

Union College
Biennial Review of Alcohol and Other Drug Prevention Programs
2016-2017,2017-2018

The Higher Education Act of 1965 (as amended by the Safe and Drug-Free Schools and Communities Act of 1994) requires that every institution of higher education (IHE) receiving federal financial aid must adopt and implement a program to prevent the use of illicit drugs and the abuse of alcohol by students and employees both on its premises and as a part of any of its activities. The Department of Education regulation at 34 C.F.R. "Part 86," implements this provision, requiring that colleges and universities such as Union College must distribute certain drug and alcohol prevention information to students and employees every year, and conduct a Biennial Review of illicit drug and alcohol prevention programs every other year.

1. Alcohol and other drug prevention information must be distributed annually in writing to all students and employees of Union College, and at a minimum must include: Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees. A description of legal sanctions under local, state and federal laws for possession or distribution of illicit drugs or alcohol. The health risks associated with the use of illicit drugs and alcohol. A description of drug or alcohol counseling and treatment or other programs available to students and employees at Union College. A clear statement from Union College that it will impose disciplinary sanctions on students and employees for violations of drug and alcohol standards of conduct, including a description of those sanctions.
2. The Biennial Review is conducted to determine the effectiveness of the program, and whether Union College needs to implement any changes to the program. The Review must record the number of drug and alcohol-related violations and fatalities that occur on campus or as part of any institutional activity, and the number and type of sanctions imposed as a result of those drug and alcohol-related violations and fatalities. Union College must ensure through its Biennial Review that sanctions are consistently enforced.

Review Participants

Vice President of Student Life
Dean of Students
Dean's Council
Director of Athletics
Director of Campus Safety
Director of Human Resources
Director of Student Involvement
Director of Student Success
School Counselor
School Nurse

Union College Policies 2016-2017, 2017-2018

Substance Use/Abuse Policy 2016-2018

Alcohol and Drug Abuse Prevention Program 2016-2018

Alcohol and Drug Abuse Prevention Program Revised for 2018-2019

Union College policies are located on the school website and hard copies are available in the Student Life Office.

Substance Use/Abuse Policy

The following information is provided to Union College students, employees, and the community in compliance with federal laws and to provide education in regards to each person's safety and well being. This policy is located within the online student handbook which is stored on the Union College website. Additionally, hard copies may be found in the Student Life Office.

Union College is committed to a drug/tobacco-free environment for students. The unlawful manufacture, distribution, dispensing, possession or use of alcohol, tobacco, e-cigarettes, hookah or a controlled substance by a student while enrolled in Union College is prohibited and shall be viewed as an act of misconduct and shall be subject to disciplinary action, whether on or off campus. A controlled substance is any drug, except a prescription drug, that is used or possessed in the amount specified by a licensed physician. Alcoholic beverages such as beer, liquor or wine; drug paraphernalia and any substance represented to be a drug are included within the parameter of these guidelines. In addition, when these items are found in a student's room or vehicle, the occupants of the room or the owner of the vehicle will be considered to be in possession, and the substance abuse policy will apply. Union College will periodically provide alcohol and drug-free awareness programs in an effort to keep students informed of the dangers of drug abuse. The college's responsibility in working with students involved in alcohol and drug use involves two areas: help in recognizing the existence of any drug abuse in their lives and help in maintaining an alcohol and drug-free atmosphere in order to enhance the scholastic environment.

When a student has been involved in substance use/abuse, an evaluation will be required at the student's expense. The recommendation from the evaluation must be followed for a student to remain at Union College. Educational classes, outpatient or inpatient counseling may be required as part of the follow up process. A variety of counseling and treatment services are available through agencies in Lincoln. Local, state and federal laws prohibit the possession, sale or distribution of drugs. An obligation exists to report activities of an illegal nature to criminal justice authorities. **SELLING OR GIVING ALCOHOL TO MINORS IS ILLEGAL AND WILL BE REPORTED TO LAW ENFORCEMENT AUTHORITIES.**

Alcohol and Drug Prevention Policy

Union College is committed to providing an educational environment which is conducive to the development of every student. Because Union College believes a lifestyle that is drug and alcohol free is essential for achieving this goal, it has established a policy that seeks to maintain a campus environment free of these substances.

In compliance with the Drug-Free Workplace Act of 1988, the College prohibits the unlawful use, possession, distribution, dispensing, or manufacture of controlled substance by its students and employees. Further the College requires any individual who receives federal funding to certify that they will not engage in the unlawful use, possession, distribution, dispensing, or manufacture of controlled substances while associated with the College.

Union College reserves the right to investigate violations of policy by students, employees or faculty where reasonable suspicion exists. This includes the right to search an office, locker, vehicle, residence hall room, briefcase, book bag, or handbag, and the right to require an appropriate test, and/or confirmation by re-test.

No search will be made without the prior authorization of a Residence Hall Dean, Vice President of Students, a Vice President, or President of the College. Any search or required testing will be treated with high confidentiality.

Sanctions

Unlawful possession, use or distribution of alcohol or illicit drugs by students, staff or faculty on College property or as part of any College activity may lead to sanctions within the College, the severity of which shall increase as the seriousness of the violation increases. Sanctions may include but are not limited to the following:

- A verbal or written reprimand;
- Completion of an appropriate educational or rehabilitation program;
- A disciplinary warning, with notice that repetition of the offense or continuation of the offense may result in a more serious sanction;
- Suspension from the College (student) or from employment (employee) or from a specified College activity or facility for a fixed period of time or until completion of an appropriate rehabilitation program;
- Expulsion from the College (student) or termination of employment (faculty or staff); and/or other appropriate sanctions.

