

**St. Louis University**  
**Partners in Prevention Quarterly Report Process**  
**Fiscal Year 2019-2020**

**Introduction/Overview**

The Division of Student Development annually accounts for the policy review, alcohol and other drug education and intervention to ensure fulfillment of the University mission, educational goals and pursuit of excellence is ongoing. Specifically, those reports are annually made available to the University community for institutional assessment: <https://www.slu.edu/student-health-and-counseling-services/health-promotion-and-awareness/alcohol-and-drug-education/drug-free-schools-compliance-reports>. This biennial, or annual, review is a thorough process that examines not only the effectiveness of education programs and policies but also the consistency of sanctioning when policy violations may occur.

**AOD Comprehensive Program Goals and Objectives for Biennium Period Being Reviewed**

Based on the data from 2018-2019, for the 2019-2020 academic year the University has set forth the following goals and objectives:

- **Reduce rate of alcohol use in the residence halls by 5%**

- Strategy 1: Work with Housing and Residence Life staff to develop additional alcohol education training for RAs

- Objective 1: Create an awareness of the importance to student development by addressing concerning behavior early

- Tactic 1: Case studies

- Tactic 2: Testimonials from students who have gone through the process

- Objective 2: Empowering RAs to enforce policies

- Tactic 1: StepUP! Training with new RAs

- Tactic 2: StepUP! Training Refresh with returning RAs

- Strategy 2: Work with Community Standards staff to develop and implement policies

- Objective 1: Create new policies designed to increase student referrals

- Tactic 1: Wellness plan development with student development colleagues

- Tactic 2: Focus groups with students

- Objective 2: Development effective sanctions for students who violate the alcohol policy

- Tactic 1: BASICS training for hearing officers

- Tactic 2: Benchmarking other schools similar to SLU

- **Reduce binge drinking rate by 2%**

- Strategy 1: Provide education to students about binge drinking effects on the body, negative consequences, legal consequences, etc.

- Objective 1: Provide each residence hall on campus with at least one peer education event about alcohol and binge drinking during the fall semester

- Tactic 1: Promote peer education to residence halls through emails, posters, training with RA's, communication with hall coordinators, etc.

- Tactic 2: Demonstrate harm reduction techniques such as eating and drinking water before, after and during alcohol consumption etc.

- Tactic 3: Provide survey to attendees after peer education events to gain data

- Objective 2: Implement campus-wide social norms campaign focusing on % of students who do not binge drink

- Tactic 1: Submit PIP request through Eric to create promotional items to hand out in residence halls, tabling events etc

- Tactic 2: Work with Samantha and Liz to post social norming social media messages on Facebook, Instagram, and Twitter

- Tactic 3: Ensure that these social norms messages are used in peer education presentations

- Strategy 2: Continue to provide alcohol alternative programming on weekend nights through the Billikens After Dark

## Initiative

Objective 1: Partner with residence halls to promote these events

Tactic 1: Create contests in the residence halls and among student groups and offer incentives for students to come to events

Tactic 2: Provide survey to attendees after events to gain data

- **Reduce rate of underage students drinking at local bars/restaurants by 2%**

Strategy 1: Work with entities in the community to enforce the legal drinking age of 21

Objective 1: Provide local bars, restaurants, and liquor stores, information about SMART program to increase frequency of ID checking and recognition of fake IDs

Tactic 1: Send Margo a list of establishments to contact about SMART

Tactic 2: Hold annual bar owner meeting to discuss underage drinking and provide info about SMART

Tactic 3: Liz (GA) and peer educators visit various establishments with information and make personal connections with bar staff

Objective 2: Work with community law enforcement to implement compliance checks with establishments that sell and serve alcohol within 1 mile radius of campus

Tactic 1: Contact community law enforcement to set up compliance checks

Tactic 2: After compliance checks, provide resources to establishments about SMART and ID checking guides (provided by Margo)

Tactic 3: Collect data on the number of establishments that passed or failed compliance checks

- **Continue to reduce rates of marijuana use especially among Greek students and students under the age of 21 by an additional 2%**

Strategy 1: Work with FSL Coordinator for targeted skills training with FSL groups

Objective 1: Create an awareness of the importance to student development by addressing concerning behavior early

Tactic 1: Implement ideas from the Higher Education Cannabis Prevention Tool Kit

Tactic 2: Promote peer education to residence halls through emails, posters, training with RA's, communication with hall coordinators, etc.

Tactic 3: Provide survey to attendees after peer education events to gain data

Strategy 2: Work with housing staff to address problem behavior with students

Objective 1: Empower RAs to enforce policies

Tactic 1: StepUP! Training with new RAs

Tactic 2: StepUP! Training Refresh with returning RAs

## Biennial Review Process

This Biennial Review is covering the first half of the biennial review cycle of 2018-2020 (2018-2019). The following offices contributed to this report:

- Office of the Vice President for Student Development
- Dean of Students Office
- Office of the General Counsel
- Office of the President
- Office of the Vice President for Human Resources
- Athletics
- Campus Recreation and Wellness
- Department of Public Safety
- Housing & Residence Life
- Student Responsibility and Community Standards
- University Counseling Center
- Student Involvement Center

- Student Success Center
- Student Government Association

## Annual Policy Notification Process- Fall 2019

All students were emailed the following on August 29, 2019:

Dear Saint Louis University Students,

**Welcome new students and welcome home those who are returning!** As a Catholic Jesuit Institution dedicated to the search for truth through education, and improving the temporal and spiritual well-being of all persons, Saint Louis University has had a long-standing policy of promoting a campus environment free from drug and alcohol abuse. In accordance with the Drug Free Schools and Communities Act, the University annually provides written notification to Students that includes the University Alcohol and Drug Policies, counseling and assistance programs, University and legal sanctions, health risks, and uses and effects of controlled substances. All Students should become familiar with this information.

Saint Louis University prohibits the unlawful manufacture, distribution, sale, possession or use of illicit drugs or alcohol on its premises or as part of any University activity. Conduct involving prescription drugs which have not been prescribed by a physician will be treated as a violation. This information supplements and does not limit rules of conduct pertaining to alcohol or drugs which are published in other official University publications.

**Saint Louis University offers confidential, professional counseling and referrals for Students needing assistance for problems relating to alcohol and drug abuse. For assistance and information on issues relating to alcohol please contact the [Student Health Center](#) at (314) 977-2323 or the [University Counseling Center](#) at (314) 977-8255 (TALK) (24-hours).**

As a Catholic Jesuit educational institution, Saint Louis University expects its Students to develop a responsible philosophy on the appropriate use of alcoholic beverages. The University encourages Students to consider all the implications of drinking and to arrive at a conscientious decision about how they will personally use alcohol. The University may take reasonable steps to protect the rights of others threatened by illegal or immoderate drinking on Campus or at social events sponsored by the University. The University, therefore, prohibits drinking that infringes on the rights of others, prohibits misconduct due to drinking or drinking by anyone under 21 years of age. The University prohibits any drinking patterns that lead to behaviors detrimental to the health and welfare of the individual, Student group or University community. Social activities are expected to have clear purposes, other than the consumption of alcoholic beverages. The University encourages moderation in the use of alcohol for those of legal age who choose to drink. The University strongly asserts that choosing not to drink is as socially acceptable as choosing to drink.

University departments and Student Organizations also may impose additional, more stringent restrictions on the use and distribution of alcohol by their members. Additional University alcohol-related policies include the Community Standards Alcohol Violations (sections 2.7.3-2.7.7); Dry Recruitment Policy (section 3.1.I), Student Organization Alcohol Policy (section 3.5);, and Residence Life policies (Appendix C). Alcohol guidelines for Student athletes can be obtained from the Athletic Department, located in the Chaifetz Arena. Copies of the Greek Social Event Policy, intended to provide risk management guidelines and govern the use and distribution of alcohol at fraternity and sorority events, are available at the Student Involvement Center, Room 319, Busch Student Center. All above Student policies are outlined in the [2018-2019 Student Handbook](#).

## **Harmful Effects and Health Risks of Alcohol & Drugs**

There are numerous, serious health risks associated with the use of illicit drugs and alcohol. Substance abuse, when left untreated, may lead to damaged vital organs such as the liver, brain, and kidneys. Other problems normally associated with substance abuse include nausea, vomiting, loss of memory, slurred speech, blurred vision, and violent acts of aggression. These effects, more often than not, lead to poor academic performance, loss of jobs, arrests, arguments with family and friends, and serious accidents. Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher manual functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described. Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and intellectual disabilities. In addition, research indicated that children of alcoholic parents are at a greater risk of becoming alcoholics than other children.

