



EASTERN OREGON
UNIVERSITY

Biennial Review

Alcohol and Other Drugs

2024

Academic Years: *Fall 2022 - Spring 2024*

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Division of Student Affairs

Fall 2024

Eastern Oregon University

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This report is provided in compliance with the requirements of the Drug-Free Schools and Communities Act (DFSCA), Educational Department General Administrative Regulations (EDGAR) Part 86.

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Overview

Objectives

The information within this report was generated to comply with the Drug-Free Schools and Communities Act (DFSCA) and Part 86 of the Department of Education's General Administrative Regulations. Accordingly, Eastern Oregon University (EOU) has three essential tasks:

1. To determine the effectiveness of and to implement any needed changes to the alcohol and other drugs (AOD) awareness and prevention programs.
2. To determine the number of drug and alcohol-related violations and fatalities (if any) that have occurred at Eastern Oregon University and to ensure that the number and type of disciplinary sanctions imposed as a result of drug and alcohol-related violations and fatalities on the school's campus are consistently enforced.
3. Complete the Biennial AOD Report not only as a requirement but also to align with the EOU Values and Principles:

Altruism: We give selflessly to empower one another and the University community through inclusiveness, appreciation, and stewardship.

Civility: We believe in the free and open exchange of ideas, embrace diverse backgrounds, and deliberately seek multiple perspectives.

Discovery: We honor our heritage and invest in our future with innovation, vision, and creativity.

Integrity: We uphold the foundation of professionalism, honesty, respect, and sincerity in all of our interactions.

Interdependence: We cultivate vibrant connections and relationships to enhance opportunity and success locally and globally.

Quality: We passionately pursue intellectual engagement, academic rigor, and the highest standards in all endeavors.

Review Process

The biennial review consultants are integral to the reporting process as they represent each area at EOU where alcohol and other drugs (AOD) programming, policy work, and/or sanctions for policy violations are managed. Various consultants collaborated throughout the biennium, planning educational programming and announcements, and editing policies, in addition to gathering and tracking data.

Biennial Review Consultants

- Marianne A. Weaver, Psy.D., Director of the Counseling Center
- Colleen Dunne-Cascio, Director of Student Relations, Title IX Coordinator
- Jeremy David Jones, Director of Residence Life
- Anji Weissenfluh, Director of Athletics
- Chris McLaughlin, Director of Human Resources, Equal Employment Opportunity Officer, Title IX Deputy Coordinator

Alcohol and Other Drug Prevention Elements

Drug and Alcohol-Free Programming

An aspect of AOD prevention is environmental strategies that “aim to reduce underage and excessive drinking at the population level by changing the context (i.e., places, settings, occasions, and circumstances) in which alcohol use occurs, thereby reducing consequences (College AIM, 2015).” By design, environmental strategies affect populations of students rather than individuals.

Alcohol-free student events are offered through the Center for Student Involvement, Residence Life, the Outdoor Adventure Program, the Learning Center, EOU Library (e.g., Night Against Procrastination), Student Diversity and Inclusion, and Career Services. Additionally, the Hoke Student Union and Quinn Fitness Center are settings for students to exhibit healthy behaviors.

EOU provides a substance-free environment for students through the following:

- Substance-free residence options
- Smoke-free campus: Tobacco products or non-approved alcoholic beverages of any kind are not allowed on campus, as stated in the Student Club Manual, which can be accessed online: https://drive.google.com/file/d/1RZYSAuH0aJX6-3OX8p_nlAK_EhdOgqVX/view and in the EOU Student-Athlete Handbook available online at: https://drive.google.com/file/d/18mmWUTQdJp_Vc3XjLmtyhpl98eW0p4S8/view?usp=sharing

Area Specific Efforts

Athletics

The University's athletic department continues to be active in AOD education and prevention with our student athletes. The coaches and trainers refer students they believe to be struggling with AOD use and/or abuse to the Counseling Center. They also work closely with the Student Health and Counseling Center to bring in educational programs focusing on the effects of AOD, specifically the use of performance-enhancing drugs on the body. Team, athletic department, and university policies around AOD use are communicated to student athletes during athletic student orientation meetings and team meetings. All student-athletes participating in a sanctioned intercollegiate sport are eligible for random drug testing by the Athletics Department and the NAIA. The selection of the students at EOU is random. There is a minimum of one student-athlete tested every term and no limit to how many can be randomly tested. This is in addition to reasonable suspicion cases. Head coaches reserve the right to enforce their own set of regulations on conduct in training, in addition to other University policies. The intent of this policy is to ensure all EOU student-athletes are promoting good health and judgment while representing Eastern Oregon University Athletics. Although student athletes are able to participate in all areas of campus education, some programming was provided specifically for them as a cohort given their unique roles as both students and athletes:

- Programs on how alcohol and other drugs are used to facilitate sexual assault.
- Sexual assault prevention presentations included alcohol and substance use.
- Presentations to various teams on sports and nutrition including alcohol effects upon performance.
- Banned substance abuse meetings for all EOU teams qualifying for national competitions.
- Licensed campus psychologists meet with various teams on a variety of topics that include self-efficacy and demands of being a student-athlete.
- NAIA offers drug education courses and quizzes that student athletes are mandated to take, and EOU Athletics monitors for 100% completion by student athletes of the course.