External Sanctions

Unlawful possession, use or distribution of alcohol or illicit drugs may lead to a referral to the appropriate local, state, and/or federal authorities for prosecution for a misdemeanor or a felony, depending on the nature of the offense. The sanctions for such offenses may include fines and/or imprisonment. Many physical and psychological health risks are associated with the abuse of alcohol and other substances, including the following:

- Difficulty with attention and learning
- Physical and psychological dependence

- Damage to the brain, liver, and heart
- Unwanted sexual activity
- Accidents due to impaired judgment and coordination

Union College provides a healthy and safe learning environment. The college does not permit students whose behavior, judgment, or functioning is impaired by alcohol and/or drugs to attend classes or participate in college activities. The Counseling Center provides referral services but no direct treatment for alcohol or drug related problems. Community resources for these services include:

- Houses of Hope of Nebraska Inc. 1124 North Cotner Boulevard Lincoln, NE 68505 (402) 435-3165
 - Substance Abuse Services (First Step Recovery) 210 Gateway Suite 342 Green Tree Court Lincoln NE 68505 Phone: (402) 434-2730 Hotline: (402) 434-2730 <http://firststeprecovery.com/>
- Smoking Union College does not allow smoking on campus.

Revised Alcohol and Drug Prevention Policy

The edits to this policy have been approved during the Biennial Review and approved by the review participants.

Union College is committed to providing an educational environment which is conducive to the development of every student. As a Seventh Day Adventist institution, Union College believes in a lifestyle that is drug and alcohol free, it has established a policy that seeks to maintain a campus environment free of these substances.

In compliance with the Drug-Free Workplace Act of 1988, the college prohibits the unlawful use, possession, distribution, dispensing, or manufacture of controlled substance by its students and employees. Further, the college requires individuals receiving federal funding to certify that they will not engage in the unlawful use, possession, distribution, dispensing, or manufacture of controlled substances while associated with the college.

Union College reserves the right to investigate violations of this policy by students, employees or faculty where reasonable suspicion exists. This includes the right to search an office, locker, vehicle, residence hall room, clothing, briefcase, backpack, or handbag, and the right to require an appropriate test, and/or confirmation by re-test.

No search will be made without the prior authorization of a Residence Hall Dean, Director of Campus Safety, a Vice President, or the President of Union College. Any search or required testing will be treated with high confidentiality.

Policy Statement

Union College follows the Seventh day Adventist beliefs and is committed to a drug and alcohol-free lifestyle for students. The possession, use, manufacture, distribution, or dispensing, of alcohol, tobacco, or a controlled substance, as well as the use of prescription drugs without a prescription, by a student on or off campus while enrolled at Union College is prohibited. This shall be viewed as an act of misconduct and shall be subject to disciplinary action, whether on or off campus. This policy also includes e-cigarettes, vaping, hookah, and various other types of devices. Selling or giving alcohol to minors is illegal and will be reported to law enforcement

authorities. The college reserves the right to report any unlawful substance use.

Sanctions

Violation of this policy by students, staff or faculty on college property or as part of any college activity may lead to sanctions within the college. The severity of which shall increase as the seriousness of the violation increases. Sanctions may include but are not limited to the following:

- A verbal or written reprimand;
- Completion of an appropriate educational or rehabilitation program;
- A disciplinary warning, with notice that repetition of the offense or continuation of the offense may result in a more serious sanction;
- Suspension from the college (student) or from employment (employee) or from a specified college activity or facility for a fixed period or until completion of an appropriate rehabilitation program;
- Expulsion from the college (student) or termination of employment (faculty or staff); and/or other appropriate sanctions.

External Sanctions

Possession, use, manufacture, distribution, or dispensing of alcohol or illicit drugs may lead to a referral to the appropriate local, state, and/or federal authorities for prosecution for a misdemeanor or a felony, depending on the nature of the offense. The sanctions for such offenses may include fines and/or imprisonment. Many physical and psychological health risks are associated with the abuse of alcohol and other substances, including the following:

- Difficulty with attention and learning
- Physical and psychological dependence
- Damage to the brain, liver, and heart
- Unwanted sexual activity
- Accidents due to impaired judgment and coordination

Union College provides a healthy and safe learning environment. The college does not permit students whose behavior, judgment, or functioning is impaired by alcohol and/or drugs to attend classes or participate in college activities. The Campus Health Office provides referral services but no direct treatment for alcohol or drug related problems.

Community resources for these services include:

Lincoln Wellness Group
8101 O St #300
Lincoln, NE 68510

Choices Treatment Center
127 S. 37th St.
Suite B Lincoln, NE 68506

Parallels
1640 L St., Suite C
Lincoln, NE 68506

First Step Recovery
1919 S 40th St #212
Lincoln, NE 68506

Preventive Measures

Student Life Office

The Student Life Office introduces the school alcohol and other drug policies to all incoming students at New Student Orientation. This information is provided along with Title IX and Campus Safety regulations.

Alcohol and other drugs policies, violations, sanctions, and health risks are available on the Union College website <https://www.ucollege.edu/consumer-info>.

The Student Life Office provides educational activities and presentations to inform the general student population in regards to drugs and alcohol. These materials include information on local services as well as contact information for the campus counselor.

Union College facilitates alcohol-free events each Saturday night. Additionally, the campus student center maintains extended hours to better accommodate a drug and alcohol-free lifestyle.

Human Resources

The Human Resource Director informs all employees that violation of the alcohol or other drugs policy can result in disciplinary action up to and including discharge for employees.

There were no reported incidents of employee misuse of alcohol in the academic years of 2014 and 2015.