## **University Sanctions**

Saint Louis University permits the lawful possession and consumption of alcoholic beverages on Campus or at University activities by persons who are of legal drinking age, consistent with the following guidelines:

- Anyone under the age of 21 is not allowed to be in the presence or possession of alcohol in a residence hall, and university owned/leased apartments.
- Underage Students who have roommates who are over 21 can be in their living space when alcohol is present, however, the underage Student cannot consume alcohol and no one else under 21 can be present when alcohol is being consumed.
- Students living in residence halls, university owned/staffed buildings who are 21 years of age or older may bring small amounts of alcohol for personal consumption into the space to which they have been assigned.
- Residents who choose to use alcohol legally are expected to do so in a responsible manner, including, but not limited to, not distributing alcohol to minors, and not consuming alcohol in the presence of guests (non- roommates) who are under the age of 21.
- With the exception of a roommate, no alcohol is permitted in the presence of an underage Student.
- Alcohol collections and/or displays are prohibited in all residential spaces.
- No alcohol, whether in open or in uncovered unopened containers, is permitted in lounges, hallways, or other residence hall/apartment living unit public areas by anyone, of any age. No alcohol is permitted on the balcony of any University apartment.
- Kegs, party balls, beer bongs and similar large containers of alcohol are not permitted in the residence halls/living units.
- Irresponsible use of alcohol, regardless of age, resulting in public intoxication, disorderly conduct, vandalism or similar conduct will result in disciplinary action.
- Intoxicated residents may be prohibited from escorting guests into the residence halls/living units. In addition, intoxicated visitors may not be escorted into University housing, regardless of their escort.
- Should you be found in a room/living unit in which an alcohol policy is being violated, you will be subject to disciplinary action, regardless of age.
- Failure to comply with these Community Standards may result in disciplinary action.

- Alcohol and alcohol paraphernalia will be disposed of and/or confiscated.

Students who violate the University Community Standards pertaining to alcohol, illicit drugs, and/or the Alcohol Policy and Guidelines will be subject to the maximum sanctions available under the community standards. In cases when a finding of responsibility is determined, the disciplinary history of a Student, Student Organization, and Student group, will be taken into consideration in determining the most appropriate outcome, which may include dismissal from the University if sufficient grounds exist. Appropriate disciplinary action for violations of the University Community Standards and Alcohol Policy and Guidelines may include counseling and/or a satisfactory completion of a rehabilitation program. The University may, at its discretion, refer cases to the proper law enforcement authorities for arrest or prosecution. To the extent that the University serves society by developing and sustaining an environment free of alcohol and drug abuse, the University reserves the right to take disciplinary action against Students involved in violations of the Standards and Alcohol Policy Guidelines occurring off campus. Disciplinary measures will be administered consistent with local, state and federal laws. All Student Policies above are outlined in the [2018-2019 Student Handbook](#).

### **Legal Sanctions**

Because of the harmful effects of alcohol and drug abuse, local state and federal governments have enacted laws making it a criminal offense to unlawfully possess, use or distribute illicit drugs or alcohol. These laws cover the one time, “social or recreational” users as well as the alcoholic and drug addict. In order to assist you in understanding the potential legal implications of such conduct, a summary of the criminal sanctions which may be imposed under local, state, and federal laws is provided below:

#### **Missouri Law - Alcohol & Drug**

Missouri’s Liquor Control Law makes it illegal, among other things, for a person under the age of 21 years to purchase, attempt to purchase, or possess any intoxicating liquor (Mo. REV. STAT. 311.325). Violation of this provision can result in a fine between \$50 and \$2,000 and/or imprisonment for a maximum term of one year. County and municipality ordinances contain similar prohibitions and sanctions. Missouri Drug Regulations (Mo. REV. STAT. § 579.055) make it unlawful for any person to distribute, deliver, manufacture, produce or attempt to distribute, deliver, manufacture or produce a controlled substance or to possess with intent to distribute, deliver, manufacture, or produce a controlled substance. Any person who violates or attempts to violate this section with respect to any controlled substance except for 35 grams or less of marijuana is guilty of a Class D felony. Additionally, it is a class A felony to distribute or deliver a controlled substances on or near University property. Persons convicted of this offense can be sentenced to imprisonment for not less than 10 years. Conviction for possession of illicit drugs may result in up to 7 years imprisonment and a maximum fine of \$10,000 unless the offense involves more than 10 grams but less than 35 grams of marijuana, which entails up to 1 year in prison and a fine of \$2,000. Anyone who violates this law with respect to distributing or delivering 35 grams or less of marijuana may be guilty of a Class E felony.

#### **Illinois Law - Alcohol & Drug**

It is against Illinois law to sell or distribute alcoholic beverages to persons under 21 years of age or to anyone who is intoxicated. Violation is a Class A misdemeanor with a minimum fine of \$500. Persons under 21 who possess alcoholic beverages on the street or in a public area may be subject to a Class A misdemeanor. The Illinois Controlled Substances Act (720 ILCS 570/201) makes possession of a controlled substance a felony criminal offense under Illinois law. Generally, possession convictions result in a Class 4 felony with a sentence of 1- 3 years in prison or a fine of \$25,000. Conviction for possession of illicit drugs results in a Class 1 felony with 6 to 50 years imprisonment and a fine of up to \$200,000, unless the offense involves a smaller amounts (100 grams or less) of certain drugs, which elicits 4 to 15 years in prison and a fine of up to \$200,000. The Illinois Drug Paraphernalia Act (720 ILCS 600/2) makes it a Class A misdemeanor to knowingly possess drug paraphernalia. The law does not distinguish between the types of drug

paraphernalia used except for methamphetamine manufacturing materials. The penalties for possessing a pipe to smoke marijuana are the same as a needle to shoot heroin, even though heroin is regarded as a more dangerous drug.

### **Federal Law**

Conviction for possession of illicit drugs results in the following:

- 8 years if the substance is heroin or any Schedule I or II opiate, an analogue of these, or cocaine base;
- 6 years if the substance is cocaine, flunitrazepam (Rohypnols), LSD, or PCP;
- 4 years if the substance is any other controlled substance or a list I chemical.

### **City of St. Louis Ordinance**

Any person, with the exception of those individuals described in Section 2 of the ordinance, found in possession of 35 grams or less of marijuana shall be subject to a fine of not less than one hundred dollars and not more than five hundred dollars. There is a strong presumption that the proper disposition of any such case is to suspend the imposition of sentence and/or require community service work and/or drug counseling and education.

The severity of the sanctions imposed for both possession and distribution offenses depend on the type and quantity of drugs, prior convictions, and whether death or serious injury resulted. Sanctions may be increased for offenses which involve distribution to minors or occur on or near Campus. In addition, other federal laws require or permit forfeiture of personal or real property used to illegally possess, facilitate possession, transport or conceal a controlled substance. A person's right to purchase a firearm or receive federal benefits, such as Student loans, grants, contracts, or professional or commercial licenses, may be revoked or denied as a result of a drug conviction. Additionally, federal law mandates that any Student who has been convicted of an offense under any federal or state law involving the possession or sale of a controlled substance shall not be eligible to receive any grant, loan, or work assistance during the period on the date of such conviction and ending after the interval specified.

For assistance off-campus, the following organizations provide local referrals and information on alcohol or drug abuse through nationwide hot-line services:

Organizations	Toll-Free Number
Alcohol and Drug Referral	1 (800) 252-6465
Alcoholics Anonymous	1 (800) 344-2666
National Council on Alcoholism	1 (800) 622-2255 (NCA-CALL)
National Institute on Drug Abuse	1(800) 662-4357 (HELP)
Parents' Resource Institute for Drug Information	1(800) 241-9746

**You matter. You are not alone. Again, we strongly encourage you to seek assistance and information on issues relating to alcohol by contacting the Student Health Center at (314) 977-2323 or the [University Counseling Center](#) at (314) 977-8255 (TALK) (24-hours).**

- It is unknown if all students receive the policy regardless of how many credit hours they are enrolled in or how students who enter the institution after policy is distributed get policy before next distribution.

All employees were emailed on August 9, 2019 the below information. The complete text of the policy can be found in Appendix A.

### **Human Resources Policy:**

Human Resources combined the Drug and Abuse Prevention Policy (last updated 1/03/2007) and the Substance Abuse Testing Policy (last updated 1/03/2007) into one policy, the Substance Abuse and Testing Policy effective 8/29/2011.

### **Annual Notice:**

Dear Employee,

Saint Louis University is committed to maintaining a safe and healthful environment for members of the University community by promoting a drug-free environment as well as one free of the abuse of alcohol. The University will make a good-faith effort to maintain a drug-free workplace. Abuse of alcohol or drugs will be handled according to existing policies and procedures concerning the conduct of faculty, staff and students.

