



**University of Wisconsin-Superior**  
**Biennial Review Report**  
**2022-2024**

# Table of Contents

- I. Introduction
- II. Statement of AOD Program Goals
- III. Attainment and Achievement of 2022-2024 Biennial Period Goals
- IV. Summaries of AOD Program Strengths and Weaknesses
- V. Recommendations for Revising AOD Program
- VI. Procedures for Distributing Annual AOD Notification to Students and Employees
- VII. Programming Interventions that Target Individuals
- VIII. Programs that Target the Entire Student Body
- IX. Copies of the Policies Distributed to Students and Employees
- X. Part 86, Drug-Free Schools and Campuses Regulations Compliance Checklist
- XI. Goals for the 2024-2026 Biennial Period

## **I. Introduction**

**The University of Wisconsin-Superior** is an energetic comprehensive university that engages its approximately 2400 students through more than 26 undergraduate fields of study and 7 graduate programs.

A challenging academic environment offers one-on-one contact with professors, innovative academic programs, numerous research and performance opportunities, and first-rate facilities. Students also learn off campus through internships, academic service-learning, and campus volunteering opportunities. Programs in global studies on campus and abroad prepare students for their roles in the world economy.

In addition to a vibrant on-campus environment, UW-Superior has robust online learning opportunities to help students complete their degree without leaving home, family, or job. With more than 30 years of experience, we have helped hundreds of learners reach professional and personal goals.

A wide range of offerings in the performing arts, community activities, and NCAA Division III athletics makes the university an important resource for northwestern Wisconsin.

UW-Superior offers a friendly and inclusive campus environment and has been identified as one of the few “military friendly campuses” within Wisconsin. The university is located in a vibrant area that provides jobs, internships and entertainment, yet it's only minutes away from majestic Lake Superior and the recreational opportunities of the north woods.

The UW-Superior Alcohol and Other Drugs program is operated out of the office of Student Health and Counseling Services (SHCS). The AOD Coordinator position is absorbed into the position of the Associate Director for Student Health & Counseling. There are no other positions dedicated to AOD. SHCS staff consists of one Full Time Director, one Full Time Associate Director, one Full Time Counselor, one Part Time graduate level Counseling Intern and one office worker. Much of the outreach for AOD programming is completed by student workers. The AOD Task Force was re-established Fall 2021. The AOD Task Force consists of members from the Dean of Students office, University Police, Residence Life, UW-Superior student representative and SHCS. AOD programming is directed by the AOD Task Force with programming, marketing and promotions carried out by the Student Health and Counseling Services Staff.

## **II. Statement of AOD Program Goals and a Discussion of the Goal Achievement**

The primary goals of the AOD program have been to provide prevention activities to educate students and encourage students in their development to make healthy and wise choices regarding their alcohol and other drug choices.

UW-Superior SHCS AOD goals have been previously established and adopted from past AOD Task Force meetings with the guidance of SHCS Associate Director.

- 1. reviewing the UW-System recommendations for prevention and determining what our campus needs to focus on when dealing with alcohol and other drug issues.*
- 2. reviewing the current campus policies and making recommendations for changes*
- 3. Providing programs and activities that provide education and alternative opportunities to our students that encourage the reduction of high-risk drinking or substance use on campus.*
- 4. Creating a strategic plan to address AOD concerns.*

### **III. Attainment of Goals Established for the 2022-2024 Biennial Period**

Revised AOD Faculty and Staff Letter and AOD Student Letter. Reviewed campus communication methods. Supported each department in delivery from Human Resources and Dean of Students Office of AOD policies and procedures.

#### ***A. Implement two AOD programs each semester approved by AOD Task Force***

- i. This goal was met and SHCS was able to provide programming for students on AOD resources on-campus, within the community and the dangers of use.

#### ***B. Update web-page with current resources***

- i. This goal has been reviewed and will need further examination. There continues to be a lack of strategic planning to address the AOD needs on campus. This goal was not met due to a campus wide web-site revision and ongoing limited implementation, limiting our ability to revise content. This will continue to be an attainable goal with appropriate support for 2024-2026.

#### ***C. Apply for grants and implement programming to educate, increase awareness and responsible access and use***

- i. This goal has been met with a grant received by SHCS from the Wisconsin Colleges SPARK Initiative and a two year VPTI co-hort participation agreement with the American Lung Association.

#### ***D. Certified Motivational Interviewing Staff in Student Health & Counseling***

- i. SHCS have been trained in Motivational Interviewing and use this technique in student therapy sessions.

#### ***E. Alcohol and Other Drug Use Student Survey data collection undergrad and graduate***

- i. This goal was met by utilizing the National College Health Assessment Survey 2024 found here: [NCHA 2024](#)

### **a. Summaries of AOD Program Strengths and Weaknesses**

UW-Superior has been working to reduce high-risk alcohol and drug use. The level of overall use

has decreased according to UW-Superior Police data collected from 2011 to present. See here: [UW-Superior Police Data](#) Prevention efforts on campus have supported this decrease.

SHCS uses incentives such as AOD tabling events, handouts of dangers, risks of use, local and national programs to support quitting to gain student attention and participation. When collaborating with other Student Affairs departments the departments requesting AOD programming are required to identify how they will provide the AOD information to students. The AOD events that are not authorized may be due to lack of prevention education associated with the event. As a result, SHCS works with all departments interested in providing clear, engaging and informational events to promote prevention.

In the past drunken driving simulation events are offered 2-3 times a year using a variety of tools, ranging from remote control cars and driving simulators. At the same time, SHCS invites University Police to perform DUI walking assessments. Both of these exercises use the Impaired Driver “beer goggles” to simulate the effects of over the legal limit alcohol effects. AOD information is made available for students.

### **b. Recommendations for Revising AOD Program**

Discussions are needed to address AOD concerns and issues with students beyond prior activities. Materials need to be presented to participants in a manner that encourages interest. Innovative, informative, impactful and educational programming needs to be explored as well as a speakers bureau needs to be developed. A strategic plan needs to be in place. Outcomes need to be developed. Funding needs to be identified for increased services.

### **c. Procedures for Distributing Annual AOD Notification to Students and Employees**

SHCS uses the University email system and website for notification to students and staff. UW-Superior Technology Services has developed 2 primary email addresses in which items are posted, the SharePoint News.

Notification is also sent via emails and through various Student Health and Counseling Services/ AOD tabling conducted throughout the academic year and during student orientations. AOD information is on the SHCS web pages and are periodically updated with current information.