Health and Counseling Services

The Student Health Center (SHC) and Counseling Center (CC) have worked together to provide AOD programming on campus. While not able to provide robust programming due to not having our Wellness Program Intern position filled during the 2021-2022 AY, or any other dedicated professional assigned to this work, the SHC and CC, in collaboration with Student Affairs, Student Activities, Residence Life, and Athletics continues to provide opportunities for our students to explore how their use of alcohol and other drugs impacts their academic performance, as well as their relationships with self and others. Programming and educational activities during this biennium include:

- Week of Welcome activities addressing the role of alcohol and other drugs, and sexual assault prevention (passive programming approach).
- Residence hall programs and materials (e.g., Suicide Assessment and Intervention training, "Behind Closed Doors" training, etc.).

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- Reaching Out, a brochure for faculty and staff was updated and made available on the Counseling Center website: <https://www.eou.edu/counsel/counseling-home/reachingout/>.
 - Blood Alcohol Cards (BACs) calculating sex and weight of students to determine “buzzed” and “intoxicated” estimates available at the SHC and given to students in wellness bags.
 - Binge Drinking slider-brochures available at the SHC and given to students in wellness bags.
 - April - Alcohol Awareness Month and Sexual Assault Awareness Month materials available at the SHC and CC.
 - Mental Health First Aid training was made available to all interested faculty and staff. Attendees were trained on the assessment and intervention of a number of mental health disorders, including substance use disorders.
 - Counseling Center staff provided training around transitions to all new students participating in Week of Welcome. Addiction and substance use was woven throughout the content of the topics discussed during the training.
 - EOU’s Privileged Campus Advocate presented to the entire athletic program on the intersection between substance use and sexual assault.
 - Counseling Center staff provided outreach and training to Athletics coaching and training staff, the College of Arts, Humanities, and Social Sciences, and the College of Science, Technology, Mathematics, and Health Sciences. All presentations involved conversation regarding the role of using AOD to cope with trauma and difficulty in relationships with self and others while being a student at EOU.

In addition to all of the above listed activities, the following prevention programming events/activities were offered to students with the intentional goal of communicating how AOD use/abuse intersects with sexual assault, interpersonal violence, sexual harassment and acquaintance/date rape.

- Hosted Sex Signals: a presentation to first year students during EOU Week of Welcome.
- Partnered with Shelter from the Storm, the Title IX office, and ASEOU on Sexual Assault Awareness Month (SAAM) activities.
- Discussed sexual assault dynamics and AOD use and misuse during Resident Assistant (RA) trainings.

Residence Life

The Residence Life Department conducts ongoing AOD education as part of its commitment to providing a healthy environment that is conducive to social, personal and educational growth.

Residence Life incorporates programming specifically addressing the topic of alcohol and other drugs. Students are introduced to ways to help them incorporate healthy lifestyle choices into their day-to-day lives. These programs help students to make informed choices concerning social behaviors, personal decision making, and healthy life choices pertaining to alcohol and other drug consumption.

As a result of participating in the programs:

1. Residents develop a pattern of healthy lifestyle activities and an understanding of the impact of healthy living.
2. Residents gain a more complete understanding of the issues of alcohol and substance abuse as they relate to college students.
3. Residents have an increased awareness of health and wellness balance.

To achieve these outcomes, Resident Assistants (RAs) are required to do programs within the halls each term, one for each month being educational in nature. AOD passive and active awareness programs accomplished in the residence halls during this biennium include:

- During the month of October, the academic theme noted for programming and bulletin boards in the residence halls is Alcohol Safety and Drug Awareness.
 - This theme is chosen early on in the academic year since our on-campus housing population is predominantly first-year students. Receiving information through bulletin boards on the effects of drugs and alcohol is the first step with more intentional active programming put on throughout the month or when identified as a need.
- From the Residence Life Programming Model document that all RAs have, the description for our AOD programming is as followed:
 - “According to a 2016 study, 65% of EOU undergraduate students reported drinking alcohol, 20% reported using marijuana, and 8% abused a prescription drug. This is a time for us to educate our students on alcohol consumption, drug awareness, consent, and our policies to maintain their safety. In addition, this is a great time to introduce students to our campus partners and important EOU resources.”
 - Some example programs from this period included: A jeopardy and Kahoot game session, using drunk goggles and painting/carving pumpkins, sessions talking about the risks of alcohol and drugs with food provided, handouts and discussions on safe habits for avoiding or limiting drinking (for residents over 21), and mocktail events.
 - 2022-2023: Five programs were hosted with 104 students having participated.
 - 2023-2024: Five programs were hosted with 118 students having participated

RAs are provided extensive training around AOD. During the Leadership course in the spring prospective RAs read the text *The Resident Assistant: Applications and Strategies for Working with College Students in Residence Halls* by Gregory Blimling. During this time, the Director of Residence Life presents on the usage of alcohol and drugs amongst college students, and the prospective RAs have small group discussions led by RAs and ACs on the subject.

During the fall term each year, RAs conduct floor and hall meetings to discuss the Student Code of Conduct and expectations of behavior within the community. Use of alcohol and other drugs is a major topic during these initial community discussions. Staff members continue group and one-on-one discussions about alcohol and other drugs as necessary throughout the academic year.

The RAs are trained to appropriately identify AOD related behaviors (including alcohol poisoning) and how to confront residents involved in AOD related incidents. The accountability process is designed to be educationally-based and not punitive; aiding students in taking personal responsibility, ownership of their behavior, education, and ultimately redemption to the community. Some of the sanctions utilized for an AOD policy violation include an online educational program through 3rd Millennium Classrooms, a reflection paper, and community service.

During this biennium, EOU utilized two of 3rd Millennium Classrooms' programs: "Under the Influence" for alcohol violations and "Marijuana 101" for drug (other than alcohol) violations. These are evidenced-based courses that incorporate personalized feedback and the latest research techniques to change high-risk behavior. Although these courses can be used as both prevention and intervention tools, EOU currently uses them solely at the intervention level.