In compliance with the Drug Free Schools and Communities Act, please see the Saint Louis University 2018 Drug Free Schools and Communities Act Notice to Employees attached to this email. If you have any questions about the University's drug and alcohol policies or this notice, please contact Katie O'Connell at [katie.oconnell@slu.edu](mailto:katie.oconnell@slu.edu) or 977-2317.

- It is unknown how SLU employees who begin working at institution after policy is distributed get policy before next distribution. Employees who work off-campus (off-campus sites, teaching on-line classes) receive the policy via email as well. It is unknown how requests for policy are granted.

### **AOD Prevalence Rate, Incidence Rate, Needs Assessment and Trend Data (MCHBS Spring 2019)**

- It is unknown at this time the number of drug and alcohol-related incidents and fatalities that occur on campus and the number of drug and alcohol-related incidents and fatalities that are reported to campus officials.

The following data was provided by Partners in Prevention in July 2019:

#### **Alcohol Use at SLU**

- 83% have used alcohol lifetime
- 82% have used alcohol in the past year
- 71% consumed alcohol in past 30 days
- 35% report binge drinking

#### **Most common drinking locations for underage drinkers**

- 81% social gathering or friend's house (73% PIP)
- 60% Bars or restaurant (46% PIP)
- 55% where I live (40% PIP)
- 31% Residence Halls (53% PIP)
- 5.4 % Greek House (10.5% PIP)

#### **How do they obtain?**

- 49% from over 21 friend (47% PIP)
- 24% go where IDs are not checked (7.8%)
- 20.5% from family members (22.4% PIP)
- 19% fake ID/borrowed ID (7.8% PIP)

#### **Illicit Drug Use at SLU**

##### **Marijuana use**

- 61% have never used
- 67% have not used in past year
- 1.2% use three or more times a week
- 78% have not used edibles in the past year
- 58.4% perceived students who use one or more times per month
- 9% perceived students does not use

**Illegal drug use (at least once past year)**

- 5% cocaine
- 2% methamphetamines
- 2% heroin
- 7% other

**Prescription drugs**

- 8.2% of SLU Students used prescription drugs without a doctor's prescription in the past year
- 10% stimulants
- 3% pain medication (prescription opioids)
- 2% benzodiazepines/sedatives
- 0.4% sleeping medications

- It is unknown the number of Alcohol and other Drug Related Admissions to local ER for 2018-19
- It is unknown the number of Alcohol and other Drug Related Ambulance Transports/Calls for Service for 2018-19





# SAINT LOUIS UNIVERSITY

## 2018 DRUG FREE SCHOOLS AND COMMUNITIES ACT

### NOTICE TO EMPLOYEES

#### UNIVERSITY DRUG AND ALCOHOL ABUSE PREVENTION POLICY

Saint Louis University is committed to maintaining a safe, healthful and efficient environment which enhances the welfare of our employees, students, patients and visitors. It is the policy of the University to maintain an environment which is free of impairment from substance abuse by any of its employees.

Early recognition and treatment of drug or alcohol abuse are important for successful rehabilitation, for economic return to the University, and for reduced personal, family and social disruption. Saint Louis University will attempt to assist employees in overcoming drug or alcohol abuse. However, the decision to seek diagnosis and accept treatment for drug or alcohol abuse is the individual employee's responsibility.

The University encourages employees to seek assistance in dealing with a substance abuse problem, or those problems of a family member, by contacting the available counseling and treatment programs listed in this policy, his/her supervisor, or human resources. No employee will be terminated solely as a result of seeking counseling and rehabilitation.

In accordance with the Drug Free Workplace Act and Drug Free Schools and Communities Act, Saint Louis University prohibits the unlawful manufacture, distribution, dispensation, possession, sale or use of illicit drugs or alcohol in the workplace, on University premises, or as part of University activities. Additionally, the University maintains a policy for substance abuse testing that prohibits applicants or employees from testing positive for the presence of illicit drugs or alcohol in their system at specified levels. All employees are expected to abide by these standards of conduct as a condition of employment. For purposes of this policy, unlawful conduct involving illicit drugs or alcohol is governed by the laws in effect where the employee is working.

Saint Louis University maintains programs and operation in Missouri, Illinois and Madrid, Spain. The legal drinking age in Missouri and Illinois is 21. Knowingly furnishing alcohol to a person under the age of 21 is also prohibited by state law. The legal drinking age in Madrid, Spain is 18. Employees who are of legal drinking age are expected to consume alcohol in a mature and responsible manner while on University premises or attending University activities. The University prohibits the consumption of alcohol by any employee when the consumption adversely affects job performance and/or endangers the physical well-being of any person.

Employees violating standards of conduct in this policy will be disciplined up to and including discharge in a manner which is consistent with the procedures governing discipline and discharge of staff and faculty and any applicable local, state, or federal laws. Employees may be referred to the University's Employee Assistance Program or other suitable counseling/treatment resources for evaluation and treatment in these

instances. When warranted, disciplinary sanctions may include requiring an employee to successfully complete such a program. Employees who undergo counseling and treatment for drug or alcohol abuse must meet all standards of conduct and job performance. Persons who violate this policy may be referred to law enforcement authorities for arrest and prosecution.

In order to comply with the Drug Free Workplace Act, Saint Louis University requires all employees to notify the University of any criminal drug statute conviction involving a violation occurring in the workplace no later than five days after such a conviction. The University will notify the appropriate federal contracting agency within 10 days after receiving notice of a conviction of any employee working under a federal contract or grant.

**SCOPE:** This policy applies to all faculty and staff employed by Saint Louis University including, but not limited to, employees working at the St. Louis campus, Saint Louis University Madrid campus, SLUCare facilities and all other locations owned or used by the University in connection with its programs and activities. This policy also applies to all employees of contractors and sub-contractors, visitors, patients, and guests while they are on University premises or present at University activities.

#### AUTHORIZED USE OF PRESCRIBED MEDICINE

Employees undergoing prescribed medical treatment with any drug which interferes with their work activity must report this treatment to their supervisor. Prescribed medicine should be kept in its original container, which identifies the drug, date of prescription, and prescribing doctor.

#### SANCTION FOR VIOLATIONS OF THE LAW

The manufacture, possession, sale, distribution, and use of controlled substances are prohibited by federal, state, and local law; punishments range from fines to life imprisonment. Criminal sanctions for violation of laws related to unlawful possession and distribution of illicit drugs and alcohol are provided below.

##### Missouri Law

**Drugs:** Missouri Drug Regulations (Mo. REV. STAT. § 579.055) make it unlawful for any person to distribute, deliver, manufacture, produce or attempt to distribute, deliver, manufacture or produce a controlled substance or to possess with intent to distribute, deliver, manufacture, or produce a controlled substance. Any person who violates or attempts to violate this section with respect to any controlled substance except 35 grams or less of marijuana is guilty of a class D felony. Additionally, it is a class A felony to distribute or deliver a controlled substance on or near

University property. Persons convicted of this offense can be sentenced to imprisonment for not less than

10 years. Conviction for possession of illicit drugs may result in up to 7 years of imprisonment and a maximum fine of \$10,000, unless the offense involves more than 10 grams but less than 35 grams of marijuana, which entails up to 1 year in prison and a fine of \$2,000. Anyone who violates this law with respect to distributing or delivering 35 grams of marijuana may be guilty of a Class E felony.

**Alcohol:** Missouri's Liquor Control Law makes it illegal, among other things, for a person under the age of 21 years to purchase, attempt to purchase, or possess any intoxicating liquor (Mo. REV. STAT. 311.325). Violation of this provision can result in a fine between \$50 and \$200 and/or imprisonment for a maximum term of one year. County and municipality ordinances contain similar prohibitions and sanctions.

### Illinois Law

**Drugs:** The Illinois Controlled Substances Act (720 ILCS 570/201) makes possession of a controlled substance a felony criminal offense under Illinois law. Generally, possession convictions result in a Class 4 felony with a sentence of 1-3 years in prison or a fine of \$25,000.

Conviction for possession of illicit drugs results in a Class 1 felony with 6 to 50 years' imprisonment and a fine up to \$200,000, unless the offense involves a smaller amount (100 grams or less) of certain drugs, which elicits 4 to 15 years in prison or a fine of \$25,000.

The Illinois Drug Paraphernalia Act (720 ILCS 600/2) makes it a Class A misdemeanor to knowingly possess drug paraphernalia. The law does not distinguish between the types of drug paraphernalia used except for methamphetamine manufacturing materials. The penalties for possessing a pipe to smoke marijuana are the same as a needle to shoot heroin, even though heroin is regarded as a more dangerous drug.