#### **d. Programming Interventions That Target Individuals**

- i. **Prime for Life**-is offered to first offenders arrested and convicted of underage drinking. Participants attend and successfully complete the 8 hours program in lieu of fines and/or jail time and this is not placed on their juvenile record. First offenders can use this only once and if convicted of a second underage drinking arrest, the Prime for Life program is not an option in addition to the other fees associated with the second charge.
- ii. **Prevention Tabling**- Student Health and Counseling (SHCS) and Alcohol and Other Drugs (AOD) provide informational tabling sessions to the campus community each semester on various related topics. Students are offered the information and the opportunity to interact with providers on a 1:1 basis as the topic relates to their situations. Much of the programming is conducted in various on-campus sites which has proven to be a good canvassing of the student populations.
- iii. **Counseling**-SHCS offers referrals to off campus AOD providers. SHCS/AOD does not have an AOD specific practitioner on staff.
- iv. **HR-EAP Services**- UW-Superior provides staff and faculty with an Employee Assistance Program to help staff and faculty address any AOD concerns. This information is provided through individual email each Fall.
- v. **Residential Life**- Enforces sanctions for residences who violate the residence halls AOD policies. A list of these sanctions can be found in the section titled *Copies of the Policies Distributed to Students and Employees*.
- vi. **Campus Recreation** offers recreational programming that is alcohol and drug free.
- vii. **Student Health and Counseling** provides tabling and other informational sessions as well as group and individual counseling.

#### **e. Programs that Target the Entire Student Body**

- i. **Student Health and Counseling Services (SHCS)**- provides services designed to promote holistic health for students and the campus community. In conjunction with AOD services, both programs sponsor many events collaboratively with student affairs such as YAC (student activities), Campus Recreation and Weekend of Wow.
- ii. **Alcohol and Other Drug (AOD)**-provides tabling and information sessions addressing alcohol and other drugs. The national awareness weeks are observed. National Collegiate Alcohol Awareness Week-October, National Alcohol Awareness Month-April, National Drug Awareness Month-October.

- iii. **University Police Department**- collaborates closely with SHCS and the AOD programs to put on informative and safety conscious events.

## **f. Policies Distributed to Students & Employees**

### **i. Division of Student Affairs AOD**

sends out the following notification by email on a yearly basis to staff and faculty

#### **University of Wisconsin-Superior**

#### **Alcohol and Other Drug (AOD) Program**

The AOD Coordinator operating out of the Student Health and Counseling Department has the responsibility of reviewing policy and providing educational opportunities/resources addressing alcohol and other drug use affecting the UW-Superior campus community. The AOD Coordinator follows the guidelines set forth by UW System.

#### **Goals of the AOD Task Force:**

- Educating faculty, staff, and students about alcohol and drug issues.
- Reducing problems associated with alcohol and drug use by promoting informed decision making and healthy life style choices.
- Connecting faculty, staff, and students to UW-Superior and community AOD resources.

This publication is intended to serve as a resource guide on drug and alcohol related issues for UW-Superior students and employees. It presents information on UW-Superior's expectations regarding the use of alcohol and other drugs, university and legal sanctions that apply to alcohol and drug use, health effects, and the resources and services available for members of the campus community. This publication is designed to comply with the requirements of the Drug- Free Workplace Act of 1988.

The information contained in this publication is intended to neither encourage nor discourage the use of alcohol. Rather, it reinforces the idea of informed choice and clearly identifies the consequences of alcohol and other drug use.

#### **Available campus services and resources**

Early detection and treatment of drug and alcohol abuse is in the best interest of the employee, student, and university. The following is a list of available resources for UW-Superior students and employees.

UW-Superior Student Health and Counseling Services, 715-394-8236 or shcs@uwsuper.edu

UW-Superior Student Health and Counseling Services 715-394-8236 or shcs@uwsuper.edu

- Licensed Professional Counselors available
- Off campus referrals for intensive alcohol or substance use treatment in-patient or out-patient

The Employee Assistance Program (EAP) is now contracted with Acentra Health: The EAP program is a free, confidential service to you, your dependents, and anyone living in your household. You, or a member of your household, may contact Acentra for services at: <https://eap.acentra.com/contact-us/> or (800) 713-6251. All calls are answered live by professional counselors and service is available when you need it. There are no callbacks, messages taken, voice mail or hold times. Counseling services are available for issues affecting employees, dependents, and their household members. The types of issues we assist our members with include: Aging, Anxiety, Stress, Depression, Anger, Grief, Parenting, Drug or alcohol concerns, Transition and change, Workplace issues, Relationships, and Family problems. Acentra Health follows up with every caller to ensure they've connected with the appropriate provider.

AOD Coordinator, 715-394-8236

- Information on alcohol and drug use
- Referral to other resources
- Education and prevention
- Coordinate Prime for Life® education classes for students

UW-Superior Courses which Address Alcohol and Other Drug Issues

- HHP 368/568--Drugs, Health, and Human Behavior
- HHP 102--Wellness Course
- Soc W350/CJUS 350 – Intro to Addiction and Recovery
- Coun 732 – Addictive Behaviors
- Coun 734 – Chemical Dependency and the Family
- Refer to the current General Catalog for more information

Lake Superior Community Health Center, Superior, WI, 715-392-1955

Staff and Students' Personal Health Care Providers and Local Hospitals



## **UW-SUPERIOR STANDARDS OF CONDUCT AND UNIVERSITY SANCTIONS CONCERNING ILLICIT DRUGS AND ALCOHOL**

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


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


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


Violation of these provisions by a student may lead to imposition of a disciplinary sanction, up to and including suspension or expulsion, under s. UWS 17.03(1)(b), Wis. Adm. Code.\*

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

Employees who are convicted of any criminal drug statute violation occurring in the workplace must notify their director or department chair within 5 days of the conviction if the employees are employed by the university at the time of the conviction. [Revised 1/97]

\* [UWS Chapter 17, Wis. Adm. Code](#) 

\*\* [UWS Chapter 18, Wis. Adm. Code](#) 

\*\*\*[Chapter 961, Wis. Statute](#) 

### **State of Wisconsin and Federal Legal Sanctions**

The laws of Wisconsin prohibit drug possession and delivery through the Uniform Controlled Substances Act, Wis. Stat. 161, and mandate stiff penalties that include up to 15 years in prison

and fines up to \$500,000. A person with a first-time conviction of possession of a controlled substance can be sentenced up to one year in prison and fined up to \$5,000, Wis. Stat. 161.41(2r)(b). The penalties vary according to the amount of drug confiscated, the type of drug found, the number of previous offenses by the individual, and whether the individual intended to manufacture the drug, sell the drug or use the drug (see Wis. Stat. 161.41). In addition to the stringent penalties for possession or delivery, the sentences can be doubled when exacerbating factors are present, such as when a person distributes a controlled substance to a minor, Wis. Stat. 161.46(1).

