



**University of Northern Iowa
Drug-Free Schools and Campuses
Regulations [EDGAR 86]
Biennial Review:
Academic Years 2022-2023 & 2023-2024**

Submitted by: UNI Biennial Review Committee
September 25, 2024

University of Northern Iowa
Drug-Free Schools and Campuses Regulations [EDGAR Part 86]
Alcohol and Other Drug Prevention Certification

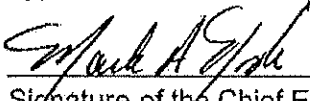
The undersigned certifies that it has adopted and implemented an alcohol and other drug prevention program for its students and employees that, at a minimum, includes —

1. The annual distribution to each employee, and to each student who is taking one or more classes of any kind of academic credit except for continuing education units, regardless of the length of the student's program of study, of:
 - Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities
 - A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol
 - A description of the health risks associated with the use of illicit drugs and the abuse of 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 disciplinary sanctions on students and employees (consistent with State and Federal law), 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. A disciplinary sanction may include the completion of an appropriate rehabilitation program.

2. A biennial review by the institution of its alcohol and other drug prevention comprehensive program to:
 - Determine its effectiveness and implement changes to its comprehensive alcohol and other drug prevention program and policies, if they are needed
 - Ensure that its disciplinary sanctions are consistently enforced.

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 Typed Name of Chief Executive Officer/Administrator


 Signature of the Chief Executive Officer/Administrator

September 24, 2024
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Introduction

The Drug-Free Schools and Campus Regulations (DFSCR) (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) requires that institutions of higher learning (IHE) such as the University of Northern Iowa (UNI) adopt, implement, and evaluate programs to prevent the misuse or abuse of alcohol and use or distribution of illicit drugs by university students and employees. This includes both on its premises and as a part of any of its activities.

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

- (1) To determine the effectiveness of, and to implement any needed changes to, the alcohol and other drug (AOD) prevention program.
- (2) To ensure that campus enforces disciplinary sanctions for violating standards of conduct consistently.

The biennial review must also include:

- (1) the number of drug and alcohol-related violations and fatalities occurring on the campus, or as part of their activities that are reported to campus officials; and
- (2) the number and type of sanctions imposed on students or employees as a result of such violations or fatalities.

This report serves to document the above objectives and UNI's prevention and education related programs, initiatives, and activities related to alcohol and other drug abuse prevention during the 2022-2023 and 2023-2024 academic years.

Biennial Review Process

Coordinated by the Associate Director of Student Health and Wellness, this biennial review is a comprehensive, evidence-informed evaluation conducted by the biennial review committee to implement and evaluate UNI's strategies to prevent high-risk drinking and illegal substance use among its students. It is a collaborative effort with campus partners.

The following UNI staff members served on the biennial review committee:

- Sarah Behrends, Director of Student Health Clinic
- Allyson Rafanello, Assistant Vice President & Dean of Students
- Erica Eischen, Director of Residence Life
- Kaili Benham, Student Health and Well-Being Coordinator
- Joseph Tyler, Associate Director of Public Safety
- Angela Meeter, Associate Director of Student Health and Wellness
- Andrea Greve Coello, Academic Advisor, Athletics Administration
- Jennifer Jass, Nurse Practitioner and Psychiatric Nurse Practitioner
- Libby Fry, Instructor, UNI Social Work department

- Amy Bonebrake, Alcohol and Drug Counselor
- Michelle Byers, Director of Human Resources
- Mike Bobeldyk, Student Involvement
- Josh Farris, Student Involvement
- Jhenna Barnes, Prevention Educator
- Genie Berst, Substance Use Counselor

The following content and data were collected by responsible prevention staff from various departments and assessed by the Biennial Review Committee when conducting the biennial review process.

- ACHA-NCHA III Spring 2022 and Spring 2024
- Student Health Clinic SBIRT and DAST reports
- Access Wellness & Recovery Center Services report
- eCheckup To Go
- Counseling Center AOD referrals
- Program outcomes
- Student conduct data
- University policies
- Drug and Alcohol Abuse Prevention Program (DAAPP)
- Arrests/referrals report from UNI Public Safety
- EAP service utilization for AOD referrals
- Resident assistant drug and alcohol education results
- TELUS results

Biennial review reports are maintained in the office of the Associate Director of Student Health and Wellness and kept for a minimum of 3 years after the fiscal year the report was created. A copy of this report may be requested by contacting the Associate Director of Student Health and Wellness at (319) 273-3423 or emailing angela.meeter@uni.edu. Biennial reports can be found on the Student Wellness Services website at: wellbeing.uni.edu/student-wellness.

Notification Process

Student Notification

UNI distributes the required alcohol and other drug policies and other related information to enrolled students via electronic mail. The mass email messages are sent at least annually to all enrolled and registered UNI students including continuing education students and those students who are only enrolled in one class for academic credit. Students who are taking classes off-campus, online, and abroad receive policies by email as well. The emails are sent after the first few weeks of classes to ensure the accuracy of email addresses. University alcohol and other drug policies are hyperlinked within the content of the notification message. Refer to [Appendix A](#) for supporting documentation.

The content of the email communication is reviewed and approved by the Chief of Staff along with the Dean of Students. It includes the following:

- 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 reentry 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

Additionally, the following statement is included in the Schedule of Classes - Policies and Procedures document:

DRUG FREE SCHOOLS ACT

wellbeing.uni.edu/student-wellness/alcohol-other-drugs/law-uni-policy

deanofstudents.uni.edu/student-conduct

hrs.uni.edu

In compliance with the Drug Free Schools and Communities Act of the Drug and Alcohol Abuse Prevention Regulations, the websites above contain the following information: standards of conduct concerning alcohol and other drug use and related disciplinary sanctions; local, state, and federal laws and sanctions concerning AOD use; health risks of alcohol and other drugs, and programs for students and employees that provide assistance for alcohol and other drug concerns.

Employee Notification

In compliance with the Federal Drug-Free School and Campus Regulations (DFSCR), UNI annually distributes required information via electronic mail to all UNI employees. The message is also distributed via campus mail in paper format to merit employees who may not have access to work email on a regular basis. The email subject for these distributions is "Annual Policy Update/Notification". The full text of the emails and information provided are included in [Appendix B](#). Related policies and legal sanctions are hyperlinked in the email message and the email notification includes the following:

Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol of employees on its property or as part of any of its activities.

- A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol
- A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees
- A clear statement that the institution will impose disciplinary sanctions on employees (consistent with State and Federal law), 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; a disciplinary sanction may include the completion of an appropriate rehabilitation program.

New employees who begin working at the institution are provided an information packet at orientation which includes links to [Mental Health and Addiction Treatment Services and Resources](#) and staff guides ([Merit System Staff Guide](#) and [P&S Staff Guide](#)) containing summaries of policies.

Alcohol and Other Drug Prevalence Rates, Incidence Rates, Needs Assessment, and Trend Data

American College Health Association National College Health Assessment (ACHA-NCHA) III Data

Student Wellness Services gathered AOD quantitative data using the UNI Spring 2022 and 2024 ACHA-NCHA III, an established survey questionnaire created by the American College Health

Association. The NCHA is a nationally recognized research survey that assists various departments by collecting precise data about our students' health habits, behaviors, and perceptions. The data is used to make the most appropriate decisions regarding services provided to UNI students.

The UNI NCHA III was completed in Spring 2022 and Spring 2024 (Appendix D).. A random sample of 5,000 UNI students enrolled were selected by the Office of the Registrar. The American College Health Association was given the list of students to send the health assessment survey via email. There were 783 students who completed the survey with a 15.7% response rate in 2022. The ACHA-NCHA III Spring 2024 survey for University of Northern Iowa consisted of 897 respondents with a response rate of 18%.

Student Health Clinic and Counseling Center Alcohol and Other Drug Use Report Data

A Screening, Brief Intervention, and Referral to Treatment (SBIRT) and Drug Abuse Screening Tool (DAST) questionnaires are completed by students seen at the clinic by medical and psychiatric staff to screen for potential alcohol and drug problems. The SBIRT is a comprehensive, integrated public health approach to the delivery of early intervention and treatment services for persons with substance use disorders, as well as those who are at risk of developing these disorders. Screening quickly assesses the severity of substance use and identifies the appropriate level of treatment. Brief intervention focuses on increasing insight and awareness regarding substance use and motivation toward behavioral change. Table 1 depicts the level of severity of substance use by percentage per academic year among students seen for medical and psychiatric appointments at the Student Health Clinic.

Table 1

Screening, Brief Intervention, and Referral to Treatment (SBIRT) Results

Academic Year	Low Risk	Risky	Harmful	Dependent
2022-2023	87%	10%	2%	1%
2023-2024	91%	7%	1%	1%

The Drug Abuse Screening Test (DAST-10) is a 10-item brief screening tool that can be administered by a clinician or self-administered. The DAST-10 yields a quantitative index of the degree of consequences related to drug abuse. It is a preliminary evaluation that attempts to determine whether key features of drug abuse are present in an individual. Screening indicates whether the problem of drug abuse is likely to be present. This tool assesses drug use, not including alcohol or tobacco use, in the past 12 months. Table 2 portrays the level of severity of drug abuse, not including alcohol or tobacco, by percentage of students seen for medical and psychiatric appointments at the Student Health Clinic.

Table 2

Drug Abuse Screening Tool DAST Results

Academic Year	Low Risk	Risky	Harmful	Dependent
---------------	----------	-------	---------	-----------

2022-2023	61%	32%	6%	1%
2023-2024	28%	66%	6%	0%

Alcohol and Other Drug Monthly Population Level Screening Data

Student Wellness Services partnered with Pathways Behavioral Services to provide an alcohol and other drug screening once per month in the Maucker Union during the academic year. A Pathways Behavioral Services staff person used the evidence-based SBIRT tool (Screening, Brief Intervention, and Referral to Treatment) to screen students and staff/faculty. The SBIRT tool was used to identify, reduce, and prevent problematic use, abuse, and dependence on alcohol and illicit drugs. The table below demonstrates that an average total of 8% of students/faculty/staff screened were referred for AOD evaluation. This is down 3% from the 2020-2022 biennial review. Table 3 demonstrates the number of screenings and referrals by academic year.

Table 3

Year	#of Annual Screens	# of AUDITs	# of DASTs	# of Referrals
2022-2023	59	29	0	2
2023-2024	37	14	0	6

TELUS Utilization

A usage report was completed to see the utilization of TELUS assessments for drug and alcohol. Table 4 shows the number of alcohol/drug specific assessments completed since August 2023 - May 2024.

Table 4

8/2023-5/2024	Total Completed	High Risk	Medium Risk	Low Risk	No Risk
Alcohol Assessments	20	0%	15%	70%	15%
Drug Assessments	20	15%	40%	45%	0%

UNI Counseling Center AOD Referrals

Table 5 indicates the number of alcohol and other drug related referrals to Access Wellness & Recovery Center, a substance abuse agency.

Table 5

Academic year	2022-2023	2023-2024
UNI students referred to Access Wellness & Recovery Center	22	11

Access Wellness & Recovery Center

The UNI Counseling Center has a contract with Amy Bonebrake, Certified Alcohol and Drug Counselor (LMSW, CADC, SAP) from Access Wellness & Recovery Center to provide AOD evaluation and/or treatment for referred students. Access is a state licensed assessment and substance use treatment agency for adults and juveniles in Iowa specializing in court ordered evaluations, working with older adults and LGBTQ+ populations. Students seen by UNI counselors who score at risk of substance abuse are referred. Students may be seen on campus at the Counseling Center, via telehealth services, or at the Waterloo office of Access Wellness & Recovery Center. Table 6 demonstrates the number of appointments, students seen, cancellations/no shows, and attendances by year and month in this reporting period.

Table 6

YEAR	MONTH	APPOINTMENTS	ATTENDED
2022	June	4	3
	July		
	August	5	3
	September	7	6
	October	4	4
	November	3	3
	December	1	1
2023	January	5	5
	February	9	9
	March	24	22
	April	26	25
	May	26	23
	June	27	23
	July	10	9
	August	10	7
	September	19	14
	October	18	15
	November	9	7
	December	9	5
2024	January	1	1
	February	7	7

	March	4	4
	April	10	9
	May	8	8
	June	4	4
	July	4	4

Facts on Tap Program Data

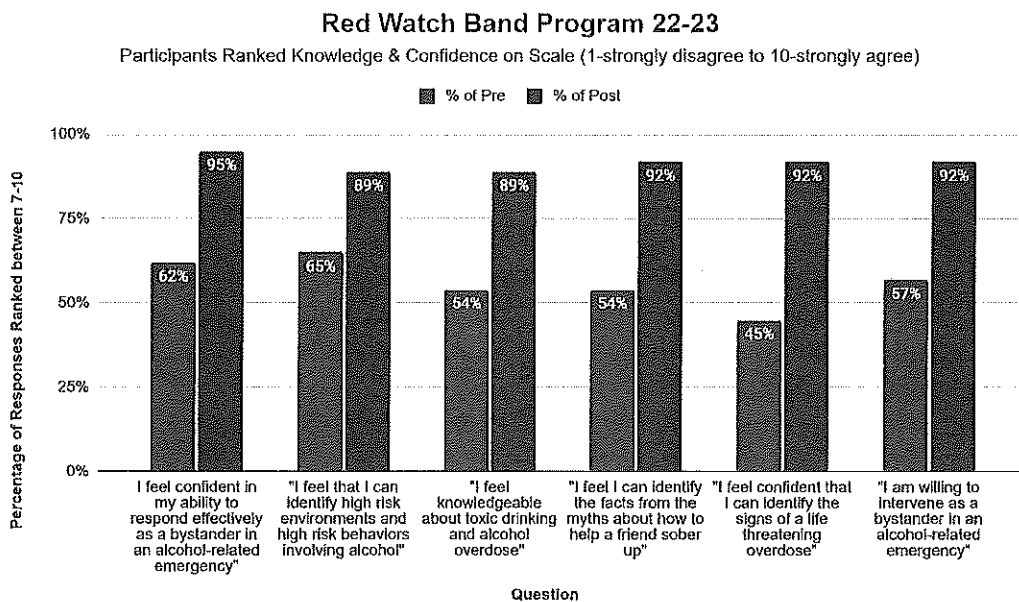
Facts on Tap is a presentation/workshop designed to assist participants in making informed choices about consuming alcohol and reducing harm. The program was not requested in 2022-2023. Students who participated in the Facts on Tap program during the 2023-2024 academic year achieved the following learning outcomes:

- 100% of participants were able to demonstrate the steps to putting someone in the recovery position.
- 100% of participants correctly identified two or more signs of alcohol overdose/poisoning.
- 86% of participants identified what one standard drink equals for beer, wine, and hard liquor.
- 100% of participants were able to list one or more protective behavioral strategies that can be used to prevent alcohol poisoning/overdose or other not so good things.
- 100% of participants were able to identify .05 BAC (blood alcohol concentration) as the recommended BAC to stay at or below to stay in the "sweet spot" if consuming alcohol.
- 100% of participants were able to describe one or more benefits of staying in the "sweet spot" zone if consuming alcohol.
- 86% of participants were able to recognize that the majority of UNI students consumed 4 or fewer drinks the last time they drank alcohol in a social setting.

Red Watch Band Program Outcomes

The mission of Red Watch Band is to "Provide students with knowledge and skills to prevent toxic drinking deaths and to promote a student culture of kindness, responsibility, compassion and respect." The Red Watch Band training symbolizes that the UNI community bands together to watch out for one another when every second counts. This is a partnership between the Office of Student Life and Student Wellness Services. Figures 1 and 2 depict that the Red Watch Band program, on average, resulted in participants self-reporting an increase in knowledge and confidence levels for all toxic drinking learning outcomes during the 2022-2023 and 2023-2024 academic years.

Figure 1

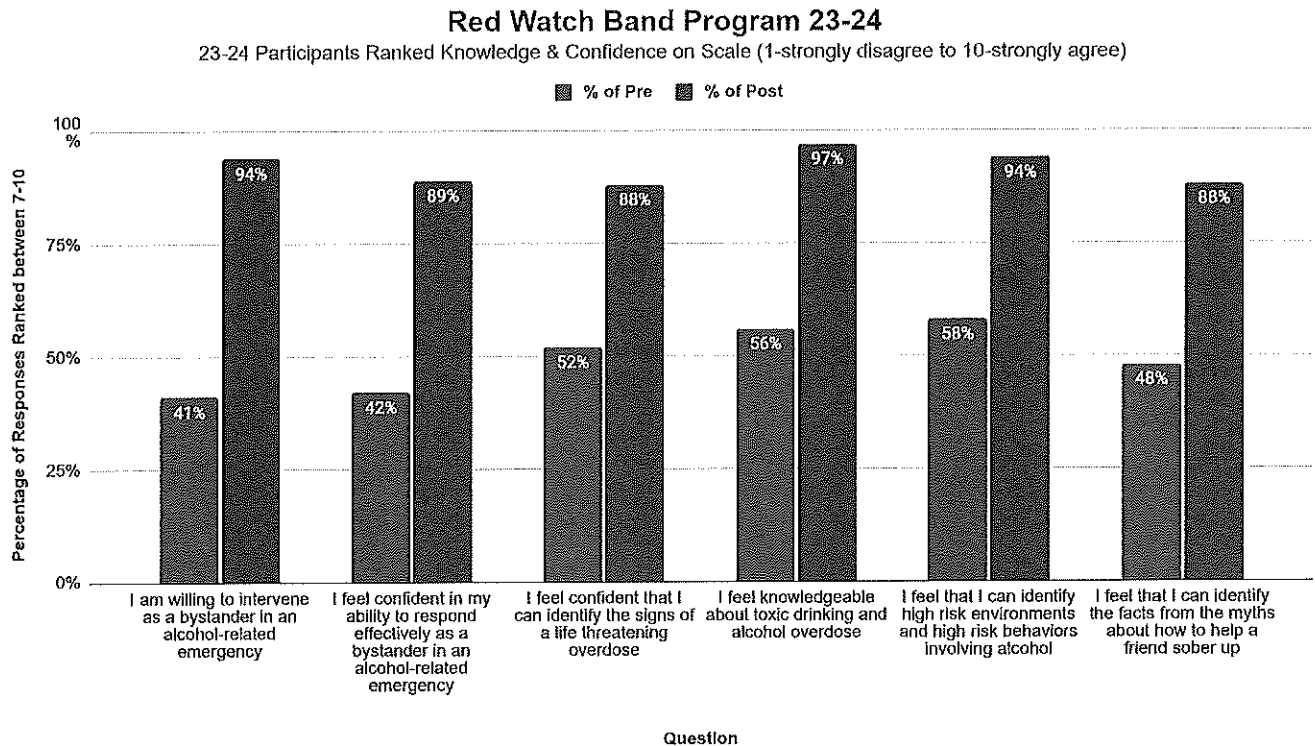


2022-2023 Additional RWB Student Learning Outcomes

UNI fraternity and sorority students who participated in the Red Watch Band program during the 22-23 academic year provided the following program outcomes:

- 96% of participants identified two or more signs of alcohol overdose/poisoning during the fall 2022 semester and 80% of participants identified two or more signs of alcohol overdose/poisoning during the spring 2023 semester.
- 94% of participants identified 3 or more high risk environments or high-risk behaviors involving alcohol during the fall 2022 semester and 100% of participants identified 3 or more high risk environments or high risk behaviors involving alcohol during the spring 2023 semester.
- Students who ranked their willingness to intervene as a bystander in an alcohol-related emergency as a 5 or less (1-strongly disagree to 10-strongly agree), decreased from 31% before training to 3% after training. 97% of trained students are willing to intervene, with 45% strongly agreeing in their willingness to intervene.
- Students who rank their confidence in identifying facts from myths regarding getting sober as 7 or higher (max is 10/strongly agree) increased from 54% to 92%.

Figure 2



2023-2024 Additional RWB Student Learning Outcomes

UNI fraternity and sorority students who participated in the Red Watch Band program during the 23-24 academic year provided the following program outcomes:

- 98% of participants identified two or more signs of alcohol overdose/poisoning.
- 98% of participants identified 3 or more high risk environments or high-risk behaviors involving alcohol.
- 98% of participants identified 1 or more protective behavioral strategies.
- Students who ranked their willingness to intervene as bystanders in an alcohol-related emergency as a 5 or less (1-strongly disagree to 10-strongly agree) decreased from 42% before training to 3% after training. 97% of trained students are willing to intervene, with 46% strongly agreeing (rank at 10/max).
- Students who ranked their confidence in identifying facts from myths regarding getting sober as 7 or higher (max is 10/strongly agree) increased from 48% to 88%.
- 80% of participants demonstrated all 10 steps of putting someone in the recovery position.

Fraternity and Sorority Life Events with Alcohol and the Outcomes

The Red Watch Band (RWB) program was implemented in Fall 2018 with the Fraternity and Sorority Life (FSL) population as mandatory alcohol education training. Noted changes in chapter regulations regarding alcohol within housing premises, layered with RWB training by over 90% of the current community, have positively supported the trend in the decline of alcohol-related conduct incidents by members of the FSL community.

RWB training helps chapters reduce the number of alcohol related incidents by equipping them with skills to better understand safe alcohol consumption for themselves and their peers. Over the course of the 22-23 and 23-24 academic years, fraternities and sororities held a total of 34 events with alcohol

present. For these events, chapters are required to follow the UNI FSL Social Policy (Appendix P) and have at least one sober monitor per 15 people in attendance at the event.

In academic year 22-23, there were 18 of these events with alcohol present. Within these 18 events, there were 2 violations of the UNI FSL Social Policy. In the academic year 23-24, there were 16 of these events with alcohol, and there were 0 violations of the UNI FSL Social Policy.

Alcohol eCheckup To Go Assessment Results

An Alcohol eCheckup To Go online system report was completed using self-assessments by UNI students from August 1, 2022, to July 31, 2024. A total of 177 students completed the program. An Alcohol eCheckup To Go report provided a snapshot of self-reported data from our students which demonstrated the following estimations for UNI student alcohol use:

- Male: 9% (13) Female: 85% (119) Non-binary: 1% (2)
- University of Northern Iowa Student: 96% (27) Other College Student: 3% (1)
- Freshman: 31% (55) Sophomore: 19% (35) Junior: 21% (38) Senior: 24% (43) Graduate: 3% (6)
- Member of a fraternity/sorority? Yes: 10% (19) No: 89% (158)
- Student athlete? Yes: 2% (5) No: 97% (172)
- Currently taking prescription medications? Yes: 54% (96) No: 45% (81)
- Currently live on-campus / in-residence? Yes: 59% (106) No: 40% (71)
- Number of weeks in a typical month the participant reported drinking 1.06 (average)
- Highest calculated BAC reported during the "typical drinking week" .04 (average)
- Highest calculated BAC including during the "typical drinking week" and the "heaviest drinking episode" .07 (average)
- Drinks imbibed in a typical month 7.64 (average)
- Amount of money spent on alcoholic beverages in one week \$6.05 (average)
- Negative Consequences Score (AUDIT Score) 3.14 (average) (scores between 8 and 15 are most appropriate for simple advice focused on the reduction of hazardous drinking)
- Family Risk Scale Score 3.24 (average)
- Number of times user reported driving after drinking 2% (average)
- Number of times user reported driving with a friend after the friend had been drinking 7% (average)
- Cigarettes smoked per day 2% (average)

Cannabis eCheckup To Go Assessment Results

A Cannabis eCheckup To Go online system report was completed using self-assessments by UNI students from August 1, 2022 to July 31, 2024. A total of 99 students completed the program. The results showed the following estimations for UNI student cannabis use:

- Male: 42% (42) Female: 57% (57)
- University of Northern Iowa Student: 94% (94) Other College Student: 4% (4) Non-Student: 1% (1)
- Freshman: 31% (31) Sophomore: 32% (32) Junior: 26% (26) Senior: 10% (10)
- Member of a fraternity/sorority? Yes: 11% (11) No: 88% (88)
- Student athlete? Yes: 9% (9) No: 90% (90)
- Currently taking prescription medications? Yes: 48% (48) No: 51% (51)
- Currently live on-campus / in-residence? Yes: 69% (69) No: 30% (30)
- Age first started using marijuana 12.29 (average)
- Weeks in a month using marijuana 1.35
- Hours spent under the influence Monday .72, Tuesday .74, Wednesday .75, Thursday .79, Friday 1.12, Saturday 1.52, Sunday 1.08

- How often user mixes marijuana and alcohol Never: 65% (65) Sometimes: 31% (31) Often: 4% (4) Always: 0% (0)

Brief Alcohol Screening and Intervention for College Students (BASICS) Results

Figure 3 shows a summary of pre-questionnaire results of participants demonstrating the average number of drinks consumed over a period of time. Figure 4 displays the frequency of negative consequences experienced when drinking alcohol by students who were sanctioned for BASICS sessions by a Student Conduct Administrator between 2022-2024. Of the students who completed the BASICS questionnaire, 75% were male (sex assigned at birth) and 25% were female (sex assigned at birth).

Figure 3

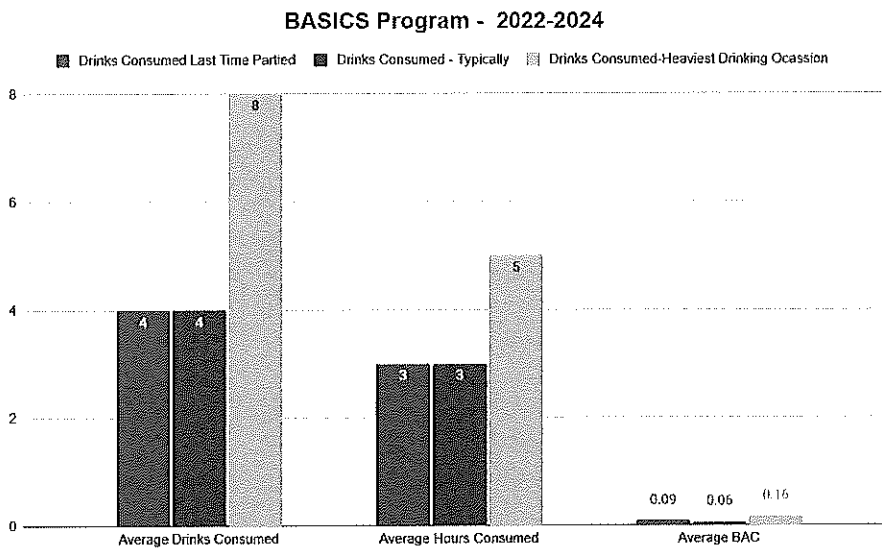


Figure 4

Reported Negative Consequences Among BASICS Participants - 2022-2024					
Negative Consequences in the Last 30 days	Experienced 1 Time	Experienced 2 Times	Experienced 3 Times	Experienced 4+ Times	Total Number of Students
Physically injured myself	4	1			5
Physically injured another person					0
Been involved in a fight					0
Felt regret/guilty about things that have occurred	9	3		1	13
Forgotten where I was or what I did	7	3	1		11
Unprotected sex	3				3
Missed class or work	1	6		1	8
Felt I had an alcohol/drug problem		2			2
Hangover	7	8	3		18
Brown out		2			2
Blackout or memory loss	9	2			11
Been told to cut down	1	1			2
Tried to stop drinking/using	2	1		1	4
Felt that I needed more than I used to need to obtain the same effect	3	1			4
Unable to do homework/study	1				1
Received lower grades		1			1
Caused shame to others	1	2			3
Referred to student conduct process for administrative hearing	11	4			15
Received an alcohol/other drug related arrest/citation	14	3			17
Spent too much money	7	2		2	11
Neglected responsibilities			1	1	2
Passed out	5	2			7
Needed medical intervention or was hospitalized	3				3
Felt sick or vomited	7	3		2	12
Drove after having several alcoholic drinks/using drugs	7	1			8
Kept drinking/using when I promised myself I would not	3				3

Alcohol and Other Drug Charges from the Dean of Students Office

Table 9 and Table 10 represent the outcomes of individual student conduct cases where incident reports alleged one or more violations involving drugs or alcohol for the past two academic years. These numbers were provided by the Office of the Dean of Students and pulled information from their case management system, Maxient.

Information in the 2nd (DOS Case) and 3rd (UHD Case) columns should total the numerical data in the 4th column (AY Total Cases Charged/Alleged). This demonstrates the number of cases heard by trained Student Conduct Administrators in the Office of the Dean of Students and by trained Student Conduct Administrators in University Housing & Dining.

Table 9

2022-2023	DOS Case	UHD Case	22-23 AY Total Cases Charged/Alleged	22-23 AY Responsible	22-23 AY Responsible after First Incident	22-23 AY% Repeat
Alcohol: Underage possession	14	99	113	46	1	2.33%
Alcohol: Underage use	23	105	128	54	4	7.84%
Alcohol: Illegal use of alcohol	2	2	4	1	0	0.00%
Alcohol: Responsible Consumption	0	2	2	0	0	0.00%
Alcohol: Hosting	0	16	16	12	0	0.00%
Alcohol: Roommate Agreement	0	0	0	0	0	0.00%
Alcohol: Proximity	0	73	73	37	1	2.78%
Alcohol: Public Spaces	0	16	16	2	0	0.00%
Alcohol: Common Sources	0	4	4	2	0	0.00%
Alcohol: Displaying Containers	0	25	25	23	0	0.00%
Drugs: Possession of marijuana	19	21	40	29	0	0.00%
Drugs: Use of marijuana	10	21	31	15	0	0.00%
Drugs: Use or possession of any other illegal controlled substance	5	3	8	6	0	0.00%
Drugs: Drug Paraphernalia	18	17	35	25	0	0.00%
Drugs: Medications	2	0	2	1	0	0.00%
Public Intoxication	30	12	42	38	2	5.71%
Operating a Vehicle While Intoxicated	24	0	24	21	0	0.00%

Table 10

2023-2024	DOS Case	UHD Case	23-24 AY Total Cases Charged/Alleged	23-24 AY Responsible	23-24 AY Responsible after First Incident	23-24 AY% Repeat
Alcohol: Underage possession	16	46	62	38	2	5.26%
Alcohol: Underage use	43	53	96	59	5	8.47%
Alcohol: Illegal use of alcohol	1	3	4	0	0	0.00%
Alcohol: Responsible Consumption	0	1	1	1	0	0.00%
Alcohol: Hosting	0	9	9	6	0	0.00%
Alcohol: Roommate Agreement	0	0	0	0	0	0.00%
Alcohol: Proximity	0	46	46	29	0	0.00%
Alcohol: Public Spaces	0	11	11	5	1	20.00%
Alcohol: Common Sources	0	0	0	0	0	0.00%
Alcohol: Displaying Containers	0	29	29	29	0	0.00%
Drugs: Possession of marijuana	15	22	37	28	3	10.71%
Drugs: Use of marijuana	8	20	28	11	2	18.18%
Drugs: Use or possession of any other illegal controlled substance	1	1	2	1	0	0.00%
Drugs: Drug Paraphernalia	12	11	23	21	1	4.76%
Drugs: Medications	0	0	0	0	0	0.00%
Public Intoxication	21	5	26	20	2	10.00%
Operating a Vehicle While Intoxicated	22	0	22	18	0	0.00%

UNI Public Safety Alcohol and Other Drug Offense Data

Table 11 identifies the number of arrests made by UNI Public Safety and referrals they made to the Dean of Students office. The numbers for the 2023-2024 are not yet calculated and will be available in October 2024. The UNI Chief of Police identified the definition for public property as: "All public property (not owned by the university), including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus." Non-campus was defined by

the UNI Chief of Police as: “Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.”

Table 11

OFFENSE	ON CAMPUS (Non Res Halls)	RESIDENCE HALLS	TOTAL ON CAMPUS*	NON CAMPUS	PUBLIC PROPERTY
ARRESTS/ REFERRALS:					
Liquor Law Violation					
Arrest					
2022	6	2	8	0	17
2023	8	3	11	0	10
Referral					
2022	4	134	138	0	1
2023	4	84	88	1	4
Drug Law Violation					
Arrests					
2022	14	20	34	0	21
2023	21	20	41	0	13
Referral					
2022	0	5	5	0	0
2023	1	9	10	0	0

Public Safety Student Education Results

Designated Public Safety Officers provided 12-15 presentations each year to UNI students involving education regarding alcohol and other drug laws. Presentations also focused on safety for the individual and their friends.

Alcohol on Campus

Places on campus where individuals can purchase alcohol by the drink are at the McCloud Center, UNI Dome, and Gallagher Bluedorn Performance Arts Center. There are also catering events that have cash bars available. Alcohol is sold in the McCloud Center for basketball games and weddings that are held at that location. Individuals are not allowed to bring their own alcohol. UNI Catering requires all of their management staff to have Servsafe alcohol training as well as I-PACT alcohol training. The ServSafe Alcohol® Training program is developed by the National Restaurant Association and experts who have direct experience with the risks involved in serving alcohol. The training covers how to effectively manage the sale of alcohol by checking identification, counting number of drinks served, recognizing signs of impairment, and insights that help prepare employees for difficult situations. All of the catering student staff also have to have I-PACT training. I-PACT training covers the Alcoholic Beverage Control Act (Iowa Code chapter 123), valid forms of identification, and how to spot altered and fake IDs. The

program focuses on preventing underage sales and sales to intoxicated patrons. Requirements and guidelines are followed when serving to make sure the guests are not over consuming.

UNI Catering requires that there is always a non-alcoholic option available as well as food available when serving alcohol. This is required by campus policy. Advertising of an event to include a statement regarding the availability of alcohol at that event is permissible, but the policy reads *"Use only the name or logo of a particular company or product; no pictures or renditions of beverage containers are permitted. In cases of a sponsored event, the name or logo must be clearly subordinate to the name or title of the sponsored event."*

Some alcohol distributors sponsored items for a show at GPBAC and to accommodate they have to get the items to UNI Catering. A corking fee is charged and catering staff serve it so that university policies and standards are maintained. If it's not working in conjunction with catering then sponsorship of campus events/promotions by the alcoholic beverage industry is not allowed. Alcohol industry advertising (e.g. industry brand preference ads), promotions (e.g. free T-shirts, mugs which advertise), official sponsorship (e.g. charity events, athletic events), and signs at major facilities (e.g. scoreboards at stadium) are prohibited. UNI Catering does not offer drink specials that would be a discounted price.

Campus Substance Free Events/Activities/Programs

Numerous Council Activities Board substance free events/activities/programs were held throughout the time period. Additionally, over 100 student organizations and university departments also provide programs and activities throughout the year such as Welcome Week, Taste of UNI, Homecoming, Dance Marathon, Black History Month, etc.

Recreation Services does not permit alcohol and other drug use within its Wellness/ Recreation Center facility unless the event is catered by UNI Dining or UNI Athletics. The following programs for UNI students were provided from 2022-2024 as shown in Table 12.

Table 12

Program	2022- 2023	2023-2024
Personal Training	41 (588 sessions)	36 (490 sessions)
Sport Clubs	17 (380 athletes)	15 (400 athletes)
Safety Certifications	482	426
Outdoor Recreation Clinics	83	51
Climbing Wall Participations	5,680	5,748

Adventure Trips Participations	N/A	N/A
Swim Lessons Participants	428 (2,802 sessions)	530 (4,609)
Group Fitness Participants	226	339
Intramurals (unique)	1,328 (8,214 games played)	1,636 (11,597 games played)
Total Facility Scans	150,462	155,249

Employee Assistance Program (EAP) Utilization

The university's EAP experienced two transitions to a new vendor during the 2022/2023 fiscal year. As such, overall utilization for counseling services was only able to be obtained for 2023/2024. Median utilization of EAP's in the United States is around 5.5% and UNI's stands at 6.04%. No instances of a manager referral potentially related to drug/alcohol abuse were identified for the 2022/2024 reporting period. For confidentiality reasons EAP is not able to release information on self referrals.

Policy, Enforcement of Disciplinary Sanctions, and Compliance Inventory

The DFSCR requires UNI to certify that it has developed and implemented a drug and alcohol abuse education and prevention program. Consistent with its legal obligations, UNI prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol on campus and at recognized events and activities by students and employees in support of its education and prevention programs.

Alcohol is the most common among violations of the Student Conduct Code. While education and prevention remain a top priority, the consistent and timely enforcement of the Student Conduct Code is critical to the quality of the educational environment and the success of students. Enforcement is focused on harm and risk reduction intervention strategies and decreased recidivism. Delivery is personalized and attentive to both the needs of individual students and the community as a whole. The University enforces drug and alcohol policies and documents incidents of potential violations of such policies. Students alleged to have violated such policies are afforded a conduct hearing in accordance with Student Conduct Code, and those students found in violation are given appropriate sanctions.

UNI's Alcohol and Other Drug Policies

[Alcohol and Drugs \(Appendix E\)](#)

[Smoking and Tobacco Use \(Appendix F\)](#)

[Employee Drug and Alcohol Testing \(Appendix G\)](#)

[Student Conduct Code \(Appendix H\)](#)

[Drugs & Alcohol - Intercollegiate Athletics Tailgating Policies Appendix O](#)

[Social Policy University of Northern Iowa Interfraternity and Panhellenic Council \(Appendix P\)](#)

[Student-Athlete Handbook-Substance Abuse Policies and Procedures](#)

Sanctions Administered via the Student Conduct Code

Students found responsible for violating policies regarding alcohol or other drugs are held accountable in accordance with the processes described in the Student Conduct Code. Individuals alleged to have violated policy, referred to as “Respondents”, are provided the opportunity to attend a hearing to share information about what occurred. Following the hearing the Student Conduct Administrator determines if the respondent(s) is responsible for violating the policy(s) and the appropriate sanction(s), if any. Hearings are conducted by a trained Student Conduct Administrator, usually a Residence Life Coordinator or a staff member from the Office of the Dean of Students.

If the student is found responsible, the Student Conduct Administrator determines sanctions as appropriate. More than one sanction may be imposed for any single violation, and the sanction(s) imposed on any student or student organization is progressive, based on the student or the student organizations conduct history.

Sanctions are structured to be consistent with the seriousness of the offense. Student Conduct Administrators consider several factors in determining sanctions including:

- The students’ understanding of their responsibility over their own actions.
- How to support the student in learning how their behavior affects themselves and others.
- Supporting the student in changing their future decision making practices.
- The risk of the offender being a danger to themselves or to others in the community.
- The impact of the behavior upon other individual(s).
- Previous disciplinary history, if any.

To aid in administering sanctions consistently, Student Conduct Administrators utilize sanctioning guidelines and requirements ([Appendix J](#)) that include standard sanctions for different levels of violations. While the guidelines do not mandate specific sanctions, it serves as a guide for Student Conduct Administrators to follow to increase consistency. Additionally, various educational options for sanctions to utilize for AOD violations were created in form Substance Abuse Services Program Referral Information ([Appendix K](#)).

The Dean of Students staff conducts training of all Student Conduct Administrators including Residence Life staff on an annual basis to ensure consistency in the administration of the student conduct process. Training includes discussion about the philosophy of student conduct administration, the factors used in determining sanctions, and guidelines for choosing educational interventions in alcohol-related offenses. The training facilitates a common framework for all student conduct administrators to use in assigning educational interventions for alcohol violations.

Maxient Discipline Databases

UNI utilizes Maxient as its case management system for the administration of and tracking of student conduct matters. The system provides functionality, tracking of prior incidents, sanctions follow up, and reporting functions. Administrators use the system to review the impact of sanctions on student behavior and specifically the recidivism rate of alcohol and other drug related offenses. Table 13 identifies sanction interventions provided for 2022-2023 and 2023-2024.

