

University of Wisconsin Oshkosh

2016-2018

AODA Biennial Review

Drug-Free Schools and Campuses Regulations (EDGAR Part 86)

Overview

The Drug-Free Schools and Campuses Regulations (EDGAR Part 86) regulations require that, as a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education (IHE) must certify that it has adopted and implemented a program “to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees” both on the institution’s premises and as part of any of its activities. A number of court rulings have made clear that, although colleges and universities cannot be expected to control student conduct, they must ensure that their activities, offerings, and programs meet minimum standards of care, and they must take steps to deal with dangerous situations on campus.

A program that complies with the regulations includes the following:

1. A biennial review of the program to:
 - a. Determine effectiveness and implement changes if needed, and
 - b. Ensure that the disciplinary sanctions are consistently enforced.
2. An annual distribution in writing to each employee and every student taking one or more classes for credit, of:
 - a. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities.
 - b. A description of applicable legal sanctions under local, state and federal law for the unlawful possession or distribution of illicit drugs and alcohol;
 - c. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
 - d. A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
 - e. A clear statement that the IHE will impose disciplinary sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination for employment and referral for prosecution, or violations of the standards of conduct.

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Review of the Drug and Alcohol Prevention Program

At UW Oshkosh substance abuse prevention and early intervention includes universal, selective, and indicated prevention as defined by the Substance Abuse Mental Health Services Administration (SAMSHA).

- **Universal prevention** strives to ensure that all members of society understand that a behavior can have hazardous consequences. The prevention messages are aimed at the wider population regardless of an individual's previous experience or knowledge.
- **Selective prevention** targets people who are at greater risk for a particular outcome because they are members of a subgroup known to be at higher risk than the general population.
- **Indicated prevention** targets high-risk individuals who have signs or symptoms of a condition.

Universal Prevention Initiatives

U matter: U matter is a Student organization dedicated to the health, safety and well-being of students. One initiative of U matter is BAC matters. Students host multiple tabling events each semester to promote BAC awareness and ways to keep BAC lower when drinking.

Student Health 101: This e-magazine is distributed monthly to all students and includes articles on a variety of issues related to substance use and abuse. During 2016-2017, 5053 students accessed Student Health 101 at least once during the year. During the 2017-2018 academic year, 4029 students read at least one edition of the e-magazine. Readership tends to grow throughout the school year, indicating that once students access the content, they tend to return in subsequent months to read more.

Electronic Check-Up to Go (Alcohol, Marijuana): Web-based applications available for any interested students to voluntarily complete on the Counseling Center website. Feedback on use, consequences, expense, and health promotion goals is provided to each participant. Greater promotion of these resources may result in greater use.

Student Health Services Patient Care: All patients are screened for alcohol, tobacco, marijuana and other substance use during their initial appointment. When ATODA is noted, the provider discusses risks and harm-reduction strategies. Students with identified risks for AODA are often referred to the Counseling Center. Providers also check in with students at subsequent appointments when substance use is present.

Residence Life Staff Training: Community Advisors and Hall Directors received training on alcohol effects, alcohol overdose indicators, "Carefrontation" strategies, and sanction activities, prior to the start of the fall semester, with supplemental trainings throughout the year. New employees are trained at the beginning of the spring semester.

Fraternity and Sorority Life: Risk Management Training, which includes AOD awareness, expectations, and early intervention is provided each semester. One representative of each Greek organization must attend. Greek Life 101 is offered to new members once per semester to educate on alcohol use and abuse.

Athletics: Prevention information is provided to every player at the beginning of each semester in which they participate in a sport. Mental health and AODA resources are shared. Athletes are made aware that random drug testing occurs.

Reeve Union Programming: Titan Nights are large-scale, alcohol free activities provided on campus on Friday nights 3 times per semester. During this biennium, student attendance at these events ranged from 215-640

depending on the activity.

Residence Life: Every community advisor discusses AODA policy and sanctioning during their residence hall, floor meetings at the beginning of the school year. Residence Hall staff utilize environmental strategies like no-guest weekends during high-risk drinking events and having security checkpoints set up on weekends. Additionally, CAs plan alcohol-free social events and prevention programs throughout the year.

Health Promotion Office / Peer Health Advocates: The Assistant Director of Health Promotion, along with her team of student Peer Health Advocates, provide prevention programming for AODA regularly throughout each school year. Initiatives include prevention marketing campaigns, tabling events and educational programs. In 2016-2017, approximately 1000 students interacted with the Peer Health Advocates during events focused on AODA prevention. In 2017-2018, there was more emphasis on prevention marketing including poster campaigns and social media messaging. Approximately 500 students interacted with Peer Health Advocates during prevention focused events.

Selective Prevention Initiatives

AODA 2 Sanction Groups - Every student sanctioned to AODA 2 is seen by a licensed counselor or supervised counseling intern in small groups. Sessions include psychoeducational information about alcohol and/or marijuana and explores ways to reduce risk and to utilize alternative means to lower stress and engage socially with others.

Electronic Check-Up to Go (Alcohol, Marijuana): Web-based applications required for students completing an AODA 2 sanction. Feedback on use, consequences, expense, and health promotion goals is provided to each participant.

Indicated Prevention Initiatives

AODA 3 Individual Sanctions - Students meet 5-6 times with a mental health counselor to address personal use concerns and to develop skills to manage stress and improve overall well-being.

AODA 4 Sanction Assessments - Students complete a thorough AODA assessment and are given treatment recommendations which need to be completed.

Drug Diversion Program - UW Oshkosh students who are arrested for marijuana possession by the UW Oshkosh Police Dept can work with the District Attorney's Office to complete the Drug Diversion Program in order to keep the charges from being filed. Participants must be drug free for 6 consecutive months while they are randomly screened. After successful completion, the charge does not get filed so it never appears on the student's record. Participation rates are as follows:

2016 - 34	2017 - 57	2018 - 37
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Counseling Center—Professional counselors are available for individuals with substance use concerns. Serious cases, in need of longer term treatment, are referred into the community.

Environmental Management Initiatives

UW Oshkosh AODA Task Force - This group works under the charge of the Dean of Students. Members are appointed from various campus offices and departments in addition to community members from the Oshkosh Police Dept and the County. The group meets monthly to address concerns across campus and in the community. The Task Force's primary work during this biennium has been to address Pub Crawl.

