

University of Central Missouri

Drug-Free Schools and Campuses Regulations [Edgar Part 86] Biennial Review:

Academic Years 2015-2016 & 2016-2017

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Please note: UCM reviews program goals and objectives on an annual basis. This report contains the complete annual reports for both 2015-2016 and 2016-2017. Because the 2016-2017 reporting period is the most recent, that report occurs first in this document.

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UNIVERSITY OF CENTRAL MISSOURI BIENNIAL REVIEW 2016-2017

Introduction/Overview

The Drug-Free Workplace Act of 1988 prohibited "the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance" in the workplace. The Amendments of the Drug-Free Schools and Communities Act of 1989 require institutions of higher education to design and implement alcohol and illicit drug programs on their campuses. As a condition of receiving funds or any other form of financial assistance under any federal program, the University of Central Missouri has to 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 campus activity.

This legislation directed the University of Central Missouri (UCM) to develop a written policy on alcohol and other drugs and to develop a process that ensures policy distribution to all students, staff, and faculty. The written policy must enumerate federal, state, or local sanctions for unlawful possession or distribution of illicit drugs and alcohol; must describe health risks associated with alcohol abuse or illicit drug use, must describe university drug and alcohol programs available for students and employees, and must specify disciplinary sanctions, imposed on students and employees for policy violations. The University is also required to conduct biennial reviews to assess the effectiveness of its alcohol and drug programs.

In compliance with federal legislation, the Office of Violence and Substance Abuse Prevention (VSAP) and the UCM Campus Alcohol Board have prepared this biennial review. Print copies of the Biennial Review are available by request as well as online through VSAP at ucmo.edu/vsap.

AOD Comprehensive Program Goals and Objectives for Biennium Period Being Reviewed- 2016-2017

The University of Central Missouri (UCM) utilizes a comprehensive approach to address high-risk alcohol use, tobacco, other drug use, and violence (ATODV). Our plan is data driven, focusing on evidence based strategies designed to impact the on and off campus environment, affect individual change, and increase the capacity of our local community to address ATODV. The UCM Office of Violence and Substance Abuse Prevention (VSAP) develops and implements this strategic plan in partnership with the UCM Campus Alcohol Board (CAB) and other campus entities.

Off campus groups are also referenced in this plan. UCM chairs and works collaboratively with the Community Culture of Responsible Choices Coalition (CCoRC), which originated from a U.S. Department of Justice Enforcing Underage Drinking Laws grant awarded in October 2009. Other partners are the Johnson County Sexual Assault Response Team (SART) and the It's On Us Coalition.

This strategic plan consists of 12 focus areas indicated by data from UCM's implementation of the Missouri College Health Behavior Survey (MCHBS). The entire strategic plan, including the strategies and activities for each focus area/goal will be included in PIP Report #4.

We have 12 focus areas and goals for 2016-2017:

Focus Area 1—Underage Drinking: UCM’s current (2016) underage binge drinking rate (defined as consuming 5 or more drinks in a two-hour period) is 25.3, which is an increase from 2015 (23.7%); however, still significantly lower than when UCM began collecting trend data for this area.

Long-term goal: Decrease binge drinking among all underage students, remaining at or below 25% for binge drinking among underage students. Continue to decrease prevalence of underage drinking overall.

Focus Area 2—High Risk Drinking: UCM has seen a significant reduction among **all students** in binge drinking since 2007, (from 34.8% to 26.4% of all students, MCHBS, 2016) Considering **only those UCM students who drink**, 27% do so in a high risk way (5 or more drinks in a 2 hour period at least once in the past two weeks). This type of consumption increases student risk for impairment issues, negative consequences and resultant academic difficulties, and long term health problems.

Long term goals:

1. Reduce UCM high risk drinking rates for all students at or below 25%.
2. Reduce rates of associated problems due to AOD use (such as missing class or experiencing violence) by UCM students to at or below state rates.

Focus Area 3—Drinking and Driving: 20.9% of UCM students report driving after drinking at least once in past year (MCHBS 2016). Additionally, 25.1% of UCM students reported riding in a vehicle a driver who had been drinking at least once in past year.

Long-term goal: Decrease the percentage of students who have driven after consuming alcohol to 15%. Decrease the percentage of students who have ridden with a driver who has been drinking to 15%.

Focus Area 4—Marijuana: The percentage of UCM students who report using marijuana once or more in the past year is 20% (MCHBS 2016). The state average for past year prevalence of marijuana use is 23.3%. Approximately 3-4% of students use daily (MCHBS 2016).

Long-term goal: Maintain marijuana usage rates at or below the state rates.

Focus Area 5—Tobacco: 16.4% of UCM students report smoking cigarettes at least once in the past year, compared to 16.5% statewide (MCHBS 2016). 9.1% of UCM students report using smokeless tobacco at least once in the past year (compared to 5% statewide.) Source: MCHBS 2016

Long-term goal: Reduce cigarette use to no more than 15% of the student population, and smokeless tobacco to no more than 10%.

Focus Area 6—Sexual Misconduct (domestic violence, dating violence, sexual assault, stalking): 6.4% of UCM students report experiencing “non-consensual sexual contact” in the past

year (state average 6%, source MCHBS 2016). 1.9% of UCM students report experiencing “sexual assault” in the past year (state average 2.6%, source MCHBS 2016).

Long term goal: Eliminate domestic violence, sexual assault, dating/intimate partner violence and stalking at UCM.

Focus Area 7—Bystander Intervention Skills Training: Bystander Intervention (BI) skills training is a promising practice for addressing each of the focus areas above. UCM is committed to teaching Bystander Intervention skills training to a broad spectrum of students, faculty and staff members in order to empower our community to act on our values.

Long term goal: The majority of UCM students will complete a BI skills training by the time they graduate UCM. Currently 21% of UCM students have completed a training (MCHBS 2016)

Focus Area 8—Using prescription drugs without a prescription: 19% of UCM students have used prescription drugs such as Adderall, Oxycotin, or Ambien without a prescription at least once in the past year, compared to a state average of 17% (MCHBS 2016)

Focus Area 9—Ensuring adequate program resources: Sustaining a comprehensive ATODV prevention program requires adequate, ongoing resources, including engaged and well-trained students and staff.

Long-term goal: Secure adequate resources and develop partnerships to fully implement the university strategic plan for AODV prevention on an annual basis.

Focus Area 10—Ensuring adequate program evaluation: All aspects of this ATODV prevention strategic plan require accurate, meaningful and ongoing evaluation for effectiveness and efficacy.

Long-term goal: Conduct regular, ongoing program evaluation on all aspects of the university ATODV strategic plan.

Focus Area 11—Coalitions: Reorganize and re-vitalize current coalition efforts.

Focus Area 12—Vibrant Communities Program

Biennial Review Process

In compliance with Drug Free Schools and Communities federal legislation, the Office of Violence and Substance Abuse Prevention office facilitates a process with the Campus Alcohol Board (CAB) to our biennial reviews. The Campus Alcohol Board membership includes representatives from Public Safety, Student Experience and Engagement, Student Activities, University Athletics, Alumni Relations, Enrollment Management, Counseling Center, Meeting and Conference Services, Sodexo (Dining Services, liquor license holder for the university), Residence and Greek Life, and Student Conduct. CAB also has faculty and student representative members.

Each spring, as part of our membership in Missouri Partners in Prevention (PIP), UCM administers the Missouri College Health Behavior Survey (MCHBS) to a random sample of 5% of our student body. PIP analyzes the data for us; we receive results in June. The entities listed above then review the data to evaluate areas of success and areas needing improvement. This information is used to create our strategic plan and goals for the following year, which is submitted to PIP by September 1st each year. (UCM has strategic plans on record since 2002-2003. To access these records, contact the Office of Violence and Substance Abuse prevention at 660-543-4044 or 102 Administration Building, Warrensburg MO, 64093.)

Missouri Partners in Prevention conducted a workshop for PIP institutions to help us enhance our compliance with the Drug Free Schools and Community Act. UCM has utilized this training to enhance our biennial review report for future biennial review periods.

Annual Policy Notification Process

Students

All students (on-campus, students abroad, those taking online classes and those who take courses at the UCM Summit Center) receive the policies regarding conduct, alcohol, tobacco and other drugs annually. Policies are distributed annually in the handbooks given out when students purchase textbooks at the beginning of the fall semester. They are also included in the annual Clery notice, which is sent out via e-mail to all students and staff. All policies are also available online 24/7 in *UCM's Guide to Good Decision-Making*. (This guide details the Student Code of Conduct as well as policies, procedures and other guidelines and helpful information for students.) Additionally, policies are discussed in halls/classrooms with students by faculty. New students who begin in the spring semester instead of fall receive the handbook when they arrive. If a student requests a policy, they are directed online or to Student Engagement and Experience.

Content of policy. The full text of all policies and procedures regarding standards of conduct can now be found online in the Board of Governors Policy Manual at <http://www.ucmo.edu/upo/bog/> and in *UCM's Guide to Good Decision-Making*, which is available online at <http://www.ucmo.edu/student/documents/decisionmaking.pdf>.

Standards of Conduct. (Administered by Student Engagement and Experience [S.E.E])

The following are sections from *UCM's Guide to Good Decision-Making* that pertain to Standard of Conduct and Rights & Responsibilities as well as information regarding alcohol and drugs. They can be found on pages four through nine (4-9) and page seventeen (17) in the guide.

Student Rights & Responsibilities

At UCM, student rights and responsibilities are deeply and purposefully interconnected. To help facilitate student growth and development, the University has outlined 6 of these key student rights and their corresponding responsibilities. These rights and responsibilities are further articulated in the Campus Community Creed and Core Values. This list is not all inclusive but instead provides a framework for understanding certain student expectations as they relate to educational conduct. In reviewing this framework, students are advised to reflect in the “*spirit of the rule*” and not just the “*letter of the rule.*” Our rules reflect our deepest values and goals and we ask you to do more than just comply with them, but embrace them.

As responsible citizens, students are expected to comply with all local, state, and federal policies, statutes, laws and ordinances. The University also has an obligation to comply with the law, and we have written our policies to comply with the requirements of the Jeanne Clery Disclosure of

Campus Security Policy and Campus Crime Statistics (Clery) Act, the Family Educational Rights and Privacy Act (FERPA), Title IX of the Educational Amendments of 1972, the Drug Free Schools and Communities Act (EDGAR Part 86), the Sexual Violence Elimination (SaVE) Act, and other federal and state statutes and regulations. The university welcomes feedback on how we can better meet these requirements in service to our campus community. Please keep in mind that the law is constantly evolving and UCM's policies and rules will adapt to reflect such changes periodically.

The Right to Pursue an Education

“The Central community is a LEARNING community, striving for academic and personal excellence and by promoting the value of education and lifelong learning.” – UCM Community Creed

“Learning: Student learning and development are the primary purposes of the University of Central Missouri. All institutional services exist to support the academic mission of the institution, and student life is viewed as an important facet of the educational experience. Central Missouri faculty and staff members believe strongly in the importance of educating the whole person and preparing students for lifelong learning. UCM provides all students with a strong liberal arts and sciences foundation and strives to instill in each of them the importance of freedom of expression and inquiry. Central Missouri is committed to improving public education in Missouri and beyond.” – UCM Core Values

- Students have the *right* to pursue an education.
- Students have a *responsibility* to make choices that are educational purposeful.

Learning takes place inside and outside the classroom, on campus and off campus, throughout a student's educational career. UCM supports this learning by creating a wide range of opportunities, forums, services and experiences, and students are strongly encouraged to use these resources. Students have the right to request reasonable and appropriate support and assistance from other campus community members, including students, staff, and faculty in maintaining a climate conducive to thinking and learning. No student, however, should take any action that will restrict other individuals from pursuing their educational goals.

Additionally, learning requires the creation of original material for your classes and direct evaluation of your work as a student. There is also tremendous value in collaborative work when it assigned by your instructor. The academic integrity of the university is based on this foundation of honest dialogue and exchange between the instructor and the student. Students who submit work that is not their own have violated this fundamental trust. Dishonesty, inappropriate collaboration, plagiarism or other misrepresentations of your work are actions considered antithetical to learning and will be treated as serious violations of university policy.

The Right to Privacy and Free Expression

“The Central community is an OPEN community where civil dialogue is a critical element in developing respect for individuals whose values, ideas, beliefs, and life experiences may be different from our own.” – UCM Community Creed

- Students have the *right* to express themselves. Students also have the right to expect a reasonable standard of privacy and should have the opportunity to limit the release of their personal information.
- Students have a *responsibility* to express themselves in a manner that is purposeful, honest, situationally appropriate, and respectful of the rights and privacy of others. Students also have a responsibility to refrain from illegal, disruptive or dangerous activities.

Student expression is essential to learning and personal expression is a fundamental right. It is likely that such expression could lead to lively discussion and constructive disagreement. In all cases, personal expression must be respectful of others and appropriate to the situation. Any expression that is unlawful or is intended or serves to disrupt the learning of others or the learning environment is a violation of university policy.

It is also understood that learning is hampered by oppressive and aggressive monitoring of every action and decision. Students certainly should expect a reasonable standard of privacy and they should have the right to limit how their personal information is accessed by a third party. This essential right to privacy, however, does not exempt the student from all interaction with others in the college environment nor does it shield their activities from all external scrutiny. Students are considered active participants in the college community and in order to learn, they have a responsibility to engage appropriately with others in the learning community. To this end, students have the responsibility to engage in reasonable standards of self-care, refrain from illegal, disruptive or dangerous activities, and to use university resources safely and appropriately.

The university has an obligation to suspend the right of privacy when a student's health or safety may be compromised. Additionally, UCM's CARE Team, a cross disciplinary group of experienced and knowledgeable professionals who review concerns about student behavior, may intervene to prevent foreseeable harm or campus disruption.

Additionally, as a state supported educational institution that accepts Federal financial aid, UCM has a legal responsibility to comply with State and Federal law. This includes federal guidelines on the handling of student information (FERPA) and crime reporting statistics (CLERY) that must be shared with state and federal agencies.

The Right to Develop and Pursue a Personal Academic and Career Plan

"The UCM community is PURPOSEFUL, and students are challenged to develop their personal goals while also helping to shape and achieve common goals." – UCM Community Creed

"Excellence: The University of Central Missouri sets high expectations for students and graduates and demands excellence in teaching and in delivery of services. Central Missouri promotes quality and excellence in staff and faculty members through its many professional development activities. The university promotes the development and well-being of each member of the campus community, which in turn fosters a strong commitment to the institution." – UCM Core Values

- Students have a *right* to chart their own path and develop a personal academic plan that moves them toward a promising future.

- Students have the *responsibility* to attend class, meet administrative and educational deadlines, complete course requirements, follow university policies and pay fees on time.

Your degree must be earned; it will not be given to you. Important elements of earning your degree include abiding by the rules, guidelines and procedures that govern the university; meeting academic expectations; and completing the requirements UCM has articulated for degree completion.

The Right to Non-Discrimination, Equal Access, and Fair Treatment

“The Central Community is a JUST community and students are expected to participate in ways that are ethical, honest, equitable, trustworthy, civil, and respectful.” – UCM Community Creed

“Diversity: The University of Central Missouri is committed to attracting and supporting a diverse body of students, faculty and staff members. The campus strives to be responsive to the specific needs of people with physical handicaps and offers educational programs to allow all students to reach their full potential. Central Missouri encourages acceptance and respect of individuals with differing values, ideas, beliefs, abilities and life experiences. The university promotes good citizenship, a sense of civic responsibility, global awareness and an appreciation for human diversity at all levels.” – UCM Core Values

- Students should expect to be treated fairly, equitably, and also to do so in accordance with state and federal law. Students have the *right* to engage with other learners in an environment that is free from unlawful intimidation, harassment and discrimination, and other conduct that is prohibited by law.

