



University of Wisconsin-Superior

Biennial Review Report

2012-2013

2013-2014

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I. Introduction

The University of Wisconsin-Superior is an energetic comprehensive university that engages its approximately 2100 students through more than 26 undergraduate fields of study and seven 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.

Many students complete degrees from their homes through UW-Superior's Distance Learning Center. Community members can advance their careers through the Center for Continuing Education/Extension.

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 rural 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 AODA program is operated out of the offices of Student Health and Counseling Services. The AODA Coordinator position is absorbed into the position of the Coordinator of Student Health and Counseling Services at the rate of 1/8 of the SHCS Coordinator position. There are no other positions dedicated to AODA. SHCS staff consists of one FT Coordinator and a FT Counselor and one PT Health Educator, one PT graduate level counseling Intern and two student workers. Much of the outreach for programming is completed by SHCS staff.

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

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

The AODA goals have been adopted from the Chancellor's AODA (Alcohol and Other Drug Abuse) Task Force: *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 and that encourage the reduction of high-risk drinking on campus. 4. Creating a strategic plan to address AODA concerns.

III. Attainment of Goals Established for the 2013-2014 Biennial Period

A. Reviewing the UW-System recommendations for prevention and determining what our campus needs to focus on when dealing with alcohol and other drug issues.

- i. This goal has been reviewed and remains under review by the AODA Committee and the AODA Coordinator. During the 2012-2014 academic years, there didn't appear much concern by faculty, staff and students regarding alcohol issues on campus. This same attitude has been displayed by the AODA Committee as well; however concern for the use of cannabis and e-cigs on campus has begun to attract attention.

B. Reviewing the current campus policies and making recommendations for changes.

- i. Student interest increased during the 2012 year regarding becoming a Tobacco free campus. The Dean of Students and the Chancellor had recommended and supported an interest in the exploration of becoming tobacco free, beginning with a 2012-13 grant supported survey to determine the campus climate regarding becoming a tobacco free campus. The UW-Superior campus obtained the American Lung Association grant for two years, ending May 2014. The Health Educator acted as an advisor to the students pursuing this and in the academic year 2013-2014, the decision to discontinue with campus participation was determined due to the flagging student interest and commitment. The survey results didn't indicate a large degree of interest by the students in becoming tobacco free.

C. Providing programs and activities that provide education and alternative opportunities to our students and that encourage the reduction of high-risk drinking on campus.

- i. AODA services, through SHCS, provide much of the informational and prevention activities. AODA activities included events in collaboration with various student organizations to put on "mocktails" and /or drunk driving simulations. In 2013, AODA sponsored events which promoted

alcohol free activities or themes. In 2014, AODA programming introduced a yearlong promotional theme following the Prime for Life guidelines of 1 in an hour, 2 daily, No more than 3 on any day, O is always a Superior choice. Week long programming included the National Collegiate Alcohol Awareness week held in October as well as a Safe and Health Spring Break program. Additional programming promoting the reduction in alcohol use and prevention activities took place throughout the 2012-14 academic years during monthly tabling.

The numbers of student contacts were tracked using a clicker method and by the number of promotional materials taken. Assessing the impact of programming remains a future goal of the AODA program.

D. Creating a strategic plan to address AODA concerns

- i. This goal has been reviewed and will remain a goal for the upcoming review. There continues to be a lack of strategic planning to address the AODA focus on campus. A strategic plan for the AODA program had been proposed during the last Biennial review with little progress being made. The 2014-15 AODA Committee will work diligently to create a strategic plan for the upcoming years. Funding for AODA programming has not been allocated separately but comes from the Student Health and Counseling Services budget as well as from funds generated by the court mandated alcohol education classes.