Pub Crawl has evolved from a local bar initiative to a multiple house-party event that occurs once per semester. Hundreds of students participate and engage in very high-risk behaviors. Many of the problems associated with Pub Crawl involve non-UWO Students who visit for the event.

1. Restrict access to the event for non UWO students.
 - a. Close campus parking lots near house party neighborhoods
 - b. No-visitor policy implemented in residence halls on pub crawl weekends
2. Enforcement
 - a. Increased police presence
 - b. Mandatory ticketing
 - c. Enhanced communication between UWO PD and OPD.
 - d. Police work with Dean of Students so that students who are ticketed also go through UWO conduct process
3. Increased stakeholder communication
 - a. Landlords contacted about discouraging their student tenants from hosting parties
 - b. Dean of Students emails all students regarding low-risk behaviors and bystander intervention.

Re:TH!NK Alcohol Action Team of Winnebago County - Members of UWO sit on this team. The goal is to restrict access to alcohol for underage people. The group has done compliance checks on retail establishments to ensure they only sell to those over 21. They group is looking into ways to restrict access during festivals and large community events where alcohol is served.

Student Conduct / Sanction Consistency

Policies Related to Student Conduct:

1. University of Wisconsin System (UWS) Chapter 17 contains student non-academic disciplinary procedures. The chapter describes in detail definitions, hearings, notification, conduct that is subject to disciplinary action, disciplinary sanctions and procedures. UWS Chapter 18 contains policies regarding conduct on university lands. In specific, 18.09 details alcohol and other drug prohibitions including possession, consumption, and paraphernalia. These policies are readily available on the UWS and UW Oshkosh websites.
2. Campus alcohol and other drug policies (complementing UWS Chs 17 and 18) include, but are not limited to, the following and their purview. These policies are readily available on the UW Oshkosh website.
 - Residence Life - Community Rights and Responsibilities (Alcohol and Drug Sections are included in the Appendix)
 - Athletic Department Alcohol and Drug Policies (Included in the Appendix)
 - Fraternity and Sorority Social Event Policy (Included in the Appendix)

Student Conduct Sanctioning:

To ensure sanctioning consistency, a sanctioning grid is used by all adjudicating officers. The document is available in the appendix. All students found responsible are sanctioned according to the grid. The following information highlights the sanctions assigned during the period under review.

<u>2016-2017</u>	<u>2017-2018</u>
AODA 150	AODA 1.....9
AODA 2 Alcohol.....206	AODA 2 Alcohol.....199
AODA 2 Marijuana.....36	AODA 2 Marijuana.....68
AODA 371	AODA 3.....83
AODA 4.....25	AODA 4.....44

Annual Notification

A program that complies with the regulations includes an annual distribution in writing to each employee and every student who is taking one or more classes for credit. The Department of Education advances a checklist to aid campuses in meeting the minimum standards of an alcohol and other drug prevention program. The following is excerpted from the 2006, *Complying with the Drug-Free Schools and Campuses Regulations: A guide for University and College Administrators*, EDGAR Part 86. It reflects the institution's progress on the annual notification.

1. 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
 - b) A description of the health risks associated with the use of illicit drugs and the abuse of alcohol
 - c) A description of applicable legal sanctions under local, state, or federal law
 - d) A description of applicable counseling, treatment, or rehabilitation or re-entry program
 - e) A clear statement of the disciplinary sanctions the institution will impose on students and employees, and a description of those sanctions

Yes or No: UW Oshkosh had been compliant with this requirement in prior bienniums. In the process of completing the current review, it was found that emails had not been sent. The lapse was due to staffing changes in the office of the Vice Chancellor for Student Affairs and with the campus AODA Coordinator. The new staff were not aware of this requirement. Steps are being taken to rectify the oversight beginning with the Spring 2019 semester.

Policy information has been shared with specific student groups in the following ways:

- General information provided to each student and parent about during new student orientation sessions.
- Residence Life has a Community Rights and Responsibilities Handbook for on-campus students that is available online and each resident is given information about this handbook during their check-in and orientation meetings. Excerpts related to substance use/abuse are included in the Appendix on page 8.
- The Athletic Department has alcohol and other drug expectations and policies for student athletes. Athletes are provided this information at the beginning of season in which they play. These are included in the Appendix on starting on page 9.
- Fraternity and Sorority Life share policy information with leadership each year, and with every new member when they join. These are included in the Appendix starting on page 12.

2. Does the means of distribution provide reasonable assurance that each student and staff/faculty receives the materials annually?

Yes or No: No distribution occurred during this biennium. Going forward, emails will be sent to the campus email accounts of every student, faculty and staff member at the beginning of every fall and spring semester.

3. Does the institution's distribution plan make provisions for providing these materials to students who enroll or faculty who are hired at some date after the initial distribution?

Yes or No: No distribution occurred during this biennium. Going forward, emails will be sent in September and in February to ensure that each person receives it at least once annually.

Compliance Assessment

Areas of favorable compliance

- The institution utilizes a variety of universal, selective and indicated prevention strategies across many departments and offices, that include both student and staff lead initiatives.
- The institution provides services and activities to promote a strong drug-free campus environment.
- The institution collects student data on AOD use and abuse via the NCHA student survey as well as conduct data, and uses that data to inform prevention and early intervention efforts.
- The institution employs a rubric to guide sanctioning consistently and ensures that disciplinary sanctions are enforced.
- The institution makes the alcohol and drug use policies widely available online and within New Student Orientation Sessions, Residence Life, Athletics, Fraternity and Sorority Life, and Student Conduct Processes.

Areas for improvement

- Policy information was not sent to all students, faculty, and staff annually during this biennium. The institution will rectify this oversight in Spring 2019 and will put steps in place to ensure compliance going forward.
- There is a need to evaluate prevention programs.
- The AODA Task Force could be better utilized to increase campus buy-in and to guide prevention initiatives across the campus.
- Although the e-Check-up to Go alcohol and marijuana assessments are available online 24/7, most students don't know about them. Utilization would be higher if more publicity was done to promote the tools.
- There is currently no campus policy to guide practice at events on a campus where alcohol is served. Decisions are made by individual offices who sponsor/host the events in conjunction with the campus Risk Manager. A policy would provide consistency and outline expectations for entities who seek to host events with alcohol.

