individual therapy. Consultations are also provided to students, faculty and staff concerned about the substance use of a friend, family member or co-worker. Students requiring more intensive or longer term assessment and treatment for AODA issues are referred to AODA providers in the community. With respect to underage drinking citations, the circuit and municipal courts may dismiss or reduce fines and waive a driver's license suspension if the student undergoes an off campus AODA assessment and pays their fine on time.

C. EMPLOYEE ASSISTANCE PROGRAM:

The Office of Human Resources has provided web-based publications and information regarding substance abuse in the work place for University employees and supervisors. These materials provide instruction, education and support for supervisors dealing with people where drug or alcohol abuse occurs. The Employee Assistance Program provides a source of confidential referral for staff and faculty who may be experiencing difficulty with chemical use/abuse-related issues. Two monthly electronic bulletins are sent

out to supervisors and to employees as part of the EAP. They have addressed alcohol and drug abuse issues. Quarterly reports from the EAP provider help the campus track the amount of drug-related assistance that is sought and being provided through our outsourced EAP for UW-L employees and their families.

All UW-L offices receive EAP posters, with card holders attached and filled with EAP business cards. This makes access to EAP resources more visible and readily available to our employees.

D. RESEARCH AND GRANTS:

Assessments and Surveys:

UW-L continues to monitor the student alcohol consumption patterns. The data is used to develop prevention programs and services for students. The surveys we administer on our campus:

- The National College Health Assessment – administered in the Spring of even years (2004, 2006, 2008). In order to align with partnering universities in La Crosse we will be administering this again in the Spring of 2018.

Alcohol Related Grants:

- “Changing the Culture of Risky Drinking Behavior” project grant: In partnership with the La Crosse Medical Health Science Consortium and the Medical College of Wisconsin’s Injury Research Center, an exploratory grant was garnered to gather data and input on risky drinking behaviors and injuries. An additional grant was given for a 5-year implementation phase focused on underage and binge drinking in La Crosse.
- Transforming Youth Recovery Grant- grant funding supports the La Crosse Collegiate Recovery program which is a peer support group for college students in La Crosse in recovery from alcohol and other drug abuse.

E. COMMITTEES

Wellness Advisory Committee: This campus committee has met throughout the last 10 years to address current topics and events, advise on the development of environmental, educational, enforcement, recreational/social and early intervention strategies aimed at reducing alcohol and other drug use, promoting comprehensive wellbeing, and promoting academic achievement. Members include faculty, staff, administrators and students. This Advisory Committee was born out of the UW-L Alcohol Advisory Council and Alcohol Task Force and has since expanded into a wellness advisory group, thus the name change of the council.

UW System AODA Coordinator Group: The Wellness Coordinator is an active member of the statewide working group, which includes prevention coordinators from each UW campus. This committee’s focus has been to coordinate practices, share resources, and develop statewide prevention standards.

Changing the Culture of Risky Drinking Coalition: A community-wide coalition aimed at reducing underage and binge drinking in the La Crosse Community. Membership includes representatives from area colleges, healthcare systems, police, local government, and k-12 administrators and educators. Prevention efforts include Responsible Server Training, Parents Who Host Lose The Most campaign, and education and advocacy for local alcohol policy.

La Crosse County Prevention Network: The La Crosse County Prevention Network (LCPN) supports implementation of evidence based strategies to prevent youth alcohol, tobacco, and other drug use by drawing on private, public, and individual resources for the implementation of multiple environmental strategies across multiple sectors.

V. ENFORCEMENT

The University has developed procedures to ensure that the sanctions described in this implementation statement are consistently enforced. The following table indicates arrests made by University Police for individuals who violated laws pertaining to drug or alcohol on the UW-L campus. Data was not included for reporting during years 2010-2012.

	2007	2008	2009	2013	2014	2015	2016	2017	
Drug Law Violations	29	61	48	130	58	91	74	69	Both citations, misdemeanor and felony arrests
Liquor Law Violations	278	307	391	475	344	286	151	179	Issued a citation but most offered Diversion program
OWI	32	35	52	19	11	6	3	1	
Detox	12	9	8	29	16	21	21	3	Not a crime, but were taken to hospital
Vandalism-Personal	18	6	9	0	0	0	0	0	
Vandalism-State	5	1	3	0	0	0	0	0	

Residence Life Policy:

The University has a resident population of approximately 3500 students who live in 11 residence halls. By signing their residence hall contract, these students agree to abide by the rules and regulations of the University as promulgated in Office of Residence Life (ORL) Policies and Procedures and the Eagle Eye. Students in violation of alcohol policies, including underage drinking or possession of alcoholic beverages, are dealt with through appropriate disciplinary systems depending whether or not the student lives in campus housing or off-campus. Interventions may include in-hall discipline, online education course (Think About It) required attendance at alcohol awareness sessions, (BASICS program), referral for chemical dependency assessment, and citation by law enforcement officials. In severe cases, students' housing contracts may be terminated and/or suspension/expulsion hearings are held in accordance with UWS Chapter 17 (Nonacademic Discipline).