Table 13

Sanction Intervention	2022-2023	2023-2024
Alcohol & Other Drugs	79	75

BASICS	19	6
Cannabis ECheckup To Go	31	25
Parental Notification	34	21
Substance Abuse Evaluation	12	12

Student Athlete Handbook

The UNI Athletics Department utilizes a Student Athlete Handbook (Appendix I) that describes the policies and expectations of student-athletes in addition to those expectations defined in the UNI Student Conduct Code. The Student-Athlete Handbook describes its policies of misconduct (beginning page 10) including levels of violations (Level I and Level II) and the possible sanctions associated with each type. Possible sanctions for misconduct include: dismissal from a sports team, suspension from participation in athletic events and/or practice, scholarship revocation, community service, and/or referral to additional resources on a case-by-case basis (Pathways, eCheckup To Go, etc.). The Department of Athletics works closely with the Office of the Dean of Students in addressing alleged violations of the Student Code of Conduct by student-athletes.

Recreation Services Sport Club Handbook

UNI Recreation Services Sport Club Handbook standard on conduct regarding alcohol is that consumption of alcoholic beverages or illegal substances at a contest site is prohibited during participation in Sport Club activities/events/tournaments held at UNI or off campus venues. Violation of this policy may result in loss of recognition and student activity fee funding. In severe cases the club may be disbanded.

Culture and Intensive English Program (CIEP) Handbook

The Culture and Intensive English Program Handbook identifies that habitual abuse of drugs or alcohol despite counseling may cause a student to be involuntarily dismissed from the CIEP. The handbook includes that students “are required to follow the student conduct codes and rules. The University of Northern Iowa UNI Student Conduct Code includes information about rights, policies, and rules for misconduct. Students need to be aware of the rules related to alcohol use, possession of drugs, property theft, sexual abuse and assault, verbal abuse, academic dishonesty, and many more topics. Please read the rules in the handbook and ask instructors and staff to help you understand their meaning. The UNI Student Conduct Code is available on-line through the UNI website at policies.uni.edu/302.

The CIEP Handbook also includes that “driving while drunk, drinking alcohol under the age of 21 years-old, giving alcohol to someone under the age of 21 years-old, public urination, public intoxication, etc.” are problems that will be addressed by UNI and/or CIEP. It also states “Americans generally do not drink alcoholic beverages with their meals. However, alcoholic beverages are frequently served at meals when guests are present. If you are offered an alcoholic beverage, it is acceptable to decline. In Iowa, it is illegal for anyone under the age of 21 to drink alcohol. Service people in bars, restaurants and other establishments will ask you for your identification to verify your age.” In addition, “Driving an automobile while under the influence of alcohol or drugs is dangerous and illegal. If you do this, you are risking injury and police arrest. A conviction for this offense can result in an expensive fine, a jail term, and/or the loss of your drivers' license.”

Residence Life

Resident Assistants are responsible for monitoring, documenting, and reporting incidents of potential violations or abuse involving alcohol and other drugs in Housing facilities to the appropriate Residence Life Coordinator via Maxient. Documentation and reporting is conducted in the following manner:

1. A person who is found in possession of alcohol in a public area is:
 - a) told to pour out the alcohol in the nearest room or restroom sink; and
 - b) is asked to leave the residence hall if a non-student or non-resident.
2. When a staff member responds to a room for any reason and learns underage persons may be in possession of alcohol, the staff member requests:
 - a. Proof of age;
 - b. If any person is under the legal drinking age, removal of the alcohol is asked, based on the procedures above.
 - c. If a minor is present (under 18), UNI Police are called.
 - d..Ask the resident(s) of the room to have non-residents leave the room and/or building and non-students to leave the building.
3. The Resident Assistants do not take responsibility for residents in situations when residents are documented or cited by University Police, but not arrested or transported to the hospital or county jail. Police take the necessary steps to find someone to care for the resident if necessary.
4. Students who are documented as being present during incidents which violate alcohol policies are referred to a Student Conduct Administrator who initiates the student conduct process according to the Student Code of Conduct. Residents of a room may be held responsible under the Student Code of Conduct if they or other minors in the room were in possession of alcohol.

UNI Public Safety

UNI Police Officers who respond to alcohol and drug law and policy violations involving students have a degree of discretion in determining how to best respond. Several factors are considered by officers in determining the appropriate response including, but not limited to:

- The seriousness of the offense.
- Impact of the crime on other individuals, property, and the community.
- The level of impairment and actions of the violator.
- The living arrangements of the violator and any victims.
- Level of danger the violator poses to self or others.
- Previous interactions with the offender.

The officer may elect to arrest the student and refer the student to the Dean of Students for disciplinary action. Regardless of whether an arrest is made, the officer documents the incident and the department reports the matter to the Office of the Dean of Students using an informational report. The Office of the Dean of Students then determines if the matter should be adjudicated under the Student Code of Conduct.

The UNI Department of Public Safety is made up of the Police Division and the Parking Division. The Police Division is the official law enforcement authority for the university. Up to 18 sworn and state certified police officers, along with full and part time trained and certified police dispatchers, provide a variety of services to the community on a 24-hour basis. The UNI Police derives its enforcement authority from the Iowa Code Chapter 262. The department trains and certifies students to perform dispatch services to supplement agency operations pursuant to state statutes as well. UNI police officers possess full powers to detain, investigate, and arrest. The official patrol jurisdiction is

university property located in Cedar Falls. However, jurisdictional authority is state-wide in matters involving UNI. Mutual aid agreements with other law enforcement agencies may result in the extension of enforcement authority beyond university boundaries.

The UNIPD maintains a close working relationship with other local law enforcement agencies. UNI Police cooperates fully with federal, state and local law enforcement agencies in cases involving both on-campus and off-campus jurisdiction or when the resources of another agency can be used to facilitate the resolution of an investigation. UNI and the City of Cedar Falls have a mutual aid agreement which formalizes the relationship for sharing patrol, criminal investigations and other law enforcement related activities.

Employee Assistance Program

UNI offers extensive Employee Assistance Program (EAP) services to its benefit-eligible employees. Employees are eligible for six sessions of in-person counseling per issue annually. In addition, they are eligible for life coaching, financial/tax assistance, legal assistance, 24 hour assistance with a licensed mental health counselor, and a web portal with resources and numerous educational sessions offered via webinar on a monthly basis. Employees may self-refer or be referred to EAP services for AOD issues. A summary of EAP services can be found at <https://hrs.uni.edu/mybenefits/eap>. Appendix L lists services provided.

Employees were eligible to utilize counseling services across the state and country through a network of counselors contracted with Employee & Family Resources (EFR) for a portion of the academic year 2022/2023 and all of 2023/2024. For a brief stint from October 1, 2022 through February 28, 2023, our EAP vendor changed to CompPsych@ Guidance Resources@ through a Request for Proposal process. (EFR was unable to submit a timely bid in this process). All benefits and services remained the same with a few expanded services. However, as we learned of employees experiencing excessive delays in obtaining service and a lower quality of overall customer care, the university moved swiftly to conduct a second Request for Proposal process which resulted in a renewal with our previous vendor, EFR.

Employees who violate the University Alcohol and Drugs policy may be referred to an educational/treatment program and may be subject to disciplinary action including a formal reprimand, being placed on leave, suspension, or termination of employment. Employee violations of this policy shall be addressed by the supervisor, in conjunction with the Director of HRS and/or the Associate Provost for Faculty or their designees. Employees who violate this policy may also be subject to criminal penalties under applicable local, state or federal law. Refer to University Policy and Procedure 4.13 "Employee Drug and Alcohol Testing" for information related to drug and alcohol testing standards and procedures.

Alcohol and Other Drug Education and Prevention Program Elements

Student Wellness Services coordinates alcohol and other drug (AOD) preventative, educational, and supportive services on campus. The Counseling Center also provides AOD supportive services, while Human Resource Services coordinates supportive services for employees. Enforcement and adjudication oversight for students is provided by the Department of Public Safety, the Department of Housing and Dining, and the Dean of Students Office. Services provided by these departments include:

- Presentations and prevention programming for students, faculty, and staff.
- Training programs offered by Public Safety and the Department of Housing and Dining staff for enrolled UNI students on alcohol and other drug education.
- Consultation and referral services for students.
- Substance abuse evaluation referrals in conjunction with the university student conduct process.

- Interventions for alcohol and other drug policy violators.
- Maintenance of an alcohol and other drug incident database.
- Currently enrolled students may access free individual and group counseling sessions via the Counseling Center.
- Employees eligible for health insurance are provided access to an Employee Assistance Program (EAP).

Please refer to the UNI Drug and Alcohol Abuse Prevention Program Plan ([Appendix M](#)) for detailed information regarding all individual/indicated, group/selective, universal/entire population, and environmental/socio-ecological programs. Also see Strategic Plan for Drug and Alcohol Abuse Prevention ([Appendix N](#)).

Alcohol and Other Drug Program Analysis and Goals

Alcohol and Other Drug Comprehensive Goal Achievement

Goal I: Review student conduct data to check for consistency in sanctioning between student athletes and the general student population related incidents involving drugs and alcohol.

Objectives:

- Pull student athletes conduct data from the 21-22 academic year to outline the sanctioning process and make note of what we want to do at the end of the 22-23 academic year to have a comparison set of data.
- Add information about alcohol and other drug charges from the Dean of Students Office as to whether it was a DOS case, UHD case, and our total number of charges, which helps demonstrate our process.

Outcome:

Staff, including representation from Student Wellness Services, University Housing & Dining, UNIPD, Student Involvement and Event Services, and the Office of the Dean of Students met in December 2022 to review data from the 2021-2022 academic year and then again in July 2023 to review data from the 2022-2023 academic year, specifically related to sanctioning students found responsible for violations of alcohol or drug policies within the Student Conduct Code. Student Conduct data shared with the group for review and comparison removed any PII, but included gender, honors affiliation, athletics affiliation, Greek affiliation, student residence, incident location, referring office, office responsible for adjudication, and education or administrative sanctions. In reviewing the data staff found:

- Students, regardless of affiliation (honors, athletics, Greek) had similar outcomes in the student conduct process.
- As the student conduct process is individualized, even when Student Conduct Administrators follow the guidelines given for sanctioning, staff have latitude based on the circumstances of the incident and the engagement of the student to deviate from those guidelines, which can result in a specific case appearing out of alignment with the process, although it is not.
- Choices, a program facilitated by Dean of Students staff, that is intended to be reflection based for the student, was sanctioned differently by Student Conduct Administrators from the Office of the Dean of Students versus Student Conduct Administrators from Housing & Dining. It was discussed that this program/sanction does not have similar outlined criteria, or required times that it is utilized which resulted in less consistency. No trends related to recidivism were identified in relation.
- Staff identified a few instances where no educational sanction was assigned. These cases were reviewed in follow-up by the Office of the Dean of Students staff. Information garnered from this review was taken into account in future Student Conduct Administrator training.

Goal II: Collect and examine the demographic information of students found responsible in incidents involving drugs and alcohol to determine if there are specific populations who need additional and/or specific education or outreach.

Objectives:

- Assess for trends
- Identify if specific outreach is needed
- Look for disparities/barriers

Information pulled from Maxient, our conduct software system, for the 22-23 academic year and the 23-24 academic year identifies 250 individuals as having engaged in the student conduct process to address individual circumstances for one or more behaviors related to drugs or alcohol.

- Of the 250 individuals, 150 of those individuals at the time of incident were first year or freshman students. Of those 150 first year or freshman students, 17 of them are individuals with a self-disclosed ethnicity other than white.
- Of the 250 individuals there is a broad representation of colleges and majors.
- Of the 250 individuals, 22 of those individuals self-disclosed as an ethnicity other than white.

First year students, as appropriate, are our largest population of students who are adjudicated through the student conduct process. They make up a large population residing on campus, are also testing the waters in their self-identity exploration and in understanding University behavioral expectations. Education related to the student conduct process, alcohol and marijuana norms, university behavioral expectations should continue to have a focus with this group.

Outcome:

Goal III: Increase awareness of EAP services through offerings including Well-being Wednesday and learning sessions for faculty and staff offered through UNI Human Resource Services.

Objectives:

- January will focus on drinking responsibly and promoting “dry January”
- April will focus on suicide awareness
- May will focus on walking for mental health
- Other focuses will be on emotional eating and emotional well-being
- Promote information regarding EAP services, Well-being Wednesday, and learning sessions for faculty and staff
- Manager specific EAP support sessions will also be offered and communicated to this group.

Outcome:

The disruption in EAP vendors during this biennial period and the negative experiences we became aware of from our employees resulted in a setback in terms of utilization and confidence in the program. As such, the above objectives were not carried out as planned. Campus is getting back on track with the opportunity we had to return to our previous vendor, EFR. Primary focus areas during the next period will be on the enhanced benefits EFR offers, such as the Togetherall online supportive community resources and the new EFR mobile app. In addition, promotion of the Doctor on Demand option through the university’s employee health insurance provider, particularly as it relates to counseling appointments and options, can be highlighted as a convenient way to help address life’s challenges, including drug and alcohol concerns.

Goal IV: Increase awareness of AOD on campus resources among faculty/staff and student leaders.

Objectives:

- Train student leaders and staff/faculty on how to identify a student with a substance use problem and appropriately refer.
- Provide information regarding AOD campus resources to faculty for their class syllabus.
- Provide information regarding AOD campus resources to staff within the Division of Student Life for their department websites.

Outcome:

During the 2022-2023 and 2023-2024 academic years Student Wellness Services trained 118 student leaders and 20 staff/faculty on how to identify a substance use problem and appropriately refer them to resources. Access Wellness & Recovery partnered with us to provide these training sessions. We also increased awareness of on campus AOD resources during all our mental health training and outreach presentations. Those programs included: Question, Persuade, Refer (QPR) Suicide Prevention, Validate, Appreciate, Refer (VAR), Mental Health Ally, as well as Supporting Students Mental Wellbeing. A total of 972 people participated in these programs, 139 of which were faculty/staff. Student Wellness Services researched and drafted short and long versions of syllabi statements regarding health and well-being resources on campus, including AOD resources, that could be placed in Blackboard for faculty to use at their discretion. Our director proposed the options to the provost office who declined to include them. While this was not successful we recognize that new personnel are in roles and may be more open to including them for our next Biennial Review.

Alcohol and Other Drug 2022-2024 SWOT Analysis

Members of the Biennial Review Committee identified the following strengths, weaknesses, opportunities, and threats (SWOT) of the UNI drug and alcohol prevention policies and programs.

Strengths related to AOD policies:

- Policies are progressive, proactive and education focused. They are reviewed and revised according to need and purpose.
- Policies provide the ability to hold students and student organizations accountable for their behavior and have an education focus on sanctions.
- Biennial review is completed throughout every two years to ensure DFSCA requirements are met and that policy is responsible for changes and the campus environment.
- The Office of the Dean of Students reviews sanctions yearly and implements changes to sanction options yearly if needed.
- Staff from the Dean of Students and Department of Housing and Dining are well-trained on the policies and implementation via the conduct process.
- New students and their parents are informed about alcohol policies and potential consequences during orientation periods such as Becoming a Panther presentations.
- The Dean of Students Office receives incident reports from the City of Cedar Falls Police Department.
- UNI Public Safety performs alcohol and other drug law enforcement at main events (football games, homecoming, etc.) and checks IDs at these high traffic events.
- Alcohol and other drug prevention, education, policies, and laws are included in AOD campus-wide mass media campaigns.

Weakness related to policies:

- There are challenges in holding student athletes accountable in self-reporting alcohol and other drug offenses to UNI Athletics.

Opportunities related to policies:

- Continue to enhance awareness of AOD policies with students.
- Look at program goals and outcomes to identify whether or not the policy implemented is moving towards meeting those goals and outcomes logically.
- Engage in a blind review of student conduct cases involving all types of students such as athletes, fraternity and sorority members, academically successful, first years through seniors to ensure the same policy standards and sanctioned similarly for violations.

Threats/Challenges related to policies:

- None identified

Strengths related to programs/interventions:

- BASICS, Alcohol eCheckup To Go, Cannabis eCheckup To Go are theory-based, evidence informed and utilize best practices for sanctioned students.
- Intentional programming and events are offered as alternatives during high-risk drinking times such as the first several weeks of the semester.
- AOD education and intervention programs are available ongoingly throughout the year.
- AOD programs are based on and updated from data collected from the UNI NCHA and conducted at least every two years.
- SBIRT implementation measures are in place for the screening of alcohol and other drugs and have provided the opportunity for brief intervention and referral for treatment when necessary.
- Addictions Counselor is available to come on campus to evaluate, assess, and support students with concerns of substance use/abuse disorders.
- AOD education, programming, and social marketing campaigns consistently include social norms to correct students' misperceptions of alcohol and other drug use.
- Alcohol education programs (i.e. Facts on Tap, Red Watch Band) are facilitated by trained peer health educators which has shown to be effective.
- Brief motivational enhancement interventions are offered and combined with cognitive-behavioral skills with norms clarification.
- Alcohol expectancies are challenged by programs.
- AOD education is shared with campus departments to be used for consistency and effectiveness.
- Programs are evaluated for effectiveness using (College AIM, NIAAA)

Weakness related to programs/interventions

- Increase the education and engagement of students regarding the prevention of alcohol overdose when they are freshmen.
- Increase universal-level programming.
- The BASICS and Cannabis eCheckup To Go programs are mostly being utilized by students who are sanctioned to complete these programs. Hence, we are missing students who have not been sanctioned, but are participating in high risk behavior.
- No provision of a "safe rides" program.

Opportunities related to programs/interventions

- Education related to programming and intervention extended to off campus students which is the majority of our student population.
- Continue to increase and strengthen partnerships with student organizations, such as the Student Health Advisory Committee, CAB, and Student Involvement Team.
- Increase education regarding cannabis use and vaping.

- Facilitate focus groups more consistently with students to assess student needs and determine best course of action to meet these needs.
- Train student leaders and staff/faculty on how to identify a student with a substance use problem and appropriately refer.
- Solicit additional information from the student government and other offices pertinent to the prevention program.
- Conduct a Council for the Advancement of Standards in Higher Education (CAS) review for AOD standards.
- Enhance assessment and education to staff and students regarding CBD oil, vaping, and other THC products

Threats/Challenges related to programs/interventions

- Patterns of substance use are ever evolving and changing, and it is difficult to stay informed.

Recommendations for Next Biennium

- Train student leaders and staff/faculty on how to identify a student with a substance use problem and appropriately refer.
- Seek out opportunities for professional development regarding changing substances
- Increase the education and engagement of students regarding the prevention of alcohol overdose when they are freshmen.
- Increase universal-level programming.
- Utilize Division of Student Life communication tools to share on-campus and community resources with faculty and staff that may assist them in their support or referral of students.
- Pull student athletes conduct data from the 21-22 academic year to outline the sanctioning process, and make note of what we want to do at the end of the 22-23 academic year to have a comparison set of data.
- Add information about alcohol and other drug charges from the Dean of Students Office as to whether it was a DOS case, UHD case, and our total number of charges, which helps demonstrate our process.
- Increase awareness of EAP services, Wellness Wednesday, and learning sessions for faculty and staff.
- Track students who have been charged by other police departments (i.e. Waverly, Waterloo).
- Identify students who are departing from UNI due to substance abuse or lack of support for sobriety.
- Create a questionnaire for students seen by Access Services to identify how UNI can support their harm reduction or recovery. Develop a support system for sober living/collegiate recovery based on student responses.
- Gather demographic information for students sanctioned for AOD policy violations.

Goals and Objectives for the Next Biennium

Develop goals that identify the intentions of programmatic efforts and that reflect the problem/need that is sought to be addressed (i.e. heavy episodic alcohol use, primary and secondary consequences of alcohol use) and the outcomes it seeks to achieve. Include action plans or steps to be taken to help meet goals and objectives, including timelines, individuals/offices being responsible, etc.

Goal 1: Increase communication of resources for student alcohol and drug use to faculty and staff

Action Plan:

- Explore opportunities for AOD slide deck campaigns.

- Re-explore opportunities for pre-packaged resources for faculty integration into Blackboard/eLearning at the start of the semester.

Goal 2: Promote resources telehealth for faculty staff.

Action Plan:

- Human Resources will gain additional information related to telehealth resources for faculty and staff.
- If appropriate, campaigns/educational material from Human Resources, will also include telehealth resources for students to increase faculty and staff awareness.

Goal 3: Explore opportunities for campus community education related to the use of Naloxone and Narcan.

Action Plan:

- Student Health Center leadership will engage with UNI campus, Cedar Valley, and State of Iowa partners to gain understanding of resources available and options for furthering education and distribution options.

Goal 4: Enhance education and awareness of vaping impacts, side effects, and consequences.

Action Plan:

- Student Wellness Staff lead the exploration of creative engagement with students and campus partners for further education.
- Grow partnership with Pathways for additional tabling/outreach in the Union to provide education to students, faculty and staff.
- Explore promoting Quitline and other free cessation resources (for example Quit Kits for distribution).

Conclusion

According to (Complying with the Drug Free Schools and Campuses Regulations: A Guide for University and College Administrators (1997, 2006), the University of Northern Iowa must certify the adoption and implementation of a program to “prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees both on the institution’s premises and as part of any of its activities, in order to comply with the Drug-Free Schools and Campuses Regulations” (p. 5).

The members of the biennial review committee composed of various representatives from campus departments worked diligently throughout the 2022-2024 academic years to ensure compliance with the Drug Free Schools and Campuses Regulations. A checklist based on the Complying with the Drug Free Schools and Campuses Regulations: A Guide for University and College Administrators (1997, 2006) was developed and completed through numerous biennial review meetings to meet the objectives of: (1) determining program effectiveness and (2) to ensure the consistency of policy enforcement and identify and implement any changes needed to either.

Biennial review committee members analyzed programs and policies and documented their department’s/organization’s AOD program elements, description, effectiveness, and methods of

evaluation within the written UNI Drug and Alcohol Abuse Prevention Program. Members also submitted policy, program, and enforcement content and data that is included in this report.

This report serves to provide evidence that the above objectives were achieved during the 2022-2023 and 2023-2024 academic years.

References

A Guide for University and College Administrators Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention COMPLYING WITH THE DRUG-FREE SCHOOLS AND CAMPUSES REGULATIONS. (2006). (Original work published in 1997). <https://safesupportivelearning.ed.gov/sites/default/files/hec/product/dfscr.pdf>



Angela Meeter <angela.meeter@uni.edu>

Fwd: [Test]:Student Notification in Regards to Alcohol and Other Drugs

1 message

Lindsay Cunningham <lindsay.cunningham@uni.edu>
To: Angela Meeter <angela.meeter@uni.edu>

Tue, Aug 13, 2024 at 4:15 PM

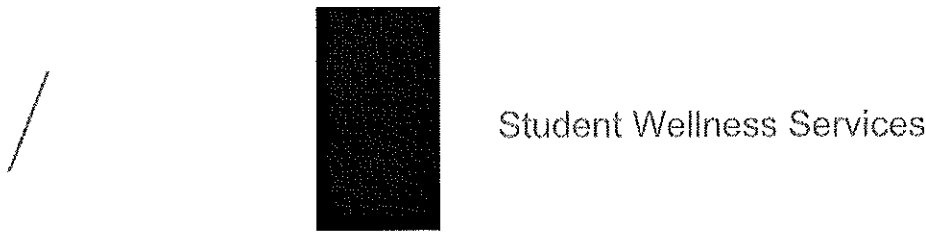
Let's try this. Sorry, unfortunately it's not as easy as just forwarding you the email since I'm not on the currently enrolled student list. I have to resend it (not to the whole list). If this doesn't work, we'll need to find a student that got it that can forward it to you or I'll need to connect with IT.

Thanks,
Lindsay

----- Forwarded message -----

From: **Student Wellness Services** <wellness@connect.uni.edu>
Date: Tue, Aug 13, 2024 at 3:35 PM
Subject: Student Notification in Regards to Alcohol and Other Drugs
To: <lindsay.cunningham@uni.edu>

Sent 7/31/24



Dear UNI Students,

This email outlines expectations and resources available to you related to alcohol and other drugs. As a part of the University of Northern Iowa community, it is important that you are aware of expectations for students regarding alcohol and illegal drugs. While students may make their own choices regarding alcohol and drugs, we want you to know how you may be held accountable should you violate policy or the law. Importantly, should you or a peer need access to resources or support, it is important you know where to turn.

The University of Northern Iowa is required by law to provide an annual notification to all students of the policies, sanctions, and risks associated with the use of alcohol and other drugs based on the Drug-Free School and Communities Act of 1989 (34 C.F.R. § 86.3).

This notification provides the following information:

- Drug and alcohol resources and programs available to students;
- Health risks associated with alcohol and other drug misuse or abuse;

- Standards of conduct and conduct sanctions for students regarding unlawful possession or distribution of illicit drugs and alcohol
- Possible local, state and federal legal sanctions.

You may find this information and more on the Student Wellness Services [Alcohol & Other Drugs](#) webpage.

STANDARDS OF CONDUCT

It is the policy of the University of Northern Iowa and the Board of Regents to provide a drug-free workplace and learning environment. Alcohol and drug abuse pose a threat to the health and safety of University faculty, staff, students, and visitors. [UNI Policy 4.13](#) and [UNI Policy 13.18](#) outline the standards of conduct regarding alcohol and other drugs.

Specifically, [UNI Policy 4.13](#) prohibits the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance by employees and students on property owned or leased by the University of Northern Iowa or in conjunction with a University-sponsored activity. In addition, [UNI Policy 13.18](#) prohibits the unlawful possession, dispensation, distribution or consumption of alcohol by students. Additionally, students must not be impaired by alcohol or illegal drugs during any University-sponsored event or in conjunction with University activities in which they are participating.

Students alleged to have violated the [Student Conduct Code](#) or any university policy, including policy [UNI Policy 4.13](#) and [UNI Policy 13.18](#), may be referred to the student conduct process for disciplinary action in accordance with the policies and procedures outlined. Students found responsible for violating these expectations may be referred for an educational/treatment program and given sanctions including warning, probation, suspension, expulsion and other discretionary sanctions.

VIOLATIONS OF FEDERAL, STATE AND LOCAL LAWS

In addition to disciplinary sanctions by the university, students may be subject to criminal prosecution under federal, state and/or local laws.

Federal and state laws prohibit the unlawful possession or distribution of illicit drugs and alcohol. Convictions under such laws carry a range of penalties, from fines to imprisonment. In addition, conviction under federal drug laws may result in forfeiture of property, denial of federal benefits, including grants and student loans and the denial of certain licenses. For information about criminal sanctions that may be imposed for violations under the federal Controlled Substances Act, please refer to [21 U.S.C. § 801](#)

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HEALTH RISKS OF ALCOHOL AND OTHER DRUGS

Virtually every organ system is affected by alcohol. Drinking in moderation may cause problems to one's body, and drinking heavily over the years can cause irreversible damage. However, most diseases caused by excessive drinking can be prevented. For basic information about the health risks associated with alcohol and/or other drugs please visit:

- **Alcohol and You: An Interactive Body**
- **National Institute on Drug Abuse: Commonly Used Drugs Charts**

For additional information regarding health risks of alcohol and other drugs, go to the Student Wellness Services **Health Risks of Alcohol & Cannabis** webpage.

ALCOHOL & OTHER DRUG USE RESOURCES AND PROGRAMS

If you or someone you know is being affected by alcohol or drug misuse or abuse, there are on campus, confidential resources available at **Student Wellness Services**, 016 Student Health Center, 319-273-3423

- Free consultations, referrals, programs, services and education.
- Free and confidential online **self assessment for alcohol use**.
- Free and confidential online **self assessment for marijuana use**.

Counseling Center, 103 Student Health Center, 319-273-2676

- Free and confidential consultations and referrals.

Student Health Clinic, 016 Student Health Center, 319-273-2009

- Confidential consultations, referrals and education.

There are also [off-campus](#) resources that provide alcohol and other drug services.

Thank you for taking the time to read this important information to better understand alcohol and other drug-related resources, policies, laws and health risks. UNI cares about you, your success and your health.

Student Wellness Services
109 Maucker Union
Cedar Falls, IA 50614-0165
Tel: 319-273-3423 | Fax: 319-273-7030

Student Wellness Services

University of Northern Iowa
angela.meeter@uni.edu / 319-273-3423
studentwellness.uni.edu



1227 W. 27th St. / Cedar Falls, IA 50614-0001
[Privacy Policy](#)

--
Lindsay Cunningham *(she/her)*
Digital Engagement Manager

University of Northern Iowa
Office of University Relations
319-273-2761 (office)
EBAR 133 / Cedar Falls, IA 50614
uni.edu / **#1UNI**



Student Notification in Regards to Alcohol and Other Drugs

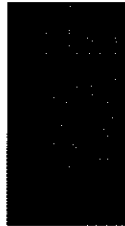
message

University of Northern Iowa <ur@connect.uni.edu>

Thu, Sep 7, 2023 at 12:33 PM

Reply-To: University of Northern Iowa <reply-feb31c7970620374-193_HTML-64002434-515010255-83@connect.uni.edu>

From: angela.meeter@uni.edu



Student Wellness Services

Dear UNI Students,

This email outlines expectations and resources available to you related to alcohol and other drugs. As a part of the University of Northern Iowa community, it is important that you are aware of expectations for students regarding alcohol and illegal drugs. While students may make their own choices regarding alcohol and drugs, we want you to know how you may be held accountable should you violate policy or the law. Importantly, should you or a peer need access to resources or support, it is important you know where to turn.

The University of Northern Iowa is required by law to provide an annual notification to all students of the policies, sanctions, and risks associated with the use of alcohol and other drugs based on the Drug-Free School and Communities Act of 1989 (34 C.F.R. § 86.3).

This notification provides the following information:

- Drug and alcohol resources and programs available to students;
- Health risks associated with alcohol and other drug misuse or abuse;
- Standards of conduct and conduct sanctions for students regarding unlawful possession or distribution of illicit drugs and alcohol
- Possible local, state and federal legal sanctions.

You may find this information and more on the Student Wellness Services [Alcohol and Drug Prevention and Educational Services](#) webpage.

STANDARDS OF CONDUCT

It is the policy of the University of Northern Iowa and the Board of Regents to provide a drug-free workplace and learning environment. Alcohol and drug abuse pose a threat to

and **UNI Policy 13.18** outline the standards of conduct regarding alcohol and other drugs.

Specifically, **UNI Policy 4.13** prohibits the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance by employees and students on property owned or leased by the University of Northern Iowa or in conjunction with a University-sponsored activity. In addition, **UNI Policy 13.18** prohibits the unlawful possession, dispensation, distribution or consumption of alcohol by students. Additionally, students must not be impaired by alcohol or illegal drugs during any University-sponsored event or in conjunction with University activities in which they are participating.

Students alleged to have violated the **Student Conduct Code** or any university policy, including policy **UNI Policy 4.13** and **UNI Policy 13.18**, may be referred to the student conduct process for disciplinary action in accordance with the policies and procedures outlined. Students found responsible for violating these expectations may be referred for an educational/treatment program and given sanctions including warning, probation, suspension, expulsion and other discretionary sanctions.

VIOLATIONS OF FEDERAL, STATE, AND LOCAL LAWS

In addition to disciplinary sanctions by the University, students may be subject to criminal prosecution under federal, state and/or local laws.

Federal and state laws prohibit the unlawful possession or distribution of illicit drugs and alcohol. Convictions under such laws carry a range of penalties, from fines to imprisonment. In addition, conviction under federal drug laws may result in forfeiture of property, denial of federal benefits, including grants and student loans and the denial of certain licenses. For information about criminal sanctions that may be imposed for violations under the federal Controlled Substances Act, please refer to **21 U.S.C. § 801 et al.** For information about criminal sanctions that may be imposed for violations under Iowa's Controlled Substances Act, please refer to Iowa Code **Chapter 124**. Students may also be subject to fines and/or jail time for violations of ordinances enacted by the City of Cedar Falls regarding unlawful use of alcohol. More information on federal, state and local laws and sanctions regarding unlawful possession or use of alcohol or other drugs can be found on the Alcohol and Other Drug Prevention and Educational Services **Law & Policy webpage**.

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visit:

- [Alcohol and You: An Interactive Body](#)
- [National Institute on Drug Abuse: Commonly used drugs charts](#)

For additional information regarding health risks of alcohol and other drugs go to the Alcohol and Other Drug Prevention and Educational Services [Health Risks webpage](#).

ALCOHOL & OTHER DRUG USE RESOURCES AND PROGRAMS

If you or someone you know is being affected by alcohol or drug misuse or abuse, there are on campus, confidential resources available at [Student Wellness Services](#), 016 Student Health Center, (319) 273-3423

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- Confidential consultations, referrals, and education.

There are also [off campus](#) resources that provide alcohol and other drug services.

Thank you for taking the time to read this important information to better understand alcohol and other drug related resources, policies, laws, and health risks. UNI cares about you, your success and your health.

Student Wellness Services
016 Student Health Center
Cedar Falls, Iowa 50614-0221
Tel: 319-273-3423 | Fax: 319-273-7030

Student Notification in Regards to Alcohol and Other Drugs

message

Student Wellness Services <wellness@connect.uni.edu>

Thu, Feb 2, 2023 at 3:05 PM

Reply-To: Student Wellness Services <reply-fec21c707c6c0479-193_HTML-64002434-515010255-7@connect.uni.edu>

From: angela.meeter@uni.edu



Student Wellness Services

Dear UNI Students,

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STANDARDS OF CONDUCT

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There are also [substance abuse evaluations off campus](#) that provide alcohol and other drug services.

Thank you for taking the time to read this important information to better understand alcohol and other drug related resources, policies, laws, and health risks. UNI cares about you, your success and your health.

Student Wellness Services

016 Student Health Center

Cedar Falls, Iowa 50614-0221 Tel: 319-273-3423 | Fax: 319-273-7030

Student Notification in Regards to Alcohol and Other Drugs

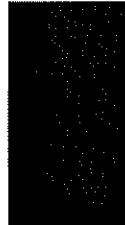
message

Student Wellness Services <wellness@connect.uni.edu>

Fri, Sep 9, 2022 at 1:03 PM

Reply-To: Student Wellness Services <reply-fec313757660067a-193_HTML-64002434-515010255-24@connect.uni.edu>

From: angela.meeter@uni.edu



Student Wellness Services

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Student Wellness Services

016 Student Health Center

Cedar Falls, Iowa 50614-0221

Tel: 319-273-3423 | Fax: 319-273-7030



Angela Meeter <angela.meeter@uni.edu>

Student Notification in Regards to Alcohol and Other Drugs

1 message

Student Wellness Services <wellness@connect.uni.edu>

Fri, Jul 8, 2022 at 2:59 PM

Reply-To: Student Wellness Services <reply-febf1373746d017a-193_HTML-64002434-515010255-3@connect.uni.edu>

To: angela.meeter@uni.edu



Student Wellness Services

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Annual Policy Update/Notification

message

Leah Gutknecht <leah.gutknecht@uni.edu>
cc: ur-all-faculty-staff@uni.edu

Fri, Sep 1, 2023 at 1:19 PM



Office of Compliance and Equity Management
1000 University Ave
Cedar Rapids, IA 52425
(319) 335-3333

Office of Compliance and Equity Management (OCEM)

September 1, 2023

Dear UNI Employee,

Over the past several years we have been navigating significant changes to one of our key policies, 13.02 Discrimination, Harassment, and Sexual Misconduct. Additional changes with federal Title IX regulations expected during the 2023-24 academic year will result in even more revisions to Policy 13.02. Therefore, the policy will remain labeled as an interim policy until such time we feel confident that we can move forward with lasting change. Please take time to familiarize yourself with Policy 13.02 and stay alert for additional updates. And, please take note of the additional policies listed below. As an employee, it's important for you to be aware of these policies and to know about your reporting obligations.

Discrimination, Harassment, and Sexual Misconduct Policy

The University is committed to achieving fairness and equity in all aspects of the educational enterprise and therefore prohibits discrimination, harassment, sexual misconduct, and retaliation under this **policy**. This policy applies regardless of the status of the parties involved and includes students, student organizations, visitors, faculty, administrators, and staff.

If you are aware of or witness discrimination, harassment, sexual misconduct, or retaliation report the incident to the Title IX Coordinator or designee in accordance

with the policy. Refer to [equity.uni.edu](#) for additional information on resources and reporting options, including on-line reporting. Please take the time to acquaint yourself with your mandatory reporting responsibilities. Reporting does not launch an investigation but rather allows us to provide resources and options, such as advocacy services.

For those looking for sexual assault prevention activities, including classroom speakers and presentations for student organizations, please use the **Request a Presentation** link at [equity.uni.edu](#), call OCEM at 3.2846, or email equity@uni.edu and we will be glad to make arrangements for you.

Our online educational program related to this policy is available at [training.uni.edu](#). Sign in with your CAT ID to view the specific training program(s) assigned to you. It is recommended that you complete the online training at least once every other year.

Equal Opportunity and Non-Discrimination Statement

The United States Department of Education's Office for Civil Rights (OCR) requires that a notice of nondiscrimination be prominently displayed in any publications used in connection with recruitment of students or employees. Please note that this applies to electronic formats as well. Refer to the policy to view the University's approved statement.

Campus Accessibility & Accommodations of Disabilities Policy

No qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of the University, or be subjected to unlawful discrimination by the University. This newly updated policy applies to all aspects of campus activities including employment, education, student programming, and services provided to the community at-large.

Affirmative Action Policy

The University is committed to a policy of equal opportunity in employment, retention, and advancement of employees without regard to age, color, creed, disability, gender identity, national origin, race, religion, sex, sexual orientation, veteran status, or any other basis protected by federal and/or state law, except in rare instances where sex may be a bona fide occupational requirement, and to a policy of affirmative action for protected classes. Affirmative action entails special efforts by the University community, as appropriate, to recruit and hire protected

class members throughout the University, proportional to their availability in the relative labor market. These policies apply to all positions in the University.

Freedom of Speech and Expression/First Amendment Policy

The University of Northern Iowa, which includes its students, faculty and staff members, administrators, and volunteers, has a responsibility to ensure freedom of speech and expression is lawfully supported and protected. Freedom of speech and expression are required by the U.S. and State of Iowa constitutions, federal and State law, federal and state court decisions, and Board of Regents, State of Iowa and university policies. Persons must be able to express their ideas in a lawful manner without suppressing the right of freedom of expression of others. See the policy for further details and information. First Amendment training/education is also provided and expected for all UNI students, faculty, and staff on an annual basis (see <https://training.uni.edu>).

The following information is being provided on behalf of Human Resource Services to comply with the federal Drug Free Schools and Communities regulations. Questions may be directed to hrrs-mail@uni.edu or 319-273-2422.

Alcohol & Drug Policy

It is the policy of UNI and the Board of Regents, State of Iowa to provide a drug free workplace and learning environment. Alcohol and drug abuse pose a threat to the health and safety of university faculty, staff, students, and visitors. In compliance with the Drug Free Schools and Communities Act Amendments of 1989, UNI is committed to the elimination of drug and alcohol abuse in the workplace. Alcohol and drug prevention programs include policy enforcement, education programs, and treatment services.

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance by employees and students on property owned or leased by the university or in conjunction with a university-sponsored activity is prohibited. In addition to required drug and alcohol testing for Department of Transportation covered positions, university policy also outlines conditions under which reasonable suspicion or post-accident testing is warranted. See UNI policy **13.18 Alcohol and Drugs** and **4.18 Employee Drug and Alcohol Testing**.

Specific drugs, amounts, and penalties are described in **Iowa Code Chapter 124** and **21 USC 801 et al.** Federal penalties for drug trafficking are noted by the DEA. State and federal legal sanctions are subject to change by the General Assembly

University policy also requires employees to report any conviction under a criminal drug statute for a violation occurring while conducting official business on or off university premises, within 5 days of the conviction to the department head. The department head must consult with the Director of Human Resource Services. See also **3.03 Personal Conduct Rules**.

Additional information and resources include:

Drug & alcohol testing procedure

Stress, mental health, addition, and grief services

Thank you for acquainting yourself with the information provided and for helping to make our campus welcoming to everyone. Feel free to contact our office with any questions.