Substantial restrictions against alcohol abuse also exist in Wisconsin. The legal drinking age in Wisconsin is 21 years of age. It is against the law to sell alcohol to anyone who has not reached the legal drinking age and there is a concurrent duty on the part of an adult to prevent the illegal consumption of alcohol on his or her premises, Wis. Stat. 125.07 (a)(1). Violation of this statute can result in a \$500 fine. It is against the law for an underage person to attempt to buy an alcohol beverage, falsely represent his or her age, or enter a licensed premise. Violation can result in a \$50 fine, required participation in a supervised work program, and suspension of one's driving license, Wis. Stat. 125.07(4)(3).

The federal government has recently revised the penalties against drug possession and trafficking through its Federal Sentencing Guidelines. The revisions reduce the discretion that federal judges may use in sentencing violators of federal drug statutes. Under these guidelines, courts can sentence a person for up to six years for unlawful possession of a controlled substance, including the distribution of a small amount (less than 250 grams) of marijuana. Federal and state financial aid eligibility may be suspended by a court from one year to indefinitely, for convictions of trafficking in, or possession of, certain illegal substances. A sentence of life imprisonment can result from a conviction of possession of a controlled substance that results in death or bodily injury. Possession of more than five grams of cocaine can constitute an intent to distribute and result in a penalty of 10 to 16 years in prison, U.S.S.G.s.2D2.1(b)(1).

## **ADDITIONAL UW-SUPERIOR PROCEDURES REGARDING STUDENT USE OF ALCOHOL**

### **Alcohol Beverage Service on University (State Owned) Property**

UW System Administrative Code, Chapter 18(13)a,b,c,d, requires approval to procure, sell, dispense, and give alcoholic beverages away at an event held on the UW-Superior campus. These requests to serve alcoholic beverages must be approved by the Chancellor or his designee. A "Request for Alcohol Service" can be obtained at the Chancellor's Office.

Individuals requesting to serve alcohol at an event, must agree to assume responsibility to monitor the drinking age of those in attendance to prevent anyone under the Wisconsin legal drinking age from obtaining or consuming alcohol from this service.

The only buildings exempt from this policy would be the Yellowjacket Union and Wessman Arena. (rev. 9/06)

### **Alcoholic Beverages in the Yellowjacket Union (taken from YU Policy Book)**

The University discourages alcohol abuse at both public and private gatherings and at all events held at the University. For those who choose to drink, UW-Superior encourages responsible use of alcoholic beverages. Those who choose not to drink shall have their rights respected by others.

All fee paying students shall have equal access to all University facilities and activities.

Alcoholic beverages may continue to be available at UW-Superior for retail purchases by those who have attained the legal drinking age.

#### Beer and Wine Services

All eligible UW-Superior students, faculty, staff, alumni and their guests, along with students having valid identification from other colleges and universities, will be allowed in any designated alcohol area and are invited to attend events held in the Yellowjacket Student Union. Only those individuals with proof of age on a legal, picture I.D. will be allowed to purchase and/or consume alcoholic beverages. Proof of age procedures, other provisions and exceptions will be handled in accordance with Wisconsin State Law. Bartenders will be required to verify age before dispensing alcohol. Authorized University student and staff employees may make spot checks of those consuming alcoholic beverages in any areas and at scheduled events.

There will be no quantity sales of alcoholic beverages (pitchers, carafes, etc.) and a maximum of one (1) individual servings per purchase allowed at scheduled events/programs.

All violations will be handled per established University procedures. This applies to not only underage persons, but to anyone of legal drinking age who knowingly and willfully supplies alcoholic beverages to an underage person.

#### Liquor Services

If alcoholic beverages are to be made available to persons attending a meeting, event or program in the Yellowjacket Union, arrangements must be made with the University Dining Service; 715-394- 8102

ALL alcoholic beverages MUST be provided by the University Dining Service. The following guidelines apply:

- Liquor services must be in conjunction with a food program (i.e., meal or hors d'oeuvres).
- Liquor services may be provided at events sponsored by a group for its own members and specifically invited guests only.
- Under ordinary circumstances, alcoholic beverages will be catered or sold on an individual drink basis, except that wines by the bottle or carafe and alcoholic punches may be furnished at dinners and receptions.
- Only those areas in the Yellowjacket Union that have appropriate and adequate facilities for the service of alcoholic beverages and for the control of persons to be served such beverages may be used. All alcoholic beverages must be consumed within the area(s) designated for the particular event.
- Alcoholic beverages will be served only at such times and under such conditions consistent with local, state and federal regulations governing such service.

### **Procedures for the Enforcement of Underage Drinking**

When University Police are informed of a suspected incident involving underage possession or drinking of alcoholic beverages, the matter will be handled according to established law enforcement procedures.

A report will be written about the incident, containing the necessary data, with distribution of copies to the proper authorities, as available under Wisconsin's Open Records Law.

**Prime for Life®: Alternative Sanction Program for First Time Underage Drinking Violators**

Prime for Life® Alcohol Education is a class based on a Lifestyle Risk Reduction Model of Prevention that encourages students to make low-risk drinking choices. Based upon the latest research, this class is an alternative sanction for first time underage drinking violators. Students that receive underage drinking citations attend a court date and are given the option of paying a financial penalty or attending the Prime for Life® class.

**Legal Drinking Age:** The legal drinking age in Wisconsin is 21.

**Drinking Prohibited on Public Right-of-Way**

It shall be unlawful for any person to consume any alcoholic or fermented malt beverage upon any street right-of-way, alley, sidewalk, private or public parking lot, or upon or within fifty (50) feet from any public baseball field; nor shall any person open or possess an open container containing any intoxicating liquor or fermented malt beverage upon any of the above locations.

## **SUMMARY OF HEALTH EFFECTS OF DRUG AND ALCOHOL USE FOR STUDENT, STAFF AND FACULTY AWARENESS**

The abuse of alcohol and the use of illicit drugs can result in serious health problems. Further, the use of illicit drugs and the abuse of alcohol are not conducive to maintaining an effective academic atmosphere. The use of alcohol and drugs impedes the learning process and can be disruptive for individuals other than the users. Early diagnosis and treatment of drug and alcohol abuse is in the best interest of the student, employee and the university. The following is a partial list of drugs and the potential consequences of their use.