IV. Summaries of AOD Program Strengths and Weaknesses

In 2008-2010 on average during any tabling event or AODA activity, the numbers of students interacting directly with tabling events were 50. In the following years 2010-2012, these numbers have increased significantly to 75. During the 2012-2014 years, student contact numbers ranged between 50-100. The number of students reached through sponsoring of “mocktail” events ranges 100 to 200. Health promotion events uses incentives such as candy, AODA “informational toys”, “mocktails” to gain student attention and participation. When collaborating with other Campus Life department, the departments requesting “mocktails” are required to identify how they will provide the AODA information to students.

Drunken driving simulation events are offered 2-3 times a year using a variety of tools, ranging from remote control cars to adult sized tricycles. At the same time, SHCS invites Campus Safety to perform DUI walking assessments. Both of these exercises use the DD “beer goggles” to simulate the effects of over the legal limit alcohol effects. AODA information is made available for students.

V. Recommendations for Revising AOD Program

Discussions need to ensue regarding AODA concerns and issues with students beyond just the fun activities. Materials need to be presented to participants in a manner that encourages interest. Innovative programming needs 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.

VI. Procedures for Distributing Annual AODA Notification to Students and Employees

The University of WI- Superior uses the University email system and website for notification to students and staff. The UWS Technology Services has developed 2 primary email addresses in which items are posted, the Student Digest and Staff Digest.

Notification is also sent via emails and through various Student Health and Counseling Services/ AODA tabling conducted throughout the academic year and during student orientations.

Programming Interventions That Target Individuals

- A. 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 “free pass” is re-instated in addition to the other fees associated with the second charge.
- B. Prevention Tabling-** Student Health and Counseling (SHCS) and Alcohol and Other Drug Awareness (AODA) provide informational tabling sessions to the campus community several times a month 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.
- C. Counseling-**SHCS offers referrals to off campus AODA providers. SHCS/AODA does not have an AODA practitioner on staff.

- D. HR-EAP Services-**The UW-Superior provides staff and faculty with an Employee Assistance Program to help with staff /faculty address any AODA concerns.
- E. Residential Life-** offers substance free residential floors and well as providing sanctions for residence who violate the residence halls AODA policies. A list of these sanctions can be found in the section titled *Copies of the Policies Distributed to Students and Employees*.
- F. Campus Recreation** offers recreational programming that is alcohol and drug free.
- G. Student Health and Counseling** provides tabling and other informational sessions as well as group and individual counseling.

VII. Programs that Target the Student Body, As a Whole

- A. Student Health and Counseling Services (SHCS)-** provides services designed to promote holistic health for students and the campus community. In conjunction with AODA services, both programs sponsor many events collaboratively with student organizations such as YAK (student activities), Campus Recreation and FYE.
- B. Alcohol and Other Drug Awareness (AODA)-**provides tabling and information sessions addressing alcohol and other drugs. The national awareness weeks are observed.
- C. Campus Safety-** collaborates closely with SHCS and the AODA programs to put on informative and safety conscious events.
- D. Chancellor's Committee on Alcohol and Drug Abuse Task Force-** The Chancellor has asked the AODA (Alcohol and Other Drug Abuse) Task Force to be a Chancellor's Committee. This committee is charged with: 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. (The system guidelines include: Policy & Program Development, Research, Curricular Integration, Assessment, Awareness & Promotion, Collaboration, and Alcohol Beverage Marketing.) 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 and that encourage the reduction of high-risk drinking on campus. 4. Creating a strategic plan to address AODA concerns.

VIII. Copies of the Policies Distributed to Students and Employees

A. Campus Life/ AODA

University of Wisconsin-Superior

Alcohol and Other Drug Awareness

(AODA) Program

The UW-Superior AODA Task Force has been charged by the Chancellor with the responsibility of reviewing policy and providing educational opportunities/resources addressing alcohol and other drug use affecting the UW-Superior campus community. The AODA Task Force follows the guidelines set forth by UW System.

Goals of the AODA 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 AODA resources.

In spite of numerous advances in the health and human services fields, Universities across the nation are struggling to address how alcohol and other drugs negatively impact campus life. Academic success, interpersonal relationships, and an individual's health are all affected by the abuse of alcohol and other drugs. The complexity of alcohol and other drug issues are exasperated by the conflicting messages that come from social groups and the media. Education and awareness of alcohol and other drug use on both an individual and institutional level are essential to addressing these problems.