Leah Gutknecht

**Assistant to the President for Compliance and Equity Management
& Title IX Officer**

Office of Compliance and Equity Management

University of Northern Iowa

117 Gilchrist

equity@uni.edu / 319-273-2846

equity.uni.edu

Re: Annual Policy Mailing

message

Leah Gutknecht <leah.gutknecht@uni.edu>
To: Angela Meeter <angela.meeter@uni.edu>

Thu, Jun 20, 2024 at 2:04 PM

Hi Angela,

Is that what you need?

Thanks,

Leah

----- Forwarded Message -----

Subject:Annual Policy Mailing

Date:Mon, 26 Sep 2022 10:11:01 -0600

From:University of Northern Iowa <ur@connect.uni.edu>

Reply-To:University of Northern Iowa <reply-fec813767760057e-193_HTML-63716118-515010255-21@connect.uni.edu>

To:leah.gutknecht@uni.edu

/



Office of Compliance and
Equity Management

Sept. 26, 2022

Dear UNI Employee,

Over the past several years we have been navigating significant changes to one of our key policies, 13.02 Discrimination, Harassment, and Sexual Misconduct. Additional changes with federal Title IX regulations coming in 2023 will result in even more revisions to Policy 13.02. Therefore, the policy will remain labeled as an interim policy until such time we feel confident that we can move forward with lasting change. Please take time to familiarize yourself with Policy 13.02 and stay alert for additional updates. And, please

be aware of these policies and to know about your reporting obligations.

Discrimination, Harassment, and Sexual Misconduct Policy

The University is committed to achieving fairness and equity in all aspects of the educational enterprise and therefore prohibits discrimination, harassment, sexual misconduct, and retaliation under this **policy**. This policy applies regardless of the status of the parties involved and includes students, student organizations, visitors, faculty, administrators, and staff.

If you are aware of or witness discrimination, harassment, sexual misconduct, or retaliation report the incident to the Title IX Coordinator or designee in accordance with the policy. Refer to **equity.uni.edu** for additional information on resources and reporting options, including on-line reporting. Please take the time to acquaint yourself with your mandatory reporting responsibilities. Reporting does not launch an investigation but rather allows us to provide resources and options, such as advocacy services.

For those looking for sexual assault prevention activities, including classroom speakers and presentations for student organizations, please use the **Request a Presentation** link at **equity.uni.edu**, call OCEM at 3.2846, or email **equity@uni.edu** and we will be glad to make arrangements for you.

Our online educational program related to this policy is available at **training.uni.edu**. Sign in with your CAT ID and pass phrase to view the specific training program(s) assigned to you. It is recommended that you complete the online training at least once every other year.

Equal Opportunity and Non-Discrimination Statement

The United States Department of Education's Office for Civil Rights (OCR) requires that a notice of nondiscrimination be prominently displayed in any publications used in connection with recruitment of students or employees. Please note that this applies to electronic formats as well. Refer to the policy to view the University's approved statement.

Accommodations of Disabilities Policy

No qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of the University, or be subjected to unlawful discrimination by the University. This policy applies to all aspects of campus activities including employment, education, student programming, and services provided to the community at-large.

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Additional information and resources include:

Drug & alcohol testing procedure

Stress, mental health, and grief services

Thank you for acquainting yourself with the information provided and for helping to make our campus welcoming to everyone. Feel free to contact me or stop by our office with any questions.

Leah Gutknecht (she/her)
Assistant to the President for Compliance
and Equity Management & Title IX Officer

Office of Compliance and Equity Management

University of Northern Iowa
equity@uni.edu / 319-273-2846

equity.uni.edu



Stress, Mental Health, Addiction, and Grief Services

Supporting Services for UNI Faculty and Staff

Emergency Care -- ER or 911

Emergency mental health treatment and emergency substance abuse treatment should seek emergency care (ER or 911).

Mental Health and Addiction Treatment Services Covered by Our Health Insurance Plans

UNI's self-insured health plans cover mental health services for all enrolled members.

- (pg 26, or PDF page 30)
- (pg 24, or PDF page 28)
- - Speak with a licensed psychiatrist or psychologist.
- - Free assessment to help determine if mental health treatment may be helpful.

Employee Assistance Program (EAP)

Through the free confidential benefit eligible employees and their families are eligible for:

- Free short-term* counseling for up to six (6) sessions per life circumstance per year.
- Free legal advice with an attorney.
- Free financial advice with a financial advisor.

*EAP is meant for short-term assistance for life challenges that have exacerbated emotional and mental health needs. Individuals needing services and more long-term assistance for mental health should seek treatment from a healthcare provider through their health insurance plan.

Peer Support Services

As a part of your EAP you have access to – an online peer support community. This is available to all EAP eligible employees, their family members, and members of their household age 16 or older.

With Togetherall you can access:

- Free and immediate support – there is no cost, no referral needed and no waiting lists.
- A supportive online peer community where you can get (and give) support to others who understand how you might be feeling.
- An anonymous space, free from stigma or judgment.
- A safe place to talk at any time of the day or night – Togetherall is moderated by mental health professionals at all times.
- A library of self-help materials including self-assessments and support articles.
- Structured online courses, such as ‘problem solving’ and ‘improving sleep’.

Mental Health and Addiction Treatment Protected Time Off

A mental health condition can impact various aspects of an individual's life, including the ability to achieve maximum productivity in the workplace. Employees facing mental health challenges that impact them at work may qualify for support under the provisions of the Family & Medical Leave Act (FMLA) and/or the Americans with Disabilities Act (ADA).

Additional Mental Health and Addiction Resources

Your Life Iowa

Iowans can chat live, text or call to get information, research treatment options, and explore nearby help directly through the .

Healthiest State: Make it Ok

In an effort to reduce the stigma and raise awareness of the prevalence and impact of mental health, the Healthiest State has launched the "Make it Ok" campaign. Visit the for

additional information and stories from other lowans and how they found help and treatment.

National Suicide Prevention Lifeline

- Call or text **988**
- Live Chat:
- For Deaf/Hard of Hearing: **Dial TTY then 988**

Alcoholics Anonymous[®]

Employees concerned about an alcohol abuse problem may contact . Locate support groups on a local basis through the . Find local support for family and friends of alcoholics

Cedar Valley Hospice

Visit the to learn about sharing grief and healing with others through local support groups.

NAMI (National Alliance On Mental Illness)

Free Educational Resources at UNI

LinkedIn Learning

- (17 mins)
- (3 hours and 31 mins - broken into many short video tips covering many topics surrounding happiness)
- (34 mins)
- (1 hr 25 mins)

Principal Financial

UNI's life insurance and long term disability (LTD) vendor provides additional support for grieving individuals through Magellan Healthcare.

-
-

2024 Spring NCHA

Cis Men n =	173
Cis Women n =	665
Trans/GNC n =	48

F. Tobacco, Alcohol, and Other Drug Use

Percent (%)	Ever Used			
	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
Tobacco or nicotine delivery products (cigarettes, e-cigarettes, Juul or other vape products, water pipe or hookah, chewing tobacco, cigars, etc.)	26.7	27.0	37.5	27.6
Alcoholic beverages (beer, wine, liquor, etc.)	61.8	72.5	60.4	69.6
Cannabis (marijuana, weed, hash, edibles, vaped cannabis, etc.) <i>[Please report nonmedical use only.]</i>	29.5	29.8	35.4	30.0
Cocaine (coke, crack, etc.)	2.9	1.2	2.1	1.7
Prescription stimulants (Ritalin, Concerta, Dexedrine, Adderall, diet pills, etc.) <i>[Please report nonmedical use only.]</i>	6.4	3.3	4.2	4.2
Methamphetamine (speed, crystal meth, ice, etc.)	0.6	0.6	0.0	0.7
Inhalants (poppers, nitrous, glue, gas, paint thinner, etc.)	2.9	1.8	4.2	2.4
Sedatives or Sleeping Pills (Valium, Ativan, Xanax, Klonopin, Librium, Rohypnol, GHB, etc.) <i>[Please report nonmedical use only.]</i>	3.5	2.7	2.1	2.9
Hallucinogens (Ecstasy, MDMA, Molly, LSD, acid, mushrooms, PCP, Special K, etc.)	6.4	2.7	4.2	3.7
Heroin	0.6	0.3	0.0	0.5
Prescription opioids (morphine, codeine, fentanyl, oxycodone [OxyContin, Percocet], hydrocodone [Vicodin], methadone, buprenorphine [Suboxone], etc.) <i>[Please report nonmedical use only.]</i>	2.9	2.1	0.0	2.4

*Used in the last 3 months			
Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
19.1	19.1	22.9	19.4
57.8	68.9	56.3	65.7
18.5	17.3	25.0	17.8
0.0	0.0	0.0	0.1
2.9	1.1	0.0	1.4
0.0	0.0	0.0	0.1
1.2	0.3	2.1	0.7
1.7	0.8	0.0	1.0
2.9	0.8	2.1	1.4
0.0	0.0	0.0	0.1
1.2	0.2	0.0	0.6

*These figures use all students in the sample as the denominator, rather than just those students who reported lifetime use.

Substance Specific Involvement Scores (SSIS) from the ASSIST

Percent (%)	*Moderate risk use of the substance			
	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
Tobacco or nicotine delivery products	8.7	13.2	20.8	12.9
Alcoholic beverages	6.9	7.7	14.6	7.8
Cannabis (nonmedical use)	9.2	9.8	18.8	10.0
Cocaine	0.0	0.0	0.0	0.0
Prescription stimulants (nonmedical use)	0.6	0.6	2.1	0.7
Methamphetamine	0.0	0.0	0.0	0.1
Inhalants	1.2	0.0	0.0	0.3
Sedatives or Sleeping Pills (nonmedical use)	0.0	0.6	0.0	0.4
Hallucinogens	0.6	0.0	2.1	0.3
Heroin	0.0	0.0	0.0	0.0
Prescription opioids (nonmedical use)	0.0	0.2	0.0	0.2

*High risk use of the substance			
Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
1.2	1.1	4.2	1.2
0.6	0.5	0.0	0.6
0.6	0.5	2.1	0.7
0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.1
0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0

*These figures use all students in the sample as the denominator, rather than just those students who reported lifetime use.

Cis Men n =	173
Cis Women n =	665
Trans/GNC n =	48

***Proportion of students who were prescribed a medication and used more than prescribed or more often than prescribed in the past 3 months**

Percent (%)	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
Prescription stimulants	1.2	0.6	0.0	0.8
Prescription sedatives or sleeping pills	1.2	0.2	0.0	0.4
Prescription opioids	0.6	0.0	0.0	0.3

*These figures use all students in the sample as the denominator, rather than just those students who reported having a prescription. Note that the title of this table was changed in Fall 2022, but the figures remain the same.

***Tobacco or nicotine delivery products used in the last 3 months**

Percent (%)	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
Cigarettes	9.2	6.0	12.5	6.9
E-cigarettes or other vape products (for example: Juul, etc.)	11.6	15.9	16.7	15.2
Water pipe or hookah	0.6	0.5	0.0	0.4
Chewing or smokeless tobacco	5.8	0.5	0.0	1.4
Cigars or little cigars	4.0	0.5	0.0	1.1
Other	1.7	0.2	0.0	0.4

*These figures use all students in the sample as the denominator, rather than just those students who reported tobacco or nicotine delivery product use in the last 3 months.

Students in Recovery

■ 1.2 % of college students surveyed (1.7 % cis men, 0.6 % cis women, and 9.7 % transgender/gender non-conforming) indicated they were in recovery from alcohol or other drug use.

When, if ever, was the last time you:

Percent (%)	Drank Alcohol			
	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
Never	30.6	20.6	36.2	23.5
Within the last 2 weeks	41.0	48.7	31.9	46.2
More than 2 weeks ago but within the last 30 days	8.7	8.7	8.5	8.7
More than 30 days ago but within the last 3 months	10.4	11.7	14.9	11.7
More than 3 months ago but within the last 12 months	5.2	6.5	4.3	6.1
More than 12 months ago	4.0	3.8	4.3	3.8

*Students were instructed to include medical and non-medical use of cannabis.

Cis Men	Cis Women	*Used Cannabis/Marijuana	
		Trans/ Gender Non- conforming	Total
69.9	66.3	62.5	66.8
9.2	8.4	10.4	8.7
2.3	2.1	0.0	2.0
4.6	5.7	10.4	5.7
4.6	7.1	8.3	6.7
9.2	10.4	8.3	10.0

Driving under the influence

■ 11.3 % of college students reported driving after having any alcohol in the last 30 days.*

*Only students who reported driving in the last 30 days and drinking alcohol in the last 30 days were asked this question.

■ 36.0 % of college students reported driving within 6 hours of using cannabis/marijuana in the last 30 days.*

*Only students who reported driving in the last 30 days and using cannabis in the last 30 days were asked this question.

Estimated Blood Alcohol Concentration (or eBAC) of college students. Due to the improbability of a student surviving a drinking episode resulting in an extremely high eBAC, all students with an eBAC of 0.50 or higher are also omitted from these eBAC figures. eBAC is an estimated figure based on the reported number of drinks consumed during the last time they drank alcohol in a social setting, their approximate time of consumption, sex, weight, and the average rate of ethanol metabolism. Only students who reported drinking alcohol within the last 3 months answered these questions.

Estimated BAC	Percent (%)	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
< .08		87.4	84.5	96.0	85.6
< .10		91.3	89.2	96.0	89.9
Mean		0.04	0.04	0.03	0.04
Median		0.02	0.02	0.01	0.02
Std Dev		0.05	0.05	0.03	0.05

Cis Men n =	173
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*Reported number of drinks consumed the last time students drank alcohol in a social setting.

Number of drinks	Percent (%)	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
4 or fewer		64.4	80.8	88.5	78.4
5		13.5	6.8	3.8	7.8
6		5.8	5.9	3.8	5.7
7 or more		16.3	6.5	3.8	8.1
Mean		3.9	2.9	2.4	3.1
Median		3.0	2.0	2.0	2.0
Std Dev		3.0	2.2	1.7	2.4

*Only students who reported drinking alcohol in the last three months were asked this question.

Reported number of times college students consumed five or more drinks in a sitting within the last two weeks:

	Percent (%)	Among all students surveyed			
		Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
Did not drink alcohol in the last two weeks (includes non-drinkers)		59.0	51.3	68.1	53.8
None		17.9	26.3	12.8	23.8
1-2 times		13.3	19.2	14.9	17.8
3-5 times		8.1	2.6	2.1	3.6
6 or more times		1.7	0.6	2.1	1.0

*Only students who reported drinking alcohol in the last two weeks were asked this question.

*Among those who reported drinking alcohol within the last two weeks

Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
43.7	54.0	40.0	51.5
32.4	39.5	46.7	38.6
19.7	5.2	6.7	7.8
4.2	1.2	6.7	2.2

*College students who drank alcohol reported experiencing the following in the last 12 months when drinking alcohol:

	Percent (%)	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
Did something I later regretted		11.5	17.4	10.7	16.1
Blackout (forgot where I was or what I did for a large period of time and cannot remember, even when someone reminds me)		6.2	9.3	7.1	8.6
Brownout (forgot where I was or what I did for short periods of time, but can remember once someone reminds me)		13.3	19.5	14.3	18.2
Got in trouble with the police		0.9	1.6	3.6	1.7
Got in trouble with college/university authorities		1.8	1.0	0.0	1.2
Someone had sex with me without my consent		0.9	0.6	3.6	0.8
Had sex with someone without their consent		0.0	0.0	0.0	0.2
Had unprotected sex		8.9	8.2	14.3	8.5
Physically injured myself		3.5	6.6	3.6	6.0
Physically injured another person		0.9	0.2	0.0	0.3
Seriously considered suicide		0.9	2.0	3.6	2.0
Needed medical help		1.8	0.2	0.0	0.6
Reported two or more of the above		15.3	19.6	15.4	18.7

*Only students who reported drinking alcohol in the last 12 months were asked these questions.

Cis Men n =	173
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G. Sexual Behavior

When, if ever, was the last time you had:

Percent (%)	Oral sex			Total
	Cis Men	Cis Women	Trans/ Gender Non- conforming	
Never	41.9	41.8	47.9	42.4
Within the last 2 weeks	26.2	24.9	22.9	25.0
More than 2 weeks ago but within the last 30 days	7.6	8.9	8.3	8.5
More than 30 days ago but within the last 3 months	8.7	9.7	8.3	9.3
More than 3 months ago but within the last 12 months	6.4	8.5	6.3	7.9
More than 12 months ago	9.3	6.2	6.3	6.9

Vaginal intercourse			
Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
45.1	39.2	60.4	41.9
26.6	32.7	20.8	30.6
6.9	7.9	4.2	7.4
5.2	6.5	2.1	6.0
6.9	8.0	10.4	7.9
9.2	5.6	2.1	6.2

Anal intercourse

Percent (%)	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
	Never	78.5	86.4	89.4
Within the last 2 weeks	3.5	0.8	6.4	1.7
More than 2 weeks ago but within the last 30 days	2.9	0.5	0.0	1.0
More than 30 days ago but within the last 3 months	2.3	2.3	0.0	2.1
More than 3 months ago but within the last 12 months	3.5	2.3	0.0	2.4
More than 12 months ago	9.3	7.9	4.3	7.9

*College students who reported having oral sex, or vaginal or anal intercourse within the last 12 months reported having the following number of sexual partners:

Percent (%)	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
	None	1.0	0.3	0.0
1	77.3	76.2	65.2	75.8
2	9.3	11.3	8.7	10.7
3	3.1	5.6	8.7	5.3
4 or more	9.3	6.6	17.4	7.6
Mean	1.9	1.5	2.0	1.6
Median	1.0	1.0	1.0	1.0
Std Dev	2.7	1.3	1.6	1.7

*Only students who reported having oral sex, or vaginal or anal intercourse in the last 12 months were asked this question.

College students who reported having oral sex, or vaginal or anal intercourse within the last 30 days who reported using a condom or another protective barrier *most of the time* or *always*:

Percent (%)	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
	Oral sex	8.6	4.5	0.0
Vaginal intercourse	51.7	40.8	41.7	42.7
Anal intercourse	18.2	12.5	0.0	13.0

*Only students who reported having oral sex, or vaginal or anal intercourse in the last 30 days were asked these questions.

College students who reported having vaginal intercourse (penis in vagina) within the last 12 months were asked if they or their partner used any method to prevent pregnancy the last time they had vaginal intercourse:

Percent (%)	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
	Yes, used a method of contraception	86.1	81.9	88.9
No, did not want to prevent pregnancy	0.0	1.6	0.0	1.3
No, did not use any method	12.7	15.7	11.1	15.0
Don't know	1.3	0.8	0.0	0.9

*Only students who reported having oral sex, or vaginal or anal intercourse in the last 12 months were asked this question.

UNI Spring 2022 National College Health Assessment Data

Cis Men	141
Cis Women	611
Total (N=752)	752

F. Tobacco, Alcohol, and Other Drug Use

Percent (%)	Ever Used			Total
	Cis Men	Cis Women	Trans/ Gender Non- conforming	
Tobacco or nicotine delivery products (cigarettes, e-cigarettes, Juul or other vape products, water pipe or hookah, chewing tobacco, cigars, etc.)	28.9	29.1	34.6	29.4
Alcoholic beverages (beer, wine, liquor, etc.)	66.2	72.7	65.4	71.3
Cannabis (marijuana; weed, hash, edibles; vaped cannabis, etc.) <i>[Please report nonmedical use only.]</i>	35.9	30.0	53.8	32.6
Cocaine (coka, crack, etc.)	2.8	2.3	3.8	2.3
Prescription stimulants (Ritalin, Concerta, Dexedrine, Adderall, diet pills, etc.) <i>[Please report nonmedical use only.]</i>	6.3	3.7	3.8	4.1
Methylamphetamine (speed, crystal meth, ice, etc.)	0.7	0.3	7.7	0.6
Inhalants (poppers, nitrous, glue, gas, paint thinner, etc.)	1.4	0.3	3.8	0.8
Sedatives or Sleeping Pills (Valium, Ativan, Xanax, Klonopin, Librium, Halcion, etc.) <i>[Please report nonmedical use only.]</i>	2.8	2.5	11.5	2.8
Hallucinogens (Ecstasy, MDMA, Molly, LSD, acid, mushrooms, PCP, Special K, etc.)	9.2	3.8	11.5	5.0
Heroin	0.7	0.3	0.0	0.4
Prescription opioids (morphine, Endone, fentanyl, oxycodone [Oxy Contin, Percocet], hydrocodone [Vicodin], methadone, buprenorphine [Suboxone], etc.) <i>[Please report nonmedical use only.]</i>	2.1	2.0	7.7	2.2

*These figures use all students in the sample as the denominator, rather than just those students who reported lifetime use.

*Used in the last 3 months			
Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
17.5	19.2	26.9	19.0
61.5	67.8	65.4	66.5
25.2	20.7	38.5	22.3
0.7	0.7	3.8	0.8
2.1	1.0	0.0	1.1
0.7	0.0	0.0	0.1
0.7	0.0	0.0	0.1
0.7	1.2	7.7	1.3
2.1	1.0	3.8	1.3
0.7	0.0	0.0	0.1
0.7	0.3	0.0	0.3

Substance Specific Involvement Scores (SSIS) from the ASSIST

Percent (%)	*Moderate risk use of the substance			Total
	Cis Men	Cis Women	Trans/ Gender Non- conforming	
Tobacco or nicotine delivery products	11.9	12.2	26.9	12.8
Alcoholic beverages	10.5	10.6	19.2	10.9
Cannabis (nonmedical use)	16.1	12.6	34.6	13.9
Cocaine	0.7	0.7	3.8	0.8
Prescription stimulants (nonmedical use)	1.4	0.3	0.0	0.4
Methylamphetamine	0.0	0.0	3.8	0.1
Inhalants	0.0	0.0	0.0	0.0
Sedatives or Sleeping Pills (nonmedical use)	0.0	0.3	11.5	0.8
Hallucinogens	0.7	0.3	7.7	0.9
Heroin	0.0	0.0	0.0	0.0
Prescription opioids (nonmedical use)	0.0	0.0	3.8	0.1

*These figures use all students in the sample as the denominator, rather than just those students who reported lifetime use.

*High risk use of the substance			
Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
1.4	1.2	0.0	1.1
0.7	1.2	0.0	1.0
1.4	1.0	0.0	1.1
0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0
0.7	0.0	0.0	0.1
0.7	0.0	0.0	0.1
0.7	0.2	0.0	0.3
0.0	0.0	0.0	0.0
0.7	0.0	0.0	0.1
0.7	0.0	0.0	0.1

Cis Men n=	113
Cis Women n=	605
Trans/GNC n=	36

Proportion of students (overall sample) who report having prescription medications (taking without a prescription, or taking more medication or more often than prescribed) in the past 3 months:

Percent (%)	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
Prescription stimulants	2.1	0.5	0.0	0.8
Prescription isotretinoin or sleeping pills	0.0	0.8	3.8	0.8
Prescription opioids	0.0	0.2	0.0	0.1

*Tobacco or nicotine delivery products used in the last 3 months

Percent (%)	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
Cigarettes	5.6	3.6	7.7	4.1
E-cigarettes or other vape products (for example: Juul, etc.)	15.4	17.3	19.2	16.9
Water pipe or hookah	1.4	1.3	3.8	1.4
Chewing or smokeless tobacco	4.2	0.5	0.0	1.1
Cigars or little cigars	5.6	1.3	0.0	2.0
Other	0.0	0.0	0.0	0.0

*These figures reflect students in the sample on the questionnaire, rather than just those students who reported tobacco or nicotine delivery product use in the last 3 months.

Students in Recovery

11.3 % of college students surveyed (1.0 % cis men, 1.1 % cis women, and 11.1 % transgender/gender non-conforming) indicated they were in recovery from alcohol or other drug use.

When, if ever, was the last time you:

Percent (%)	Drank Alcohol			
	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
Never	30.1	22.1	30.8	23.8
Within the last 2 weeks	45.5	49.1	30.8	47.8
More than 2 weeks ago but within the last 30 days	9.8	7.9	15.4	8.6
More than 30 days ago but within the last 3 months	6.3	10.2	19.2	9.7
More than 3 months ago but within the last 12 months	5.6	7.3	3.8	7.2
More than 12 months ago	2.8	3.0	0.0	2.9

*Students were instructed to include medical and non-medical use of cannabis.

*Used Cannabis/Marijuana

Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
			Percent (%)
62.9	68.0	46.2	66.2
13.6	10.6	19.2	11.4
2.1	2.5	3.8	2.4
5.6	5.1	11.5	5.6
8.4	6.8	11.5	7.2
8.4	7.0	7.7	7.2

Driving under the influence

11.8 % of college students reported driving after having any alcohol in the last 30 days.*

*Only students who reported driving in the last 30 days and drinking alcohol in the last 30 days were asked this question.

36.6 % of college students reported driving within 6 hours of using cannabis/marijuana in the last 30 days.*

*Only students who reported driving in the last 30 days and using cannabis in the last 30 days were asked this question.

Estimated Blood Alcohol Concentration (or eBAC) of college students. Due to the improbability of a student surviving a drinking episode resulting in an extremely high eBAC, all students with an eBAC of 0.50 or higher are also omitted from these eBAC figures. eBAC is an estimated figure based on the reported number of drinks consumed during the last time they drank alcohol in a social setting, their approximate time of consumption, sex, weight, and the average rate of ethanol metabolism. Only students who reported drinking alcohol within the last 3 months answered these questions.

Estimated BAC	Percent (%)	Cis Men	Cis Women	Trans/ Gender Non- conforming	Total
< .08		79.3	83.3	76.5	82.5
< .10		86.4	87.6	82.4	87.1
Mean		0.04	0.04	0.05	0.04
Median		0.02	0.02	0.02	0.02
Std Dev		0.05	0.06	0.06	0.06

13.18 Alcohol and Drugs

Purpose

The University of Northern Iowa (UNI) adheres to the laws of the state of Iowa, and strives to create an environment that supports healthy decisions and lifestyles. While the use of illegal drugs is prohibited, the University acknowledges and respects the rights of individuals to use alcohol in a legal and responsible manner, just as it acknowledges and respects the rights of individuals who choose not to use alcohol. Although the moderate consumption of alcohol may be an acceptable part of certain social activities, alcohol and drug abuse interferes with the ability of the University to achieve its mission and can adversely affect individuals, the university, and the larger community.

This policy is intended to help maintain the health and safety of the University's faculty, staff, students, and visitors, and to ensure that alcohol and drug use do not interfere with the effective functioning of the University. It further delineates the parameters relative to the use of alcoholic beverages on University property, at University-sponsored events, or in conjunction with University activities.

Definitions

"University-sponsored events" are those activities that are organized and/or sponsored by a unit of the University (but not events sponsored by student organizations or by individuals associated with UNI but acting in their private capacities). Examples include receptions, performances, athletic competitions, gallery openings, meetings, and conferences organized by departments, colleges, divisions, programs and facilities.

"University activities" are those activities sponsored by entities other than the University, but where the University (under the auspices of a unit of the University) is a participant. Examples would include participation in an athletic competition hosted by another university, a conference hosted by a professional association, a field trip associated with a class, and a volunteer service project hosted by a community agency.

Policy Statement

Because alcohol and drug abuse poses a threat to the health and safety of University faculty, staff, students, and visitors and interferes with the ability of the University to achieve its mission, it is the policy of UNI to provide a drug-free workplace and learning environment and, more specifically, to:

1. Prohibit the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance by employees and students on property owned or leased by the University, at University-sponsored events, or in conjunction with University activities.
2. Comply with the provisions of the Drug Free Schools and Communities Act Amendments of 1989.
3. Maintain alcohol and drug prevention programs including policy enforcement, education programs, and treatment services.
4. Only permit the sale and/or use of alcoholic beverages on University property, at University-sponsored events, or in conjunction with University activities in a manner that reasonably ensures the health and safety of participants, complies with applicable law, and meets the requirements of this policy.

I. Employees

An employee, for purposes of this policy, includes any individual providing a service to the University and receiving compensation directly from the University for that service. This includes, but is not limited to, faculty, staff, administrators, graduate assistants, and student employees.

Employees are expected and required to report to work in an appropriate condition to carry out their responsibilities.

1. Employees are prohibited from using, being under the influence of, possessing, or distributing any illegal drug (including the possession of drug paraphernalia) while operating any university vehicle or equipment, while conducting university business, or while on university property. Any illegal drugs or drug paraphernalia found on university property will be turned over to UNI Police and may result in criminal prosecution.
2. Employees are prohibited from being impaired or under the influence of legal drugs and/or alcohol, including prescription medication, at work if such impairment or influence adversely affects the employee's work performance, and/or the safety of the employee or others or creates an unnecessary risk for the University. If taking prescribed medication could compromise

workplace safety or affect work performance, the employee is responsible for communicating with their supervisor or Human Resource Services (HRS) to evaluate temporary job modification/re-assignment during the course of the treatment.

3. Employees must report any conviction under a criminal drug statute for a violation occurring while conducting official business on or off university premises, within 5 days of the conviction to the department head, director, or dean. Upon receiving such a report, the department head, director, or dean must notify the Director of HRS.

Employees who violate this policy may be referred to an educational/treatment program and may be subject to disciplinary action including a formal reprimand, being placed on leave, suspension, or termination of employment. Employee violations of this policy shall be addressed by the supervisor, in conjunction with the Director of HRS and/or the Associate Provost for Faculty or their designees. Employees who violate this policy may also be subject to criminal penalties under applicable local, state or federal law.

Refer to University Policy and Procedure **4.13 "Employee Drug and Alcohol Testing" for information related to drug and alcohol testing standards and procedures.** (<http://www.uni.edu/policies/413>)

II. Students

All community members, including students, are responsible for following state laws and University policies and rules. This policy applies to student conduct that occurs on University property, at University-sponsored events, or in conjunction with University activities and to student conduct off-campus that adversely affects the University community and/or the pursuit of its objectives.

A. General policy

1. Sale and use of illegal drugs is a violation of the Student Conduct Code and violators are subject to discipline as prescribed by the Student Conduct Code.
2. Alcoholic beverages shall not be possessed, dispensed, distributed, or consumed by students on campus except as allowed by applicable law and university policy.
3. Alleged violations of this policy will be referred to the student conduct process (3.02 "Student Conduct Code"). Students found responsible for a violation will be subject to sanctions as prescribed by the Student Conduct Code.
4. Students are required to provide proof of age to University Police or other University officials acting in performance of their duties.
5. Good Samaritan Provision: Amnesty is available for individuals who seek medical or other professional assistance for themselves or another person who is intoxicated due to alcohol and/or drugs. (See **Student Conduct Code**, Article X, Good Samaritan Provision, for further details.)
6. All alcoholic beverage use by sorority and fraternity members, in the context of chapter activity, is additionally subject to policies as promulgated by their respective governing bodies.
7. Student athletes are subject to additional policies as promulgated by the UNI Athletics in the Athletics Code of Conduct.

B. UNI Events

Students who are of legal drinking age may possess or consume alcohol at UNI events in accordance with the provisions outlined in Section III of this policy.

C. Living spaces on University property

Students who are of the legal drinking age and who live on University property, including residence halls, on-campus apartments, and other university rental properties, may possess or consume alcohol in their living space. If none of the students assigned to a living space is of the legal drinking age, alcohol is not permitted in the living space. This includes empty alcohol containers. Students living in residence halls or on-campus apartments are also subject to further guidelines as defined in the UNI Housing & Dining A-Z Guide and the Terms and Conditions of the On-Campus Community Standards and Housing and Dining Contract.

Students assigned to a living space who are of the legal drinking age may possess or consume alcohol according to the following guidelines:

1. Students living in the residence halls may only consume alcohol in their rooms with the room door closed.
2. Students living in on-campus apartments may only consume alcohol inside the apartment.
3. Students living in other University rental properties may consume alcohol in their house or yard.
4. Alcoholic beverages must be limited to a maximum container size of one gallon. All common sources of alcohol, including but not limited to kegs, punch bowls, beer balls, beer bong, beer taps, and plastic bats, are prohibited. Excessive amounts of alcohol in bottles or cases are prohibited.
5. Students living on campus are responsible for any guests present in their living spaces. Guests may only consume or possess alcohol in accordance with the law and this policy. Guests who do not comply with this policy may be required to leave the campus and may be subject to arrest and criminal prosecution.

D. Student travel

While traveling in or operating a University vehicle, students are prohibited from using, being under the influence of, possessing, buying, selling, or dispensing alcohol or an illegal drug, and possessing drug paraphernalia. Additionally, students must not be impaired by alcohol or illegal drugs during any University-sponsored event or in conjunction with University activities in which they are participating. All use of alcoholic beverages during personal time must be in compliance with laws of the applicable city, state, province, or country.

E. Policy violations

Students alleged to have violated the Student Conduct Code or any university policy including this policy, may be referred to the student conduct process for disciplinary action in accordance with the policies and procedures outlined. Students found responsible for violating these policies may be referred for an educational/treatment program and given sanctions including, but not limited to, warning, probation, suspension, expulsion, and educational sanctions. Students who violate this policy may also be subject to criminal penalties under applicable federal, state or local laws.

III. Sale, service, and consumption of alcoholic beverages at UNI events

The University has the authority to determine the time, place, quantities and conditions under which alcoholic beverages are consumed on University property, including the right to refuse to serve alcohol at any event or to any person. The service and sale of alcoholic beverages on University property and at University-sponsored events off campus must comply with Iowa law and the requirements of this policy.

A. General policy:

1.

1. Any service or sale of alcoholic beverages on campus must be provided by UNI Catering or UNI Athletics and is subject to their operational policies.
2. Any service or sale of alcoholic beverages, whether an activity is open to the public or is private, must comply with the provisions of this policy.
3. Aside from licensed alcoholic beverage sale activity, state funds cannot be used for the purchase of alcoholic beverages (University Policy and Procedure 13.07 "Entertainment of University Guests").
4. Alcoholic beverages are permitted to be served at an event on University property only if management of the facility where the event will be held has approved the service. Regardless of this policy, individual facilities' management may disallow alcoholic beverage service via a pertinent facility policy.
5. No alcoholic beverages will be served at an event where the majority of those expected to attend will be under the legal drinking age.
6. No dimension of any service of alcoholic beverages will encourage or facilitate unsafe or excessive consumption of alcohol. The provision of alcoholic beverages must appropriately serve or complement the purpose of an event, and the sale of such beverages will be confined to this purpose.
7. When a University event is off-campus, the sponsoring unit assumes responsibility for the event and must ensure that the service of alcoholic beverages is legal and complies with applicable portions of this policy.
8. No open containers of alcoholic beverages are permitted on University property for non-University sponsored activities (such as for personal use or for informal social gatherings held by departments, employees, or student groups), except as allowable for Tailgating (Section IV) and residential spaces (Section II. B).

B. Service Guidelines:

1.

1. Alcohol consumption is limited to the immediate premises where alcohol is approved to be served.
2. Individuals or organizations hosting or sponsoring an event must provide adequate supervision at the event and implement precautionary measures to ensure that alcoholic beverages are not accessible or served to persons under the legal drinking age or to persons who appear intoxicated. The University caterer may require security staff be provided for the event at a cost to the event host.
3. All events at which alcoholic beverages are served must also have food available. The menu and manner of the service of food must be approved by the University caterer serving the alcohol.
4. Non-alcoholic beverages must be available for guests at all times during the event.
5. The on-site catering manager and event hosts have the authority to limit or discontinue alcohol service at their discretion.
6. Only by obtaining a Charity Beer and Wine Auction Permit (from the State of Iowa, Alcoholic Beverages Division) may beer or wine, donated by individuals or purchased from a retailer, be auctioned as part of a fundraising event. Rebates, free goods, or quantity discounts on products from retailers may not be accepted (per Iowa Code).
7. Gambling is not legal at an event where alcoholic beverages are available unless the establishment holds a social gambling license (per Iowa Code).
8. Private alcoholic beverage use off-campus associated with meals, meetings and informal social gatherings conducted by University officials on behalf of the University and intended to accomplish University business are not considered "events" within the meaning of this policy.

C. Exceptions (that do not constitute violations of law) may be granted by the Vice President for Student Affairs in consultation with department heads of directly-affected units.

IV. Tailgating

Tailgating is defined as an on-campus public outdoor social event that involves the consumption of food and/or alcoholic beverages. Individuals, groups, and organizations participating in tailgate activities are responsible for their own conduct and expected to respect the rights of others. Any purchase, possession, or consumption of alcoholic beverages in conjunction with tailgating is subject to Iowa law and the previously-stated provisions of this policy.

1. Tailgating is allowed only in conjunction with UNI home football games and is subject to the management and oversight of UNI Athletics. UNI Athletics shall be responsible, in consultation with Public Safety, Student Affairs, and the UNI Risk Manager, to develop and implement rules regarding all aspects of tailgating activity, including but not limited to:
 1. Designate approved locations and allocate their usage.
 2. Determine starting and ending times.
 3. Manage parking and post-event cleanup.
 4. Provide signage and other means to clearly communicate rules to participants.
 5. Ensure appropriate and adequate placement of security and other event personnel.
 6. Provide adequate supply of portable restrooms, trash and recycling containers, and other equipment as needed.
 7. Restrict loud music, public address system use, and other disruptive activities.
 8. Determine all other rules necessary to reasonably manage tailgating activity.
2. UNI Athletics shall ensure that current tailgating rules are available to the public via its website. Current event and participant guidelines are [available here](#).

V. Marketing activity related to alcoholic beverages

Any marketing activity that promotes unsafe or excessive consumption of alcohol or encourages underage drinking is prohibited on University property or at University-sponsored events.

1. Alcohol-related advertising or other marketing for any activity on University property or in any University publication (including, but not limited to, paid advertising, printed materials, permanent and temporary signage, and promotional activities) must:
 1. Not encourage any form of alcohol abuse nor place emphasis on quantity and frequency of use.
 2. Avoid demeaning, sexual or discriminatory portrayals of individuals.
 3. Not portray drinking alcohol as a solution to personal or academic problems or as necessary to social, sexual, academic or career success.
 4. Use only the name or logo of a particular company or product; no pictures or renditions of beverage containers are permitted. In cases of a sponsored event, the name or logo must be clearly subordinate to the name or title of the sponsored event.
 5. Not promote drink specials, price or price advantage.
 6. Not incorporate University students or employees as participants in the alcohol advertising.
2. Alcoholic beverages may not be used as an enticement to participate in a University activity nor be provided as a prize or award to individual students, campus organizations, or other members of the campus community.
3. Advertisement must carry a statement encouraging responsibility where drinking occurs.
4. Broadcasters under contract with the University or its agents are encouraged to follow the above provisions when accepting advertising that promotes use of alcoholic beverages.
5. Student-run media (newspapers, radio, TV, websites, etc.) are encouraged to follow the above provisions for any advertising that promotes sale or use of alcoholic beverages.

VI. Health risks

Substance abuse can have a wide range of negative health effects, many of which are outlined in the chart below.