When sanctioned with one of these online courses, students complete the course and are then required to bring their completed assessment to the Counseling Center to discuss the results with a counselor. Utilizing a motivational interviewing style, the counselor reviews the assessment with the student and evaluates AOD and/or other clinical treatment needs. The breakdown is as follows:

Residence Life AOD Assessments:

2022-2023: Alcohol Evaluations 5
 Drug Evaluations 2

2023-2024: Alcohol Evaluations 7

Evaluation

Student Survey

It is essential to gather campus-wide data from students to provide normative data for a variety of behaviors and examine trends of student behavior. EOU will be using internal surveys instead of participating in national surveys based on budget limitations. However, due to staffing turn over in 2023 that was vacant for 1 year the survey in 2023 was not completed. The survey will resume in 2025. For the purposes of this report the date from 2021 will continue to be used. Baseline was established in spring 2021 regarding their use of tobacco products, alcohol, marijuana, and prescription drugs, and the frequency of their use. Both online and on-campus students were surveyed.

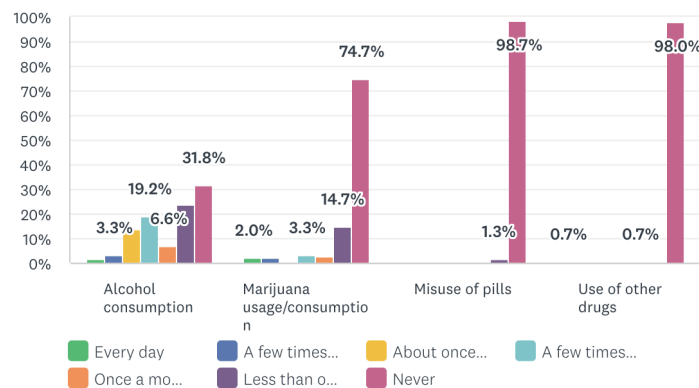
Assessment Data: Spring 2021

(156 student respondents, 18% response rate)

Students reported the following as being the top factors that impair their academic performance:

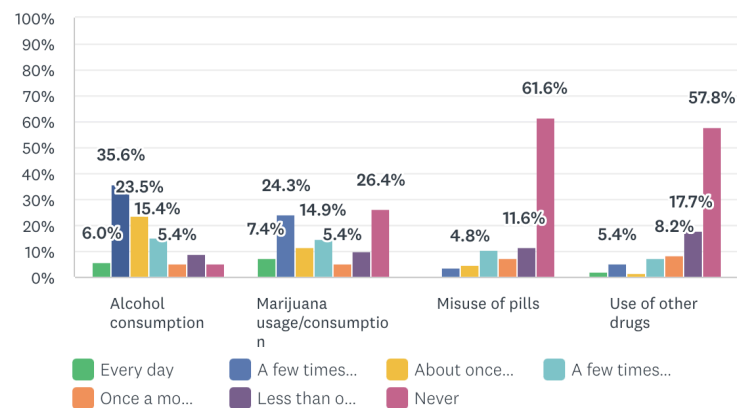
1. Stress (83%)
2. Anxiety (61%)
3. Work (58%)
4. Sleep difficulties (45%)
5. Depression (36%)
6. Temporary Illness - examples cold/flu/sore throat (13%)
7. Chronic Illness - example arthritis, asthma, cancer, COPD (9%)
8. Job loss (7%)

Students reported the following in drug and alcohol use:



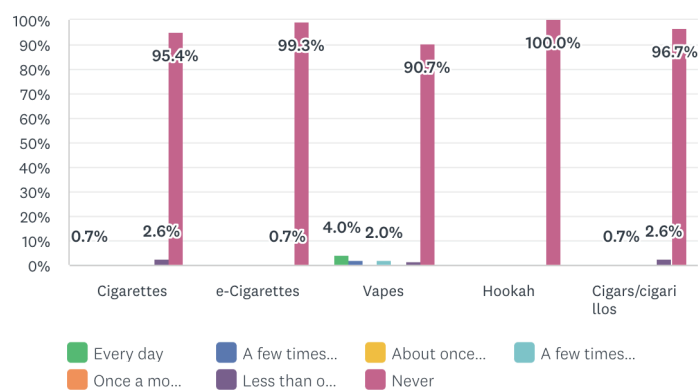
	EVERY DAY	A FEW TIMES A WEEK	ABOUT ONCE A WEEK	A FEW TIMES A MONTH	ONCE A MONTH	LESS THAN ONCE A MONTH	NEVER	TOTAL	WEIGHTED AVERAGE
▼ Alcohol consumption	1.3% 2	3.3% 5	13.9% 21	19.2% 29	6.6% 10	23.8% 36	31.8% 48	151	1.75
▼ Marijuana usage/consumption	2.0% 3	2.0% 3	0.7% 1	3.3% 5	2.7% 4	14.7% 22	74.7% 112	150	0.55
▼ Misuse of pills	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	1.3% 2	98.7% 148	150	0.01
▼ Use of other drugs	0.7% 1	0.0% 0	0.0% 0	0.0% 0	0.7% 1	0.7% 1	98.0% 147	150	0.06

Students reported perceiving their peers engaging in drug and alcohol use:



	EVERY DAY	A FEW TIMES A WEEK	ABOUT ONCE A WEEK	A FEW TIMES A MONTH	ONCE A MONTH	LESS THAN ONCE A MONTH	NEVER	TOTAL	WEIGHTED AVERAGE
Alcohol consumption	6.0% 9	35.6% 53	23.5% 35	15.4% 23	5.4% 8	8.7% 13	5.4% 8	149	3.74
Marijuana usage/consumption	7.4% 11	24.3% 36	11.5% 17	14.9% 22	5.4% 8	10.1% 15	26.4% 39	148	2.78
Misuse of pills	0.7% 1	3.4% 5	4.8% 7	10.3% 15	7.5% 11	11.6% 17	61.6% 90	146	0.98
Use of other drugs	2.0% 3	5.4% 8	1.4% 2	7.5% 11	8.2% 12	17.7% 26	57.8% 85	147	1.01

Students reported the following tobacco usage:



	EVERY DAY	A FEW TIMES A WEEK	ABOUT ONCE A WEEK	A FEW TIMES A MONTH	ONCE A MONTH	LESS THAN ONCE A MONTH	NEVER	TOTAL	WEIGHTED AVERAGE
Cigarettes	0.7% 1	0.7% 1	0.0% 0	0.7% 1	0.0% 0	2.6% 4	95.4% 144	151	0.12
e-Cigarettes	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.7% 1	99.3% 150	151	0.01
Vapes	4.0% 6	2.0% 3	0.0% 0	2.0% 3	0.0% 0	1.3% 2	90.7% 137	151	0.41
Hookah	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	0.0% 0	100.0% 151	151	0.00
Cigars/cigarillos	0.0% 0	0.0% 0	0.7% 1	0.0% 0	0.0% 0	2.6% 4	96.7% 146	151	0.05

AOD Sanctions and Violations

Campus Statistics

Student Alcohol and Other Drug Violations as reported in the EOU Campus Security and Fire Safety Report (Clery Campus Crime Report).

The chart below details all alcohol, liquor law and other drug conduct referrals and policy violations that occurred at EOU from Fall 2020-Spring 2024 (not just in the residence halls). This chart also included violations not specifically reported in the Campus Security and Fire Safety Report.

Violation*	2022-2023	2023-2024
Student Code of Conduct Violations		
6.a.i – Possession of alcohol	5	5
6.a.ii – Consumption of alcohol	1	2
6.a.iii – Furnishing alcohol	0	0
6.c.i – Use of narcotics or other controlled substances	0	0
6.c.ii – Under the influence of narcotics or other controlled substances	2	0
6.c.iii - Distribution of narcotics	0	0

*may reflect multiple violations for one incident

Sanction*	2022-2023	2023-2024
Residence Hall Contract Violations		
R.1.a – Alcohol and Drugs – allowing illegal consumption of alcohol or drugs	0	0
R.1.b – Empty alcohol containers	6	0
R.1.c – Alcohol and Drugs – minor in the presence of alcohol	5	9
R.1.d – Possession of alcohol in substance-free area	0	4
R.1.e - Detectable intoxication	1	0

*may reflect multiple violations or sanctions for one incident

Student Alcohol and Other Drug Policy Violation Sanctions

The chart below details the conduct sanctions issued for alcohol and other drug policy violations that occurred at EOU from Fall 2022-Spring 2024.

Sanction*	2022-2023	2023-2024
AC05 - Letter of Apology	0	1
AC08 – Reflection Paper	0	1
AC09 – Research Paper	0	0
AC12 – Policy Review	0	0
AC23 - Educational Poster Board	0	0
AC24 - Educational Service	0	0
AC26 - Probationary Review	0	1
AC45 – Ethics Workshop	0	0
AC50 – Under the Influence of Alcohol	3	1
AC51 – Under the Influence of Marijuana	2	1
AC60 – Contact Restrictions	0	0
AC65 – Other Restrictions	0	0
AC95 – Disciplinary Fine	0	0

Sanction*	2022-2023	2023-2024
DP – Disciplinary Probation	0	3
HP - Housing Probation	0	1
RHComSvs - Residence Hall Community Service	2	2
SCCM – Student Conduct Coordinator Meeting	0	0
AOD WN - Alcohol and Drugs Warning	2	6
WN – Warning	5	0

*may reflect multiple sanctions for one incident with multiple violations

Employee Alcohol and Other Drug Violations

There were zero alcohol, liquor law, other drug conduct referrals or policy violations by employees at EOU from Fall 2022-Spring 2024

Program Strengths and Opportunities to Improve

Strengths

- Training of key staff (student leaders and professionals) to identify issues with AOD.
- Collaborative and collegial relationships with professionals on campus who are key stakeholders in the responsibility for AOD programming.
- History of campus and community coalition (ongoing working relationship with campus and local law enforcement and property owners).
- EOU has close proximity (0.2 miles) and a strong relationship with our local law enforcement.
- Counseling Center has a relationship with the Center for Human Development which offers support groups for AOD struggles.

Opportunities to Improve

- Develop a Wellness Program with interns to accomplish all health and wellness prevention programming and evaluation activities on campus with no supervision specific to AOD prevention programming.
- More education to students about AOD resources on-campus and the local community.
- Lack of prevention and intervention specialists in the regional area.
- Due to limited financial resources, we are restricted in bringing in speakers to campus from outside the area. Increase funds by outreaching to the community and applying for more grants.

Alcohol and Other Drug Prevention Program Goals

Progress Towards 2022-2024 Goals

- Conduct an internal Risk Assessment survey for students during the winter 2023 term.