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Appendix

AODA Sanction Grid

AODA 1 (\$25)	AODA 2 (\$110)	AODA 3 (\$150)	AODA 4 (\$200)
<p>Observed Behaviors</p> <p>Small amount of alcohol, less than 2 per person</p> <p>BAC < .04</p> <p>Helping someone else</p> <p>Some alcohol in the room – not drinking</p> <p>Empty containers</p>	<p>Observed Behaviors</p> <p>Drug paraphernalia and/or small amount of marijuana</p> <p>BAC .04 - .14</p> <p>Disruption to community, or uncooperative with staff</p> <p>Underage Drinking Citation</p> <p>Verbal altercations</p> <p>Minor Vandalism</p> <p>Urinating where not appropriate</p>	<p>Observed Behaviors</p> <p>Arrest due to alcohol induced behavior</p> <p>Second marijuana incident or possession of 200g or more of marijuana</p> <p>BAC .14- .25</p> <p>Wrong clothing for the outside weather (no jacket, no shoes, etc.)</p> <p>Self-harm</p> <p>Vomiting</p> <p>Major vandalism</p> <p>Physical altercation</p> <p>Emergency personnel called</p> <p>1st Use/possession of amphetamine (Adderall, Vyvanse, Ritalin, etc.) without valid prescription</p>	<p>Observed Behaviors</p> <p>BAC > .25 (Blackout)</p> <p>Multiple alcohol and/or marijuana/paraphernalia violations</p> <p>Loss of bodily functions (urinating on self)</p> <p>OWI</p> <p>Medical transport</p> <p>Use/possession of opiates/opioids (heroin, prescription pills such as Percocet, Dilaudid, Vicodin, etc) without valid prescription</p> <p>Use/possession of cocaine or crack-cocaine</p> <p>Use/possession of benzodiazepines (Xanax/Alprazolam, Klonopin/Clonazepam, Ativan/Lorazepam, Valium/Diazepam) without valid prescription</p> <p>2nd Use/possession of amphetamine (Adderall, Vyvanse, Ritalin, etc.) without valid prescription, or Use/possession of Methamphetamine</p> <p>Use/possession of hallucinogens</p> <p>Felony possession of THC ticket</p> <p>Use or possession of GHB, GBL, Ketamine, Rohypnol</p>

Medical Amnesty: If a student seeks assistance from University officials (e.g. residence hall staff) or seeks medical attention due to a level of intoxication which reasonably appears to create serious risk to the individual, the University will impose educational, but not disciplinary sanctions against the student for violations of the Alcohol Policy of the Code of Conduct.

Also, students who actively assist in obtaining assistance/medical attention for individuals who are highly intoxicated, will not receive disciplinary sanctions, BUT may receive educational sanctions.

Alcohol and Drug Policies as found in Residence Life's Community Rights and Regulations Handbook

ALCOHOL POLICY

The alcohol policy of the University and the residence halls is in place to enforce state law and to ensure a safe and secure environment for all residents. Keep in mind that even after you attain the legal age to consume alcohol, it is still an expectation that you consume alcohol responsibly and not engage in behavior that will negatively impact others.

If an underage student is found in possession of alcohol, University Officials possess the right to dispose of, or have the student dispose of, all alcohol present in the area, including empty alcohol containers.

If an underage student is found in possession of alcohol paraphernalia (e.g. beer bong, beer bottles full of sand or highlighter fluid, etc.), University Officials possess the right to confiscate all illegal items of this nature present in the area.

Definition of Terms:

Alcoholic Beverage: Any beverage that contains alcohol. "Near beer" and "near wine" are considered alcoholic beverage.

Wet Room: Resident(s) of the room or suite are 21 years of age or older. The resident(s), and their invited guests who are also 21 years of age or older, may consume alcoholic beverages in the room. Guests under the age of 21 may not be present in the room when alcohol is present and may not consume any alcoholic beverages.

Dry Room: Resident(s) of the room or suite are under the age of 21. Since the resident(s) of the room is/are underage, neither they nor their guests may possess or consume alcohol at any time, regardless of age (this includes friends, fellow students, parents, and other family members).

Damp Room: One resident is 21 years of age or older while the other is not. The resident who is of legal drinking age may consume alcohol in their room, but may not furnish alcoholic beverages to those under the age of 21. Guests who are of legal drinking age may consume alcohol if, and only if, the resident who is 21 years of age or older is present and if each individual of legal drinking age possesses no more than one open alcoholic beverage per person.

Beer Bongs: Students are prohibited from possessing any device designed to be used to consume alcohol in large quantities. If University staff finds a "beer bong" device, it will be confiscated.

Common Areas: Alcoholic beverages are not permitted in public areas of the residence halls (floor lounges, kitchens, bathrooms, etc.), even if possessed by residents of legal drinking age. Alcoholic beverages may be transported by those of legal drinking age through main lobbies in manufacturer sealed or capped containers to locations where it is authorized and legal to use. Alcoholic beverages are not allowed to be consumed outside the residence halls on university grounds at any time. These alcohol guidelines apply to all approved group functions, whether on or off campus.

Common Containers: Kegs, barrels, or other large common containers that hold alcohol are not permitted in the residence halls.

Consumption and/or Possession: Residents who are not of legal drinking age are prohibited from consuming or possessing alcoholic beverages. The Department of Residence Life will enforce the State Laws of Wisconsin.

Distributing to Persons Not of Legal Drinking Age:

Residents may not distribute alcohol in any manner to a person who is not of legal drinking age.

Empty Containers: Residents not of legal drinking age are prohibited from possessing alcoholic beverages and beverage containers of any kind anywhere in the residence halls. This includes empty bottles, bottles with highlighter fluid, bottle caps, empty cans, cases, cases/boxes used for storage, and "sentimental memorabilia" such as a Corona bottle with sand in it.

Incapacitation: Those students who become incapacitated as a result of drinking or other drug use will receive medical care and follow-up intervention, regardless of age.

