SAINT LOUIS UNIVERSITY
Drug-Free Schools & Colleges (Edgar Part 86) Act Annual Review
2022-2023 Academic Year

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December 2023

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Introduction and Overview

The Drug-Free Schools and Colleges [EDGAR Part 86] Act requires that Saint Louis University design and implement alcohol and other drug prevention programs for the campus community. As a condition of receiving funding under any federal program, the college 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" on campus property or as part of any college activity. The college must have the following in place:

- A written policy on alcohol and other drugs, including information about federal, state, local, and college sanctions for being in violation and health risks associated with abuse;
- A distribution plan for ensuring the policy is made available to all students, faculty, and staff;
- Prevention programs for students, faculty, and staff that support the policy; and
- Biennial review to assess the effectiveness of its alcohol and other drug policies and programs.

In compliance with the Drug-Free Schools and Colleges [EDGAR Part 86] Act, Saint Louis University is completing an annual review of the state of prevention efforts on campus for the 2022-2023 academic year.

Alcohol and Other Drug Prevention Certification

Saint Louis University

Drug-Free Schools and Campuses Regulations [EDGAR Part 86]

Alcohol and Other Drug Prevention Certification

The undersigned certifies that it has adopted and implemented an alcohol and other drug prevention program for its students and employees that, at a minimum, includes –

1. The **annual notification distribution** to each employee, and to each student who is taking one or more classes of any kind (*except for continuing education units*), regardless of the length of the student's program or the employee's terms of employment, 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 the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;
    c. A description of the short and long-term 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 institution will impose disciplinary sanctions on students and employees (consistent with State and Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct. A disciplinary sanction may include the completion of an appropriate rehabilitation program.

2. A **biennial review** by the institution of its alcohol and other drug prevention comprehensive program to:
    a. Determine its effectiveness and implement changes to its comprehensive alcohol and other drug prevention program and policies, if they are needed; and
    b. Ensure that its disciplinary sanctions are consistently enforced.

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AOD Comprehensive Program Goals and Objectives for Period Being Reviewed

Responsibility for Saint Louis University prevention efforts lay with the Assistant Director for Health Promotion and Education within the Campus Recreation and Wellness Department.

Following is a review of the goals established for the 2020-2022 Biennium as well as information regarding the progress of each goal:

Goal	Status
Continue to reduce rates of alcohol use, specifically those under 21, in the residence halls by 2%	In progress
Reduce the rate of binge drinking by 2%, specifically for students under 21 and members of the Fraternity and Sorority Life (FSL) organizations	In progress
Work to reduce the rate of underage students drinking at local bars/restaurants by 2%	Complete
Increase smoking cessation opportunities	In progress
Reduce the rate of cannabis use in the residence halls and FSL students by 2%	In progress
Reduce rate of non-consensual sexual contact happening while students attend SLU by 2%	In progress
Increase awareness and usage of Ask.Listen.Refer program by 3%.	Complete
Continue implementation of Mental Health First Aid Training and Everfi Mental Well Being Module	Complete
Decrease the number of students who feel overwhelmed by stress by 2%.	Complete
Increase awareness of student involvement and community building opportunities on campus	Complete

Biennial Review Process

As Saint Louis University is committed to alcohol and other drug prevention, and because of the affiliation with Missouri Partners in Prevention, Saint Louis University has elected to complete the review process annually as opposed to every two (2) years. This document will provide a thorough review of the prevention efforts and programs during the 2022-2023 academic year. This review began in August 2023 and concluded in December 2023. Copies of this review are maintained by Mr. Jesús Quiñones for at least three years and can be found on the student development shared drive as well as linked to the university's website. Copies of Biennial Reviews may also be requested by emailing healthpromotion@slu.edu.

This review was conducted by the Saint Louis University Well-Being Coalition made up of constituents from several institutional areas and based upon a model developed by Missouri Partners in Prevention. This coalition meets biannually to review policies, programs, assessment data, and emerging trends within the field of prevention. The following departments are represented in the Saint Louis University Well-Being Coalition:

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

Annual Policy Notification Process

The Saint Louis University Alcohol and Other Drugs (AOD) policy can be found in ***Appendix A*** of this document. It can also be accessed here.

Student notification

Students receive the AOD policy via email[1] at the beginning of each semester. Below is what was sent to students on October 19, 2022. A second notification was sent to students at the beginning of the spring semester on February 3, 2023, and a copy of the notification can be found in ***Appendix C***.

> Dear Saint Louis University students,
>
> Saint Louis University is a Catholic, Jesuit university, dedicated to the search for truth through education and research and to improving the well-being of all persons. In accordance with the Drug Free Schools and Communities Act, the University annually provides written notification to Students at the beginning of each term that includes the University Alcohol and Drug Policies (Student Handbook-Appendices), as well as information about counseling and assistance programs, University and legal

[1] See Occidental College Campus Crime Final Program Review Determination, pg. 52: https://studentaid.gov/sites/default/files/fsawg/datacenter/cleryact/Occidental_College_8_11_17_FPRD_Redacted.pdf

sanctions, health risks, and uses and effects of controlled substances. All students should become familiar with this information.

As a requirement of the Drug-Free Schools and Colleges Act of 1989, Saint Louis University must disseminate and ensure receipt of the below policies and information to all students, staff, and faculty on an annual basis. Questions concerning this policy and/or alcohol and other drug programs, interventions, and policies may be directed to Campus Recreation and Wellness campusrec@slu.edu or 314-977-6358.

Polices – Alcohol, Other Drugs, and Weapons

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 and controlled substances that 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 who need assistance with 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).

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 at risk 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.

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 2.7.3-2.7.6); Hazing and Alcohol Risk Management for Student Organizations (section 3.3); and Residence Life policies (Section 5.0). Alcohol guidelines for Student athletes can be obtained from the Athletic Department, located in the Chaifetz Arena. All above Student policies are outlined in the 2022-2023 Student Handbook.

All Saint Louis University Students, faculty, staff, volunteers, visitors, and independent contractors, vendors and their employees are strictly prohibited from carrying weapons on premises owned or controlled by the University and in vehicles owned or controlled by the University, regardless of whether they possess a valid Concealed Carry Weapons permit to carry a firearm. University Students, faculty, staff, and volunteers are prohibited from storing Weapons on premises owned or controlled by the University, including inside of their personal vehicles regardless of whether they possess a valid Concealed Carry Weapons permit to carry a firearm. Visitors to the University, independent contractors, vendors and their employees are also prohibited from storing weapons inside of their company owned or personal vehicles regardless of whether they possess a valid Concealed Carry Weapons permit to carry a firearm.

All Saint Louis University Students, faculty, staff, volunteers, visitors, and independent contractors, vendors and their employees are prohibited from possessing, carrying, or using a Prop/Theatrical Weapon without prior written approval from the Assistant Vice President for Public Safety; provided however, under no circumstances will a Prop/Theatrical Weapon be permitted inside University owned or operated residential facilities.

Standards of Conduct: Student 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 or 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 and other 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 Community Standards and Alcohol Policy and Guidelines occurring off campus. Disciplinary measures will be administered consistent with local, state and federal laws. All Student Policies above are outlined in the 2022-2023 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:

Medical Marijuana

A number of states, including Missouri and Illinois, have passed laws that make the use of marijuana for some medical conditions legitimate under the law of that state. However, the possession or use of marijuana remains an offense under the Controlled Substances Act, a federal law. Saint Louis University is obligated to comply with all federal laws and regulations. In order to remain in compliance, SLU will not permit the possession or use of marijuana at educational or other activities sponsored, conducted, or authorized by SLU or its student organizations, whether on or off campus, in any on-campus housing, or in any other SLU buildings or other property.