**Alcohol:** It is against Illinois law to sell or distribute alcoholic beverages to persons under 21 years of age or to anyone who is intoxicated. Violation is a Class A misdemeanor with a minimum fine of \$500. Persons under 21 who possess alcoholic beverages on the street or in a public area may be subject to a Class A misdemeanor.

**Federal Law:** The Federal Controlled Substances Act prohibits the knowing, intentional, and unauthorized manufacture, distribution, or dispensing of any controlled substance or the possession of any controlled substance with intent to manufacture, distribute, or dispense. Drugs: A detailed description of the penalties associated with illegal drug trafficking is provided in the chart, Federal Trafficking Penalties, published by the U.S. Department of Justice's Drug Enforcement Administration as found in Appendix A.

**Alcohol:** As a Catholic, Jesuit educational institution, Saint Louis University expects its employees to develop a well-reasoned philosophy on the use of alcoholic beverages. The University is obligated to respect the civil law and its attempt to protect the rights of others which are threatened by illegal or immoderate drinking on University premises or at University activities.

### Madrid Campus:

Saint Louis University employees assigned to work at the Madrid Campus are reminded they may be subject to arrest and legal sanctions for drug and alcohol offenses under Spanish laws and regulations.

## RISK OF LOSS OF WORKERS' COMPENSATION RIGHTS

The Missouri Workers' Compensation Act requires the forfeiture of benefits or compensation otherwise payable to an employee when the use of alcohol or illicit drugs is the proximate cause of the employee's injury. At a minimum, the Act provides for a reduction in compensation or death benefit when the employee is injured while using alcohol or illicit drugs. Employees who have been involved in a work related accident will be asked to take drug and alcohol testing.

## EMPLOYEE ASSISTANCE PROGRAM

Saint Louis University is concerned with the well-being of its staff members and their families and is aware that personal problems can influence job performance. Staff members, their family members, or any member of the staff member's household are encouraged to contact the Employee Assistance Program (EAP). The EAP provides employees and their families' access to professional licensed counselors on a confidential and cost-free basis. Confidential professional counseling is provided through ComPsych at no personal cost for staff and their families who are coping with a personal or family crisis. Call **(800) 859-9319** to make an appointment or visit [www.guidanceresources.com](http://www.guidanceresources.com) for more information.

## HEALTH RISKS

There are numerous, serious health risks associated with the use of illicit drugs and alcohol. Substance abuse, when left untreated, may lead to damaged vital organs such as the liver, brain, and kidneys. Other problems normally associated with substance abuse include nausea, vomiting, loss of memory, slurred speech, blurred vision, and violent acts of aggression. These effects, more often than not, lead to poor job performance, loss of jobs, arrests, arguments with family and friends, and serious accidents. A detailed description of the health risks associated with abuse of controlled substances is provided in the chart below, Commonly Abused Drugs, published by the National Institute on Drug Abuse.

# FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500 – 4999 grams mixture	<b>First Offense:</b> Not less than 5 yrs., and not more than 40 yrs.	5 kilograms Or more mixture	<b>First Offense:</b> Not less than 10 yrs., and not more than life. If death or serious injury, not less than 20 or more than life.
Cocaine (Schedule II)	28–27 grams mixture	If death or serious injury, not less than 20 or more than life.	280 grams or mixture	Fine of not more than \$10 million if an individual, \$50 million if not an individual.
Fentanyl (Schedule II)	40 – 399 grams mixture	Fine of not more than \$5 million if an individual,	400 grams or mixture	<b>Second Offense:</b> Not less than 20 yrs., and not more than life. If death or serious injury, life imprisonment. Fine of not more than
Fentanyl Analogue (Schedule II)	10–99 grams mixture	\$25 million if not an individual.	100 grams or mixture	\$20 million if an Individual, \$75 million if not an individual.
Heroin (Schedule I)	100 – 999 grams mixture	<b>Second Offense:</b> Not less than 10 yrs., and not more than life. If death or	1 kilogram or more mixture	<b>2 or More Prior Offenses:</b> Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
LSD (Schedule I)	1 –9 grams mixture	Serious injury, life imprisonment. Fine of not more than \$8 million if an	10 grams or mixture	
Methamphetamine (Schedule I)	5–49 pure or 50 – 499 grams mixture	Individual, \$50 million if not an individual	50 grams or more pure or 500 grams or more mixture	
PCP (Schedule I)	10–99 grams pure or 100 – 999 grams mixture		100 grams or more pure or 1 kilogram or more mixture	
DRUG/SCHEDULE	QUANTITY	PENALTY		
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	<b>First Offense:</b> Not more than 20 yrs. If death or serious injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if not an individual.		
Flunitrazepam (Schedule IV)	1 gram	<b>Second Offense:</b> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
Other Schedule III drugs	Any amount	<b>First Offense:</b> Not more than 10 yrs. If death or serious injury, not more than 15 yrs. or more than life. Fine \$500,000 if an individual, \$2.5 million if not an individual. <b>Second Offense:</b> Not more than 20 yrs. If death or serious bodily injury, not more than 30 yrs. Fine \$1 million if an individual, \$5 million if not an individual.		
All other Schedule IV drugs	Any amount	<b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. <b>Second Offense:</b> Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if not an individual		
Flunitrazepam (Schedule IV)	Other than 1 gram or more			
All Schedule V drugs	Any amount	<b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. <b>Second Offense:</b> Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual		

# FEDERAL TRAFFICKING PENALTIES - Continued

DRUG	QUANTITY	1 <sup>st</sup> OFFENSE	2 <sup>nd</sup> OFFENSE
Marijuana (Schedule 1)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule 1)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs., if death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if other than an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more \$20 million if an individual \$75 million if other than an individual.
Marijuana (Schedule 1)	More than 10 kg. hashish; 50 to 99 kg marijuana mixture. More than 1 kg of hashish oil, 1 to 99 plants.	Not more than 20 years if death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not more than 30 yrs., if death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule 1)	Less than 50 kg marijuana (but does not include 50 or more marijuana plants regardless of weight), 1 to 49 marijuana plants.	Not more than 5 yrs., Fine not more than \$25,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than an individual
Hashish (Schedule 1)	10 kg or less		
Hashish Oil (Schedule 1)	1 kg or less		

## AOD Policy, Enforcement & Compliance Inventory

- Include the entire text of all and any policy related to alcohol and other drug use for your students, staff and faculty. Examples of policies may include:
  - Student Handbook:
    - 1.2 Alcohol on Campus The law of the State of Missouri states: "Any person under the age of twenty-one who purchases or attempts to purchase, or has in their possession any intoxicating liquor...is guilty of a misdemeanor. Furthermore, anyone guilty of a misdemeanor shall, upon conviction, be punished by a fine of not less than fifty dollars, nor more than two thousand dollars, and/or by imprisonment for a term not exceeding one (1) year." (See Appendix A, Drug and Alcohol Policies) Saint Louis University recognizes both the letter and spirit of the law, as well as the needs of Students for social activities. Alcohol consumption causes a number of marked changes in behavior. Low doses impair the judgment and coordination required to drive a car safely. Low to moderate doses increase the incidence of a variety of aggressive acts and impairs decision-making abilities. Alcohol has been found to play a significant role in sexual misconduct on college campuses. As high as 79% of sexual misconduct complaints on college campuses involve alcohol consumption by either the reporting party, the accused, or both. 12 Stranger rape is more common among those who had consumed alcohol. 3 Further, men who consume alcohol are more likely to behave with sexual aggression, but may be unaware of this fact. Moderate to high doses of alcohol cause impairments in higher mental functions that can severely alter a person's ability to learn and remember information. Very high doses cause respiratory depression and death. Repeated use of alcohol can lead to dependence. Withdrawal symptoms from alcohol include severe anxiety, tremors, hallucinations and convulsions. Long-term consumption of large quantities of alcohol also can lead to permanent damage to vital organs such as the brain and liver. The following Alcohol Policy and Guidelines set parameters within which alcohol use will reflect this increasing awareness of concern for us and each other: 1.2.1 In observance of the laws of Missouri and local ordinances, no person under the age of 21 may purchase or attempt to purchase, or have in their possession, any alcoholic or intoxicating beverage on Campus or at University activities. Therefore, no alcoholic beverage may be served or sold to anyone under 21 years of age on Campus or at University activities. Students must present two forms of valid photo identification or comply with University reasonable age verification procedures at events held on the University's premises at which alcohol is available. 1 Flack, Jr., W. F., Hansen, B. E., Hopper, A. B., Bryant, L. A., Lang, K. W., Massa, A. A., & Whalen, J. E. (2016). Some types of hookups may be riskier than others for campus sexual assault. *Psychological Trauma: Theory, Research, Practice, and Policy*, 8(4), 413-420. 2 Kilpatrick, D. G., Resnick, H. s., Ruggiero, K. J., Conoscenti, L. M., & McCauley, J. (2007). Drug facilitated, incapacitated, and forcible rape: A national study. Final report. NCJRS document # 219181. U.S. Department of Justice. 3 Monk, L., & Jones, A. (2014). Alcohol consumption as a risk factor for sexual assault: A retrospective analysis. *Journal of Forensic and Legal Medicine*, 23, 55-61. 12 Students found presenting false identification or taking other steps to acquire alcohol as a minor will be subject to disciplinary action under the University Community Standards and could risk criminal prosecution. 1.2.2 Consumption of alcoholic beverages by those who are over 21 years of age, on Campus, must be in compliance with Housing and Residence Life guidelines while in a residence hall, and is permitted ONLY at those Student events or locations that have been expressly approved by the Student Involvement Center and ONLY in those locations for which the University has a license. Approval for alcohol service at events sponsored by University departments must be obtained from the appropriate Director, Dean or Vice President. 1.2.3 University funds may not be used to pay for any portion of an event at which alcohol may be provided, served to

