

# St. Norbert College Drug and Alcohol Abuse Prevention Program

July 1, 2024



## Introduction

The Drug-Free Schools and Communities Act of 1989 (Public Law 101-226, 20 U.S.C. § 1011i), and its implementing regulations (34 C.F.R. Part 86), requires that an institution of higher education that receives Federal funding certify to the Secretary of Education that it has adopted and implemented a drug and alcohol abuse prevention program (DAAPP) to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by all students and employees on school premises or as part of any of its activities. St. Norbert College communicates its DAAPP annually, in writing, to all students enrolled in any course(s) for which academic credit will be awarded as well as to all employees.

## WI State Law

Wisconsin drug charges can be complicated considering the variety of penalties associated with the substance in question as well as relevant criminal history. Possession of any kind of controlled substance can mean potentially serious consequences for those involved. Controlled substance charges can range from misdemeanors to felonies depending on three things:

1. The type of substance
2. The amount of the substance found in your possession
3. Your prior history of drug offenses

The most common drug offenses involving non-prescription illicit substances typically include marijuana, cocaine, methamphetamine, LSD, and heroin among others. Wisconsin law adheres to the scheduling system of drug categorization, which delegates penalties according to each drug's risk of abuse.

## Drug Scheduling System

### **Schedule 1:**

Substances found to be the most dangerous to users with a high risk of dependency and no legitimate medical use. These include:

- Marijuana / Cannabis
- Heroin
- LSD
- GHB
- Ecstasy

### **Schedule 2:**

While these substances are still found to have a high risk of abuse, they may have some medical value. Substances include:

- Cocaine
- Methamphetamine
- Methadone
- Opium
- Hydrocodone

**Schedule 3:**

These drugs are somewhat less dangerous than Schedule 2 substances but still have some risk of dependency. These include:

- Codeine
- Testosterone
- Ketamine

**Schedule 4** and **Schedule 5** drugs have even less risk and even more medical uses. Most of these drugs are common prescription medications.

Drug possession penalties are generally broken down according to their corresponding schedule. Here is a generalized breakdown for reference:

**First-time possession of Marijuana, Cocaine, Methamphetamine, and LSD are all classified as misdemeanors for first-time offenders. Fines can range from \$500 to tens of thousands depending on the circumstances and the substance in question.**

**Second-time offenses often have doubled fines and/or jail sentences.**

First-time offenders may be eligible for Conditional Discharge under Wisconsin law.

This is a period of probation prior to judgment being entered. If completed successfully, you will be discharged with your charges dismissed from court. This usually involves drug testing, curfews, employment requirements, and/or addiction treatment programs.

## **Alcohol**

The “legal drinking age” in Wisconsin is defined as 21 years of age by Section 125.02 (8m), Wisconsin Statutes, and Section 125.02 (20m) defines an “underage person” as one “who has not attained the legal drinking age”. By law, underage persons and those who provide beverages to them are subject to possible penalties. One of the primary exceptions is for underage persons accompanied by a parent, a guardian, or a spouse who has attained the legal

drinking age. With this exception, it is up to the licensed establishment whether they want to serve the underage person or not. There is also an exception for beverages used as part of a religious service.

Providers are subject to penalties of up to \$500 for a first violation in a 30-month period, increasing to up to \$10,000 and/or nine months' imprisonment for a fourth or subsequent violation in 30 months. Allowing an underage person to enter a licensed establishment subjects a licensee to a possible forfeiture of up to \$500. A licensee or other provider can refute the presumption that he or she knew or should have known that the person was underage if the underage person falsely represents his or her age, presents appropriate documentation, or appears to be of legal age, provided the beverage is served in good faith based on belief the purchaser was of legal drinking age. If the age is in question, licensees may keep a book to be signed by the purchasers or the respective parent, guardian or spouse to document the date of purchase and identification used.