**Alcohol** (ethanol or ethyl alcohol) is a central nervous system depressant. It slows down bodily functions such as heart rate, pulse, and respiration. Alcohol can cause intoxication, sedation, and sometimes unconsciousness. In very large doses, alcohol can cause death. People can become psychologically and physically addicted to alcohol. Dependence on alcohol -- an illness known as alcoholism -- can lead to severe physical, emotional, and psychological problems.

**Fentanyl** is a powerful synthetic opioid that is similar to morphine but is 50 to 100 times more potent. It is a prescription drug that is also made and used illegally. Like morphine, it is a medicine that is typically used to treat patients with severe pain, especially after surgery. It is also sometimes used to treat patients with chronic pain who are physically tolerant to other opioids. Tolerance occurs when you need a higher and more frequent amount of a drug to get the desired effects. Synthetic opioids like fentanyl are now the most common drugs involved in drug overdose deaths in the United States.

**Marijuana** (Cannabis) is the most frequently used illicit drug in America. Marijuana can impair speech, short-term memory, physical coordination, judgment, concentration, attention span, and overall intellectual performance. Marijuana can cause delusions or hallucinations; in some cases, an acute psychosis can result. Since the effects of marijuana are so unpredictable, users should be aware of possible adverse reactions. People can become both physically and psychologically dependent on marijuana.

**Cocaine and Crack** (a street name for a "freebase" form of cocaine) are highly addictive, powerful central nervous system stimulants. Cocaine can impair judgment, concentration, coordination and vision, increase impulsive behaviors and the tendency to take risks. Cocaine increases motor activity and arousal and reduces the perceived need for food and sleep. It increases heart rate, blood pressure, respiratory rate and body temperature. High doses of cocaine create more intense euphoria and can cause a variety of adverse reactions. They include: bizarre and violent behavior, extreme anxiety and restlessness, tremors, spasms, hallucinations and delusions, chest pain and nausea. At high doses, cocaine can also produce seizures, cardiac arrest and high fever which can result in death.

**Amphetamines** or stimulants are synthetic central nervous system stimulants which act

similarly to the naturally occurring substance, adrenaline. Some examples are Dexedrine, Benzedrine, Didrex, Methedrine and Ritalin. Amphetamines produce a number of temporary effects such as wakefulness, alertness, increased energy, suppressed appetite, and feelings of well-being. Long-term use or high dosages may result in severe anxiety, sleeplessness, and paranoid system. It has a high potential for abuse and addiction. Short-term toxic effects include: damage to nerve terminals in the dopamine-containing regions of the brain (sometimes after just one use), elevated body temperature (may lead to death), and possible convulsions. Long-term effects can include: addiction accompanied by functional and molecular changes in the brain, violent behavior, anxiety, confusion, insomnia, paranoia, auditory hallucinations, mood disturbances and delusions (the common feeling that insects are crawling under the skin), and homicidal or suicidal thoughts all becoming more pronounced as use continues (and inevitably increases).

**Barbiturates** are central nervous system depressants that are used to treat anxiety, induce sleep, and control seizures. Moderate doses of these drugs can result in intoxication similar to that caused by alcohol. People can become physically and psychologically dependent on barbiturates. An overdose of barbiturates can cause death by cardiac failure or respiratory failure. Combining barbiturates with other depressant drugs is particularly hazardous.

**Hallucinogens** (PCP, LSD, Mescaline, MDA, blotter) alter mood, thought, perception and brain function by interrupting the brain messages that control the intellect and keep instincts in check. Some of these drugs are synthetic; others are compounds extracted from plants and fungi. Large doses can produce convulsions, coma, and heart and respiratory failure. Chronic users complain of persistent memory problems and speech difficulties for up to a year after their use. Because the drug stops the brain's pain sensors and affects judgment, drug experiences may result in severe self-inflicted injuries or death.

**Narcotics** (narcotic analgesics or opiates) are drugs that cause sedation and euphoria. The term opiate refers to natural drugs produced from the Oriental poppy, such as opium, morphine, codeine, and heroin (a chemically treated derivative of morphine). Opiates are highly addictive both physically and psychologically. People can rapidly become psychologically dependent because of their euphoric effects. Respiratory depression is often linked to opiate overdose. It is extremely hazardous to mix opiates with other drugs.

**Ecstasy and Other Club Drugs** (XTC, X, Adam, hug, beans, love drug) is a human-made drug that acts as both a stimulant and a hallucinogen. It is taken orally as a capsule or tablet. Short-term effects include feelings of mental stimulation, emotional warmth, enhanced sensory perception, and increased physical energy. Adverse health effects can include nausea, chills, sweating, teeth clenching, muscle cramping, and blurred vision.

The UW-Superior Alcohol and Other Drug Policy is available by calling 715- 394-8236 or visiting <https://www.uwsuper.edu/shcs/reports/index.cfm>.

## ii. **AOD Human Resource Office**

sends out the following email on a yearly basis to staff and faculty

### **Standards of Conduct and University Sanctions Concerning Illicit Drug and Alcohol**

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

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

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

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

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

### **STATE OF WISCONSIN LEGAL SANCTIONS**

The Uniform Controlled Substances Act, Chapter 961 of the Wisconsin Statutes regulates controlled substances and outlines specific penalties for the violation of the regulations. A first-time conviction for possession of a controlled substance can result in a sentence of up to one year in prison and a fine of up to \$5,000. Sec. 961 .41(3g), Stats. A person convicted of

manufacturing a controlled substance, delivering a controlled substance, or possessing a controlled substance with an intent to manufacture or deliver can be imprisoned for up to 30 years and fined up to \$1,000,000. Secs. 961.41(1) and (1 in), Stats. Penalties vary according to the type of drug involved, the amount of drug confiscated, the number of previous convictions, and the presence of any aggravating factors. The distribution of a controlled substance to a minor can lead to the doubling of an authorized sentence term. Section 961.46, Stats.

Wisconsin has formidable legal sanctions that restrict the use of alcohol in various situations. It is illegal to procure for, sell, dispense, or give away alcohol to anyone who has not reached the legal drinking age of 21 years. Sec. 125.07(1)(a)(1), Stats. Every adult has a legal obligation to prevent the illegal consumption of alcohol on premises owned by the adult or under the adult's control. Sec. 125.07(1)(a)(3), Stats. A first-time violator of either of the above subsections can be fined up to \$500. It is against the law for an underage person to procure or attempt to procure an alcoholic beverage, to falsely represent his or her age for the purpose of obtaining alcohol, to enter premises licensed to sell alcohol, or to consume or possess alcohol on licensed premises. Sec. 125.07(4)(a). Stats. A first-time underage violator of section 125.07(4)(bs). Stats., can be fined up to \$500, ordered to participate in a supervised work program, and have their driver's license suspended.