The following outcomes represent possible actions that Students may be required to complete if found responsible in violation(s) of the University's Community Standards:

- *Alcohol Education Program*
- *Billikens ACT (Acting Courageously Together) Workshop* ($50 fee per workshop attendance requirement)
- *Counseling Assessment* (if multiple incidents occur and/or at discretion of a hearing officer)
- *Disciplinary Warning*
- *University Censure*
- *Disciplinary Probation*
- *Family Notification* (if Student is under 21)
- *Fines/Fees:*
    - 1st offense: $50 fine; $50 fee for workshop
    - 2nd offense: $100 fine
    - 3rd offense: $150 fine
- *Reflection Paper/Prompts*
- *SHARP (SLU Harm and Alcohol Reduction Program)*
- *Wellness Plan*
- *University Censure*
- *University Suspension*

Local, State, and Federal Laws/Sanctions

Any Saint Louis University student or employee found possessing, manufacturing, or distributing controlled and/or illicit substances or unlawfully possessing or attempting to possess alcohol or driving a motor vehicle while under the influence is violating local, state, and federal laws. It is unlawful under state law to purchase or otherwise provide alcohol to a minor.

Missouri Liquor Laws/Sanctions

Missouri Liquor Laws: The Liquor Control Law for the State of Missouri (*311 RSMo*) provides that any person under the age of 21 years who purchases, attempts to purchase or has in his/her possession any

intoxicating liquor is guilty of a misdemeanor (*311.325 RSMo*). Anyone who shall procure for, sell, give away or otherwise supply intoxicating liquor to any person under the age of twenty-one years is guilty of a misdemeanor (*311.310 RSMo*). It is a Class A misdemeanor for a property owner to knowingly allow a person under the age of 21 to drink or possess intoxicating liquor or fail to stop a minor from drinking or possessing liquor. Any subsequent violation is a Class E felony (*311.310 RSMo*). Anyone 17 - 20 years old that uses a fake ID to obtain alcohol is also guilty of a misdemeanor (*311.320 RSMo*). Under current Missouri law, a subject under the age of 21 who is visibly intoxicated can be arrested without being in physical possession of the intoxicating beverage. A person who has been convicted of a misdemeanor may be subjected to a fine ranging from $50.00 to $1,000.00 and/or imprisonment for up to one year (*311.880 RSMo*).

2018 Missouri Offense Table for Alcohol Violations (*RSMo. 311*)

RSMo.	**Description**	**Crime/Class**
311.310	Supplying liquor to a minor or intoxicated person	Unclassified misdemeanor
311.320	Misrepresentation of age by minor to obtain liquor	Unclassified misdemeanor
311.325	Possession	Up to 1 year, D,A/misdemeanor
311.880	Misdemeanor Violations	Up to 1 year, A/misdemeanor

Under current Missouri law, a subject under the age of 21 who is visibly intoxicated can be arrested without being in physical possession of the intoxicating beverage (***311.325 RSMo***).

Driving While Intoxicated (DWI) in Missouri (*RSMo. 577*)
A person commits the crime of "driving while intoxicated" if they operate a motor vehicle while in an intoxicated or drugged condition. A person is in an "intoxicated condition" when they are under the influence of alcohol, a controlled substance, or drug, or any combination thereof. An individual is considered intoxicated with any amount of a controlled substance or other specific drugs in their system.

If you are stopped by an officer of the law in Missouri, you may be subject to receive a DWI:
· If you drive with a blood alcohol concentration (*BAC*) of .08 or higher (*regardless of whether driving ability was actually impaired*); or
· It is determined that your driving ability is impaired (*even though you may be under the .08 limit*).

First offense is a class B misdemeanor subject to a fine up to $1,000 and/or 6 months imprisonment. A defendant found guilty must also participate in a Substance Abuse Traffic Offender Program (*SATOP*). Multiple offenses range from a class A misdemeanor (*a fine up to $1,000 and/or 1-year imprisonment*) up to a class B felony (*5 – 15 years in imprisonment*). After multiple offenses, Missouri law typically requires a driver to install an ignition interlock device on a vehicle after reinstatement of a driver's license for 6 months.

Refusal to Take Blood Alcohol Test

Missouri law specifies that if you are driving a vehicle, you have given consent to submit to a chemical test for the purpose of determining the amount of alcohol in your blood. Refusal to take a test could result in a license being immediately revoked.

Missouri Abuse and Lose Law (*Drivers Under 21*)
In Missouri, the BAC limit for drivers who are under 21 is .02. Penalties include suspension of license for 90 days (*first offense*); 1-year (*any subsequent offense*). The Abuse and Lose Law also includes the possession or use of alcohol and/or drugs while driving or using a fake ID.

Missouri Administrative Sanctions (*RSMo. 302 specifically 302.500 – 302.540*)
Individuals arrested for driving while intoxicated, driving with a blood alcohol content of .08 or higher, or driving under the influence of drugs are processed administratively as well as criminally. A driver's license is suspended or revoked for 90 days for the first offense. A driver convicted of a second alcohol or drug-related offense, regardless of the length of time between convictions, will normally receive a 1-year revocation for accumulation of points. A driver convicted a second time for an alcohol or drug-related offense within a five-year period may also receive a 5-year license denial. A driver convicted 3 or more times for an alcohol or drug-related offense will receive a 10-year license denial. The license reinstatement process will include a SATOP along with other requirements prior to reinstatement. See the *Missouri Department of Revenue's DWI website* for more information on revocations, suspensions, and multiple offenses.

Missouri Drug Laws/Sanctions
Beginning January 1, 2017 chapters 195 and 579 RSMo shall be known as the "Comprehensive Drug Control Act".

The manufacturing, possession, sale, and distribution of illicit drugs (*i.e. controlled substance or imitation controlled substance*) are prohibited by state law. Penalties for first time offense for a drug possession violation can range from a fine of $1,000 to life imprisonment. Other prohibited acts include possession with intent to use drug paraphernalia and advertising the sale of drug paraphernalia. The tables below give information on penalties and fines for specific drug crimes in Missouri (*see 195.010 RSMo. for definitions and 195.017 RSMo. for the scheduling information of controlled substances in Missouri*).

2018 Missouri Offense Table for Drug Violations (*RSMo. 579*)

RSMo.	**Description**	**Prison Term**
195.244	Advertisements to promote sale of drug paraphernalia or imitation controlled substances prohibited, penalty.	6 months, B/misdemeanor
579.015	Possession or control of a controlled substance. * Triggers 10g and >35g marijuana any amount of any other controlled substance or synthetic marijuana (***formerly*** *RSMo. 195.202*)	Up to 1 year or up to 7 years, D, A/misdemeanor or D/Felony
579.020	Delivery of a controlled substance (***formerly*** *RSMo. 195.212*)	Up to 4 – 15 years, E, C, B, /Felony

579.030	Distribution of a controlled substance near protected location. (***formerly*** *RSMo. 195.218***)**	10 years – life (30 years), A/Felony
579.040*	Distribution, delivery, or sale of drug paraphernalia	Up to 1 or 4 years, A/misdemeanor, E/Felony*
579.050*	Manufacture of an imitation controlled substance	Up to 4 years, E/Felony*
579.055	Manufacture of a controlled substance (***formerly*** *RSMo. 195.211*)	Up to 4 years or 3years - life (30 years), E, C, B, A/Felony
579.065	Trafficking drugs, first degree (***formerly*** *RSMo. 195.222*)	5 years – life (30 years), B/A Felony
579.068	Trafficking drugs, second degree (***formerly*** *RSMo. 195.223*)	3 years – life (30 years), C, B, A/ Felony
579.072	Providing materials for production of a controlled substance (*formerly RSMo. 195.226*)	Up to 4 years, E/Felony
579.074	Unlawful use of drug paraphernalia (***formerly*** *RSMo. 195.233*)	Up to 1 or 4 years, D, A/misdemeanor, E/Felony
579.076	Unlawful delivery or manufacture of drug paraphernalia, (***formerly*** *RSMo. 195.235*)	Up to 1 or 4 years, A/misdemeanor, E/Felony
579.078	Possession of an imitation controlled substance (***formerly*** *RSMo. 195.241*)	Up to 1 year, A/misdemeanor
579.080	Delivery of an imitation controlled substance (***formerly*** *195.242*)	E felony
579.101	Possession or purchase of solvents to aid others in violations (***formerly*** *RSMo. 578.260*)	Up to 6 months or Up to 4 years B/misdemeanor or E/Felony
579.103	Selling or transferring solvents to cause certain symptoms (***formerly*** *RSMo.578.265*)	Up to 7 years, D/Felony
579.105	Keeping or maintaining a public nuisance (***formerly*** *RSMo. 195.202*)	Up to 4 years, E/Felony
579.110	Possession of methamphetamine precursors (***formerly*** *RSMo. 195.420*)	Up to 4 years, E/Felony

579.170	Prior and persistent drug offenders (*added increase in charge*) (***formerly*** *195.275*).	**1 or 2 classes higher than previous offense**

Medical Amnesty Law (RSMO 195.205)
The medical amnesty law offers protection from criminal liability (arrest, charge, prosecution, and conviction) to a person who calls 911 for a drug or alcohol overdose.