For the potential underage purchaser, it is illegal to purchase or attempt to purchase alcoholic beverages with or without false identification. Generally, an unaccompanied underage person may not enter or remain on the premises where alcohol is sold, but there are some exceptions for employment and certain other circumstances. Penalties for underage purchasers include forfeitures, suspension of driving privileges, participation in a supervised work program, or a combination of penalties. (Possession or consumption is subject to a different set of penalties.)

The suspension or revocation of driving privileges is a cross-sanction; it may be imposed even if the violation was not in connection with the operation of a motor vehicle. Local ordinances may establish penalties within the ranges specified in the state statutes.

## St. Norbert Standard of Conduct

St. Norbert College fosters intellectual, spiritual, and personal development both inside and outside the classroom. We promote the development of whole persons by cultivating practices of study, reflection, prayer, wellness, play and action.

As the only Norbertine institution of higher learning in the world, our roots, traditions, and commitments create a unique educational experience that prepares us to honor God, serve humanity and care for all.

## Student Code of Conduct

The student code of conduct The Citizen provides St. Norbert College students with a comprehensive list of all of the student policies. The Citizen can be found at the following link: <https://www.snc.edu/judicialaffairs/docs/login/thecitizen.pdf>.

## **Alcoholic Beverages**

St. Norbert College is committed to a healthy environment that stimulates students' intellectual and personal development while ensuring their physical well-being. The college neither encourages the use of alcohol nor condones its misuse. However, the institution respects the choice of students age 21 and above to responsibly consume alcohol.

All students, whether on or off campus, must adhere to local and federal laws concerning alcohol use and are expected to conduct themselves in a mature and responsible fashion when drinking, always respecting the rights of others. The college will not tolerate the unlawful manufacture and/or illegal purchase, consumption, possession or distribution of alcohol by or to any student.

Individuals must recognize that when exercising rights, they assume responsibilities. The risks associated with the abuse of alcohol are numerous, and include physical and mental impairment, emotional and psychological deterioration, and devastating effects on family and friends. More specifically, risks include suffering a hangover, being charged with driving under the influence or while intoxicated, and sustaining or causing personal injury. There are a number of less-obvious risks associated with alcohol, including:

- Poor academic performance
- Poor job performance
- Sexually-transmitted infections, including HIV/AIDS
- Unplanned pregnancy
- Jeopardizing future career prospects (e.g., admission to graduate school and employment with the federal government)

Students are expected to adhere to this college policy while representing the institution at off-campus events.

## **Drugs**

St. Norbert College is bound by existing state and federal narcotics laws. Therefore, the illegal use of prescription medication, marijuana/cannabis or other controlled substances is in violation of St. Norbert policy. St. Norbert College reserves the right to confiscate illegal drugs or drug paraphernalia found in student rooms or public areas of the residence halls and/or in college buildings. Students found in possession of these items or substances may be referred to the De Pere Police Department.

The list of prohibited substances may include, but is not limited to:

- Club Drugs (MDMA/Rohypnol/GHB)
- Dissociative Drugs (Ketamine/ PCP & Analogs/ Salvia Dalvinorum/ Dextromethorphan)

- Hallucinogens (LSD/ Mescaline/ Psilocybin)
- Opioids (Heroin/Opium)
- Other Compounds (Steroids/ Inhalents)
- Stimulants (Amphetamines/ Cocaine/ Methamphetamines)
- Delta 8 and other unregulated synthetic substances

St. Norbert College reserves the right to confiscate illegal drugs and/or drug paraphernalia found in student rooms or public areas of the residence halls and/or in college buildings.

Campus Safety will respond to incidents where students are found in possession of these items or substances. Campus Safety also reserves the right to involve the DePere Police Department.

Wisconsin state statutes related to controlled substances can be found at <https://docs.legis.wisconsin.gov/statutes/statutes/961.pdf>.

A complete listing of drug and alcohol sanctioning can be found in *The Citizen* [on the Judicial Affairs webpage](#).