At UCM, we want students to be exposed to other individuals from widely diverse backgrounds. This opportunity is part of what makes the college experience extraordinary and exciting. Through these interactions, we want students to engage in lively, respectful debate of complex issues while simultaneously reflecting and developing their own worldviews.

In some cases, lively debate can lead to disagreement and misunderstanding. Students should develop the skills to handle such disagreements with respect and civility. Your faculty, Student Experience and Engagement staff, organization advisors and other students can help you learn these skills. At the same time, persons who engage in conduct that constitutes harassment or discrimination as defined in applicable university policies, or that is otherwise prohibited by law, will be held accountable in a manner consistent with their rights as citizens under state and federal law.

The Right to a Reasonably Safe Learning Environment

“The Central community is a CARING community where students are encouraged to pursue and support the well-being of themselves and others.” – UCM Community Creed

- Students have the *right* to be reasonably safe and to take reasonable actions to protect themselves from violence.
- Students have a *responsibility* to refrain from actions that jeopardize their own safety or the safety of others.

Risk is an element of every human activity. We expose ourselves to varying degrees of risk when we step in the shower, walk down a flight of stairs, and drive to class. It is also normal to seek out risk in certain circumstances (such as trying something new, asking someone out on a date, challenging the status quo, etc.). While some risks are minor, other risky choices can put you or others in danger. Students are expected to avoid situations and choices that involve unreasonably dangerous risks, and they are expected to immediately and fully cooperate with university officials, law enforcement, and emergency personnel in the completion of their duties. Students have a right to a tobacco-free, drug-free, weapons-free and alcohol-free learning environment.

Some personal safety resources and tips can be found on the TIPS homepage.

The Right to a Fair Process

“Central is a DISCIPLINED community where students are expected to fulfill personal responsibilities, by upholding university guidelines, and by working toward self and community betterment.” – UCM Community Creed

“Responsibility: The University of Central Missouri places a high value on being ethical in all practices, and faculty members strive to impress this value upon their students. Central Missouri strives to employ the most efficient and appropriate use of fiscal and human resources in order to provide students with a quality, affordable higher education experience. Faculty and staff members value fact-based decision making through collegial deliberation.” – UCM Core Values

- Students have a *right* to fair processes and the right to appeal or seek clarification on decisions which they believe are inappropriate.
- Students have a *responsibility* to participate in those processes.

Students have a right to fair process which is, fundamentally, the right to receive notice that they may have breached their student responsibilities and the opportunity to be heard on that issue. There is an important distinction between a fair process as it relates to educational conduct and the “due process” that is afforded to criminals in the legal system. Fair processes in educational conduct matters are intended to ensure that students have an opportunity to understand how they may have violated a policy and have the opportunity to explain their involvement, if any, in that event. Students will be assigned a Conduct Educator to assist them with this process and evaluate the situation. If the student has reason to believe that the Conduct Educator cannot evaluate the case in an appropriate manner, they can request an alternate Conduct Educator. This process does not afford students the right to directly confront other students.

In some cases involving mental health concerns, serious legal matters, or potentially dangerous situations, this educational conference is compulsory and may require an immediate response from the student. In the interest of health and safety, some actions, including temporary suspension, may be enacted before all elements of the educational conduct process are met. The university will fulfill its obligation to provide a fair process before a final decision is made about a student’s status.

This educational conference is outlined in greater detail in the following section, but the essential concept is the notion that the educational conduct process relies on full, honest participation by students.

Student Conduct Expectations

The university has a direct educational interest in how one conducts oneself as a student. This concern extends beyond the classroom and is not restricted to formal educational experiences or the boundaries of campus. Student conduct refers to all the choices one makes in the learning landscape.

Student conduct expectations at UCM are based on the firmly held belief that students, faculty, and staff must constructively collaborate to create an environment that fosters, encourages and supports the educational mission of the institution. Students have a unique and integral role in creating the educational environment. They are challenged to identify and pursue their personal educational objectives while simultaneously sharing responsibility for constructing the learning and living landscape in which that learning occurs.

UCM's Student conduct expectations are based on the precepts of **personal responsibility, educational purposefulness, and community accountability**.

Appropriate student conduct is a condition of graduation.

Some thoughts on alcohol, tobacco and other drugs

Our expectation is that your decisions about alcohol, tobacco or other drug use will be guided by the law and common sense, by information about how these substances may impact your ability to be successful as a student and by an understanding of the potential impact your use may have on those in the Central community. All students, employees and visitors are expected to comply with local, state and federal laws that govern the possession, use, distribution, and sale of alcohol, tobacco or other drugs.

Misuse of alcohol or other mind or body-altering substances can negatively affect cognitive processes and may limit your ability to exercise good judgment and to learn effectively. This is contrary to the educational purposefulness described earlier and is cause for concern by the university. In addition, all alcohol and other drug use carries with it some inherent risks. These include but are not limited to addiction, accidents or injury due to impairment, overdose, damage to internal organs or a developing fetus, and unpredictable or violent behavior. Therefore, regardless of age or legal standing, students who underperform in class due to alcohol or other drugs, become over-intoxicated, or suffer medical consequences such as blacking out should expect to discuss their alcohol or other drug use with a Conduct Educator and evaluate how their decisions may be impacting their academic success.

The use of alcohol on campus by those over 21 is regulated by the university and is only allowed where explicitly indicated. Students ages 21 or older who choose to consume alcoholic beverages in their residence hall rooms are expected to do so in moderation to ensure residents' rights to privacy, sleep and study. Students 21 or older who distribute alcohol and other drugs, consume alcohol in public areas, or otherwise compromise the safety of themselves or others due to intoxication or drug use should also expect to discuss how their decision-making process is impacting their success and the integrity of the academic environment. In each of these cases, poor decision-making will likely result in a referral to the Office of Violence and Substance Abuse Prevention for a brief assessment, motivational interview, or mandatory educational program. Students may be financially responsible for these referrals.

The following is a general list of local, state and federal laws to be aware of. It is illegal:

- to purchase or consume alcohol if you are under the age of 21
- to provide alcohol to those under the age of 21

- to sell alcohol without a liquor license provided by the city and state. This includes charging admission to an event to cover the cost of the alcohol. If the alcohol cannot be consumed without money being provided, the law views this as selling alcohol.
- to possess an open container of alcohol in public in the city of Warrensburg, including the UCM campus
- to possess, sell or use a fictitious or altered identification, or identification belonging to another
- to drive under the influence of alcohol or other drugs
- to possess, sell or use any controlled substance or paraphernalia used with a controlled substance
- to possess, sell or use prescription drugs without a prescription

Students should know that the sanctions for violating these laws may be significant, including fines, community service, or jail time. Additionally, a violation such as this can have long term impact on your career. For example, using a fake ID to purchase alcohol is not only unlawful but is also viewed very negatively by many employers; particularly those associated with educational agencies, safety and criminal justice programs, government agencies, etc. This is an example of a poor choice that can have long term negative effects on your career goals.

UCM's concern regarding mind-altering and body altering substances is not limited by the current legality of those substances. This concern extends to include all known illegal drugs but also includes the misuse of prescription and non-prescription drugs, misuse of new and emerging drugs, and/or misuse of other substances not intended for human consumption.

If you or someone you know is struggling with their use of alcohol or other drugs, the university has resources that can help. Information on referrals and assistance with alcohol or drug-related problems is available from the Counseling Center (660-543-4060), University Health Center (660-543-4770), or Human Resources (660-543-4255). Additionally, within Warrensburg the following recovery and treatment resources are available: Alcoholics Anonymous (660-747-6313), Pathways Community Behavioral Healthcare, Inc. (660-747-1355) and the Recovery Lighthouse (660-429-2222).

Employees Policy

All employees have access to the policies, which can be found on UCM's website:

www.ucmo.edu/hr/handbooks/manual/relations.cfm. They are no longer given out in handbooks; everything is electronic. At this time they are not being distributed annually (aside from the policy information that is included in the annual Clery report notification) since they are available 24/7 online. New employees are briefed on the policies and directed to the website during New Employee Orientation. New Employee Orientation sessions are held twice a month to ensure all employees attend a session. Employees who work off-campus (such as adjunct professors) are informed of the location of the policies online, but do not receive the same orientation as on-campus employees. If a new policy goes into effect or a change is made to an existing policy an e-mail is sent out to all employees (on-campus and off-campus) and is also posted on UCM Daily (a daily news page which is sent to all employees). Requests for policy are directed to Human Resources.

Content of Policy

All policies pertaining to personal conduct, alcohol, tobacco and other drugs, as well as sanctions and counseling, treatment and rehabilitation options can be found in their entirety on UCM's website at <http://www.ucmo.edu/hr/handbooks/manual/relations.cfm>. Excerpts from these policies are as follows:

Policy # 506 Personal Conduct Policy. (Administered by Human Resources [HR])

"Employees of Central Missouri are representatives of the university during working hours and are expected to conduct themselves in a professional and ethical manner. They are expected to work together to protect the interests and safety of each other and others on campus. Employees are responsible for their own personal conduct and for taking the necessary steps to ensure, to the extent possible, a safe and harmonious work environment."

Policy #512 Alcohol Policy. (Administered by HR)

The Alcohol Guidelines Procedures as well as the Alcohol Policy can be found at: <http://www.ucmo.edu/upo/index.cfm?pg=policy.cfm&upoID=1.2.130>. Policy #512 is as follows:

A. General

1. The University of Central Missouri recognizes its responsibility to foster a learning environment that minimizes the negative impact of high risk alcohol use on student life and academic success. The university further recognizes that care must be taken to allow alcohol only in settings where it is responsible to do so, and to ensure that policies do not result in an atmosphere in which irresponsible or dangerous alcohol use is likely to result.
2. The university observes and enforces all applicable laws and regulations governing the sale, purchase, distribution, consumption, and possession of alcoholic beverages, and expects that all members of its community adhere to these laws and regulations both on and off campus. University funds may not be used to purchase alcohol.
3. The university complies with the Drug Free Schools and Communities Act Amendments of 1989. Annual distribution of alcohol and drug prevention materials to all students, faculty and staff are accomplished through 1) the faculty guide, 2) the student planner handbook, 3) the staff handbook and 4) the annual institutional and financial information publication. The following information is included:
 1. statement of standards of conduct, clearly prohibiting unlawful possession, use or distribution of drugs and alcohol by students or employees on school property or as part of school activities
 2. statement of adherence to all applicable legal sanctions under local, state and federal law for the unlawful possession or distribution of illicit drugs and alcohol
 3. description of drug and alcohol counseling, treatment or rehabilitation programs available to students, faculty and staff
 4. description of health risks associated with use of illicit drugs and alcohol
 5. statement of commitment to impose sanctions on students, faculty and staff in violation of the policy, including a description of those sanctions (such as expulsion, termination and/or referral for prosecution)

B. University Housing:

The possession and consumption of alcoholic beverages is permitted in university-owned housing facilities only where applicable guidelines have been developed and recommended by the respective university housing governing boards, and approved by the president or designee. The guidelines shall clearly specify areas, times and circumstances under which the possession and consumption of alcohol is legal and appropriate and shall fully protect the rights of others.

C. University facilities and grounds:

The possession, consumption or sale of alcoholic beverages is permitted on university property or facilities only where department or office policies and procedures have been approved by the president or designee. Guidelines shall be developed in consultation with all appropriate stakeholders (for example, Public Safety, Meeting and Conference Services, etc.), and shall clearly specify areas, times and circumstances under which the sale, possession and/or consumption of alcohol is legal and appropriate and shall fully protect the rights of others.

Procedures

This policy will be implemented at the direction of the president. A three person panel, appointed by the president, shall serve as the review and approval authority for those department policies and procedures referenced in the guidelines. It shall be the responsibility of those departments or offices to ensure that policies are developed in compliance with university procedures and guidelines, and that a copy of the most recent revision of all approved alcohol guidelines be made available for public access in the Office of the General Counsel, and for posting on the policy web site.

An alcohol task force or coalition (a multi-disciplinary committee appointed by the president and comprised of various members of the university community) will meet as required or called upon to advise the president and university community on issues related to alcohol education programs, policy implementation and enforcement, community relations, and other topics as may arise related to the university's alcohol policy and programs.

In compliance with the Drug Free Schools and Communities Act Amendments of 1989, a bi-annual assessment of the university's alcohol policy and education and prevention programs shall be conducted, and shall make recommendations to the president and vice presidents to enhance these as indicated. University Health Services is responsible for ensuring the report is produced and submitted for the Strategic Leadership Team review through the appropriate vice president, by July 1 of even years.

Policy #513 Illegal and Controlled Drugs. (Administered by HR)

“Federal, state and local statutes prohibit or limit the use, possession or sale of drugs as defined herein. The university expects students, employees and campus organizations to abide by all applicable laws. The use of the term ‘drug’ in this policy refers to any illegal substance or controlled prescriptive pharmaceutical product. The policy of the university conforms to the provisions of the Drug-Free Workplace Act of 1988.....The university will: 1. Provide information to members of the campus community for the purpose of preventing illegal drug use and abuse, and provide information about the use of legal drugs in ways that are not harmful to self or others. 2. Create an environment that reinforces healthy, responsible living, as well as respect for community laws and campus standards and regulations. 3. Provide for a reasonable level of counseling and referral for users of illegal and controlled drugs.....Individuals found in violation of this policy will be subject to appropriate action through established procedures.”

Policy #515 Progressive Discipline Procedures. (Administered by HR)

The Progressive Discipline Procedures policy in its entirety can be found at <https://www.ucmo.edu/upo/index.cfm?pg=policy.cfm&upoID=progdisp>. The following is an excerpt: “Progressive discipline is a process which assists employees in meeting expectations. Discipline corrects unacceptable behavior, and attempts to prevent further infractions. If problems can be discussed and resolved informally, the need to use progressive discipline may be avoided.....Progressive discipline is the application of discipline in a series of steps that gradually increase in severity as an employee progresses through the steps. The number of steps may vary, each step may be repeated along the way, and steps may be skipped, depending on the situation involved. Supervisors need to consider the severity of the offense, the previous record of the employee, the lapse of time since the last disciplinary action, and the departmental and institutional practices in dealing with previous cases related to discipline.” An example of UCM’s series of steps is:

- Step 1: Oral Warning
- Step 2: Written Warning
- Step 3: Suspension
- Step 4: Termination

UCM’s Drug Free Schools and Workplace Statement.

The University has established and is committed to enforcing clear policies that promote an educational environment free from the abuse of alcohol and other substances. The University complies with federal regulations that require an alcohol and drug testing program for safety sensitive positions. The University expects students, employees, visitors, and organizations to adhere to state statutes prohibiting individuals under the age of 21 from drinking or having alcohol in their possession. Drinking or possession of alcoholic beverages is prohibited in University buildings and residence halls except in those places where an explicit exception has been granted. The University also expects students, employees, and visitors to comply with laws that govern the possession, use, distribution, and sale of alcohol and illicit drugs. Anyone found to be in violation of such laws shall be subject to all applicable criminal penalties, as well as disciplinary action in accordance with applicable policies of the University of Central Missouri. Students under the age of 21 are reminded it is unlawful to use fictitious identification for purchasing alcohol. Health risks associated with the use of illicit drugs and alcohol include, but are not limited to, addiction, accidents as a result of impaired judgment and ability, overdose, damage to internal organs or a developing fetus, and unpredictable or violent behavior. Information on referral and assistance with alcohol or drug-related problems is available from the Counseling Center (PH 660-543-4060), University Health Center (PH 660-543-4770), or Human Resources (PH 660-543-4255).