Crimes from which there is immunity:
- Possession of a controlled substance
- Unlawful possession of drug paraphernalia
- Possession of an imitation of a controlled substance
- Minor use of an altered ID, purchase/possession of liquor by a minor, and sale of liquor to a minor
- Violating a restraining order and or violating probation or parole
- Maintaining a public nuisance

The law does not provide immunity for:
- Delivery, distribution, or manufacturing of a controlled substance, except in regard to minors and alcohol; and
- It is important to know that officers can still arrest someone at the scene if he/she has an outstanding warrant.

In order to receive immunity, a person must first make the call to 911 for help, in good faith.

Marijuana and the Drug Free Schools and Campuses Act
Federal law has not changed, and marijuana still remains classified as a Schedule I drug. As a result, regardless of state and local law changes, institutions of higher education are expected to continue to abide by the *Drug-Free Schools and Communities Act* by maintaining policies which prohibit marijuana possession, use, or distribution by students, staff, and faculty. Even medical marijuana is not permitted under federal law. Any institution that knowingly permits possession, use, or distribution of marijuana is at risk of losing, and even having to repay Title IV funding (Federal Financial Aid), although few, if any, institutions have been required to do so.

Employee use of marijuana may also be of concern. In many situations it is clear that on-campus use during work hours is not allowed by the *Drug Free Workplace Act*. Even with a medical prescription, federal disability laws do not allow for accommodations of on-campus use. Furthermore, legalization of recreational and/or medicinal marijuana does not allow employees to report to work impaired or bring marijuana paraphernalia to campus. Therefore, it is not allowed on campus and may involve sanctions for employees in regard to use at the workplace and could be considered a violation of "Illegal Drugs & Other Substances" under the student code of conduct.

Medical Cannabis (*Marijuana*) in Missouri
Missouri allows for the use of cannabis for medicinal purposes. Individuals who are authorized to use cannabis must be registered with the *Missouri Department of Health & Senior Services* (*DHSS*) and secure a written certification from a physician licensed in Missouri. The DHSS will issue a registry ID card.

Please note a driver may not operate a motor vehicle while impaired by the use of cannabis prescribed for medicinal purposes and should not transport medicinal cannabis in a vehicle unless it is contained in

a tamper-evident container and kept in an area that is inaccessible while the vehicle is in motion. If a police officer stops a vehicle driven by a person who holds a medical registry ID card and the officer has reasonable suspicion to believe the person is impaired by the use of cannabis, the driver must submit to field sobriety testing. Refusal to submit to testing or failure of the field sobriety tests will result in the suspension of the person's driver's license. Driving while impaired by the use of medical cannabis or driving with an open container may result in the loss of driving privileges.

Cannabidiol (CBD) Cultivated from Industrial Hemp

While hemp and cannabinoids derived from hemp are now legal under federal law that became effective December 20, 2018, they remain subject to regulation.

Section 10113 of The Agriculture Improvement Act of 2018 (P.L. 115-334) (also known as the 2018 Farm Bill) defines "Hemp" in the following manner

"HEMP -means the plant Cannabis sativa L. and any part of that plant, including the seeds thereof and all derivatives, extracts, cannabinoids, isomers, acids, salts, and salts of isomers, whether growing or not, with a delta-9 tetrahydrocannabinol concentration of not more than 0.3 percent on a dry weight basis."

Missouri law defines "Hemp Extract" in the following manner in *RSMO 195.207*.
"***Hemp Extract***" is:
1. Composed of no more than three-tenths percent tetrahydrocannabinol by weight;
2. ***At least five percent cannabidiol by weight***; and
3. Contains no other psychoactive substance.

An individual must obtain a *license for medical use of extracts from industrial hemp meeting this definition*.

If the "***Cannabidiol derived***" product is:
1. Composed of no more than three-tenths percent tetrahydrocannabinol by weight;
2. Contains ***less than five percent cannabidiol by weight***; and
3. Contains no other psychoactive substance; then
it ***does not*** meet the definition of "***Hemp Extract***" and therefore not covered under *RSMO 195.207*.

Products derived from legally grown industrial hemp can be legally possessed. However, it can be difficult to determine if CBD products have been legally produced. Additionally, there is some evidence to suggest that use of these products can trigger a positive drug test result for marijuana use. CBD possession on campus may involve sanctions for employees in regard to use at the workplace and could be considered a violation of "Illegal Drugs & Other Substances" under the student code of conduct.

Federal Drug Trafficking Penalties

Federal law prohibits, among other things, the manufacturing, distributing, selling, and possession of controlled substances as outlined in 21 United States Code, Sections 801 through 971.

Penalties for federal drug trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The following list is a sample of the range and severity of state and federal penalties imposed for first convictions. Penalties are more severe for subsequent offenses.

If death or serious bodily injury result from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces mandatory life sentence and fines ranging up to $8 million.

Persons convicted on federal charges of drug trafficking within 1,000 feet of a University face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one (1) year.

Drug/Substance	**Amount**	**Penalty – 1st Conviction**
Barbiturates	Any amount	Up to 5 years prison; Fine up to $250,000
Cocaine	5 kg or more	Not less than 10 years in prison, not more than life; Fine up to $4 million
	Less than 100 grams	10-63 months in prison; Fine up to $1 million
Crack Cocaine	50 grams or more	Not less than 10 years in prison, not more than life; Fine up to $4 million
	5 – 49 grams	Not less than 5 years in prison, not more than 40 years; Fine up to $2 million
	5 grams or less	10 – 63 months in prison; Fine up to $1 million
Ecstasy	Any amount	Up to 20 years in prison; 3 years supervised release (after prison); Fine up to $1 million
GHB	Any amount	Up to 20 years in prison; 3 years supervised release (after prison); Fine up to $1 million
Hashish	10 – 100 kg	Up to 20 years in prison; Fine up to $1 million
	10 kg or less	Up to 5 years in prison; Fine up to $250,000
Hash Oil	1 – 100 kg	Up to 20 years in prison; Fine up to $1 million
Heroin	1 kg or more	Not less than 10 years in prison, not more than life; Fine up to $4 million
	100 – 999 grams	Not less than 5 years in prison, not more than 40 years; Fine up to $2 million

	100 grams or less	10 – 63 months in prison; Fine up to $1 million
Ketamine	Any amount	Up to 5 years in prison; 2 years supervised release (after prison); Fine up to $250,000
LSD	10 grams or more	Not less than 10 years in prison, not more than life; Fine up to $4 million
	1 – 10 grams	Not less than 5 years in prison, not more the 40 years; Fine up to $2 million
Marijuana	1000 kg or more	Not less than 10 years in prison, not more than life; Fine up to $4 million
	100 – 999 kg	Not less than 5 years in prison, not more than 40 years; Fine up to $2 million
	50 – 99 kgs	Up to 20 years in prison; Fine up to $1 million
	50 kg or less	Up to 5 years in prison; Fine up to $250,000
Methamphetamine	50 grams or more	Not less than 10 years in prison, not more than life; Fine up to $4 million
	10 – 49 grams	Not less than 5 years in prison, not more than 40 years; Fine up to $2 million
	10 grams or less	10 – 21 months in prison; Fine up to $1 million
PCP	100 grams or more	Not less than 10 years in prison, not more than life; Fine up to $4 million
	10 – 99 grams	Not less than 5 years in prison, not more than 40 years; Fine up to $2 million
	10 grams or less	10 – 21 months in prison; Fine up to $1 million
Rohypnol	1 gram or more	Up to 20 years in prison; Fine up to $1 million
	Less than 30 mgs	Up to 5 years in prison; Fine up to $250,000

Federal Drug Possession Penalties

Persons convicted on federal charges of possessing any controlled substance face penalties of up to one (1) year in prison and a mandatory fine of no less that $1,000 up to a maximum of $100,000. Second

convictions are punishable by not less than fifteen (15) days, but not more than two (2) years in prison and a minimum fine of $2,500. Subsequent convictions are punishable by not less than ninety (90) days, but not more than three (3) years in prison and a minimum fine of $750.