Substance	Short-term effects	Long-term effects	Overdose effects
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Alcohol	possible impaired motor skills, slurred speech, memory loss/blackouts, injuries, violence, alcohol poisoning, impaired judgement which can increase vulnerability and risk-taking behaviors resulting in reproductive health consequences (STDs, unintended pregnancy, miscarriage, FASDS)	chronic diseases; cancer; learning & memory problems; social, family, employment problems; mental health problems, liver inflammation & disease, damage to lining of stomach, alcoholism	alcohol poisoning, which may lead to choking, stop breathing, severe dehydration, seizures, unconsciousness, cardiac arrest, brain damage, death
Depressants	drowsiness, dizziness, slurred speech, nausea, confusion, memory problems	physical & psychological dependence	shallow respiration, weak & rapid pulse, coma, permanent brain damage, possible death
Hallucinogens	sensory distortion, changes in sense of time, confusion, hallucinations, nausea, panic, increased heart rate & body temperature	flashbacks, paranoia, memory problems, mood changes	psychosis, seizures, coma, possible death
Marijuana/ Cannabis	drowsiness, increased heart rate & appetite, memory problems, anxiety, impaired judgement, reduced physical coordination, difficulty thinking, possible psychosis & hallucinations	breathing problems, mental health problems, chronic cough, frequent respiratory infections, suppressed immune system, addiction	may lead to psychotic reaction
Narcotics/ Opioids	pain relief, drowsiness, apathy, slowed physical activity, confusion, euphoria, nausea, slowed breathing	increased risk of addiction/overdose	constricted pupils, cold clammy skin, confusion, slowed breathing, convulsions, possible death
Stimulants	increased wakefulness/physical activity, increase blood pressure & heart rate, decreased appetite, paranoia	confusion, insomnia, mood problems, tremors, heart, nerve & stomach problems	high fever, agitation, convulsions, seizures, heart attack, possible death

VII. Criminal sanctions

In addition to any sanctions provided for by this policy, a student or employee who violates this policy may also be subject to criminal sanctions under federal, state, and local law. Federal and state laws generally prohibit distribution, manufacture of, or possession with intent to distribute a controlled substance or a counterfeit controlled substance. See **21 U.S.C. § 801 et seq.** (<https://www.deadiversion.usdoj.gov/21cfr/21usc/>) and **Iowa Code Chapter 124** (<https://www.legis.iowa.gov/docs/code/124.pdf>). Convictions under such laws carry a range of penalties, from fines to imprisonment. In addition, conviction under federal drug laws may result in forfeiture of property, denial of federal benefits, including grants and student loans, and the denial of certain licenses.

VIII. Resources

Employee Assistance Program (EAP) (<https://www.uni.edu/hrs/mybenefits/eap>): (*Faculty and staff only*) The University offers an EAP, designed to assist UNI employees and their families with problems affecting personal relationships, health, and work performance. All services are free and confidential. <https://hrs.uni.edu/mybenefits/eap> (<https://hrs.uni.edu/mybenefits/eap>) or 1-855-784-2057

Student Wellness Services (<https://studentwellness.uni.edu/>) (*Students only*)

Student Health and Well-being Services

16 Student Health Center, (319) 273-2009

Preventative and supportive services for students concerning alcohol and other drugs.

Student Counseling Center (<http://www.uni.edu/counseling>)

Student Health and Well-being Services

103 Student Health Center, (319) 273-2676

Individual counseling, consultation, and referrals for substance abuse-related problems.

Student Health Clinic (<http://www.uni.edu/health>)

Student Health and Well-being Services 16 Student Health Center, (319) 273-2009

Consultation and referrals for substance abuse-related problems.

UNI Police (<http://www.vpaf.uni.edu/pubsaf>)

30 Gilchrist Hall, (319) 273-2712

UNI Police Department is committed to providing a safe campus environment.

Local Hospitals: All local hospitals provide 24-hour emergency medical services.

MercyOne Cedar Falls Medical Center

515 College Street

Cedar Falls, IA 50613

(319) 268-3090

UnityPoint Health-Allen Hospital

1825 Logan Avenue

Waterloo, IA 50703

(319) 235-3941

MercyOne Waterloo Medical Center

3421 West 9th Street

Waterloo, IA 50702

(319) 272-7050

Substance Abuse Programs

Pathways Behavioral Health Services

3362 University Avenue

Waterloo, IA 50701

(319) 235-6571

[www.pathways.org](https://www.pathwaysb.org/) (<https://www.pathwaysb.org/>)

MercyOne Horizons

3421 West 9th Street

Waterloo, IA 50702

(319) 272-8560

www.mercyone.org/northeastiowa/find-a-service-or-specialty/mercyone-horizons (<http://www.mercyone.org/northeastiowa/find-a-service-or-specialty/mercyone-horizons>)

Access Evaluations & Education

1903 West Ridgeway Avenue

Waterloo, IA 50701

(319) 252-4631

www.accessevals.com (<https://www.accessevals.com/>)

Al-Anon Family Groups

(888) 425-2666

[www.al-anon.org](https://al-anon.org/) (<https://al-anon.org/>)

Iowa Region of Narcotics Anonymous

(800) 897-6242

[www.iowa-na.org](https://ss.pf.phpub1/public-users/ac529581/Biennial%20Review/2018-2020/Policies/www.iowa-na.org) ([/ss.pf.phpub1/public-users/ac529581/Biennial%20Review/2018-2020/Policies/www.iowa-na.org](https://ss.pf.phpub1/public-users/ac529581/Biennial%20Review/2018-2020/Policies/www.iowa-na.org))

IX. Policy Contacts

University contacts for any question regarding this policy are as follows:

- / Students: Student Wellness & Prevention (319) 273-3423.
- / Student Conduct: Dean of Students (319) 273-2332
- / Employees: Employee Leave and Accommodations (HRS) (319) 273-6164.
- / Events: UNI Catering (319) 273-2333 or UNI Athletics (319) 273-6237.

- / Marketing: University Relations (319) 273-2761.
- / Tailgating: UNI Athletics (319) 273-2470.
- / Commercial activity at tailgating: UNI Athletics (319) 273-4502.

Vice President for Student Affairs, Department of Athletics, and Senior Vice President, Finance & Operations, approved February 17, 2020

University Council, approved March 23, 2020

President and President's Cabinet, approved April 6, 2020

[Last reviewed and/or updated 4/2020, 3/2016]

8.10 Smoking and Tobacco Use

Purpose

The purpose of this policy is to foster a healthy environment for students, faculty, staff, visitors and guests on the University of Northern Iowa (UNI) campus and owned and leased spaces off campus, by eliminating the use of tobacco and tobacco-related/tobacco-like products.

For the purposes of this policy, the phrase "smoking and use of tobacco products" is defined as the smoking of tobacco via cigarettes, cigars or pipes or the use of devices or products that may be used to smoke or mimic smoking including water pipes (hookahs), vaporizers, electronic cigarettes, etc. and the use of smokeless tobacco including snuff and chewing tobacco.

The university recognizes its social responsibility to promote the health, well-being and safety of university students, faculty, staff, visitors and guests of the university. This policy is designed to assist the university in becoming a healthier and safer environment.

Policy Statement

The policy of the University of Northern Iowa is to provide a smoke and tobacco-free environment for its students, faculty, staff, administrators, visitors and the general public on campus. Smoking and use of tobacco products are prohibited on university owned or leased property, and in University vehicles and any vehicle located on University property.

Exception: Smoking and use of tobacco products, to the extent not prohibited by federal or State law (e.g., **Code of Iowa Chapter 142D Smokefree Air Act** (<https://www.legis.iowa.gov/docs/code/142D.pdf>)), is permitted in the Gallagher-Bluedorn Performing Arts Center, Lang Auditorium, UNI Interpreters Theatre, Bengston Auditorium and the Strayer-Wood Theatre when it is called for by the director of a production as **part of the production**. This exception only applies to the specific characters during rehearsals and performances of the production. The appropriate department in charge of the production shall include notification that there will be smoking in the show if there will be any vapors, fumes, aerosol, or other emissions as a result of the use of this exception. Smoking and use of tobacco products in the green rooms is prohibited.

This policy applies to all events and persons on campus or on owned and leased property including, but not limited to students, faculty, staff, contracted personnel, vendors and visitors to the university.

Background

The Iowa Smokefree Air Act enacted in 2008, establishes prohibitions for smoking in places of employment and on school grounds, including institutions governed by the Board of Regents, State of Iowa pursuant to Iowa Code section 262.7. The Iowa Department of Public Health (IDPH) has been designated the oversight authority.

Procedure

A. University Owned or Leased Property

1. Smoking and use of tobacco products are prohibited on university owned or leased property including grounds, parking lots, athletic fields, recreation fields, tennis courts and any other outdoor area, as well as any vehicle located on the university's property. This policy applies to walkways and sidewalks adjacent to city streets that adjoin university property including the grassed area between the sidewalk and the street.
2. No Smoking/No Tobacco Use signs shall be posted at all entrances to university owned or leased buildings.

B. University Owned Buildings and Leased Space

1. Smoking and use of tobacco products is prohibited in any university owned or leased facility or property. This prohibition shall apply to any area enclosed by the outermost walls of the building and will include atriums, balconies, stairwells and other similar building features.
2. No Smoking/No Tobacco Use signs shall be posted at all entrances to university owned or leased buildings.

C. University Owned Passenger Vehicles and Moving Equipment

1. Smoking and use of tobacco products is prohibited at all times in any university owned, leased, or rented vehicles, or vehicles provided by or through the University.

2. This prohibition applies to passenger vehicles and all other state-owned mobile equipment to include light and heavy trucks, cargo and passenger vans, buses and any other applicable mobile equipment.
3. No Smoking/No Tobacco Use signs shall be posted in every vehicle owned, leased, or rented by the university, or vehicles provided by or through the University.

D. Complaints and Enforcement

All members of the campus community share the responsibility of adhering to and enforcing this policy and have the additional responsibility to communicate the policy to visitors in a courteous and considerate manner.

1. The IDPH is responsible for maintaining a system for receiving and investigating complaints of non-compliance with the Iowa Smokefree Air Act.
2. The IDPH designates the law enforcement authorities of the state and for each political subdivision of the state, to assist with the enforcement of the Iowa Smokefree Air Act. A peace officer may issue a citation instead of arresting a violator of this Act and the violator shall pay a civil penalty (Iowa Code Section 805.8C(3)) for each violation. **The UNI Police Department is the designated law enforcement authority for the campus.**
3. Any person may register a complaint with the IDPH by calling the toll-free number, 1-888-944-2247, by registering a complaint on the IDPH web site, <https://smokefreeair.iowa.gov/> or by downloading a complaint form from the IDPH web site.
4. The responsibility to inform applicants and current employees that university-owned and leased facilities and grounds are smoke and tobacco-free environments is held with the following individuals: The Dean of Students will be responsible to inform and promote compliance among students.
 1. Human Resource Services Director or designee for all institutional official and staff positions.
 2. Provost and Executive Vice President for Academic Affairs, or designee, for faculty, graduate assistants along with other academic positions within Academic Affairs.
 3. Director of Career Services, or designee, for student employment positions.
5. The Dean of Students will be responsible to inform and promote compliance among students.
6. Individuals found to be noncompliant with this policy will be subject to campus disciplinary action:
 1. For students, noncompliance will be referred to the Office of the Dean of Students.
 2. For employees, noncompliance will be referred to the employee's supervisor, Associate Provost for Faculty or Director of Human Resource Services, as applicable.
 3. For contractors and subcontractors, noncompliance will be referred to the campus unit responsible for monitoring performance of the applicable work or contract.
 4. Visitors and members of the public who refuse to comply with this policy will be referred to the University Police Department and may be asked to leave campus or may be served a civil citation if they are smoking.

This policy is effective on final approval and supersedes all previous University smoking policies. Questions regarding this policy should be directed to Environmental Health and Safety at (319) 273-5800.

Senior Vice President for Finance and Operations, approved October 21, 2016

President's Cabinet, approved February 20, 2017

President and Executive Management Team, approved February 27, 2017

Updated by Environmental Health & Safety Office, February 1, 2018

4.13 Employee Drug & Alcohol Testing

Purpose

The University of Northern Iowa (UNI) is committed to providing a drug-free workplace and learning environment. Alcohol and drug abuse pose a threat to the health and safety of university faculty, staff, students, and visitors. This policy is intended to comply with the Drug Free Schools and Communities Act Amendments of 1989 and the Omnibus Transportation Employee Testing Act of 1991. This policy is also intended to serve in maintaining the health and safety of the University's faculty, staff, students, and visitors, in addition to providing the practice and procedure for managing issues regarding drug and alcohol abuse in the workplace and on campus.

Policy Statement

An employee, for purposes of this policy, includes any individual providing a service to the University and receiving compensation directly from the University for that service. This includes, but is not limited to, faculty, staff, administrators, graduate assistants, and student employees. The unlawful manufacture, distribution, dispensation, possession, impairment or use of a controlled substance by employees on property owned or used by UNI or in conjunction with a university-sponsored activity is prohibited. Refer to UNI policy [13.18 Alcohol and Drugs for further information on employee standards of conduct, sanctions, health risks and resources.](#) ~~(13.18)~~

A. Drug and Alcohol Testing

Reasonable suspicion

Employees are subject to testing based on (but not limited to) observations by at least two members of management of apparent workplace use, possession or impairment as outlined in this policy. The Human Resource Services (HRS) Director, or designee, should be consulted before sending an employee for testing. Management must use the Reasonable Suspicion Observation Checklist to document specific observations and behaviors that create a reasonable suspicion that an employee is under the influence of drugs or alcohol. Examples include:

- / Odors (smell of alcohol, body odor or urine).
- / Movements (unsteady, fidgety, dizzy).
- / Eyes (dilated, constricted or watery eyes, or involuntary eye movements).
- / Face (flushed, sweating, confused or blank look).
- / Speech (slurred, slow, distracted mid-thought, inability to verbalize thoughts).
- / Emotions (argumentative, agitated, irritable, drowsy).
- / Actions (yawning, twitching).
- / Inactions (sleeping, unconscious, no reaction to questions).

When reasonable suspicion testing is warranted, both management and an HRS representative will meet with the employee to explain the observations and the requirement to undergo a drug and/or alcohol test within two hours. An employee required to undergo such testing will be provided a reasonable period of time (i.e., no more than two hours) to obtain union representation, as applicable, prior to submitting to such tests. Refusal to submit to a drug/alcohol test will be treated as a positive test result and may result in disciplinary action up to and including termination of employment.

Under no circumstances will the employee be allowed to drive themselves to the testing facility. A member of management must transport the employee or arrange for a taxi service and arrange for the employee to be transported home.

Post-accident

Employees are subject to testing when they cause or contribute to accidents that seriously damage a university vehicle, machinery, equipment or property and/or that result in an injury to themselves and/or another individual requiring offsite medical attention. A circumstance that constitutes reasonable suspicion will be presumed to arise in any instance involving a work-related accident or injury in which an employee who was operating a motorized vehicle (including equipment such as a forklift, lawn tractor, end loader, golf cart etc) is found to be responsible for causing the accident. In any of these instances, the initial investigation and subsequent testing must take place within two hours following the accident, if not sooner. An employee required to undergo such testing will be provided a reasonable period of time (i.e., no more than two hours) to obtain union representation, as applicable, prior to submitting to such tests. Refusal to submit to a drug/alcohol test will be treated as a positive drug test result and may result in disciplinary action up to and including termination of employment.

Under no circumstances will the employee be allowed to drive themselves to the testing facility. A member of management must transport the employee or arrange for a taxi service and arrange for the employee to be transported home.

For information about testing procedures, see <https://hrs.uni.edu/policies/drug-alcohol-testing-procedure> [<https://hrs.uni.edu/policies/drug-alcohol-testing-procedure>].

B. Additional Requirements for DOT Covered Positions

In addition, individuals being offered or holding DOT Covered Positions at UNI, including positions that require the employee to hold a valid Commercial Driver's License, who will be driving a commercial motor vehicle, will be subject to pre-employment, random, reasonable suspicion, post-accident, and return-to-duty drug or alcohol testing as required by federal law. Any employee holding a DOT Covered Position is prohibited from consuming alcohol while on duty or four hours prior to on-duty time. Any employee holding a DOT Covered Position shall not report for duty or remain on duty when the driver uses any controlled substances, except when the use is at the direction of a physician who has advised the driver that the substance will not adversely affect their ability to safely operate a commercial motor vehicle. For information about testing procedures, see <https://hrs.uni.edu/policies/drug-alcohol-testing-procedure> [<https://hrs.uni.edu/policies/drug-alcohol-testing-procedure>].

Whenever a driver is involved in a DOT-Recordable Accident, the driver is required to immediately report for testing following the procedures detailed on the **Driver's Post-Accident Checklist** [https://hrs.uni.edu/sites/default/files/documents/dot_testing_checklist.pdf], which every driver is given at the time they are hired. If the driver isn't readily available for alcohol and drug testing, they may be deemed as refusing to submit to testing.

C. Sanctions

Employees who violate this policy may be referred to an educational/treatment program and may be subject to disciplinary action including a formal reprimand, being placed on enforced leave status, suspension, termination of employment and/or referral for prosecution in accordance with applicable local, state or federal law. Employee policy violations shall be addressed by the supervisor, in conjunction with the Director of HRS and/or the Associate Provost for Faculty.

D. Conflicts

Should there be any conflicts between federal law and this policy and procedures, federal law will prevail.

E. Policy Contact

The University's contact for any question regarding this policy is the HRS Director, or their designee, telephone (319) 273-2422. Information can also be found on the **HRS web page** [<https://hrs.uni.edu/>].

Human Resource Services, approved February 17, 2020
University Council, approved March 23, 2020
President and President's Cabinet, approved April 6, 2020
[Last reviewed and/or updated 4/2020, 10/2009]

3.02 Student Conduct Code

This policy is outlined as follows:

- I. Purpose
- II. Policy
- III. Philosophy
- IV. Student Conduct Authority
- V. Jurisdiction
- VI. Violations of Law
- VII. Definitions
- VIII. Student Rights
- IX. Prohibited Conduct
 - A. Misconduct related to others
 - B. Misconduct related to property
 - C. Misconduct related to health, welfare, and safety
 - D. Misconduct related to the operation of the University
 - E. Misconduct related to other university policies
 - F. Other acts of misconduct
 - G. Misconduct related to Housing & Dining
- X. Good Samaritan Provision
- XI. Student Organizations
- XII. Student Conduct Procedures
 - A. Charges and Notice
 - B. Interim Actions
 - C. Informal Resolution
 - D. Hearing Resolution
 - E. Decisions
 - F. Sanctions
 - G. Appeals
 - H. Failure to Complete Sanctions
- XIII. Student Conduct Records
- XIV. Training
- XV. Revisions
- XVI. Related University Policies

I: Purpose

¶The University of Northern Iowa is committed to the education and personal development of students, so as to support the achievement of their educational and life goals and prepare them for responsible citizenship. In this context, the University seeks to foster an environment conducive to achieving its academic mission and that is supportive of the rights of individuals to live, work, learn, and assemble safely and equitably; to express views and opinions; and to associate freely with others. ¶

The purpose of this policy is to outline university standards for student behavior and delineate the processes by which allegations of misbehavior will be addressed in order to safeguard the rights, property, and safety of the University community and individuals in it; to ensure that student behavior complies with applicable law and policy; and to permit the orderly operation of the University.

II: Policy

¶Students and student organizations are expected to adhere to the standards of conduct described herein. Failing to do so may result in sanction(s).

Allegations of misconduct will be addressed through processes that ensure due process and contribute to the education of all involved.

Students and student organizations are responsible for knowing the information, policies, and procedures outlined in this document. Students are informed of the Student Conduct Code during orientation, are annually provided notification of it via email, and have access to the Student Conduct Code via the University website.

III. Philosophy

¶The Student Conduct Code is grounded in a commitment to three core values:

Respect: University of Northern Iowa students support the rights of individuals to live and work with each other in a safe environment reflective of the educational ideals of the University.

Responsibility: University of Northern Iowa students engage in responsible social conduct that reflects positively upon the University community, while modeling good citizenship in all communities.

Honesty: University of Northern Iowa students live a life of integrity, creating good leaders, friends, and colleagues who share the common goal of building our learning community.

IV: Student Conduct Authority

- A. **Authority:** The Vice President for Student Life is vested with the administrative responsibility for the establishment and enforcement of policies governing student conduct and disciplinary action by the President of the University. The Vice President has, in turn, delegated considerable authority to the Dean of Students. The Dean of Students authorizes individuals to be trained and act as Student Conduct Administrators to efficiently and effectively administer the student conduct process.
- B. **Merit:** Complaints will not be forwarded for a hearing unless there is reasonable cause to believe a policy has been violated. Reasonable cause is defined as credible information to support each element of the offense.
- C. **Interpretation:** The Dean of Students will develop procedural rules for the administration of the Student Conduct Code. Any question of interpretation of the Student Conduct Code will be referred to the Dean of Students, whose interpretation is final.
- D. **Communication:** University email is the University's primary means of communication with students. Students are responsible for all communication delivered to their university email address.

V: Jurisdiction

The Student Conduct Code and related policies and procedures apply to the conduct of individual students, both undergraduate and graduate, and all university-affiliated student organizations. The definition of student, in section VII, will be used in the interpretation and application of this policy.

The Student Conduct Code applies to behaviors that take place on campus, at university-sponsored events, through electronic media, and may also apply off-campus when the Dean of Students or designee determines the off-campus conduct is of university interest. A university interest is a matter of concern that includes:

- A. Any situation where it appears that the student's conduct may present a danger or threat to the health or safety of self or others;
- B. Any situation significantly infringing upon the rights, property, or educational pursuits of others or significantly breaching the peace and/or causing social disorder; and/or,
- C. Any situation detrimental to the pursuit of the educational mission and/or interests of the University.

¶The Student Conduct Code may be applied to behavior online, via email, or other electronic media. Online postings such as blogs, web postings, chats, and social networking sites are in the public sphere and are not private.

When speech or conduct is protected by the First Amendment, it will not be considered a violation of this policy.

Students may be held accountable for the misconduct of their guests. Visitors to and guests of the University may seek resolution of alleged violations of the Student Conduct Code committed against them by students of the University community.

Reports of alleged policy violations should be submitted as soon as possible after the misconduct event occurs. Although there is no time limit on the reporting of misconduct, the University may ultimately be unable to adequately investigate if too much time has passed or if the students involved have graduated. Though anonymous complaints are permitted, doing so may limit the University's ability to investigate and respond to an alleged violation.

VI: Violations of Law

¶The student conduct process is distinct and different from criminal and civil court proceedings. Alleged violations of federal, state, and local laws may be investigated and addressed under the Student Conduct Code. When an offense occurs over which the University has jurisdiction, the University conduct process will generally go forward regardless of any criminal or civil action that may arise from the same incident.

A student may face interim actions as outlined in Section XII.

Determinations made or sanctions imposed under the Student Conduct Code will not be subject to change because criminal or civil action arising out of the same facts were dismissed, reduced, or resolved in favor of or against the respondent.

VII: Definitions

- A. **Advisor:** A person who may be present and assist the involved parties through the student conduct process. Advisors may be members of the campus community, but the parties may select whomever they wish to serve as their advisor. An advisor may not serve as a witness or otherwise be party to the case.
- B. **Business Days:** All days when the University is open. Saturdays, Sundays, holidays, and days when the University is closed are not counted.
- C. **Complainant:** Any person or University entity who submits an allegation that a student has violated the Student Conduct Code.
- D. **Due Process:** The right to have the procedures outlined in this policy followed.
- E. **Faculty Member:** Any person hired by the University to conduct classroom or teaching activities or who is otherwise considered by the University to be a member of its faculty.
- F. **Hearing:** A formal meeting to determine responsibility for allegations of misconduct.
- G. **Investigator:** Individual(s) trained to serve as a neutral fact finder, to examine the allegations, to collect the information, and to present the results of the investigation in the hearing.
- H. **Member of the University Community:** Any person who is a student, faculty member, staff member, university official, visitor, or a member of the Board of Regents, State of Iowa. A person's status in a particular situation will be determined by the Dean of Students or designee.
- I. **Policy:** Written policies, procedures, and regulations of the University as found in, but not limited to, the Student Conduct Code; the **Discrimination, Harassment, and Sexual Misconduct Policy**; other **UNI Policies and Procedures; Housing and Dining Policies**; and/or, the **University Catalog**.
- J. **Respondent:** The person who is alleged to have violated the Student Conduct Code.
- K. **Staff Member:** Any person employed by the University whose primary role is non-teaching.
- L. **Standard of information:** Preponderance of information is the standard used to determine responsibility in student conduct cases. This means that it is more likely than not that a violation occurred.
- M. **Student(s):** as pertaining to the Student Conduct Code, are defined as:
1. Persons registered (used interchangeably with 'enrolled') at the University of Northern Iowa, either full time or part time, pursuing undergraduate, graduate, or professional studies, as well as non-degree seeking students;
 2. Persons who have been enrolled at the University, and have not withdrawn, are students even when they are not enrolled for a particular semester if a University official determines they have a continuing relationship with the University. A "continuing relationship" may include, but is not necessarily limited to a student enrolled in a previous semester and registered or otherwise indicating intent to register for a future period of enrollment.
 3. Persons who have been notified of their acceptance for admission;
 4. Persons who are participating in programs sponsored by the University and another college or university (e.g. community college partnership agreements), although not enrolled at this institution; or,
 5. Persons who were defined as a student at the time of their misconduct.
- N. **Student Conduct Administrator:** A University official authorized by the Dean of Students to determine whether or not a respondent is responsible for violating policies within the Student Conduct Code and to impose sanctions upon the respondent for policies violated.
- O. **Student Organization:** Includes all registered student organizations and other student groups associated with the University of Northern Iowa.
- P. **University:** University of Northern Iowa
- Q. **University Official:** Any person employed by the University, performing assigned administrative or professional responsibilities.
- R. **University Premises:** All land, buildings, facilities, and other property in the possession of or owned, used, or controlled by the University (including adjacent streets or sidewalks).
- S. **Witness:** Individual(s) who may offer information regarding an allegation of misconduct.

VIII: Student Rights

- A. A student has the right to be treated with dignity and respect by all persons involved in the student conduct process.
- B. A student has the right to a hearing that is conducted fairly.
- C. A student has the right to a hearing by a fair and impartial Student Conduct Administrator.
- D. A student has the right to an advisor present at meetings or hearings regarding allegations of misconduct.
- E. A student has the right to written notice of the alleged violation(s).
- F. A student has the right to share as much information as desired; however, a decision will be made based on the information available or shared.
- G. A student has the right to identify witnesses, share written or oral statements, and any other information pertaining to the incident.
- H. A student has the right to an appeal.
- I. A student has the right to see the contents of their student conduct file.

IX: Prohibited Conduct

Any student or student organization found responsible for committing, attempting to commit, aiding in, and/or assisting others in committing any of the following prohibited conduct will be subject to disciplinary sanctions.

A. Misconduct related to others

1. **Harm to Person:** Intentionally or recklessly causing physical harm or endangering the health or safety of any person, including oneself.
2. **Threatening Behaviors:**
 - a. **Direct Threat:** Written or verbal conduct that causes a reasonable expectation of injury to the health or safety of any person or damage to any property.
 - b. **Indirect Threat:** Implied threats or acts causing reasonable fear or harm interfering with a person's ability to participate in or benefit from the University's educational, social and/or residential program.
3. **Hazing:** An act that endangers the mental or physical health or safety of a student, or that destroys or removes public or private property, for the purpose of intimidation, admission into, affiliation with, or as a condition for continued membership in a group or organization. Participation or cooperation by the person(s) being hazed does not excuse the violation. Failing to intervene, to prevent, to discourage, and/or failing to report those acts may also constitute hazing.
4. **Harassment:** Repeated unwanted contact or communication by any means, behavior, or verbal abuse threatening to injure or endanger the health, safety, or welfare of oneself or another person is unacceptable. Harassment is a knowing and willful course of conduct that has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive environment or which intends to cause a person to suffer substantial emotional distress.
5. **Harassment via Technology:** Use of electronic or other technology, without a valid purpose, to intentionally intimidate, embarrass, ridicule, or humiliate another person. This includes the creation or distribution of video, audio, or photographic files without the consent of all parties recorded or photographed which could foreseeably intimidate, embarrass, ridicule, or humiliate and causes another person to be intimidated, embarrassed, ridiculed, or humiliated.
6. **Public Exposure:** Deliberately and/or publicly exposing one's intimate body parts, public urination/defecation, and/or public sex acts.
7. **Collusion:** Knowingly, recklessly, or willfully enticing or assisting others to commit or attempt to commit acts prohibited by this code or that violate the law.
8. **Complacency:** Condoning or supporting others to commit or attempt to commit acts prohibited by this code or that violate the law.

B. Misconduct related to property

1. **Theft:** Intentional and unauthorized taking or removal of property that belongs to another person or entity, including goods, services, furniture, artwork, plants, electronics, books, window screens, signs, and/or other valuables.
2. **Possession of Stolen Property:** Knowingly maintaining possession of property belonging to another person or entity without permission.
3. **Sale of Stolen Property:** Selling or attempting to sell any item which is known to be, or can reasonably be assumed to have been stolen, or otherwise illegally obtained.
4. **Fraud:** Attempting to defraud by means of deception, bad checks, forged, or stolen credit or ID cards, possession or use of counterfeit currency, and/or other means.
5. **Identity Theft:** Using or possessing the identity of another person or entity, including a fake ID, with the intent of misrepresenting oneself as another for any reason.
6. **Vandalism:** Intentional, reckless, and/or unauthorized defacing to property owned by another person, entity, or the University. Students are not permitted to write, draw, or otherwise deface university or another student's property (including doors, door decorations, or dry-erase boards) by using chalk, paint, or any other substance.
7. **Damage and Destruction:** Intentionally or negligently damaging or destroying property owned by another person, entity, or the University.
8. **Burglary:** Unlawful entry with intent to commit a policy violation or violation of law.
9. **Unauthorized Access:** Unauthorized access to any building (i.e. keys, cards, etc.) or unauthorized possession, duplication, or use of means of access to any building or failing to report a lost university identification card or key in a timely manner.
10. **Unauthorized Entry:** Entry into any building, room, location, or space where a person does not have a reasonable expectation of access or right of entry or where the conditions of authorized entry, such as payment or presentation of proper identification, have not been met. Misuse of access privileges to premises or unauthorized entry to or use of buildings, including trespassing, propping or unauthorized use of alarmed doors for entry into or exit from a building. Restricted university areas include, but are not limited to, building roofs, fire escapes, steam tunnels, elevator shafts, equipment and mechanical storage rooms and construction sites. This includes entering a residence hall room of which the student is not a contract holder without permission.

C. Misconduct related to health, welfare, and safety

1. Alcohol

- a. **Underage possession:** The purchase or possession of alcoholic beverages by persons under the age of 21.
- b. **Underage use:** The consumption or act of being under the influence of alcohol by persons under the age of 21.

- c. **Illegal use of alcohol:** Illegal manufacturing, distributing, selling of alcohol (regardless of age), and/or providing alcohol to minors.

2. Drugs

- a. **Possession of marijuana:** The possession, sale, or distribution of marijuana and/or its derivative. Substances made to resemble marijuana are also not permitted on campus.
- b. **Use of marijuana:** The use of marijuana and/or its derivative. Substances made to resemble marijuana are also not permitted on campus.
- c. **Use or possession of any other illegal controlled substance:** The use, possession, sale, or distribution of narcotics, steroids, stimulants, depressants, hallucinogens, or any other controlled substance without a prescription.
- d. **Drug Paraphernalia:** The use, possession, distribution, or sale of drug paraphernalia. Drug paraphernalia is defined as any equipment, product, or material of any kind which is primarily intended or designed for use in manufacturing, compounding, converting, producing, possessing, preparing, injecting, ingesting, inhaling, or otherwise introducing into the human body a controlled substance.
- e. **Medications:** Abuse, misuse, sale, or illegal distribution of prescription or over-the-counter medications.

3. Smoking

- a. **Underage possession or use:** The possession, or use of any tobacco, tobacco products, alternative nicotine products, vapor products, or cigarettes by persons under the age of 21.
- b. **Smoking and Tobacco Use:** Violations of the [Smoking and Tobacco Use policy 8.10](#), which prohibits smoking, and use of tobacco via cigarettes, cigars or pipes or the use of devices or products that may be used to smoke or mimic smoking on university owned or leased property including grounds, parking lots, athletics fields, recreation fields, tennis courts and any other outdoor area, including university vehicles and any vehicle located on the University's property.

- 4. **Public Intoxication:** Being under the influence of alcohol, drugs, or other substances where one's behavior endangers, or may endanger the safety of others, property, or themselves or causes a disturbance.

- 5. **Operating a Vehicle While Intoxicated:** Driving while under the influence of alcohol or other drugs, regardless of location.

6. Weapons

- a. **Explosives:** Possessing, carrying, or using any substance or device which is intended or designed to explode or any device which a reasonable person would believe either through appearance, markings or otherwise, to be a device intended or designed to explode.
- b. **Firearms:** Possessing, carrying, or using any type of firearm on university premises, except as permitted by law or policy, or the use of a firearm in any manner alleged to be inconsistent with applicable laws, regardless of location. Objects perceived as firearms such as airsoft guns, BB guns, paintball guns, and pellet guns, are also a violation of this policy.
- c. **Knives:** Possessing, carrying, or using any knife with a blade longer than three inches anywhere on university premises without a valid educational or residential purpose or the use of a knife in any manner alleged to be inconsistent with applicable laws, regardless of location. Butterfly knives, switchblades, and double-edged knives are not permitted on campus, regardless of length.
- d. **Other dangerous or deadly weapons:** Possessing, carrying, or using other weapons or dangerous objects such as arrows, axes, machetes, nunchucks, tasers, throwing stars, brass knuckles, or other dangerous or deadly weapon(s) in any manner alleged to be inconsistent with applicable laws, regardless of location.
- e. **Storage of weapons:** Possession, including the storage of any item that falls within the category of a weapon, including storage in a vehicle parked on university property.

- 7. **Fire Safety:** Violation of local, state, federal or campus fire policies including, but not limited to:

- a. Intentionally or recklessly causing a fire which damages university or personal property or which causes injury.
- b. Improper use of university fire safety equipment.
- c. Tampering with or improperly engaging a fire alarm or fire detection/control equipment while on university property. Such action may result in a local fine in addition to university sanctions.
- d. Possessing or using pyrotechnics, including fireworks, on university property.
- e. Violation(s) of the Fire Safety policy 7.04.

- 8. **Wheeled Devices:** Skateboards, roller blades, roller skates, and other wheeled items may not be ridden inside any university building, on railings, curbs, benches, or any such fixture that may be damaged by these activities, and individuals may be liable for damage to university property caused by these activities. Exceptions are made for medical purposes.

- 9. **Evacuation:** Failing to evacuate any building after an alarm has been activated or notice has otherwise been given of a fire, fire drill, fire alarm, or other order to evacuate.

- 10. **Health and Safety:** Creating health and/or safety hazards (examples include dangerous pranks, and hanging out of or climbing from/on/in windows, balconies, or roofs).

D. Misconduct related to the operation of the University

- 1. **Disruptive Behavior:** Disruption of university operations including, but not limited to, obstruction of teaching, research, administrative functions, or other university activities, and/or other authorized non-university activities which occur on campus.
- 2. **Rioting:** Causing, inciting, or participating in any disturbance that presents a clear and present danger to self or others, causes physical harm to others, and/or damage of property.

3. **Obstruction:** Obstructing the free flow of pedestrian or vehicle traffic on university premises or at university-sponsored or supervised functions.

E. Misconduct related to other university policies

1. **Bullying:** Violation(s) of the [Violence Free Campus policy 7.10](#).
2. **Retaliation:** Violation(s) of the [Retaliation and Misconduct Reporting policy 13.19](#) which prohibits acts of retaliation against an individual who reports suspected or observed misconduct, or cooperates in an investigation of misconduct.
3. **Abuse of Computer Resources and Facilities:** Violation(s) of the [Use of Computer Resources policy 9.54](#), which prohibits the unauthorized or inappropriate use of University of Northern Iowa computer resources.
4. **Animals:** Violation(s) of the [Animals on University Owned or Controlled Property policy 8.09](#) which outlines the appropriate use of service, support, working and companion animals on the University of Northern Iowa campus.
5. **Personal Conduct:** Violation(s) of the [Personal Conduct Rules 3.03](#).
6. **UNI Alcohol Policy:** Violation(s) of the [Alcohol and Drugs policy 13.18](#), which outlines the expectations regarding alcohol and drug/controlled substance use on campus and at university-related activities.

F. Other acts of misconduct

1. **Abuse of Conduct Process:** Abuse, interference, or failure to comply with university processes including, but not limited to:
 - a. Falsification, distortion, or misrepresentation of information.
 - b. Failure to provide, destroying, or concealing information during an investigation of alleged misconduct.
 - c. Attempting to discourage an individual's participation in, or use of, the student conduct system.
 - d. Harassment (verbal or physical) and/or intimidation of a member of the student conduct process prior to, during, and/or following a student conduct proceeding.
 - e. Failure to comply with the sanction(s) imposed by the student conduct system.
 - f. Influencing, or attempting to influence, another person to commit an abuse of the student conduct system.
2. **Disorderly Conduct:** Conduct that is disorderly, lewd, or indecent.
3. **Failure to Comply:** Failure to comply with the reasonable directives of university officials or law enforcement officers during the performance of their duties and/or failure to identify oneself to these persons when requested to do so.
4. **Falsification:** Lying, knowingly furnishing or possessing false, falsified, or forged materials, documents, accounts or records.
5. **Student Identification:** Misrepresentation or misuse of student identification.
6. **Trademark:** Unauthorized use, including misuse of university or organizational names and images.
7. **Violations of Law:** Potential or alleged violation of any local, state, or federal law.
8. **Other Policies:** Violating other published university policies or rules.

G. Misconduct related to Housing & Dining

The following specifically pertain to students occupying or visiting property operated by Housing and Dining (UHD). Violations of any of the following may be subject to the student conduct process. Exceptions to the following are allowed for Catering and Dining operations.

1. Alcohol

- a. **Responsible Consumption:** Responsible consumption of alcoholic beverages is permitted in the personal space for those persons who are 21 years of age or older. A guideline for responsible consumption is generally one standard drink per person of legal age, per hour. Personal space is defined as a room, suite room, or apartment with the door closed.
- b. **Hosting:** Both residents and the guests they host must be 21 years of age or older in order to consume or possess alcohol.
- c. **Roommate Agreement:** Only residents of legal age may possess and consume alcohol. When all persons assigned to a residential space are not of legal age, storage and use of alcohol must be documented in the roommate agreement.
- d. **Proximity:** Students under 21 cannot be present in an on-campus room or location where alcohol is being consumed or possessed.
- e. **Public Spaces:** Possession of open containers of alcoholic beverages and consumption of alcoholic beverages is not permitted in public areas, including but not limited to hallways, elevators, lobbies, stairwells, laundry rooms, restrooms, and bedrooms with the door open.
- f. **Common Sources:** The use of any common sources of alcohol are not permitted, including but not limited to kegs, punch bowls, beer bats, beer bongs, beer taps, drinking games, items that encourage binge drinking or excessive amounts of alcohol.
- g. **Displaying Containers:** Displaying alcohol beverage containers, either empty or full is not permitted including but not limited to cans, bottles, shot glasses, beer steins, wine bottles, and cardboard box displays even if intended to be decorative.

2. Guests

- a. **Behavior:** Residents are responsible for informing their guests of policies and may be held responsible for the behavior of their guests.
- b. **Escort:** Residents must meet their guests at the entrance of the building and escort their guests at all times.
- c. **Trespass:** Residents are not permitted to host guests who have any active trespass restrictions.
- d. **Overnight:** Residents may have overnight guests in their rooms for a maximum of three consecutive nights within a seven day period. Permission of other roommates must be obtained in advance.

3. Noise

- a. **Courtesy Hours:** Residents and guests are expected to be respectful of other residents at all times and respect another's right to sleep, study, or not be disturbed. Courtesy hours are in effect 24 hours a day.
 - b. **Quiet Hours:** During designated quiet hours noise should not be heard outside of one's room, nor should noise from the hallway, restroom, or lounge be heard in student rooms.
 - c. **Amplified:** Amplified sound directed out of windows is not permitted.
4. **Pets:** Only non-dangerous fish in aquariums no larger than 29 gallons are permitted as pets in residence hall rooms and apartments. Laboratory specimens are not allowed. The university assumes no responsibility for harm or loss to an aquarium for any reason.