## **Nicotine Products (Tobacco, Vaping, etc).**

The St. Norbert College campus is **tobacco-free**. This means tobacco and/or use of nicotine delivery products are prohibited on all campus property: residence halls, purchased or leased vehicles, campus buildings, parking lots, outdoor spaces and at campus events. Tobacco and/or nicotine usage at SNC are only allowed off-campus. Anyone identified to be in violation of this policy will be informed of the policy and offered cessation resources. Repeated violations of the policy will result in a fine. Tobacco and/or nicotine delivery products include but are not limited to cigars, pipes, cigarettes, e-cigs, vape devices, hookahs, smokeless tobacco, bidis and kreteks.

**Smoking Policy:** [snc.edu/wellnessbydesign/docs/tobacco-free\\_policy.pdf](https://snc.edu/wellnessbydesign/docs/tobacco-free_policy.pdf)

**Campus Map:** [snc.edu/about/docs/campusmap.pdf](https://snc.edu/about/docs/campusmap.pdf)

## **Good Samaritan**

The college is committed to the safety and welfare of its community. Times when a student's overuse/abuse of substances (e.g., alcohol) could result in physical danger and/or death are always a concern.

The Good Samaritan Policy requires members of the SNC campus community to call Campus Safety, Residence Education hall staff, or 911 when an intoxicated student needs medical attention. Students who seek emergency attention for dangerously intoxicated individuals will

not be subject to formal College disciplinary action when assisting a peer(s) in need. The policy applies both to the person receiving help and the person reporting the concern.

This policy is in place to demonstrate the college's utmost priority on safety, it does not rule out an educational response to the incident. That is, a student that uses this policy may still be referred for an alcohol or drug education class/session, substance use assessment and/or treatment, depending on the level of concern for the student's health and safety. In addition, parents can be notified about the incident if there is a safety concern. Failure to complete recommended follow-up requirements will result in disciplinary action.

Also, this policy refers to isolated incidents only and does not apply to students who flagrantly and repeatedly violate the college's alcohol and substance abuse policy. In cases where a student has multiple reported substance use/abuse issues, other actions may be taken to address concerns.

It is the hope of the St. Norbert College administration that the Good Samaritan Policy creates a safe and trusting place for our community to report dangerous levels of intoxication. At the same time, the policy also creates an atmosphere where students who abuse substances will gain valuable information about their substance use, and how to address concerns quickly with the hope of reducing negative consequences both while a student and after graduation.

## Faculty and Staff

### **Drug Free Workplace, School & Campus**

In compliance with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989, St. Norbert College has a longstanding commitment to provide a safe, quality oriented and productive work environment consistent with the mission of the college. Alcohol and drug abuse poses a threat to the health and safety of St. Norbert College employees and to the security of the college's equipment and facilities. For these reasons, St. Norbert College is committed to the elimination of drug and alcohol use and abuse in the workplace. The entire drug and alcohol policy can be found at <https://www.snc.edu/hr/policies/workplaceexpectations/drugsandalcohol.html>

## Adverse Medical Effects of Alcohol and Drug Use

This material is intended to help individuals understand the personal consequences of substance abuse.

## Alcohol

Although used routinely as a beverage for enjoyment, alcohol can also have negative physical and mood altering effects when abused. These physical or mental alterations may have serious personal and public safety risks.

### Health Effects

An average of three or more servings per day of beer (12 oz), whiskey (1 oz) or wine (6 oz) over time may result in the following health hazards:

- Dependency
- Fatal liver disease
- Kidney disease
- Pancreatitis
- Ulcers
- Decreased sexual functions
- Increased cancers of the mouth, tongue, pharynx, esophagus, rectum, breast and malignant melanoma
- Spontaneous abortion and neonatal mortality
- Birth defects

### Workplace Issues

- It takes one hour for a 150 pound person to process one serving of alcohol from the body.
- A person who is legally intoxicated is six times more likely to have an accident than a sober person.