Irresponsible Drinking: The University expects students of legal drinking age to consume alcohol sensibly and responsibly. Specifically, the University does not consider drinking in excess to be responsible. The following are some of what is considered irresponsible drinking and are prohibited:

- Loud and/or destructive behavior and/or conduct
- Inability to control bodily functions (vomiting, urinating, defecating, incapacitation)
- Passing out in common areas, hallways, and rooms
- Vandalism
- Violent or abusive behavior (including date/ acquaintance rape and assault) toward any University Official, other community member, or guest as a result of consuming alcohol

Shared Responsibility: All students in a room or area where the alcohol policy is being violated will be held responsible for behavior or objects in the area, even if they are not engaging in alcohol consumption. For example, if a student or resident remains in a room where underage possession or consumption of alcohol is taking place, but is not consuming or possessing themselves, the student should immediately confront the behavior and/or leave and report the incident. Allowing others to consume alcohol in the room, allowing the collection of empty containers, or storing alcohol in the room for others are also violations of the alcohol policy.

Substance Free Housing: Substance Free Housing is defined as an area where neither residents nor their guests (regardless of age) are allowed to possess or consume alcohol, tobacco, or illegal drugs. In addition, residents and guests (regardless of age) must refrain from being present on the floor with alcohol, tobacco, or illicit drugs in their system. A student's failure to comply with the terms of their Substance Free Housing Contract may result in immediate removal from this community.

DRUG POLICY

Use and/or Possession of Drugs: The use, possession, sale, giving, or exchange of illegal drugs, chemicals for use as drugs, or controlled substances is strictly prohibited in all University residence hall facilities.

Paraphernalia (Homemade or Manufactured/Retail):

No person may use, or possess with the primary intent to use, drug paraphernalia. Examples include, but are not limited to, "bongs," pipes, scales, rolling papers, "roach clips," and blow tubes.

Shared Responsibility: All students in a room or area where the drug policy is being violated will be held responsible for behavior or objects in the area, even if they are not engaging in drug use or possession of paraphernalia. If a student remains in a room where drug use is taking place, but is not possessing or engaging in drug use themselves, the student should immediately confront the behavior and/or leave and report the incident. It is a student's responsibility to be aware of what is occurring in the room.

Alcohol and Drug Policies within the Athletic Department

ALCOHOL, TOBACCO AND DRUG USE

The University of Wisconsin Oshkosh is concerned about the damaging effects of alcohol and other drugs on the physical, mental, social, emotional, and intellectual well-being of our student-athletes. The use, misuse, and abuse of alcohol and other drugs are recognized by the University of Wisconsin Oshkosh Athletic Department to be a major deterrent to performance, health, and wellness in general. The following policies and procedures are intended to promote responsible decision-making and general awareness within the University of Wisconsin Oshkosh Athletic Department including student-athletes, coaching staff, administrators, and support staff. All regulations supported by the Athletic Department are in accordance with University, local, state, and federal laws and policies. **This policy does apply year-round while attending and representing the University of Wisconsin Oshkosh Intercollegiate Athletics.** Participation in UW Oshkosh athletics is a privilege with responsibilities. The following defines the standards and expectations for conduct, specific to the student-athlete, related to the use of alcohol and other drugs.

ALCOHOL USE POLICY

The University of Wisconsin Oshkosh does not condone the irresponsible use of alcohol and seeks to promote an environment in which choosing not to drink is socially acceptable. We firmly believe that the use of alcohol can be detrimental to the physical and mental well-being of its student-athletes. The use of these substances can seriously interfere with the performance of individuals as students and as athletes and can be dangerous to the student-athlete and his/her teammates. The following rules and regulations apply. It is appropriate for coaches and teams to set higher standards of conduct.

The University of Wisconsin Oshkosh Athletic Department Regulations:

A student-athlete who violates any of the general local, state, and federal laws governing alcohol regulations or the University of Wisconsin 19 System and the University of Wisconsin Oshkosh regulations would be subject to the penalties outlined in this policy and/or action through the Office of Student Life.

No alcoholic beverages will be permitted on the University of Wisconsin Oshkosh property or at any Athletic Department sponsored event. Exemptions are granted at the discretion of the Chancellor and in accordance with state regulations.

No student-athlete or student-manager, while actively participating in a University of Wisconsin Oshkosh Athletic Department sponsored activity (i.e. team meals, team practice, away trips, or hosting student recruits, etc.), will be permitted to purchase, consume, possess, distribute, sell or be under the influence of alcohol. Road trips are defined as a period of time starting with departure from campus to time of return or as released by the head coach.

Student-athletes serving as hosts for prospective student-athletes are not to take the prospect into any environment where alcohol is distributed in an uncontrolled manner. Consumption or possession of an alcoholic beverage in the presence of a prospective student athlete during a campus visit is prohibited.

Penalties: Student-athletes who violate the above rules and regulations regarding alcohol will face the sanctions outlined below. Offenses will accumulate throughout a student-athlete's period of intercollegiate eligibility at the University of Wisconsin Oshkosh. Failure to fulfill sanctions may result in suspension from the team's regular season contests.

First Offense:

1. Student-athlete will have a conference with Head Coach.
2. Student-athlete will be required to apologize to his/her team.
3. Alcohol education course (at the cost of the student-athlete)
4. Disciplinary probation for a minimum of one year.
5. Signed statement of understanding of conduct policy and consequences of future violations.

Second Offense:

1. Student-athlete will have a conference with Head Coach and Athletic Director.

2. Student-athlete will be required to apologize to his/her team.
3. Additional alcohol education course (at the cost of the student-athlete).
4. Extend disciplinary probation.
5. Student-athlete will be suspended for 25% of team's regular season contests, which may include post-season contest dates, and can carry over to the next season. If the student-athlete is a multi-sport participant the suspension will continue into the next sport. A student athlete may not sign up for a sport for which they have not previously participated in order to fulfill their suspension. Contests will be defined by the NCAA for each individual sport. Attendance and participation at practice during the suspension period will be required.
6. Signed statement of understanding of conduct policy and consequences of future violations.
7. Residence hall relocation and/or ban likely, if incident occurred in the residence hall.

Third Offense:

1. Student-athlete will have a conference with Head Coach and Athletic Director.
2. AODA (alcohol and other drug abuse) Assessment
3. Student-athlete will be suspended for 50% of team's regular season contests, which may include post-season contest dates, and can carry over to the next season. If the student-athlete is a multi-sport participant the suspension will continue into the next sport. A student athlete may not sign up for a sport for which they have not previously participated in order to fulfill their suspension. Contests will be defined by the NCAA for each individual sport. Attendance and participation at practice during the suspension period will be required.
4. Residence hall contract cancellation and/or ban, if incident occurred in a residence hall.
5. 8-10 page paper on responsibility, life choices, possibility of suspension.
6. Signed statement of understanding of conduct policy and consequences of future violations.