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 abuse, 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 and the

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 abuse.

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

- Licensed Professional Counselors available
- Off campus referral for Alcohol and other drug assessments

Midwest Employee Assistance Program Solutions (for Faculty/Staff), 800-383-1908

- Free, confidential insights, and solutions – with no threat to job, promotional opportunities, or reputation
- Assistance to professional staff recovering from drug and alcohol abuse

AODA Coordinator, 715-394-8394

- Information on alcohol and drug use
- Referral to other resources
- Education and prevention
- Coordinate PRIme for Life alcohol 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

Human Resource Center, Superior, WI, 715-392-8216

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 Rothwell Student Center 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 (Pub Procedures)

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 "pub" areas and are invited to attend events held in the Student Center. 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 "pub" areas and at scheduled events.

There will be no quantity sales of alcoholic beverages (pitchers, carafes, etc.) and a maximum of two (2) 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; 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 Campus Safety is 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

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.

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 psychosis. Users can become dependent on these drugs.

Methamphetamine (Crystal Meth, speed, chalk, ice, and glass) is a synthetic stimulant closely related to amphetamine, but has longer lasting and more toxic effects on the central nervous

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.

Copies of the UW-Superior Alcohol and Other Drug Policy are available by calling 715-394-8243.

B. Human Resource Office- sends out the following notification by 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)
• 1st conviction: Up to 1 year imprisonment and fined at least 51,000, but not more than \$100,000, or both.
• 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.
• 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.
• 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.

SUMMARY OF THE HEALTH EFFECTS OF THE USE AND ABUSE OF DRUGS AND ALCOHOL

The following is a partial list of drugs and the consequences of their use. The abuse of alcohol and the use of other drugs is detrimental to the health of the user. Further, the use of drugs and alcohol is not conducive to an academic atmosphere. Drugs impede the learning process and can cause disruption for other students and disturb their academic interests. The use of alcohol or drugs in the workplace may also impede the employee's ability to perform in a safe and effective manner, and may result in injuries to others. Early diagnosis and treatment of drug and alcohol abuse is in the best interests of the student, employee, and the University. (For additional information concerning the health risks associated with substances covered by the Controlled Substances Act, refer to the chart on pages 24-25 of the U.S. Department of Justice publication, *Drugs of Abuse*, 1996 edition.)

Alcohol

Alcohol is the most frequently abused drug on campus and in society. Alcohol is chemically classified as a mind-altering drug because it contains ethanol and has the chemical power to depress the action of the central nervous system. This depression affects motor coordination, speech, and vision. In great amounts, it can affect respiration and heart rate control. Death can result when the level of blood alcohol exceeds 0.400/0. Prolonged abuse of alcohol can lead to alcoholism, malnutrition, and cirrhosis.

Anabolic Steroids

Concerns over a growing illicit market and prevalence of abuse combined with the possibility of long-term effects of steroid use, led Congress to place anabolic steroids into Schedule III of the Controlled Substances Act (CSA). Although the adverse effects of large doses of multiple anabolic steroids are not well established, there is increasing evidence of serious health problems associated with the abuse of these agents, including cardiovascular damage, liver damage and damage to reproductive organs. Physical side effects include elevated blood pressure and cholesterol levels, severe acne, premature balding, reduced sexual function, and testicular atrophy. The CSA defines anabolic steroids as any drug or hormonal substance chemically and pharmacologically related to testosterone (other than estrogens, progestins, and corticosteroids), that promotes muscle growth. Those commonly encountered on the illicit market include: boldenone (Equipose), ethylestrenol (Maxibolin), fluoxymesterone (Halotestin), methandriol, methandrostenolone (Dianabol), methyltestosterone, nandrolone (Durabolin, Deca-Durabolin), oxandrolone (Anavar), oxymetholone (Anadrol), stanozolol (Winstrol), testosterone and trenbolone (Finajet).