Special sentencing provisions for possession of crack cocaine impose a mandatory prison term of not less than five (5) years, but not more than twenty (20) years and a fine up to $250,000, or both if:
A. It is a first conviction and the amount of crack cocaine possessed exceeds 5 grams;
B. It is a second conviction and the amount of crack cocaine possessed exceeds 3 grams;
C. It is a third or subsequent crack cocaine conviction and the amount exceeds 1 gram.

Civil penalties of up to $10,000 may also be imposed for possession of small amounts of controlled substances, whether or not criminal prosecution is pursued.

Federal Aid Eligibility and Drug Conviction
Under the Higher Education Act of 1998, students convicted under federal or state law for the sale or possession of drugs will have their federal financial aid eligibility suspended. This includes all federal grants, loans, federal work study programs, and more. Students convicted of drug possession will be ineligible for one (1) year from the date of the conviction of the first offense, two (2) years for the second offense, and indefinitely for the third offense. Students convicted of selling drugs will be ineligible for two (2) years from the date of the first conviction, and indefinitely for the second offense. Those who lose eligibility can regain eligibility by successfully completing an approved drug rehabilitation program.

If convicted of a drug-related offense after the student submitted their FAFSA form, the student may lose eligibility for federal student aid, and be liable for returning any financial aid received during the period of ineligibility.

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 DrugParaphernalia 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.

Health Risks of Commonly Abused Substances
Alcohol and other drugs are associated with many health risks. The use and misuse of alcohol and other drugs may have negative effects on one's school or work performance and personal relationships. Some common health risks are addiction; damage to liver, heart, and to a developing fetus; accidents as a result of impaired judgment; and unwanted sexual activity that could result in sexual assault or sexually transmitted infections.

For more information about the health risks associated with particular types of drugs and alcohol, please visit https://www.drugabuse.gov/drug-topics/commonly-used-drugs-charts.

Reporting Concerns

The Saint Louis University Student Handbook outlines Students' Right to Report, which empowers Students to be free to report any action that they believe unduly interferes with their rights and learning environment and the right to receive a reasonable response according to University Policy. With respect to the Alcohol and Drug Policies at the University, Students are encouraged to submit their concerns via the University's Incident Report Form. Students may submit these concerns anonymously.

Responsible Action Protocol

As a Catholic, Jesuit university, Saint Louis University strives to create an atmosphere that supports the holistic development of its Students. The University recognizes that, at times, it can be a challenge for Students to make decisions that demonstrate responsibility as it pertains to living in community with others, particularly as it relates to assisting a Student or peer in emergencies involving alcohol or drugs. In situations where Students seek appropriate help, the University has accepted the Responsible Action Protocol (Student Handbook, Section 1.17), which aims to alleviate Students' concerns about seeking help for Endangered Students and therefore, promote responsible action on the part of all Students.

Alcohol and Other Drug Prevention and Treatment Programs
Prevention and Education
Campus Recreation and Wellness and other departments and offices offer individual, group, and community educational programs and interventions designed to prevent and reduce alcohol and other drug use and misuse open to the entire Saint Louis University community.

For more information concerning current programs, interventions, and policies, contact campusrec@slu.edu and 314-977-6358.

Counseling and Treatment
Short term alcohol and other drug counseling is available on campus to students through the University Counseling Center at 314-977-8255. Students may be referred through the Student Health Center to other treatment programs for more intensive treatment.

Resources

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. We strongly encourage you to seek assistance and information on issues relating to substance abuse. The following on-campus resources also are here to support you: the Student Health Center at (314) 977-2323 or the University Counseling Center at (314) 977-8255 (TALK).

Please be safe, and look out for one another as you live our Jesuit commitment to be "persons for others."

Eric Anderson
Assistant Vice President for Student Well-Being

This information is brought to you by Campus Recreation and Wellness in compliance with the Drug-Free Schools and Colleges Act Amendments of 1989.

Employee Notification
Employees are provided the policy during their new employee orientation training and via email at the beginning of each semester. The annul notification was sent to Saint Louis University employees on September 20, 2022, and it can be found in Appendix D. The AOD policy can be accessed through Human Resources at any time or found here.

AOD Policies

There are multiple policies related to AOD that exist at Saint Louis University in reference to students, staff, faculty, and other entities. Following is a discussion of each of these AOD-related policies.

The overall AOD policy can be found in its entirety in Appendix A, but includes the following information:

- 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;
- A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- A description of any drug or alcohol counseling, treatment or rehabilitation or re-entry programs that are available to employees or students;
- A clear statement that the institution will impose disciplinary sanctions on students and employees (*consistent with State and Federal law*); and
- A description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct (*of which may include a disciplinary sanction requiring the completion of an appropriate rehabilitation program*).

Oversight of the AOD policy rests with the Office of Student Responsibility and Community Standards. Any updates and/or amendments are discussed on an annual basis or with any changes in local, State, or Federal laws.

The policy is expounded upon in many instances to target specific constituents on campus. Further information for employees about substance misuse and how concerns related to substance misuse may affect both personal and professional lives can be obtained through human resources, including resources such as the Employee Assistance Program (EAP).

The Saint Louis University Tobacco/Drug Free Policy (*in effect since July 1, 2016*) can be found here (***see APPENDIX B***) and information about available cessation resources can be found here.

Violations of the AOD policy and other relevant policies by students are adjudicated mainly through the Office of Student Responsibility and Community Standards and can be found here.

Those violations committed by an employee of the institution (*to include faculty and staff*) are addressed through Human Resources and all Saint Louis University employees are subject to the policies found here.

Given that illicit drugs or alcohol are often present and/or a major factor in occurrences of sexual misconduct, illicit drugs and alcohol are directly addressed in the Saint Louis University Title IX Sexual Harassment Policy. All students and staff receive the policy electronically when they complete the annual online Title IX module. The policy is overseen by the Office of Institutional Equity and Diversity.

The entirety of Saint Louis University Title IX Sexual Harassment Policy can be found here.

Relating directly to illicit drugs and alcohol, the following definitions are included in the Saint Louis University Title IX Sexual Harassment Policy:

- Consent (institutional and legal)
- Incapacitation
- Force/Coercion

AOD Enforcement

There are a variety of enforcement methods utilized at Saint Louis University and descriptions of staff authority and jurisdiction regarding AOD violations follow:

- Office of Student Responsibility and Community Standards

- Saint Louis University Department of Public Safety
- St. Louis Metro Police Department
    - Meetings at the beginning of each semester
- Housing and Residence Life staff
    - Resident Assistants, Front Desk staff

AOD Prevalence Rate, Incidence Rate, Needs Assessment, and Trend Data *[MACHB SP 2023]*

Data regarding AOD use is readily available at our institution from a variety of sources. Due to our membership in Partners in Prevention (*a state-wide coalition of institutions of higher education focused on the prevention of illicit drug and alcohol use in Missouri*), we are provided the opportunity to access numerous best-practice resources, including the Missouri Assessment of College Health Behaviors (*MACHB, formerly the MCHBS*). The assessment is provided to a random sample of Saint Louis University undergraduate students. Following are the results for the past three (3) academic years as well as the average results from all participating schools in the past academic year:

Question	2020-2021	2021-2022	2022-2023	All participating MO Schools 2022-2023
Consumed alcohol in the past year	76%	77%	76%	64%
Consumed alcohol in the past 30 days	63%	66%	53%	66%
Underage students (*<21 years old*) consumed alcohol in last 30 days	51%	54%	27%	20%
Binge drank in last 2 weeks (*2-hour definition*)	24%	38%	32%	23%
Driven after drinking in the past year	5.7%	9.6%	8.3%	11%
Used marijuana in the past year	31%	36%	41%	33%
Used cannabis more than once/month, during the past year	13.4%	10.8%	18%	20%
Used illegal drugs (*excluding marijuana*) in past year	9.2%	5.7%	22%	17%

Compliance Related Outcomes

Compliance information was obtained from the Office of Student Responsibility and Community Standards and the Department of Public Safety and covers the academic fiscal year July 1, 2022 through June 30, 2023.