Employee Assistance Program (EAP). (Overseen by HR)

The objective of the New Directions Employee Assistance Program is to reduce problems in the work force and to retain valued employees. UCM recognizes that personal and work problems can be dealt with successfully when identified early and referred to appropriate care. It is the purpose of this program to provide an opportunity for all employees to obtain confidential assistance in resolving personal and work problems as the need arises. While the employer does not intend to intrude upon employee's personal lives, the employer

offers professional and confidential assistance to resolve problems when declining work performance, attendance or behavioral problems occur. New Directions EAP will arrange for help or provide resources for emotional/behavioral, family and marital, alcohol and/or drug, financial, legal, work and other personal problems. New Directions EAP resources provide problem assessment, short-term counseling and referral. More information on UCM's EAP can be found at <http://www.ucmo.edu/hr/benefits/EAP.cfm>.

AOD Prevalence Rate, Incidence Rate, Needs Assessment and Trend Data

Drug and Alcohol Related Incidents/Fatalities

UCM Public Safety provides the entire campus with a Security and Safety Report annually; which can be found online at

<http://www.ucmo.edu/ps/police/UCMAnnualSecurityandFireSafetyReport.pdf>. From July 1, 2015 to June 30, 2016, Public Safety recorded 228 alcohol-related incidents, 205 drug-related incidents and 0 (zero) fatalities due to alcohol/drugs on campus. Public Safety also recorded 10 alcohol-related ambulance transports and 2 drug-related ambulance transports. Data regarding alcohol and other drug-related admissions to the local ER for the same time period were unavailable.

UCM also records alcohol and drug-related incidents and fatalities reported to campus officials using the Maxient system. The numbers generated from Maxient reports DO NOT include the numbers Public Safety reported. A report generated from Maxient included the following information. This information was generated by searching the "60 - Charge and Finding Combination Tally" in Maxient and adding together all the violations related to alcohol or drugs.

- There were no alcohol/drug related fatalities recorded in Maxient.
- There were a total of 663 alcohol or drug incidents reported in Maxient, which is an increase from the previous year of 432. "Incident" was defined as one point in time. Some "incidents" actually included more than one alcohol or drug policy violation (such as mass consumption and a party environment); however, since our referral process does not count these as two separate incidents, they were not counted as separate for this report.
- 142 incidents were drug incidents. Of these, 47 students were found responsible for drug violations (33%). This is an increase in the number of incidents, but a decrease of the percentage of students found responsible since last year, where there were 105 drug incidents and 55 students were found responsible (52.4%).
- 521 incidents were alcohol incidents. This is an increase in the number of incidents since last year, which was 338. Of these, 308 students were found responsible for alcohol violations (59%). This is a small decrease from last year when 203 students (60%) from the 338 incidents were found responsible.
- Additional information:
 - 143 were assigned to VSAP for 1st alcohol violation sanctions.
 - 123 students attended their appointment.
 - 32 of those are no longer in school- 26%
 - Of the 20 who did NOT see VSAP, 10 are no longer enrolled- 50%
 - 8 students were assigned to VSAP for 2nd alcohol violations
 - 5 students attended their appointment
 - 1 of those students are no longer in school- 20%

- 3 did not see VSAP
 - Of those three, two are no longer enrolled- 67%
 - 24 students were assigned to VSAP with a first drug violation sanction.
 - 12 attended
 - 4 of those are no longer enrolled- 33%
 - 12 did not see VSAP
 - 7 are no longer enrolled- 58%
 - 2 students were assigned to VSAP with 2nd drug violation sanctions.
 - 1 saw us and is still enrolled
 - 1 did not and is no longer enrolled

MCHBS Data

This section contains the most current data for UCM and will be used to identify increases and decreases in trend data.

2015-2016 MCHBS Data

- 72.3% of UCM students consumed alcohol in the past year.
- 54.1% of UCM students consumed alcohol in the past 30 days.
- 25.3% of underage students reported binge drinking (5 or more drinks in a two-hour period in the past two weeks).
- % of students who Binge Drank in the past 2 Weeks
 - All students: 26.4% reported binge drinking (5 or more drinks in a two-hour period) in the past two weeks.
 - Drinkers only: 27% reported binge drinking at least once (5 or more drinks in a two-hour period) in the past two weeks.
- 20% of UCM students used marijuana in the past year.
- Current Marijuana users- Of those who reported using marijuana in the past year: 3.1% reported using 3 or more times per week and 3.8% reported daily use.
- Illegal drug use:
 - In the past year:
 - 19% of UCM students reported using prescription drugs without a doctor's prescription in the past year.
- UCM students, in the past year:
 - 3.8% reported being in trouble with campus administrators at least once
 - 3.8% reported being arrested by campus police or other law enforcement at least once
 - 20.9% reported driving after consuming any alcohol at least once
 - 1.5% reported being arrested for DUI/DWI at least once

Trend Data.

- Binge drinking (defined at 5 or more drinks in a two-hour period) in the last two weeks
 - For students under 21, UCM saw an increase in binge drinking: 23.7% in 2015 to 25.3% in 2016.

- Among all students, UCM has seen a reduction in binge drinking since 2007 (from 34.8% to 26.4% of all students). This year's percentage (26.4) was an increase from 2015, however (24.9%).
 - Marijuana
 - Our data for the percentage of UCM students who report using marijuana once or more in the past year has not been consistent in recent years. It was 19% in 2012, then increased in 2013 (27.5%), followed by a decrease in 2014 to 20.5%, another increase to 23.4% in 2015 and most recently, at decrease to 20% in 2016.
 - Illegal Drugs
 - UCM has seen an increase in the number of students using prescription medication without a doctor's prescription for the past two years. In 2014 students reported only 11.8%, followed by the first increase in 2015 at 16.5%, and the current (2016) percentage is 19%.

AOD Policy, Enforcement

Policy. For this section of the report, we will include entire text of policies when applicable or excerpts from the policy along with a link to the policy in its entirety.

Federal Drug Free Campus Policy.

The University has established, and is committed to enforcing, clear policies that promote an educational environment free from the abuse of alcohol and other substances. The University complies with federal regulations that require an alcohol and drug testing program for safety sensitive positions. The University expects students, employees, visitors, and organizations to adhere to state statutes prohibiting individuals under the age of 21 from drinking or having alcohol in their possession. Drinking or possession of alcoholic beverages is prohibited in University buildings and residence halls except in those places where an explicit exception has been granted. The University also expects students, employees, and visitors to comply with laws that govern the possession, use, distribution, and sale of alcohol and illicit drugs. Anyone found to be in violation of such laws shall be subject to all applicable criminal penalties, as well as disciplinary action in accordance with applicable policies of the University of Central Missouri. Students under the age of 21 are reminded it is unlawful to use fictitious identification for purchasing alcohol. Health risks associated with the use of illicit drugs and alcohol include, but are not limited to, addiction, accidents as a result of impaired judgment and ability, overdose, damage to internal organs or a developing fetus, and unpredictable or violent behavior. Information on referral and assistance with alcohol or drug-related problems is available from the Counseling Center (PH 660-543-4060), University Health Center (PH 660-543-4770), or Human Resources (PH 660-543-4255).

Student Code of Conduct – particularly relating to Alcohol and Other Drugs.

(Administered by Student Engagement and Experience [S.E.E])

For policies as they are currently written, see Quarterly Report #1, for student code of conduct information. This information can also be found in *UCM's Guide to Good Decision-*

Making online at <http://www.ucmo.edu/student/documents/decisionmaking.pdf>. This report, along with Report #1, will be updated with any revisions/additions to UCM policies.

Alcoholic Beverages - Payment from University Accounts.

(Administered by University Board of Governors [BOG]) UCM's Alcohol Policy states that "The University observes and enforces all applicable laws and regulations governing the sale, purchase, distribution, consumption, and possession of alcoholic beverages, and expects that all members of its community adhere to these laws and regulations both on and off campus. University funds may not be used to purchase alcohol." The entire policy can be found on pages twelve and thirteen (12-13), Quarterly Report #1, as well as online at <http://www.ucmo.edu/upo/bog/> or <http://www.ucmo.edu/hr/handbooks/manual/relations.cfm>

Alcoholic Beverages - Sale, Serving and Consumption.

(Administered by UCM B.O.G) See UCM's Alcohol Policy (which can be found on pages twelve and thirteen [12-13], in Quarterly Report #1), along with UCM's Alcohol Sale, Service, Possession and Consumption Guidelines. These guidelines can be found at: <http://www.ucmo.edu/upo/guide/policy.cfm?upoID=alcoholg>.

Tailgating.

(Overseen by UCM Athletics and Department of Public Safety) UCM currently does not have a separate tailgating policy; however, there are established guidelines and procedures. They are as follows:

Goal: To allow personnel to tailgate in a fun and festive atmosphere without interfering with the rights of others.

Operating Procedures

1. At least seven (7) days prior to the scheduled event, the designated lot shall have been identified and its location communicated by the University of Central Missouri's Director of Facilities and Conference Service to the Chief of Police of the City of Warrensburg with courtesy copies to Public Safety and Athletics.
2. Temporary fencing at least four feet in height must fully enclose the lot except entrances and exits.
3. All entrances and exits must be controlled and supervised by UCM personnel: all personnel entering the lot will be provided a handout (attached). Lot attendants will call UCM Public Safety if assistance is needed.
4. Re-entry to the tailgating areas during the game will be restricted/monitored.
5. UCM Department of Public Safety Officers will conduct adequate patrol of the tailgating lots to assure that minors are not consuming alcohol and to control those who over-indulge.
6. Establish, train and identify "Event Staff" in sufficient numbers for each tailgating lot to provide for this function, paid for by athletics. Staff will be trained on their role and responsibility in regards to tailgating.
7. Sufficient portable bathroom facilities will be provided for the tailgaters.
8. Telephone will be the primary contact between event staff and public safety. In the event Public Safety is needed, event staff will call 4123. In the event of an emergency, safety phones in the lot will be utilized or event staff will dial 911.

9. Tailgating is permitted 2 hours prior to kickoff and ends at the completion of half time.
Below is a handout that will be designed as a parking pass for the designated tailgate areas.
-

Please enjoy your visit to the University of Central Missouri and today's game. This lot has been designated as a tailgate area for Mules fans. The following guidelines have been established to ensure everyone has the opportunity to meet with friends and enjoy the game.

- The fencing designates the tailgate area, and you are to leave only through designated entry and exit points. All alcoholic beverages must be placed in plastic cups provided to you. No cups or beverages of any kind may be carried out of the designated tailgate area.
- *Possession or Consumption* of alcoholic beverages by persons under the age of 21 will not be allowed.
- Please clean up your area before leaving. Trash barrels are located throughout the lot, and barrels are also available for hot coals.
- No tailgating is permitted in this lot after the game has been completed.

Individuals who take alcoholic beverages outside the designated area, and minors in possession of alcohol are subject to arrest and prosecution.

PLEASE DO NOT DRINK AND DRIVE!

Alcoholic Beverages-University Housing.

(Administered by S.E.E) The entire housing policy can be found in *UCM's Guide to Good Decision-Making*, but an excerpt specific to alcohol is as follows: "In order to maintain an environment conducive to learning, Housing has placed additional specific restrictions on how and when alcohol can be used in the halls.

- Alcohol is allowed on upperclass floors in residence hall rooms as long as the owners of the room and everyone present are all over the age of 21. Alcohol is not allowed in first year communities or in common areas of the halls. To prevent a disruptive party-like atmosphere, no more than 4 people can be present in a room where alcohol is being consumed.
- Mass quantities of alcohol (such as kegs) are not congruent with the responsible atmosphere we are trying to create and will not be allowed in the halls.
- For this same reason, alcohol competitions (beer pong, etc.) are also not allowed in the residence halls.
- Beer bottles and cans must be disposed of properly.
- The door must remain closed when alcohol is being consumed."

Guidelines for Fraternity and Sorority Use of Alcohol.

(Administered by UCM Fraternity and Sorority Life) The following are sections from University of Central Missouri's Interfraternity and Panhellenic Councils Risk Management Policies, revised April 2016.

II. Alcohol Policy

UCM Fraternity and Sorority Life (FSL) is committed to fostering a community which engages in safe alcohol consumption practices by encouraging responsible, healthy and safe uses of alcohol for those of legal drinking age; and actively discourages unlawful, irresponsible, and abusive alcohol use.

1. Working Definitions

- a. Chapter: Refers to any organization belonging to IFC or Panhellenic.
- b. Event: Function with a date and location, approved by the chapter, Inter/National headquarters, or social committee, recognized by Panhellenic or IFC, where alcohol may or may not be present.
- c. Alcohol: Beer, wine, liquor or anything with alcohol content.
- d. Guest List: an official list of the members of the chapter, and any other individual in attendance
- e. Non-Alcoholic Event: a social event hosted by a chapter in which alcohol is not present.
- f. Alcoholic Events: chapter or perceived chapter events where chapter members or guests are involving alcohol or where alcohol is present.
- g. Open Parties: any event with unrestricted or restricted access by non-members of the fraternity which the chapter allocates funds, and/or makes announcements about information regarding the event at chapter meetings and/or by mass communication (e-mail, group text messaging, etc.); where alcohol is present.
- h. Perceived Chapter Event: an event in which an observer would associate a specific fraternity or sorority with said event.
- i. Sober Monitor: a chapter member who is sober for the duration of the alcoholic event for the purpose of risk prevention. For every twenty (20) people, there must be one (1) sober monitor (e.g. for a 100-person event, there must be five [5] sober monitors).
- j. Social events will be divided as follows:
 - i. Invite Events: Events where attendance is limited to members of the specified host chapter(s) and the individuals indicated on a guest list. Examples include formals and date parties. Bi-chapter events, and Tri-chapter events
 - ii. Family Events: Events where attendance is limited to host chapter members, their family members and dates of chapter members. Examples include Parents Weekend, Mother's and Father's Days.
 - iii. Alumni Events: Events where attendance is limited to host chapter members, alumni, family of alumni, etc. Examples include Homecoming Weekend, etc.
- k. Drinking games: includes, but is not limited to, any activity involving the consumption of alcohol which involves the encouragement of the rapid consumption or extreme amount of alcohol.

2. Distribution, Possession, and Purchase of Alcohol:

- a. All Federal, state, city, and university governing laws apply herein and will be followed by each fraternity and sorority chapter. Chapters found in violation of such laws will be brought forth for violations to either UCM Fraternity and Sorority Life or the respective governing body.
- b. The possession, sale, use, and/or consumption of alcoholic beverages while on or off chapter premises, during an official fraternity or sorority event, or in any situation sponsored or endorsed by the chapter, or an event an observer would associate with a chapter, must be in compliance with any and all applicable laws of the state, province, county, city, university, or must comply with Third Party Vendor Guidelines. See Third Party Vendor Form within the required Social Event Registration Form.
- c. No alcoholic beverages may be purchased through or with chapter funds nor may the purchase of same for members or guests be undertaken or

coordinated by any member in the name of or on behalf of the chapter. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or cases, is prohibited.

- d. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal drinking age) at chapter events.
- e. The possession, sale and/or use of any illegal drugs or controlled substances at any chapter event or perceived chapter event is strictly prohibited.
- f. No extra “rent” may be paid to an establishment for the purpose of obtaining cheaper alcohol prices.
- g. No chapter member under the age of 21 may consume any alcoholic beverage at any time during the chapter event.
- h. All chapter events must be cash-bar
 - i. When a cash-bar is used, it will be the responsibility of the establishment and chapter to prevent the distribution of alcoholic beverages to minors.
- i. For all events where alcohol is present, transportation will be provided through bus service or designated drivers provided by the sponsoring chapter(s) and must be in accordance with the chapter’s national policy.
 - i. When buses are being used for transportation, it will be the responsibility of the individual chapter to see that all chapter members, and guests, in attendance are safely returned to their destination and original pick-up location
 - ii. All in attendance must sign an event roster upon arrival to the event, and upon return to the original pick-up destination.
- j. No member shall permit, tolerate, encourage or participate in “drinking games” at any event.
- k. The host organization(s) must prohibit guests from leaving the premises with open containers.
- l. The presence of alcohol in any of the following situations with any chapter is strictly prohibited:
 - i. Recruitment Functions
 - ii. Philanthropic Events
 - iii. Community Services
 - iv. Educational Programs
- m. All violations will be filed with the Fraternity Sorority Judicial Board.
- n. IFC and Panhellenic officers and FSL may attend any function deemed necessary.