Fourth Offense:

1. Student-athlete will have a conference with Head Coach and Athletic Director.
 2. Student-athlete will be suspended from all further intercollegiate athletic participation at the University of Wisconsin Oshkosh.
 3. Suspension from the University for a period of one semester to two years.
- The preceding penalties present general guidelines for typical violations; however any single violation may result in more serious sanctions depending on the severity of that specific incident. Coaches retain the ability to enforce additional penalties. Additionally, a minor violation 20 may result in less severe sanctions than the general guidelines since the athletic administration (Athletic Director, Assistant Athletic Director, and Senior Woman Administrator) and the head coach of the respective sport has the discretion to review each case and determine if the violation is appropriate to the offense. Disciplinary probation means that a student may remain enrolled at the university as long as the student complies with specified standards of conduct and completes all assigned disciplinary sanctions.

NCAA STUDENT-ATHLETE STATEMENT & DRUG TESTING CONSENT

14.1.3 Student-Athlete Statement.

14.1.3.1 Content and Purpose. Before participation in intercollegiate competition each academic year, a student-athlete shall sign a statement in a form prescribed by the Management Council in which the student-athlete submits information related to eligibility, recruitment, financial aid, amateur status, previous positive drug tests administered by any other athletics organization and involvement in organized gambling activities related to intercollegiate and professional athletics competition under the Association's governing legislation. Failure to complete and sign the statement shall result in the student-athlete's ineligibility for participation in all intercollegiate competition. Violations of this bylaw do not affect a student-athlete's eligibility if the violation occurred due to an institutional administrative error or oversight, and the student-athlete subsequently signs the form; however, the violation shall be considered an institutional violation per Constitution 2.8.1. (Revised: 1/10/92 effective 8/1/92, 1/14/97, 2/19/97)

14.1.3.2 Administration. The following procedures shall be used in administering the statement: (Revised: 8/4/89, 12/5/06, 4/13/10) (a) The statement shall be administered individually to each student-athlete by the athletics director or the athletics director's designee before the student's participation in intercollegiate competition each academic year; (b) The athletics director and head coach in the sport in which the student-athlete participates shall sign each statement as required by the prescribed form; (c) The athletics director and head coach in the sport shall sign the affirmation of eligibility form; and (Revised: 4/11/06, 8/3/06) (d) The statement shall be kept on file by the athletics director and shall be available for examination on request by an authorized representative of the NCAA.

14.1.3.3 Institutional Responsibility—Notification of Positive Test. The institution shall promptly notify in writing the NCAA vice president for student-athlete affairs regarding a student-athlete's disclosure of a previous positive test for banned substances administered by any other athletics organization. (Adopted: 1/14/97 effective 8/1/97)

14.1.4 Drug-Testing Consent Form.

14.1.4.1 Content and Purpose. Each academic year, a student-athlete shall sign a form prescribed by the Management Council in which the student consents to be tested for the use of drugs prohibited by NCAA legislation. Failure to complete and sign the consent form before competition shall result in the student-athlete's ineligibility for participation (i.e., practice and competition) in all intercollegiate athletics. (Adopted: 1/10/92 effective 8/1/92, Revised: 1/16/93, 1/10/95 effective 8/1/95, 1/14/97, 4/13/10)

14.1.4.2 Administration. The following procedures shall be used in administering the form (see Constitution 3.2.4.6): (Adopted: 1/10/92 effective 8/1/92, Revised: 4/13/10) (a) The consent form shall be administered individually to each student-athlete by the athletics director or the athletics director's designee each academic year; (b) The athletics director or the athletics director's designee shall disseminate the list of banned drug classes to all student-athletes and educate them about products that might contain banned drugs. All student-athletes are to be notified that the list may change during the academic year, that updates may be found on the NCAA website (i.e., www.ncaa.org) and informed of the appropriate athletics department procedures for disseminating updates to the list; and (c) The consent forms shall be kept on file by the athletics director and shall be available for examination on request by an authorized representative of the NCAA.

14.1.4.3 Effect of Violation. A violation of Bylaw 14.1.4 or its subsections shall be considered an institutional violation per Constitution 2.8.1; however, the student-athlete's eligibility shall not be affected provided the student-athlete signs the consent form. (Adopted: 4/13/10)

UW OSHKOSH DRUG POLICY

The Athletic Department strongly believes that the illicit use of drugs (excluding those drugs prescribed by a physician to treat a specific medical condition) can be detrimental to the physical and mental health well-being of its student-athletes, no matter when such use would occur during the year. In addition to being against the law, the use of drugs can seriously interfere with the performance of individuals as student-athletes and be injurious to student-athletes and their teammates, particularly when participating in athletic competition or practice.

Membership and participation on an athletic team at the University of Wisconsin Oshkosh is a privilege. The University of Wisconsin Oshkosh prohibits the use of drugs or substances listed as the NCAA's list of banned substances by any student-athlete who participates. The University of Wisconsin Oshkosh is committed to developing and maintaining an environment that encourages and fosters drug-free competition.