5. Activities Resulting in Disturbance, Distress, or Damage

- a. **Disturbance:** Individual or group activities resulting in the distress or disturbance of others are not permitted.
 - b. **Destruction:** Individual or group activities that can cause damage or destruction to property are not permitted. Types of behavior that fall into this category include but are not limited to hall sports, hallway disruptions, unsanitary conditions, and/or pranks.
 - c. **Improper Use:** Using or attempting to use university property in a manner inconsistent with its designated purpose is not permitted. Types of behavior include but are not limited to jumping in the elevator, stacking furniture, window screen removal, and sexual acts in lounges, bathrooms, or restrooms.
6. **Health and Safety:** Due to the unique nature of living on campus, certain items and behaviors are prohibited in order to provide a safe, healthy, and secure environment.

- a. **Combustible Materials:** Combustible materials used for decorations and displays represent a fire hazard and are not permitted. Examples of such materials include all candles with wicks, including decorative and/or incense, natural trees and resinous greenery, and non-electric lanterns. For an up-to-date list of combustible materials, please see the UHD [Guide to Living on Campus](#).
 - b. **Prohibited Items:** Certain items are prohibited within the residence halls and apartments. Possession of such items can create a risk to the safety of the students in the community and therefore violates this policy. Examples of such materials include appliances with a rating of 1,000 watts or higher, cooking appliances, halogen lights, improper extension cords, space heaters, portable AC units, and improper adaptors. For an up-to-date list of prohibited items, please see the UHD [Guide to Living on Campus](#).
7. **Room Responsibility:** Residents are responsible for any activities, policy violations, or damages that occur in rooms to which they have been assigned when it can be reasonably shown that the residents knew or should have known that the inappropriate activity or damages occurred. This includes activities, policy violations, or damages caused by guests of residents.
8. **Community Responsibility:** Residents have a responsibility for the public areas and furnishings within their residence hall house/community or building. Damage to public areas /or within a residence hall house/community or building is considered the responsibility of the residents of that house/community or building. If individuals responsible for damage cannot be identified, the residents of the house/community or building may become collectively responsible for the cost of repair and/or replacement.

X: Good Samaritan Provision

To minimize any hesitation students or student organizations may have in obtaining immediate medical or other professional help for students in need:

- a. **For those in need of assistance:** Amnesty is available to individuals who seek or accept medical or other professional assistance without fear they may be accused of minor policy violations, such as underage drinking at the time of the incident. Educational sanctions (including, but not limited to, work service, loss of privileges, educational requirements such as programs and/or presentations) may be required, but will not otherwise result in a violation of the Student Conduct Code as long as the educational sanctions are completed.
- b. **For those who offer assistance:** To encourage students to seek medical or other professional assistance for others, amnesty is available for minor violations when students offer this help to others in need. Educational sanctions may be required, but will not otherwise result in a violation of the Student Conduct Code as long as the educational sanctions are completed.

Any exemption from conduct action granted under this policy may only apply to conduct action and/or sanctions under the Student Conduct Code and does not apply to any criminal action taken by law enforcement, such as issuing a citation or making an arrest.

While this provision applies to individual students, if an organization has been found in violation of the Student Conduct Code, then the organization's willingness to seek medical assistance for a guest may be viewed as a mitigating factor if or when sanctions are issued.

XI: Student Organizations

Unless otherwise denoted, the use of the term "student organization" shall include all registered student organizations and other student groups associated with the University of Northern Iowa.

When a report of alleged misconduct involving a student organization is brought to the attention of the Dean of Students, the Dean of Students or designee may consult with individuals who have oversight, responsibility for, or interest in the organization.

The determination regarding whether an alleged policy violation was committed by a student organization or by individual(s) will be made on a case-by-case basis. The following factors will be considered when making this determination:

- A. How many of the members of the student organization were involved in the incident?
- B. Did the incident occur in relation to an event sponsored by the organization?
- C. Did a member(s) of the organization violate university policy(ies) at an event sponsored by the organization or in the course of the organization's affairs, and fail to exercise reasonable preventative measures?
- D. Did the organization's leadership have knowledge that the event was going to occur?
- E. What was the nature of the incident?

Any individual(s) acting on behalf of an organization may also be referred to the Dean of Students for individual allegations of misconduct.

When a student organization is involved as a respondent, the president (or equivalent executive position) will be considered as the representative of the student organization and will be provided notice of the allegation.

Complaints of alleged violations of the Student Conduct Code by student organizations will go through the same student conduct process as an individual student.

If a registered student organization is found responsible for violating the Student Conduct Code, Northern Iowa Student Government (NISG), specifically the President, Vice President, Director of Administration and Finance, NISG Advisor, and the advisor of the registered student organization, will receive notification by being copied on the outcome letter. Other student groups associated with the University and their respective advisors would receive similar notice.

Student organization conduct records will be managed by the Dean of Students or designee. Student organization conduct records are not subject to privacy regulations but will only be released at the discretion of the Dean of Students. Confidentiality of individual student conduct records are subject to privacy regulations, per [Student Records policy 3.11](http://www.uni.edu/policies/311) (<http://www.uni.edu/policies/311>).

XII: Student Conduct Procedures

A. Charges and Notice

Charges and complaints regarding student conduct will be handled according to the following procedures:

1. Allegations of misconduct may be received by the Dean of Students or designee from any source (victim, Resident Assistant, third party, online, police, community member, etc.).
2. Alleged violations of other university policy(ies) will be referred to the appropriate office and process.
3. Allegations of misconduct will be reviewed by a Student Conduct Administrator for consideration in the student conduct process. In that review, it may be determined that:
 - a. Additional information is needed to determine a course of action. A Student Conduct Administrator will investigate to gather additional information and subsequently refer the alleged misconduct to the appropriate hearing process or close the allegation.
 - b. The complaint indicates that a violation may have occurred and the alleged misconduct will be referred to a hearing.
 - c. The complaint indicates that a violation may have occurred and the alleged misconduct includes, but is not limited to, behavior that poses a threat of danger and/or injury to others, destruction of property, physical assault, possession or involvement in the sale or manufacture of drugs and/or weapons, and/or repeat violations of the Student Conduct Code. These types of behaviors will be referred to a hearing where suspension or expulsion may be considered as the outcome.
 - d. The complaint does not state circumstances which, if found to be true, would demonstrate a violation. Subsequently, the complaint will be closed.
4. If it is determined that reasonable cause exists for a Student Conduct Administrator to refer a complaint for a hearing, notice will be given to the respondent. Notice will be given in writing and may be delivered by one or more of the following methods:
 - a. emailed to the student's university issued email account;
 - b. in person by a Student Conduct Administrator; or,
 - c. mailed to the local or permanent address of the student as indicated in official university records.Once emailed, received in person, and/or mailed, such notice will be considered delivered. Students will be provided a minimum of two business days' notice of their scheduled hearing. Exceptions may be made during finals week.
5. The letter of notice will at minimum outline: a) the alleged violation(s); b) notification of where to locate the Student Conduct Code; c) Student Conduct Code procedures for resolution of the complaint; and, d) notification of the date and time of the scheduled hearing.

B. Interim Actions

In certain circumstances, the Dean of Students or designee may impose interim actions during the student conduct process. Interim actions may be imposed:

1. to ensure the safety and well-being of the members of the university community or for preservation of university property;
2. to ensure the accused student's own physical or emotional safety and well-being; or,
3. if the student poses an ongoing threat of disruption of, or interference with, the normal operations of the University.

Interim actions can include, but are not limited to, a no contact order, university suspension and/or residence hall suspension. Interim actions are in effect until rescinded by the Dean of Students or designee.

C. Informal Resolution

When allegations of misconduct have been received and reviewed by a Student Conduct Administrator, the complaint alleges a violation of the Student Conduct Code (policy 3.02), and the parties involved wish to resolve the complaint without further student conduct proceedings, this is permissible provided:

1. it is approved by the Dean of Students or designee; and,
2. it is agreed to by the complainant and the respondent.

D. Hearing Resolution

1. Allegations of misconduct will be resolved in a hearing with a Student Conduct Administrator.
 - a. All allegations of misconduct, including allegations that may result in suspension or expulsion from the University (as defined in Section XII.A.3.c), will be conducted in accordance with procedures established by the Dean of Students.
 - b. Allegations of misconduct involving more than one complainant or respondent will be heard separately. At the discretion of the Dean of Students or designee, the hearing pertinent to each complainant or respondent can be conducted jointly. However, separate determinations of responsibility will be made for each respondent.
2. Each party has the right to one advisor of their own choosing.
 - a. The role of an advisor is passive, they may not ask questions or make arguments during a hearing. They may confer quietly with their advisee, exchange notes, and suggest questions to their advisee.
 - b. An advisor may be an advocate, parent, friend, staff, faculty member, attorney (at their own expense), or a person of their choosing not involved in the incident.
 - c. When facing criminal charges concurrently, a student may have an attorney present, in addition to an advisor, at their own expense. Any attorney present is subject to the same limitations of an advisor.
3. Each party, through the investigation or hearing process, will have the opportunity to present information, make statements and identify witnesses.

If the respondent, with notice, does not attend the hearing, the available information relating to the allegations of misconduct will be considered. Subsequently, determinations regarding responsibility and sanctions (if appropriate) will be made.

E. Decisions

1. Determinations of responsibility are made utilizing the preponderance of information standard. This means that it is more likely than not that a violation occurred.
2. Following a hearing, the respondent will be provided, within 10 business days, an outcome letter outlining determinations of responsibility and sanctions (if appropriate). Notice will be given in writing and may be delivered by one or more of the following methods:
 - a. emailed to the student's university issued email account;
 - b. in person by a Student Conduct Administrator; or,
 - c. mailed to the local or permanent address of the student as indicated in official university records.Once emailed, received in person, and/or mailed, such notice will be considered delivered.
3. In cases of allegations of violence or where the law allows, notice of the outcome will be delivered to all parties simultaneously, meaning without substantial delay between the notifications to each party.
4. The student conduct process, barring extenuating circumstances, will seek resolution within 45 business days of the receipt of an allegation, excluding the appeal process.

F. Sanctions

One or more of the following sanctions may be imposed upon a respondent for being found responsible for a violation of misconduct. Sanctions determined will be proportionate to the severity of the violation and to the cumulative conduct history of the respondent. Sanctions may be noted on a respondent's official academic transcript when the outcome requires the student's separation from the university for any period of time.

1. **Warning:** An official written notice the respondent has violated the Student Conduct Code with the understanding that additional conduct actions would result should the respondent be involved in other violations while affiliated with the University.

2. **Restitution:** Requirement that the respondent provide compensation for damage caused to the University or any other person's property. This could also include situations such as failure to return a reserved space to proper condition for labor costs and expenses. This is not a fine, but rather a repayment for labor costs and/or the value of the property destroyed, damaged, or stolen.
3. **Fines:** Reasonable fines may be imposed and used to offset the cost of educational sanctions.
4. **Work Service Requirements:** A specific number of unpaid service hours to the University or approved agency must be completed.
5. **Loss of Privileges:** The respondent may be denied specified privileges, related to the violation, for a designated period of time. Specific limitations or exceptions may be granted by the Dean of Students and terms of this conduct sanction may include, but are not limited to the following:
 - a. Ineligibility to hold any office in any student organization recognized by the University or hold an elected or appointed office at the University; or
 - b. Ineligibility to represent the University to anyone else outside the University community in a way including: participating in the study abroad program, attending conferences, or representing the University at an official function, event or intercollegiate competition as a player, manager, or student coach, etc.
6. **Confiscation of Prohibited Property:** Items whose presence is in violation of the Student Conduct Code can be confiscated. Prohibited items may be returned to the owner at the discretion of the Dean of Students and/or UNI Police.
7. **Behavioral Requirement:** This includes required activities including, but not limited to, seeking academic counseling or substance abuse screening, writing a letter of apology, etc.
8. **Educational Requirement:** Sanctions may be created and designed as deemed appropriate to the offense, including but not limited to attending, presenting and/or participating in an educational activity and/or sponsoring or assisting with an educational activity for others.
9. **Restriction of Visitation Privileges:** May be imposed on a resident or non-resident student. The parameters of the restriction will be specified.
10. **Random Drug Testing:** To be used for respondents who violate the drug policies.
11. **No Contact:** Orders to not have any contact, by any means, including through friends with the designated university community member.
12. **Parental Notification:** Parents or guardians may be notified in writing of violations of alcohol or drug policy for students under the age of 21.
13. **Trespass:** Notice of prohibited visitation from a specific location and/or activity(ies).
14. **Housing Probation:** Official notice that, should further violations of Housing and Dining or university policies occur during a specified probationary period, the respondent may immediately be removed from university housing and/or dining. Regular probationary meetings may also be imposed.
15. **Housing Reassignment:** Reassignment to another university housing facility and/or dining facility. Housing and Dining personnel will decide on the reassignment details.
16. **Housing Suspension:** Removal from university housing and/or dining for a specified period of time after which the respondent is eligible to return. Conditions for readmission to university housing and/or dining may be specified. Under this sanction, the respondent is required to vacate university housing and/or dining within the timeframe outlined in the outcome letter. This sanction may be enforced with trespass action if necessary. Prior to reapplication for university housing and/or dining, the respondent must gain permission from the Director of Residence Life or designee. This sanction may include restrictions on use of dining and/or visitation to specified buildings or all university housing during the suspension.
17. **Housing Expulsion:** The respondent's privilege to live in, or visit, any university housing structure is revoked indefinitely. This sanction may be enforced with a trespass action if deemed necessary and may also apply to dining privileges.
18. **Disciplinary Probation:** The respondent is put on official notice that, should further violations of university policies occur during a specified probationary period, the respondent may face suspension or expulsion. Regular probationary meetings may also be imposed. Disciplinary probation means a student is not in good social standing with the University.
19. **Suspension Held in Abeyance:** Separation from the University is deferred for the period of the suspension, with the provision that lesser sanction(s) be completed within that period of time and no additional information alleging misconduct is discovered regarding the incident. If the student is found responsible for violations of other misconduct during the period of suspension held in abeyance, the student will be sanctioned to Disciplinary Suspension or Expulsion.
20. **Disciplinary Suspension:** Separation from the University for a specified minimum period of time, after which the respondent is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension. The respondent is required to vacate university housing within the timeframe outlined in the outcome letter. During the suspension period, the respondent is banned from university property, functions, events and activities without prior written approval from the Dean of Students. This sanction may be enforced with a trespass action as necessary.
21. **Expulsion:** Permanent separation from the University. The student is banned from university property and the respondent's presence at any university-sponsored activity or event is prohibited. This action may be enforced with trespass action as necessary.
22. **Loss of University Recognition:** Deactivation as a registered student organization or group associated with the university, or loss of all privileges, for a specified period of time.
23. **Delayed Registration:** The respondent may be required to delay their course registration until a complainant or any other student(s) involved in a conduct matter has completed course registration. Delayed registration is for a specified number of

- semesters or may be required until the complainant or other involved student(s) graduate.
24. **Rescinding of Admission:** Admission to the University may be rescinded for fraud, misrepresentation, or other serious violations committed by a student prior to admission or the start of attendance.
 25. **Revocation of Degree:** With the agreement of the Provost and Executive Vice President for Academic Affairs and the Dean of Students, a degree awarded from the University may be revoked for fraud, misrepresentation, or other violations of university standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.
 26. **Withholding Degree:** The University may withhold awarding a degree otherwise earned until the completion of the process set forth in the student conduct code, including the completion of all sanctions imposed, if any.

G. Appeals

1. A decision reached by a Student Conduct Administrator may be appealed by the respondent(s) or complainant(s) the Dean of Students within five (5) business days of the decision.
2. Appeals must be made in writing and state the reason(s) for the appeal. The decision at each level is based on the written information provided by the respondent, the complainant (if applicable), and documentation from the student conduct record.
3. Appeals must be submitted following the directions outlined in the outcome letter. If the Dean of Students was the Student Conduct Administrator in a given case the appeal will be considered by the Vice President for Student Life designee. Failure to submit an appeal, meeting the above requirements will result in the decision of the Student Conduct Administrator being final.

The bases for appeals are limited to the following:

1. A procedural error or omission occurred that significantly impacted the outcome.
2. The presentation of new information, that was previously unknown, or other relevant facts unknown or unavailable during the hearing that could sufficiently alter the decision. A summary of this new information and its potential impact upon the outcome must be included in the appeal. Failure to participate in the hearing may not be used as a basis for filing an appeal under this section.
3. Sanctions imposed are substantially disproportionate to the severity of the violation.

Options for Appeal:

1. **Level I:** Decisions of a Student Conduct Administrator may be appealed to the Dean of Students (or the Vice President for Student Life designee). The appeal officer may affirm, reverse, or modify the original decision regarding the violations and/or sanctions imposed. The original finding and sanction(s) will stand if the appeal is not timely or is not based on the grounds listed above. For conduct cases involving a complainant other than the University, when one party requests an appeal, the other party (parties) will be notified, where the law allows, and given up to five business days to respond. At the conclusion of those five business days, or upon receiving appeal requests from all parties involved, a decision will be rendered within ten business days.
2. **Level II:** Decisions of the Dean of Students (or the Vice President for Student Life designee) may be appealed to the Vice President for Student Life, within five business days following the above outlined procedures. The Vice President for Student Life will render a decision within ten business days. Decisions of the Vice President for Student Life are final from the perspective of the University.
3. **Level III:** The Board of Regents, State of Iowa, may review the final decision of the University. Appeals of decisions to the Board of Regents must be submitted according to the rules and procedures established by that body.

H. Failure to Complete Sanctions

Respondents are expected to comply with conduct sanctions within the time frame specified. Failure to do so may result in additional sanctions including, but not limited to, a hold on their university account. A hold placed on a student's university account will affect their ability to register for classes, obtain official transcripts, and/or graduate. All sanctions must be satisfied prior to restoring eligibility of reenrollment.

XIII: Student Conduct Records

All conduct records are maintained by the University for seven years and will not be disclosed after that except for:

1. Violations that result in separation from the university, suspension or expulsion;
2. Incidents that allege a violation of the **Discrimination, Harassment, and Sexual Misconduct Policy 13.02**; and/or,
3. Data used for aggregate statistical purposes.

[[Student conduct records will be disclosed only in accordance with the **Student Records policy 3.11** (<http://www.uni.edu/policies/311>).

XIV: Training

The Dean of Students or designee will conduct annual training on the student conduct process with Student Conduct Administrators and those deemed appropriate or required by law. Training will be conducted in a manner that is consistent with the provisions of the Student Conduct Code.

XV: Revisions

The Student Conduct Code will be comprehensively reviewed at the direction of the Dean of Students no less than once every five years. The Dean of Students may make minor modifications to procedures that do not materially change the process. The Dean of Students may change material procedures with notice (on the University's policy website, with appropriate date of effect identified) upon determining that changes of law or regulation require said changes. Procedures in effect at the time the allegation is made will apply. Policy in effect at the time of the offense will apply even if the policy is changed subsequently, unless the parties (including the University) consent to be bound by the current policy or applicable law requires otherwise.

XVI: Related University Policies

1. Personal Conduct Rules 3.03
2. Student Records 3.11
3. Violence Free Campus 7.10
4. Animals on University Owned or Controlled Property 8.09
5. Smoking 8.10
6. Use of Computer Resources 9.54
7. Discrimination, Harassment, and Sexual Misconduct Policy 13.02
8. Alcohol and Drugs 13.18
9. Retaliation and Misconduct Reporting 13.19

Office of the Dean of Students, approved March 1, 2021

University Council, approved April 12, 2021

President and President's Cabinet, approved April 26, 2021

[Last reviewed and/or updated 4/2021, 8/2020, 4/2018]

2022-2023 & 2023-2024

Alcohol & Cannabis Policy Violation Sanctioning Requirements

Goal: The goal in creating the below expectations is to increase consistency across campus. We should be affording students a similar process and outcome regardless of **where** a student allegedly violates policy and **who** their Student Conduct Administrator is.

Alcohol:

1. Minor First Alcohol Violation (minor violations, including students with a BAC of .15 or lower)
 - a. Alcohol & Other Drugs
 - b. Disciplinary Probation
 - c. Additional sanctions may be imposed

2. Major First Violation (students with a BAC of .16 or higher, or who are hospitalized)

OR any Second Alcohol Violation

 - a. Brief Alcohol Screening and Intervention for College Students (BASICS)
 - b. Parental Notification (*under 21 only*)
 - c. Extension of Disciplinary Probation
 - d. Additional sanctions may be imposed

3. Third Alcohol Violation
 - a. Substance Abuse Evaluation
 - b. Parental Notification (*under 21 only*)
 - c. Extension of Disciplinary Probation for balance of undergraduate enrollment
 - d. Additional sanctions for extenuating circumstances upon consultation with the DOS
 - e. Housing Contract Termination (*for students whose behaviors had a direct impact on their residence hall community*)

4. Fourth Alcohol Violation
 - a. Suspension from the University
 - b. Housing Contract Termination (*UHD only, if not previously cancelled*)
 - c. Parental Notification – under 21 only
 - d. Required proof of treatment to return to UNI, minimum of 2 semesters out.

Cannabis:

1. First Cannabis Violation
 - a. Cannabis eCheckup To Go and Consultation
 - b. Parental Notification (*under 21 only*)
 - c. Disciplinary Probation
 - d. Additional sanctions may be imposed

2. Second Cannabis Violation
 - a. Substance Abuse Evaluation
 - b. Parental Notification (*under 21 only*)
 - c. Extension of Disciplinary Probation
 - d. Additional sanctions may be imposed

3. Third Cannabis Violation
 - a. Suspension from the University
 - b. Housing Contract Termination (*only applicable to students with a UHD contract*)
 - c. Parental Notification (*under 21 only*)
 - d. Required proof of treatment to return to UNI, minimum of 2 semesters out

Housing and Dining Clarification:

1. Students present in a room where alcohol or Cannabis is present, but found not responsible for consuming
 - a. First incident – University Warning
 - b. Second and all subsequent incidents – same as participating, start with #1 under alcohol or Cannabis
2. Room contract holders present during documentation will be held responsible for alcohol or Cannabis in their rooms
 - a. First and all subsequent incidents – same as participating, hosting, and/or providing, start with #1 under alcohol or Cannabis
3. Students present in a room where empties are present
 - a. First incident – University Warning
 - b. Second and all subsequent incidents – same as participating, starting with # under alcohol

Disciplinary Probation Guidelines:

For alcohol and Cannabis violations,

1. Students currently not on probation should be sanctioned to disciplinary probation to the end of the current semester, plus one semester.
2. Students currently on probation should have their probation extended for an additional semester.

2022 - 2023

Substance Abuse Services Program Referral Information

1. Alcohol & Other Drugs

Managed by the Dean of Students area

Alcohol & Other Drugs is an online course that should take approximately 45 minutes to complete. The program does not have to be done in one setting, as students can access the course through the link they are provided in the sanction template. This program is designed to help students learn more about alcohol and reflect on the role it plays in their life. The goal of this course is to increase students' knowledge, decrease harmful behaviors, and provide information to help students make good decisions. There is a \$50 registration fee for this program.

Guide: Generally, sanctioned for a minor 1st offense. Examples may include a MIP, 1st offense public intoxication, with lower B.A.C. (below .15) and the student being cooperative.

Sanction instructions state:

Alcohol & Other Drugs: Alcohol & Other Drugs is an online alcohol education course. The course is divided into different sections focused on blood alcohol concentration, alcohol's effect on your body and mind, your choices around alcohol, and helping friends. There is a \$50.00 registration fee for this program which will be billed to your uBill. Please copy the following link (which will be available within 24 hours) into your web browser to access the course: [NEED LINK/INSTRUCTIONS TO ACCESS IN ELEARNING/BLACKBOARD.](#)

2. Brief Alcohol Screening and Intervention for College Students (BASICS)

Managed by Student Wellness Services

BASICS is a harm reduction approach regarding drinking. It was specifically developed for use with college students. ***IMPORTANT: Once you have completed your questionnaire you must schedule your BASICS appointment within two weeks. Failure to schedule and attend your BASICS appointment within two weeks will result in having to retake the Alcohol and Drug questionnaire.** After completing and turning in a confidential questionnaire about their drinking, program staff will develop a personalized feedback profile and contact you with 48 hours with instructions to schedule your appointment. The profile includes myths about alcohol's effects, facts on alcohol norms, ways to reduce future risks associated with alcohol use, and a menu of options to assist in making any desired changes. There is a \$75 registration fee for this program.

Guide: Generally, sanctioned for a 2nd offense or more serious first incidents. Examples may include public intoxication with a higher B.A.C. (above .15) or the student is starting to experience negative consequences as a result of drinking.

3. Cannabis e-Checkup To Go and Consultation

Managed by Student Wellness Services

The Cannabis e-Checkup To Go program was specifically developed for use with college students. Students will be asked to follow a link and click on "Cannabis eCheckup To Go Appointment" that will prompt them to schedule an appointment with the appropriate staff member. The appointment takes approximately 90 minutes and will take place via a digital Zoom meeting. Prior to their meeting students must complete the online Cannabis eCheckup to go program, saving their results as a PDF and send it electronically to kaili.benham@uni.edu. Students will then review the results with Student Wellness Services staff addressing

their individual pattern of Cannabis use, risk patterns, aspirations and goals, and helpful resources at the University of Northern Iowa and in the community. There is a \$50 registration fee for this program.

Guide: Generally, sanctioned for a 1st offense Cannabis incident.

4. Substance Abuse Evaluation

Managed by off campus providers

An evaluation is a testing process used to determine whether a person is misusing alcohol and/or other drugs. Students must complete this service through an off campus provider and will be given a list of possible agencies to choose from. Upon completion, students must request that a copy of their evaluation be submitted to their Student Conduct Administrator. The evaluation should be uploaded to the student's Maxient case. As part of their sanction students are required to follow any educational or treatment recommendations. The average fee for this service is \$125.

Guide: Generally, sanctioned for multiple offenses. If there is a family history of abuse, the student is experiencing repeated negative consequences, or a drug other than alcohol is involved, the student may be a good candidate for this service.

5. OWI/DUI Education Class

Managed by Pathways Behavioral Services

Pathways Behavioral Services offers DUI screening and DUI classes for those charged with OWI. The fee for these classes is consistent with fees state-wide. Students can contact Pathways Behavioral Services main office for additional information on times and availability at 319-235-6571.

Guide: This course may be required by the courts for an OWI/DUI offense.

Registration Information

- Alcohol & Other Drugs: follow the link in the outcome letter to start the program, automatically sent to uBill.
- BASICS – online scheduling sent in letter instructions
- Cannabis eCHECKUP To Go – online scheduling sent in letter instructions

2023-2024

Substance Abuse Services Program Referral Information

1. Alcohol & Other Drugs

Managed by the Dean of Students area

Alcohol & Other Drugs is an online course that should take approximately 45 minutes to complete. The program does not have to be done in one setting, as students can access the course through the link they are provided in the sanction template. This program is designed to help students learn more about alcohol and reflect on the role it plays in their life. The goal of this course is to increase students' knowledge, decrease harmful behaviors, and provide information to help students make good decisions. There is a \$50 registration fee for this program.

Guide: Generally, sanctioned for a minor 1st offense. Examples may include a MIP, 1st offense public intoxication, with lower B.A.C. (below .15) and the student being cooperative.

Sanction instructions state:

Alcohol & Other Drugs: Alcohol & Other Drugs is an online alcohol education course. The course is divided into different sections focused on blood alcohol concentration, alcohol's effect on your body and mind, your choices around alcohol, and helping friends. There is a \$50.00 registration fee for this program which will be billed to your uBill. Please copy the following link (which will be available within 24 hours) into your web browser to access the course: [NEED LINK/INSTRUCTIONS TO ACCESS IN ELEARNING/BLACKBOARD.](#)

2. Brief Alcohol Screening and Intervention for College Students (BASICS)

Managed by Student Wellness Services

BASICS is a harm reduction approach regarding drinking. It was specifically developed for use with college students. ***IMPORTANT: Once you have completed your questionnaire you must schedule your BASICS appointment within two weeks. Failure to schedule and attend your BASICS appointment within two weeks will result in having to retake the Alcohol and Drug questionnaire.** After completing and turning in a confidential questionnaire about their drinking, program staff will develop a personalized feedback profile and contact you with 48 hours with instructions to schedule your appointment. The profile includes myths about alcohol's effects, facts on alcohol norms, ways to reduce future risks associated with alcohol use, and a menu of options to assist in making any desired changes. There is a \$75 registration fee for this program.

Guide: Generally, sanctioned for a 2nd offense or more serious first incidents. Examples may include public intoxication with a higher B.A.C. (above .15) or the student is starting to experience negative consequences as a result of drinking.

3. Cannabis e-Checkup To Go and Consultation

Managed by Student Wellness Services

The Cannabis e-Checkup To Go program was specifically developed for use with college students. Students will be asked to follow a link and click on "Cannabis eCheckup To Go Appointment" that will prompt them to schedule an appointment with the appropriate staff member. The appointment takes approximately 90 minutes and will take place via a digital Zoom meeting. Prior to their meeting students must complete the online Cannabis eCheckup to go program, saving their results as a PDF and send it electronically to kaili.benham@uni.edu. Students will then review the results with Student Wellness Services staff addressing

their individual pattern of Cannabis use, risk patterns, aspirations and goals, and helpful resources at the University of Northern Iowa and in the community. There is a \$50 registration fee for this program.

Guide: Generally, sanctioned for a 1st offense Cannabis incident.

4. Substance Abuse Evaluation

Managed by off campus providers

An evaluation is a testing process used to determine whether a person is misusing alcohol and/or other drugs. Students must complete this service through an off campus provider and will be given a list of possible agencies to choose from. Upon completion, students must request that a copy of their evaluation be submitted to their Student Conduct Administrator. The evaluation should be uploaded to the student's Maxient case. As part of their sanction students are required to follow any educational or treatment recommendations. The average fee for this service is \$125.

Guide: Generally, sanctioned for multiple offenses. If there is a family history of abuse, the student is experiencing repeated negative consequences, or a drug other than alcohol is involved, the student may be a good candidate for this service.

5. OWI/DUI Education Class

Managed by Pathways Behavioral Services

Pathways Behavioral Services offers DUI screening and DUI classes for those charged with OWI. The fee for these classes is consistent with fees state-wide. Students can contact Pathways Behavioral Services main office for additional information on times and availability at 319-235-6571.

Guide: This course may be required by the courts for an OWI/DUI offense.

Registration Information

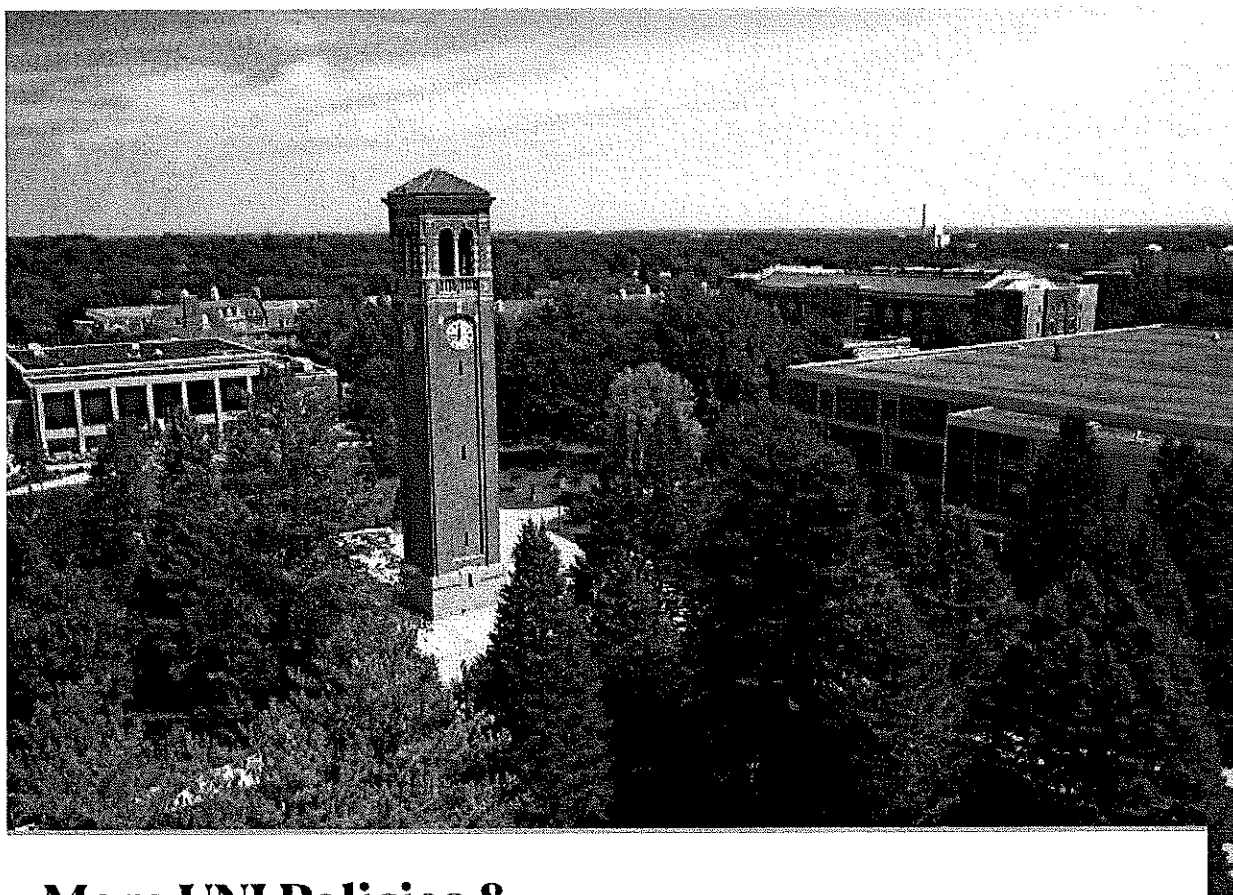
- Alcohol & Other Drugs: follow the link in the outcome letter to start the program, automatically sent to uBill.
- BASICS – online scheduling sent in letter instructions
- Cannabis eCHECKUP To Go – online scheduling sent in letter instructions

Law & UNI Policy

The University of Northern Iowa adheres to the laws of the state of Iowa, and strives to create an environment that supports healthy decisions and lifestyles. While the use of illegal drugs is prohibited, the university acknowledges and respects the rights of individuals to use alcohol in a legal and responsible manner, just as it acknowledges and respects the rights of individuals who choose not to use alcohol. Although the moderate consumption of alcohol may be an acceptable part of certain social activities, alcohol and drug abuse interferes with the ability of the University to achieve its mission and can adversely affect individuals, the university and the larger community.

This policy is intended to help maintain the health and safety of the university's faculty, staff, students and visitors, and to ensure that alcohol and drug use do not interfere with the effective functioning of the university. It further delineates the parameters relative to the use of alcoholic beverages on university property, at university-sponsored events or in conjunction with university activities.

Alcohol and Drugs Policy



More UNI Policies & Information

4.13 DRUG-FREE WORKPLACE AND SCHOOLS	→
3.02 STUDENT CONDUCT CODE	→
DISCRIMINATION, HARASSMENT & SEXUAL MISCONDUCT POLICY	→
UNI DISCIPLINARY SANCTIONS	→
DOUBLE JEOPARDY	→

Iowa Laws and Federal Drug Trafficking Laws



The University of Northern Iowa is required by law to provide an annual notification to all students of the policies, sanctions and risks associated with the use of alcohol and other drugs based on the Drug-Free Schools and Communities Act (EDGAR Part 86 Subpart A 86.3).

This notification provides the following information:

- / Drug and alcohol resources and programs available to students;
- / Health risks associated with alcohol and other drug misuse or abuse;
- / Standards of conduct and conduct sanctions for students regarding unlawful possession or distribution of illicit drugs and alcohol;
- / Possible local, state and federal legal sanctions.

Alcohol and other drug use resources and programs	+
Drug-free workplace and schools policy	+
Federal, state and local laws and violations	+

Double Jeopardy

If a student has been arrested and is facing criminal penalties for an alcohol or other drug-related offense, s/he may still face University penalties for the offense if it violates the Student Conduct Code. This does not constitute "double jeopardy". In general, the Conduct Code applies only to conduct that occurs on University premises, at University sponsored activities, and activities that can be interpreted as representing the University. However, the Code may also be extended to address behavior/incidents that occur off-campus, if the incident adversely affects the University community and/ or the pursuit of its objectives.

Alleged violations of the Student Conduct Code are heard via a hearing with a Student Conduct Administrator. During this conversation, the student has the opportunity to respond to the written allegation, and provide supportive documentation. The hearing, or conversation, is the student's opportunity to explain what occurred and why.

University Disciplinary Sanctions

The following sanctions may be imposed upon any student found to have violated the student conduct code:

- / Warning – A notice in writing to the student that the student is violating or has violated the Student Conduct Code.
- / Probation – A written reprimand for a designated period of time. If a student has a subsequent policy violation during the probationary period, it is likely that more severe sanctions will be issues for that offense.
- / Loss of Privileges for a designated period of time (e.g. participation in extracurricular activities, use of a particular facility, the ability to host guests in University housing).
- / Fines
- / Financial Restitution for loss, damage, or injury.
- / Residence System and/or Dining Facility Suspension for a specified period of time.
- / Residence System and/or Dining Facility Expulsion (i.e. permanent separation).
- / No Contact or No Trespass Notices – issued to help assure that a member(s) of the University community is not subject to harassment or contact with the accused student/person

/ Withholding Degree – The University may withhold awarding a degree otherwise earned until the completion of the hearing process set forth in the Conduct Code, including the completion of any imposed sanctions imposed.

/ Delayed Registration – A student may be required to delay his/her course registration until a complainant or any other student(s) involved in a conduct matter has completed course registration. Delayed registration is for a specified number of semesters or may be required until the complainant or other involved student(s) graduate.

found in violation of the student conduct code.

/ Discretionary Sanctions, such as unpaid volunteer work, essays, counseling or substance abuse education, evaluation, and/or treatment at the student's expense.

/ University Suspension – Separation of the student from the University for a specified period of time, after which conditions for readmission may also be specified.

/ University Expulsion – Permanent separation of the student from the University.

/ Revocation of Admission and/or Degree.


[ACCESS EAP BENEFITS](#)
[BOARD MEMBER PORTAL](#)

[WHO WE ARE](#)
[YOUR EAP BENEFITS](#)
[HOW WE HELP](#)
[CHOOSE OUR EAP](#)
[CONNECT](#)
[CONTACT](#)
[EN](#)
[HOME](#) | [EMPLOYEE ASSISTANCE PROGRAM](#)

Employee Assistance Program

Your Employee Assistance Program (EAP) is your personal support system, offering free and confidential services to you and your family members to navigate life's challenges and reach your full potential- on the job and at home.

Whether you're seeking support for professional development, personal challenges, or just need someone to talk to, your EAP is here to help whenever you need it. Explore and take advantage of all the free, confidential benefits included in your EAP below—you've got a whole toolbox of support right at your fingertips.



Employee Assistance Program (EAP) Benefits

Our national, full-service EAP supports mental health in the workplace by providing quality resources for a variety of issues that may be challenging employees. Our national network of providers ensures quality assistance, no matter your geographic location.

COUNSELING

Regardless of the issue, EFR's masters-level counselors are here to help.

[LEARN MORE →](#)

TOGETHERALL

You have access to Togetherall — an anonymous, online peer-to-peer community where members can connect with others who share their lived experiences. Free & active 24/7.

[LEARN MORE →](#)

LIFE COACHING

Looking to develop your skills? EFR offers soft skill coaching that can benefit you and your work performance.