3. Chapter Social Events:

- a. For definition of Chapter Social Events, refer to section 1, subsection i.
- b. Chapters must remain in good standing with the following offices and/or organizations in order to host or participate in an alcoholic event:
 - i. The FSL Office
 - ii. Office of Student Activities
 - iii. The Interfraternity Council and/or Panhellenic Council

- iv. Chapter National or International Organization/Headquarters
- c. Registration: All alcoholic and non-alcoholic social events must be registered with the Vice Presidents of Accountability. If the event is a co-sponsored event, each participating chapter must register the event individually with the Vice President of Accountability.
 - i. Alcoholic events:
 - 1. The following alcoholic event registration forms must be time-stamped and turned into the West Area FSL Office seven (7) business days prior to the event.
 - a. Alcoholic Event Registration description form
 - b. 3rd party vendor agreement
 - c. Sober monitor form
 - ii. Non-Alcoholic:
 - a. Non-Alcoholic Event Registration description form
 - b. Form must be turned into the West Area FSL Office seven (7) business days prior to the event
 - iii. Guest lists must be finalized, time-stamped, and turned in to the West Area FSL Office two (2) business days prior to the event.
- d. Events may not be sponsored by more than four chapters.
- e. Attendance shall not exceed the maximum occupancy of the area of the establishment and shall not exceed the limit of four hundred (400) total guests.
- f. There will be only one doorway entrance to an event. If additional entrances are deemed necessary, they must be denoted on the party verification form and approved by the IFC or Panhellenic Council. All entrances must be monitored at all times throughout the function.
- g. Open Parties are prohibited.
- h. All events shall end by 2:00 a.m.
- i. Host organization(s) should refuse admittance to social events if a person is considered a potential problem (i.e. someone who is intoxicated, violent, or otherwise a threat to those present).

4. Co-Sponsored Events

- a. No chapter may co-sponsor an event with a bar or an alcohol distributor at which alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a bar for purposes of fundraising.
- b. A chapter may rent or use a room or area in a bar for a closed event held within the provisions of this policy, including the use of a third party vendor and guest list.
- c. An event at which alcohol is present may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of this policy.
- d. No chapter may co-sponsor or use chapter funds to attend or participate in a function at which alcohol is purchased by any of the host chapters, groups, or organizations.
- e. In the case of a co-sponsored event, chapters are not eligible to bring guests.

5. Guests

- a. Chapters are responsible for monitoring guests who enter the venue.

- i. Guests who do not appear on the guest list shall not be admitted into the venue.
 - b. Guest Lists: Each fraternity/sorority must turn in a computer generated list of members, and/or their dates, who will be attending the event. Rosters off the Google Drive document are acceptable except for invite socials.
 - i. Member lists shall include only members who are attending the event. It shall be the responsibility of the chapter to obtain the most accurate list of attending members.
 - ii. All guests must be properly documented on the guest list and it shall be the responsibility of the chapter to ensure that guests who do not appear on the guest list are not admitted into the venue.
 - iii. Guest lists must be finalized, time-stamped, and turned in to the VP of Accountability at least two (2) business days prior to the event.
 - iv. A copy of the guest list must be at the entrance of the social. All those who enter the social shall initial next to their name to show they were in attendance of the function. This list shall be handed and time-stamped at the Panhellenic front desk within one (1) business day from the end of the event.
 - v. Failure to provide guest list within two (2) business days of the scheduled event will result in (per calendar year, January 1 through December 30):
 - 1. First offense of late paperwork will be a \$50 fine
 - 2. Second offense of late paperwork will be a \$100 fine
 - 3. Any offenses after the second offense will be fine of \$150, plus sent to FSJB
6. Beverages and Food
- a. Chapters are required to abide by their inter/national policy regarding beverages and food at alcoholic events.
7. It is strongly recommended that during alcoholic events, chapters provide food and non-alcoholic beverages for all attending guests
8. New Associate Members and Recruitment
- a. All recruitment activities associated with any chapter will be non-alcoholic. No recruitment activities associated with any chapter may be held at or in conjunction with a tavern or alcohol distributor.
 - b. No alcohol shall be present at any pledge/associate member/new member/novice program, activity or ritual of the chapter. This includes but is not limited to activities associated with “bid night,” “big brother – little brother” events or activities, / “big sister - little sister” events or activities, “family” events or activities and initiation.
9. Enforcement Procedures
- a. Federal, state and local laws will take precedence over this events policy and all national policies.
 - b. IFC and Panhellenic reserves the right to oversee events and enforce the provisions of this policy.
10. Alcohol Policy Violations and Petitioned Sanctions
- a. Any violation or perceived violation of these alcohol policies will be reported through a violation report submitted to the Vice President of Accountability for either PC or IFC council.

- b. The following fee structure will be used for late paperwork for any social function:
 - i. First offense of late paperwork will be a \$50 fine
 - ii. Second offense of late paperwork will be a \$100 fine
 - iii. Any offenses after the second offense will be a fine of \$150, plus sent to FSJB

III. Drug Policy

1. Illegal Substances
 - a. The possession, sale or use of any Illegal drugs or controlled substances while on chapter premises or during a chapter event or at any event that an observer would associate with the fraternity or sorority is strictly prohibited.

****Note:** Interfraternity Council and Panhellenic policies are not University policy.

Tobacco Free Campus.

(Administered by UCM B.O.G)

Use of Tobacco Policy (Policy updated April 30, 2015)

For this policy, the definition of tobacco is as follows: “Tobacco – encompasses all tobacco products (traditional cigarettes, e-cigarettes, pipes, cigars, hookah, water pipes, and all other forms of smoke-generating products, chew snus, snuff, etc.) or any nicotine delivery method not approved by the U. S. Food and Drug Administration as nicotine replacement therapy.”

1. Tobacco use is prohibited at the University of Central Missouri.
2. Any exceptions to the prohibition of tobacco by the University of Central Missouri shall be set out in the University Guidelines and Procedures: “Use of Tobacco Guidelines.”
3. The university president shall be responsible for preparation of rules, procedures, guidelines and regulations necessary to carry out the Board of Governors “Use of Tobacco Policy.” The president shall make all decisions concerning the day-to-day operations and control of tobacco at the University of Central Missouri.
4. The university president may delegate responsibility to various campus administrators regarding the review and implementation of the “Use of Tobacco Guidelines.” “Use of Tobacco Guidelines” can be found at:

<https://www.ucmo.edu/upo/guide/policy.cfm?upoid=tobaccoguide2014>

Amnesty/Responsible Action Protocol Policies.

(Administered by S.E.E)

The University of Central Missouri is committed to the safety and welfare of our students and seeks to facilitate access and remove barriers to students seeking medical assistance for alcohol and/or drug related emergencies and in cases involving sexual assault or sexual misconduct. UCM expects students to seek immediate medical or emergency assistance (e.g. calling the police at 911 or 543-4123, asking for immediate assistance from a Community Adviser, etc.) when they are concerned about their own health or that of another student.

The amnesty process was developed to emphasize that UCM supports students who make the decision to seek assistance from an emergency or medical professional for themselves or a friend. UCM never wants to be witness to a tragedy that could have been prevented simply because a person feared coming forward to seek help.

The Amnesty Policy applies to the student in need of medical attention and to the student(s) seeking medical attention on behalf of another person. It also applies to students

seeking assistance in relation to an instance of sexual violence. We recognize that students are sometimes reluctant to seek help because they believe that by doing so; they will expose themselves to disciplinary action. We want to remove this fear and focus on student safety.

This amnesty policy tries to ensure that students receive:

- 1) Immediate medical assistance and
- 2) Follow-up interventions, if appropriate, to reduce the likelihood of future occurrences.

Students receive Amnesty when it is determined by a Conduct Educator that they appropriately sought emergency or medical attention for themselves or medical assistance was sought for them even if they had been using alcohol or other drugs. If Amnesty applies, the student will not be found in violation of university alcohol or drug policy (and potentially other policy violations) but may still be required to complete a referral.

Through this referral, students may be required to:

- Complete an assessment with a substance abuse prevention professional.
- Comply with the substance abuse prevention professional's recommendations by an established deadline. For most first-time alcohol incidents, the two session BASICS (Brief Alcohol Screening and Intervention for College Students) program will be used. First time drug incidents will utilize a similar program. Students are responsible for any costs associated with these referrals.

Students seeking medical attention on behalf of another person will not receive disciplinary actions for seeking help. However, depending on their involvement, they may also be required to meet with university administrators such as the substance abuse prevention professional and follow through with recommendations.

Failure to comply with either emergency medical treatment (including refusal to follow the recommendations of campus personnel, University Health Center personnel, Public Safety, and/or Johnson County EMS personnel concerning transportation to the University Health Center or one of the local emergency rooms) or follow-up interventions may disqualify a person from the Amnesty Policy and the student may be referred back to the Associate Vice Provost for Student Services or designated Conduct Educator for action.

Please note that this policy does not protect those students who repeatedly or flagrantly violate the Student Code of Conduct. The availability of amnesty is at the discretion of the Associate Vice-Provost for Student Services or designated Conduct Educator.

Athletic Department Alcohol and Other Drug Testing Policy.

The following policies can be found in the Student Athlete Handbook:

Alcohol, Drugs, and Tobacco Policies

UCM Alcohol

The legal drinking age in Missouri is 21. However, as a student-athlete, you are also prohibited from drinking alcoholic beverages when representing UCM, attending UCM-sponsored event or on the UCM campus. Additionally, you are not to drink and drive, use alcohol to a degree that it affects your academic or athletic performance, affects your personal relationships or finances, or to a degree that it leads to legal problems. Please refrain from publicly consuming alcohol in department-issued UCM athletics apparel, or to drink alcohol with recruits or their associates. If you are involved in an alcohol-related incident in

which there are no legal consequences, your Head Coach and the Director of Athletics will determine whether suspension from practice and/or competition is warranted.

UCM Tobacco

UCM is a smoke-free campus. Tobacco usage is prohibited at all times on UCM campus property. Tobacco usage is also prohibited by NCAA regulators and will not be permitted by UCM student athletes or staff members during any team functions. A team function is defined as any activity which is held as a team, including meetings, practices, informal workouts, games or banquets, both on and off-campus. Violation of NCAA or University rules regarding tobacco use will subject the student-athlete to discipline.

UCM Substance Abuse

Central Missouri strongly opposes the use of illegal drugs, excessive alcohol and the use of tobacco products, including smokeless tobacco. The use of the above products is specifically prohibited while athletes are on university or NCAA athletic business, including travel to and from the event.

In addition, your coach will distribute team rules to you early in your practice season which will define the consequences for use and abuse of the above substances as well as for breaking any other training rules.

If you find yourself caught in a web of alcohol or drug abuse, please talk to the trainers who will help you deal with the problem in a confidential manner. Team physicians, counselors, and formal programs are all available to athletes who are concerned about themselves or a fellow athlete. Because anabolic steroids are commonly used to take a short cut to increased strength and size, and because they are proven to have serious side effects, all Central Missouri coaches, trainers, and administrators disapprove of their use. Steroid use will not be tolerated.

The NCAA requires you to sign a drug testing consent form in order to participate in NCAA post-season events. Central Missouri plans to initiate its own drug-testing program. Please, for your own health and safety, as well as your continuing eligibility, stay CLEAN!

NCAA/UCM Drug Testing

The use of illegal or “performance enhancing” drugs is completely inconsistent with the purpose of intercollegiate athletics and creates a danger to the health and safety of all student-athletes. If you need to purchase an over-the-counter medication, or if your doctor prescribes a drug, you should notify your athletic trainer before taking it. UCM Athletics upholds and enforces NCAA and UCM regulations regarding alcohol, tobacco, non-therapeutic prescription drugs and all NCAA banned drug classes.

UCM and UCM Athletics do not condone the use, possession, sale, manufacture or distribution of drugs that are illegal, that may involve medical or psychological hazards to individuals, or that may lead to interfere with the rights and privileges of others.

You shall sign a statement in which you consent to be tested for the use of drugs prohibited by NCAA rules and regulations prior to participating in intercollegiate competition. Failure to complete and sign the form shall result in your ineligibility for participation in all intercollegiate competition.

Drug Testing Policy

UCM is committed to the physical and mental well-being of its student-athletes. The university recognizes that the use of certain drugs and substances, legal or illegal, is not in the best interest of the student-athlete or UCM athletics. In an effort to eliminate the use of

illegal drugs and other substances, UCM has implemented a comprehensive substance abuse education and testing program to promote healthy and responsible lifestyles for student athletes.

The UCM Department of Intercollegiate Athletics Student-Athlete Drug Education and Drug Testing Program is separate from the NCAA Drug-Testing Program and carries with it separate sanctions to be imposed by the UCM Department of Intercollegiate Athletics. For a description of the NCAA Drug-Testing Program, refer to the NCAA website (www.NCAA.org).

UCM drug testing will include, but may not be limited to the following substances:

- Amphetamine/Methamphetamine
- Cocaine
- Marijuana
- Opiates
- Ecstasy (MDMA)
- Oxycodone (incl. OxyContin)
- Methylphenidate (incl. Ritalin, Adderall)

*Prescriptions from a licensed medical doctor will be permitted with proper documentation of evaluation and diagnosis.

Each student-athlete shall be subject to random drug testing, team testing, follow-up testing and testing based upon reasonable suspicion. Student-athletes may be drug tested throughout the year, including summer, for substances on the banned drug-class list. There is no limit on the amount of times a student athlete can be drug tested during the year. Failure to report for a drug test and/or leaving the test site without permission will result in a test being classified a “positive” test. Penalties will be imposed as prescribed below.

1. First Offense: A student-athlete who tests positive will be required to attend a counseling session for the purposes of evaluation, education and if necessary, treatment or counseling. The student athlete will be required to sign a release of information to allow basic communication between the Counselor, a UCM team physician, and the Director of Athletics/Senior Associate Athletic Director. Failure to sign such a release will render the student-athlete immediately ineligible for practice and competition.
2. Second Offense: The student-athlete will be immediately suspended from participation in any intercollegiate competition at the University of Central Missouri. The suspension will be for a period of time equivalent to 20% of his or her regular season competition. The suspension will be served starting with the next schedule contest or date of competition and will be in effect for both regular season and post-season competition. If the positive drug test result occurs during the off-season, the suspension will be served during the next season of competition. The student-athlete will be required to attend counseling sessions. Failing to meaningfully participate in the evaluation/counseling process as defined by the counselors will be classified as a third offense.
3. Third Offense: The student-athlete will be permanently suspended from participating in any sport at the University of Central Missouri.

Notification of selection will take place no more than 24 hours prior to the scheduled test. If a student-athlete does not report at the scheduled test, it is considered a “no show” and interpreted as a positive test result.

Employee Assistance Program Referral Policy.

(Overseen by Human Resources) Employees who exhibit signs of alcohol and/or drug abuse that interferes with work activities/duties may receive a mandated referral as part of UCM’s Progressive Discipline Model. UCM provides an Employee Assistance Program to assist with the referral and treatment options available to UCM employees. More information on the Progressive Discipline Procedure as well as the Employee Assistance Program can be found on pages fourteen and fifteen (14-15), in Quarterly Report #1, as well as online at: <http://www.ucmo.edu/upo/index.cfm?pg=policy.cfm&upoid=progdisp> and <http://www.ucmo.edu/hr/benefits/EAP.cfm>.