Cannabis

Three drugs that come from cannabis-marijuana, hashish, and hashish oil-are currently distributed on the U.S. illicit market. These drugs are deleterious to the health and impair the short-term memory and comprehension of the user. When used, they alter the sense of time, and reduce the ability of the user to perform tasks requiring concentration and coordination. They also increase the heart rate and appetite. Motivation and cognition can be altered, making

acquisition and retaining of new information difficult. Long-term users may develop psychological dependence that can produce paranoia and psychoses. Because cannabis products are usually inhaled as unfiltered smoke, they are damaging to the lungs and pulmonary system and have more cancer-causing agents than tobacco.

Depressants

Depressants produce central nervous system depression. Depressants (i.e., barbiturates, benzodiazepines, glutethimide, methqualone, and meprobamate) can cause physical and psychological dependence that can lead to respiratory depression, coma and death, especially when used in concert with alcohol. Withdrawal can lead to restlessness, insomnia, convulsions, and even death. Chloral hydrate, a hypnotic depressant, and alcohol constitute the infamous date rape drug or "Mickey Finn."

Hallucinogens

LSD, PCP, mescaline, and peyote are classified as hallucinogens. Hallucinogens interrupt the brain messages that control the intellect and keep instincts in check. Large doses can produce convulsions and coma, heart, and lung 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, drug experiences may result in severe self-inflicted injuries. Persistent memory problems and speech difficulties may linger.

Narcotics

The term narcotic derives from the Greek word for stupor. Narcotic use is associated with a variety of unwanted effects including drowsiness, inability to concentrate, apathy, lessened physical activity, constriction of the pupils, dilation of the subcutaneous blood vessels causing flushing of the face and neck, constipation, nausea and vomiting and, most significantly, respiratory depression. With repeated use of narcotics, tolerance and dependence develop. Users of narcotics, such as heroin, codeine, morphine, and opium, are susceptible to overdose that can lead to convulsions, coma, and death.

Stimulants

Cocaine is the most potent stimulant of natural origin. "Crack" is the chunk form of cocaine that is a ready-to-use freebase. These drugs stimulate the central nervous system and are extremely addictive. They can cause psychological and physical dependency which can lead to dilated pupils, increased pulse rate, elevated blood pressure, insomnia, loss of appetite, paranoia, and seizures. They can also cause death by disrupting the brain's control of the heart and respiration.

The use of amphetamines and other stimulants can have the same effect as cocaine and cause increased heart rates and blood pressure that can result in a stroke or heart failure. Symptoms include dizziness, sleeplessness, and anxiety. They can also lead to hallucinations, paranoia, psychosis, and even a physical collapse.

Nicotine is highly addictive stimulant, whether ingested by smoking or chewing. This drug hits the brain in six seconds, and damages the lungs, decreases heart strength, and is associated with many types of cancers. The withdrawal symptoms include anxiety, progressive restlessness, irritability, and sleep disturbance.

RESOURCES FOR DRUG AND ALCOHOL ABUSE AWARENESS, PREVENTION, AND TREATMENT

- UW-Superior Student health and Counseling Services (Hawkes Hall 216) – 715-394-8236
- Employee Assistance Program (EAP), Midwest EAP Solutions – 800-383-1908
- UW-Superior Office of Human Resources (Old Main 201)-394-8365 (benefits coverage, policies, work rules, etc.)
- Wisconsin Clearinghouse-800/248-9244. The Wisconsin Department of Health and Social Services, through its Division of Community Services, publishes a comprehensive pamphlet listing facilities around the state that provide treatment for drug and alcohol addiction. To obtain a copy of this pamphlet, entitled "Wisconsin Alcohol and Drug Abuse Services Directory," contact the Wisconsin Clearinghouse at 800/248-9244, or write to the following address: Wisconsin Clearinghouse, University Health Services, 1552 University Avenue, Madison, WI 53705.