Incident Type	Student – On Campus		Student – Off Campus		Employee		Non-Student – On Campus	
	# of Incidents that Occurred	Referral for Disciplinary Action	# of Incidents that Occurred	Referral for Disciplinary Action	# of Incidents that Occurred	Referral for Disciplinary Action	# of Incidents that Occurred	Referral for Disciplinary Action
Alcohol	116	177	6	14	0	0	4	NA
Other Drugs	15	31	1	1	0	0	1	NA
Medical Transport (*AOD Related)*	9	9	2	2	0	0	0	0
Fatalities	0	0	0	0	0	0	0	0

For those individuals who were referred for AOD policy violations and were subsequently found responsible following a formal adjudication process overseen by the Office of Student Responsibility and Community Standards or Human Resources, the sanctions listed below were assigned:

Sanction	**Students assigned**
Alcohol	
Billikens Act	11
Alcohol Assessment	7
Wellness plan	18
Fine	66
SHARP	94
Alcohol Edu for Sanctions	46
Alcohol eCHECKUP	0
Drugs	
Drug assessment	1
Billikens Act	11
Wellness plan	12
Fine	20
Cannabis eCHECKUP	11
Other	
Parental notifications	98
Students trained in SHARRP outside of Community Standards (Proactive) -	489

AOD Comprehensive Program and/or Intervention Inventory

Group Based Programs and/or Interventions

SLU Harm and Alcohol Reduction Program (SHARP) (SLU Version of ASTP)

- **Description/Explanation:** risk reduction intervention to help students and young adults develop skills to either effectively resist using alcohol, or limit their consumption of alcohol
- **Target Audience:** Students
- **Date(s) Offered:** 9/15/2022; 9/20/2022; 9/22/2022; 9/27/2022; 9/28/2022; 9/29/2022; 10/04/2022; 02/07/2023; 02/09/2023; 02/07/2023; 02/09/2023; 02/13/2023; 02/16/2023; 02/20/2023
- **Individuals Served:** 489
- **NIAAA Tier of Effectiveness:** Higher Effectiveness
- **Outcome(s) Measured:** Knowledge and information around informed decision-making regarding alcohol use, provide norms and data about student drinking at SLU, to assist students in making responsible decisions and prepare them to be successful at SLU, encourage harm reduction measures.
- **Known Demographics:** SLU undergraduate students who are affiliated with a Fraternity or Sorority.

Billikens After Dark Trivia Night

- **Description/Explanation:** Billikens After Dark Virtual Trivia Nights is an alcohol alternative event for the entire student body where students attended to play three rounds of trivia.
- **Target Audience:** Students
- **Date(s) Offered:** 9/02/2022
- **Individuals Served:** 45
- **NIAAA Tier of Effectiveness:** Too few robust studies to rate effectiveness —or mixed results
- **Outcome(s) Measured:** N/A
- **Known Demographics:** SLU Students, International Students

Billikens After Dark Pumpkin Painting

- **Description/Explanation:** Billikens After Dark Pumpkin Painting event that offered alternative socializing opportunities to all SLU students as well as activities for painting pottery pieces using fall-themed decorations.
- **Target Audience:** Students
- **Date(s) Offered:** 10/22/2022
- **Individuals Served:** 100
- **NIAAA Tier of Effectiveness:** Too few robust studies to rate effectiveness —or mixed results
- **Outcome(s) Measured:** N/A
- **Known Demographics:** SLU Students, International Students

Billikens After Dark Silent Disco

- **Description/Explanation:** Billikens After Dark Silent Disco alternative event for the entire student body where students danced to music listened to on wireless headphones.
- **Target Audience:** Students
- **Date(s) Offered:** 11/04/2022
- **Individuals Served:** 30
- **NIAAA Tier of Effectiveness:** Too few robust studies to rate effectiveness —or mixed results
- **Outcome(s) Measured:** N/A
- **Known Demographics:** SLU Students, International Students

Billikens After Dark DIY Snow Globe

- **Description/Explanation:** Billikens After Dark Pumpkin Painting event that offered alternative socializing opportunities to all SLU students as well as activities for painting pottery pieces using fall-themed decorations.
- **Target Audience:** Students
- **Date(s) Offered:** 12/09/2022
- **Individuals Served:** 120
- **NIAAA Tier of Effectiveness:** Too few robust studies to rate effectiveness —or mixed results
- **Outcome(s) Measured:** N/A
- **Known Demographics:** SLU Students, International Students

Billikens After Dark SLU Rave

- **Description/Explanation:** Billikens After Dark SLU Rave
- **Target Audience:** Students
- **Date(s) Offered:** 02/08/2023
- **Individuals Served:** 300
- **NIAAA Tier of Effectiveness:** Too few robust studies to rate effectiveness —or mixed results
- **Outcome(s) Measured:** N/A
- **Known Demographics:** SLU Students, International Students

Individual Based Programs and/or Interventions

Alcohol Skills Training Program

- **Description/Explanation:** aims to educate students about alcohol use, while increasing their interest in critically examining their drinking patterns.
- **Target Audience:** Health Education Action Team (HEAT/Peer Educators)
- **Date(s) Offered:** 1/7/23
- **Individuals Served:** 5
- **NIAAA Tier of Effectiveness:** Moderate Effectiveness
- **Outcome(s) Measured:** Knowledge around alcohol policies and symptoms of alcohol poisoning and awareness of risk factors for alcohol abuse.
- **Known Demographics:** SLU Undergraduate students in health majors

AOD SWOT/C Analysis

Strengths

- Moderate decrease in the rate of underage students drinking at local bars and/or restaurants
- Significant decrease in the rate of underage drinking in off-campus residences or homes
- Decreasing trend in the use of fake IDs to obtain alcohol

Weaknesses

- Increasing trend in the overall use of cigarettes and electronic tobacco products
- High numbers of negative consequences after drinking alcohol such as hangovers and memory loss
- Increase in reported cannabis use as well as the use of prescription drugs without a doctor's prescription

Opportunities

- Targeted training opportunities with housing and residence life graduate and professional staff about cannabis use, binge drinking, and bystander intervention
- Continue offering mental health and suicide prevention programs for all students, faculty, and staff
- Integrate physical exercise and recreational programming in all prevention efforts to increase students' sense of belonging

Threats/Challenges

- Staffing challenges prevented the department from enacting additional programming opportunities
- Student engagement across programs has not returned to pre-pandemic levels despite additional in person opportunities
- Missouri's Amendment 3 (2022) went into effect on February 1, 2023, which presented students and staff alike with additional prevention and harm reduction considerations

Recommendations for Next Biennium *[created for 2022-2023]*

Moving forward, the following are recommendations that our Saint Louis University Well Being Coalition believe deserve increased focus:

- Decrease binge drinking and underage drinking
- Increase tobacco cessation programming
- Decrease rates of cannabis use
- Reduce the rates of nonconsensual sexual contact
- Increase awareness and usage of mental health and suicide prevention opportunities
- Develop and increase graduate student prevention programming

Goals and Objectives for Next Biennium *[created for 2022-2023]*

Goal 1: Continue to reduce rates of alcohol use, specifically those under 21, in the residence halls by 2%.

Alcohol consumption in the residence hall

2015	2016	2017	2018	2019	2020	2021	2022
21%	18%	19%	18%	24%	17%	9.3%	17%

Strategy 1: Increase alcohol education on campus by working with various campus partners and student groups

Tactic 1:Work with Housing and Residence Life staff to develop additional alcohol education training for RAs, specifically conflict resolution and SHARP (SLU ASTP Program)

Tactic 2: Work with Community Standards and FSL to implement BASICS and ASTP through mandatory training for all FSL members at the beginning of the school year and social norming messages around perception versus reality

Tactic 3: Offer monthly BASICS Training and eCHECKUP To-Go for those who violate the policy through our Office of Student Responsibility and Community Standards

Tactic 4: Plan and Implement with HEAT Peer Educators to host various events in the residence halls with educational materials and takeaways like counting bracelets

Goal 2: Reduce the rate of binge drinking by 2%, specifically for students under 21 and members of FSL organizations.