Financial Aid Drug Convictions Policy.

UCM follows federal policy regarding financial aid penalties for drug law violations. It is as follows: “The Higher Education Act of 1965 as amended (HEA) suspends aid eligibility for students who have been convicted under federal or state law of the sale or possession of drugs, if the offense occurred during a period of enrollment for which the student was receiving federal student aid (grants, loans, and/or work-study). If you have a conviction(s) for these offenses, call the Federal Student Aid Information Center at 1-800-4-FED-AID (1-800-433-3243) or click here to complete the "Student Aid Eligibility Worksheet" to find out how this law applies to you. If you have lost federal student aid eligibility due to a drug conviction, you can regain eligibility if you pass two unannounced drug tests conducted by a drug rehabilitation program that complies with criteria established by the U.S. Department of Education.” This policy can be found on UCM’s website at <https://www.ucmo.edu/sfs/policies.cfm>.

Sexual Assault and other Violence related policies

(Administered by S.E.E)

Information regarding Title IX/sexual assault and other violence related policies that relate to alcohol/other drug use can be found on UCM’s website at ucmo.edu/titleix or in the *Guide to Good Decision-Making*. An individual can also contact the Title IX Coordinator, Dr. Corey Bowman, for more information. Dr. Bowman is located in Administration Building 214 and can be reached at 660-543-4114. Excerpts from the website and key information regarding sexual assault/sexual misconduct are as follows:

1. The University of Central Missouri believes that all students should have the opportunity to learn in an educational environment free from discrimination. Sexual harassment of students, including sexual violence and other forms of sexual misconduct, interferes with this right and will not be tolerated. UCM is committed to protecting students in connection with all the academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program. UCM is fully committed to developing and fully implementing effective sexual harassment policies and to providing training on this issue for students and staff.

2. UCM does not tolerate sexual misconduct. When an allegation of misconduct is brought to an appropriate administrator's attention ("Responsible Employees"), and the person who engaged in that misconduct is found to have violated this policy, the university will take action to reasonably ensure that this behavior is not repeated and that the complainant is provided a safe environment in which to learn. A list of Responsible Employees can be found at <http://www.ucmo.edu/titleix/options/who.cfm>.
3. The expectations of our community regarding sexual misconduct can be summarized as follows: In order for individuals to engage in sexual activity of any type with each other, there must be clear, knowing and voluntary consent prior to and during sexual activity. Consent is sexual permission. Consent can be given by word or action, but non-verbal consent is not as clear as talking about what you want sexually and what you don't. Consent to some form of sexual activity cannot be automatically taken as consent to any other form of sexual activity. Silence cannot be assumed to show consent.
 - a. When alcohol or other drugs are being used, a person will be considered unable to give valid consent if they cannot fully understand the details of a sexual interaction (who, what, when, where, why, or how) because they lack the capacity to reasonably understand the situation. Individuals who consent to sex must be able to understand what they are doing. Under this policy, "No" always means "No," and, if the individual is under the influence of drugs or alcohol, "Yes" may not always mean "Yes." Anything but a clear, knowing and voluntary consent to any sexual activity is equivalent to a "No." The individual who is initiating sexual activity must ensure the individual with whom they wish to have sexual contact knowingly consents to the activity.
4. Sexual Misconduct Offenses include, but are not limited to:
 - Sexual Harassment
 - Hostile Environment
 - Sexual Violence
 - Sexual Exploitation
 - Dating and Relationship Violence
 - StalkingDetailed definitions for each of these offenses can be found at <http://www.ucmo.edu/titleix/definitions/>. Other important definitions, including consent, force, coercion, complainant, respondent and bystander can be found <http://www.ucmo.edu/titleix/otherdefinitions.cfm>. Furthermore, UCM has created a Sexual Misconduct Victim Bill of Rights which can be found here: <http://www.ucmo.edu/titleix/rights/bill.cfm>.
5. UCM has also outlined a few key responsibilities regarding sexual violence. They are as follows:
 - UCM has a responsibility to respond promptly and effectively to reports of sexual violence.
 - If UCM becomes aware of possible sexual violence, we will promptly and equitably investigate to determine what occurred and then take appropriate steps to resolve the situation.
 - We will work closely and cooperatively with local law enforcement on criminal investigation into allegations of sexual violence while also acting independently to resolve reports promptly and effectively.

- UCM will act to ensure the person who experience the sexual violence is safe, including while an investigation is ongoing.

*For more information on what you can expect from UCM regarding how to make a report, the student and employee processes, as well as no contact orders, please visit <http://www.ucmo.edu/titleix/expect/>.

6. Finally, UCM has a list of options located at <http://www.ucmo.edu/titleix/options/>. The options as follows are more detailed online:
 1. Privileged and Confidential Communications- Psychologists and Medical Staff- These staff members can provide **confidential** assistance and support. They are not required to report any information to the Title IX Coordinator without permission.
 2. Privileged and Confidential Communications- Non-professional Counselors and Advocates- Individuals who work/volunteer in the Mentoring Advocacy and Peer Support Office and the Office of Violence and Substance Abuse Prevention (including front desk staff and students) can generally speak with an individual and are not required to reveal any names/personal information, but do have to report that an incident occurred. There is also a 24 hour, confidential hotline available at 660-441-4855. The individuals at this line can provide assistance/support and trigger an investigation without revealing a person's identity.
 3. Reporting to "Responsible Employees"- "Responsible Employees" are UCM employees who have the authority to redress sexual violence or who has the duty to report incidents of sexual violence or other student misconduct. If you speak with a responsible employee, it is assumed you are putting the university "on notice" of an incident and expect the incident to be acted upon. The designated responsible employee must report all relevant details to the Title IX Coordinator within 24 hours. To the extent possible, information reported to the responsible employee will be shared only with people responsible for handling the university's response to the report. Information will not be shared with law enforcement without consent. If you want to tell a responsible employee what happened but also maintain confidentiality, the University will consider the request for confidentiality, but cannot guarantee they will be able to honor it. Also, no one will pressure an individual for a full report, if the individual is not ready to.
 4. Anonymous Reporting- an online system for anonymous reporting is available. It is important to note that, if an individual chooses to share identifying information on that page, it may serve as notice to the College for the purpose of triggering an investigation.
 5. Off-campus counselors and advocates- Off-campus counselors, advocates and health care providers will also generally maintain confidentiality and not share information with the College unless it is requested and a waiver/consent form is signed. A list of advocacy and other resources can be found here: <http://www.ucmo.edu/titleix/options/advocacy.cfm>.

Alcohol Poisoning

(Administered by S.E.E)

The following is an excerpt from *UCM's Guide to Good Decision-Making*: "Alcohol poisoning can occur when an individual has consumed a large amount of alcohol in a short amount of time. Recognizing the signs of alcohol poisoning or drug overdose is extremely important. It is not necessary that all symptoms are present before you seek help. If you are unsure, it is imperative that you err on the side of caution and get immediate help.

Signs of alcohol poisoning or drug overdose include, but are not limited to:

- vomiting
- confusion
- stupor
- seizures
- slow breathing (less than eight breaths a minute)
- irregular breathing
- blue-tinged skin or pale skin
- low body temperature (feels cold or clammy)
- semi-conscious or unconscious and unresponsive

Amphetamine overdose may include: rapid heartbeat, increased body temperature, and behavior changes.

To seek help, call 911 or UCM Police at 660-543-4123, or ask for immediate assistance from a Community Advisor.

Never leave an unconscious person alone or assume they will sleep it off! While waiting for help, turn the intoxicated person on his or her side. Do not try to make them vomit. Persons with alcohol poisoning have an impaired gag reflex and may choke on their vomit or accidentally inhale vomit into their lungs.

If you have any questions about the Medical Amnesty Policy, please contact the Associate Vice Provost for Student Services at 660-543-4114.

If you would like information about signs and symptoms of alcohol poisoning or drug overdose, please contact the University Health Center at 660-543-4770.”

Methods used for General Enforcement

Description of law enforcement/security forces and authority/jurisdiction and relationships with off-campus law enforcement and jurisdiction. The University Department of Public Safety (DPS) consists of four divisions - University Police, Environmental Health and Safety, Parking Services, and Access Control. The police division is the largest and consists of 20 trained, state certified peace officers, all of whom hold bachelor's degrees and many master's degrees in criminal justice or other related fields. Officers are commissioned by the University as state peace officers and by the Warrensburg Police Department. Central's Department of Public Safety has primary responsibility for all law enforcement and safety on the Warrensburg and Skyhaven campus and works closely with the Warrensburg Police Department. This working relationship with the local police also allows Public Safety to monitor criminal activity engaged in by students at off-campus locations and student organizations within the City of Warrensburg. Public Safety also maintains liaison with other law enforcement agencies throughout the State of Missouri, including the Missouri State Highway Patrol and Johnson County Sheriff's Department.

University police officers have adopted and are committed to a community police philosophy in their daily operations. Police Officers with full arrest authority are on duty 24 hours a day, 365 days a year. In addition, there is a crime prevention program, a bicycle patrol unit, and the Student Assistant Foot Patrol and Escort (SAFE) Team, which is a group of uniformed student employees who patrol the campus on foot at night to help deter crime and

provide a walking escort from building exit to building entrance or parking areas for students, faculty, staff, and visitors. SAFE Team members have no arrest authority.

The SAFE Team is in operation 7 nights per week, during the regular academic year when the University is in session, from 6 p.m. to 3:00 a.m. with extended duty on weekends. To request a SAFE Team escort during the above hours, call (660) 543-4123 and a SAFE Team member will be dispatched to walk you wherever you wish to go on campus.

The Department of Public Safety does not have a MOU or memoranda of understanding with the Warrensburg Police Department concerning the investigation of criminal offenses. Criminal offenses are investigated by police officers and detectives of the police division of the University of Central Missouri's Department of Public Safety. UCM DPS can request the assistance of any agency including the Warrensburg Police Department as part of mutual aid agreements between agencies. UCM DPS officers also actively participate in the Mid-Missouri Rural Major Case squad which brings together many agencies including agencies from Johnson, Pettis, Henry, Bates, Saline, and Lafayette counties to investigate major cases such as homicides to the benefit of the agency tasked with investigating the major crime.

The UCM Department of Public Safety does not maintain a unit at the Summit Center campus in Lee's Summit.

More information regarding law enforcement/security forces at UCM can be found at <http://www.ucmo.edu/ps/police/UCMAnnualSecurityandFireSafetyReport.pdf>

Description of others who may provide monitoring of alcohol and other drug policies.

All employees may enforce the policies of the university. For example, once our university became a tobacco-free campus we encouraged, but did not require all staff to politely enforce this new policy. However, certain entities are specifically charged with monitoring alcohol and drug policies. The chief administrative officer for student affairs is the Assistant Vice Provost for Student Experience and Engagement. This individual is responsible for overseeing the development and administration of the Guide to Good Decision making. Residence and Fraternity and Sorority Life staff members are charged with monitoring alcohol and other drug policies within the residence halls. These individuals include professional staff, graduate hall directors, and undergraduate community advisors who live on the floors with students. Our dining services vendor, Sodexo, is the licensed liquor service provider on campus. These individuals are responsible for ensuring the legal and safe service of alcohol at events on campus.

ATODV Comprehensive Program /Intervention Inventory

Individual Based Programs/Interventions offered on campus:

Marijuana 101.

Students who have a first drug violation complete the two-session Marijuana 101 program, which is facilitated by a staff member from the Office of Violence and Substance Abuse Prevention (VSAP). During the first session, the VSAP staff member creates rapport with the student and gives an overview of the online portion of the program. This session is typically 30 minutes. The student then takes the online portion on their own time. The online portion consists of six lessons and includes the eCHECKUP TO GO brief intervention for

marijuana in order to give individualized feedback to the student. Once the course is complete, the student meets again with the VSAP staff member assigned to the case in order to discuss the course as well as the personalized feedback from the eCHECKUP portion. This appointment is typically one week after the initial meeting and lasts one hour. The staff member discusses the course and feedback using a motivational interviewing approach. Marijuana 101 also includes a 30 day Part 2 post survey to measure changes in the student's attitudes and behavior. At this time, the post survey is only for the student to utilize; VSAP does not meet with the student to discuss the post survey.

Number of Marijuana 101 sanctions for 2016-2017 School Year (as of April 1, 2017).

VSAP staff members have facilitated 15 Marijuana 101 sanctions. There are also 18 more students found responsible for a first time marijuana violation who have not completed their sanction.

Brief Assessment and Screening for College Students (BASICS).

Students who have a second alcohol violation or any drug violation complete the two-session BASICS program, which is facilitated by a staff member from the Office of Violence and Substance Abuse Prevention (VSAP). During the initial 60 minute interview, the VSAP staff member collects information regarding the student's overall experience at the University of Central Missouri (UCM) and his/her alcohol or other drug history and habits. At the end of this interview the staff member assigns "homework" to complete before the next session based on the student's needs. Typically this consists of an activity designed to increase self-awareness, such as tracking the number of drinks consumed or time spent using. After the initial interview the student completes an assessment packet to provide additional information. It takes approximately 30 minutes to complete the assessment paperwork. A follow up appointment is scheduled for 7-10 days later. In between appointments the VSAP staff member synthesizes the information from the intake interview and the assessment packet to create a personalized report. During the follow up meeting, the VSAP staff member discusses the results with the student using a motivational interviewing approach, and the student and staff member work together to create an action plan. During the follow-up appointment, if the student is still using at a high risk level or very resistant to change, the staff member may work with Student Experience and Engagement to require an additional assessment through the Counseling Center. BASICS can be utilized for individuals who come in for self-referral as well.

Number of BASICS for 2016-2017 School Year (so far as of April 1, 2017).

VSAP staff members have facilitated three (3) BASICS stemmed from alcohol violations. VSAP staff members have facilitated one (1) BASICS stemmed from both drug and alcohol violations. There is also one (1) more student found responsible for combined policy violations. There have not been any BASICS assigned for marijuana violations alone this year.

Violence referrals.

When students violate university standards for interpersonal conduct the Assistant Vice Provost for Student Experience and Engagement may occasionally refer them to VSAP for a motivational interview. The purpose of this interview is for students to reflect on their choices and make a plan for how to adhere to community standards in the future. VSAP has not facilitated any violence referrals during the 2016-2017 school year (as of April 1, 2017).

Motivational Interviewing in conjunction with Electronic Check-Up to Go (E-CHUG)

Students who have a first time alcohol violation are referred to VSAP for this program. Students complete the online brief assessment, E-CHUG, which provides personalized feedback. A trained coach then discusses the feedback with students utilizing motivational interviewing techniques. This can be utilized for individuals who come in for self-referral as well. VSAP staff members facilitated 35 first time alcohol violations during the 2016-2017 school year (as of April 1, 2017). There are also 15 more students found responsible for first time alcohol sanctions who have not scheduled/completed their alcohol referral appointment. We have also seen one (1) self-referral and one student who was sent to see VSAP after an on-campus incident, but who was covered under the amnesty policy (and therefore, not given a first violation sanction).

Tobacco Policy Violation Sanctions.

Students who have repeatedly violated the university's tobacco policies in the residence halls are assigned a sanction to meet with a VSAP staff member. During the 2016-2017 school year (as of March 7, 2017), VSAP met with three (3) students for tobacco policy violations. During these sanctions, the facilitator met with the student to find out what happened during the policy violation, learn more about the student and how they're doing in school, and build rapport. Then, the facilitator had the student watch three brief videos regarding the UCM tobacco policy, where one can use tobacco off campus, and tobacco cessation services. The videos can be found on the university's website at: <https://www.ucmo.edu/free/videos.cfm>. After the videos, the facilitator answered any questions the student had. Then, the facilitator showed the student how to complete a Tobacco Policy Success Plan worksheet. This worksheet prompted the student to identify their typically triggers to smoke and barriers to following the policy, and then helped them develop a plan for complying with the policy in the future. The facilitator then talked through the plan with the student, and helped them if they got stuck in any area. The student received a copy of the worksheet to take with them, and the facilitator emailed a copy of the worksheet to the hall director who assigned the sanction. Finally, the facilitator uploaded a copy of the worksheet into the Maxient case, and marked the sanction as complete.