As part of the University Health Services at the University of Wisconsin-Madison, the mission of the Wisconsin Clearinghouse is to help schools, families, and communities to lead healthy and productive lives. The Wisconsin Clearinghouse has been disseminating information and providing alcohol and drug abuse prevention products and services nationally and state-wide for more than 20 years.

The Wisconsin Clearinghouse publishes a sales catalog that lists more than 300 alcohol and drug abuse awareness and prevention materials (i.e., videotapes, software, curricula, activity books, pamphlets, and posters). If you would like to receive a free catalog by mail, call the [✉ Wisconsin Clearinghouse](#) at 800/322-1468.

The Prevention Resource Center is a statewide program of the Wisconsin Clearinghouse that provides an array of services to non-profit private and public sector organizations and educators throughout Wisconsin. Services include disseminating alcohol and drug abuse awareness and prevention-related materials, lending curricula, videos and books, and providing technical assistance in such areas as grant writing and program evaluation. Staff also present ideas and information at conferences and workshops. The Wisconsin Clearinghouse also mails the "Prevention Package" to more than 500 sites, providing information on new publications, successful programs, and a calendar of upcoming conferences and training events. The "Prevention Outlook" newsletter is also published, with up-to-date articles on important issues in the prevention field.

The Department of Labor provides resource information.

The University of Wisconsin System provides information regarding [UW-System policy](#).

C. 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 FIRSTNAME:

Thank you for meeting with me on MEETING DATE about the incident on INCIDENT DATE; regarding the Substance Use and Alcohol and NON-COMPLIANCE policy. I appreciated the opportunity to get to know you more, and talk about your behavior.

During the conversation you shared that INSERT A FEW SENTENCES DETAILING YOUR CONVERSATION. I talked with you about the Substance Use and Alcohol and Non-Compliance policies and your understanding of them. I also shared with you the possible outcomes from engaging in these behaviors. You indicated you UNDERSTOOD/ DIDN'T UNDERSTAND why your behavior was concerning in this situation.

Based on this conversation, as well as reviewing the report(s), I have found you responsible for violating the Substance Use and Alcohol policy. In addition, I am finding you responsible for violating the Non-Compliance Policy.

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) Why is complying with the requests and actions of a university staff member important?
- 2) How can you relate your behavior to life outside of the university?
- 3) What prompted you to not comply with the requests of the staff?
- 4) What role did alcohol use or consumption play in your decision to not comply with university staff?

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 7 DAYS FROM THE ISSUING OF THIS LETTER at YOUR EMAIL ADDRESS.

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. Further, if you chose to engage in this behavior in the future and are documented and found responsible, future sanctions may include probation, suspension, relocation or contract termination. I do hope you chose to not engage in this behavior in the future.

I strongly encourage you to read the Student Rights and Responsibilities Handbook. As a residence hall student, you are responsible for knowing and adhering to all policies and guidelines in this 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.

Specifically, you can find a detailed explanation of the hall policies on pages 15-29:

<http://www.uwsuper.edu/reslife/forms/upload/Handbook-2011-2012-Updated-8-3-11.pdf>

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 are to be submitted in writing to the Director of Residence Life, Ryan Kreuser, via the Yellowjacket Union Desk.

Thank you again for taking the time to meet with me. I hope we can continue to interact under more positive circumstances in your progress at UWS!

Sincerely,

Name Hall Manager cc: file

Residence Life Sanctions/ Letter for 2nd Underage Drinking Violation

Dear FIRSTNAME:

Thank you for meeting with me on MEETING DATE about the incident on INCIDENT DATE; regarding the Substance Use and Alcohol policy. I appreciated the opportunity to get to know you more, and talk about your behavior.

During the conversation you shared that INSERT A FEW SENTENCES DETAILING YOUR CONVERSATION. I talked with you about the Substance Use and Alcohol policy and your understanding of it. I also shared with you the possible outcomes from engaging in this behavior. You indicated you UNDERSTOOD/ DIDN'T UNDERSTAND why your behavior was concerning in this situation.