(Q) Think over the past 30 days. How many times have you binge drank?

	2015	2016	2017	2018	2019	2020	2021	2022
Binge Drinkers	NA	NA	NA	NA	NA	NA	25%%	43%
U21	NA	NA	NA	NA	NA	NA	24%	41%
Greek	NA	NA	NA	NA	NA	NA	55%	56%

Strategy 1: Work with Community Standards and FSL to implement BASICS and ASTP

Tactic 1: Mandatory trainings with all members at the beginning of the school year

Tactic 2: Social norming messages around perception versus reality

Tactic 3: Referrals to BASICS and ASTP trainings through conduct process

Strategy 2: Provide education to students about drinking effects on the body, negative consequences, legal consequences, etc.

Tactic 1: Provide each residence hall on campus with at least one HEAT Peer Education event about alcohol during the fall and spring semesters

Tactic 1: Demonstrate harm reduction techniques

Tactic 2: Promote and market SHARP (SLU's ASTP Program)

Tactic 3: Provide evaluation survey to attendees after HEAT events to gain data and improve alcohol education events

Strategy 3: Implement campus-wide social norming campaigns focusing on the number of drinks students consume perceptions vs. reality

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

Tactic 2: Work with Health Communications Specialist (AVP Office) and Billikens After Dark (BAD) GA to post social norming social media messages on socials

Tactic 3: Ensure that these social norms messages are used in HEAT Peer Education presentations and other Well-Being educational material

Strategy 4: Continue to provide alcohol alternative programming on weekend nights through the Billikens After Dark Initiative

Tactic 1: Partner with residence halls and SGA to promote these events

Tactic 2: Create contests in the residence halls and among student groups and offer incentives for students to come to events

Tactic 3: Provide evaluation survey to attendees after events to gain data

Goal 3: Work to reduce the rate of underage students drinking at local bars/restaurants by 2%

(Q) How do you obtain your alcohol (go where IDs not checked)

2015	2016	2017	2018	2019	2020	2021	2022
14%	18%	22%	14%	24%	18%	11%	8.3%

**Note that for Underage Drinkers, 42% reported being able to drink in local bars or restaurants

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

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

Tactic 2: Send Margo a list of establishments to contact about SMART

Tactic 3: Hold annual bar owner meeting to discuss underage drinking and provide info about SMART

Tactic 4: BAD GA and HEAT visit various establishments with information and make personal connections with bar staff

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

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

Tactic 2: After compliance checks, provide PIP resources to establishments about SMART and ID checking guides

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

Priority Area 2: Tobacco/Other Drugs

Goal 1: Increase smoking cessation opportunities

(Q) **Any** Tobacco use past year...

	2018	2019	2020	2021	2022
Tobacco	30%	33%	32%	22%	29%

Strategy 1: Work with student health to provide resources from PIP for students looking for tobacco cessation products

Strategy 2: Implement campus-wide social norms campaign focusing on the number of students who use tobacco perceptions vs. reality

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

Tactic 2: Work with Health Communications Specialist (AVP Office) to post social norming messages on social media platforms

Tactic 3: Ensure that these social norming messages are used in HEAT presentation and other Well-Being educational materials

Goal 2: Reduce the rate of cannabis use in the residence halls and FSL students by 2%

(Q) Marijuana use past year...

	2015	2016	2017	2018	2019	2020	2021	2022
Marijuana (general)	30%	38%	38%	39%	33%	20%	28%	36%
Greek	NA	NA	NA	49%	NA	NA	32%	41%
U21	NA	NA	NA	42%	NA	NA	26%	35%

**Note that reported cannabis in residence halls was 18% at SLU in 2022

Strategy 1: Work with FSL Coordinator to 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: Provide education and awareness on edibles

Strategy 2: Work with HRL staff to address problem behavior with students in the residence halls to empower RAs to enforce policies

Tactic 1: Educate RAs and Housing staff why preventing cannabis use is important (beside the law) and inform on current data from student surveys (i.e. MACHB)

Tactic 2:ENGAGE Training with RAs to increase comfortability with enforcing policies

Strategy 3: Implement campus-wide social norming campaigns focusing on the number of students who use cannabis perceptions vs. reality

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

Tactic 2: Work with Health Communications Specialist to post social norming messages on social media platforms

Tactic 3: Ensure that these social norms messages are used in HEAT presentations and other Well-Being educational materials

Priority Area 3: Interpersonal Violence

Goal 1: Reduce rate of non-consensual sexual contact happening while students attend SLU by 2%

(Q175) Non-Consensual contact while attending SLU

2015	2016	2017	2018	2019	2020	2021	2022
-	-	6.3%	8.7%	8.5%	10.5%	7.1%	9.1%

Strategy 1: Conduct programming on how to maintain safety when using rideshare services for students who frequent off campus locations

Tactic 1: Health Promotion and Education Team add presentation options for rideshare safety

Tactic 2: Billikens After Dark GA incorporate rideshare education into alcohol alternative events

Strategy 2: Live up to the work of the Culture of Respect cohort to increase awareness and resources by utilizing HEAT and other Student Groups to do sexual assault prevention programming

Tactic 1: Add an educational training curriculum for HEAT that is evaluated through pre-and post-test measures, focus groups, and qualitative methods

Tactic 2: Promote HEAT opportunities to residence halls and across campus

Tactic 3: Assess new program and modify as needed

Tactic 4: Create and implement social norming programming around numbers of interpersonal violence

Tactic 5: Push to require all athletes and FSL members attend the Sexual Assault Awareness Month Kick-Off event every year in April

Strategy 3: Implement new structure for campus wide sexual assault prevention advisory group

Tactic 1: Define purpose

Tactic 2: Evaluate roles of members

Strategy 4: Continue Bystander/Upstander Intervention Training by implementing the ENGAGE Program

Tactic 1: Offer ENGAGE Training on a regular basis to student organizations and residence hall students

Tactic 2: Post training dates on our social media pages or through new Wellness Presentation Guide

Strategy 5: Continue our relationship with Speak About It

Tactic 1: identify and address social norms on our campus that feed into interpersonal violence

Tactic 1: Mandatory program for all first-year students during Fall Welcome and mandatory programming for FSL students during SAAM

Tactic 2: At least one group facilitated program during the academic year with student leaders on campus building on the work we have started, going deeper into campus specific issues, and creating data driven strategies

Priority Area 4: Mental Health

Goal 1: Increase awareness and usage of Ask.Listen.Refer program by 3%.

(Q219) Have you heard of the Ask Listen Refer program (an online suicide prevention program designed to help faculty, staff, and students prevent suicide)?

2015	2016	2017	2018	2019	2020	2021	2022
19%	21%	20%	15%	14%	17%	16%	20%

*PIP average is 30%

Strategy 1: Promote the Ask. Listen. Refer training to educate the campus community on warning signs of suicide and how to refer and get help for someone at risk

Tactic 1: Work with professors, especially CP1 instructors, to offer Ask. Listen. Refer as an extra credit opportunity

Tactic 2: After conducting Mental Health First Aid Training, send a follow up email with Ask. Listen. Refer as an option for more mental health training

Tactic 3: Host a tabling event during Suicide Prevention Week and Mental Health Awareness week and provide giveaways to promote the training and prizes for submitting ALR certificate

Tactic 4: Put postcards in student mailboxes promoting ALR and incentive prizes for submitting ALR certificate

Tactic 5: Continue to compile monthly reports on ALR usage to have data about number of students, faculty and staff trained

Tactic 6: Create a “fun prize box” to incentivize students to bring completed certificates to HPE office for a prize

Strategy 2: Promote upstander training that empowers students to refer others when they are concerned

Tactic 1: HEAT Peer education presentations in residence halls about upstander training and talking to peers about their mental health

Tactic 2: Provide evaluation survey to attendees after training and HEAT peer education events to gain data

Goal 2: Continue implementation of Mental Health First Aid Training and Everfi Mental Well Being Module

Number of students who have been MHFA Certified

2019	2020	2021	2022
0	0	29	143

Strategy 1: Schedule and market monthly MHFA trainings offered through Student Development

Tactic 1: Plan with SLU MHFA team and offer advance schedule of trainings for a general audience with our FUSION platform

Tactic 2: Promote trainings via Debra Lohe who meets regularly with faculty department chairs

Tactic 3: Advertise MHFA trainings via NewsLink, Student Development newsletter and other University resources

Strategy 2: Monitor numbers of first year students who complete Everfi Mental Well Being Module

Tactic 1: Require CP1 instructors to give credit for completion of the module

Tactic 2: Market to upper class students and offer incentives for completion

Goal 3: Decrease the number of students who feel overwhelmed by stress by 2%.