## **FEDERAL LEGAL SANCTIONS**

Pursuant to federal law, the United States Sentencing Guidelines establish mandatory minimum penalties for categories of drug offenses and provide for penalty enhancements in specific cases. Under these federal guidelines, courts can sentence a person for up to 6 years for unlawful possession of a controlled substance, including the distribution of a small amount (less than 250 grams) of marijuana; a sentence of life imprisonment can result from a conviction of possession of a controlled substance that results in death or bodily injury; and, possession of more than 5 grams of cocaine can trigger an intent to distribute penalty of 10-16 years in prison.

Federal Penalties and Sanctions for Illegal Possession of Controlled Substances 21 U.S.C. 844(a)  
Â· 1st conviction: Up to 1 year imprisonment and fined at least \$51,000, but not more than \$100,000, or both. Â· After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500, but not more than \$250,000, or both. Â· After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000, but not more than \$250,000, or both. Â· Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000 or both, if: (a) 1st conviction and the amount of crack possessed exceeds 5 grams; (b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams; or (c) 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.



**21 U.S.C. 853(a)(2) and 881(a)(7)**

- Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. (See special sentencing provisions re: crack cocaine above.)

**21 U.S.C. 881(a)(4)**

- Forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance.

**21 U.S.C. 844a**

- Civil fine of up to 510,000.

**21 U.S.C. 862**

- Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

**18 U.S.C. 922(g)**

- Ineligible to purchase, receive, or transport a firearm.

**Miscellaneous**

- Revocation of certain Federal licenses and benefits, e.g. pilot licenses, public housing tenancy etc., are vested within the authorities of individual Federal agencies.

**Federal Penalties for Illegal Trafficking of Controlled Substances**

- The Controlled Substances Act (CSA), Title II of the Comprehensive Drug Abuse Prevention and Control Act of 1970, is a consolidation of numerous federal laws regulating the manufacture and distribution of controlled substances. The CSA places all controlled substances into one of five schedules depending upon the substance's medical use, potential for abuse, and safety or dependence liability. The CSA provides penalties for the unlawful manufacturing and distribution of controlled substances. The charts on pages 8-9 of the U.S. Department of Justice publication, Drugs of Abuse. 1996 Edition provide an overview of the penalties for trafficking of controlled substances.

**RESOURCES FOR DRUG AND ALCOHOL PREVENTION AND TREATMENT**

- UW-Superior Student health and Counseling Services (MWC 1729) – 715-394-8236
- UW-Superior Office of Human Resources (Old Main 201)-394-8365 (benefits coverage, EAP, policies, work rules, etc.)

iii. **AOD Residence Life**- utilizes a series of letters to student to outline their possible sanctions for violating the residence hall policies regarding the use of alcohol and other drugs.

**Residence Life Sanctions/ Letter for 1st Underage Drinking Violation**

Dear NAME,

Thank you for meeting with me on HEARING DATE about the incident which occurred on INCIDENT DATE. Based on our meeting, as well as reviewing the report(s), I have determined that you are responsible for the following policy violations:  
Alcohol

You are expected to complete all components of the following educational sanction:

1. This letter serves as written warning about this behavior.
2. You need to write a 2-3 page, typed double-spaced reflection essay responding to the following questions:
  - a) How does this behavior hinder your plans for academic success at UW-Superior?
  - b) What are the benefits and consequences to underage drinking?
  - c) What other activities can college students engage in besides drinking?
  - d) Who have you told about this incident? Tell me about how that conversation went.

This 2-3 page essay needs to be typed double-spaced and emailed to me no later than DATE at HEARING OFFICER EMAIL.

The sanction is due to me by DATE to HEARING OFFICER EMAIL

If you chose to not complete this sanction in the time allowed, you will be held accountable for not complying with the direction of university staff. This will result in further sanction and accountability measures. Additionally, if you engage in similar misconduct again or are involved in any further violations, additional charges and sanctions, including probation, suspension or contract termination, may be imposed.

The Department of Residence Life strives to create a positive, safe and healthy living environment for all residents. Being a part of this community, you are entitled to the rights and protections promised to you by Residence Life. However, each resident plays a leadership role in our community, by holding each other accountable to the community standards. Through this collaborative effort, Residence Life continuously promotes positive interaction in the community.

Students have the right to appeal any decisions made by the Hall Manager/Assistant Hall Manager. Appeals must be submitted in writing within ten (10) days of this letter's date to the Director of Residence Life, Ryan Kreuser, via [rkreuser@uwsuper.edu](mailto:rkreuser@uwsuper.edu). For more information about the student conduct process, visit UWS admin code [Chapter 17](#). For your Residence Life Handbook, visit [Residence Life Handbook](#).

Thank you again for taking the time to discuss this matter. I look forward to interacting with you in our community in a more positive manner and wish you continued success in your academics.

Sincerely,

HEARING OFFICER

## **Residence Life Sanctions/ Letter for 2<sup>nd</sup> Underage Drinking Violation**

Dear NAME,

Thank you for meeting with me on HEARING DATE about the incident which occurred on INCIDENT DATE. Based on our meeting, as well as reviewing the report(s), I have determined that you are responsible for the following policy violations:

Alcohol

Due to this being your second violation of this policy, you are being placed on Residence Hall Probation from TODAYS DATE to END DATE OF PROBATION. Should you choose to engage in behavior in the future and are documented and found responsible, future sanctions may include probation through the remainder of the academic year, suspension, relocation or contract termination. I do hope you chose to not engage in this behavior in the future.

The Department of Residence Life strives to support the University's policies to create a positive, safe and healthy living community for all of its residents. Being a part of this community, you as a resident are entitled to the rights and protections promised to you by Residence Life. However, you, along with all residents, play a leadership role in our communities, by holding each other responsible for developing and upholding the community standards. Through this collaborative effort, the Department of Residence Life continuously develops the communities in the halls and their leaders, in a positive way.

Students have the right to appeal any decisions made by the Hall Manager/Assistant Hall Manager. Appeals must be made within five (5) business days the date of this letter. All appeals must be submitted in writing to the Director of Housing, Ryan Kreuser, via the Yellowjacket Union Desk.

Documents are made available to you to understand your student rights and responsibilities. As a residence hall student, you are responsible for knowing and adhering to all policies and guidelines listed in the [Residence Life Handbook](#). Should you have questions or concerns about these policies, you can address those with any Residence Life staff member or the Residence Hall Association representatives.