[LEARN MORE →](#)

FINANCIAL CONSULTATION

EFR can connect you with a financial adviser for questions about taxes, financial aid, bankruptcy, and more.

[LEARN MORE →](#)

LEGAL CONSULTATION

Need legal advice? EFR can connect you to qualified attorneys for consultation and legal services.

[LEARN MORE →](#)

IDENTITY THEFT RESTORATION

Shorten the process of restoring your stolen identity with the help of EFR's identity theft restoration toolkit.

[LEARN MORE →](#)

CHILD/ELDERCARE RESOURCES

Looking for care for your child or elderly loved one? EFR can provide resources to help with your search.

[LEARN MORE →](#)

PHONE-BASED SUPPORT

Have an issue, concern, or question? Call our masters-level clinicians 24 hours/day, 7 days/week, 365 days/year.

[\(800\) 327-4692 →](#)

EAP NEWSLETTER

EFR creates monthly newsletters for both employees and managers full of EAP-related content and resources.

[SUBSCRIBE →](#)

MOBILE APP

You can your EFR benefits with you wherever you go with the EFR mobile app for Apple and Android users.

[LEARN MORE →](#)

Additional Manager Benefits

CRISIS RESPONSE

When your workplace is impacted by a critical incident, EFR responds quickly with employee-focused services that help them process what happened.

[LEARN MORE →](#)

MANAGEMENT CONSULTATION & REFERRAL

We are available to consult on employee performance concerns and offer an opportunity for the employee to address personal issues that may be impacting their job performance through confidential EAP sessions.

[LEARN MORE →](#)

LEADERSHIP COACHING

Looking to develop your skills? EFR offers soft skill coaching that can benefit you and your work performance.

[LEARN MORE →](#)

WORKPLACE MEDIATION

EFR introduces a neutral third party to workplace conflicts in an effort to resolve the issue and to assist with future productivity.

[LEARN MORE →](#)

CULTURE AUDIT

Our confidential, electronic culture audit is a survey that takes a snapshot of the existing culture of wellness in your organization. The Culture Audit also includes a SWOT Analysis and action plan.

[LEARN MORE →](#)

University of Northern Iowa

Drug and Alcohol Abuse Prevention Program (DAAPP)

PURPOSE

This comprehensive program serves to further the University's mission by fostering an environment that encourages lifelong learning; enhances personal growth; and provides support for each individual's overall health and well-being. Members of our campus community are responsible for their own actions and expected to respect the rights of others to participate freely in all university activities. In the spirit of individual and shared responsibility, the University has adopted the following policies, practices, and programs to help shape healthy and informed decision making and maintain a caring and supportive learning environment.

COMPLIANCE

In order to comply with the Drug-Free Schools and Communities Act (DFSCA), the University of Northern Iowa must, at a minimum, include the following:

A. The distribution in writing to each employee, and to each student of:

1. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of controlled substances and alcohol by students and employees on its property or as part of any of its activities;
2. A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of controlled substances and alcohol;
3. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
4. A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students and;
5. A clear statement that the institution of higher education will impose disciplinary sanctions on students and employees (consistent with local, state and federal law), 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 required. For the purpose of this section, a disciplinary sanction may include the completion of an appropriate rehabilitation program.

B. A biennial review of the program to:

1. Determine its effectiveness and implement changes to the program if they are needed; and

2. Ensure that the disciplinary sanctions are consistently enforced.

SCOPE

This program applies to all University of Northern Iowa students and employees.

STATEMENT ON DRUG AND ALCOHOL PREVENTION

The University of Northern Iowa adheres to federal, state, and local laws, and strives to create an environment that supports healthy decisions and lifestyles. While the use of illegal drugs is prohibited, the University acknowledges and respects the rights of individuals to use alcohol in a legal and responsible manner, just as it acknowledges and respects the rights of individuals who choose not to use alcohol. Although the moderate consumption of alcohol may be an acceptable part of certain social activities, alcohol and drug abuse interferes with the ability of the University to achieve its mission and can adversely affect individuals, the university, and the larger community.

Policies are intended to help maintain the health and safety of the University's faculty, staff, students, and visitors, and to ensure that alcohol and drug use do not interfere with the effective functioning of the University. It further delineates the parameters relative to the use of alcoholic beverages on University property, at University-sponsored events, or in conjunction with University activities. Alcohol abuse and the use of illicit substances and drugs constitute obvious hazards to health, safety, and well-being and destroy one's ability to function in a productive and contributory fashion. Policies have been developed and adopted by the University that strictly prohibit the unlawful manufacturing, distribution, dispensation, possession, or use of illicit substances. Information about expectations for student and personal conduct and other policy matters related to alcohol and other drugs are within the policies listed below. These policies are subject to review and change and their publication does not forfeit that right:

- [Alcohol and Drugs \(Appendix E\)](#)
- [Smoking and Tobacco Use \(Appendix F\)](#)
- [Employee Drug and Alcohol Testing \(Appendix G\)](#)
- [Student Conduct Code \(Appendix H\)](#)
- [Drugs & Alcohol - Intercollegiate Athletics Tailgating Policies Appendix O](#)
- [Social Policy University of Northern Iowa Interfraternity and Panhellenic Council \(Appendix P\)](#)
- [Student-Athlete Handbook \(Appendix Q\)-Substance Abuse Policies and Procedures](#) begin page 18

FEDERAL, STATE, AND LOCAL LAWS AND VIOLATIONS

In addition to disciplinary sanctions by the University, students may be subject to criminal prosecution under federal, state, and/or local laws. To ensure students are aware of possible

legal sanctions, this section briefly describes some relevant laws with sanctions and provides links to more information.

Controlled substance convictions under federal laws carry a range of penalties which can include fines and/or imprisonment. Federal controlled substance convictions also can lead to forfeiture of both real and personal property; the denial of federal benefits, such as grants and student loans; and the denial of federally-provided or supported professional and commercial licenses. The seriousness of the offense and the penalty imposed generally depends on the type and amount of the drugs involved.

- [Provisions of the federal Controlled Substances Act, 21 U.S.C. 801 et al](#)
- [Federal penalties and sanctions for illegal trafficking and possession of a controlled substance](#)

Both state and federal laws prohibit distribution of, manufacture of, or possession with intent to distribute a controlled substance or a counterfeit controlled substance. Specific drugs, amounts, and penalties are described in [Iowa Code Chapter 124-Controlled Substances](#). Specific drugs, amounts, and penalties are described in [Iowa Code Chapter 13-Drug Abuse Prevention and Control](#). State and federal legal sanctions are subject to change by the General Assembly and Congress, respectively.

More information on state and local laws and sanctions can be found at: wellbeing.uni.edu/student-wellness/alcohol-other-drugs/law-uni-policy.

Alcohol and Other Drug Education and Prevention Program Elements/Activities

Student Wellness Services coordinates alcohol and other drug (AOD) preventative, educational and supportive services on campus. The Counseling Center and Student Health Center also provides AOD supportive services for students, while Human Resource Services coordinates supportive services for employees. Enforcement and adjudication oversight regarding AOD policies for students is provided by the Department of Public Safety, University Housing & Dining, and the Office of the Dean of Students. Services provided by these departments include:

- Educational presentations, programming, and activities/events for students, faculty and staff
- Training programs for enrolled UNI students on alcohol and other drug education
- Consultation and referral services for students
- Substance abuse evaluation referrals in conjunction with the university student conduct process
- Interventions for alcohol and other drug policy violators
- Maintenance of an alcohol and other drug incident database
- Currently enrolled students may access individual and group counseling sessions through the UNI Counseling Center

- Employees eligible for health insurance are provided access to an Employee Assistance Program (EAP)

Elements of programs are categorized based on the following types: indicated/individual, selective/group, universal/entire population, and environmental/socio-ecological. Program elements include a service description, identification of evidence of effectiveness (as applicable), and method of evaluation.

Indicative/Individual Based Programs and Interventions

Alcohol & Other Drugs via Vector Solutions

Alcohol & Other Drugs is a 30 minute online module, offered by Vector Solutions, that provides an interactive training on the risks of substance misuse and successful strategies for handling dangerous situations.

Evidence of Effectiveness

NIAAA Tier 1: Evidence of Effectiveness Among College Students

Strategy: Combining cognitive-behavioral skills with norms clarification and motivational

This program is focused on engaging the individual student, rather than group based engagement. Throughout the course, students are provided the opportunity to enhance their skills related to interactions with alcohol, including understanding impacts of drinks, drink size, and types of drinks. Students are encouraged to understand ways they can self-monitor their own behavior. There is also content on myth debunking college student drinking behaviors.

Method of Evaluation

This program was evaluated on the basis of recidivism rates by individuals found responsible for violating one or more alcohol related policies in a specific incident. The below two tables represent the outcomes of individual student conduct cases where incident reports alleged one or more violations involving alcohol for the past two academic years. These numbers demonstrate a low recidivism rate, which we believe to be a direct result of engagement in early education that reinforces behavioral norms.

2022-2023	DOS Case	UHD Case	22-23 AY Total Cases Charged/Alleged	22-23 AY Responsible	22-23 AY Responsible after First Incident	22-23 AY% Repeat
Alcohol: Underage possession	14	99	113	46	1	2.33%
Alcohol: Underage use	23	105	128	54	4	7.84%
Alcohol: Illegal use of alcohol	2	2	4	1	0	0.00%
Alcohol: Responsible Consumption	0	2	2	0	0	0.00%
Alcohol: Hosting	0	16	16	12	0	0.00%
Alcohol: Roommate Agreement	0	0	0	0	0	0.00%
Alcohol: Proximity	0	73	73	37	1	2.78%
Alcohol: Public Spaces	0	16	16	2	0	0.00%
Alcohol: Common Sources	0	4	4	2	0	0.00%
Alcohol: Displaying Containers	0	25	25	23	0	0.00%

2023-2024	DOS Case	UND Case	23-24 AY Total Cases Charged/Alleged	23-24 AY Responsible	23-24 AY Responsible after First Incident	23-24 AY% Repeat
Alcohol: Underage possession	16	46	62	38	2	5.26%
Alcohol: Underage use	43	53	96	59	5	8.47%
Alcohol: Illegal use of alcohol	1	3	4	0	0	0.00%
Alcohol: Responsible Consumption	0	1	1	1	0	0.00%
Alcohol: Hosting	0	9	9	6	0	0.00%
Alcohol: Roommate Agreement	0	0	0	0	0	0.00%
Alcohol: Proximity	0	46	46	29	0	0.00%
Alcohol: Public Spaces	0	11	11	5	1	20.00%
Alcohol: Common Sources	0	0	0	0	0	0.00%
Alcohol: Displaying Containers	0	29	29	29	0	0.00%

Brief Alcohol Screening and Intervention for College Students

BASICS (Brief Alcohol Screening and Intervention for College Students) uses a harm reduction approach. The program was designed specifically for heavy-drinking college undergraduate students who have either experienced problems because of heavy consumption or are at high risk of doing so.

After completing a confidential alcohol/drug questionnaire, a personalized feedback profile is generated, and a 60 minute, one-on-one meeting is scheduled to assist the student. The following bullets provide information regarding BASICS outcomes:

- Helping the student identify high-risk drinking situations for them individually.
- Providing accurate information about alcohol (i.e. negative consequences, blood alcohol content, standard drinks, tolerance).
- Identifying personal risk factors (i.e. family history, behavior).
- Challenging of myths and positive alcohol expectancies (i.e. examining beliefs, social functioning, self-monitoring).
- Establishing more appropriate and safer drinking goals (i.e. moderation).
- Managing high-risk drinking situations (i.e. strategies and goals).
- Learning from mistakes.
- Increasing self-efficacy.
- Attaining lifestyle balance.

BASICS was designed specifically to help college students make safer and healthier choices, and hopefully, to minimize the risk of continued alcohol-related problems. Within the field of collegiate alcohol/drug prevention/education, BASICS is considered a model program based on sound research efficacy. Completion of BASICS is typically mandated for students who have violated UNI's AOD policy and are on their third sanction for a major offense. However, this intervention is available to all students on a voluntary basis by contacting Student Wellness Services.

Evidence of Effectiveness:

NIAAA Tier 1: Evidence of Effectiveness Among College Students

Strategy: Offering brief motivational enhancement interventions.

Strategy: Challenging alcohol expectancies.

A Student Health & Well-Being Coordinator from Student Wellness Services (SWS) provides personalized motivational enhancement sessions. Students who are sanctioned by a Conduct Administrator for UNI alcohol policy violations, for the third time, are provided harm-reduction strategies to reduce alcohol consumption (this strategy can also reduce negative consequences such as excessive drinking, driving after drinking, riding with an intoxicated driver, citations for traffic violations, and injuries). The BASICS session provides students feedback about their drinking behavior and offers the opportunity to negotiate a plan for change based on the principles of motivational interviewing.

“There is evidence to suggest that mandated interventions for students sanctioned for alcohol policies might reduce alcohol consumption and its consequences. Administering BMI with counselor guided feedback can further reduce alcohol consumption and consequences” (Maryland Collaborative to Reduce College Drinking and Related Problems, 2013, p. 22).

The Student Health & Well-Being Coordinator assists students in challenging their alcohol expectancies within the BASICS program. This is specifically achieved through using a combination of information and experiential learning (i.e. online BAC calculator) to alter students’ expectations about the positive and unwanted effects of alcohol so students understand that drinking more alcohol does not usually yield many of the positive effects they anticipated (i.e. sociability, more fun). The BASICS questionnaire allows students to reflect on what they like and don’t like about drinking alcohol. Students are able to see through speaking the BASICS facilitator that the things they don’t like about alcohol usually occur when they’ve consumed too much to drink.

College AIM: IND-18 Brief motivational intervention (BMI): In-person— Individual

Method of Evaluation:

Starting in the fall of 2020, students are required to complete a pre-questionnaire in Qualtrics before completing their 1:1 BASICS session with a BASICS facilitator. The student then meets with the facilitator for approximately 60 minutes and completes a 5 question survey as the final step of the BASICS program.

Alcohol eCHECKUP TO GO

Alcohol eCHECKUP TO GO is an anonymous and confidential (no personal identifiable information from the survey will be stored) online program that provides students with

accurate and personalized feedback about their individual pattern of alcohol use, associated risks, aspirations and goals, and helpful resources at UNI and in the community.

Student Wellness Services offers the Alcohol eCHECKUP TO GO program on their website for UNI students to voluntarily complete to see where they stand with alcohol use. Students who wish to, may then follow up with professional staff if they desire at the Student Wellness Services office. This one-on-one meeting offers an opportunity for UNI students to receive feedback on how their drinking compares to others, their personal risk factors, relationship and health consequences, unique family risk factors, and the amount of money they spend on alcohol each month. The program also has them reflect on the importance of making a change related to their alcohol use and their confidence level of making a change. Potential strategies and first steps to making a change are provided to the students. Students are asked to examine their perception of alcohol use among their peers and then are provided with data to refute any misperceptions about the number of students who drink alcohol.

Evidence of Effectiveness:

NIAAA Tier 1: Evidence of Effectiveness Among College Students

Strategy: Offering brief motivational enhancement interventions.

Alcohol eCHECKUP TO GO is nationally recognized as both a leading highly effective and low cost intervention for universities by the National Institute on Alcohol Abuse and Alcoholism (NIAAA). The NIAAA releases the College AIM-also known as its College Alcohol Intervention Matrix-as a resource to support university professionals in identifying effective alcohol interventions. The Alcohol eCHECKUP TO GO received College AIM's highest rating possible for research effectiveness, one of the highest ratings for number of studies, lowest barrier for use, and least expensive.

College AIM: IND-21 Personalized feedback intervention (PFI)

Method of Evaluation:

An online system report is run for all completed self-assessments by UNI students within the biennium academic year timeframe. The Alcohol eCheckup To Go report provides a snapshot of self-reported data from students which demonstrate the following on average estimations for UNI student alcohol use: highest calculated BAC reported during "typical drinking week", highest calculated BAC including during the "typical drinking week" and the "heaviest drinking episode", number of drinks per month, dollar amount spent on alcohol in one week, and AUDIT C score for negative consequences. Also ,the total number of UNI students who have completed Alcohol eCheckup to Go is calculated each academic year and then compared with the previous year to determine if utilization has increased or decreased.

Cannabis eCHECKUP TO GO

Cannabis eCHECKUP TO GO is an anonymous and confidential (no personal identifiable information from the survey will be stored) online program that provides students with accurate and personalized feedback about their individual pattern of marijuana use, associated risks, aspirations and goals, and helpful resources at UNI and in the community. This online program is available to all students through the Student Wellness Services website.

Completion of Cannabis eCHECKUP TO GO is typically required of students who violate UNI's AOD policy for cannabis use. These students are required to schedule a one-on-one, 60 minute consultation with professional staff at Student Wellness Services. Before scheduling their consultation, the student first completed the Cannabis eCHECKUP TO GO online program. Then, staff will print their results and review their personalized feedback, offer education, and information and referral for substance abuse services / treatment. Cannabis eCHECKUP TO GO was designed specifically to help college students make safer and healthier choices, and hopefully, to minimize the risk of continued legal problems. Within the field of collegiate alcohol/drug prevention/education, this program is considered a model program based on sound research efficacy.

Evidence of Effectiveness:

Tier 1: Evidence of Effectiveness Among College Students

Strategy: Offering brief motivational enhancement interventions.

Student Wellness Services utilizes the Cannabis eCHECKUP TO GO online program within 1:1 consultations with students who have violated the UNI Student Conduct Code. This is a personalized intervention that incorporates both motivational interviewing and norms clarification. Through taking the online program, UNI students have the opportunity to receive feedback on how their cannabis use compares to others, their personal risk factors, relationship and health consequences, unique family risk factors, and the amount of money they spend on cannabis each month. The program also has them reflect on the importance of making a change related to their cannabis use and their confidence level of making a change. Potential strategies and first steps to making a change are provided to the students. Students are asked to examine their perception of cannabis use among their peers and then are provided with data to refute any misperceptions about the number of students who drink alcohol. The 'Motivational Interviewing' theory and style embedded in the cannabis eCHECKUP TO GO program and personalized report lend themselves well to the deeper one-on-one follow-up conversation that occurs between the student and the Student Wellness Services professional staff member upon completion of the online program.

Method of Evaluation: An online system report is run for all completed self-assessments by UNI students within the biennium academic year timeframe. The Cannabis eCheckup To Go report provides a snapshot of self-reported data from students which demonstrate the following on average estimates for UNI student cannabis use: percentage of users who never

mix cannabis and alcohol, mix sometimes, and mix often, average time per month using cannabis, average hours spent under the influence by day, dollar amount spent on cannabis in one week, and dollar amount spent on alcoholic beverages in one week. Also, the total number of UNI students who have completed Cannabis eCheckup to Go is calculated each academic year and then compared with the previous year to determine if utilization has increased or decreased. At the end of the student's Cannabis eCheckup to Go session the student completes a 5 question survey as the final step of the program.

Access Wellness and Recovery Center

Access Wellness and Recovery Center is a substance use treatment agency licensed by the State of Iowa. Access offers client-centered services with a collaborative nature.

Services able to be provided include to students include:

- Substance use student consult and UNI Staff Consult
- Substance use evaluations which satisfy requirements for legal matters and UNI Student conduct concerns as well as personal need for services.
- .5 education services
- Level 1.0 extended outpatient treatment services
- OWI evaluations which satisfy court and Department of Transportation mandates.
- Prime For Life course

The UNI Counseling Center has a contract with Amy Bonebrake, Certified Alcohol and Drug Counselor (MSW, CADC) from Access Wellness and Recovery Center to provide AOD evaluation and/or treatment for referred students. Students seen by the counselors who score at risk of substance abuse are referred to Access Services. Students may be seen on campus at the Counseling Center, via telehealth services or at the Waterloo office of Access Wellness and Recovery Center.

Evidence of Effectiveness: Rate of recidivism, completion of treatment, completion of discharge self survey, requirements met for student concerns (legal or otherwise).

NIAAA Tier 1: Evidence of Effectiveness Among College Students

Strategy: Combining cognitive-behavioral skills and various substance use treatment modalities with norms clarification and motivational enhancement interventions.

Strategy: Challenging alcohol expectancies, behavioral health treatment of substance use disorders.

Method of Evaluation: An annual report is provided by the Certified Alcohol and Drug Counselor that includes a data table of monthly appointments for AOD evaluation/treatment services provided by Access Services to UNI students on campus.

Counseling Center Individual Counseling

All new patients who visit the UNI Counseling Center, and every semester thereafter, complete a questionnaire taken from SBIRT Iowa to screen for potential alcohol and drug problems. The AUDIT-C and a screening question about drug use is performed at the Kiosk. A more in-depth screening via the AUDIT and/or DAST is then performed on positive questionnaires. An educational and resource information sheet is then given to students and a brief intervention takes place, with providers utilizing motivational interview techniques and/or cognitive behavioral techniques with norms clarification, to help educate on the effects of alcohol, marijuana, and/or other drugs, as well as resources that can assist them with behavioral change. Referrals to Student Wellness Services, UNI Counseling Center, Access, Quitline Iowa, and/or Pathways can be made for those students at high risk or those interested in behavioral change.

Evidence of Effectiveness:

NIAAA Tier 1: Evidence of Effectiveness Among College Students

Strategy: Combining cognitive-behavioral skills with norms clarification and motivational enhancement interventions.

The UNI Counseling Center provides personalized motivational interviewing and/or cognitive behavioral techniques with norms clarification during appointments to provide harm-reduction/reduce alcohol consumption (this strategy can also reduce negative consequences such as excessive drinking, driving after drinking, riding with an intoxicated driver, citations for traffic violations, and injuries.) Further referrals to a substance abuse counselor is provided for students willing/needing a higher level of treatment.

College AIM: IND-23 Interventions delivered by health care professionals: Screening and behavioral treatments

Method of Program Evaluation: Results from the AUDIT and DAST are gathered and calculated to identify percentages of risk amongst patients seen. The data is shared with the UNI Student Health Center leadership team for review and recommendations and is included in the biennial review report. Quality improvement studies are conducted to ensure patient education and referral is provided by healthcare providers for students who are high risk.

Counseling Center Substance Abuse Referrals

All new patients who visit the UNI Counseling Center, and every semester thereafter, complete a questionnaire taken from SBIRT Iowa to screen for potential alcohol and drug problems. The AUDIT-C and a screening question about drug use is performed at the Kiosk. A more in-depth screening via the AUDIT and/or DAST is then performed on positive questionnaires. The screening questionnaire is followed up by an interview with the client to clarify any questions or concerns raised with the screening. The AUDIT scores (which puts students in various risk categories) may warrant a referral to a substance abuse resource and/or education/harm

reduction strategies. While the Counseling Center does not provide drug/alcohol abuse-related treatment, staff assist students in accessing the resources that best suit their needs and make referrals when needed to substance abuse resources. The AUDIT screening helps clinicians identify when a referral should be made.

Evidence of Effectiveness:

Tier 1: Evidence of Effectiveness Among College Students

Strategy: Combining cognitive-behavioral skills with norms clarification and motivational enhancement interventions.

Strategy: Challenging alcohol expectancies

The Counseling Center also incorporates motivational interviewing and CBT to encourage referrals to Substance Abuse resources when a student has been assessed and appears to need additional support/resources/treatment/intervention for alcohol use concerns.

Counseling Center therapists also use AOD education handouts provided by SWS to supplement the education and provide consistent messaging and alcohol education across Student Health and Well-being departments.

Method of Evaluation:

Results from the AUDIT and DAST are gathered and calculated to identify percentages of risk amongst patients seen. The data is shared with the Student Health Center leadership team for review and recommendations and is included in the biennial review report. Quality improvement studies are conducted to ensure patient education and referral is provided by healthcare providers for students who are high risk.

TELUS

UNI offers its students with TELUS Health Student Support. Giving students 24/7/365 access to master's level counselors for real-time early intervention support via telephone, chat, or video support with the TELUS Health app. Students are provided with immediate support for crisis and/or can speak with a representative to schedule an appointment with a counselor within 2-5 business days. These master's level counselors will utilize various screening tools with clients and have access to campus resources in order to provide students with another level of support. TELUS provides students with screening tools for depression, anxiety, drug and alcohol use. There are articles and podcasts about mental health issues geared towards college students, and resources for learning more about specific topics and how to get help. Students may join online community access to share lived experiences with other like minded individuals. TELUS also provides students with a virtual fitness option.

Evidence of Effectiveness:

Tier 1: Evidence of Effectiveness Among College Students

Strategy: Challenging alcohol expectancies

Although we have no current measure to evaluate the effectiveness of TELUS because the screenings are completed anonymously, the screening allows the student the opportunity to confidentially gain self awareness and insight about their substance use. The feedback provided by TELUS is tailored based upon the assessment score. TELUS does provide phone numbers and other support services to connect students to a licensed counselor who can assist them with harm reduction and treatment options. TELUS student support application is available to all UNI students and it offers a variety of services, including crisis counseling, solution focused counseling, case management, college based mental health articles and media.

Method of Evaluation: Data from the usage report continues to be collected. From August 2023, assessments have been utilized as the top 5 features of the TELUS app. Students have utilized a drug and/or alcohol screening assessment 7 out of the 9 months, with 40 screening completed since August 2023.

Health Clinic Substance Use Screenings

All new patients who visit the UNI Student Health Clinic, and every semester thereafter, complete a questionnaire taken from SBIRT Iowa to screen for potential alcohol and drug problems. The AUDIT-C and a screening question about drug use is performed at the Kiosk. A more in-depth screening via the AUDIT and/or DAST is then performed on positive questionnaires. An educational and resource information sheet is then given to students and a brief intervention takes place, with providers utilizing motivational interview techniques and/or cognitive behavioral techniques with norms clarification, to help educate on the effects of alcohol, marijuana, and/or other drugs, as well as resources that can assist them with behavioral change. Referrals to Student Wellness Services, UNI Counseling Center, Access, Quitline Iowa, and/or Pathways can be made for those students at high risk or those interested in behavioral change.

Evidence of Effectiveness:

NIAAA Tier 1: Evidence of Effectiveness Among College Students

Strategy: Combining cognitive-behavioral skills with norms clarification and motivational enhancement interventions.

The Student Health Clinic provides personalized motivational interviewing and/or cognitive behavioral techniques with norms clarification during appointments to provide harm-reduction/reduce alcohol consumption (this strategy can also reduce negative consequences such as excessive drinking, driving after drinking, riding with an intoxicated driver, citations for traffic violations, and injuries.) Further referrals to a substance abuse counselor is provided for students willing/needing a higher level of treatment.

College AIM: IND-23 Interventions delivered by health care professionals: Screening and behavioral treatments

Method of Program Evaluation: Results from the AUDIT and DAST are gathered and calculated to identify percentages of risk amongst patients seen. The data is shared with the Student Health Clinic leadership team for review and recommendations and is included in the biennial review report. Quality improvement studies are conducted to ensure patient education and referral is provided by healthcare providers for students who are high risk.

Under the Influence

Under the Influence Alcohol Intervention is an online course that includes lessons on key issues such as effects on health, drinking and driving, state-specific laws, and alcohol/ prescription interactions. Students are permitted to take the course in more than one sitting. The course consists of videos, scenarios, and graphics that focus on identifying risky behaviors, asking for help, stress, memory and behavior, alcohol abuse and addiction.

Evidence of Effectiveness:

NIAAA Tier 1: Evidence of Effectiveness Among College Students

Strategy: Combining cognitive-behavioral skills with norms clarification and motivational enhancement interventions.

Method of Evaluation: The number of sanctioned courses is calculated annually and compared with recidivism rates.

Prime for Life: Driving Unimpaired

Prime for Life is an extensive, 12-hour program that focuses on individual drinking choices. Students will learn about the amount and frequency of drinking that is considered low-risk, and learn how a family history of addiction increases the risk for alcoholism. The course also introduces signs of a drinking problem and highlights substance abuse resources that are available on and off campus. Students will also complete a self-assessment of their drinking and learn where they can access a more in-depth substance abuse evaluation. This course is provided locally by Access Services, Hawkeye Community College, Pathways Behavioral Services.

This course is often required by the courts for an OWI/DUI offense. Generally, Prime for Life is a sanction issued to students for a serious incident or multiple offenses of UNI's AOD policy. A student who has suffered alcohol poisoning, or repeated negative consequences as a result of their drinking may be a good candidate for this program. The student would benefit from the group experience and interaction with others' in the program may serve as an "eye-opener."

Evidence of Effectiveness:

Tier 1: Evidence of Effectiveness Among College Students

Strategy: Challenging alcohol expectancies

"Research has shown that face-to-face interventions are more effective when they include personalized feedback, discussion of risks and problems, normative comparisons, moderation strategies, challenging positive alcohol expectancies, and blood alcohol concentration (BAC) education" (Maryland Collaborative to Reduce College Drinking and Related Problems, 2013, p. 10-11).

Method of Evaluation: Prime for Life was not sanctioned in the 2018-2019 academic year nor the 2019-2020 academic year. This is reflective of the behavior of University of Northern Iowa students not necessitating such actions.

Employee Assistance Program

UNI offers extensive Employee Assistance Program (EAP) services to its benefit-eligible employees. Employees are eligible for six sessions of in-person counseling, per issue annually. In addition, employees are eligible for life coaching, financial/tax assistance, legal assistance, 24 hour assistance with a licensed mental health counselor, Togetherall peer community support and numerous educational sessions offered on campus, and via webinar on a monthly basis. Employees are eligible to utilize counseling services across the state and country, through a network of counselors contracted with Employee & Family Resources (EFR). For a full summary of EAP services, visit: <https://hrs.uni.edu/mybenefits/eap>.

Effectiveness: The program effectiveness is determined by utilization reports provided by the program administrator. All reporting is provided in aggregate data to uphold confidentiality and comply with the Health Insurance Portability and Accountability Act.

Method of Evaluation: The program is evaluated based on program utilization and participation in campus provided training/educational sessions.

Outreach: Human Resource Services has a monthly Benefits and Well-being newsletter with a dedicated section to EAP. An EAP representative is at the annual Employee Benefits and Well-being fair to speak with employees about programs and services. Educational sessions on various topics are provided by EAP on-campus and sponsored by Human Resource Services. These sessions are for both employees and supervisors. Topics are provided in the various areas such as wellness, emotional well-being, conflict resolution, and leadership. Sessions are chosen based on employee needs based on both utilization reports, campus employee relations issues, and national/higher educational trends. All outreach is in an effort

to both create a professional and healthy workplace environment, and assist in employees accessing services when needed.

Selective/Group Presentations and Educational Workshops

Facts on Tap

In addition to professional Student Wellness Services staff providing health education, student employees and graduate assistants are trained to facilitate a workshop entitled "Facts on Tap." This presentation/workshop is designed to assist participants in making informed choices about consuming alcohol and reducing harm. Through a variety of activities and discussion, participants are able to identify:

- what one standard drink equals
- what can happen at different levels of blood alcohol concentration (BAC).
- protective behavioral strategies to prevent alcohol overdose/poisoning
- signs of alcohol overdose/poisoning
- how to put someone in the recovery position if noticed they had signs of alcohol overdose

This program is provided upon request to several sections of the Dimensions of Well-being courses, the Student Health Advisory Committee, other student groups, and to train resident advisors (RA's) and students on their floors, in our on-campus residences..

Evidence of Effectiveness:

Tier 1: Evidence of Effectiveness Among College Students

Strategy: Challenging alcohol expectancies

"Research has shown that face-to-face interventions are more effective when they include personalized feedback, discussion of risks and problems, normative comparisons, moderation strategies, challenging positive alcohol expectancies, and blood alcohol concentration (BAC) education" (Maryland Collaborative to Reduce College Drinking and Related Problems, 2013, p. 10-11).

The "Facts on Tap" program incorporates an interactive BAC calculator activity called the "BAC Crossing Zones." Students are asked to calculate their individual BAC using an online calculator while participating in a real-life scenario that depicts a night of heavy drinking. Students are asked open ended reflection questions regarding their alcohol expectations throughout the activity. This activity combines information regarding BAC and experiential learning through the BAC Crossing Zones activity to alter students' expectations about the effects of alcohol so they understand that drinking more alcohol does not produce more positive effects such as sociability. In addition, The "moderation ball" activity allows students to explore moderation tips they can utilize to reduce harm and drink more responsibly if

choosing to consume alcohol. The BAC calculator is one moderation tip that is mentioned as an example for students to utilize.

Evidence of Effectiveness:

Skills training, alcohol focus: Protective behavioral strategies that deliver tips for minimizing or avoiding alcohol-related harms without any other intervention is listed in the *College Aim Matrix* as a moderate effectiveness strategy (*IND-12a Skills training, alcohol focus: protective behavioral strategies alone*).

- One activity within the Facts on Tap program, "Moderation Ball," incorporates protective factors and moderation skills to reduce risk of experiencing alcohol-related harms and enhance safety when drinking. Students are asked to identify five doable moderation tips they can use if choosing to consume alcohol. Examples of some of the tips students mention and/or that the facilitator provides as a follow-up include: staying with the same group of friends the entire time drinking, eating a substantial meal before drinking, planning for a safe ride home and downloading the app before you go out, and staying in your sweet spot (BAC of .05 or lower), using a BAC calculator. Students then identify the post doable tips to utilize in an interactive activity using colored squishy balls. Each colored ball represents a different tip. The protective factors/moderation skills are reinforced by using repetition; students repeat the tip each time they receive the colored ball before passing it to someone else in their group.

Method of Evaluation:

Participants' knowledge and skills of the steps of putting someone in the recovery position are assessed through an observational assessment during the facilitation of the program. Immediately following the program, a paper post-assessment is provided to all participants to assess learning outcomes related to what one standard drink equals, moderation tips to prevent alcohol overdose/poisoning, and signs of alcohol overdose/poisoning. The goal is for at least 90% of participants to be able to identify the steps to put someone in the recovery position and at least 90% of participants to be able to identify at least two signs of alcohol overdose/poisoning.

Fraternity & Sorority Life Red Watch Band Alcohol Education Program

The mission of Red Watch Band is to "Provide students with knowledge and skills to prevent toxic drinking deaths and to promote a student culture of kindness, responsibility, compassion and respect." The Red Watch Band training symbolizes that the UNI community bands together to watch out for one another when every second counts. This is a partnership between the Office of Student Life and Student Wellness Services.

In 2018, the Office of Student Life implemented an Event Monitor Policy that requires all fraternity and sorority chapters to have Event Monitors at events with alcohol. These monitors

must have Red Watch Band training. It is the expectation of the Office of Student Life that at least 80% of a chapter is RWB trained. The policy can be found here:

https://union.uni.edu/sites/default/files/inline-files/red_watch_band_policy.pdf

This policy is reflected in the overall Fraternity & Sorority Life Social Policy, which can be found here:

<https://union.uni.edu/sites/default/files/inline-files/uni-fsl-social-policy-spring-23.pdf>

Evidence of Effectiveness:

Effectiveness: Tier 1: Evidence of Effectiveness Among College Students

Strategy: Challenging alcohol expectancies

“Research has shown that face-to-face interventions are more effective when they include personalized feedback, discussion of risks and problems, normative comparisons, moderation strategies, challenging positive alcohol expectancies, and blood alcohol concentration (BAC) education” ([Maryland Collaborative to Reduce College Drinking and Related Problems, 2013, p. 10-11](#)).

In addition, “It is widely known that heavy alcohol consumption and subsequent problems occur in Greek parties and affiliated housing. Training risk managers and chapter leaders in university fraternities and sororities as well as instituting a variety of risk management practices can address these issues. Oftentimes, chapter leaders are highly influential on the drinking culture and norms for the rest of the members. Good server training and management risk training can reduce the prevalence of service to underage people and to intoxicated patrons. These types of trainings can also include education about the warning signs and effects of risky behavior and how to respond in these situations, as well as reducing the risk for date rape or assault” ([Maryland Collaborative to Reduce College Drinking and Related Problems, 2013, p. 22](#)). Although there is little research on specific training for leaders in the Greek system, training for members has the potential to manage liability, reduce heavy drinking, and reduce alcohol-associated consequences. ([Maryland Collaborative to Reduce College Drinking and Related Problems, 2013, p. 22](#)).

The Red Watch Band program incorporates an interactive BAC calculator activity called the “BAC Crossing Zones.” Students are asked to calculate their individual BAC using an online calculator while participating in a real-life scenario that depicts a night of heavy drinking. Students are asked open ended reflection questions regarding their alcohol expectations throughout the activity. This activity combines information regarding BAC and experiential learning through the BAC Crossing Zones activity to alter students’ expectations about the effects of alcohol so they understand that drinking more alcohol does not produce more positive effects such as sociability. In addition, The “moderation ball” activity allows students to explore moderation tips they can utilize to reduce harm and drink more responsibly if

choosing to consume alcohol. The BAC calculator is one moderation tip that is mentioned as an example for students to utilize.

Evidence of Effectiveness:

Skills training, alcohol focus: Protective behavioral strategies that deliver tips for minimizing or avoiding alcohol-related harms without any other intervention is listed in the *College Aim Matrix* as a moderate effectiveness strategy (*IND-12a Skills training, alcohol focus: protective behavioral strategies alone*).

- One activity within the Red Watch Band program, “Moderation Ball,” incorporates protective factors and moderation skills to reduce risk of experiencing alcohol-related harms and enhance safety when drinking. Students are asked to identify five doable moderation tips they can use if choosing to consume alcohol. Examples of some of the tips students mention and/or that the facilitator provides as a follow-up include: staying with the same group of friends the entire time drinking, eating a substantial meal before drinking, planning for a safe ride home and downloading the app before you go out, and staying in your sweet spot (BAC of .05 or lower), using a BAC calculator. Students then identify the most doable tips to utilize in an interactive activity using colored squishy balls. Each colored ball represents a different tip. The protective factors/moderation skills are reinforced by using repetition; students repeat the tip each time they receive the colored ball before passing it to someone else in their group.

Method of Evaluation:

A pre-assessment utilizing the Qualtrics program is administered with program participants before each Red Watch Band session. An immediate post-assessment and an end of the semester post-assessment via Qualtrics is administered with program participants following implementation of each Red Watch Band session. Students are sent the Qualtrics link via email for all assessments. Participants' knowledge and skills of the steps of putting someone in the recovery position are assessed through an observational assessment during the facilitation of the program. The goal is for at least 90% of participants to be able to correctly demonstrate the steps to putting someone in the recovery position.

The assessment of this program is part of a greater Co-Curricular Assessment effort initiated by the Division of Student Affairs in preparation for the upcoming Higher Learning Commission inventory. The Student Learning Outcome being assessed for 2024 is as follows: As a result of participating in the RWB training, 98% of participants will be able to name at least 3 high risk environments or high risk behaviors involving alcohol. 98% of students listed 2+ signs of alcohol poisoning/overdose and 100% of student correctly identified signs outlined in our CUP acronym, taught during the training.

Wellness Bingo

Student Wellness Services implements Wellness Bingo in the Maucker Union each semester. This program is advertised and offered to all UNI students to participate. This interactive program utilizes educational questions for students to answer regarding topics such as: social norms, binge drinking, alcohol myths, Good Samaritan Provision, AOD laws, protective factors, and on-campus resources.

Evidence of Effectiveness:

Tier 3: Evidence of Logical and Theoretical Promise, But Require More Comprehensive Evaluation

Strategy: Conducting marketing campaigns to correct student misperceptions about alcohol use

The Wellness Bingo event incorporates social norms related questions from UNI's alcohol and other drug social norms campaign to correct misperceptions about the amount of substance use that occurs at UNI. Examples of questions include:

- How many UNI students stay with the same group of friends the entire time they are drinking?
- How many UNI students eat before and/or during drinking?
- How many UNI students do not drive after drinking?
- How many UNI students choose not to consume alcohol?
- The majority of UNI students drank how many drinks on average the last time they partied or socialized?