or consumed by minors. 1.2.4 Arrangements for food and beverages for on campus events must be made with DineSLU, which has the responsibility for verifying the legality of persons seeking to purchase or obtain alcohol. No food or beverages may be brought to an event by an outside caterer except with special authorization. 1.2.5 Monitoring and enforcing compliance with the policy and guidelines are the responsibility of the Department of Public Safety (DPS) for outside events, and the director/manager of the building for inside events. Compliance with the policy in the residence halls and University-owned/managed housing is the responsibility of the Director of Housing and Residence Life and the Residence Life staff. 1.2.6 University departments and Student Organizations also may impose additional, more stringent restrictions on the use and distribution of alcohol by their members. Additional University alcohol-related policies include the Community Standards Alcohol Violations (sections 2.7.2-2.7.5); Student Organization Alcohol Policy (section 3.5); and the Residence Life policies (Appendix C). Alcohol guidelines for Student athletes can be obtained from the Athletic Department, located in the Chaifetz Arena. Copies of the Greek Social Event Policy, intended to provide risk management guidelines and govern the use and distribution of alcohol at fraternity and sorority events, are available at the Student Involvement Center, Room 319, Busch Student Center. As a Catholic Jesuit educational institution, Saint Louis University expects its Students to develop a responsible philosophy on the appropriate use of alcoholic beverages. The University encourages Students to consider all the implications of drinking and to arrive at a conscientious decision about how they will personally use alcohol. The University may take reasonable steps to protect the rights of others threatened by illegal or immoderate drinking on Campus or at social events sponsored by the University. The University, therefore, prohibits drinking that infringes on the rights of others, prohibits misconduct due to drinking, and prohibits drinking by anyone under 21 years of age. The University prohibits any drinking patterns that lead to behaviors detrimental to the health and welfare of the individual, Student group or University community. Social activities are expected to have clear purposes, other than the consumption of alcoholic beverages. The University encourages moderation in the use of alcohol for those of legal age who choose to drink. The University strongly asserts that choosing not to drink is as socially acceptable as choosing to drink. Finally, in accord with our policy, the University will sponsor programs and develop guidelines to help community members understand the advantages of a healthy lifestyle, the consequences of use and abuse of alcohol, the moral implications of alcohol use, and the importance of personal and community responsibility. 13 In accordance with the Drug Free Schools and Communities Act, the University annually communicates to Students information that includes the University Alcohol and Drug Policies, counseling and assistance programs, University and legal sanctions, health risks, and uses and effects of controlled substances. All Students should become familiar with this information. For assistance and information on issues relating to alcohol, please contact the University Counseling Center at (314) 977-8255 (TALK) (24-hours).

- 1.6 Drugs Possession, use and distribution of stimulants, depressants, narcotics or hallucinogenic drugs, and other illegal agents having potential for abuse, except for a properly designated physician's or dentist's prescription, is forbidden by University policy and local, state and/or federal law. In addition, the abuse of legal substances may also be considered a violation of University policy, e.g. huffing nitrous oxide, whippits. Such use, possession and conduct are prohibited on Saint Louis University's premises, or as part of any University activities. Selling, bartering, exchanging or giving away such substances to any person is illegal and prohibited. Any Student engaged in such activities may be reported to law enforcement agents and will be subject to severe conduct action, including but not limited to suspension or dismissal. Please refer to section 2.7.14 of the University Community Standards for more information about University Drug Policy. In accordance with

the Drug Free Schools and Communities Act, the University annually communicates to Students information that includes the University Alcohol and Drug Policies, counseling and assistance programs, University and legal outcomes, health risks, and uses and effects of controlled substances. All Students should become familiar with this information. For assistance and information on issues relating to drugs, please contact the Student Health and Counseling Center at (314) 977-8255 (TALK) (24-hours)

○ Employee

- 1.0 INTRODUCTION Substance abuse is detrimental to an individual's health and may jeopardize safety in the workplace. The "Drug-Free Workplace Act" and the "Drug-Free Schools and Campuses Regulation" require Saint Louis University to provide a drug-free workplace/campus. Moreover, as an institution of higher education, the University has a compelling interest in taking appropriate corrective action to ensure our employees meet expectations in terms of professionalism and character, as representatives of Saint Louis University. 2.0 PURPOSE Saint Louis University will not condone criminal activity on or off University premises and will take appropriate corrective actions up to and including termination or required participation in drug abuse assistance or rehabilitation programs. 3.0 PERSONNEL AFFECTED This policy applies to all staff, faculty, and residents (medical housestaff), including those in an "on-call" or per diem status, of Saint Louis University. Employees under a collective bargaining agreement are subject to the terms of their agreement. Student workers are covered by applicable student policies and disciplinary procedures. 4.0 DEFINITIONS 4.1 Drug Testing Officer. An individual designated to serve as coordinator of drug and alcohol testing procedures and serves as a liaison between various parties such as the Employee Assistance Program, the Medical Review Officer, Human Resources, and department managers. 4.2 Employee Assistance Program (EAP). EAP is a program available free of charge to employees to provide counseling services for personal or work-related concerns. 4.3 Formal Referral (EAP). A formal referral to the Employee Assistance Program (EAP) is appropriate when an employee has a positive drug/alcohol test. The Human Resources consultant will contact the EAP to obtain the authorization form. The employee must sign the authorization form in order for the EAP to report the employee's compliance/non-compliance to the authorized University referral contact. 4.4 Follow-up Testing. Testing may be required during the period covered by the Last Chance Agreement such that the employee must submit to drug and alcohol tests as requested without previous notice. 4.5 Illegal Drug. Any drug which is not legally obtained is an illegal drug. 4.6 Impairment. Impairment is behavior which indicates having a diminished capacity or inability to perform duties. In addition, impairment may be indicated by the presence of illicit drugs or alcohol in applicants or employees at specified levels. 4.7 Last Chance Agreement. This is an agreement signed by the employee following a positive test result. This agreement covers a period of no less than one year. It requires the employee to meet all recognized standards of performance, agree to submit to random and follow up testing without notice for a period of no less than one year, pay for the cost of the testing, and comply with all standards set forth in this policy. The agreement also requires the employee to comply with all rehabilitative recommendations made by the Employee Assistance Program, agree that failure to follow these recommendations or refusal to participate in full, including follow up testing, will result in actions up to and including termination as provided by the Staff Performance Management Policy or the Faculty Manual. 4.8 Legal Drug. Legal drugs are any which have been legally obtained and includes proper use of prescribed drugs and over-the-counter drugs. 4.9 Medical Review Officer (MRO). An MRO is a designated physician who is certified to review drug and alcohol test results. The MRO establishes the procedures and insures the chain of custody is followed. 4.10 Positive Test. Drug test levels on both the screening test and the confirmatory test that are recognized as positive by the U.S.