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- While the Risk Assessment survey was not conducted during winter term 2023 as a result of staff changes, a review of the number of students that participated in, and completed, online Alcohol Awareness Training through Vector Solutions should be noted.
 - 2022-2023 - 373 students completed the course
 - 2023-2024 - 492 students completed the course
 - Continue the ongoing education and orientation of employees concerning alcohol and other drug use, abuse, adverse family and job impacts, reporting obligations, and counseling resources (particularly with staff that directly serve students).
 - EOU's EAP services are regularly announced and promoted - sent directly to employees and re-sent from the HR Department on occasion. The EAP services cover a wide variety of counseling, educational events, "hotline" and support services relating to family crises, financial challenges, identity theft, housing support, child care, personal issues, etc.
 - For employees in apparent need, EAP referrals were made directly.
 - Multiple monthly and quarterly wellness, safety and health bulletins and educational materials are regularly received by EOU employees from our retirement program sponsors, healthcare providers, and local community organizations.
 - EOU offers all eligible employees financial incentives to enroll and complete health and wellness engagement and management programs. Over 90% of employees participate.
 - Informal counseling sessions with individual employees are regularly conducted. These are usually for family situations where employees are seeking advice and counsel.
 - Formal counseling sessions are conducted with employees in performance improvement plans and disciplinary status when underlying factors may involve substance abuse, employment matters, etc.
 - EOU annual employee wellness fair involves over 25 organizations assembling on campus. These organizations cover the full gamut of common employee career and family support and benefits. Approximately 42% of employees visit the annual fair.
 - Increase AOD programming with local community agencies.
 - EOU is working to continue to connect with community agencies. In 2024 EOU was able to invite La Grande Police Department to a alcohol awareness program.
 - Educate the residential students on EOU Student Code of Conduct throughout the academic year (at least once a term).
 - This work continued to connect with floor meetings happening regularly where policies were brought up.
 - Athletics will address code of conduct violations on campus and ensure a percentage less than the average student-body.
 - Athletics has been working diligently to reduce the number of on campus code of conduct violations by student athletes. The Athletic Director and Assistant Athletic Director for Student Success & Eligibility hold meetings with student athletes every fall to introduce the Athletic Department's Standards and Expectations. Athletics makes it clear that they take these violations very seriously and know that it is important to maintain that standard by continuing the work they have done in the Athletics department to minimize the violations.
 - On top of the overall department standards and expectations, each athletic program holds their own set of rules while sanctions are put into place when necessary. These sanctions can include, but are not limited to, suspension from games or competitions, suspension from practice, suspension from other team activities, extra community service hours, extra study hall hours etc.
 - Athletics will continue to strive to be at a violation percentage less than that of the average student body.

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- Expand and make more accessible resources available to students struggling with AOD.
 - Coaching and Training staff in athletics were trained to both notice substance use in their athletes as well as learn how to refer to the Counseling Center.
 - Flyers with current Alcoholics Anonymous (AA) and Narcotics Anonymous (NA) meetings were posted in the SHC, the CC, and on the Counseling Center website.
 - Engage in intentional programming between the Counseling Center, Student Health Center, and Residence Life to employ best practices strategies for AOD events/activities within the residence halls.
 - Counseling Center conducted 7 training sessions with ResLife professional and student staff during this biennium. Each of the trainings were conducted using a holistic lens and understanding of student development, including the use of AOD in a student's development and process.
 - Student Health Center staff continued to provide wellness kits to the Res Halls on an ongoing basis, as well as well coordinate AOD trainings with student RAs.

Goals for 2024-2026

Here are three concise and consolidated goals for 2024–2026:

Goal 1: Enhance AOD Education and Awareness

- Conduct biannual Risk Assessment surveys and increase student participation in Alcohol Awareness by 15% by 2026.
 - Regularly update and promote AOD resources for employees through EAP services.
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Goal 2: Expand Collaborative AOD Support and Resources

- Partner with local agencies to host annual AOD events and ensure campus-wide access to AA/NA resources.
 - Strengthen Counseling, Student Health, and Residence Life collaboration for annual training and enhanced wellness programs.
-

Goal 3: Promote Accountability and Leadership

- Maintain a lower code of conduct violation rate for student-athletes than the general student body through training and clear standards.
 - Educate residential students on the Student Code of Conduct each term and foster peer leadership in AOD prevention.
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Alcohol and Other Drug Policies and Communications

Student Policy and Enforcement

EOU communicates its Policy on Alcohol and Other Drugs to all students via email every term during the academic year. The EOU Policy on Alcohol and Other Drugs is also available to all students by way of the Student Handbook available online at <https://www.eou.edu/student-affairs/student-handbook/> and within the EOU policy repository available online at <https://www.eou.edu/policy/> [within Volume 6/Chapter 10]. AOD policies, standards, and sanctions are clearly defined, health risks associated with the use of illicit drugs and the abuse of alcohol are outlined, legal sanctions under local, state, and federal law are described, and treatment options and services are provided.

Employee Policy and Enforcement

EOU communicates its Policy on Alcohol and Other Drugs to all employees via email every term during the academic year, and the policy is a standard component of new employee orientation. Enforcement of the Policy on Alcohol and Other Drugs has been consistently achieved through frequent education of employees to report violations, diligent investigation of all reported incidents, and implementation of appropriate sanctions for individuals violating the policy.

Employee alcohol and other drug education is routinely woven into employee emergency action, communication, and interpersonal development training including general supervisor training, employee emergency response training, and post-incident reviews. AOD policies, standards, and sanctions are clearly defined, health risks associated with the use of illicit drugs and the abuse of alcohol are outlined, legal sanctions under local, state, and federal law are described, and treatment options and services are provided.

The EOU Policy on Alcohol and Other Drugs can be accessed from the Human Resources website (button on the right side of the page) at <https://www.eou.edu/hr/> and students can access it from the Student Affairs website (button on the right side of the page) at <https://www.eou.edu/student-affairs/>

Residence Life Policies

Residence Life policies are intended to provide an environment of support for the development and education of its residents during their time on campus. To this end, our first-year student buildings (Daugherty Hall and North Hall) are designated substance-free areas or “dry halls.”