The University strives to create a positive, safe, and healthy environment for all of its students. Your understanding and support of University policy is important and it is every student's responsibility to uphold and abide by the community standards established by the University of Wisconsin-Superior and the UW System. If you wish to learn more about both academic and non-academic student misconduct policies, please visit our [student conduct website](#).

Sincerely,

HEARING OFFICER

## **Residence Life Sanctions/ Letter for 1st Violation for Drugs**

Dear NAME,

Thank you for meeting with me on HEARING DATE about the incident which occurred on INCIDENT DATE. Based on our meeting, as well as reviewing the report(s), I have determined that you are responsible for the following policy violations:

Drugs

You are expected to complete all components of the following educational sanction:

This letter serves as notification that you are being placed on probation because of this behavior. You need a complete an educational sanction to help learn from this action. Your sanction is to write a 2-3 page, typed double-spaced reflection essay responding to TWO of the following questions: 1)How does this behavior fit into your academic plans at UWS? 2) What are the consequences to smoking marijuana? 3)Why do college students experiment with marijuana? 4)What activities can college students engage in to experiment in similar ways? 5) What potential ramifications exist to your marijuana smoking?

This 2-3 page essay needs to be typed double-spaced and emailed to me no later than DATE at HEARING OFFICER EMAIL. You are being placed on Residence Hall Probation from TODAYS DATE to END DATE OF PROBATION.

If you chose to not complete this sanction in the time allowed, you will be held accountable for not complying with the direction of university staff. This will result in further sanction and accountability measures. Additionally, if you engage in similar misconduct again or are involved in any further violations, additional charges and sanctions, including suspension or contract termination, may be imposed.

The Department of Residence Life strives to create a positive, safe and healthy living environment for all residents. Being a part of this community, you are entitled to the rights and protections promised to you by Residence Life. However, each resident plays a leadership role in our community, by holding each other accountable to the community standards. Through this collaborative effort, Residence Life continuously promotes positive interaction in the community.

Students have the right to appeal any decisions made by the Hall Manager/Assistant Hall Manager. Appeals must be submitted in writing within ten (10) days of this letter's date to the Director of Residence Life, Ryan Kreuser, via [rkreuser@uwsuper.edu](mailto:rkreuser@uwsuper.edu). For more information about the student conduct process, visit UWS admin code [Chapter 17](#). For your Residence Life Handbook, visit [Residence Life Handbook](#).

Thank you again for taking the time to discuss this matter. I look forward to interacting with you in our community in a more positive manner and wish you continued success in your academics.

Sincerely,

HEARING OFFICER

## **Residence Life Sanctions/ Letter for 2nd Violation for Drugs**

Dear NAME,

Thank you for meeting with me on HEARING DATE about the incident which occurred on INCIDENT DATE. Based on our meeting, as well as reviewing the report(s), I have determined that you are responsible for the following policy violations:

Drugs

Due to this being your second violation of this policy, your residence hall probation will be extended from TODAY'S DATE to END DATE OF PROBATION. Should you choose to engage in behavior in the future and are documented and found responsible, future sanctions may include suspension, relocation or contract termination. I do hope you chose to not engage in this behavior in the future.

The Department of Residence Life strives to support the University's policies to create a positive, safe and healthy living community for all of its residents. Being a part of this community, you as a resident are entitled to the rights and protections promised to you by Residence Life. However, you, along with all residents, play a leadership role in our communities, by holding each other responsible for developing and upholding the community standards. Through this collaborative effort, the Department of Residence Life continuously develops the communities in the halls and their leaders, in a positive way.

Students have the right to appeal any decisions made by the Hall Manager/Assistant Hall Manager. Appeals must be made within five (5) business days the date of this letter. All appeals must be submitted in writing to the Director of Housing, Ryan Kreuser, via the Yellowjacket Union Desk.

Documents are made available to you to understand your student rights and responsibilities. As a residence hall student, you are responsible for knowing and adhering to all policies and guidelines listed in the [Residence Life Handbook](#). Should you have questions or concerns about these policies, you can address those with any Residence Life staff member or the Residence Hall Association representatives.

The University strives to create a positive, safe, and healthy environment for all of its students. Your understanding and support of University policy is important and it is every student's responsibility to uphold and abide by the community standards established by the University of Wisconsin-Superior and the UW System. If you wish to learn more about both academic and non-academic student misconduct policies, please visit our [student conduct website](#).

Sincerely,

HEARING OFFICER

## **Residence Life Sanctions for Smoking in the Residence Halls**

Dear NAME,

Thank you for meeting with me on HEARING DATE about the incident which occurred on INCIDENT DATE. Based on our meeting, as well as reviewing the report(s), I have determined that you are responsible for the following policy violations:

Smoking/Tobacco

You are expected to complete all components of the following educational sanction:

This letter serves as written warning about this behavior. You need to complete an educational sanction to help learn from this action. Your sanction is to write a 2-3 page, typed double-spaced reflection essay responding to TWO of the following questions: 1) What risks come with smoking within the residence halls? 2) Why do you think it is illegal to smoke within state owned facilities? 3) What can you do to help educate your peers about smoking in the res halls?

Again, you need to write a 2-3 page, typed double-spaced essay in response to these items. Please email that essay to me no later than DATE at HEARING OFFICER EMAIL.

The sanction is due to me by DATE to HEARING OFFICER EMAIL

If you chose to not complete this sanction in the time allowed, you will be held accountable for not complying with the direction of university staff. This will result in further sanction and accountability measures.

Additionally, if you engage in similar misconduct again or are involved in any further violations, additional charges and sanctions, including probation, suspension or contract termination, may be imposed.

The Department of Residence Life strives to create a positive, safe and healthy living environment for all residents. Being a part of this community, you are entitled to the rights and protections promised to you by Residence Life. However, each resident plays a leadership role in our community, by holding each other accountable to the community standards. Through this collaborative effort, Residence Life continuously promotes positive interaction in the community.

Students have the right to appeal any decisions made by the Hall Manager/Assistant Hall Manager. Appeals must be submitted in writing within ten (10) days of this letter's date to the Director of Residence Life, Ryan Kreuser, via [rkreuser@uwsuper.edu](mailto:rkreuser@uwsuper.edu). For more information about the student conduct process, visit UWS admin code [Chapter 17](#). For your Residence Life Handbook, visit [Residence Life Handbook](#).

Thank you again for taking the time to discuss this matter. I look forward to interacting with you in our community in a more positive manner and wish you continued success in your academics.