At the beginning of each athletic year, a student-athlete must sign the NCAA and University of Wisconsin Oshkosh drug-testing consent form. This form allows the NCAA and University of Wisconsin Oshkosh to test student-athletes for banned substances. The following rules and regulations apply to you:

1. **Drug Screening Procedure:** The drug screening program applies to all student-athletes, in-season and out-of-season. Participants may be screened for any and/or all of the NCAA banned substances based on reasonable suspicions obtained by a university representative(s). Reasonable suspicion is defined as suspicion based on specific, personal and/or direct observation that the university representative(s) can describe concerning any of the four areas that warrant further investigation: appearance, behavior, speech, or odor.
2. **Contact Meeting:** A student-athlete under reasonable suspicion for use of a banned substance will be notified by the Athletic Director or coach to report within 24 hours for a contact meeting. The meeting, to be conducted with the Athletic Director, Certified Athletic Trainer(s), and the Head Coach, will outline to the student-athlete the reasons he/she is considered to be under reasonable suspicion for the use of a banned substance and the penalties associated. The student-athlete will be provided with the opportunity to admit or deny the allegations. If a denial is made, the student-athlete will then be informed of the screening protocol and ask to submit thereto.
3. **Specimen Collection/Screening:** Screening for banned substances will be conducted through the use of a urine specimen. There will be no intrusive testing through the use of blood samples. All tests will be evaluated at the NCAA threshold for each banned substance. After being shared with the student-athlete, all test results will remain confidential and secured by the Athletic Director. This information will be released only to those University staff and medical staff on a need to know basis (who include, but are not limited to, the Chancellor, Athletic Director, Team Medical Personnel, Certified Athletic Trainers, Head Coach(s), and the University Health and Counseling Center).
4. **Penalties:** A student-athlete who tests positive for a banned drug other than a "street drug" shall be withheld from competition in all sports for a minimum of 365 days from the drug test collection date and shall lose a year of eligibility.

A student-athlete who tests positive for a "street drug" shall be charged with the loss of competition during a minimum of 50 percent of a season in all sports (at least the first 50 percent of all contests or dates of competition in the season following the positive test). A student-athlete who tests positive a second time for the use of any drug other than a "street drug" shall lose all remaining regular season and postseason eligibility in all sports. A combination of two positive tests involving street drugs (e.g., marijuana, THC or heroin), in whatever order, will result in the loss of an additional year of eligibility.

Additionally, the following applies:

- For a positive test, the student-athlete will be required to attend an AODA assessment as a requirement to be reinstated and;
- The student-athlete must submit to a substance screening and test negative in order to be reinstated and; 22
- The student-athlete may be required to submit to future unannounced substance screening for one (1) year from the reinstatement date. If the student-athlete should test positive at anytime during that year, then immediate and permanent dismissal from any further participation in intercollegiate athletics will result.

If the student-athlete denies the use of a banned substance and tests negative, the allegations of reasonable suspicion will be dropped and no further action will be taken.

Refusal to submit to screening:

Any student-athlete who refuses to submit to screening will be treated as having had a positive test result for the purpose of imposing disciplinary action pursuant to this policy. The student-athlete's record, however, will appropriately reflect the fact that the discipline was based on his/her refusal to submit to screening rather than as a consequence of a positive test result.

Payment for Drug Screening: The University of Wisconsin Oshkosh will fund all initial substance screenings. Following the initial test, the student-athlete is required and responsible for payment of all additional screening as required by this policy. The screening facility will charge the Athletic Department for all screenings. The Department will then place these charges on the student-athlete's campus billing account. Failure to pay for these substance screenings may result in an academic hold being placed on a student athlete's records as well as the loss of athletic eligibility until said bill is paid in full.

Appeals Board: A student-athlete may submit an appeal in writing to the Athletic Director. Thereafter, an Appeals Board will be assembled within 30 days of written request. The Appeals Board will consist of the following:

- Athletic Director
- Senior Woman Administrator
- One Athletic Trainer (not from the student-athlete's sport)
- One Male Sport Head Coach (not from the student-athlete's sport if applicable)
- One Female Sport Head Coach (not from the student-athlete's sport if applicable)
- One Male SAAC Representative (not from the student-athlete's sport if applicable)
- One Female SAAC Representative (not from the student-athlete's sport if applicable)
- One Faculty Athletic Representative Who Represents the Student-Athlete's Sport
- Chair of the Intercollegiate Athletic Committee or Their Designated Representative

All documents relevant to the appeal will be available to the Appeals Board five (5) days prior to the meeting. All documents must not leave the Athletic Department. Upon review, each member of the Board will determine if a conflict of interest exists. If a conflict does exist, a replacement will be selected by the Athletic Director.

The student-athlete requesting the appeal may present his or her case to the Board at the time of the meeting. The Board may ask questions to the student-athlete relevant to the case. The student-athlete will then be asked to leave while the Board discusses the case behind closed doors.

Once discussion concludes, a call to vote should be requested. A closed ballot will be taken. The Athletic Director will tally the votes. In case of a tie as a result of an abstention, discussion will continue until a call to vote is requested for the second time. A second closed ballot will be taken. In the case of a second tie, the decision is that of the Athletic Director.

The decision of the Appeals Board is final.

“SAFE HARBOR” PROGRAM

The “Safe Harbor” program is in place to allow student-athletes that may have a drug or alcohol problem to self-report and receive treatment. The student-athlete must comply with the treatment plan; otherwise the student-athlete will be placed in the penalty phase, based on initial screening.

Fraternity and Sorority Social Event Policy

Event Management Guidelines

The Fraternity and Sorority Social Policy is meant to help guide individual fraternities and sororities in maintaining good standing within their respective councils, with the University, and with their (Inter)National Headquarters and to provide risk management practices for social events hosted by fraternities and sororities. The Relationship Statement between the University Administration and the Greek Community represents the special relationship between UW Oshkosh and social fraternities and sororities and this guideline offers a means to better manage and operate social events hosted by chapters. Each fraternity and sorority chapter is, and remains, an independent entity responsible for its own actions and meeting its own duties and obligations.

The Office of Fraternity and Sorority Life (FSL), Interfraternity Council (IFC), and Panhellenic Council (PHC) adopt the following principles and policies with respect to social gatherings.

Purpose

- To reduce the risk incurred by chapter officers, chapter members, and volunteers when chapters host an event at which alcohol is available through the promo on of safe and responsible behavior.
- To assure compliance with local, state and federal laws, University policies, The Relationship Statement, and all Inter/national policies.
- To improve relationships between fraternity and sorority chapters and the student body, University administration, the (Inter)National governing bodies, Oshkosh community, and its law enforcement agencies.

Since each of these above goals relies on responsible actions by members of individual chapters, Greek lettered organizations are expected to adopt and abide by these event management policies.

Fundamental Premise

- The possession, use, and consumption of any alcoholic beverage during an official chapter event or in any situation sponsored or endorsed by the chapter, are required to be in compliance with any and all applicable laws and regulations of the state, county, city, University, and International organization.
- Members of fraternities and sororities are required to conduct themselves and associated activities in a socially responsible manner that assures a safe and healthy environment and promote individual and chapter accountability as embodied in this document.
- Activities not specifically mentioned or included in this document, but which may be in violation of the policy’s intent and/or University regulations will be subject to a review.
- All Rush/New member recruitment activities and events are required to be alcohol free. No chapter will be approved to host an event at which alcohol will be available during the designated Rush/New member recruitment period decided by the IFC/PHC Executive Board.