### Alcohol's Trip Through the Body

- **Mouth and Esophagus:** Alcohol is an irritant to the delicate linings of the throat and food pipe. It burns as it goes down.
- **Stomach and Intestines:** Alcohol has an irritating effect on the stomach's protective lining, resulting in gastric or duodenal ulcers. This condition, if it becomes acute, can cause peritonitis or perforation of the stomach wall. In the small intestine alcohol blocks absorption of such substances as thiamine, folic acid, fat, vitamin B1, vitamin B12, and amino acids.
- **Bloodstream:** Ninety-five (95%) of the alcohol taken into the body is absorbed into the bloodstream through the lining of the stomach and duodenum. Once in the bloodstream, alcohol quickly goes to every cell and tissue in the body. Alcohol causes red blood cells to clump together in sticky wads, slowing circulation and depriving tissues of oxygen. It also causes anemia by reduction of red blood cell production. Alcohol slows the ability of white cells to engulf and destroy bacteria and degenerates the clotting ability of blood platelets.



- **Pancreas:** Alcohol irritates the cells of the pancreas, causing them to swell, thus blocking the flow of digestive enzymes. The chemicals, unable to enter the small intestine, begin to digest the pancreas, leading to acute hemorrhagic pancreatitis. One out of five patients who develop this disease die during the first attack. Pancreatitis can destroy the pancreas and cause a lack of insulin, thus resulting in diabetes.
- **Liver:** Alcohol inflames the cells of the liver, causing them to swell and block the tiny canal to the small intestines. This prevents bile from being filtered properly through the liver. Jaundice develops, turning the whites of the eyes and skin yellow. Each drink of alcohol increases the number of live cells destroyed, eventually causing cirrhosis of the liver. This disease is eight times more frequent among alcoholics than among nonalcoholics.
- **Heart:** Alcohol causes inflammation of the heart muscle. It has a toxic effect on the heart and causes increased amounts of fat to collect, thus disrupting its normal metabolism.
- **Urinary Bladder and Kidneys:** Alcohol inflames the lining of the urinary bladder, making it unable to stretch properly. In the kidneys, alcohol causes increased loss of fluids through its irritating effect.
- **Reproductive Glands:** Swelling of the prostate gland caused by alcohol interferes with the ability of the male to perform sexually.
- **Brain:** The most dramatic and noticed effect of alcohol is on the brain. It depresses brain centers, producing progressive incoordination: confusion, disorientation, stupor, anesthesia, coma, and death. Alcohol kills brain cells and brain damage is permanent. Drinking over a period of time causes loss of memory, judgment, and learning ability.

## Marijuana/Cannabis

### Health Effects

- Emphysema-like conditions.
- One joint of marijuana contains cancer-causing substances equal to a half pack of cigarettes.
- One joint causes the heart to race and be overworked. People with heart conditions are at risk.
- Marijuana is commonly contaminated with the fungus *Aspergillus* which can cause serious respiratory tract and sinus infections.
- Marijuana lowers the body's immune system response, making users more susceptible to infection.
- Chronic use causes changes in brain cells and brain waves. The brain does not work as efficiently or effectively. Long-term brain damage may occur.
- Tetrahydrocannabinol (THC) and 60 other chemicals in marijuana concentrate in the ovaries and testes.
- Chronic use of marijuana in males causes a decrease in testosterone and an increase in estrogen, the female hormone. As a result, the sperm count is reduced, leading to temporary sterility.