Sincerely,

HEARING OFFICER

iv. **University Police**- has the following notification posted on their website

**WISCONSIN STATE STATUTE 125.07  
ALCOHOL BEVERAGES**

**(4) UNDERAGE PERSONS; PROHIBITIONS; PENALTIES.**

**(b) Except as provided in par. (bm), any underage person not accompanied by his or her parent, guardian or spouse who has attained the legal drinking age who knowingly possesses or consumes alcohol beverages is guilty of a violation.**

**Wisconsin State Citation Information:**

***When a citation is written at UW-Superior, a NOT mandatory court appearance date is scheduled for approximately two weeks after the citation date. The suspect may choose to either go to the Clerk of Courts Office on the third floor of the Douglas County Court House at 1313 Belknap Street, declare "no contest" and pay the fine directly; or appear in court before a judge on the scheduled date (recommended for 1st time violations).***

***All citations stay on the suspect's permanent record in the State of Wisconsin.***

**Underage Alcohol Violation Citation Assessments and Fines (2019):**

- 1st violation (100-200 and/or license suspension/work program)  
Total possible fine amount = **\$263.50**
- 2nd violation within one year (200-300 and/or license suspension /work program)  
Total possible fine amount = **\$389.50**
- 3rd violation within one year (300-500 and/or license suspension /work program)  
Total possible fine amount = **\$515.50**
- 4th offense within one year (500-1,000 and/or license suspension /work program)  
Total possible fine amount = **\$767.50** (If violation involves a motor vehicle, mandatory license suspension for 1-2 years.)
- Identification card violations - 17-20 yrs. (300-1,250 and/or license suspension /work program)  
Total possible fine amount = **\$515.50**

Information from the Annual Campus Security and Fire Safety Report can be found here:

[Annual Campus Security and Fire Safety Reports](#)

**General Guidelines for Low-Risk Alcohol Use:**

***(If under 21 years of age - 0 drinks = lowest risk - legally)***

**A standard drink is: One half ounce of pure alcohol**

**(0 - Zero Drinks) = Lowest Health/Impairment Risk Possible**

**(For Women) = No more than (1) standard drink**

**per day (For Men) = No more than (2) standard**

**drinks per day**

## Compliance Checklist

1. Does the institution maintain a copy of its drug prevention program? Yes No  
*In accordance with the 1989 Drug-Free Schools and Communities Act, the University of Wisconsin-Superior maintains a copy of its Biennial Review of the Program to Prevent the Illicit Use of Drugs and the Abuse of Alcohol in the Office of the AOD Coordinator at the Student Health and Counseling Services or the Dean of Students Office. A copy of the report is available online at the University's Student Health and Counseling Website. Hard copies are also available, upon request, for faculty, staff, students, and community members.*
2. Does the institution provide *annually to each employee and each student*, who is taking one or more classes for any type of academic credit except for continuing education units, written materials that adequately describe and contain the following?
  - a. Standards of conduct that prohibit unlawful possession, use, or distribution of illicit drugs and alcohol on its property or as a part of its activities  
Students: Yes No                      Staff and Faculty: Yes No
  - b. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol  
Students: Yes No                      Staff and Faculty: Yes No
  - c. A description of applicable legal sanctions under local, state, or federal law  
Students: Yes No                      Staff and Faculty: Yes No
  - d. A description of applicable counseling, treatment, or rehabilitation or re-entry programs  
Students: Yes No                      Staff and Faculty: Yes No
  - e. A clear statement of the disciplinary sanctions the institution will impose on students and employees, and a description of those sanctions  
Students: Yes No                      Staff and Faculty: Yes NoAre the above materials distributed to students in one of the following ways?
  - f. Mailed to each student (separately or included in another mailing)  
Yes No
  - g. Through campus post offices boxes  
Yes No
  - h. Class schedules which are mailed to each student  
Yes No



- i. During freshman orientation
- i. **Yes** No
- j. During new student orientation
- i. **Yes** No
- k. In another manner (*describe*)
- This information is emailed annually to all faculty and staff via their on-campus email address. New employees also receive copies of this information at their required New Employee Benefits orientation. Additionally, the website of the Human Resources feature a description of the standards of conduct concerning alcohol and other drugs as a part of the Drug-Free Campus Act, as well as disciplinary action for violation of these.*
- Information fulfilling the requirements of the federal legislation of 1989 is provided to students in a number of formats. This includes a posting on the Student Health and Counseling Services website as well as under the heading of Student Conduct on the UWS website.*
- As the UWS campus continues to streamline the notification process, the AOD Coordinator will work with the Dean of Students office and other campus entities to ensure that this information continues to be adequately distributed to each student and staff member on an annual basis.*
3. Does the means of distribution provide reasonable assurance that each student receives the materials annually? Yes No
4. Does the institution's distribution plan make provisions for providing these materials to students who enroll at some date after the initial distribution? Yes No
5. Are the above materials distributed to staff and faculty in one of the following ways?
- a. Mailed  
Staff: Yes No Faculty: Yes No
- b. Through campus post office boxes  
Staff: Yes No Faculty: Yes No
- c. During new employee orientation  
Staff: Yes No Faculty: Yes No
- d. In another manner (*describe*)
6. Does the means of distribution provide reasonable assurance that each staff and faculty member receives the materials annually?  
Staff: Yes No Faculty: Yes No
7. Does the institution's distribution plan make provisions for providing these materials to staff and faculty who are hired after the initial distribution?  
Staff: Yes No Faculty: Yes No

8. In what ways does the institution conduct biennial reviews of its drug prevention program to determine effectiveness, implement necessary changes, and ensure that disciplinary sanctions are enforced?

a. Conduct student alcohol and drug use survey.

i. **Yes**  **No**

b. Conduct opinion survey of its students, staff, and faculty

Students:  **Yes**  **No**      Staff and Faculty:  **Yes**  **No**

c. Evaluate comments obtained from a suggestion box

Students:  **Yes**  **No**      Staff and Faculty:  **Yes**  **No**

d. Conduct focus groups

Students:  **Yes**  **No**      Staff and Faculty:  **Yes**  **No**

e. Conduct intercept interviews

Students:  **Yes**  **No**      Staff and Faculty:  **Yes**  **No**

f. Assess effectiveness of documented mandatory drug treatment referrals for students and employees

Students:  **Yes**  **No**      Staff and Faculty:  **Yes**  **No**

g. Assess effectiveness of documented cases of disciplinary sanctions imposed on students and employees

Students:  **Yes**  **No**      Staff and Faculty:  **Yes**  **No**

h. Other (*please list*)