Department of Health and Human Services in its "Mandatory Guidelines for Federal Workplace Drug Testing Programs" or in a subsequently issued rule or regulation issued by the Agency. 4.11 Random Drug Testing. Some employees, by virtue of their positions, may be subject to random drug or alcohol testing. Applicants and employees are notified during the selection process whether there is a possibility of random drug and alcohol testing associated with a position. Employees who are on a Last Chance Agreement agree to random drug testing according to the frequency and duration specified in the agreement. 4.12 Reasonable Cause. A belief, based on an observance of odors, performance/behavior, that a staff member is impaired. Reasonable cause is dependent on the facts of each situation and is based on physical, behavioral, or performance indicators, including, but not limited to, unusual behavioral patterns, errors, safety violations, accidents, and safety risks to customers or coworkers. 4.13 Substance Abuse. Substance abuse is abuse or misuse of legal drugs, substance dependence, and use of any illegal substance. 4.14 University. Use of the term University includes Saint Louis University, all operating divisions and subsidiaries, and Saint Louis University at Madrid. 4.15 University Activities. University Activities includes any on-campus or off-campus event or function conducted, sponsored, approved or funded, in whole or in part, by Saint Louis University. 4.16 University Premises. University Premises includes all land, facilities and other property in the possession of, or owned, used or controlled by the University (including adjacent streets and sidewalks). 4.17 University Property. University Property is all tangible personal property and real property owned or controlled by Saint Louis University including, but not limited to, desks, lockers, computers, buildings, work areas, break areas, parking lots, University vehicles. 4.18 Voluntary Intervention. Voluntary Intervention refers to use of Employee Assistance Program to resolve a personal or work performance problem before such a problem results in impairment or management involvement. 4.19 Work Related Injury/Illness Testing. Alcohol and drug testing performed following workrelated accidents and illnesses. 5.0 POLICY Faculty, staff and residents are responsible for knowing about and complying with the provisions of state and federal law that make it a crime to possess, sell, deliver or manufacture controlled substances. Any member of the Saint Louis University community who violates the law is subject to prosecution by civil authorities as well as to disciplinary proceedings by Saint Louis University. Early recognition and treatment of drug or alcohol abuse are important for successful rehabilitation, for economic return to the University, and for personal, family, and social interactions. Saint Louis University encourages the earliest possible diagnosis and treatment for drug or alcohol abuse. Employees will be tested for the presence of drugs and alcohol if there is reasonable cause or suspicion to believe that an employee has violated the standards of conduct set forth in this policy and following work related accidents. Employees violating the standards of conduct in this policy will be disciplined up to and including discharge in accordance with the Staff Performance Management policy, faculty manual, and any applicable local, state, or federal law. 5.1 Substance Possession Prohibition The unlawful possession, manufacture, distribution or sale of controlled substances on Saint Louis University premises or in University vehicles is prohibited and will result in corrective action up to and including termination. 5.2 Substance Use 5.2.1 The use of illegal drugs on Saint Louis University premises or vehicles is prohibited and will result in corrective action up to and including termination. Faculty and staff are discouraged from the use of illegal substances at any time. Use of illegal substances or abuse of legal substances off work time which results in impairment at work will result in action as described in this policy. 5.2.2 The use of alcohol, whether consumed at work or otherwise, which results in impairment at work will result in action as described in this policy. As a Catholic, Jesuit educational institution, Saint Louis University employees who are of legal drinking age are expected to consume alcohol in a mature and responsible manner while on



University premises or attending University activities. The University prohibits the consumption of alcohol by an employee when the consumption adversely affects job performance and/or endangers the physical well-being of any person(s). 5.2.3 It is the employee's responsibility to inform their supervisor if they are unable to fulfill their current job responsibilities due to taking legally prescribed and/or over the counter medications. Employees who fail to disclose this information and whose job performance, safety, or the efficient operation of work is negatively affected, will be subject to action as described in this policy.

5.3 Reasons for Testing

5.3.1 The University will test employees for drugs and alcohol in accordance with the definition of reasonable cause above. (See Definitions) Alcohol on the breath raises questions concerning a staff member's competence and will not be tolerated for any staff member with patient care responsibilities or for those who work in patient care areas. Select other work areas may prohibit alcohol on the breath. Staff should check with a supervisor regarding the application of this policy in their work areas.

5.3.2 Some employees, by virtue of their positions, may be subject to random drug or alcohol testing. Applicants and employees are notified during the selection process whether there is a possibility of random drug and alcohol testing associated with a position.

5.3.3 The Missouri Workers' Compensation Act allows for testing following work related injuries and accidents. The Act provides for a reduction in benefits if an employee tests positive for alcohol or drugs. There will be a complete forfeiture of benefits to an employee who refuses testing following a work related accident or illness.

6.0 RESPONSIBILITIES

As a condition of employment on federal contracts and grants, staff will notify Saint Louis University of any criminal drug statute convictions no later than five days after such convictions occur. This includes convictions for the unlawful use, possession (including the storage in a desk, locker, or other repository), manufacture, distribution, dispensation, or sale of illegal drugs, drug paraphernalia, or controlled substances on Saint Louis University premises or while conducting business in Saint Louis University supplied vehicles or during working hours. Saint Louis University will attempt to assist employees by providing information and/or access to drug or alcohol rehabilitation resources. However, the decision to seek diagnosis and accept treatment for drug or alcohol abuse is the individual employee's responsibility. Staff and faculty who voluntarily present him or herself to the Employee Assistance Program (EAP) prior to a drug or alcohol test are entitled to confidentiality. Staff and faculty members who voluntarily disclose to a supervisor, chair, or university administrator revealing a drug/alcohol problem will be referred to the EAP and required to comply with all EAP recommendations for treatment. No employee will be terminated solely as a result of seeking counseling and rehabilitation.

7.0 PROCEDURES

7.1 Notification. Any employee who notices behavior suspect of inappropriate use of drugs or alcohol by an employee of the University should notify their supervisor immediately.

7.2 Impairment Checklist. The supervisor is requested to utilize the Impairment Checklist in determining evidence of impairment and determine if there is "reasonable cause" as defined above. Document observed behavior(s), preferably with another person present.

7.3 Confrontation. The supervisor should (1) confront the employee in private, preferably with another employee present, and discuss the observed behavior and tell the person that in the supervisor's judgment he/she appears impaired. (2) Direct the employee to comply with the established substance testing procedure. (3) The supervisor or their designee should remain with the employee until testing is completed and should not allow the individual to continue to work or return to work until cleared by Employee Health. If warranted, the supervisor may call upon the Department of Public Safety and Emergency Preparedness (DPSEP) for assistance in escorting the individual to the testing site or arrange for transportation off University premises.

7.4 An employee who voluntarily presents himself or herself to a supervisor, manager or administrator revealing a drug/alcohol problem will be referred to EAP and

required to comply with all EAP recommendations in the same manner as an employee who is referred as a result of a positive test result. 7.5 Testing will be done according to procedures established by Employee Health. The supervisor is responsible for contacting Employee Health to arrange for testing. 7.6 Procedure for Testing 7.6.1 During the regular work week (Monday through Friday 7:30 am – 3:30 pm), the supervisor should (1) arrange for supervised transportation of the individual suspected to be impaired to the Employee Health department for testing and (2) must notify Human Resources of the situation. 7.6.2 During off-hours, the supervisor must arrange testing by contacting the on-call Employee Health representative through the Saint Louis University Hospital switchboard operator by calling (314) 577-8000. Once contacted, Employee Health will arrange for a Drug Testing Officer to come to the individual's work site for testing. Do not send the individual to the emergency room. 7.7 Failure to Cooperate with Testing. Failure by staff members to cooperate fully during all phases of the testing process, failure to provide required specimens, failure to sign a consent form authorizing the test and the release of the results to appropriate University representatives, or alteration or tampering with the testing process shall be cause for immediate termination of employee. 7.7.1 Faculty members who fail to comply with a first request to produce a specimen will result in a referral to the Employee Assistance Program, if the faculty member poses no threat to himself or others. Should a second request be necessary and also declined, the Dean will recommend that the termination process outlined in the Faculty Manual be initiated. 7.8 Test Results 7.8.1 If Employee Health determines the test result is negative, the employee will be returned to work immediately. The employee will be paid for time required to comply with the request for testing, not to exceed the employee's daily rate of pay. 7.8.2 When Employee Health cannot determine a negative result, the employee will be suspended without pay pending investigation and will not be allowed to return to work until further notification. The employee must not be permitted to drive home. The supervisor should be involved in arranging for safe transportation off University premises via family or friend pick-up or providing a taxi voucher. Taxi vouchers may be obtained by contacting Human Resources. 7.8.3 Employee Health will follow the chain of custody and send the specimen to the designated certified laboratory for analyses. The test results will be reviewed by a designated Medical Review Officer (MRO), with results communicated to the Drug Testing Officer. The Drug Testing Officer (DTO), a University designated official, will communicate the results to Human Resources. Human Resources will notify the department manager. If the MRO determines the test results are clear or negative, the employee will be released to return to work with back pay for all scheduled work hours missed. If the MRO determines the test results are positive, the manager and the human resources consultant will meet with the employee to discuss options. If the employee is convinced that the first lab test was wrong, the employee may ask the MRO to have the original sample re-tested by a different NIDA-certified lab. The request for re-testing must be made within 72 hours after the employee was told about the positive test. Further, the employee must pre-pay all costs of the second test and if the test result is negative, the employee will be deemed to have had a negative test result, will not be required to comply with the EAP program and will be refunded the cost of the second test. If the second test results are positive, the MRO will report this result to the University and the employee will be disciplined in accordance with this policy. 7.8.4 Saint Louis University recognizes substance abuse as a treatable condition. Employees with this problem will normally be placed on a final warning and encouraged to participate in rehabilitation through the formal referral process and the Last Chance Agreement. The University may consider factors such as prior performance management actions in determining whether or not to offer a Last Chance Agreement. Additionally, there are positions that are of such a critical nature that substance abuse may be grounds for