- Chronic use of marijuana in females causes a decrease in fertility.
- Ingestion of edible cannabis can lead to overconsumption, due to delayed onset of effects.
- Paranoia, panic attacks, psychosis and excessive uncontrollable vomiting can occur after overconsumption of edible cannabis.
- A higher-than-normal incidence of stillborn births, early terminations of pregnancy, and higher infant mortality rate during the first few days of life are common in pregnant marijuana smokers.
- THC causes birth defects including brain damage, spinal cord, forelimbs, liver, and water on the brain and spine in test animals.
- Prenatal exposure may cause underweight newborn babies.
- Fetal exposure may decrease visual functioning.
- User's mental function can display the following effects:
  - Delayed decision-making
  - Diminished concentration
  - Impaired short-term memory
  - Impaired signal detection
  - Impaired tracking
  - Erratic cognitive function
  - Distortion of time estimation

### **Workplace Issues**

- THC is stored in body fat and slowly released.
- Marijuana smoking has long-term effects on performance.
- Increased THC potency in modern marijuana dramatically compounds the side effects.
- Combining alcohol or other depressant drugs with marijuana increases the impairing effects of both.

## **Cocaine**

Used medically as a local anesthetic. When abused, it becomes a powerful physical and mental stimulant. The entire nervous system is energized. Muscles tense, the heartbeats faster and stronger, and the body burns more energy. The brain experiences exhilaration caused by a large release of neurohormones associated with mood elevation.

### **Health Effects**

- Regular use may upset the chemical balance of the brain. As a result, it may speed up the aging process by causing damage to critical nerve cells. Parkinson's Disease could also occur.
- Cocaine causes the heart to beat faster, harder, and rapidly increase blood pressure. It also causes spasms of blood vessels in the brain and heart. Both lead to ruptured vessels, causing strokes and heart attacks.

- Strong dependency can occur with one “hit” of cocaine. Usually mental dependency occurs within days for “crack” or within several months for snorting coke. Cocaine causes the strongest mental dependency of all the drugs.
- Treatment success rates are lower than other chemical dependencies.
- Extremely dangerous when taken with other depressant drugs. Death due to overdose is rapid. Fatal effects are usually not reversible by medical intervention.

### **Workplace Issues**

- Extreme mood and energy swings create instability. Sudden noise causes a violent reaction.
- Lapses in attention – ignoring warning signals, increases probability of accidents.
- High cost frequently leads to theft and/or dealing.
- Paranoia and withdrawal may create unpredictable or violent behavior.
- Performance is characterized by forgetfulness, absenteeism, tardiness, and missing assignments.

## **Opiates**

Narcotic drugs, which alleviate pain and depress body functions and reactions.

### **Health Effects**

- IV needle users have a high risk of contracting hepatitis or HIV/AIDS when sharing needles.
- Increase pain tolerance. As a result, a person may more severely injure him or herself and fail to seek medical attention as needed.
- Narcotic effects are multiplied when combined with other depressants, causing an increased risk for an overdose.
- Because of tolerance, there is an ever-increasing need for more.
- Strong mental and physical dependency occurs.
- With increased tolerance and dependency combined, there is a serious financial burden for the users.

### **Workplace Issues**

- Side effects such as nausea, vomiting, dizziness, mental clouding, and drowsiness place the user at high risk for an accident.
- Causes impairment of physical and mental functions.

## **Amphetamines**

A central nervous system stimulant that speeds up the mind and body.

## Health Effects

- Regular use causes strong psychological dependence and increased tolerance.
- High doses may cause toxic psychosis resembling schizophrenia.
- Intoxication may induce a heart attack or stroke due to increased blood pressure.
- Chronic use may cause heart or brain damage due to severe constriction of capillary blood vessels.
- Euphoric stimulation increases impulsive and risk-taking behavior, including bizarre and violent acts.
- Withdrawal may result in severe physical and mental depression.

## Workplace Issues

- Since the drug alleviates the sensation of fatigue, it may be abused to increase alertness during periods of overtime or failure to get rest.
- With heavy use or increasing fatigue, the short-term mental or physical enhancement reverses and becomes impairment.

## Phencyclidine (PCP)

Often used as a large animal tranquilizer. Abused primarily for its mood-altering effects. Low doses produce sedation and euphoric mood changes. Mood can rapidly change from sedation to excitation and agitation. Larger doses may produce a coma-like condition with muscle rigidity and a blank stare. Sudden noises or physical shocks may cause a “freak out” in which the person has abnormal strength, violent behavior, and an inability to speak or comprehend.