*Biennial reviews of the Alcohol and Other Drug Prevention Program are conducted every two years in order to assess program effectiveness, develop recommendations for future initiatives, and ensure that disciplinary sanctions are enforced. This biennial review process is informed by ongoing efforts to evaluate the effectiveness of specific alcohol and other drug-related initiatives, as detailed within Section II of this report. Additionally, UWS participates in the UW System's Alcohol and Other Drug (AOD) Survey. Conducted on a bi-annual basis, this survey allows for analysis of UWS-specific AOD-related behavioral trends.*

9. Who is responsible for conducting these biennial reviews?

*Student Health and Counseling Services Director and Associate Director are responsible for conducting the biennial review process to determine program effectiveness, recommend necessary changes, and ensure that disciplinary sanctions are enforced.*

If requested, has the institution made available, to the Secretary and the public, a copy of each requested item in the drug prevention program and the results of the biennial review? Yes No

10. Where is the biennial review documentation located?

1. Financial Aid Office

Old Main Room 110

Phone:715-394-8200 E-mail: [финаid@uwsuper.edu](mailto:финаid@uwsuper.edu)

2. <https://www.uwsuper.edu/student-life/health-and-wellness/health-and-counseling-services>

11. Does the institution provide *annually to each employee and each student*, who is taking one or more classes for any type of academic credit except for continuing education units, written materials that adequately describe and contain the following?

a. Standards of conduct that prohibit unlawful possession, use, or distribution of illicit drugs and alcohol on its property or as a part of its activities

Students: Yes No

Staff and Faculty: Yes No

b. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol

Students: Yes No

Staff and Faculty: Yes No

c. A description of applicable legal sanctions under local, state, or federal law

Students: Yes No

Staff and Faculty: Yes No

d. A description of applicable counseling, treatment, or rehabilitation or re-entry programs

Students: Yes No

Staff and Faculty: Yes No

e. A clear statement of the disciplinary sanctions the institution will impose on students and employees, and a description of those sanctions

Students: Yes No

Staff and Faculty: Yes No

12. Are the above materials distributed to students in one of the following ways?

a. Mailed to each student (separately or included in another mailing)

Yes No

b. Through campus post offices boxes

Yes No

c. Class schedules which are mailed to each student

Yes No

d. During freshman orientation

i. **Yes** No

di. During new student orientation

ii. **Yes** No

dii. In another manner (*describe*)

*Information fulfilling the requirements of the federal legislation of 1989 is provided to students in a number of formats. This includes a posting on the Student Health and Counseling Services website as well as under the heading of Student Conduct on the UWS website. As the UWS campus continues to streamline the notification process, the AOD Coordinator will work with the Dean of Students office and other campus entities to ensure that this information continues to be adequately distributed to each student and staff member on an annual basis.*

13. Does the means of distribution provide reasonable assurance that each student receives the materials annually? Yes No

14. Does the institution's distribution plan make provisions for providing these materials to students who enroll at some date after the initial distribution? Yes No

15. Are the above materials distributed to staff and faculty in one of the following ways?

a. Mailed

Staff: Yes No Faculty: Yes No

b. Through campus post office boxes

Staff: Yes No Faculty: Yes No

c. During new employee orientation

Staff: Yes No Faculty: Yes No

d. In another manner (*describe*)

*This information is emailed annually to all faculty and staff via their on-campus email address. New employees also receive copies of this information at their required New Employee Benefits orientation. Additionally, the website of the Human Resources feature a description of the standards of conduct concerning alcohol and other drugs as a part of the Drug-Free Campus Act, as well as disciplinary action for violation of these.*

16. Does the means of distribution provide reasonable assurance that each staff and faculty member receives the materials annually?

Staff: Yes No Faculty: Yes No

17. Does the institution's distribution plan make provisions for providing these materials to staff and faculty who are hired after the initial distribution?

Staff: Yes No Faculty: Yes No

18. In what ways does the institution conduct biennial reviews of its drug prevention program to determine effectiveness, implement necessary changes, and ensure that disciplinary sanctions are enforced?

- a. Conduct student alcohol and drug use survey.
  - i. **Yes**  **No**
- b. Conduct opinion survey of its students, staff, and faculty
  - Students:  **Yes**  **No**      Staff and Faculty:  **Yes**  **No**
- c. Evaluate comments obtained from a suggestion box
  - Students:  **Yes**  **No**      Staff and Faculty:  **Yes**  **No**
- d. Conduct focus groups
  - Students:  **Yes**  **No**      Staff and Faculty:  **Yes**  **No**
- e. Conduct intercept interviews
  - Students:  **Yes**  **No**      Staff and Faculty:  **Yes**  **No**
- f. Assess effectiveness of documented mandatory drug treatment referrals for students and employees
  - Students:  **Yes**  **No**      Staff and Faculty:  **Yes**  **No**
- g. Assess effectiveness of documented cases of disciplinary sanctions imposed on students and employees
  - Students:  **Yes**  **No**      Staff and Faculty:  **Yes**  **No**

h. Other (*please list*)

*Biennial reviews of the Alcohol and Other Drug Prevention Program are conducted every two years in order to assess program effectiveness, develop recommendations for future initiatives, and ensure that disciplinary sanctions are enforced. This biennial review process is informed by ongoing efforts to evaluate the effectiveness of specific alcohol and other drug-related initiatives, as detailed within Section II of this report. Additionally, UWS participates in the UW System's Alcohol and Other Drug Survey. Conducted on a bi-annual basis, this survey allows for analysis of UWS-specific AOD-related behavioral trends.*

19. Who is responsible for conducting these biennial reviews?

*Student Health and Counseling Services Director and Assistant Director are responsible for conducting the biennial review process to determine program effectiveness, recommend necessary changes, and ensure that disciplinary sanctions are enforced.* If requested, has the institution made available, to the Secretary and the public, a copy of each requested item in the drug prevention program and the results of the biennial review?  **Yes**  **No**

20. Where is the biennial review documentation located?

1. Financial Aid Office

Old Main Room 110

Phone: 715-394-8200 E-mail: [finaid@uwsuper.edu](mailto:finaid@uwsuper.edu)

2. <https://www.uwsuper.edu/student-life/health-and-wellness/health-and-counseling-services>

## **Goals 2024-2026**

- 1. Update Student Health & Counseling web-site with current and up-to-date alcohol and other drug awareness, prevention, and resources available on and off campus.*
- 2. Completion of training for 2 SHCS staff members American Lung Association, Freedom From Smoking Cessation facilitators for campus.*
- 3. Apply for grants and implement programming to educate, increase awareness of dangers and responsible access and use on campus.*
- 4. Continue efforts and focus on UWS policy change to become a Commercial tobacco free/vape free campus.*