Campus and Community Resources

EOU recognizes alcohol and other drug dependence as an illness and a major health problem. The University encourages all members of the community who use illegal drugs or abuse alcohol to seek appropriate assistance. The University provides alcohol and drug abuse information or referral services to help meet individual needs and to assist in times of crisis.

Members of the campus community are urged to refer students troubled by illegal drug use or alcohol abuse to the **Counseling Center**, **Student Health Center**, or the **Director of Student Relations in the Office of Student Affairs**.

The **Student Health and Counseling Center** is available to students who pay the Health Service Fee. The Center will provide information, treatment, and/or referrals to those who want to resolve personal difficulties associated with alcohol and other drug abuse. Consultation and referral information is available to faculty and staff through the Counseling Center.

Employees can also use **Employee Assistance Program (EAP)** services (www.cascadecenters.com) for personal and/or family AOD abuse services.

Additionally, the **Student Health Center and Counseling Center** staff works collaboratively with independent providers in the community. Referrals are also made to those community groups that provide treatment alternatives.

Campus Resources

- Campus Safety (541) 962.3911 <https://www.eou.edu/safety-security/security-services/>
- Office of Student Affairs (541) 962.3635 <https://www.eou.edu/student-affairs/>
- Counseling Center (541) 962.3524 <https://www.eou.edu/counsel/>
- Student Health Center (541) 962.3524 <https://www.eou.edu/health/>
- Office of Human Resources (541) 962.3548 <https://www.eou.edu/hr/>
- Employee Assistance Program (800) 433.2320 <https://www.cascadecenters.com/>

Community Resources

- Grande Ronde Hospital Behavioral Health Clinic (541) 962.1101 <https://www.grh.org/our-services/behavioral-health/>
- Local Alcoholics Anonymous (AA) (541) 624-5117 <http://www.oregonaadistrict29.org/>
- North East Oregon Narcotics Anonymous (NA) (541) 805.2229 <https://www.neo-na.org/meetings>
- Al-Anon (757) 563.1600 <https://al-anon.org/>
- Celebrate Recovery (541) 963.8063 <https://www.celebraterecovery.com/>
- Mountain Valley Therapy (541) 962.0830 <https://mountainvalleytherapy.biz/>
- Oregon Alcohol and Drug Helpline * (800) 923.4357 (24 hour referral resources)
- Center for Human Development (541) 962.8800 <https://www.chdinc.org>

References

National Institute on Alcohol Abuse and Alcoholism. (2015). Planning Alcohol Interventions Using NIAAA's College AIM (Alcohol Intervention Matrix). U.S. Department of Health and Human Services.

Appendix

Policy 6.10.15: Alcohol and Other Drugs

A. Policy Statement

The Drug-Free Schools and Communities Act Amendments of 1989, in a provision codified at 20 U.S.C. § 1011i, requires Eastern Oregon University (the University) to inform students, faculty, and staff of the University's standards and sanctions, programs available, health risks associated with, and possible civil penalties involved with the use/abuse of illegal drugs and alcohol. It also requires the University to report statistics on drug and alcohol-related violations upon request as part of a biennial review requirement. In addition, the Drug-Free Workplace Act of 1988, in a provision codified at 41 U.S.C. 8103, requires employers receiving federal grant funds to notify employees of employer policies and sanctions related to maintaining a drug-free workplace. This University policy is adopted in compliance with these federal laws. You may contact any of the following places on campus for more detailed information concerning any aspect of this document: Student Affairs, the Student Health and Counseling Centers, Residence Life, Campus Security, and the Human Resources Office.

B. Policy Rationale

1. The University prohibits the use, possession, manufacture and distribution of drugs and alcohol by any student or employee on its property or as part of any of its activities that is unlawful or in contravention of other published The University policies. Students who violate published University policy are subject to campus disciplinary action and/or referral to law enforcement agencies (see Appendix for other relevant policies).

2. Although Oregon state law permits the use of recreational and medical marijuana (i.e., use by persons possessing lawfully issued medical marijuana cards), federal laws prohibit marijuana use, possession, and/or cultivation at educational institutions who are recipients of federal funds. The use, possession, or cultivation of marijuana for recreational or medical purposes is therefore not allowed in any University housing or any other University property; nor is it permitted at any University sponsored event or activity off campus.

a. Recreational marijuana is for personal use for adults 21 years of age or older.

b. Medical marijuana is defined by ORS 475.300. Medical marijuana is for patients with qualifying medical conditions.

C. Health Risks

Illicit drug use and the abuse of alcohol have numerous physical, emotional, psychological, and social consequences. Some obvious risks include acute and chronic health problems, legal problems, injury to others (while under the influence), and devastating effects to family and friends. Some less obvious consequences include poor academic/poor job performance, higher risk for unwanted sexual activity, and jeopardizing future career prospects (e.g., admission to graduate school or military service, acceptance into study abroad programs, employment with the federal government).

D. University Sanctions

Students or employees who use drugs or alcohol unlawfully or in contravention of published University policy and collective bargaining agreements (CBA) are subject to university sanctions that may include but are not limited to:

1. Students: probation, suspension, or dismissal. The level of sanction will be based on the seriousness of the violation, the effect of the conduct on the community, and the probability of recidivism. The minimum sanction for illegal sale or distribution of drugs normally includes expulsion and referral to local law enforcement for investigation and potential prosecution. Referral to treatment programs will be mandated when appropriate.