Smoking Cessation

UCM offers free cessation assistance to UCM students, faculty and staff who wish to live a tobacco-free lifestyle. This confidential program includes: up to twelve meetings with a trained cessation coach, a personalized quit plan, up to three months of Nicotine Replacement Therapy (NRT) and UCM employees are able to utilize the Student Recreation and Wellness Center at no cost, even if they did not obtain the requisite forty visits in the past six months. This is a positive, individualized approach offered by VSAP. VSAP is provided the NRT from Mizzou who receives it from the Department of Alcohol and Drug Abuse, Missouri Department of Mental Health. NRT options include patches, gum and lozenges as well as a "quit kit" with materials designed to aid in the cessation process. UCM currently has one trained quit coach. Seven (7) individuals received assistance through the smoking cessation program during the 2016-2017 school year (as of April 1, 2017).

Due to lack of staffing, the cessation program will most likely be discontinued at the end of May 2017.

Individual assessment programs through Health Services

The University Health Center has questions regarding drug use and high risk drinking on intake forms, but does not provide therapy or interventions. They will refer a student to outside resources if needed.

Individual assessment programs through counseling

The Counseling Center does not provide substance abuse treatment. They provide general, brief therapy and have questions on their intake forms regarding substance use, but refer out if a student needs treatment. The Counseling Center will also conduct mandated assessments for alcohol if requested by the Vice Provost of Student Experience and Engagement.

Student Focused Services through the Mentoring, Advocacy and Peer Support (MAPS) Office.

The MAPS office supports an inclusive, student-centered environment at UCM by providing students with one-on-one academic, social and peer support. More detailed information regarding the MAPS office can be found at www.ucmo.edu/maps. Services offered include:

- Student Outreach- provides essential support and resources as students progress toward graduation
 - Academic Tutoring- provides trained tutors for athletes, at-risk and Suspension Waiver Program students
 - Suspension Waiver Program- program for high-potential students who have previously been suspended due to low grades
 - Academic Resource Coaches (ARCs)- peer coaches provide academic support and introduce students to a variety of support strategies and tools to boost their college success
- Inclusivity, Diversity, Equity, Advocacy, and Success (IDEAS) Coordinator- assists in the development of an inclusive campus culture by fostering student success opportunities for underrepresented populations, including:
 - LGBTQIA Support- facilitating communication with the LGBTQIA community at UCM, providing education, mentoring, advocacy, and peer support
 - Mentorship Program- pair students seeking mentorship with mentors
- Center for Multiculturalism and Inclusivity- A space for student groups and individuals, offering programs and events focusing on diversity and inclusion
- Advocacy- support to any student who has experienced discrimination, harassment, or sexual misconduct (includes sexual violence, sexual harassment, intimate partner violence, sexual assault, and stalking)
 - Advocacy services include crisis intervention services, referrals, advocacy and confidential reporting in a centralized location. There is also a 24/7 hotline available. More on advocacy services can be found at www.ucmo.edu/maps/advocacy.

- Data regarding advocacy services was requested and will be added once it is received.
- Community Liaison- connects off-campus students to resources, opportunities and support; helps to build connections between campus and the Warrensburg community

Employee Assistance Program (EAP)

The University of Central Missouri's EAP is provided through New Directions Behavioral Health. They will arrange for help or provide resources for emotional/behavioral, family and marital, alcohol and/or drug, financial, legal, work and other personal problems. They provide problem assessment, short-term counseling and referral. The purpose of the program is to provide an opportunity for all employees to obtain confidential assistance in resolving personal and work problems as the need arises. While UCM does not intend to intrude upon employee's personal lives, the employer offers professional and confidential assistance to resolve problems when declining work performance, attendance or behavioral problems occur.

Referrals to the EAP are not recorded due to HIPAA. Even in mandated referral cases, they can only record those numbers if the employee signs a statement giving permission to do so. Human Resources, the Counseling Center, the Health Center and the Office of Violence and Substance Abuse Prevention refer as necessary, but employees also voluntarily take advantage of the services offered.

Referral programs to off-campus treatment providers for students.

The UCM community has local treatment options and AA groups off campus and the Counseling Center, the Health Center and the Office of Violence and Substance Abuse Prevention refer students as necessary. The referrals are not recorded.

CARE Team

UCM students, faculty and staff may be assisted through the CARE Team. The purpose of the CARE Team is to: identify individuals who may be at risk or in distress, prevent foreseeable problems and disruptions, provide guidance in responding to troubled students and campus disruptions, inform the campus administration of behavior trends and emerging concerns, and communicate and coordinate interventions with the wider Warrensburg community. The CARE Team is has broad campus representation made up of: the Associate Vice Provost for Student Services, Director of the Counseling Center, Director of the University Health Center, Director of Accessibility Services, Director of Human Resources, Director of International Center, Vice Provost for Enrollment Management, Director of Veteran Services, Director of Public Safety, Student Success Center Coordinator, Director of Residence Life, Director of Office of Violence and Substance Abuse Prevention, Case Manager/Recovery Program Coordinator and others as needed. On April 3, 2017, there were 96 students on the CARE Team list.

Educational programs usually reserved for policy violators that individuals can voluntarily participate in

Motivational Interviewing with E-CHUG, Marijuana 101 and BASICS are available free of charge for self-referral. For more information see earlier sections regarding these

programs. VSAP facilitated one (1) self-referral during the 2016-2017 school year (as of April 1st, 2017).

Group Based Programs/Interventions offered on campus:

Small group social norms interventions.

The Office of Violence and Substance Abuse Prevention offers small group social norms interventions for groups who express interest. Our Prevention Specialist is contacted by a group, sets up a date to collect the social norms data using a clicker presentation (using TurningPoint Technology), then compiles the data and either schedules a program with the group or a meeting with the president/leader of the group. Either way, she discusses the data, and if the group requests, she gives suggestions and helps them make a plan for change.

Environmental Management consultations.

During these consultations, a VSAP staff member meets with a group's Executive Board. The staff member facilitates a Strengths, Weakness, Opportunities, Threats (SWOT) Analysis with the group. They determine how the organization is using alcohol well and not well and discuss policies related to alcohol and drugs. She then teaches five environmental management practices and provides suggestions and feedback for the group. In addition, she guides them in making a plan, which often moves the group from the contemplation stage to the planning stage. VSAP provided consultations for two fraternities during the 2016-2017 school year.

Peer education.

GAMMA

Greeks Advocating the Mature Management of Alcohol (GAMMA) is a peer education group that advocates for legal and low risk alcohol use, specifically among UCM's Greek community. They sponsor alternative late night activities and alcohol education programming for chapters. GAMMA is currently undergoing restructuring. VSAP and Fraternity and Sorority Life facilitated focus groups with chapter members to discuss the concerns and needs for the group.

The Better Man Society (formerly known as MoMen).

The Better Man Society was created and established in 2014, to test preconceived ideas about what it is to be a man and to fight against issues such as gender-based violence. Professors Ashley Wellman and Aqualus Gordon advise the group.

It's On Us Student Group.

The It's On Us student group at the University of Central Missouri, our contingent of the federal "It's On Us" initiative, aims to increase awareness of sexual assault, dating/domestic violence, & effective prevention methods. They do this through education, involvement opportunities, and community support. This group was established in January 2016. It's On Us has done multiple events this year with hot chocolate and cookies, playing a bystander intervention spinning wheel game, to help students, faculty, and staff learn more about intervening options, as well as alcohol education. They also held tables during Spring Break to pass out "Safe Spring Break" bags with useful items, as well as safety information.

Group based programs delivered through housing, Greek life, athletics, etc.

The Office of Violence and Substance Abuse Prevention (VSAP) offers a number of programs available for groups, classrooms and departments on campus. VSAP facilitated 22 programs reaching approximately 1,000 students during the 2016-2017 school year (as of April 1, 2017). A list of programs VSAP offers and their descriptions are as follows:

Alcohol and You.

Alcohol and You is a social norms/risk reduction program offered for student groups and personal health classes. UCM's Greek community, residence halls, and personal health classes often invite VSAP in as guest lecturers to speak about alcohol. Student learn what a standard drink is, how to calculate a standard drink, true norms of the class and campus regarding use, the effects of alcohol, and risk reduction options if they choose to drink. UCM's definition of responsible drinking (legal and low risk) is also defined for students.

AE1400 Bystander Intervention.

This program clarifies descriptive and injunctive norms of our UCM student (MCHBS) and then teaches skills in bystander intervention if students see things happening that are out of the norm or if a friend is in need of help. Students work through a variety of scenarios written specifically for freshman students.

Sexual Violence Prevention Program.

This program clarifies sexual violence, helps students identify what it is and shares statistics. The program teaches bystander intervention, uses video to facilitate discussion, discusses advocacy and teaches intervening by utilizing Direct, Delegate and Distract techniques.

Men and Alcohol.

This program outlines the differences between men and women and how alcohol affects men. This program discusses the effects of alcohol and focuses on BAC information and risk reduction. It is generally used for fraternities and can include a social norms piece.

Women and Alcohol.

This program outlines the differences between men and women and how alcohol affects women. This program discusses the effects of alcohol and focuses on BAC information and risk reduction. It is generally used for sororities and can include a social norms piece.

Jeopardy.

This program offered information on alcohol, tobacco, gender violence, other drugs, and on campus resources. It is generally used with incoming students or student organizations. This program includes social norms clarification, risk reduction strategies, and resources for student health.

Athlete Program.

This program allows athletic groups to discuss alcohol expectation using motivational enhancement. Athletes discuss gender violence and the correlation to alcohol and receive bystander intervention training and discuss risk reduction techniques as well as alcohol refusal skills.

Greek 101.

This program uses clickers to identify true chapter norms for organizations. Groups also openly dialogue on alcohol expectations.

Workshops, seminars, etc.

VSAP offers workshops and trainings each year for groups who request them. Included in this section are some of the types of trainings VSAP offered this school year and a brief description. In the past, VSAP has facilitated more workshops and trainings, but this year was focused on Residence Life staff. VSAP was short staffed this fall, limiting the availability for trainings and workshops.

Residence Hall Director (RHD) Training.

VSAP provides training annually for RHDs; content differs each year. This year's training discussed VSAP's mission, used PIP briefs to help examine data, discussed alcohol/tobacco/other drugs/violence (ATODV) initiatives and outreach and discussed educational conference outcomes (sanctions process). They also received a brief overview of the Green Dot Bystander Intervention strategy.

Community Advisor (CA) Training.

VSAP's Green Dot Specialist gave an overview of the Green Dot Bystander intervention program and the CAs also attended a resource fair, which included information on VSAP's mission and services.

Bystander Intervention Training for Graduate Assistants (GAs).

This year's training for GAs was centered on the new Green Dot Bystander Intervention program on campus. The GAs received an overview as well as brief, bystander intervention skills training.

Bystander Intervention Training for Academic Responsibility Coaches (ARCs).

The ARCs received a Green Dot Bystander Intervention overview, which includes bystander intervention skills training.

Life Skills programs.

National Collegiate Athletic Association (NCAA) does not have any requirements for Division II schools regarding life skills programs. As a result, UCM has mostly phased out the Champs Program it used to follow, because it has become somewhat outdated. At the present time, they do not have a systematic program in place regarding life skills programs, however; they do have a policy in place regarding tobacco, alcohol and other drugs. This policy goes beyond the requirements of the NCAA and was implemented in Fall 2015. Information regarding that policy can be found in PIP Quarterly Report #2. As a result of this new policy, VSAP staff members may meet with student athletes to facilitate a motivational interviewing session.

Universal or Entire Population Based Programs/Interventions offered on campus:

Online alcohol education programs.

UCM utilizes the online education programs AlcoholEDU and Haven. Descriptions of these programs are as follows:

AlcoholEDU. AlcoholEdu is an online alcohol prevention program designed to provide the latest information about alcohol and its effects on the body and mind. It consists of four chapters of content, interactive exercises, and assessments of alcohol-related knowledge, attitudes and behaviors. The course is personalized to meet each student's needs. The program considers the student's previous alcohol education, choices regarding alcohol and their gender to provide alcohol education that will be most beneficial for the individual.

Furthermore, it was created to: motivate behavior change, reset unrealistic expectations about the effects of alcohol, link choices about drinking to academic and personal success, help students practice safer decision-making, and engage students to create a healthier campus community. All first year students under the age of 24 are required to take AlcoholEdu. It is administered during the fall and spring semesters and overseen by VSAP. Current tracking indicates that 1,834 students have taken AlcoholEdu during the 2016-2017 school year.

Haven. Haven is an engaging online program that provides important prevention skills and strategies for students to help promote a respectful and positive environment, free from sexual and interpersonal violence. This research-based program provides a unique learning experience in which students will learn about healthy relationships, the importance of consent and being a good communicator, and ways to help create a safe, positive campus. All new students (excluding online-only students) are required to complete this course. Any new graduate student who attended UCM for undergrad also needs to complete the Haven course. This course is administered during the fall and spring semesters and overseen by VSAP. Haven fulfills the 2014 federal Campus Sexual Violence Act (SaVE Act) requirement for all new students to complete a sexual and interpersonal violence prevention education program. Current data indicates that 3,500 students have taken Haven during the 2016-2017 school year.

Social marketing campaigns.

Through Green Dot funds, VSAP was able to create three posters and purchase three pull up banners for a bystander intervention social marketing campaign. The posters went up along poster routes in succession over a semester, and the graphics for the posters were also shared on UCM Green Dot and VSAP social media. One poster was general Green Dot information, one had reactive intervention options, and the other had suggestions for ways to proactively contribute to a community culture of nonviolence. The pull up banners were created to coordinate with the posters. The banners will “travel” to different areas on campus throughout this year and next. The banners are also displayed during overviews and trainings.

Social norms marketing campaigns.

"Good Choices. Good Times." is a social norms campaign designed to influence risk reduction behaviors in students at the University of Central Missouri. The campaign focuses on misperceived norms regarding drinking by our student population. It was a collaboration with our University Design team, and is a blend of traditional design and marketing, combined with the Social Norms and Health Promotion's approach. There are 4 primary statistics, such as "91% of UCM students did not let alcohol interfere with tests or important assignments in the past year." Each statistic is followed by a short statement that ties the statistic and behavior into the values of our students, such as "students who drink less get better grades". Primary values are, good grades, health, and safety. These were gathered by evaluating change motivators in students, related to drinking behaviors, from the MCHBS. Multiple formats and variations on the design were created in order to distribute fresh designs throughout the entire school year and increase the impact on our student viewers through multiple points of exposure. Examples of the multiple formats: bulletin boards materials containing legal sized posters with the messages, visibility on television screens around

campus (specifically in the student union and the recreational center), extra-large posters of the messages hung in VSAP as well as kiosks around campus and social media posts including the images with the social norms messages. During the 2016-2017 school year, there were three messages with alcohol-related messages, and one with a marijuana social norms message.

Bystander Intervention campaign.

During the fall of 2014, UCM began to adopt the Green Dot bystander intervention program. This comprehensive approach to both reactive and proactive violence prevention combined with an empowerment and hope message encourages members in a community to state two social norms: 1) violence is not tolerated at UCM and 2) everyone is expected to do their part in violence prevention in our community. The Green Dot strategy includes three components: Marketing, Overview Speeches and Bystander Intervention Training. Our UCM Green Team is currently in phase three of the four-phase program. Green Dot was formally launched in September 2015. During the 2016-2017 school four (4) 6-hour student bystander intervention trainings and one faculty/staff training has been conducted. There have also been 40 Green Dot overviews to departments and student groups on campus, and four (4) first year presentations since August 2016 (as of April 1st, 2017). Additionally, UCM was the host campus for a two-day Green Dot Student Leadership Training, where 7 individuals from our campus, plus individuals from other Missouri campuses were trained by Green Dot, Etc. facilitators.