## Health Effects

- The potential for accidents and overdose emergencies is high due to the extreme mental effects combined with the anesthetic effect on the body.
- PCP, when combined with other depressants including alcohol, increases the possibility of an overdose.
- If misdiagnosed as LSD induced and treated with Thorazine, can be fatal.
- Irreversible memory loss, personality changes, and thought disorders may result.

## Workplace Issues

- PCP is not common in the workplace primarily because of the severe disorientation that occurs.
- There are four phases of PCP abuse:
  - Acute toxicity causing combativeness, catatonia, convulsions, and coma
  - Toxic psychosis with visual and auditory delusions, paranoia, and agitation
  - Drug-induced schizophrenia
  - Drug-induced depression, which may create suicidal tendencies and mental dysfunction

## Preventative Programming For Students

### Wellness By Design

St. Norbert's Wellness By Design (WxD) steering committee is charged with promoting wellness among students, faculty and staff across campus. The college's Wellness by Design in Action team is charged with actively providing campus programming and awareness campaigns centered around the eight dimensions of wellness.

- Emotional
- Environmental
- Intellectual
- Financial
- Occupational
- Physical
- Social
- Spiritual

Wellness by Design in Action covers topics such as bystander intervention, suicide prevention, body image, autism spectrum disorders, responsible alcohol use, diversity and inclusion, and physical well-being. The team is responsible for the following examples of programs/presentations/events on campus:

- SNC in 3D, a campus bystander intervention program that informs and empowers students to prevent sexual violence.
- Safe Harbor kits, which provide a portable safe space at programs or presentations that may cause discomfort to those affected by past traumatic events.
- Mental health first Aid for helping lay persons identify and support students with mental health concerns
- Question, Persuade & Refer (QPR) suicide prevention programming
- Building Brave - Body image presentation in conjunction with Delta Phi Epsilon
- Mindfulness/Meditation presentations
- Monthly Alcohol free parties (support of student group Party.O)
- Teen dating/Domestic violence programming (e.g. The Clothesline project)
- Monthly, weekly, daily wellness related awareness events
- Great American Smoke Out/Take down tobacco days
- LGBTQ+ ally training
- Annual sexual assault training for NCAA Division III athletes
- Social media posts regarding wellness

The Wellness by Design in Action team is comprised of staff members from multiple departments within the division of student affairs, student workers, and community partners

(Golden House, Family Services Sexual Assault Crisis Center) that have a passion for promoting wellness.

**Wellness by Design in Action:** [snc.edu/wellnessinaction](http://snc.edu/wellnessinaction)

## Vector Solutions

St. Norbert College is proud to offer Vector Solutions as part of our orientation program. Vector Solutions, a comprehensive online college educational suite, is a research-based initiative that is supported by the National Institutes of Health (NIH). Vector Solutions features online courses about alcohol and drugs that are used in schools nationwide as a requirement for first year students. Providing online education through a flexible interactive design, the Vector Solutions courses teach students about alcohol, drugs and other addictive substances. The goal of the course is to increase students' knowledge, decrease harmful behaviors, and provide information to help students make good decisions.

St. Norbert College requires first year students to complete the Vector Solutions online alcohol/prescription drug/sexual misconduct courses.

## Available Resources

### Faculty and Staff

The college has identified the following Substance Abuse Professionals to assist employees with substance abuse issues:

- **Employee Assistance Program (EAP)**  
Employee Resource Center  
1-800-222-8590

### Students

Students who are seeking assistance with alcohol and substance abuse issues are directed to the Health & Wellness Center. Free counseling and support services are provided for all students, including alcohol assessments. Students in need of services beyond individual counseling will be referred to a substance abuse counseling center in the community.

- Health & Wellness Center  
920-403-3266

## **All Community Members**

A self-help 12-step group of Alcoholics Anonymous is open to all members of the SNC community (faculty, staff, students as well as community members).