Who handles the incident:

- If a student is cited in a residence hall AND they live on campus, ORL will complete the sanctioning.
- If a student is cited in a residence hall and they do NOT live on campus, Student Life Office will complete the sanctioning.
- If a student is cited on campus but not in a residence hall, SLO will complete the sanctioning.
- If a student is cited off-campus, referral is made to SLO for review and sanctioning (even if student lives in a residence hall) and SLO will enter the incident into the database

Residence Life sanctioning options include:

- Generally, after first offense Think About It referral (charge \$50)
- On second offense BASICS (Alcohol) or CASICS (marijuana) (charge \$100)
- Contract cancellation generally after repeated offenses or extreme behavior
- Referral to OSL with recommendation that status as a student be reviewed if housing contract is cancelled

- Parents will be contacted in extreme instances or when we are really concerned about a student's behavior

Intercollegiate Athletes Policy: The student athletes and staff at UW-L are guided by various standards, which are outlined on the UW-L webpage at:
<http://www.uwlax.edu/StudentLife/athletics.htm>

In part, the webpage provides notice that:

The Equity in Athletics Disclosure Act requires that an annual report be available to all students on participation rates, financial support and coaching status data within intercollegiate athletics. Students are encouraged to review the full report by contacting the following office: Athletics Office, 126 Mitchell Hall.

Student-athletes enrolled at the University of Wisconsin-La Crosse should reflect the high standards of honesty and integrity as set by the NCAA for the conduct of intercollegiate athletics. As an NCAA member institution, UW-La Crosse strives to fulfill our educational mission and shares a right and responsibility to preserve order and encourage ethical, responsible behavior through the formulation of standards of conduct for student athletes in the intercollegiate athletics program.

Team membership and participation are privileges that have certain responsibilities. It is imperative that student athletes recognize the significance of their behavior as visible members of the campus and local communities. In addition, you represent the University of Wisconsin-La Crosse, the Intercollegiate Athletics Program and your team at all times. You shall conduct yourself in a courteous, conscientious manner that reflects positively upon all that you represent. Your conduct shall be in accordance with the general university policies. You are also expected to conform to all federal, state, and local laws.

As a condition of team membership, you must comply with the policies and procedures of the NCAA or national governing body, the Wisconsin Intercollegiate Athletics Conference (WIAC) and the Intercollegiate Athletics Program throughout the academic year. In addition, you are subject to all the rules and regulations that are required for individual participation on your specific team.

A University of Wisconsin-La Crosse student-athlete should compete with pride and respect for their university as well as their opponents. Fair, sports-like actions are encouraged and expected by all student-athletes.

VI. STRENGTHS AND WEAKNESSES

The strength of the UW-L prevention programs is directly related to the involvement and support of the many units on campus and in the community who provide prevention and intervention activities. The following are examples of these strengths:

- Prevention activities are provided by many different units on campus including the Wellness And Health Advocacy, Peer Health Advocates, Residence Life, Campus Activities Board, Athletics, non-honorary fraternities and sororities, and student organizations.
- A high degree of student involvement in the development and delivery of activities.
- An emphasis on alcohol-free social activities.
- A strong collaborative relationship with community task forces and groups involved in AODA services.
- Strong administrative support for AODA services.
- Increase in faculty involvement and partnership through UWL 100 classes and Health Education Health Promotion classes
- Implementation of evidence-based prevention strategies (Environmental Management).
- Improved coordination of existing student data between Residence Life, University Police, and Student Life.
- Annual administration of UW System AODA Survey and/or the American

College Health Survey.

- Use of web-based AODA programs for education and enforcement (sanctions)
- Implementation of Peer Health Advocate and Eagle Guide programs to help incoming freshmen adjust to college life and make alcohol-free choices.

The review process identified several recommendations for institutional action in the coming year:

- There is a well-documented need for increased prevention and intervention services. Additional resources, to include increased financial support, staffing and graduate assistantship resources, and continued administrative support are necessary to meet the growing need for these AODA activities.
- Develop greater coordination between the many individual units providing prevention services and student programming.
- Continue to explore ways in which greater numbers of faculty can be involved in prevention efforts.
- Continue to increase and improve prevention efforts through a cultural competency lens to ensure diversity and inclusion in programmatic and policy efforts.
- Improve collection mechanism for data from faculty and staff.

UW-La Crosse Biennial Review Committee Members

Gretchen Reinders
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Angie Lee
Director of Student Life

Paula Knudson
Vice Chancellor Student Affairs/
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Madeline Holzem
Chief Human Resources Officer

Jacque Bollinger
Director of Residence Life

Scott McCullough
Director of University Police

Kate Ebert
Wellness Coordinator

Kim Blum
Director of Intercollegiate
Athletics

ADDITIONAL MATERIALS

University of Wisconsin-La Crosse 2016 Annual Security Report and Fire Report
(available at: <https://www.uwlax.edu/globalassets/offices-services/student-life/2016-annual-security-report.pdf>) and copy attached.

UW-L Drug-Free Workplace Policy (available at : <http://www.uwlax.edu/hr/drugfreewp.html>) and copy attached.