2. Employees: verbal or written reprimands, suspension with or without pay, or termination. The level of discipline will be based on the seriousness of the violation.

E. State of Oregon Substance-Specific Sanctions

1. Alcohol

a. Minor in Possession (MIP): The legal drinking age in Oregon is 21. If you are under 21, it is illegal for you to:

1. attempt to purchase, or to acquire alcoholic beverages;
2. have personal possession of alcoholic beverages, including accepting any gift, or

consuming alcohol that belongs to someone else;

3. enter or attempt to enter any portion or licensed premises posted or otherwise identified as prohibited use by minors. Penalty: Fine of up to \$250.

b. Minors under the age of 18 who are convicted of any crime involving the possession, use, or abuse of alcohol or controlled substances will lose their driver's license for one year for the first offense and two years for a second offense. Unlicensed minors who are convicted will lose their right to apply for a license for one year or until the age of 17, whichever is longer.

1. Identification: It is illegal to

i. loan your ID to someone else;

ii. attempt to use ID belonging to someone else or attempt to use falsified ID;

iii. make a written statement of age that is false when applying for ID or in trying to enter a bar.

iv. Penalty: Fine of up to \$2,500 and up to one year in jail.

2. Furnishing to a Minor: It is illegal to furnish or make alcohol available to a minor in any fashion, including selling or collecting party donations. Parents or legal guardians may provide alcohol to their own minor children in a private residence. Penalty: First offense, fine of \$350; second offense, fine of \$1,000; third offense, fine of \$1,000 and not less than 30 days in jail. These are minimum penalties that the judge cannot reduce. Maximum penalty is a fine of up to \$2,500 and up to one year in jail.

3. Furnishing to an Intoxicated Person: A dispenser of alcohol, including the host or hostess of a party, may be sued if it is shown that excessive amounts were negligently served. If negligent abuse of alcohol is shown to have contributed to a criminal offense or accident, civil damages may be imposed upon the dispenser. Penalty: Maximum criminal penalty, \$2,500 fine plus one year in jail. Civil penalties determined by court.

4. Driving Under the Influence of Intoxicants (DUI): You may be found guilty of DUI if you drive a vehicle while you have 0.08 percent or higher blood alcohol level shown by chemical analysis of your breath, blood, or saliva, or are demonstrably impaired by alcohol and/or another intoxicating drug. If you are arrested for DUI and refuse to take a breath test or fail it, your driver's license will be immediately seized and it will be suspended for one full year. Penalty: For first offense that does not involve injury to others, violator may apply for diversion from the courts to a counseling program or traffic safety school. Drivers under 21 years of age will lose their license for 90 days if found to have consumed any alcohol while driving, for one year if a test of blood alcohol level exceeds .08%. If tried and convicted, a first offense requires a minimum penalty of either 48 hours in jail or 80 hours of community service, plus up to \$2,500 in fines, one year's suspended driver's license and mandated alcohol/drug evaluation and treatment or education. Second convictions result in loss of license for three years if committed within five years of the first DUI.

5. Open Container: Drinking alcohol or having an open bottle in a vehicle is prohibited. You must store any open containers of alcohol in the trunk or some other area not normally occupied by the driver or passengers. Penalty: Maximum fine of \$250.

2. Marijuana

a. Delivery for Payment: Penalty: Up to 10 years in jail and up to \$100,000 fine plus twice the value of any resulting gain of property or money.

b. Delivery not for Payment: Penalty: For less than one ounce, up to one year in jail and up to \$2,500 fine; for less than 5 grams, fine of \$500 to \$1,000.

c. Possession Penalty: For less than one ounce, fine of \$500 to \$1,000 plus twice the value of any resulting gain of property or money.

3. Other Controlled Substances

a. Oregon defines a “controlled substance” as “a drug or its immediate precursor classified in Schedules I through V under the federal Controlled Substances Act, 21 U.S.C. 811 to 812, as modified under ORS 475.035.” Penalties for possession and distribution are determined by the Controlled Substance Schedule upon which the drug appears. Examples from the Controlled Substance Schedules appear below:

Schedule I Drugs: Heroin, LSD, Ecstasy, Peyote, Mescaline, Psilocybin

Manufacture or distribution: Class B felony

Unlawful possession: Class B felony

Schedule II Drugs: Opium, Cocaine, Methamphetamine, Amphetamine, PCP

Manufacture or distribution: Class B felony

Unlawful possession: Class C felony

Schedule III Drugs: Depressants, Vicodin, Anabolic Steroids, Codeine, Testosterone

Manufacture or distribution: Class C felony

Unlawful possession: Class A misdemeanor

Schedule IV Drugs: Valium, Xanax, Phenobarbital

Manufacture or distribution: Class B felony

Unlawful possession: Class C misdemeanor

Schedule V Drugs: Other less dangerous prescription drugs and small amounts of certain drugs

Manufacture or distribution: Class C misdemeanor

Unlawful possession: Violation

b. Penalties are increased for such factors as delivery of controlled substances to a minor, causing the death of a person, activity involving large amounts or controlled substances, or conducting drug business in the vicinity of a school. For example, it is a Class A felony for a person to manufacture or deliver a schedule I, II, or III controlled substance within 1,000 feet of

the real property comprising a public or private elementary, vocational or secondary school attended by minors. In addition, the court may order the defendant to pay the cost of prosecution, and the defendant's vehicle used in the crime may be forfeited to the state. Finally, the defendant may forfeit any property used in the crime to the county in which the crime occurred. Related crimes include such things as causing a person to ingest a controlled substance without their consent, or applying a controlled substance to the body of a minor. (ORS 475.005(6), 475.035, 475.752, ORS 475.808 and 475.812 (and similar statutes), ORS 475.906, 475.908, and ORS 475.910.