(Q156) In the past two weeks, how stressed have you felt?

2015	2016	2017	2018	2019	2020	2021	2022
					28%	35%	28%

Strategy 1: Offer different variety of events, trainings, and/or programs to assist students in stress management

Tactic 1: Collaborate with other departments and student groups to plan and implement stress reduction events

Tactic 2: Utilize HEAT Peer Educators to host DIY events in the Simon Recreation Center or in Residence Halls

Tactic 3: Create social norming programming on overuse of substances such as cannabis to treat mental health issues and alternative methods of coping

Tactic 4: Present different ways to manage stress and reduce stress to U101 classes

Tactic 5: Provide evaluation survey to all students who attend events for data collection

Strategy 2: Promote mental health and stress reduction resources on and off campus

Tactic 1: Continue to add to the SLU Well-Being page and market to students

Tactic 2: Continue to make students aware of CampusWell articles and resources

Priority Area 5: Graduate Students Well-Being

Goal 1: Increase programming and events for our graduate students on South and Law campuses

Strategy 1: Wellness GA as liaison to South and Law Campus

Tactic 1: Wellness GA to collaborate with south and law campus partners and GSA (graduate student association) to plan and implement appropriate programming for their students

Tactic 2: Wellness GA to promote events and programming on proper social media platforms

Strategy 2: Implement Mental Health First Aid for South and Law campus students and faculty/staff

Tactic 1: Work with Lauren Schwarz to plan and implement classes with Med Students

Tactic 2: Plan and implement with Instructor Tim Howell to promote and implement training with Doisy College faculty and staff

Tactic 3: Plan and implement with Instructor Katie Heiden-Rootes to promote and implement training with Med School faculty and staff

Priority Area 6: Campus Coalition

Goal 1: Maintain campus coalition involvement with regular attendance (attend ⅔ of meetings hosted) by at least ⅔ of the coalition members

Strategy 1: Recruit new members and replace members who have left SLU

Tactic 1: Review list of members: OSRCS, Title IX, FSL, HRL, UCC, SHC, DPS

Strategy 2: Encourage participation at monthly meetings by sending out agendas and reminders the week before and providing food and incentives.

Goal 2: Train campus coalition members in AOD, MH, and IPV prevention and intervention

Strategy 1: Make members aware of training opportunities including Meeting of the Minds, annual BASICS/MI training, ASTP, MHFA etc.

Goal 3: Train coalition members on compliance related tasks such as Clery and DFSCA

Strategy 1: Meet once per semester with SLU compliance Officer Michael Parkinson

Strategy 2: Create shared google doc with HRL, OSRCS, FSL, SIC, Title IX for programming and sanction details to make data collection more efficient for reporting

For additional information regarding specific strategies for each target area, please consult Saint Louis University Prevention Strategic Plan, available by emailing healthpromotion@slu.edu.

Conclusion

Saint Lous University's rates of alcohol use remained stable year over year, as reported by the 2023 spring semester MACHB. The binge drinking rate decreased to 32%. The survey also showed an increase in tobacco and cannabis use reported on campus. From a programmatic perspective, the department prioritized and was also able increase mental health and suicide prevention programming for all students, including the now twice-a-year Fresh Check Day event as well as frequent course offering of The National Council for Mental Well-Being's Mental Health First Aid training program for students, staff, and faculty.

The department's goals continue to focus on prevention programming with a special emphasis on harm reduction approaches. Goals include programs and interventions aimed at reducing the rate of alcohol use, especially for students who are underage, as well as reducing the rate of binge drinking overall. Other programmatic goals are centered around prevention programming as it relates to the use of other drugs, including tobacco and cannabis, as well as innovative, targeted approaches to mental health and suicide prevention programs.

Appendix A: Alcohol and Other Drugs (AOD) Policy

Drug and Alcohol Policies

- Student Handbook
- Understanding the Conduct Process
- Responsible Action Protocol
- Drug and Alcohol Policies

Drug and Alcohol Abuse Prevention Policy

The Drug-Free Schools and Communities Act Amendments of 1989 require Saint Louis University to certify that it has adopted and implemented drug and alcohol abuse prevention programs as a condition of receiving federal funds and financial assistance. 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 Amendments of 1989 and Saint Louis University's Catholic Jesuit mission, this policy restates the University's commitment to maintaining an environment which is free of impairment and conducive to the physical, emotional, psychological and spiritual development of all persons.

Standards of Conduct

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 policy supplements and does not limit rules of conduct pertaining to alcohol or drugs which are published in other official University publications.

Overseas Programs/Sanctions

Students visiting foreign countries to attend academic programs overseas are reminded that they may be subject to arrest and legal sanctions for drug and alcohol offenses under the laws and regulations of that country or institution, in addition to the University sanctions described in the University Community Standards.

Alcohol Policy and Guidelines

The following Alcohol Policy and Guidelines set parameters within which alcohol use will reflect this increasing awareness of concern for us and each other:

- 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.
- Consumption of alcoholic beverages by those who are over 21 years of age, on campus, must follow 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.
- 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.
- 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.
- 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.

- University departments and student organizations also may impose additional, more stringent restrictions on the use and distribution of alcohol by their members.
- 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.

Drugs Policy and Guidelines

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 activity. Selling, bartering, exchanging or giving away such substances to any person is illegal and prohibited. Any Student engaged in such activity 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 as to what constitutes a violation of the University's drug policy.

Cannabis and Marijuana on Campus

In 2018, the State of Missouri legalized the medical use of marijuana (19 CSR 30-95). In November 2022, the State of Missouri passed a ballot initiative to amend the State Constitution to legalize the purchase, possession, consumption, use, delivery, manufacture and sale of marijuana for personal use for adults over the age of 21. However, the possession or use of marijuana remains an offense under the Controlled Substances Act, a federal law. Saint Louis University is obligated to comply with all federal laws and regulations. In order to remain in compliance, Saint Louis University will not permit the possession or use of marijuana on-campus, or at University-sponsored events, regardless of age, and will not permit the possession or use of marijuana at educational or other activities sponsored, conducted or authorized by Saint Louis University or its Student Organizations, whether on or off campus, in any on-campus housing, or in any other University buildings or other property. Any Student who uses or possesses marijuana on-campus, regardless of age, will be referred to the Office of Student Responsibility and Community Standards. The Department of Public Safety (DPS) will confiscate and dispose of any marijuana found on campus belonging to Students under the age of 21. The Department of Public Safety will confiscate marijuana found on campus belonging to Students over the age of 21 for a period of no longer than 48 hours. Students over the age of 21 may request to retrieve their marijuana from DPS during this time period insofar as they secure an off-campus location to store their marijuana.

Saint Louis University prohibits the use, possession, manufacture, sale, cultivation, purchase with the intent to distribute, distribution of marijuana and other drugs, and storage of marijuana and other drugs by students, faculty, staff, and visitors on all of Saint Louis University's campuses and properties and at all University-sponsored events.

Appendix B: Tobacco Free Policy

SLU Tobacco Free Policy Overview
July 1, 2016

The University has developed a Tobacco Free Campus policy to further the health and well-being of all stakeholders of Saint Louis University. Initiated by a group of students, faculty and staff, the policy was approved by the President's Coordinating Council (PCC) on May 7, 2015 and is supported by the Student Government Association, Faculty Senate and Staff Advisory Committee.