Policies and Guidelines for Events

The Interfraternity Council and Panhellenic Council have full authority to operate the policies and guidelines listed below:

Permitted Events

1. Dry Socials

- a. Any event hosted with one or more chapters where alcohol is prohibited.
- b. No registration or guest list is required for these events.
- c. There is no limit on attendees for dry socials.

2. Wet Socials

- a. Any event hosted with one or more chapters where alcohol is present.
- b. Alcohol can only be provided in the formats of Bring Your Own Beverage (BYOB) or Third Party Vendor.
- c. Registration is required for these events through the official IFC/PHC Social Registration online form.
- d. Types of Registered Wet Socials:
 - i. Ritual Celebrations-
 1. An event hosted within 24 hours after the completion of any ritual of the chapter.
 2. Must be registered as a Third Party Vendor event.
 3. Chapters may apply for an exemption to host an invite social following a ritual. Exemption requests will be submitted to the council president and must be approved by a majority vote of the executive board.
 - ii. Invite Social-

1. An event that is hosted by a chapter, in a chapter house or satellite house, that would be considered to be a sponsored function of that chapter.
2. Can be registered as a Bring Your Own Beverage (BYOB) or Third Party Vendor event.
- iii. Joint Socials
 1. An event hosted by more than one organization
 2. Can be registered as a BYOB or Third Party Vendor event.
- iv. Formals (Seated Meal)
 1. Any event hosted where a formal, seated, meal is provided to all attendees.
 2. Must be registered as a Third Party Vendor event.
- e. Open social events with alcohol are prohibited for Ritual Celebrations, Invite Socials, and Joint Socials. Open Social Events are defined as:
 - i. Any social function at which alcoholic beverages are to be served and to which non-members are invited by a blanket or open invitation, expressed or implied.
 - ii. Any social function to which non-members are invited through advertising or publicity including but not limited to signs, posters, billboards, handouts, and/or the use of electronic media.

Registering Events

1. Qualifications required to register an event:
 - a. To host any event, the chapter must be a UW Oshkosh recognized organization and in good standing with the University of Wisconsin Oshkosh, Office of Fraternity and Sorority Life, Interfraternity Council, and Panhellenic Council.
2. Registration steps are as follows:
 - a. Prior to hosting (at least 7 days) an event or paying a deposit for a venue at which alcohol will be served, the chapter must submit a Social Registration online form reserving the date in the calendar. Approval must be received by the council leadership before the deposit can be paid. Approval/Denial will be received by the council within 48 hours after form submission.
 - b. Prior to hosting (at least 48 hours) an event at which alcohol will be served, the chapter must submit a guest list through the Social Registration Guest List online form. Approval must be received by the council leadership before the event can occur. Approval/Denial will be received by the council within 48 hours after form submission.
 - c. The council reserves the right to deny an event due to non-compliance with the guidelines and procedures included in this document or due to external issues/concerns.

Event Requirements

1. All Events-
 - a. No alcohol can ever be purchased using chapter funds or by pooling money together. Also, no alcohol can be negotiated into the price of the contract for the venue.
 - i. A fee may be charged to attend a function to offset additional costs (i.e. room rental fee, bus fees, etc.) but cannot be used to pay for alcohol.
 - b. No chapter may co-sponsor an event with an alcohol distributor or tavern where alcohol is given away, sold, or otherwise provided to those who are present.
 - c. It is expected that no member will permit, tolerate, encourage or participate in activities that include either contribute to or can be construed as promoting binge drinking. No drinking games are allowed where the game itself encourages or requires drinking.
 - d. Events must end no later than the City of Oshkosh bar close.
 - e. Concise invitation guest lists for each function are required to be submitted through the approved IFC/PHC online form and copies printed on site for reference throughout the event.
 - f. Members and invited guests at alcohol related events, which are of age, are required to receive a wristband or hand stamp upon entering the event. Members are required to monitor of age invited guests to make sure that they do not transfer their hand stamp or wristband to an underage invited guest or provide alcohol to underage invited guests.
 - g. Fraternities and sororities are required to deny admittance and/or alcohol to individuals who are not of age. This includes individuals who are intoxicated to the point of drunkenness or who exhibit reckless behavior. The chapter has the right and responsibility to deny admittance to anyone it thinks is already impaired by alcohol or other drugs, even if the person is on the invitation list. If an individual is denied admittance and the chapter needs assistance, the chapter is expected to notify the proper authorities.
 - h. Sufficient food and non-alcoholic beverages are required at all social events.
 - i. Free bottled water must be provided at no-charge (at least one 12oz bottle per guest on the guest list). Non-alcoholic beverages must also be provided at the venue, soda or juice (energy drinks are not sufficient).
 - ii. Free snacks must be provided at the event by the hosting chapters or vendor and must be set out as the event begins and replenished throughout the evening. There should be enough snacks for all guests attending the function.
 - j. For ALL functions, hosting chapters are required to assign 1 monitor (active/initiated member listed on the roster) per 20 attendees, no less than 3 with at least 1 being an executive board member, to not consume alcohol throughout the duration of the event and monitor the activities of both members and invited guests, with the objective of promoting compliance these policies and guidelines.
 - i. Monitors are expected to:
 1. Monitor the entire event space, including bathrooms.
 2. Monitor the designated alcohol distribution center to encourage and undertake reasonable efforts to prevent overcrowding, transfer of hand stamps or wristbands and underage drinking.
 3. Monitor the front entrance, other entrances, parking lots and other outdoor areas, as needed.
 4. Stop those leaving the party from taking any open containers with them.

5. If an altercation and/or fight should occur, notify appropriate authorities immediately. Do not attempt to intervene or put anyone at risk of being injured.
6. A list of the names of monitors is required to be posted in clear view at the main entrance, and be submitted along with the guest list prior to the event.