Based on this conversation, as well as reviewing the report(s), I have found you responsible for violating the Substance Use and Alcohol policy. **As this is your second violation of the Substance Use and Alcohol policy, your sanctions are much more serious. Your behavior and conduct is very concerning to me, and I need to help you understand the ramifications of this behavior into the future.**

At this point, you are being placed on **Residence Hall Probation through the end of the Fall 2011 semester**. 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 **BOTH of the following questions**:

- 1) Since you have been held accountable for violating the alcohol policy previously, why did you choose to engage in this behavior again?
- 2) What have you learned about your behavior in this incident in relation/addition to your previous behaviors?

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 **7 DAYS FROM THE ISSUING OF THIS LETTER** at YOUR EMAIL ADDRESS.

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. Further, if you chose to engage in this behavior in the future and are documented and found responsible, future sanctions may include extended 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.

I strongly encourage you to read the Student Rights and Responsibilities Handbook. As a residence hall student, you are responsible for knowing and adhering to all policies and guidelines in this 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.

Specifically, you can find a detailed explanation of the hall policies on pages 15-29:

<http://www.uwsuper.edu/reslife/forms/upload/Handbook-2011-2012-Updated-8-3-11.pdf>

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 are to be submitted in writing to the Director of Residence Life, Ryan Kreuser, via the Yellowjacket Union Desk.

Thank you again for taking the time to meet with me. I hope we can continue to interact under more positive circumstances in your progress at UWS!

Sincerely,

NAME, HALL Hall Manager cc: file

Residence Life Sanctions/ Letter for 3rd Underage Drinking Violation

Dear FIRSTNAME:

Thank you for meeting with me on MEETING DATE about the incident on INCIDENT DATE; regarding the Substance Use and Alcohol policy. I appreciated the opportunity to get to know you more, and talk about your behavior.

During the conversation you shared that INSERT A FEW SENTENCES DETAILING YOUR CONVERSATION. I talked with you about the Substance Use and Alcohol policy and your understanding of it. I also shared with you the possible outcomes from engaging in this behavior. You indicated you UNDERSTOOD/ DIDN'T UNDERSTAND why your behavior was concerning in this situation.

Based on this conversation, as well as reviewing the report(s), I have found you responsible for violating the Substance Use and Alcohol policy. **As this is your third violation of the Substance Use and Alcohol policy, your sanctions are much more serious. You are meeting with me as the DIRECTOR/ASSISTANT DIRECTOR because your behavior is of such concern.**

At this point, you are being placed on **Residence Hall Probation through the end of the 2011-2012 academic year in May**. Further, you are being required to seek and complete NUMBER of sessions at Student Health and Counseling Services because of my concern. Within three days of the date of this letter, you need to schedule an initial appointment at (715) 394-8236. Between you and the counselor, you will determine the pattern of the NUMBER sessions we are requiring you to complete. I will be following up with Student Health and Counseling Services to make sure you are scheduling and participating in these sessions.

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. Further, if you chose to engage in this 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.

I strongly encourage you to read the Student Rights and Responsibilities Handbook. As a residence hall student, you are responsible for knowing and adhering to all policies and guidelines in this 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.

Specifically, you can find a detailed explanation of the hall policies on pages 15-29:

<http://www.uwsuper.edu/reslife/forms/upload/Handbook-2011-2012-Updated-8-3-11.pdf>

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 are to be submitted in writing to the OPPOSITE DIRECTOR/ASSISTANT DIRECTOR Director of Residence Life, Ryan Kreuser, via the Yellowjacket Union Desk.

Thank you again for taking the time to meet with me. I hope we can continue to interact under more positive circumstances in your progress at UWS!