Skills training, alcohol focus: Protective behavioral strategies that deliver tips for minimizing or avoiding alcohol-related harms without any other intervention is listed in the *College Aim Matrix* as a moderate effectiveness strategy (*IND-12a Skills training, alcohol focus: protective behavioral strategies alone*).

- The Wellness Bingo questions incorporate protective factors to reduce risk of experiencing alcohol-related harms and enhance safety when drinking. Examples of some of the tips provided include: staying with the same group of friends the entire time drinking, eating a substantial meal before drinking, planning for a safe ride home and downloading the app before you go out, and staying in your sweet spot (BAC of .05 or lower).

Method of Evaluation:

A SWOT analysis is utilized as a process evaluation tool to assess the strengths, weaknesses, opportunities, and threats of the program.

Taste of UNI Carnival

Student Wellness Services in collaboration with Student Success and Retention, Dean of Students, Office of Student Life, Office of Compliance and Equity Management, among other

departments hosted the Taste of UNI Carnival during the UNI Now extended orientation in August. The target population was incoming freshmen and transfer students. The carnival included interactive and educational carnival activities at multiple stations to create a fun, interactive and educational learning environment. The carnival stations addressed the following topics, but not limited to: moderation tips and protective factors to reduce risk if consuming alcohol, signs of alcohol poisoning, alcohol social norms, Good Samaritan Provision, alcohol policies and laws, consent, safer sex practices, correct condom usage, and on-campus health and safety resources.

Evidence of Effectiveness:

Tier 3: Evidence of Logical and Theoretical Promise, But Require More Comprehensive Evaluation

- Strategy: Conducting marketing campaigns to correct student misperceptions about alcohol use

One of the alcohol and other drug carnival stations, called "Ring a Duck," utilizes social norm trivia questions from UNI's alcohol and other drug social norms campaign to correct misperceptions about the amount of substance use that occurs at UNI. Students are challenged to explore their perceptions regarding their peers' alcohol and other drug use. Students provide their estimate of a behavior related to alcohol or other drugs and then are provided the correct answer to correct any misperceptions. In addition, AOD social norms campaign posters are displayed throughout the SHADE carnival for students to view.

Tier 3: Tier 3: Evidence of Logical and Theoretical Promise, But Require More Comprehensive Evaluation

- Strategy: Adopting the following campus-based policies and practices that appear to be capable of reducing high-risk alcohol use.

- Implementing alcohol-free, expanded late-night student activities.

The SHADE Carnival was strategically implemented to occur as a substance free, late-night activity on a Friday evening (7-10pm) as a means to provide a substance free fun option for incoming students to participate and to also reduce the likelihood of students participating in high-risk drinking. The weekend before classes begin is a high-risk time for alcohol consumption, so this event was paired with another well attended hypnotist event to provide students with fun substance free options.

Skills training, alcohol focus: Protective behavioral strategies that deliver tips for minimizing or avoiding alcohol-related harms without any other intervention is listed in the *College Aim Matrix* as a moderate effectiveness strategy (*IND-12a Skills training, alcohol focus: protective behavioral strategies alone*).

- One of the alcohol and other drug carnival stations, called "Setting Limits Limbo" enables students to identify practical, doable moderation skills to reduce risk of experiencing alcohol-related harms and enhance safety when drinking. The moderation skills are reinforced by repetition with students having to repeat the tips during the activity. Examples of some of the tips include: drinking water, avoiding shots, avoiding drinking games, drinking at your own pace, experimenting with refusing drinks, eating a substantial meal before, keeping track of drinks consumed, coordinating a safe, sober ride home before going out, etc.

Method of Evaluation: Participants are highly encouraged to complete a three question assessment immediately following their participation in the carnival activities. Completion of the assessment is their incentive to participate in the bungee run. The responses are then themed and used to inform future programming decisions.

The following qualitative questions are asked:

1. What new information did you learn?
2. How can you be safe as a college student?
3. What were your favorite activities?

A Parent Handbook for Talking to Your College Student About Alcohol

Since May 2019, Student Wellness Services purchased digital access to "A Parent Handbook for Talking to Your College Student About Alcohol" from the University of Penn State as a means to educate parents on how to have effective conversations with their students about alcohol prior to beginning their first semester at UNI. This parent handbook is based on the Behavior Decision Theory and has been found to decrease negative consequences with alcohol and increase healthy behaviors. According to multiple well controlled studies published in the Journal of Psychology of Addictive Behaviors, students who had received the intervention (parents utilized the handbook with their students before college) have been shown to have significantly lower alcohol consumption (less drinks consumed and drank less frequently on average), are less likely to miss class, and are less likely to drive while impaired. Parents of UNI students are informed of this resource at first year and transfer parent/guest orientation and at the Student Wellness Services table the following day.

Evidence of Effectiveness:

"A Parent Handbook for Talking to Your College Student About Alcohol" is embedded in the College Aim Matrix as a parent based alcohol communication training and listed as an individual-level strategy providing moderate effectiveness (*IND-15 Skills training, alcohol plus general life skills: Parent-based alcohol communication training*).

The handbook is used as a parent-based alcohol communication training for parents of UNI students, particularly incoming freshmen, to train parents to effectively talk with their children about alcohol use, avoidance, and consequences.

Method of Evaluation: The handbook is shared on the SWS and SHC social media. Parents are encouraged to like/leave comments and/or email the SWS email account. Comments/engagements/likes/shares are monitored and calculated as well as emails.

BAC Online Calculator

Student Wellness Services staff utilize the [BAC online calculator](#) within BASICS 1:1 sessions to assist students in estimating their approximate BAC the last time they partied/socialized, on a typical drinking occasion, and on their heaviest drinking occasion. The facilitator uses this tool to discuss alcohol expectancies and actual symptoms of alcohol use with the student as a means to challenge their beliefs and attitudes about alcohol. The BAC calculator is also utilized during a “party” scenario within the Facts on Tap and Red Watch Band programs with the intention of showing students how fast one’s BAC can rise and how alcohol affects everyone differently in which it’s not helpful to try to match someone else’s alcohol consumption.

Evidence of Effectiveness:

NIAAA Tier 1: Evidence of Effectiveness Among College Students

Strategy: Challenging alcohol expectancies

“Research has shown that face-to-face interventions are more effective when they include personalized feedback, discussion of risks and problems, normative comparisons, moderation strategies, challenging positive alcohol expectancies, and blood alcohol concentration (BAC) education” ([Maryland Collaborative to Reduce College Drinking and Related Problems, 2013, p. 10-11](#)).

A BAC online calculator is utilized with individual students during BASICS 1:1 consultations to help students better understand how alcohol affects them individually based on factors such as sex assigned at birth and weight. Students are asked open-ended questions about what they hope to experience from drinking alcohol (i.e. positive effects, sociability) and how that compares to actual experienced symptoms of alcohol at different BAC levels.

The BAC online calculator is referred to students by SHC providers as a patient education resource when a student scores as moderate or high risk on the AUDIT.

Method of Evaluation: The effectiveness of the online BAC calculator in changing attitudes/beliefs about alcohol is assessed through a post-assessment question in the BASICS follow-up survey and in the Red Watch Band and Facts on Tap program post-assessment: “What was your main take-away from using the online BAC (blood alcohol content) calculator to estimate your BAC?”

Resident Assistant Drug and Alcohol Education

RAs are educated on the potential violations of the Student Code of Conduct and the conduct process as outlined in the Student Code of Conduct. RAs provide programs related to drug and alcohol education through a partnership with Student Wellness and University Police. Additionally, RAs utilized bulletin boards and flyers to provide passive education to residents relative to drug and alcohol education.

Evidence of Effectiveness: According to the Maryland Collaborative to Reduce College Drinking and Related Problems (2013), providing training to RAs empowers student staff to be proactive in identifying residents with potential substance abuse problems. Additionally, training provided to RAs allows for early detection of high-risk behaviors and can lead to earlier interventions.

Method of Evaluation: Comparison of the number of alcohol related violations via Maxient.

UNI Police Programming

UNI Police have focused alcohol and drug prevention on presentations to the student body. The programming also focuses on safety for the individual and their friends. The department has consistently attempted to target the timeframes before homecoming and spring break when alcohol and drug abuse are apt to occur. The programming has taken place in the residence halls, Wellness and Recreation Center and Maucker Union. The events have been well attended.

Evidence of Effectiveness:

NIAAA Tier 2: Evidence of Success With General Populations That Could Be Applied to College Environments

Strategy: Implementation, increased publicity, and enforcement of other laws to reduce alcohol impaired driving

Tier 3: Evidence of Logical and Theoretical Promise, But Require More Comprehensive Evaluation

Strategy: Increasing publicity about and enforcement of underage drinking laws on campus and eliminating "mixed messages"

Regularly scheduled presentations are designed to educate the UNI community about drug and alcohol related issues. These informative programs focus on alcohol and substance abuse as well as outline information regarding their possession, use, and laws prohibiting driving under their influence. Topics include; OWI's, .02 Violations (Under 21), Public Intoxication, Minor in Possession of Alcohol, Open (Alcoholic) Containers, Possession of Controlled Substances, and Paraphernalia offenses. UNI community members take part in

intoxication exercises with the use of alcohol and drug goggles that simulate impairment. UNI community members perform various sobriety tests, issued by officers in a controlled environment.

Method of Evaluation: The number of presentations offered annually will be calculated.

Student Orientation

Students and parents are informed about AOD policies and penalties during the DOS Becoming a Panther presentations. A link to this information is provided in the Registrar's webpage regarding Schedule of Classes.

Evidence of Effectiveness:

Tier 3: Evidence of Logical and Theoretical Promise, But Require More Comprehensive Evaluation

Strategy: Informing new students and their parents about alcohol policies and penalties before arrival and during orientation periods

Method of Evaluation:

Obtain students and parents attendance numbers at orientations for each calendar year. This will demonstrate the number of students and parents who have been informed of AOD policies and penalties.

Universal/Entire Population Based Programs

Student Notification

UNI distributes the required information to enrolled students via electronic mail. This message is sent after the completion of enrollment for classes in the summer, spring, and fall terms to registered UNI students. The emails are sent after at least the first two weeks of classes to assure the accuracy of email addresses and registered student reach. There was no indication that any messages were rejected as undeliverable. Copies of the annual notifications emailed to students are maintained by the Associate Director of Student Health and Wellness Services.

Students are notified by the Office of the Registrar in the Spring and Fall Schedule of Classes - Policies and Procedures with the following:

DRUG FREE SCHOOLS ACT

wellbeing.uni.edu/student-wellness

deanofstudents.uni.edu/student-conduct

hrs.uni.edu

In compliance with the Drug Free Schools and Communities Act of the Drug and Alcohol Abuse Prevention Regulations, the websites above contain the following information: standards of conduct concerning alcohol and other drug use and related disciplinary sanctions; local, state, and federal laws and sanctions concerning AOD use; health risks of alcohol and other drugs, and programs for students and employees that provide assistance for alcohol and other drug concerns.

Additionally, at the beginning of the academic year, all students are notified of their responsibilities to familiarize themselves with the Student Handbook that includes information relative to drug and alcohol laws, policies, risks, and helpful resources for those experiencing problems.

Evidence of Effectiveness:

Tier 4: Evidence of Ineffectiveness

Strategy: Informational only

The Biennial Review Committee and University Council reviews the effectiveness of procedure and the content of the student annual notification and provides recommendations/edits as needed.

Method of Evaluation: University Relations is contacted by the Associate Director of Student Health and Wellness Services to ensure that the notification is deliverable to all registered UNI students and that there are no “bounce back” emails. The Associate Director of Student Health and Wellness Services maintains supporting documentation from University Relations that notifications were sent to all enrolled students.

Employee Notification

In compliance with the Federal Drug-Free School and Campus Regulations (DFSCR), UNI annually distributes required information via electronic mail to UNI employees. New employees who begin working at the institution after the policy is distributed via e-mail are provided an information packet at orientation which includes the Drug-Free Workplace Pamphlet and a Staff Guide containing summaries of policy.

Evidence of Effectiveness:

Tier 4: Evidence of Ineffectiveness

Strategy: Informational only

The Biennial Review Committee and University Council reviews the effectiveness of procedure and the content of the student annual notification and provides recommendations/edits as needed.

Method of Evaluation:

The Biennial Review Committee and University Council evaluates the procedure and the content of the student annual notification and provides recommendations/edits as needed.

eCHECKUP TO GO Alcohol and Cannabis Online Program

The eCHECKUP TO GO programs are personalized, evidence-based, online interventions for alcohol & marijuana developed by counselors and psychologists at San Diego State University. Drawing on Motivational Interviewing (Miller & Rollnick, 2002) and Social Norms Theory (Perkins & Berkowitz, 1986), the eCHECKUP TO GO programs are designed to motivate individuals to reduce their consumption using personalized information about their own drinking or other drug use and risk factors. These interventions were designed to reduce levels of hazardous use and the tragic consequences that often follow (i.e. alcohol poisoning, poor academic performance, DUI injuries and death). The programs were designed and are updated with the most current and reliable research available. The eCHECKUP TO GO programs are currently in use in over 550 universities and colleges across 49 states, Canada, Australia and Ireland.

Any student can utilize this program for free on the Student Wellness Services website.

Evidence of Effectiveness:

Tier 1: Evidence of Effectiveness Among College Students

Strategy: Offering brief motivational enhancement interventions.

Student Wellness Services utilizes the Cannabis eCHECKUP TO GO online program within 1:1 consultations with students who have violated the UNI Student Conduct Code and also offers the online program on the SWS website for any student to utilize. Alcohol eCHECKUP TO GO is a voluntary online program students can take to evaluate their alcohol use by completing the questionnaire. It is available to all students through the Student Wellness Services website. They may then follow up with professional staff if they desire at the Student Wellness Services office to review their personalized feedback, gain education, and information and referral for substance abuse services / treatment.

Both Alcohol eCHECKUP TO GO and Cannabis eCHECKUP TO GO are personalized interventions that incorporate both motivational interviewing and norms clarification. Through taking the online programs, UNI students have the opportunity to receive feedback on how their cannabis and/or alcohol use compares to others, their personal risk factors, relationship and health consequences, unique family risk factors, and the amount of money they spend on cannabis and/or alcohol each month. The program also has them reflect on the importance of making a change related to their cannabis and/or alcohol use and their confidence level of making a change. Potential strategies and first steps to making a change are provided to the students. Students are asked to examine their perception of cannabis and/or alcohol use among their peers and then are provided with data to refute any misperceptions about the number of students who use these substances. The 'Motivational Interviewing' theory and

style embedded in the cannabis and alcohol eCHECKUP TO GO programs and personalized report lend themselves well to a deeper one-on-one follow-up conversation that occurs between the student and the Student Wellness Services professional staff member upon completion of the online program, if desired.

Method of Evaluation: The total number of UNI students who have completed Alcohol eCheckup to Go and Cannabis eCheckup to Go is calculated each academic year and then compared with the previous year to determine if utilization has increased or decreased.

Student Health and Well-Being Services Social Media Marketing

Student Wellness Services and the Student Health Center provides on-going education to students via health promotion messages on various social media outlets (Facebook and Instagram). Much focus is placed upon priority health topics such as: drug prevention and education, responsible alcohol consumption, reasons to abstain from alcohol and other drugs, protective factors, myths and facts on substances, alcohol and other drug social norms, safety in social settings, homecoming safety, spring break safety, and active bystander intervention. In addition, social media outlets are used to promote UNI health and safety on-and-off campus resources as well as drug free activities/events on campus.

Evidence of Effectiveness:

Tier 3: Evidence of Logical and Theoretical Promise, But Require More Comprehensive Evaluation

Strategy: Conducting marketing campaigns to correct student misperceptions about alcohol use

- Student Wellness Services implements a campus-wide alcohol and other drug protective factors campaign that includes social norms via both print (flyers, wellness wipes, large posters, newspaper articles, etc.) and electronic media (social media marketing, digital displays, newsletters, etc.) before high risk times of the year (homecoming and spring break). UNI students highly overestimate how much their peers use alcohol and other drugs, so the campaign is intended to correct these misperceptions while also educating students regarding protective factors. Examples of social norms messages incorporated into the campaign include, but are not limited to: 8 out of 10 UNI students do NOT drive after drinking, 9 out of 10 UNI students stay with the same group of friends the entire time they are drinking, the majority of Panthers consumed 4 or fewer drinks the last time they partied/socialized, 1 in 3 UNI students choose not to drink, 9 out of 10 UNI students have not used prescription stimulants that were not prescribed to them.

Skills training, alcohol focus: Protective behavioral strategies that deliver tips for minimizing or avoiding alcohol-related harms without any other intervention is listed in the [College Aim](#)

Matrix as a moderate effectiveness strategy (*IND-12a Skills training, alcohol focus: protective behavioral strategies alone*).

- Student Wellness Services implements an alcohol and other drug protective factors campaign via social media marketing before high risk times of the year (homecoming and spring break). Tips to minimize or avoid alcohol-related harms are provided through various social media platforms (Instagram, Facebook, Twitter). Examples of key health messages include: staying in your sweet spot (BAC of .05 or lower), setting a limit on how many standard drinks you will have and keeping track, pacing drinks to one or less per hour, choosing drinks that contain less alcohol by volume, calling 911 if you notice the signs of alcohol overdose, getting a safe, sober ride if choosing to drink, having fun without drinking, staying with the same group of friends the entire time drinking, eating before and during drinking, etc.

Method of Evaluation: A social media audit is conducted annually to assess the effectiveness and engagement level of social media posts on the SWS platforms (Instagram, Facebook).

Alcohol and Other Drug Monthly Population Level Screenings

Student Wellness Services partners with Pathways Behavioral Services to provide an alcohol and other drug screening once per month in the Maucker Union. A Pathways Behavioral Services staff person uses the evidence-based SBIRT tool (Screening, Brief Intervention, and Referral to Treatment) to screen students and staff/faculty. The SBIRT tool is used to identify, reduce, and prevent problematic use, abuse, and dependence on alcohol and illicit drugs. According to the Iowa Department of Health and Human Services, SBIRT was the single most effective screening method shown to assist people in changing unhealthy patterns of use.

A two-question pre-screener is used and then dependent on scoring, a more in-depth screening via the AUDIT and/or DAST is conducted. Screening tools provide specific information and feedback to the student/staff/faculty related to their substance use. Those who voluntarily participate in the screening are provided a brief intervention that focuses on changing the person's behavior utilizing motivational interviewing techniques, informed of helpful resources (i.e. eCheckup to Go), and referred to on-and-off campus substance abuse services if necessary.

Effectiveness:

Tier 1: Evidence of Effectiveness Among College Students

Strategy: Combining cognitive-behavioral skills with norms clarification and motivational enhancement interventions.

A Pathways Behavioral Services staff member uses a motivational enhancement intervention through assessing the student/staff/faculty member's alcohol and other drug consumption

using the evidence-based SBIRT tool. The results are scored and the client (student/staff/faculty member) receives non judgemental feedback on their personal substance use in comparison with that of others and its negative consequences. Clients receive suggestions to support their decisions to change as well.

Method of Evaluation: The number of AOD screenings are tracked annually and then compared with previous years to determine if there was an increase or decrease in the number of SBIRT screenings being conducted.

Environmental/Socio-Ecological Based Programs

UNI Public Safety

UNI Police Officers who respond to alcohol and drug law and policy violations involving students have a degree of discretion in determining how to best respond. Several factors are considered by officers in determining the appropriate response including, but not limited to:

- The seriousness of the offense.
- Impact of the crime on other individuals, property, and the community.
- The level of impairment and actions of the violator.
- The living arrangements of the violator and any victims.
- Level of danger the violator poses to self or others.
- Previous interactions with the offender.

The officer may elect to arrest the student and refer the student to the Dean of Students for disciplinary action. Regardless of whether an arrest is made, the officer documents the incident and the department reports the matter to the Office of the Dean of Students using an informational report. The Office of the Dean of Students then determines if the matter should be adjudicated under the Student Code of Conduct.

The UNI Department of Public Safety is made up of the Police Division and the Parking Division. The Police Division is the official law enforcement authority for the university. Up to 18 sworn and state certified police officers, along with full and part time trained and certified police dispatchers, provide a variety of services to the community on a 24-hour basis. The UNI Police derives its enforcement authority from the Iowa Code Chapter 262. The department trains and certifies students to perform dispatch services to supplement agency operations pursuant to state statutes as well. UNI police officers possess full powers to detain, investigate and arrest. The official patrol jurisdiction is university property located in Cedar Falls. However, jurisdictional authority is state-wide in matters involving UNI. Mutual aid agreements with other law enforcement agencies may result in the extension of enforcement authority beyond university boundaries.

The UNIPD maintains a close working relationship with other local law enforcement agencies. UNI Police cooperates fully with federal, state and local law enforcement agencies in cases involving both on-campus and off-campus jurisdiction or when the resources of another agency

can be used to facilitate the resolution of an investigation. UNI and the City of Cedar Falls have a mutual aid agreement which formalizes the relationship for sharing patrol, criminal investigations and other law enforcement related activities.

Evidence of Effectiveness:

NIAA Tier 2: Evidence of Success With General Populations That Could Be Applied to College Environments

Strategy: Increased enforcement of drinking age laws

Strategy: Implementation, increased publicity, and enforcement of other laws to reduce alcohol impaired driving

Tier 3: Evidence of Logical and Theoretical Promise, But Require More Comprehensive Evaluation

Strategy: Increasing publicity about and enforcement of underage drinking laws on campus and eliminating "mixed messages"

College AIM: ENV-11 Enforce age-21 drinking age

Method of Evaluation: A record management system is maintained by the department. An arrest and referral report is provided for biennial review.

Campus-Wide Electronic, Print, and Social Media Public Health Campaigns

Student Wellness Services implements campus-wide public health campaigns throughout the academic year to increase prevention, awareness, education, and also correct misperceptions regarding alcohol and other drugs among UNI students. Campaign materials are disseminated through a variety of message delivery strategies to enhance education/prevention to the universal population. Message delivery strategies include: wellness wipe flyers in WRC bathroom stalls, screensavers on campus computers, digital display monitors in various buildings on campus, posters, social media (Facebook and Instagram), A-frame signage, passive displays in WRC, etc. Student Wellness Services has added social norms (actual use versus perceived use, abstinence from alcohol and other drugs, and positive protective factors UNI students use) to their Alcohol and Other Drug (AOD) campaign, which is ongoing and specifically targeted during times of homecoming and spring break. In addition, educational outreach was provided during an interactive tabling activity outside of Maucker Union during Homecoming week to engage with students.

Evidence of Effectiveness:

NIAAA Tier 3: Evidence of Logical and Theoretical Promise, But Require More Comprehensive Evaluation

Strategy: Conducting marketing campaigns to correct student misperceptions about alcohol use

- Student Wellness Services implements a campus-wide alcohol and other drug protective factors campaign that includes social norms via both print (flyers, wellness wipes, large posters, newspaper articles, etc.) and electronic media (social media marketing, digital displays, newsletters, etc.) before high risk times of the year (homecoming and spring break). UNI students highly overestimate how much their peers use alcohol and other drugs, so the campaign is intended to correct these misperceptions while also educating students regarding protective factors. Examples of social norms messages incorporated into the campaign include, but are not limited to: 8 out of 10 UNI students do NOT drive after drinking, 9 out of 10 UNI students stay with the same group of friends the entire time they are drinking, the majority of Panthers consumed 4 or fewer drinks the last time they partied/socialized, 1 in 3 UNI students choose not to drink, 9 out of 10 UNI students have not used prescription stimulants that were not prescribed to them.

College AIM: ENV-7 Conduct campus-wide social norms campaign

- Student Wellness Services implements an alcohol and other drug protective factors campaign via both print (flyers, wellness wipes, large posters, newspaper articles, etc.) and electronic media (social media marketing, digital displays, newsletters, etc.) before high risk times of the year (homecoming and spring break). Tips to minimize or avoid alcohol-related harms are provided campus-wide. Examples of key health messages include: staying in your sweet spot (BAC of .05 or lower), setting a limit on how many standard drinks you will have and keeping track, pacing drinks to one or less per hour, choosing drinks that contain less alcohol by volume, calling 911 if you notice the signs of alcohol overdose, getting a safe, sober ride if choosing to drink, having fun without drinking, staying with the same group of friends the entire time drinking, eating before and during drinking, etc.

Method of Evaluation: A student survey was completed to gauge student's awareness of the AOD campaign.

Substance-Free Activities

UNI provides a healthy and stable support structure for students in addition to their regular academic routine. There are hundreds of programs offered by various departments and student organizations that promote health and wellness and are substance-free. The strategy is for campus to host alcohol-free events to provide students with social alternatives to parties and bars.

The Maucker Union website offers an online involvement management system. This website calendar of events is centralized and accessible to students, as is the Maucker Union building itself which hosts many student and employee activities and events that are substance-free.

Intentional and collaborative programming between departments encourage student involvement with activities that are substance-free. Intentional and collaborative programming is also done for the first forty days of the fall semester as data shows that this is a time for determining true connections to a college or university, specifically by first year students. Participation is encouraged in activities that foster positive social, emotional, and physical well-being throughout the academic year. The concept is that by offering a variety of healthy outlets for students to be involved in, they will choose these activities over unhealthy or inappropriate ones.

Evidence of Effectiveness:

College AIM: ENV-2 Require alcohol-free programming

Method of Evaluation: Review of UNI Calendar of Events.

Student Involvement

Student Involvement is responsible for co-curricular and extracurricular programming, in which all UNI students are encouraged to participate. In addition to working with all student organizations on campus, special emphasis is placed on the needs of the commuter student. Activities are designed to develop and refresh the body and mind in the form of entertainment, educational enrichment, cultural diversity and fine arts activities. The organizations listed under the Northern Iowa Student Government support these objectives.

Student Involvement serves as the "clearinghouse" for programming events on campus. They play an active role in assisting all clubs and organizations as they plan on- or off- campus events. Their office serves as advisors and facilitators for student clubs, organizations and Northern Iowa Student Government.

There is an EMS calendar online that shows all the events happening in the building that are ongoing. A monthly (sometimes bi-monthly) newsletter is sent to student organization leaders/advisors about upcoming events. The office also does post/share student organization/campus events on our social media platforms.

There are over 220 registered student organizations which host numerous events each year.

Evidence of Effectiveness:

College AIM: ENV-2 Require alcohol-free programming

Method of Evaluation: Calculate number of annual events provided by Student Involvement.

Recreation Services

Recreation Services provides programs, services and facilities that encourage personal development and learning experiences through enjoyable sport and recreational opportunities. The Wellness/ Recreation Center at the University of Northern Iowa is 244,000 square feet with over 60 pieces of cardio, fitness and strength equipment. It also supports an eight-lane, 25-yard long indoor pool, 38.5 foot climbing wall, 10 multi-purpose courts, six racquetball courts, three multi-purpose fitness classrooms, and a lounge area.

Students receive automatic membership through a mandatory recreation fee that is included in tuition. The facility is open Monday-Thursday 6:00am - 10:00pm with reduced hours on weekends, for students to use in a variety of both active and passive ways. Approximately 1700 students use the facility on a daily basis. There are students employed in a variety of capacities at the Wellness/ Recreation Center.

The Wellness/Recreation Center markets the concept of making choices that promote health, wellness, and fun for all students on campus. The goal of the Wellness/Recreation Center is to provide appropriate outlets for student involvement that are substance-free. Opportunities include:

- Approximately 50 fitness classes
- Lap swimming, swim instruction, and aquatic events
- Rock climbing wall
- Open gym
- Two floors of free weights and cardio equipment
- Lounge area
- Ping pong and racquetball

Recreation Services also hosts various intramural and club sports activities. Intramural Sports and Club Sports range from non-competitive to moderately competitive activities that are open to all students on campus. There is a variety of sports to provide diverse choices. Seasons are relatively short to encourage a larger participation level. Club Sports are initiated and managed by students with the assistance and guidance of campus recreation staff. These sport activities require little to no previous experience and are positive physical and social outlets for students.

Recreation Services also offers "Outdoor Adventure," a program that offers weekday and weekend programs including canoeing, spelunking, rock climbing, and camping. Experiences are designed to provide physical challenges, teamwork, and an appreciation for nature and the environment. All of these programs have an emphasis on healthy outlets where students can learn, enjoy and grow.

Evidence of Effectiveness:

College AIM: ENV-2 Require alcohol-free programming

Method of Evaluation: Annual report of how many programs were offered, types of programs, and utilization/participation/attendance rates.

Healthy Campus Coalition

The Healthy Campus Coalition (HCC) is an initiative led by Student Wellness Services that fosters a collaborative approach to enhance the campus community's health, wellness, and safety. The HCC aims to encourage and create opportunities for campus community growth & development through education, policies, and services rooted in evidence-driven decision-making.

The HCC consists of individuals representing groups or departments that have a unique opportunity to assess and understand the needs, concerns, and interests of UNI's diverse populations and to positively influence their health and well-being. In addition, the designated representatives may bring a student representative to HCC meetings and activities. The following individuals serve on the committee within the reporting timeframe:

- Angela Meeter: Assoc. Dir. Student Health Clinic/Student Wellness Services (SWS)
- Kalli Benham: Student Health & Well-being Coordinator (SWS)
- Megan Cahalan: Health Promotion Coordinator (SWS)
- Sarah Behrends: Director Student Health Clinic
- Lisa Smith: Asst. Dir. Support Services (Dining)
- Stacey Runde: Administrative Dietitian (Dining)
- Jordan Rockwell: Asst. Dir. Residence Life Engagement (Housing)
- Jayda Baumhover: Student Care Specialist (Dean of Students)
- Cathryn Baumgartner: Mental Health Therapist in Mental Health Services (MHS)
- Angie Wolff: Mental Health Case Coordinator (MHS)
- Kaylee Michelson: Asst. Dir. Compliance & Equity Management
- Kalyani Kannan: Gender & Sexuality Services Coordinator
- Lindsey Breuwet: Community Prevention Educator with Pathways Behavioral Health
- Kathryn Gilbery: UNI Local Food Access Coordinator in CEEE
- Guest member - Jennifer Jass: Director of Counseling & Psychiatric Services

The HCC focuses on reviewing the UNI National College Health Assessment regarding alcohol and other drug (AOD) use and other factors that affect academic performance and makes recommendations for program and campaign development and revisions based on strategic and priority health issues. This year we also assisted the new Counseling & Psychiatric Services Director in developing, outlining, and designing a new initiative; Stepped Care 2.0.

Evidence of Effectiveness:

NIAAA Tier 2: Evidence of Success With General Populations That Could Be Applied to College Environments

Strategy: The formation of a campus/community coalition

The Healthy Campus MAP-IT tool/assessment is used for effective planning and development of initiatives..

Method of Evaluation: The HCC primarily uses the UNI National College Health Assessment Executive Summary to evaluate the health needs of the student population and reviews outcomes of each survey for effectiveness of programming making recommendations as needed and appropriate. Healthy Campus Student Objectives are also used.

Other Environmental Level Strategies Implemented on Campus and/or Community Based

College AIM:

ENV-8 Require Friday morning classes

ENV-9 Establish standards for alcohol service at campus social events

ENV-11 Enforce age-21 drinking age

ENV-12 Restrict alcohol sponsorship and advertising

ENV-13 Prohibit beer kegs

ENV-14 Implement beverage service training programs: Sales to intoxicated

ENV-15 Implement beverage service training programs: Sales to underage

ENV-16 Restrict happy hours/price promotions

ENV-17 Retain or enact restrictions on hours of alcohol sales

ENV-18 Establish minimum age requirements to serve/sell alcohol

ENV-24 Retain age-21 drinking age

ENV-27 Enact dram shop liability laws: Sales to intoxicated

ENV-28 Enact dram shop liability laws: Sales to underage

ENV- 30 Enact keg registration laws

ENV-31 Enact noisy assembly laws

ENV-33 Enact responsible beverage service training laws

ENV-35 Enact social host property laws

ENV-36 Enact social host provision laws

Server Training

Every person holding a liquor license is required to have server training and pass a test. There is a Servsafe alcohol training and an online IPACT alcohol training that gives a general overview of Iowa State laws regarding the serving and consumption of alcohol, punitive damages both to the server and to the individual, recognizing inebriation levels, recognizing false (and correct) identification, handling situations with alcohol, etc. Every beverage employee is provided with a manual containing current alcohol service standards and expectations. All of the students employed by UNI concessions and catering services are

required to take the IPACT training before they serve any alcohol. Server training is approximately a 45 minute class certification and good for 2 years. It is found on the AOB site. Concessions and catering services track by date for certification of all employees.

Alcohol served through UNI concessions and catering departments is priced the same. Price checks are done with other universities in the state and alcohol served is priced accordingly without pricing promotions. There is no happy hour offered. Shots of alcohol are not permitted. 99.5% of alcohol served at UNI is beer and wine unless hard alcohol is requested which is not the norm.

Where alcohol is served on campus property during sporting events (football and basketball games), there are separate ID checkers, provision of wrist bands indicating the individual is at least 21 years of age, and monitored by the Iowa Alcohol Beverage Division (IABD) at every game..

HEALTH RISKS OF ALCOHOL AND OTHER DRUGS

Virtually every organ system is affected by alcohol. Drinking in moderation may cause problems to one's body, and drinking heavily over the years can cause irreversible damage. However, most diseases caused by excessive drinking can be prevented. For basic information about the health risks associated with alcohol and/or other drugs please visit:

- [Alcohol and You: An Interactive Body](#)
- www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts

For additional information regarding health risks of alcohol and other drugs go to: wellbeing.uni.edu/sites/default/files/inline-uploads/2020_health_risks_chart.pdf

ALCOHOL & OTHER DRUG USE RESOURCES AND PROGRAMS

If you or someone you know is being affected by alcohol or drug misuse or abuse, there are on campus, confidential resources available.

For Students:

Student Wellness Services, Maucker Union 109, (319) 273-3423

- Free consultations, referrals, programs, services, and education.

Counseling Center, 103 Student Health Center, (319) 273-2676

- Free and confidential consultations and referrals.

Student Health Clinic, 016 Student Health Center, (319) 273-2009

- Confidential consultations, referrals, and education.

There are also off campus resources that provide alcohol and other drug services.

For Employees:

Employee Assistance Program (EAP): (Faculty and staff only) The University offers an EAP, designed to assist UNI employees and their families with problems affecting personal relationships, health, and work performance. All services are free and confidential. hrs.uni.edu/mybenefits/eap or (800) 327-4692.

Local Hospitals:

All local hospitals provide 24-hour emergency medical services.

MercyOne Cedar Falls Medical Center

515 College Street

Cedar Falls, IA 50613

(319) 268-3090

UnityPoint Health-Allen Hospital

1825 Logan Avenue

Waterloo, IA 50703

(319) 235-3941

MercyOne Waterloo Medical Center

3421 West 9th Street

Waterloo, IA 50702

(319) 272-7050

Substance Abuse Programs:

Pathways Behavioral Health Services

3362 University Avenue

Waterloo, IA 50701

(319) 235-6571

www.pathways.org

MercyOne Horizons

3421 West 9th Street

Waterloo, IA 50702

(319) 272-8560

www.mercyone.org/northeastiowa/find-a-service-or-specialty/mercyone-horizons

Access Wellness & Recovery Center

3640 Canterbury Court

Waterloo, IA 50702

(319) 252-4631

www.accesswellnessrecovery.com

Al-Anon Family Groups

(888) 425-2666

www.al-anon.org

Iowa Region of Narcotics Anonymous

(800) 897-6242

www.iowa-na.org

Iowa Department of Public Health

(855) 581-8111

Call, live chat or text for reliable treatment options and reliable information regarding alcohol, drugs, mental health, gambling or suicidal thoughts <https://yourlifeiowa.org/>

Iowa Department of Public Health also offers a licensed treatment services locator: <https://yourlifeiowa.org/finder>

University of Northern Iowa
2022-2024 Strategic Plan for Drug and Alcohol Abuse Prevention

Philosophy

The University of Northern Iowa adheres to the laws of the state of Iowa, and strives to create an environment that supports healthy decisions and lifestyles. While the use of illegal drugs is prohibited, the University acknowledges and respects the rights of individuals to use alcohol in a legal and responsible manner, just as it acknowledges and respects the rights of individuals who choose not to use alcohol. Although the moderate consumption of alcohol may be an acceptable part of certain social activities, alcohol and drug abuse interferes with the ability of the University to achieve its mission and can adversely affect individuals, the university, and the larger community.

Overarching Strategic Goal:

To comply with the Drug-Free Schools and Communities Act (DFSCA) regulations and consistently implement a prevention program "to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees."

Goal:

Develop a well-integrated, comprehensive approach to alcohol and other drug (AOD) prevention to reduce the illegal use of alcohol and other drugs as a means to increase student retention and success, as measured by the UNI National College Health Assessment and other program evaluation methods.

Areas of Strategic Focus:

Prevention
Intervention
Environmental Management
Protective Measures

FOCUS AREA 1: Prevention

1. Maintain students' bystander intervention behavior.
 - a. Provide prevention programs focusing on increasing bystander intervention skills around alcohol and other drug misuse.
 - b. Increase students' willingness to be active AOD bystanders by promoting awareness of UNI's Good Samaritan Policy and reducing barriers for intervening.
 - c. Continue to implement an AOD bystander intervention campaign.
 - d. Continue to implement a bystander workshop or presentation to groups,

upon request, based on the Red Watch Band model.

2. Increase utilization of protective behavioral strategies (tips for minimizing or avoiding alcohol-related harms) related to alcohol use, and reduce other drug misuse.
 - a. Include protective behavioral strategies in activities/sessions/events for students.
 - b. Include education about high risk drinking and the illegal use of prescription and other drugs.
 - c. Incorporate alcohol protective factors/social norms campaign across campus.
3. Reduce heavy episodic drinking rates, number of drinks per week and other drug use in the overall student population.
 - a. Provide population level education on negative consequences of heavy alcohol consumption and other drug misuse.
 - b. Evaluate for the increased utilization of risk reduction strategies related to alcohol use, and reduce other drug misuse.
 - c. Include protective behavioral strategies in the peer delivered sessions/events for new undergraduate and transfer students.
 - e. Continue to administer SBIRT screenings, and intervene with education and referral as appropriate.
 - f. Increase awareness regarding the signs and symptoms of alcohol and other drug abuse and dependency.
 - g. Assist students in evaluating their expectancies regarding motivations for high-risk drinking and other drug use.
 - h. Within 1:1 sessions, group programs, and campaigns, provide accurate information about peer alcohol use and consequences to modify students' attitudes about the acceptability of their excessive alcohol consumption.
4. Reduce negative consequences associated with alcohol and other drug use.
 - a. Provide population level education on negative consequences of heavy alcohol consumption and other drug misuse.
 - b. Continue to provide training to Resident Assistants that covers alcohol and other drug laws, campus policies and how to respond in a crisis.
5. Increase rates of alcohol abstinence/low risk drinking.
 - a. Define and encourage low-risk, responsible drinking.
 - b. Incorporate messaging that supports motives for not drinking among abstainers and drinkers.
 - d. Assist students in exploring alternatives to drinking.

- e. Expand late night programming offered.

FOCUS AREA 2: Intervention

1. Continue screening and early intervention of students for high-risk alcohol and other drug use.
2. Continue mental health and clinic screenings to include screening for substance abuse.
3. Educate faculty, staff, students, families and off-campus partners about how to help students in distress.
4. Consistently enforce campus AOD policies.
5. Educate faculty, staff, students, families and off campus partners about available resources.
6. Continue to implement the BASICS (Brief Alcohol Screening Intervention for College Students) for sanctioned and self-referred students.
7. Continue population level education regarding AOD use including, prescription drug abuse and misuse.
8. Follow Student Code of Conduct and Dean of Students sanctioning guidelines

FOCUS AREA 3: Environmental management

1. Raise awareness and compliance of local, state and federal laws and campus policies related to high risk drinking, illegal use of prescription and other drugs, and tobacco.
 - a. Educate students on social host liability.
 - b. Provide Red Watch Band for fraternities, sororities, and other student leaders during new member orientation
 - c. Continue to provide training to all Residence Life staff that covers alcohol and other drug laws, campus policies and how to respond in a crisis.
 - d. Continue to foster positive relationships between students and campus law enforcement.
 - e. Provide education to risk managers and other officers in student organizations on safe party practices, such as sober monitoring, designated driving, party registration, social host liability, and protective behaviors.
 - f. Increase awareness and utilization of alcohol-free events.
 - g. Identify existing alcohol free events.
 - h. Market and promote alcohol-free events.