On July 1, 2016, SLU will become tobacco free. This policy applies to all members of the SLU community, including students, faculty, staff, patients, contractors and visitors to campus.

Tobacco is defined to include the following products:

- Cigarettes
- E-Cigarettes
- Cigars
- Pipe
- Bidis
- Clove cigarettes
- Any and all smoking products
- Smokeless or spit tobacco
- Any tobacco product or device not approved by the FDA for the strict purpose of tobacco cessation

The use of tobacco is prohibited in the following areas:

- All campuses, indoors and outside
- Parking facilities and lots (including in personal and university owned vehicles)
- All university housing, including off-campus housing managed by SLU
- Hotels and other establishments operated by SLU

SLU is committed to promoting a healthy and safe environment for all members of the university community. Visit our Frequently Asked Questions at slu.edu/tobacco-free-frequently-asked-questions or Cessation Resources at slu.edu/tobacco-free-cessation-resources to learn more.

The success of the policy depends upon the thoughtfulness, consideration and cooperation of all members of the SLU community. All share in the responsibility for adhering to this policy and for fostering a healthy and safe living, learning and working environment for everyone.

Appendix C: Spring 2023 Annual Notification to Students

Dear Students,

We are writing to provide you updates to our University's student policy on drugs, as outlined in the Student Handbook, Section 1.6 as well as to announce the upcoming Alcohol and Drug Education Week, February 6-10, 2023.

Recently, the use of recreational marijuana for those 21 and over became legal in the state of Missouri under certain conditions. However, possession and use of marijuana remains illegal under federal law. Moreover, Saint Louis University receives federal funding for financial aid, grants and contracts for research and is subject to compliance with the Drug Free Schools and Communities Act and the Drug-Free Workplace Act. These federal laws prohibit universities receiving federal funding from allowing any form of marijuana use or possession on their premises. Therefore, the University will continue to enforce its policies which prohibit students, employees and members of the general public from possessing, using or distributing marijuana in any form on all University owned or controlled property and at University sponsored or supervised activities.

As marijuana remains classified by the federal government as a Schedule 1 controlled substance, **Saint Louis University will continue to prohibit the possession, use, manufacture, cultivation, dissemination, and storage of marijuana by students and their visitors/guests on all Saint Louis University campuses and at University-sponsored events**.

The University expects all students to make responsible and legal decisions, consistent with University policies. You can visit the Office of Student Responsibility and Community Standards Alcohol and Drug Policies website for more information on the University's drug policy and marijuana.

Alcohol, marijuana, and other drugs are associated with many health risks. Substance use and misuse may negatively affect one's school or work performance and personal relationships. Some common health risks are addiction; damage to liver, heart, and a developing fetus; and accidents resulting from impaired judgment. For more information about the health risks associated with drugs and alcohol, please visit the National Institute on Drug Abuse.

We would also like to remind students about the Office of Student Responsibility and Community Standard's Responsible Action Protocol, which provides guidance and encouragement for students, even those in violation of community standards, to act in ways that help and care for fellow students who may be in physical or emotional danger.

Last, the University is sponsoring an upcoming Alcohol and Drug Education Week February 6 - February 10 featuring a Smarti Gras Fair, Harm and Alcohol Reduction Program (SHARP) training, Cannabis: Fact/Fiction seminar, Peer Support Specialists, Overdose Prevention and Naloxone Administration training, Billikens After Dark, and Art Therapy. A full calendar can be found on the Office of Student Responsibility and Community Standards website.

Please be safe and look out for one another as you live our Jesuit commitment to be "persons for others."

Eric Anderson
Assistant Vice President for Student Well-Being

Appendix D: Annual Notification to Saint Louis University Employees

UNIVERSIT Y DRUG AND AL CO HO L ABUS E P REVE NT IO N PO LICY

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 because of seeking counseling and rehabilitation.

In accordance with the Drug Free Workplace Act and Drug Free Schools and Communities Act, Saint Louis University prohibit 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 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.

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, 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.

AUT HO RIZED US E O F P RESCRIBED 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.
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 Revised Statutes Chapter 579 makes 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 $2000 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 with6 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 Aa 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.

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.

EMPLO YEE ASSIST ANCE P ROGRAM

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** for more information.

ComPsych Corporation - GuidanceResources Online - Login
About ComPsych ® GuidanceResources ®. Your ComPsych ® GuidanceResources ® benefit provides you and your dependents 24/7 support, resources, and information to help you with all of life's challenges. From no-cost, confidenti counseling and legal support to financial information and personalized work-life resources, we've got you covered.
www.guidanceresources.com

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 often can 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 TRAFFICKINGPENALTIES				
DRUG/SCH EDULE	QUANTI TY	PENALTIES	QUANITY	PENALTIES

Cocaine (Schedule II)	500-4999 grams mixture	**First Offense**: Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than $5 million if an individual, $25 million if not an individual. **Second Offense**: Not less than 10 years and not more than life. If death or serious injury, life imprisonment. Fine of not more than $8 million if an individual, $50 million if not an individual.	5 kilograms or more mixture	**First Offense**: Not less than 10 years, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than $10 million if an individual, $50 million if not an individual. **Second Offense**: Not less than 20 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than $20 million if an Individual, $75 million if not an individual. **2 or More Prior Offenses:** Life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual.
Cocaine (Schedule II)	28-27 grams mixture		280 grams or mixture	
Fentanyl (Schedule II)	40-399 grams mixture		400 grams or mixture	
Fentanyl Analogue (Schedule II)	10-99 grams mixture		100 grams or mixture	
Heroin (Schedule I)	100 - 999 grams mixture		1 kilogram or more mixture	
LSD (Schedule I)	1-9 grams mixture		10 grams or mixture	
Methamphetamine (Schedule I)	5-49 pure or 50-499 grams mixture		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		**QUANITY**	**PENALTIES**	
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric		Any amount	**First Offense:** Not more than 20 years. If death or serious injury, not less than 20 years or more than life. Fine $1 million if an individual, $5 million if not an individual. **Second Offense**: Not more than 30 years. If death or serious bodily injury, life imprisonment. Fine $2million if an individual, $10million if not an individual.	
Flunitrazepam (Schedule IV)		1 gram		
Other Schedule Ill drugs		Any amount	**First Offense:** Not more than 10 years. If death or serious injury, not more than 15 years or more than life. Fine$500,000 if an individual, $2.5 million if not an individual. **Second Offense:** Not more than 20 years. If death or serious bodily injury, not more than 30 years. Fine $1million if an individual, $5million if not an individual.	

All other Schedule IV drugs	Any amount	**First Offense:** Not more than 5 years. Fine not more than $250,000 if an individual, $1 million if not an individual. **Second Offense**: Not more than 10 years. 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	**First Offense:** Not more than 1 year. Fine not more than $100,000 if an individual, $250,000 if not an individual. **Second Offense:** 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**	**1ST OFFENSE**	**2ND OFFENSE ***
Marijuana (Schedule 1)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants.	Not less than 10 years or more than life. If death or serious bodily injury, not less than 20 years, or more than life. Fine not more than $10 million if an individual, $50 million if other than an individual.	Not less than 20 years 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 years or more than 40 years. If death or serious bodily injury, not less than 20 years 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 years 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 than1kg of hashish oil, 50 to 99 plants.	Not less than 20 years. If death or serious bodily injury, not less than 20 years or more than life. Fine $1 million if an individual, $5 million if other than an individual.	Not less than 30 years. 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);	Not more than 5 years. Fine not more than $250,000, $1 million if other than an individual	Not more than 10 years. Fine $500,000 if an individual, $2 million if other than an individual

	1 to 49 individual marijuana plants.		
Hashish (Schedule 1)	10 kg or less		
Hashish Oil (Schedule 1)	1 kg or less		

* The minimum sentence for a violation after two or more prior convictions for a felony drug offense is a mandatory term of life imprisonment without release and a fine up to $20 million if an individual and $75 million if other than an individual.