Sincerely, NAME TITLE Director of Residence Life cc: file

Residence Life Sanctions/ Letter for Underage Drinking Violation for Guests

Dear FIRSTNAME:

Thank you for meeting with me on MEETING DATE about the incident on INCIDENT DATE; regarding the Substance Use and Alcohol policy. I appreciated the opportunity to get to know you more, and talk about your behavior.

During the conversation you shared that INSERT A FEW SENTENCES DETAILING YOUR CONVERSATION. I talked with you about the Substance Use and Alcohol policy and your understanding of it. I also shared with you the possible outcomes from engaging in this behavior. You indicated you UNDERSTOOD/ DIDN'T UNDERSTAND why your behavior was concerning in this situation.

Based on this conversation, as well as reviewing the report(s), I have found you responsible for violating the Substance Use and Alcohol policy. Specifically, I want to address positive decision making with underage guests in your room.

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 role did peer pressure play in this incident?
- 2) How does this situation affect other aspects of your life, such as your academic plans at UWS?
- 3) How do you plan to behave differently in the future?

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 7 DAYS FROM THE ISSUING OF THIS LETTER at YOUR EMAIL ADDRESS.

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. Further, if you chose to engage in this behavior in the future and are documented and found responsible, future sanctions may include probation, suspension, relocation or contract termination. I do hope you chose to not engage in this behavior in the future.

I strongly encourage you to read the Student Rights and Responsibilities Handbook. As a residence hall student, you are responsible for knowing and adhering to all policies and guidelines in this 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.

Specifically, you can find a detailed explanation of the hall policies on pages 15-29:

<http://www.uwsuper.edu/reslife/forms/upload/Handbook-2011-2012-Updated-8-3-11.pdf>

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 are to be submitted in writing to the Director of Residence Life, Ryan Kreuser, via the Yellowjacket Union Desk.

Thank you again for taking the time to meet with me. I hope we can continue to interact under more positive circumstances in your progress at UWS!

Sincerely,

NAME HALL Hall Manager cc: file

Residence Life Sanctions/ Letter for 1st violation for drugs and paraphernalia

Dear FIRSTNAME:

Thank you for meeting with me on MEETING DATE about the incident on INCIDENT DATE; regarding the Substance Use policy. I appreciated the opportunity to get to know you more, and talk about your behavior.

During the conversation you shared that INSERT A FEW SENTENCES DETAILING YOUR CONVERSATION. I talked with you about the Substance Use policy and your understanding of it. I also shared with you the possible outcomes from engaging in this behavior. You indicated you UNDERSTOOD/ DIDN'T UNDERSTAND why your behavior was concerning in this situation.

Based on this conversation, as well as reviewing the report(s), I have found you responsible for violating the Substance Use policy.

This letter serves as **a notice that you are on Residence Hall Probation through the remainder of the Fall 2011 semester.** In addition, 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) How does this behavior fit into your academic plans at UWS?
- 2) Drugs are always illegal, regardless of age. Why did you chose to engage in activities surrounding drugs?
- 3) Why do you think drugs are illegal?
- 4) Who have you told about this incident? Tell me about that conversation. Was this incident/citation culturally or socially accepted by the people you told?

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 7 DAYS FROM THE ISSUING OF THIS LETTER at YOUR EMAIL ADDRESS.

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. Further, if you chose to engage in this behavior in the future and are documented and found responsible, future sanctions may include probation, suspension, relocation or contract termination. I do hope you chose to not engage in this behavior in the future.

I strongly encourage you to read the Student Rights and Responsibilities Handbook. As a residence hall student, you are responsible for knowing and adhering to all policies and guidelines in this 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.

Specifically, you can find a detailed explanation of the hall policies on pages 15-29:

<http://www.uwsuper.edu/reslife/forms/upload/Handbook-2011-2012-Updated-8-3-11.pdf>

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 are to be submitted in writing to the Director of Residence Life, Ryan Kreuser, via the Yellowjacket Union Desk.

Thank you again for taking the time to meet with me. I hope we can continue to interact under more positive circumstances in your progress at UWS!