immediate termination. These positions include but are not limited to those positions which involve the public safety of the community such as Public Safety Officers or Dispatch Officers, positions involving patient contact or support, and those positions which require the operation of University vehicles. 7.8.5 Employees who are offered but refuse to sign the Last Chance Agreement will be terminated. The original date of the suspension becomes the dismissal date. 7.8.6 Prior to being eligible to return to work, employees must have signed a Last Chance Agreement, have a negative drug and/or alcohol screen, be evaluated and deemed to be in compliance with all EAP recommendations. The employee must continue to comply with all counseling and program recommendations in order to remain employed. 7.9 Employees who have entered into a signed Last Chance Agreement will: 7.9.1 An employee off work due to a positive test result and who have entered into a signed Last Chance Agreement will be allowed to utilize accrued vacation and/or sick time, commencing with the date the agreement is signed. 7.9.2 If an employee is in a non-paid status for greater than one month, the employee must contact the University Benefits Office to continue medical insurance. During this period, an employee may be eligible for a medical or personal leave under Saint Louis University's leave policies. It is the employee's responsibility to apply for a medical or personal leave. 7.10 Incidents involving violations of other University policies and standards of conduct that are drug or alcohol related will be handled in accordance with the Staff Performance Management policy up to and including termination. 8.0 Confidentiality All testing will be performed in accordance with specific procedures to provide privacy, confidentiality, and integrity of test results. An employee will be notified of test results in a confidential manner. Test results will not be released to other parties without signed consent of the employee, unless required by law. Only those administrators or supervisors with a legitimate need-to-know will be informed of the test results. Administration does have the obligation to report positive drug screens to the appropriate licensing/certifying boards as required by statute. 9.0 Searches The University may conduct searches for illegal drugs or alcohol on University premises when there is reasonable cause to suspect that illegal drugs or alcohol are present. Any such searches will be conducted in accordance with DPSSS policies and procedures and in compliance with statutes regarding searches. Employees will be given the opportunity to be present for the search. Refusal to cooperate in the University's request for the search, may be grounds for performance management actions up to and including termination. 8.0 REFERENCES Drug Free Schools Act Compliance Report

- Chaifetz
  - Alcohol and beer will be served at most Chaifetz Arena events to those 21 years and older, and everyone may be required to show proof of age.
  - Chaifetz Arena does not allow outside food and beverage into the arena.
  - Guests are prohibited from leaving the arena with alcoholic beverages purchased inside.
- General oversight of each policy, particularly if not noted within the text of the policy
  - Description of who oversees administration of policy
    - Office of Community Standards (students)
  - Description of who oversees monitoring of policy
    - Office of Community Standards (students)
  - Description of who oversees discipline/ sanctioning/adjudication of policy
    - Office of Community Standards (students)
- Methods used for general enforcement
  - Description of law enforcement/security forces and authority/jurisdiction
    - Department of Public Safety
  - Description of relationships with off-campus law enforcement/security forces and jurisdiction

- DPS works closely with St. Louis Metro police department for policy enforcement as well as community outreach.
- Description of others who may provide monitoring of alcohol and other drug policies
  - Resident Assistants
  - Desk Workers

### **AOD Comprehensive Program /Intervention Inventory**

- Various ways of listing out programs and interventions
  - Smarti-Gras Fairs (Feb 17th-21st)
  - Billikens After Dark Mardi Gras Event
- Program/Intervention Description

### **“Smarti Gras”**

- Smarty Gras was a program designed to raise awareness of dangerous alcohol and drug practices during this time of the year for college students. There are 5 different stations that students visit and get prizes at. Each station also had a trail mix ingredient that students could add to their bag and create a delicious trail mix throughout the program.
  - Station 1: Bystander intervention
    - Poster
- Activity: Scenarios
- You are going to a party with a group of friends. Earlier in the night, your friend was talking about someone she had a crush on in her anatomy class and how she was hoping he would be at the party. Once you get to the party, your friend spots the boy and spends the rest of the evening hanging with him. Throughout the night, you notice that your friend is drinking a lot. You know she had at least 5 drinks in the past 2 hours. Towards the end of the night, you see your friend leaving with the boy from her class. Should you intervene and stop her from leaving? Or is she fine leaving with her crush?

**Step up! Do not let your friend leave with someone even if it is her crush after she has drank too much and do not have a previous relationship with the individuals. Since she is your friend, let her you both are going back home.**

- You are at a party with a group of friends. Throughout the night, you notice that your friend is drinking a lot. You know she had at least 5 drinks in the past 2 hours. Towards the end of the night, you see her dancing with a guy you don't know. A little later, you see your friend and the mystery guy leaving together. Should you intervene and stop her from leaving? Or does she probably know the guy?

**Step Up! If this is not someone they have been involved with before or you are unsure, step into the situation and let your friend know you are both going to go home for the night.**

- You're at a party and are drinking. After a few hours, you notice there's a guy sleeping on the couch. You go over and shake his shoulder, but he doesn't wake up. Someone else comes over and says that he had been drinking a lot earlier and that he just needs to sleep it off. Should you just let him recover on his own or should you take action?

In this case you want to make sure no one leaves this individual in case of something serious. You want to take action by calling 911 or make sure he is breathing. You cannot get in trouble for being an innocent bystander to save someone.

- You and your friend are walking home from a party. You are both under 21 and intoxicated, but your friend is not doing very well. She keeps vomiting and looks like she's about to pass out. What's the best thing you could do for your friend?

Get her to the hospital, especially if she is exhibiting symptoms of alcohol poisoning.

- Your friend has been acting strange lately. Last semester, she never skipped a class, loved hanging out with her friends, and had an overall healthy lifestyle. This semester, you notice that she is skipping class a lot, not doing her homework, and rarely leaving her dorm room. How can you help your friend in this situation?

"I feel" statements. "I am worried about you lately. Your routine feels different. Can I help?"

- Your friend is constantly talking about becoming more fit before spring break. He's always talking about getting in shape and working out more. Lately, you've noticed that your friend is not eating breakfast or dinner anymore. He also seems pale and sluggish. Should you let your friend live his own life or should you do something?

"I feel" statements. "I am worried about you lately. Your routine feels different. Can I help?"

- When you first met your friend last semester, he had a really relaxed, calm personality, but lately he's been very stressed out. He keeps saying that he's going to fail out of school and spends all hours of the day studying. He tells you that he gets about 4 hours of sleep every night and is beginning to skip meals. How can you help your friend?

"I feel" statements. "I am worried about you lately. Your routine feels different. Can I help?"

## Station 2: Effects of alcohol on the body

- Drinking effects on the body poster
- Activity: myth or fact game
  - Give the students a statement about alcohol's effect on the body and ask them if it's a myth or fact and why
  - Alcohol will make me happier and help me to have a better time.
  - F: Alcohol is a depressant, which means it slows down the parts of your brain that is in charge of critical thinking, analysis, and judgement. Therefore

alcohol isn't actually making you happier, it's lowering your inhibitions and social fears.

- Having a high tolerance is a good thing
- F: Having a high tolerance doesn't mean you aren't getting drunk as fast as other people. It actually means that you just aren't experiencing the same outward signs of drunkenness as others. Having a high tolerance is actually very dangerous, because it sometimes causes people to end up drinking way more than their body can handle. Plus, having a high tolerance means you have to drink more in order to feel the desired effects of alcohol.
- If I've only had one drink in a half hour, then I'm okay to drive.
- F: It depends on several factors, including your body weight and sex. It takes about an hour for one standard drink to be completely metabolized in a male body and about 1 and a half hours for a female.
- Drinking alcohol makes me warmer.
- F: Drinking alcohol actually lowers your body temperature. You might feel warmer at first because the alcohol causes your blood vessels to dilate and send warmer blood closer to the surface of your skin. In reality, alcohol is a depressant and lowers your heart rate.
- Puking helps you sober up more quickly and avoid hangovers.
- F: Puking makes no difference. Alcohol is absorbed into the bloodstream, so puking will only get rid of any alcohol that hasn't been absorbed yet.
- Eating after you drink and before you go to bed will reduce your hangover in the morning.
- F: Eating food after you've drank won't help your body metabolize the alcohol any faster. It is important to remember to eat before you start drinking, though.