F. Definitions for Oregon Sanctions

1. Offense: Under Oregon law, an offense is conduct for which a sentence to a term of imprisonment or to a fine is provided by any law of this state or by any law or ordinance of a political subdivision of this state. An offense is either a crime or a violation. (ORS 161.505)

2. Violation: An offense is a violation if any of the following apply:

- a. The offense is designated as a violation in the statute defining the offense.
- b. The statute prescribing the penalty for the offense provides that the offense is punishable by a fine but does not provide that the offense is punishable by a term of imprisonment. The statute may provide for punishment in addition to a fine as long as the punishment does not include a term of imprisonment.
- c. The offense is created by an ordinance of a county, city, district or other political subdivision of this state with authority to create offenses, and the ordinance provides that violation of the ordinance is punishable by a fine but does not provide that the offense is punishable by a term of imprisonment.
- d. The prosecuting attorney has elected to treat the offense as a violation for purposes of a particular case.
- e. The court has elected to treat the offense as a violation for purposes of a particular case.
- f. The penalty for committing a violation is a fine. The law creating a violation may impose other penalties in addition to a fine but may not impose a term of imprisonment.

Violations are classified for the purpose of sentencing into the following categories:

1. Class A violations: Up to \$2,000
2. Class B violations: Up to \$1,000
3. Class C violations: Up to \$500
4. Class D violations: Up to \$250
5. Unclassified violations
6. Specific fine violations (ORS 153.008, 153.012, 153.015, 153.018)

3. Crime: A crime is an offense for which a sentence of imprisonment is authorized. A crime is either a felony or a misdemeanor. (ORS 161.515)

4. Misdemeanor: A crime is a misdemeanor if it is so designated in any statute of this state or if a person convicted thereof may be sentenced to a maximum term of imprisonment of not more than one year. There may also be crime-specific penalties provided in the statute defining the crime.

a. Class A misdemeanor: Up to 1 year and \$6,250, or twice the value of resulting gain of property or money

b. Class B misdemeanor: Up to 6 months and \$2,500, or twice the value of resulting gain of property or money

c. Class C misdemeanor: Up to 30 days and \$1,250, or twice the value of resulting gain of property or money

d. Unclassified Misdemeanors (ORS 161.545, 161.635, 161.615)

5. Felony: A crime is a felony if it is so designated in any statute of this state or if a person convicted under a statute of this state may be sentenced to a maximum term of imprisonment of more than a year. There may also be crime-specific penalties provided in the statute defining the crime.

a. Class A felony: Up to 20 years and \$375,000, or twice the value of resulting gain of property or money

b. Class B felony: Up to 10 years and \$250,000, or twice the value of resulting gain of property or money

c. Class C felony: Up to 5 years and \$125,000, or twice the value of resulting gain of property or money

d. Unclassified Felonies (ORS 161.525, 161.625, 161.605)

G. Federal Sanctions

1. The federal system establishes sanctions for possession and distribution of controlled substances based on the schedule of the drug and the amount involved. However, in addition, the statutory sanctions for possession and distribution are subject to the "Sentencing Guidelines for U.S. Courts." Imposition of the guidelines may lead to higher offense levels and, thus, stricter penalties than otherwise indicated. Courts must make adjustments in the offense level for victim-related considerations, defendant's role in the offense, multiple counts, obstruction and acceptance of responsibility. Finally, the guidelines establish sentences for each offense based on the defendant's criminal history. Federal penal sanctions range from: manufacture, distribution or trafficking of large amounts of heroin, cocaine, PCP, methamphetamine, Schedule I and II hallucinogens, marijuana, hashish, or any of their derivatives (30 years to life, regardless of the defendant's criminal history) to Possession of any Schedule III-V drug if defendant has lowest level or criminal history (0-4 months).

2. Further, if serious injury or death results from the crime, minimums of up to 10 years (serious injury) and 20 years (death), plus fines of up to \$4,000,000 maybe added. These penalties may be doubled for defendants with past felony drug convictions. Finally, penal sanctions in the federal system are "real time," with reductions in sentences only for good behavior.

3. Besides the criminal sanctions, the consequences of unlawful or irresponsible alcohol or drug use include, but are not limited to:

- a. Restrictions on future employment opportunities.
- b. The loss of Federal Financial Aid (Mandatory for Drug Offenses)
- c. Potential risks for injury, including permanent disability
- d. The risk of being a victim of a crime and / or committing additional crime(s)
- e. The loss of driving privileges
- f. Additional sanctions on your educational record and future educational opportunities.

4. In the event of a conflict between federal law and state law, federal law controls.

5. Any student convicted of violating a criminal drug statute on University owned property or during any University sponsored event/function must notify the Director of Financial Aid, if that student is receiving any form of federal financial aid (e.g., Pell grants). The Director of Financial Aid will then notify the Secretary of the United States Department of Education. Conviction on any drug-related charge is grounds for forfeiture of federal financial aid.

H. Treatment and Support Service

1. Students: The Student Health Center and the Counseling Center can provide confidential treatment options, consultation, and/or referral to students with problems or concerns related to alcohol and other drug use.

2. Employees: University employees may utilize the Employee Assistance Program (EAP) to seek confidential counseling. EAP services, through Cascade Centers, may be accessed by calling 1-800-433-2320. The EAP can provide confidential treatment options, consultation, and/or referral to employees with problems or concerns related to alcohol and other drug use.

Adopted April 18, 2018