Awareness campaigns.

Throughout the school year, VSAP promotes the Drive Safe Drive Smart campaign as well as prescription drug norms. VSAP holds tables and events providing information and promotional materials for both of these programs. Additionally, VSAP promotes Denim Day, and raises money for the local domestic violence shelter in the process. Resource magnets were also created this year, to make sure students, faculty, and staff are aware of resources on campus and in the community. These magnets were placed in every residence hall room on campus, and provided to off-campus apartment landlords.

Social media campaigns.

Twitter and Facebook are utilized by multiple departments at UCM to advertise alcohol-free events happening on campus as well as promoting awareness campaigns (Sexual Assault Awareness Month, Stalking Awareness Month, etc). VSAP also updated their page with graphics of the social norms messages from the "Good Choices, Good Times" campaign.

Designated Drive/Safe Ride Programs.

Night Ryder. Night Ryder is a free transportation program available for any UCM student with a valid student identification card. On Wednesday, Thursday, Friday and Saturday evenings, Night Ryder will transport students to places of shopping and entertainment (Walmart, Hastings, Aldi, local businesses- ceramics, exercise, painting, shopping, etc.). From 5:00 pm to 10:00 pm, transportation is to businesses and entertainment venues within city limits. From 10:00 pm to midnight, the bus will run from campus to downtown Warrensburg and back. From midnight to 2:00 am, the bus will provide

transportation from downtown back to campus only. Night Ryder is sponsored by Student Government Association and Student Activity Fee. It is overseen by the Office of Student Activities. Contact information for Night Ryder can be found at: <http://www.ucmo.edu/osa/nightryder.cfm>.

- Fall 2016 run numbers have been requested, and will be added once received.

Additional Services. Additional services (mainly taxi companies) in the area are available for all Warrensburg residents. These services are available to anyone in the community.

Environmental/Socio-Ecological Based Programs/Interventions offered on campus:

Alcohol and Other Drug Task Force, Campus Coalition or Campus/Community Coalition.

Campus Alcohol Board (CAB). CAB was created to oversee the development and implementation of a comprehensive strategy to reduce high risk alcohol use by UCM students. It was also intended to review and recommend changes to university policies and procedures. CAB membership includes: the Director of Housing and Greek Life, the Director of the Office of Violence and Substance Abuse Prevention (VSAP), Research Specialist of Institutional Effectiveness and Assessment, Director of Student Activities and the Student Recreation & Wellness Center, the Assistant Vice Provost of Student Experience and Engagement/Chief Judicial Officer, the Department of Justice Grant Program Coordinator, the Assistant Vice President of Resources Development, VSAP Prevention Specialist, Associate Director of Intercollegiate Athletics, Director of Public Safety, Assistant Director of Meeting & Conference Services, Sodexo General Manager, Director of the Counseling Center, Vice Provost for Recruit and Outreach, Vice Provost for Student Experience and Engagement and VSAP Projects Coordinator. Additionally, student representation from Greeks Advocating Mature Management (GAMMA) and the Student Government Association (SGA) attend meetings when available. CAB did not meet formally during the 2016-2017 school year, though collaboration conversations were held. This committee is being re-formed for next school year.

Community Culture of Responsible Choice (CCoRC). CCoRC is a coalition of community members from UCM, Whiteman AFB, Warrensburg, and Knob Noster who are working in a joint effort to change the environment in regards to underage alcohol access, education and consumption. This coalition was formed under the Department of Justice Enforcing Underage Drinking Laws (DOJ EUDL) grant, which was aimed to reduce drinking among underage airman and stretched to the campus community. The coalition did not meet this year, as all parties involved are adapting to the limited resources available after the end of the grant. CCoRC is co-chaired by UCM's President and the Wing Commander at Whiteman Air Force Base and includes a broad representation from the university, base and Johnson County. In addition to UCM's President and the Wing Commander of the base, CCoRC membership includes: the DOJ Grant Local Program Coordinator, Director of Violence and Substance Abuse Prevention, Warrensburg's Chief of Police, Director of Public Safety, 509th Bomb Wing Command Chief

Master Sergeant, 509th Security Forces Commander, Director of Student Activities and Student Recreation & Wellness Center, Assistant Vice Provost of Student Experience & Engagement/Chief Judicial Officer, Vice Provost of Student Experience & Engagement, UCM Provost/Chief Learning Officer, Director of Warrensburg Main Street, school board members, City Manager- Warrensburg, and Knob Noster Chief of Police. More information regarding the EUDL grant can be found in a later section of this report under the section “Enforcing underage drinking law programs.”

- Law Enforcement Workgroup is a cross-jurisdictional group that collaborates to implement enforcement activities such as covert underage buyers and compliance checks. More information regarding compliance checks and alcohol saturations can be found later in this report.
- Wing It is a group of underage airmen, supported by the CCoRC coordinator, that plans and implements alcohol-free activities for airmen and UCM students. Activities include: bowling, speed dating, movie nights where a local theatre is rented out, pool parties, Kansas City Royal’s games, bonfires, rock climbing, concerts, and Tough Mudder. From 2011-2016, Wing It sponsored 38 events with over 4,000 attendees. With the end of the EUDL grant, Wing It has shifted focus to promoting the Office of Student Activities events until they get funding for other activities.

Upon the end of the EUDL grant, the mission of CCoRC was revised and workgroups were modified. The adjustments of the workgroups are still in progress. The revised CCoRC mission is to be: “The mission of CCoRC is to minimize the impact of shared public health issues facing our community through the use of evidence based practice, the sharing of resources and expertise, and collaborative efforts.” Violence Prevention is also being adopted as a priority issue for the coalition. More on the revision and modification of CCoRC will be provided in next year’s report, as many changes have not gone into effect yet. There is hope that CCoRC’s efforts will be continued with funding by WAFB and UCM.

Bar/Restaurant Owner Committee. This campus/community committee is chaired by the Warrensburg Main Street Director. Its purpose is to engage downtown liquor license holders to adopt best practices. This committee is comprised of liquor license holders as well as representatives from the City Police, Whiteman Air Force Base and the University of Central Missouri. (This committee took the place of Warrensburg Area Partners in Prevention). This committee is not currently active, but the intent is to re-engage members and resume activity. There is renewed interest in reviving this committee, as of April 2017, by the new Warrensburg Chief of Police.

It’s On Us Coalition. The It’s On Us coalition is a gender violence prevention coalition at UCM made up of students, faculty and staff. The purpose of this coalition is to coordinate the university prevention initiatives regarding sexual assault, intimate partner violence and stalking. The coordinating board will work with several work groups, including men’s issues, curriculum infusion, and awareness and education. This coalition is charged with ensuring UCM has a comprehensive, data driven and evidenced based approach to prevention. This coalition did not have any formal meetings during the school year. This coalition may be integrated in an overall campus/community coalition.

Alcohol-free social options. The Office of Violence and Substance Abuse Prevention supports initiatives to provide entertainment options to students during times when high risk drinking often occurs. Funding support (through PIP) is available for programs or events that take place Thursday, Friday or Saturday nights between the hours of 10 pm and 2 am. Additionally, funding may be available for events on other days and times, provided that these events are designed to provide a healthier alternative to a high risk drinking event (such as Super Bowl Sunday or St. Patrick's Day). Students/organizations must fill out an application and be approved by VSAP in order to receive funding.

Office of Student Activities (OSA). Focused on fostering leadership through student involvement, the Office of Student Activities organizes and oversees events that bring students together in fun and learning situations. Ranging from student organizations and retreats to intramural sporting events, OSA provides UCM students with a variety of entertainment and leadership options. All entertainment options/events are alcohol-free.

- The Spotlight is a student organization overseen by staff in OSA dedicated to providing a variety of entertaining and exciting events to UCM students. Weekly events range from comedians and educational topics to inflatables and other games to unreleased movies. All Spotlight events are free of charge!
- During the Fall 2016 semester, OSA and Spotlight held 56 events with approximately 12,000 attendees. Spring semester numbers will be included in PIP Report #4.

Wing It. All events sponsored by Wing It are alcohol-free social options. Many are held on weekends and late at night as an alternative to other social options which include drinking. For more information on Wing It, see the sub-section in Environment Intervention/Programs under the information for CCoRC. As a result of the end of the DOJ EUDL grant, Wing It has been promoting OSA and Spotlight events as the coordinator of the coalition works to obtain funding for further Wing It activities.

Additional ways in which UCM is providing alternatives to late night events which include drinking. The university also works to combat alcohol and drug use by utilizing a two-year live in requirement, providing late night dining options, keeping the library open until 1 a.m., keeping dining halls and certain fast food restaurants in the student union open on snow days, and providing late night bowling and movie options for students.

Increased service learning/volunteer opportunities. 4 Reasons to Believe- UCM's 4 Reasons to Believe are the supporting features that demonstrate how UCM is preparing (through a cumulative learning experience) to flourish in a world of accelerated change. This strategic positioning platform, along with the Learning to a Greater Degree Contract, was created to increase academic standards and student engagement. This system further assists students in graduating on time. The 4 Reasons to Believe are: 1) Engaged Learning, 2) Worldly Perspective, 3) Culture of Service and 4) Future Focused Academics. The Learning to a Greater Degree Contract can be found at the end of this report.

Alcohol minimization at tailgating and other campus/community celebratory events. CAB conducts periodic review of policies and procedures related to beverage service, tailgating and events with alcohol off-campus for student groups.

Responsible beverage service/server education programs. Server education training (typically offered by CCoRC) has not been provided yet this school year, but CCoRC intends to offer training. Trainings used to be facilitated by a trainer from ATC; however, trainings will now be facilitated by the Warrensburg Alcohol Compliance Officer. SMART online training is also promoted by CCoRC.

Enforcing underage drinking law programs. The Department of Justice Enforcing Underage Drinking Laws Grant (DOJ EUDL Grant) was a partnership between the University of Central Missouri, Whiteman Air Force Base (WAFB) and the State of Missouri. UCM's sub-contract of 750,000 was awarded in 2009. This grant allowed UCM to hire a Local Program Coordinator, which significantly increased the connection between the university and WAFB. This grant aims to reduce underage drinking among airmen. The Community Culture of Responsible Choices (CCoRC) coalition was formed through the EUDL grant. Through this grant:

- Compliance checks are completed in Johnson County and on Whiteman AFB
- CCoRC Alcohol Enforcement Task Force completes party patrols.
- DUI Enforcement
 - Alcohol Enforcement Saturations- An increased number of officers are sent out at certain times specifically looking for violations including: Driving under the Influence (DUI), Driving While Intoxicated (DWI), open containers and minors in possession (MIP).
- ID Checks at on and off-campus bars and restaurants
 - Law enforcement officers regularly check IDs when they go into establishments. These checks are done randomly.

UCM was awarded three extensions for this grant since 2012. The final extension has expired. The efforts of CCoRC are currently being re-evaluated, and the source of funding/resources are being determined. WAFB and UCM have pledged to help provide available resources in order to continue compliance checks, enforcement, and Wing It activities.

ATODV Comprehensive Program /Intervention Related Process and Outcomes/Data

Details regarding UCM's programs/interventions can be found in Quarterly Report #3. The majority of our programs and interventions data was complete by the reporting for Quarterly Report #3; however, updated totals are as follows:

- BASICS:
 - Combined Alcohol and Drug- 2 (neither completed their sanctions)
 - Alcohol- 3
- Motivational Interviewing with E-CHUG for first time alcohol violations- 49
 - In addition to the first time violations, VSAP facilitated Motivational Interviewing with E-CHUG for one self-referral and one student covered under the Medical Amnesty policy
- Marijuana 101 for first time drug violations- 19
- Tobacco Policy violations- 3
- Smoking Cessation- 8 individuals received assistance through the cessation program

- Alcohol-free social options-
 - Activities help/sponsored by Office of Student Activities/Spotlight-
 - Spring- 42 events, more than 5,400 students attended
- Green Dot Outreach
 - Overview Speeches- 42
 - First Year Presentations- 3

Although we are, generally, evaluating our efforts with our annual administration of the MACHB, we have identified a need in more effective and consistent evaluation of specific programs. VSAP has not consistently evaluated classroom, residence hall or group based programs this past year, which limits our outcomes process.

ATODV Policy, Enforcement, and Compliance Related Outcomes

Alcohol Policy- Needs updated

All alcohol policies can be found in PIP Reports #1 and #2. Alcohol Policy violations recorded during the 2016-2017 school year were as follows:

- Housing violation- Alcohol on a First Year Floor- 60
- Housing violation- Mass Consumption- 7
- Housing violation- Open Door Violation- 3
- Housing violation- Party Environment- 27

Please note: The totals given above are respondents found responsible only; it does not include those found not responsible/no findings. Also, one person could have received multiple violations (i.e., Alcohol on a First Year Floor AND Party Environment), so these totals will not necessarily match the number of individuals assigned sanctions to see VSAP. These numbers were found by running a report in Maxient (Charge and Finding -> Combination Tally ->Responsible Only-> Respondent).

Of the students who were found responsible of the violations, 49 attended their first time alcohol sanction with a staff member in Violence and Substance Abuse Prevention (VSAP). 23 students did not attend an appointment. All 3 of the students found responsible for second time alcohol violations attended their VSAP appointment.

Sanctions for alcohol policy violations vary. First time violators are assigned a sanction with VSAP which includes completing the online brief assessment, E-CHUG and discussing the feedback with a trained VSAP staff member who utilizes motivational interviewing techniques. More information on these sanctions can be found in PIP Report #3. Second-time violations complete the two-session BASICS program, which is also facilitated by a member from VSAP. More information regarding this type of sanction can also be found in Report #3.

Tobacco/Smoking Policy

The tobacco policy can be found in PIP Report #2. In January 2014, the university went tobacco-free. For six months, the university had a soft enforcement policy where violators were educated on the policy and asked to dispose of their tobacco products. Once this enforcement period ended, the normal repercussions for violators were enforced. Housing policy regarding tobacco remained consistent regardless of the change in university tobacco policy. Residence halls are tobacco-

free. There were 19 recorded Housing-Smoking Area violations and 20 UCM Tobacco Policy violations. Information for these violators was entered into the campus reporting system. Additionally, this school year, three (3) students were assigned to meet with VSAP as part of their tobacco policy violation. These students were assigned based on their conversation with the conduct educator assigned to their case, not because they had a third violation (which constitutes an appointment with VSAP, as explained in the next paragraph). More information on those appointments can be found in PIP Report #3.

Employees who violate the policy go through the HR process for violations and students go through a Student Conduct process. For employees, these processes typically include warnings, discussions on how to be compliant, being written up and eventually, if they are a repeat offender may be terminated or asked to leave. Students who violate policy follow a different sanction schedule. The first violation is a warning and they are referred to the policy website to watch three videos regarding the policy. If they receive a second violation, the student is to complete a plan for success and turn it into the Conduct Educator assigned to their case. The third violation consists of a Motivational Interviewing appointment with VSAP to discuss the student's tobacco use and make a plan for complying with the policy. There is a fee for this service-- \$100, reduced to \$25 if they schedule and complete the appointment before their assigned due date.