- Station 3: Alcohol Myth or Fact

- Plinko Board
- Activity

GIVE THEM DEFINITION OF BINGE DRINKING: 4 drinks/ 2 hours for women; 5 drinks/ 2 hours for men

DEFINE A DRINK: Drinks are defined at 1 shot, 1 glass of wine, 1 beer, 1 mixed drink

- 4 shots in 2 hours
  - A: Binge drinking for women, not men
- 1 glass of wine in 2 hours
  - A: No
- 2 beers and 2 shots
  - A: Binge drinking for women, not men
- A margarita
  - A: It depends. If you made it, you will know how much is in it. If a bartender or someone else made it for you, there's no way to know for sure. On average, a margarita will have about 1.7 standard drinks in it.
- 2 beers
  - A: No
- 1 cup of Jungle Juice
  - A: Don't know. Impossible to know how many standard drinks you are consuming in one glass.

- 6 shots and Jungle Juice
  - A: Yes binge drinking
- 1 beer, 1 shot, 1 cup jungle juice
  - A: Unknown. No idea how many standard drinks are in a cup of jungle juice.
- Station 4: Consent Wheel
  - Student spins the wheel and answers the question.
  - Answers on the back of the insert!
  - Activity: Spin the Wheel
- Station 5: “How I will be a smarty this year at Mardi Gras” sticky note pledge

### Billikens After Dark Events

- Battleships (Jan 24th)
- Mardi Gras (Feb 21st)
- Virtual Trivia Night (March)
- Individual Assessment programs through Health Services
- Individual Assessment programs through counseling
- Individual based counseling and intervention programs
- Employee Assistance Program - referrals
- Referral programs to off-campus treatment providers for students
- Awareness Workshop offered through Community Standards
- Group Based Programs/Interventions that you may be offering on campus which may be considered:
  - Peer Education Residence Hall Programs
    - “Paint and Sip”
      - Program offered with RAs where residents can paint canvases and drink juice. An alcohol alternative program to discuss how to be safe while drinking
  - ADHPE presentation of alcohol data for RA Training
  - Honors LC presentation on alcohol trends and how we improve prevention efforts
  - Fall Welcome Alcohol Safety programming
  - Mardi Gras Beads with safety numbers and tips
  - Buttons with social norming stats
  - Water bottles with SLU specific data and reminding students to drink water
  - Collegiate Recovery Group (Sober at SLU)
- Universal or Entire Population Based Programs Programs/Interventions that you may be offering on campus which may be considered:
  - AlcoholEdu
  - SLU101 training (Katherine)
  - Escort program
- Environmental/Socio-Ecological Based Programs
  - Alcohol and other Drug Task Force, Student Development Well-being Coalition, Alcohol Sub-Committee
  - Alcohol-Free Social Options (Billikens After Dark)
  - Social Norms Campaign
  - Wellness Themed Housing
  - Alcohol Minimization Campus/Community Celebratory Events
  - Enforcing Underage Drinking Law Programs
    - Compliance Checks
    - Shoulder tap operations

- Party patrols
- Controlled party dispersal operations
- DUI enforcement
- ID Checks at on and off- campus bars and establishments

**AOD Comprehensive Program /Intervention Related Process and Outcomes/Data: please list the outcome data from any of the programs and interventions listed in Report 3**

- “Smarti Gras”/ Consent Fairs in Res Halls
  - Offered 6 times (4 in Oct, 2 in Feb)
  - 200 students served
- Billikens After Dark
  - Battleships: 100 students served
  - Mardi Gras: 80 students served
  - Virtual Trivia: 40 students served
- Individual Assessment programs through Health Services
  - No data available
- Individual Assessment programs through counseling
  - No data available
- Individual based counseling and intervention programs
  - No data available
- Employee Assistance Program - referrals
  - No data available
- Referral programs to off-campus treatment providers for students
  - No data available
- Awareness Workshop offered through Community Standards
  - 150+ students served
- ADHPE presentation for RA Training
  - 1 time offered
  - 150 students served
  - No additional assessment data available
- Mardi Gras buttons with tips and stats
  - 1 time offered
  - 200+ students served
  - No additional assessment data available
- Collegiate Recovery Group (Sober at SLU)
  - 10+ students served
- AlcoholEdu
  - No data available
- SLU101 training
  - 10 times offered
  - 1900 students served
- Escort program
  - No data available

**AOD Policy, Enforcement, and Compliance Related Outcomes: please list the related outcomes of those policies listed in Report 2**

- Data not available

**AOD SWOT/C Analysis**



<p><b>Strengths</b></p> <ul style="list-style-type: none"> <li>• Resident Halls need to fulfill AOD presentation requirements</li> <li>• Billikens After Dark Attendance</li> <li>• Dry campus/no greek housing</li> </ul>	<p><b>Weaknesses</b></p> <ul style="list-style-type: none"> <li>• Not all HRL individuals know to seek out the HPE team for presentations</li> <li>• Not enough AOD education and training completed on campus</li> <li>• No follow up to RA training on AOD/ not following through with punishment in Res Halls</li> </ul>
<p><b>Opportunities</b></p> <ul style="list-style-type: none"> <li>• RHC's reaching out for presentations events each semester (e.g. Mardi Gras Fairs, Halloween Fairs)</li> <li>• Billikens After Dark AOD education opportunities</li> <li>• Virtual training and presentations</li> </ul>	<p><b>Threats</b></p> <ul style="list-style-type: none"> <li>• RHC's and other leaders in res halls doing their own events or repeating events already on campus hosted by Billikens After Dark and HPE team</li> <li>• FSL doing their own events/ not seeking out HPE team</li> </ul>

<p><b>Challenges</b></p> <ul style="list-style-type: none"> <li>• Communication between departments <ul style="list-style-type: none"> <li>◦ Conduct, HRL, FSL not following up with HPE team on # of cases, training, etc.</li> </ul> </li> <li>• Training requirements of each RHC and RA <ul style="list-style-type: none"> <li>◦ There are a lot of trainings and the follow up is hard to manage</li> </ul> </li> <li>• Virtual AOD education <ul style="list-style-type: none"> <li>◦ Are students really interested?</li> </ul> </li> </ul>
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**AOD Comprehensive Program Goals and Objectives for Biennium Period Being Reviewed**

- Reduce rate of alcohol use in the residence halls by 5%
- Reduce binge drinking rate by 2%
- Reduce rate of underage students drinking at local bars/restaurants by 2%
- Continue to reduce rates of marijuana use especially among Greek students and students under the age of 21 by an additional 2%

**AOD Goal Achievement and Objective Achievement**

- Reduce rate of alcohol use in the residence halls by 5%: MET
- Reduce binge drinking rate by 2%: MET
- Reduce rate of underage students drinking at local bars/restaurants by 2%: NOT MET
- Reduce rates of marijuana use especially among Greek students and students under the age of 21 by an additional 2%: NOT MET

**Recommendations for next Biennium**

- Continue work in residence halls especially with cannabis use
- Identify strategies for communicating with family members and working with local bars and restaurants
- Use of the BASICS program with conduct sanctioned students
- COVID-19 considerations
  - Education with students about tolerance and re-engaging in social activities
  - Discussion with students about dependence on substances
  - Bystander education work related to public health practices

### **Goals and objectives for next Biennium**

- Continue to reduce rates of alcohol use in the residence halls by 2%
- Reduce rate of underage students obtaining alcohol from family members by 2%.
- Continue to work on reducing rate of underage students drinking at local bars/restaurants by 2%
- Reduce rates of cannabis use in the residence halls by 2%

### **Conclusion**

- While we were able to reduce the use of alcohol in the residence halls and the rates of binge drinking, there is still more work to be done with reducing cannabis use and under 21 drinking rates.
- SLU students are high achieving, so they work hard but also play hard and alcohol is ingrained into the culture of a Jesuit institution.
- We hope to continue to reduce the rates of underage alcohol use in residence halls, local bars and restaurants as well as reducing the amount of alcohol provided by family members to minors. Also, we need to do more work on cannabis use with the recent legislation to reduce our numbers specifically among our Greek community members.