Sincerely, NAME HALL Hall Manager cc: file

D. Campus Safety- has the following notification posted on their website year round:

**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.

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 violations*).

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

Underage Alcohol Violation Citation Assessments and Fines (2011):

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

- Identification card violations - 17-20 yrs. (300-1,250 and/or license suspension /work program)
Total fine amount =**\$515.50**

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**

- (1) One Tall Long Island Iced Tea = **4 drinks** (4 shots - 1.5 fl oz x 4 - per glass)
- (1) One Large Margarita = **3 drinks** (3 shots - 1.5 fl oz x 3 - per glass)

(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

It is *ALWAYS* okay *NOT* to drink.

University of WI-Superior Underage Citations from 2008 to 11/01/12

year	2008	2009	2010	2011	2012
TOTAL	41	40	51	69	55
males	25	28	34	37	39
females	16	12	17	32	16

Campus Safety Report

2012 COMBINED SUMMARY REPORT 01/01/2012 To 12/31/2012
2446 TOTAL EVENTS HANDLED

117 TOTAL CASE NUMBERS ISSUED

TOTAL NUMBER OF EVENTS HANDLED

SORTED ALPHABETICALLY

1 Drug Paraphernalia
4 Intoxicated (10-57)
2 Marijuana Possessions
19 Marijuana Suspicion
1 Paraphernalia Possession
4 Possible Alcohol Call
35 Underage Drinking/Possess

IX. Part 86, Drug-Free Schools and Campuses Regulations Compliance Checklist

1. Does the institution maintain a copy of its drug prevention program? Yes No
If yes, where is it located?

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 AODA Coordinator at the Student Health and Counseling Services. 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 No

3. **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
Yes No
- e. During new student orientation
Yes No

- f. 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 AODA 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.

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

- 5. 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

- 6. 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.

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

Staff: Yes No Faculty: Yes No

8. 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
9. 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?
- Conduct student alcohol and drug use survey
Yes No
 - Conduct opinion survey of its students, staff, and faculty
 Students: Yes No Staff and Faculty: Yes No
 - Evaluate comments obtained from a suggestion box
 Students: Yes No Staff and Faculty: Yes No
 - Conduct focus groups
 Students: Yes No Staff and Faculty: Yes No
 - Conduct intercept interviews
 Students: Yes No Staff and Faculty: Yes No
 - Assess effectiveness of documented mandatory drug treatment referrals for students and employees
 Students: Yes No Staff and Faculty: Yes No
 - Assess effectiveness of documented cases of disciplinary sanctions imposed on students and employees
 Students: Yes No Staff and Faculty: Yes No
 - 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 Abuse (AODA) Survey. Conducted on a bi-annual basis, this survey allows for analysis of UWS-specific AODA-related behavioral trends.
10. Who is responsible for conducting these biennial reviews?
UWS's Alcohol and Other Drug Abuse (AODA) Task Force and the AODA Coordinator is responsible for conducting the biennial review process to determine program effectiveness, recommend necessary changes, and ensure that disciplinary sanctions are enforced. This group includes representatives from a variety of campus entities, including Student Health and Counseling Services, UWS Faculty and Academic Staff, the

Campus Safety, and members of the student body. This multidisciplinary group meets monthly to collaborate on programs related to alcohol and other drug abuse prevention and to share updates regarding pertinent issues and initiatives.

11. 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

12. Where is the biennial review documentation located?

Name: *Dawn Schulze, Psy.D. LPC*

Title: *Coordinator of Student Health and Counseling Services/ AODA Coordinator*

Department: *Student Health and Counseling Services, MWC 1729*

Phone: *715-394-8394*

E-mail: *dschulze@uwsuper.edu*

x. Goals for the 2012-2014 Biennial Period

1. Develop outcome measures.
2. Expand prevention activities.
3. During events, integrate AODA materials into the presentations and /or tabling.
4. Encourage stronger interest and active participation in the AODA Committee.
5. Investigate a faculty grant process promoting curriculum infusion with AODA concepts.