2. Maintain a comprehensive, well-organized, and efficient conduct system that focuses on referral of drug and alcohol conduct code violators to appropriate resources and provides relevant educational and consequence sanctions for violators by:
 - a. Advocating for health-related campus and local policies
 - b. Promoting consistent enforcement of alcohol and other drug policies and laws
 - c. Aligning objectives with the overall University Mission. This will be accomplished by:
 - i. helping to create an environment conducive to healthy choices, and
 - ii. generating evidence of program impact.
3. Provide support for and/or outreach to student organizations who have demonstrated a commitment to health and wellness initiatives on campus.
4. Evaluate the effectiveness of intervention efforts and compare between comprehensive assessment data.

FOCUS AREA 4: Protective Measures

1. Increase commitment, participation, and visibility on the issues of alcohol, other drugs, and safety.
 - a. Increase communication through a variety of modes of communication (e.g., web, email, social media, etc.).
 - b. Develop partnerships to increase students' sense of responsibility to others.
2. Increase utilization of social media for the marketing of alcohol protective behavioral strategies and other drug misuse campaigns.
 - a. Educate campus regarding the distinctions between state and federal laws and university policies and how they are held accountable to them.
 - b. Increase the development of initiatives to facilitate effective communication between students and families about alcohol and other drug misuse.

Drugs & Alcohol

It is the policy of the University of Northern Iowa and the Board of Regents to provide for a drug free workplace and learning environment for students and employees.

Student Wellness Services - Alcohol & Other Drugs (<https://wellbeing.uni.edu/student-wellness/alcohol-other-drugs>)

Overview

The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance by students and employees on property owned or leased by the University of Northern Iowa or in conjunction with a university-sponsored activity is prohibited.

The unlawful manufacture, distribution, dispensation, possession or use of alcohol by students and employees on property owned or leased by the University of Northern Iowa or in conjunction with a university-sponsored activity is prohibited.

Violation of this policy will result in university disciplinary action.

Intercollegiate Athletics Tailgating Policies

The sale, service and consumption of alcoholic beverages in and around the UNI-Dome are strictly prohibited, except under the following circumstances:

- / Non-athletic UNI-Dome events where alcohol is sold, by the UNI-Dome's licensed vendor, for the consumption by event patrons coordinated through the catering manager.
- / UNI Athletic events where the athletic department, through its licensed vendor, provides alcoholic beverages for private consumption by supporters and friends of the program.
- / Functions that include serving of alcoholic beverages related to events hosted at athletic facilities.

+ General Guidelines

Click on the link for additional tailgating guidelines.

https://unipanthers.com/documents/2023/8/18/Tailgating_Guidelines_2023-24.pdf



TAILGATING GUIDELINES

These tailgating guidelines have been developed by the Department of Athletics, in consultation with the Departments of Public Safety, as required by the official University of Northern Iowa Policy 13.18 Alcohol & Drugs.

The following guidelines shall govern all tailgating activities for the 2023-24 academic year:

1. Parking lot tailgating information:
 - a. Tailgating is permitted during the course of the event.
 - b. Tailgating must cease no later than one hour after the conclusion of the event.
2. Glass bottles and containers are prohibited.
3. Charcoal grills are permitted for cooking. No open fires are permitted.
4. Tailgating is restricted to the one parking spot occupied by each vehicle, and the area immediately behind each vehicle.
 - a. Tailgating activities may not impede or block the flow of traffic.
 - b. Tents, chairs, and all other apparatus must be contained within this area.
 - c. Grass areas immediately adjacent to parking spots are permitted for tents, chairs, etc.
5. Any live music performances must receive approval from the Assistant Athletics Director for Facilities & Operations at least *seven days* prior to the event.
6. Tailgaters are responsible for picking up their trash and taking it with them or disposing of it in trash receptacles provided by UNI.
7. Requests to park vehicles and stay overnight in UNI parking lots the night prior to an event must be made to and approved by the UNI Public Safety at least *seven days* prior to the event.
 - a. Requests made less than seven days prior to the event may be granted subject to available space. Those allowed to stay must comply with relevant UNI policies and directives provided by UNI Public Safety.
8. Any corporate, business, sales, or other commercial activity (including catering services) associated with tailgating are subject to the approval of UNI Athletics.
9. Organized groups of 25 to more people must contact the Assistant Athletics Director for Facilities & Operations at least seven days prior to the event. Organized large groups are restricted to assigned locations and may be subject to one or more of the following:
 - a. Security deposit
 - b. Portable restroom charges
 - c. Trash cleanup/removal charges
10. Buses and RVs that are not parked in the designated PSC parking lots are restricted to the North Dome Lot only.
11. Individuals who violate any of the above guidelines will be asked to leave UNI property and may be subject to legal penalties.

Social Policy

University of Northern Iowa Fraternities and Panhellenic Councils

Section I: Purpose

1. To assist fraternities and sororities in the planning and execution of safe social functions.
2. To raise awareness amongst Fraternity & Sorority Life (FSL) members of the level of risk that occurs at social functions, and to put into place the policies and procedures to reduce the level of risk.
3. To provide continuous education regarding FSL social functions.
4. To promote responsible alcohol use by all FSL members.
5. To exemplify and uphold our fraternal values.

Section II: Definition of a Social Event

A social event is characterized and defined by, but not limited to, the following:

1. Indications of advertisement of the event:
 - a. Information concerning the event was announced at a chapter meeting
 - b. Information concerning the event was posted in the chapter house
 - c. Information concerning the event was emailed to the chapter distribution list
 - d. Information concerning the event was posted on the chapter Facebook page or to other online communities
2. Any event an observer would associate with the fraternity or sorority chapter.

Section III: Types of Social Events

A	Events with Alcohol	Third Party Vendor Events – chapters may choose to host an event where alcohol is served by a licensed, insured, third-party vendor.	Must be Registered
		BYOB Events – chapters may choose to host an event where each attendee brings their own beverage (“BYOB”).	Must be Registered
B	Dry Events	Chapters may choose to host mixers or other dry events either on or off-campus.	Does not need to be Registered

C	Philanthropy	Chapters may choose to host their philanthropy event(s) on or off-campus.	Does not need to be Registered
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Section IV: Scheduling of Events

1. All above events will be initially scheduled during a meeting presided over by The Office of Student Involvement and Panhellenic Council (PHC) executives by the beginning of each semester. The scheduled events will comprise the comprehensive Greek Social Calendar, which can be accessed by visiting the **UNI FSL website**.
 - a. Calendar events will include schedules of deadlines and the received and approved dates of the paperwork.
2. Any events with alcohol may only occur during the regular academic year. Events should not be scheduled or hosted during academic breaks, including but not limited to Thanksgiving Break, Winter Break, Spring Break, and Summer Break.
3. Additional events may be added to the Greek Social Calendar beyond initial scheduling. A request to add an event requires an in-person meeting with the appropriate Office of Student Involvement representative or PHC executive. An approved addition of an event must follow the required registration for the type of event it is.
4. The maximum allowance for events on any single day will be two (2) social events (A,B Events) and one (1) philanthropy event (C Event).
 - a. In the event of a special circumstance (reunions, holidays, homecoming, etc.), exceptions may be made with approval from the Office of Student Involvement and Panhellenic Council (PHC) executives or the Fraternity and Sorority Life Advisor.

Section V: Registering an Event

1. **A Events** (Events with alcohol) must be registered by submitting a **Social Notification Form** to the Office of Student Involvement two (2) weeks prior to the event date.
2. All sections of the **Social Event Notification Form** must be completed and accurate for the form to be valid. Incomplete forms will not be accepted. Falsification of information on the **Social Event Notification Form** is prohibited and may result in disciplinary actions. The **Social Event Notification Form** will serve as the university reference for the event.
3. A Pre-Social Event Form, including the pre-guest list and event monitor list, must be

provided for **A Events** and will include each guest's name and date of birth. The Pre-Social Event Form shall be turned in to the Office of Student Involvement two (2) days before the event.

a. See Section X:2 for information regarding event monitor eligibility requirements.

4. A Post-Social Event Form, including the post-guest list and event monitor list, is required with the signatures of the guests who attended and names of those who successfully served as event monitors. (Electronically typed names will suffice as a signature if a printed list is not available for attendees to sign.) or The Post-Social Event Form shall be turned in to the Office of Student Involvement the immediate school day following the event by 5:00pm.

5. The respective Vice Presidents of the PHC, Fraternity and Sorority Life Advisor, and Student Involvement secretary will approve, recommend changes, or deny based upon the information received.

a. All paperwork must be submitted online through the Office of Student Involvement.

b. These individuals will be reviewing based on accurate information, form completion, approved vendor location, appropriate theme, and other such items required in the paperwork.

Section VI: Third Party Vendors

Events held at a Third Party Vendor are subject to the alcohol guidelines (Section IX) listed in this document. Additionally, the following steps must also be taken for Third Party Vendor Events.

1. An event can only be held at an approved Third Party Vendor. A list of approved vendors can be found on the UNI FSL website.

a. An approved vendor must meet the guidelines stated in the **Third Party Vendor Checklist**.

b. If an event is going to be held at a Third Party Vendor that is not currently approved, then the contact information for the manager of the vendor must be submitted to the appropriate PHC executive or Office of Student Involvement staff a minimum of three (3) weeks prior to the event date.

2. The **Third Party Vendor Checklist** indicating what the vendor is responsible for will be completed by the **Office of Student Involvement annually**.

3. Transportation for off-campus events must adhere to the following:

a. All non-overnight events must be provided through a licensed bus service distinguished and registered by the sponsoring chapter(s).

- b. Transportation to overnight events does not require bus services however; the use of a licensed bus service is highly encouraged.

Section VII: Bring Your Own Events

Any event that is not held at a third party vendor must be BYOB (Bring Your Own Beverage). In addition to following all other guidelines related to alcohol, chapters must also follow these guidelines for BYOB events:

1. The sponsoring chapter must provide four (4) event monitors. The names and signatures of these individuals should be included in the **Social Notification Form**.
 - a. See section X:2 for information regarding event monitor eligibility requirements.
2. To gain entry, individuals must be on a guest list and have a valid government issued ID.
3. Individuals who are 21 or older will receive a wristband or stamp upon entry.
4. A maximum of six twelve-ounce containers of beer or an equivalent product (Mike's Hard Lemonade, Strawberita, etc.), or four wine coolers.
5. An event monitor must be present to collect alcohol at the door. All beverages must be marked with the owner's name and stored at a single location for the duration of the event. This area and the distribution of beverages must also be overseen by an event monitor.
6. Only one (1) beverage may be obtained at a time and only by the individual who brought it to the event.
7. Beverages in glass containers are not permitted.
8. Hard alcohol is not permitted at BYOB events.

Section VIII: Tailgating Guidelines

1. All individuals and organizations must comply with the University Intercollegiate Athletics Tailgating Policies, which can be found on the [UNI website](#).
2. The host chapter(s) must schedule and register tailgating events as Type A events.
3. Registered tailgates must either be a third party vendor event or BYOB event and follow the respective rules and guidelines.

Section IX: Alcohol and Drug Guidelines

1. The possession, sale, use or consumption of ALCOHOLIC BEVERAGES, while on chapter premises or during a chapter event, in any situation sponsored or endorsed by the chapter, or at any event an observer would associate with the chapter, must be in

compliance with all applicable laws of the state, province, county, city and institution of higher education, and must comply with either the BYOB or Third Party Vendor Guidelines.

2. No alcoholic beverages may be purchased through chapter funds nor may the purchase of the same for members or guests be undertaken or coordinated by any member in the name of, or on behalf of, the chapter. The purchase or use of a bulk quantity or common sources of such alcoholic beverages, e.g. kegs or cases, is prohibited.
3. OPEN PARTIES, meaning those with unrestricted access by non-members of the chapter, without specific invitation, where alcohol is present, shall be forbidden. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal "drinking age").
4. The possession, sale or use of any ILLEGAL DRUGS or CONTROLLED SUBSTANCES while on chapter premises or during a chapter event or at any event that an observer would associate with the chapter, is strictly prohibited.
5. No chapter may co-sponsor an event with an alcohol distributor or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) at which alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a tavern as defined above for purposes of fundraising. However, a chapter may rent or use a room or area in a tavern as defined above for a closed event held within the provisions of this policy, including the use of a third party vendor and guest list. An event at which alcohol is present may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of this policy.
6. No chapter may co-sponsor or co-finance a function where alcohol is purchased by any of the host chapters, groups or organizations.
7. All recruitment or rush activities associated with any chapter will be non-alcoholic. No recruitment or rush activities associated with any chapter may be held at or in conjunction with a tavern or alcohol distributor as defined in this policy.
8. No member or pledge, associate/new member or novice shall permit, tolerate, encourage or participate in "drinking games". The definition of drinking games includes but is not limited to the consumption of alcohol which involves duress or encouragement.
9. No alcohol shall be present at any pledge/associate member/new member/novice program, activity or ritual of the chapter. This includes but is not limited to activities associated with "bid night", "big brother/big sister night" and initiation.

Section X: Policy Education

1. All chapters have an obligation to educate their members on this policy. The Office of Student Involvement and Panhellenic executives will provide a presentation geared towards new members. This presentation will be given at the chapter level, facilitated by an Office of Student Involvement staff member or a Panhellenic Executive member from their respective chapter in conjunction with their chapter's new member educator, and will occur at the beginning of each semester and/or before the first social event with alcohol if new members have been added to the chapter.
 - a. No social events with alcohol will take place until the presentation has been given and signed off on by the Office of Student Involvement staff member or Panhellenic Executive who has facilitated the presentation.
 - b. Upon completion of the presentation, each chapter's social chair (or equivalent) will complete the **FSL Social Policy Presentation Confirmation Form**, which requires the signature of the Office of Student Involvement staff member or Panhellenic Executive who facilitated the presentation. This must be submitted at least two (2) days before a social event with alcohol, and it can be turned in at the same time as the pre-guest list. Office of Student Involvement hours are Monday-Friday 8:00am-4:30pm.
 - c. If a chapter does not have a member on Panhellenic Executive, a representative from these bodies will be sent to that chapter's formal meeting to facilitate the presentation.
 - d. If a chapter receives new members after the first scheduled social event with alcohol, the chapter will still complete the presentation for the newest members before the next social event with alcohol that the newest member will attend. Refer to Section IX:1.b. above for information on how to complete the policy education process.
 - e. Failure to complete the presentation and/or falsification of the **FSL Social Policy Presentation Confirmation Form** is prohibited and may result in other disciplinary actions.
4. All chapters must uphold and adhere to the Office of Student Involvement – Event Monitor Policy, which can be located on the UNI FSL website.
 - a. To be considered an eligible event monitor:
 - i. Chapter members must participate in the Red Watch Band Training.
 - ii. Chapter members must be of the sponsoring chapter for a minimum of two (2) semesters.
 - b. New members from every chapter are expected to participate in the Red Watch

Band training during the fall semester of the year.

Section XI: Enforcement

1. Federal, state, and local laws will take precedence over this policy.
2. The Panhellenic Council and Office of Student Involvement will oversee the monitoring of events and enforce the provisions of this policy at their discretion.

Section XII: Registration Paperwork Violations

Registration paperwork violations consist of the following:

1. Late registration of an event.
2. Pre-Social Event Form, including pre-guest lists and event monitors list, is not submitted two (2) days before the event to the Office of Student Involvement.
3. Post-Social Event Form, including post-guest lists and event monitors list, not submitted to the Office of Student Involvement by the immediate school day following the event.
4. Incomplete forms or missing information on any paperwork.

Registration paperwork violations will be addressed as follows:

1. First violation will result in a social warning.
2. Second violation will result in the cancellation of the event for which the registration violation took place.
3. All violations after a second violation will be handled at the discretion of the appropriate PHC executive or Office of Student Involvement.
4. All violations will be in effect for one (1) semester.

Section XIII: Sanctions

All sanctions depend on the severity of the infraction and will be assessed at the discretion of the appropriate Panhellenic executive and Office of Student Involvement Representative. Reviews and sanctions of alleged infractions will follow the judicial procedures outlined for each council. All forms mentioned in this document are found on the UNI Office of Student Involvement website.

2022-2023 & 2023-2024

Substance Abuse Policies and Procedures

Introduction and Overview

The University of Northern Iowa Intercollegiate Athletics and Sports Medicine Department is committed to the physical and mental health and wellbeing of its student-athletes. UNI recognizes that the use of certain drugs, legal or illegal, is not in the best interests of the student-athlete or UNI Intercollegiate Athletics. In an effort to combat the use of illicit drugs, UNI Intercollegiate Athletics has implemented a comprehensive substance abuse education and testing program to promote healthy and responsible lifestyles for student-athletes.

Purpose

The purpose of the UNI Substance Abuse Education and Testing Program is multifaceted. The program focuses on the following objectives:

- Deterring the use of drugs and alcohol;
- Identifying substance-abuse users;
- Coordinating substance-abuse rehabilitation and educational services;
- Promoting the role of UNI student-athletes as representatives of the University and positive role models for the youth in the community;
- Counseling student-athletes who do not adhere to the requirements of the program.

Department of Intercollegiate Athletics Drug and Alcohol Committee

The Department of Athletics Drug and Alcohol Committee shall consist of the following staff members:

- Director of Athletics or designee
- Senior Woman Administrator
- Assistant Athletic Director for Compliance
- Member of the Office of Student-Athlete Development
- Head Athletic Trainer

Program Compliance/Eligibility

Participation in UNI Intercollegiate Athletics is a privilege, not a right. To become and remain a participant at UNI, including receiving athletics grant-in-aid after a student-athlete has exhausted his/her eligibility; a student-athlete must comply with the terms of this program that encompasses substance-abuse education, screening, and counseling. By signing the UNI Sports Medicine Department's *Medical Examination and Authorization Waiver and Substance Abuse Testing Authorization Waiver*, the student-athlete agrees to submit to any and all tests ordered by the UNI Intercollegiate Athletic Department in order to detect unauthorized substance use. This document must be completed in order to practice and/or compete. The form is required of all student-athletes as a part of their annual pre-participation physical examination.

What is Being Tested for and Banned Substances

The UNI Intercollegiate Athletics and Sports Medicine Department utilizes the most current NCAA List of Banned Drug Classes (*NCAA Bylaw 31.2.3.1*) for its substance abuse testing program. This list may be obtained through:

- A member of the UNI Sports Medicine and Strength and Conditioning Departments
- A member of the UNI Compliance Office

No substance belonging to the prohibited class(es) may be used, regardless of whether it is specifically listed as an example. A complete listing of banned substances is found in Appendix C of this document.

Testing Selection and Frequency

Random Drug Testing

All UNI student-athletes are subject to drug testing. Selection for the testing will occur randomly, by UNI-assigned student identification number, throughout a student-athlete's association with UNI. The Director of Athletics, and/or his/her designee will determine the date, time, and site for testing. UNI Intercollegiate Athletics will conduct random testing throughout the course of the academic year.

All student-athletes are eligible for each test. Therefore, someone may be tested more than once per year.

"Reasonable Suspicion" Drug Testing

In addition to random testing, UNI Intercollegiate Athletics reserves the right to screen a student-athlete anytime there is reasonable suspicion that he/she may be engaged in the use of banned substances. The term "reasonable suspicion" means that information has been given to a member of the coaching staff, Sports Medicine Department, and/or athletics administrator, regarding a student-athlete's possible use of banned substances. Other events or conduct may rise to the level of reasonable suspicion, including but not limited to: (a) a student-athlete's possession or use of a prohibited substance; (b) a student-athlete's arrest or conviction related to the possession of, use or trafficking of banned substances; or (c) abnormal conduct interpretable as being caused by the use of banned substances (e.g., dilated or constricted pupils, missing class or practice, lack of motivation, mood changes). Reasonable suspicion drug testing may be done in one of two ways, at the election of the authorized Athletics Department personnel: urinalysis as described in Section IV below; or contact screening with a rapid drug screening test as described in Section V below.

Reasonable suspicion shall not mean a mere "hunch" or "intuition." It shall be based upon a specific event or occurrence, which leads to the belief based on reasonable circumstances that a student-athlete has used a banned substance.

- Such belief may be engendered by direct observation, a physical or mental deficiency, medically indicated symptomology of banned substance use, suspicious conduct, or unexplained absence.
- Such belief may also be engendered by information supplied by reliable third parties corroborated by objective facts.
- Such belief may also be engendered by common-sense conclusions about observed or reliably described human behavior upon which practical people ordinarily rely.

NCAA Year Round Drug Testing Program

The NCAA reserves the right to test all sports in accordance with the Year Round Drug Testing Program. All UNI student-athletes are subject to the NCAA Year Round Drug Testing Program. Selection for the testing will occur randomly throughout a student-athlete's association with UNI and the NCAA. The Center for Drug Free Sport (NCAA) will determine the date, time, and sports to be tested. The NCAA will conduct random testing a minimum of one (1) time every year.

All student-athletes are eligible for each test. Therefore, someone may be tested more than once per year.

NCAA Championship Drug Testing Program

In the event of an individual or team qualifying for NCAA Championship competition, the individual or team is subject to drug testing prior to, during, or post event by the NCAA. All UNI student-athletes participating in NCAA Championship competition are subject to the NCAA Championship Drug Testing Program. Selection for the testing will occur randomly by the NCAA. The Center for Drug Free Sport (NCAA) will randomly determine individuals to be tested.

Notification Process

Random Drug Testing and "Reasonable Suspicion" Drug Testing by Urinalysis

- Upon selection, student-athletes will be notified prior to testing by a member of the UNI Sports Medicine Department, the student-athlete's coach, and/or a member of the UNI athletics administration ("personnel").
 - Personnel will call all available phone numbers, attend student-athlete's classes, etc., in an effort to notify the student-athlete. Personnel may notify a student-athlete in person if possible, such as when the student-athlete is present in UNI athletic facilities.
 - Personnel WILL NOT leave a phone message on the student-athlete's voicemail or with anyone answering the phone besides the student-athlete.
- Notification will take place no more than four (4) hours before the scheduled test.
- Upon notification, the student-athlete will be asked to read and sign a *UNI Substance Abuse Testing Notification Form*, notifying him/her of the date, time, and site of the testing, as well as any other special instructions pertinent to the test.
 - The student-athlete will be instructed to immediately report to the test site or location with a picture ID.
 - *b. The student-athlete will not be allowed to practice or otherwise participate in team activities until he/she has reported to the testing site/location and supplied a viable sample.*
- It is the UNI Test Site Coordinator's responsibility to notify the Director of Athletics and/or his/her designee of those individuals who do not report for their test within the scheduled time periods. The scheduled time period for a random drug test is normally two hours from the start of the testing period until its conclusion.
- If a student-athlete does not report at the scheduled time for his/her test, he/she will be sanctioned appropriately for his/her action. A "no show" or refusal by a student-athlete to take a drug test at the time it is requested will be interpreted as a positive test result, and the student-athlete may be withheld from practice and competition until a sample is provided for testing.

Urinalysis Collection Procedures

Every possible step will be taken to ensure and maintain the confidentiality of the test results and to ensure the identity and integrity of the sample throughout the collection and testing process.

- Only those persons authorized by the UNI Director of Athletics and/or his/her designee and/or the UNI Test Site Coordinator will be allowed in the specimen collection and processing area.
- The UNI Director of Athletics and/or his/her designee and/or the UNI Test Site Coordinator may release a sick or injured student-athlete from the collection area or may release a student-athlete to return to meet academic obligations only after appropriate arrangements for having the student-athlete tested have been made and documented on the UNI Substance Abuse Testing Notification Form.

- Upon entering the collection station, the student-athlete will show his/her picture ID and will be identified by the UNI Test Site Coordinator and/or his/her designee. The student-athlete will record the time of arrival and print his/her name on the *UNI Drug Testing Roster Form*.
- When ready to urinate, the student-athlete will be asked to remove any unnecessary outer clothing, and to leave his/her all personal belongings that he/she may be carrying outside of the collection station.
- The student-athlete will select a sealed collection container from a supply of such, will unwrap the container in the presence of a member of the drug testing crew, and will record his/her initials on the beaker's lid.
- A crew member will accompany the student-athlete to the restroom, and will monitor the furnishing of the specimen by observation in order to assure the integrity of the specimen.
 - A minimum specimen of at least 80 ml is required.
 - If a student-athlete has difficulty voiding, he/she may drink fluids and/or eat foods approved by the UNI Site Coordinator. Such fluids and food items must be caffeine and alcohol-free and free of any other banned substances.
 - If the specimen is incomplete, *the student-athlete must remain in the collection station with the sample until the sample is complete*. During this period, the student-athlete is responsible for keeping the collection beaker closed and controlled.
 - If the specimen is incomplete and the student-athlete must leave the collection station for a reason approved by the UNI Site Coordinator, the specimen must be discarded. Upon return to the collection station, the student-athlete will be required to begin the collection procedure again.
- Once the specimen (at least 80 ml) has been provided, the student-athlete is responsible for keeping the collection beaker closed and controlled.
- The collector, in the presence of the student-athlete, will immediately assure that the collection beaker is securely closed.
- The collector, in the presence of the student-athlete, will then apply tamper-evident label/seals to the beaker and write the student-athlete's identification number on the tamper-evident label/seal (usually the student-athlete's social security number or last six digits of the social security number).
- The student-athlete will initial the tamper-evident label/seal.
- The student-athlete will witness the collector placing the sealed specimen in a shipping case for express shipment to a testing laboratory.
- The student-athlete, the collector, and a witness (if present) will sign the Student-athlete Notification Form, certifying that the procedures were followed as described in the protocol.
- Any deviation from the procedures outlined must be described and recorded on the Student-athlete Notification Form at that time.
- The student-athlete will then sign-out on the Testing Roster, collect his/her belongings, and immediately vacate the collection area.
- After the collection has been completed, the specimens will be forwarded to the designated laboratory.
- The specimens become the property of the UNI Intercollegiate Athletics Department.
- Failure to sign the UNI Drug Testing Notification Form, UNI Drug Testing Roster Form, arrive at the collection station at the designated time without justification, or provide a urine specimen according to the aforementioned protocol is cause for the same action(s) as evidence of use of a banned substance. The UNI Drug Testing Site Coordinator will inform the student-athlete of these implications (in the presence of witnesses) and will record such on the Drug Testing Notification Form.

Rapid Drug Screen Procedures

Every possible step will be taken to ensure and maintain the confidentiality of the test results and to ensure the identity and integrity of the sample throughout the collection and testing process.

- Notification procedures will be followed as outlined previously in section IV.
- Only those persons authorized by the UNI Director of Athletics and/or his/her designee will be permitted to administer and process the rapid drug screen
- The UNI Director of Athletics and/or his/her designee and/or the UNI Test Site Coordinator may release a sick or injured student-athlete from the collection area only after appropriate arrangements for having

the student-athlete tested have been made and documented on the UNI Substance Abuse Testing Notification Form.

- Upon entering collection station, the student-athlete will show his/her picture ID and will be identified by the UNI Test Site Coordinator and/or his/her designee. The student-athlete will record the time of arrival and print his/her name on the *UNI Drug Testing Roster Form*.
- The student-athlete, in the presence of the collector, will verify the expiration date on the rapid drug screen test package and verify that there is no damage to the package.
- The collector, in the presence of the student-athlete, will tear open the foil packet at the cut and remove the rapid drug screen test.
- The student-athlete will write his/her name and test date on the back of the body of the rapid drug screen test.
- The collector will lift the blue rapid drug screen test cover off of the white body, taking care not to touch the test pad and/or remove the cap.
- The collector will wet the test pad with tap water (*sterile saline and/or distilled water may be substituted for tap water*) and shake off any excess water.
- The collector will wipe the test pad gently over the student-athlete's body surface (e.g. forehead, arm, back, chest, leg, etc.) 4 to 6 times, taking care to dab rough surfaces, tablets, and powders.
- The collector will replace the blue cover onto the white body gently and close firmly with a "double click".
- The collector will remove the clear end cap and fill the end cap to the mark with tap water (*sterile saline and/or distilled water may be substituted for tap water*).
- The collector will dip the rapid drug screen test into the cap of water for ten (10) seconds, taking care not to immerse the white plastic body.
- The collector will remove the rapid drug screen test from the cap of water and hold the rapid drug screen test horizontal for 3 – 5 minutes.
- After 3 – 5 minutes, the collector will read and interpret the rapid drug screen test as directed by the manufacturer's directions.
- After interpretation of the rapid drug screen test, the student-athlete, in the presence of the collector, will place the used rapid drug screen test in an envelope, label the front of the envelope with his/her name and date of test.
- The student-athlete, in the presence of the collector, will seal the envelope.
- The student-athlete and the collector will sign and date the sealed envelope over the seal.
- The student-athlete, the collector, and a witness (if present) will sign the Student-athlete Drug Testing Notification Form, certifying that the procedures were followed as described in the protocol.
- Any deviation from the procedures outlined must be described and recorded on the Student- Athlete Drug Testing Notification Form at that time.
- The student-athlete will then sign-out on the Drug Testing Roster, collect his/her belongings, and immediately vacate the collection area.
- The rapid drug screen test becomes the property of the UNI Intercollegiate Athletics Department and will be filed as per the UNI Director of Athletics and/or his/her designee.
- Failure to sign the UNI Drug Testing Notification Form, UNI Drug Testing Roster Form, arrive at the collection station at the designated time without justification, or allow the collection of a sample according to the aforementioned protocol is cause for the same action(s) as evidence of use of a banned substance. The UNI Drug Testing Site Coordinator will inform the student-athlete of these implications (in the presence of witnesses) and will record such on the Drug Testing Notification Form.

In the Event of a Positive Rapid Drug Screen Test Result, the Following Procedure Applies:

In the event that a student-athlete tests positive for the presence of a banned substance using the rapid drug screen test, the following procedures will be followed-

- The student-athlete will be verbally notified by the collector of the presence of a banned substance as detected by the rapid drug screen test system and will record such on the Drug Testing Notification Form.
- The student-athlete will be immediately referred for follow-up urinalysis testing as described in the aforementioned section.

- The student may not participate in team activities (e.g. team meetings, strength and conditioning sessions, individual workouts, practices, and competition) until the urinalysis has been conducted.
- Failure to allow the collection of a urine specimen according to the aforementioned protocol will be considered a positive test result and will be cause for the same action(s) as evidence of a use of a banned substance. The UNI Drug Testing Site Coordinator will inform the student-athlete of these implications (in the presence of witnesses) and will record such on the Drug Testing Notification Form.

Self-Referral

- Any student-athlete may refer himself/herself for evaluation or counseling by contacting a member of the coaching staff, UNI Sports Medicine Department, and/or an UNI administrator.
 - *A student-athlete may not initiate self-referral after he/she has been informed of their participation in an impending drug test.*
- This self-referral will be held strictly confidential and no team and/or administrative sanctions will be imposed upon the student-athlete who has made a personal decision to seek professional assistance.
- A treatment plan will be put into place and the student-athlete will not be sanctioned for entry.
- A student-athlete testing positive (during random and/or reasonable suspicion testing) after entering this program will be subject to the applicable sanctions.

Notification of Results

Urinalysis Results

- The designated laboratory will use a portion of the specimen ("specimen A") for its initial analysis, consisting of sample preparation, instrument analysis, and data interpretation.
 - If the initial analysis of the specimen shows the presence of a banned substance and/or a masking device, the designated laboratory will immediately arrange for an analysis of the remainder of "specimen A".
 - Preparation and analysis of the remainder of "specimen A" will be conducted by a
 - Laboratory staff member other than the individual who prepared and analyzed the student-athlete's initial specimen. The designated laboratory reserves the right to send the remainder of "specimen A" to another certified laboratory for preparation, analysis, and interpretation.
- Upon verification of "specimen A", the designated Medical Review Officer (MRO) / laboratory will notify the Director of Athletics and/or his/her designee of the test results.
- Upon notification of a positive test result, the UNI Director of Athletics and/or his/her designee will verbally notify the student-athlete, the student-athlete's head coach, and the Head Athletic Trainer and/or his/her designee. A representative of the UNI Student Health Center Counseling Center and/or the team physician may be present at this meeting and/or verbally notified as per the Director of Athletics and/or his/her designee.
 - At this time, the student-athlete may request to appeal the test results.
 - The student-athlete will have 48 hours from the time of his/her verbal notification to begin the appeals process.
 - The student-athlete may request that the remainder of his/her initial specimen ("specimen B") be sent to the certified laboratory of his/her choosing for preparation, analysis, and interpretation.
 - All costs associated with the appeals process, including shipping, preparation, analysis, and interpretation of the specimen will be the responsibility of the student-athlete.
 - The interpretation of Specimen B will be final.
- The student-athlete will also be notified in writing within 48 hours, with carbon copies being sent to the UNI Director of Athletics and/or his/her designee, Head Athletic Trainer and/or his/her designee, the student-athlete's head coach, a representative of UNI Student Health Center Counseling Center, and the team physician (if necessary). The UNI Drug Testing Administrator is responsible for this written notification.

Rapid Drug Screen Test Results

In the event that a student-athlete tests positive for the presence of a banned substance using the rapid drug screen test, the following procedures will be followed:

- The student-athlete will be verbally notified by the collector of the presence of a banned substance as detected by the rapid drug screen test system and will record such on the Substance Abuse Testing Notification Form.
- The student-athlete will be immediately referred for follow-up urinalysis testing as described in the aforementioned section.
- The student may not participate in team activities (e.g. team meetings, strength and conditioning sessions, individual workouts, practices, and competition) until the urinalysis has been conducted.
- Failure to allow the collection of a urine specimen according to the aforementioned protocol will be considered a positive test result and will be cause for the same action(s) as evidence of a use of a banned substance. The UNI Drug Testing Site Coordinator will inform the student-athlete of these implications (in the presence of witnesses) and will record such on the Drug Testing Notification Form.

Sanctions for Positive Test Results

There are three ways in which a student-athlete can test positive under this program:

- The presence of one or more of the banned substances in the student-athlete's urine during any UNI and/or NCAA substance abuse test, as confirmed through the collection testing methods outlined above.
- Failure to appear for a drug test; and
- Refusing to provide a sample at the testing site.

A positive test result does not include detection of a banned substance where the banned substance use or presence is part of, or the result of, documented medical treatment prescribed and supervised by a qualified physician.

First Positive Test

- The student-athlete will be required to have a confidential meeting with the Director of Athletics (or his/her designee) and at least one other member of the Drug and Alcohol Committee within one (1) week of his/her notification of the positive test result. Additional participants may include, the head coach, an athletic trainer, a member of the UNI Student Health Center Counseling Center, and other University Staff as deemed appropriate. The student-athlete has the option to request that one (1) person of his/her choosing to accompany him/her to this meeting.
- The student-athlete may be referred to an outside designated agency for evaluation, education, and mandatory counseling sessions.
 - The student-athlete will be required to sign a waiver to release information regarding his/her attendance at the mandatory counseling services.
- The student-athlete will be required to contact his/her parent or guardian in the presence of the Director of Athletics and/or his/her designee and the student-athlete's head coach.
- The student-athlete will be randomly tested at the discretion of the Director of Athletics and/or his/her designee for one (1) calendar year after the date of the first positive test.
- An unexcused absence from, and/or failure or refusal to participate in the conditions set forth and those provided by the UNI Department of Intercollegiate Athletics will be treated as a second positive test result.
- The student-athlete's head coach has the option to impose additional sanctions, including, but not limited to, indefinite suspension, revoking team privileges and/or travel, and/or termination of some or all athletics financial aid, as outlined in written team policies.

Second Positive Test

- The student-athlete will be required to have a confidential meeting with the Director of Athletics (or his/her designee) and one other member of the Drug and Alcohol Committee within one (1) week of his/her notification of the second positive test result.. Additional participants may include, the head

coach, an athletic trainer, a member of the UNI Student Health Center Counseling Center, and other University Staff as appropriate.

- The student-athlete has the option to request that one (1) person of his/her choice, accompany him/her to this meeting.
- The student-athlete will be suspended from competition for a *minimum of 10% of their total competitive season* from the date of his/her notification of a second positive test result. The suspension shall be served at the next opportunity and only in a sport in which the student-athlete was officially participating in at the time testing notification occurred.
 - Football – 1 game
 - Women's Soccer – 2 dates of competition
 - Volleyball – 3 dates of competition
 - Men's and Women's Cross-Country – 1 date of competition
 - Men's and Women's Basketball – 3 dates of competition
 - Softball – 6 dates of competition
 - Men's and Women's Golf – 2 dates of competition
 - Women's Tennis - 2 dates of competition
 - Men's and Women's Track and Field - 1 date of competition
 - Women's Swimming and Diving - 2 dates of competition
 - Wrestling - 3 dates of competition

* If a team completes its competition schedule while a student-athlete is under a second positive sanction, the student-athlete's suspension will be carried over into next season's competition.

- The student-athlete's head coach has the option to impose additional sanctions, including, but not limited to, indefinite suspension, revoking team privileges and/or travel, and/or termination of some or all athletics financial aid, as outlined in written team policies.
- The student-athlete will be referred to an outside designated agency for evaluation, education, and mandatory counseling sessions.
- The student-athlete will be required to contact his/her parent or guardian. The student-athlete will be randomly tested at the discretion of the Director of Athletics and/or his/her designee for one (1) calendar year after the date of the first positive test.
- An unexcused absence from, and/or failure or refusal to participate in the conditions set forth may be considered a third positive test result.

Third Positive Test

- Upon a third positive test result, the student-athlete will be immediately dismissed from the UNI Intercollegiate Athletics Program.
 - All existing athletics financial aid will be terminated at the first permissible opportunity.
 - Further sanctions by the University of Northern Iowa may be imposed, including but not limited to suspension or expulsion.

Zero Tolerance

- Any student-athlete who engages in the sale or distribution of illegal drugs will immediately be dismissed from the UNI Intercollegiate Athletics Program.
- Any existing athletics financial aid will be terminated at the first permissible opportunity.
- Further sanctions by the University may be imposed, including but not limited to suspension or expulsion.

Confidentiality

All members of the UNI Intercollegiate Athletics are expected to respect a student-athlete's right to privacy. It is essential that anything seen, heard, read, and/or otherwise obtained remain confidential by all parties involved. It is illegal for any unauthorized personnel to gain access to patient information, through any and all means,

unless the information is needed in order to treat the patient, or because their job would require such access.

All UNI Intercollegiate Athletics personnel are expected to adhere to the Confidentiality Policy at all times. Violation of the policy may incur disciplinary action at the discretion of the Director of Athletics.

Appeals

A student-athlete may appeal sanctions issued as a result of violation of this policy if the policy has been incorrectly applied to the student-athlete's circumstance, or applied in a manner deemed arbitrary and/or capricious, or new information becomes available. Student-athletes may NOT appeal the findings of the drug testing agency. This appeal shall be made in writing to the Director of Athletics within 5 business days of the sanctioning. The basis for the appeal shall be clearly delineated, along with the specific relief sought. The Director of Athletics shall respond to the appeal in writing. If the appeal is not resolved to the satisfaction of the student-athlete, further appeal may be made to the Faculty Athletic Representative. This subsequent appeal procedure shall be clearly delineated in the written response from the Director of Athletics.