2. Third Party Vendor Events-

- a. Transportation must be provided to and from the venue by a licensed transportation agency. All transportation must leave from Reeve Memorial Union. Guests are required to use provided transportation, except in cases where alternate transportation has been pre-approved by IFC, PHC, or the Office of Fraternity and Sorority Life. In cases where an individual gets overly intoxicated at the event, a third party transportation service (uber, lyft, taxi, etc.) may be used provided that IFC, PHC, or the Office of Fraternity and Sorority Life are notified.
- b. All active members on the roster may invite up to 3 guests per member attending the event. The member is fully responsible for each of their guests. If a member or guest must be sent home for any reason, the member and all of their guests must leave as well.
- c. A list of approved vendors carrying all required insurance will be provided upon request by the IFC/PHC. If a vendor on the list is used, the below information is already on file and does not need to be submitted with the Social Registration online form.
 - i. The vendor must provide proof of proper license and issued by the appropriate local and/or state authority.
 1. This may include both a liquor license and a temporary license to sell on the premise where the event is to be held.
 - ii. The vendor must provide a properly completed certificate of insurance prepared by the insurance provider which specifies the following insurance coverage:
 1. A minimum of \$1,000,000 of general liability insurance, or national organizations insurance requirement, whichever is greater.
 2. Off-premise liquor liability insurance.

3. BYOB Events-

- a. All active members on the roster may invite up to 5 guests per member attending the event. The member is fully responsible for each of their guests. If a member or guest must be sent home for any reason, the member and all of their guests must leave as well.
 - i. Safe and reliable transportation must be provided by the chapter for all guests being sent home. The chapter can follow up for reimbursement if needed.
- b. It is required that individuals who appear intoxicated are not permitted to drive nor should any chapter member attempt to transport intoxicated individuals. Chapters are expected to contact emergency services immediately if an individual appears to be severely intoxicated and/or impaired.
- c. Guests or members who are of legal drinking age who would like to drink that evening must provide their own alcoholic beverages.
 - i. The maximum amount of alcohol allowed per guest is eight (12oz) cans of beer, six (12 oz.) wine coolers, six (12oz) malt beverages, or four (premixed, 200ml) cocktails with no more than 15% alcohol-by-volume.
- d. All beverages must be in a bottle or can containers. No mixing can occur on site.
- e. When guests arrive at the function, a member of the hosting organization's executive board, who must remain sober for the duration of the event and does not count toward the number of required monitors, will be required to check each guest's driver's license or valid state ID for proof of legal drinking age.
 - i. The guest will sign their name and correctly write in the required information:
 1. First and Last Name, Date of Birth, Organization (if applicable), Time of arrival, Time of departure, Signature upon departure
- f. Any guest or member will take their alcoholic beverages to the bar (which is housed in one central location), and will give their alcoholic beverages to bartender. The hosting chapter or bartender shall use the Tag-Ticket System or the Punch Card System for the distribution of alcoholic beverages. Bartender will not open the beverage, but give it to the correct person. Anyone dealing with/handling alcohol must remain sober for the duration of the event and does not count toward the number of required monitors.
 - i. Directions on how to operate the following systems:
 1. Tag-Ticket System - Appendix 1
 2. Punch Card System - Appendix 2
- g. All guests and members that are of legal drinking age are prohibited from serving or sharing said items with anyone not wearing a wristband.
- h. Last call shall be called fifteen (15) minutes prior to the end of the event.
- i. All alcohol related events on chapter premises must be enclosed in the chapter house and/or fenced back yard. No alcohol shall be permitted outside the chapter house or in the front yard.
- j. Guests should stay within the common areas of the house, no partying should occur within private rooms.
- k. No chapter may co-sponsor an event at their house with an alcohol distributor, charitable organization, or tavern where alcohol is given away, sold, or otherwise provided to those who are present.

Measurement and Enforcement

- The Office of Fraternity and Sorority Life will receive a list of registered events weekly from the IFC/PHC Executive Board.
- Chapter Advisors are to be notified by Chapter leadership that an event is being planned, date of the event, and nature of event.
- Any chapter who hosts an event that is not registered or not in compliance with University, IFC, PHC, and WI law, regulations, and policies will be subject to disciplinary action.
- Member of the Interfraternity or Panhellenic Council, and campus administration may attend any social event put on by the chapters without notice.
 - Members attending the social in this capacity will not be able to participate but are allowed to check the premises for policy and procedural compliance.
- Chapters who host non-compliant or unregistered events having alcohol available will be subject to judicial action. Notification will be sent to Inter/national headquarters for all major violations.

Consequences and Sanctions

If a group is unable to follow the policies and procedures laid out in this document, the following sanctions may be applied:

Sanctions

- Restitution---Complete restitution for damages to any and all properties.
- Positive Actions---Community Service, Late Night Programming, or any other action decided upon in the judicial process.
- Programming---Mandatory participation in relevant alcohol and other educational programs.
- Probation---Probation may be imposed for any length of time and may carry any combination of stipulations.
 - Stipulations include, but are not limited to: use of University facilities, and the opportunity to host social events.
- Suspension---Suspension may be imposed for any length of time and may carry any combination of stipulations.
 - If suspension is imposed, specific guidelines for re-recognition of the organization will be outlined.
- Expulsion---Expulsion, meaning complete removal from the Greek community for an indefinite amount of time (Interfraternity Council only).

Student/Staff Notification Emails

No emails are included since this requirement was not met during this biennium.

UNIVERSITY OF
WISCONSIN
OSHKOSH

March 1, 2019

Dear Reader,

This letter is to acknowledge that I have reviewed the 2016-2018 Biennial Review of our AODA Prevention Program per EDGAR Part 86.

The team completing the review has evaluated our prevention programming and determined areas for improvement. The review also shows that our disciplinary sanctions have been consistently enforced.

While our policies, sanctions, and treatment resources for students and employees are readily available in multiple places online, it has come to my attention that during this biennium our institution was out of compliance with the annual notification requirement. We are currently taking steps to rectify this oversight. By the end of March 2019, each student and employee will be emailed the following:

- a. Standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities.
- b. A description of applicable legal sanctions under local, state and federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- c. A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- d. A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
- e. A clear statement that the IHE will impose disciplinary sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination for employment and referral for prosecution, or violations of the standards of conduct.

Sincerely,



Art Munin, Ph.D.

Acting Vice Chancellor for Student Affairs

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