Drug Policy

UCM's drug policy can be found in PIP Reports #1 & #2. Drug policy violations recorded during the 2016-2017 school year were as follows:

- Drugs- General: 3
- Drugs- Use/Possession: 28
- Drugs- Paraphernalia: 7
- Drugs- Drug Manufacture/Distribution- 2

Sanctions for drug policies vary by type of violation (as well as whether it was a first offense or not). Of the students found responsible for violating UCM policy, 14 students attended a first time offense sanction with VSAP. 8 first time offenders did not meet with VSAP. 2 students were found responsible of second offense violations- one met with VSAP and the other did not. It is worth noting that many of the drug violations were either repeat offenders or the offender received multiple violations (e.g. a general drug charge as well as a drug-paraphernalia charge), which is attributed to the discrepancy in the number of violations and the smaller number that was assigned to VSAP. Any students not assigned to VSAP met with the Assistant Vice Provost for Student Engagement and Experience, left housing, or left the university. The sanction associated with a VSAP appointment was the two-part process, BASICS. More on BASICS can be found in PIP Report #3. The sanction for a first-time drug violation is to complete the Marijuana 101 course, then meet with a VSAP staff member to discuss the results in a Motivational Interviewing appointment. A second drug offense will result in a two-part BASICS appointment. Both of these sanctions are also associated with fees.

Requests for fraternity/sorority alcohol functions

When chapters complete paperwork necessary to hold a function, they are asked about alcohol; however, these numbers are not retained after the event concludes.

ATODV Comprehensive Program Goals and Objectives for Biennium Period Being Reviewed 2016-2017

The University of Central Missouri (UCM) utilizes a comprehensive approach to address high-risk alcohol use, tobacco, other drug use, and violence (ATODV). Our plan is data driven, focusing on evidence based strategies designed to impact the on and off campus environment, affect individual change, and increase the capacity of our local community to address ATODV. The UCM Office of Violence and Substance Abuse Prevention (VSAP) develops and implements this strategic plan in partnership with the UCM Campus Alcohol Board (CAB) and other campus entities.

Off campus groups are also referenced in this plan. UCM chairs and works collaboratively with the Community Culture of Responsible Choices Coalition (CCoRC), which originated from a U.S. Department of Justice Enforcing Underage Drinking Laws grant awarded in October 2009. Other partners are the Johnson County Sexual Assault Response Team and the Warrensburg Bar and Restaurant Association.

We had twelve focus areas for the 2016-2017 school year.

Focus Area 1—Underage Drinking: UCM's current (2016) underage binge drinking rate (defined as consuming 5 or more drinks in a two-hour period) is 25.3%, which is an increase from 2015 (23.7%); however, still significantly lower than when UCM began collecting trend data for this area.

Long-term goal: Decrease binge drinking among all underage students, remaining at or below 25% for binge drinking among underage students. Continue to decrease prevalence of underage drinking overall.

Strategy 1.1: **Provide alcohol prevention education**, with an emphasis on first year students.
(*Prevention Education*)

Strategy 1.2: **Utilize Maxient software to optimize the role of campus administrative procedures and law enforcement** as part of a comprehensive strategy (*Environmental Management*)

Strategy 1.3 Maintain **alcohol-free, affordable, late night entertainment options** for students
(*Alternative Activities, Environmental Management*)

Strategy 1.4 **Engage the Community Culture of Responsible Choices Coalition (CCoRC)** in promoting the safe sale, service and consumption of alcohol. (*Environmental Management*)

Strategy 1.5: **Promote the use of effective academic practices and procedures** to reduce underage drinking. (*Environmental Management*)

Strategy 1.6: **Promote the use of effective university and department/office-level alcohol policies and procedures.** (*Environmental Management*)

Strategy 1.7: **Conduct Covert Underage Buyer (CUB) compliance checks in local establishments**
(*Environmental Management*)

Focus Area 2—High Risk Drinking: UCM has seen a significant reduction among **all students** in binge drinking since 2007, (from 34.8% to 26.4% of all students, MCHBS, 2016) Considering **only those UCM students who drink**, 27% do so in a high risk way (5 or more drinks in a 2 hour period at least once in the past two weeks). This type of consumption increases student risk for impairment issues, negative consequences and resultant academic difficulties, and long term health problems.

Long term goals:

3. Reduce UCM high risk drinking rates for all students at or below 25%.
4. Reduce rates of associated problems due to AOD use (such as missing class or experiencing violence) by UCM students to at or below state rates.

Strategy 2.1: **Implement all activities and interventions under Focus Area 1** – Underage Drinking.

Strategy 2.2: **Social norms clarification**- including utilizing audience response technology (“clickers”). (*Social norms, bystander intervention, prevention education*).

Strategy 2.3: **Increase help seeking behavior, including the effective use of intervention and recovery resources** for students. (*Problem Identification and Referral, Brief Interventions*)

Strategy 2.4: **Conduct alcohol enforcement saturations focusing on private parties** (*Environmental Management*)

Focus Area 3—Drinking and Driving: 20.9% of UCM students report driving after drinking at least once in past year (MCHBS 2016). Additionally, 25.1% of UCM students reported riding in a vehicle a driver who had been drinking at least once in past year.

Long-term goal: Decrease the percentage of students who have driven after consuming alcohol to 15%. Decrease the percentage of students who have ridden with a driver who has been drinking to 15%.

Strategy 3.1: **Continue the Night Ryder** safe ride program (*Harm reduction/Health Protection*)

Strategy 3.2: **Conduct periodic DWI saturations** (*Environmental Management*)

Focus Area 4—Marijuana: The percentage of UCM students who report using marijuana once or more in the past year is 20% (MCHBS 2016). The state average for past year prevalence of marijuana use is 23.3%. Approximately 3-4% of students use daily (MCHBS 2016).

Long-term goal: Maintain marijuana usage rates at or below the state rates.

Strategy 4.1: **Utilize social norms clarification** to promote the positive norm (*Prevention Education*).

Strategy lead: VSAP

- Activity 4.1.a: Share accurate social norms data regarding marijuana use

Strategy 4.2: **Evaluate the effectiveness of current sanctions schedule** for students who violate university drug policy (*Environmental Management, Brief Interventions*) Strategy lead: VSAP, with support from Associate Vice Provost for Student Experience and Engagement

- Activity 4.2.a: Track violations through Maxient

- Activity 4.2.b: Utilize Marijuana 101 for all first violations, paired with motivational interviewing
- Activity 4.2.c: Utilize BASICS for Marijuana for all second offenses
- Activity 4.2.d: Utilize E-TOKE for suspicion of marijuana violations
- Activity 4.2.e: Create tool to evaluate impact of the above on student success

Focus Area 5—Tobacco: 16.4% of UCM students report smoking cigarettes at least once in the past year, compared to 16.5% statewide (MCHBS 2016). 9.1% of UCM students report using smokeless tobacco at least once in the past year (compared to 5% statewide.) Source: MCHBS 2016

Long-term goal: Reduce cigarette use to no more than 15% of the student population, and smokeless tobacco to no more than 10%.

Strategy 5.1: Provide tobacco cessation services to students (*Brief interventions*) Strategy lead: VSAP

- Activity 5.1.a: Train staff and volunteers in tobacco cessation
- Activity 5.1.b: Provide free or low cost nicotine replacement therapy to students
- Activity 5.1.c: Advertise this service
- Activity 5.1.d: Conduct tobacco cessation motivational interviews
- Activity 5.1.e: Evaluate outcomes

Strategy 5.2: Support a tobacco-free environment at UCM (*Environmental management, peer education*) Strategy lead: VSAP, Vice Provost for Student Experience and Engagement

- Activity 5.2.a: Provide ongoing support to UCM Tobacco Policy Implementation committee
- Activity 5.2.b: Continue to provide training and print material as needed.
- Activity 5.2.e: Evaluate the effectiveness of the new policy utilizing environmental scanning

Focus Area 6—Sexual Misconduct (domestic violence, dating violence, sexual assault, stalking): 6.4% of UCM students report experiencing “non-consensual sexual contact” in the past year (state average 6%, source MCHBS 2016). 1.9% of UCM students report experiencing “sexual assault” in the past year (state average 2.6%, source MCHBS 2016).

Long term goal: Eliminate domestic violence, sexual assault, dating/intimate partner violence and stalking at UCM.

Strategy 6.1: Revise current climate assessment and share data

Strategy 6.2: Implement Green Dot Strategy.

- Activity 6.2.a: Develop and conduct 5 hour bystander intervention trainings (4 student trainings and 2 faculty/staff trainings during the 2016-2017 school year)
- Activity 6.2.b: Facilitate overview speeches (presented as requested, audience range of 10-100 people, time frame: 30-60 minutes)
- Activity 6.2.c: Implement social media/marketing campaign, one social media post per week, plus increased activity during events
- Activity 6.2.d: Conduct at least one action event per semester
- Activity 6.2.e: Participate in Connecting the Dots National Training

Strategy 6.3: **Raise awareness of local resources and reporting mechanisms** for victims of sexual misconduct.

Strategy 6.4: **Continue to improve advocacy, education, awareness and reporting systems to support a safe campus environment.** Utilize Title IX and Clery act as guidelines.

Strategy 6.5: **Increase campus engagement in gender violence prevention initiatives through It's On Us coalition and It's On Us student organization**

Strategy 6.6: **Provide unique opportunities for men to engage in gender violence prevention.**

Strategy lead: Criminal Justice, Psychology, with support from VSAP.

- Activity 6.6.a: Support The Better Man Society, a student organization about healthy masculinity and ending gender violence
- Activity 6.6.b: Additional activities as interest dictates

Strategy 6.7: Because the majority of sexual assaults among college students involve alcohol, **all of the above strategies in Focus Area 2—High Risk Drinking** are applicable to this focus area.

Focus Area 7—Bystander Intervention Skills Training: Bystander Intervention (BI) skills training is a promising practice for addressing each of the focus areas above. UCM is committed to teaching Bystander Intervention skills training to a broad spectrum of students, faculty and staff members in order to empower our community to act on our values.

Long term goal: The majority of UCM students will complete a BI skills training by the time they graduate UCM. Currently 21% of UCM students have completed a training (MCHBS 2016)

Strategy 7.1: **Green Dot Strategy** as described in 6.2.

Strategy 7.2: **Utilize direct/distract/delegate terminology to transfer Bystander Intervention skills from violence to other issues.**

Strategy 7.3: **Provide Bystander Intervention programs on topics other than gender violence, as requested.**

Focus Area 8—Using prescription drugs without a prescription: 19% of UCM students have used prescription drugs such as Adderall, Oxycotin, or Ambien without a prescription at least once in the past year, compared to a state average of 17% (MCHBS 2016)

Strategy 8.1: **Increase awareness regarding this issue.**

- Activity 8.1.a: Utilize prescription drug abuse prevention promotional materials
- Activity 8.1.b: Spread awareness through social media
- Activity 8.1.c: Educate campus staff on locking caps/disposal tools available through PIP

Strategy 8.2: Provide BASICS to student athletes who fail random drug testing

Focus Area 9—Ensuring adequate program resources: Sustaining a comprehensive ATODV prevention program requires adequate, ongoing resources, including engaged and well-trained students and staff.

Long-term goal: Secure adequate resources and develop partnerships to fully implement the university strategic plan for AODV prevention on an annual basis.

Strategy 9.1: **Appropriately utilize university sources of program support.** Strategy lead: Vice Provost for Student Experience and Engagement, with support from CAB

- Activity 9.1: conduct regular resource utilization analysis. Make recommendations for university leadership on any significant resource allocation needs to support and sustain essential programs.

Strategy 9.2: **Appropriately utilize Missouri Partners in Prevention (MOPIP) grant resources** to implement the university strategic plan prevention. Strategy lead: VSAP

- Activity 9.2.a: Ensure all grant participation requirements are met, including monthly PIP meeting attendance.
- Activity 9.2.b: Maximize use of available grant funds to support implementation of the university strategic plan

Strategy 9.3: **Apply for and manage appropriate state and national grant funds** as they become available.

Strategy 9.4: **Increase the capacity of and support for student leaders and student groups to engage in effective prevention efforts**

- Activity 9.4.a: Provide training for groups on evidenced based strategies
- Activity 9.4.b: Advise GAMMA (Greeks Advocating Mature Management of Alcohol)
- Activity 9.4.c: Support Recovery Central, It's On Us student group and The Better Man Society
- Activity 9.4.d: Involve students in the Campus Alcohol Board and Community Culture of Responsible Choices coalition. Seek student involvement in projects outlined in this strategic plan.
- Activity 9.4.e: Provide educational programs covering policy, social norms clarification, and harm reduction in housing, Greek Life, athletics, and other groups to complement and increase the knowledge and decision-making skills introduced in AEDU.

Strategy 9.5: **Support necessary and ongoing education of student, staff and faculty who are responsible for implementing this strategic plan.** To include:

- Activity 9.5.a: Meeting of the Minds Annual Conference
- Activity 9.5.b: Tobacco cessation training
- Activity 9.5.c: Motivational Interviewing training
- Activity 9.5.d: NASPA membership
- Activity 9.5.e: Membership in Missouri Coalition Against Domestic and Sexual Violence
- Activity 9.5.f: Membership in BACCHUS Peer Education Network
- Activity 9.5.g: Additional periodic training as needed, such as CPE training, Ethics training, etc.

Strategy 9.6: **Develop new partnerships for ATODV prevention**

Focus Area 10—Ensuring adequate program evaluation: All aspects of this ATODV prevention strategic plan require accurate, meaningful and ongoing evaluation for effectiveness and efficacy.

Long-term goal: Conduct regular, ongoing program evaluation on all aspects of the university ATODV strategic plan.

- Strategy 10.1: **Implement MCHBS** each spring between February and April. Strategy lead: Institutional Research
- Strategy 10.2: **Include program evaluation** in all aspects of strategic plan implementation. Strategy lead: All
- Strategy 10.3: **Utilize the results** of ongoing program evaluation to inform and influence the initiatives and strategies utilized in this university strategic plan. Strategy lead: CAB, VSAP
- Strategy 10.4: **Conduct biennial review** to inform our practice and in compliance with Safe and Drug Free Schools legislation. Strategy lead: VSAP

Focus Area 11—Coalitions: Reorganize and re-vitalize current coalition efforts.

- Strategy 11.1: **It's On Us Coalition**
- Strategy 11.2: **Community Culture of Responsible Choices (CCoRC)**
- Strategy 11.3: **Campus Alcohol Board (CAB)**
- Strategy 11.4: **Title IX Team**

Focus Area 12—Vibrant Communities Program

- Strategy 12.1: **Develop and implement “Friendship Families” program-** connecting community members with international students
- Strategy 12.2: **Develop and implement “Good Neighbors” program** to help students with successful transitioning from on to off-campus living
- Strategy 12.3: **Educate potential party hosts** about ways to decrease risk for themselves and their guests
 - Activity 12.3.a: update House Party Guide and develop electronic methods of distributing information available
 - Activity 12.3.b: Distribute all printed guides
- Strategy 12.4: **Develop and implement (yet unnamed) initiative** to promote a safe and welcoming community for our students
 - Activity 12.4.a: Provide server training
 - Activity 12.4.b: Provide bystander intervention training for liquor license holders and property owners
 - Activity 12.4.c: Strengthen CHEERS program

Recommendations for next Biennium Period

During the next biennium it is recommended that UCM continue efforts to implement and sustain a collaborative, comprehensive approach to addressing the public health issues of alcohol, marijuana, and other drug use, as well as gender violence. Tying these issues to student success and UCM key performance indicators will be critical.

Goals and objectives for next Biennium

Strategic Plan
Initially Approved August 2007, submitted September 2017

The mission of the Community Culture of Responsible Choices (CCoRC) coalition is minimize the impact of shared public health issues facing our community through the use of evidenced-based practice, the sharing of resources and expertise, and collaborative efforts.

Longstanding partners include: Whiteman Air Force Base, Warrensburg School District, City of Warrensburg, Warrensburg Police Department, Survival Adult Abuse Center, and the following from the University of Central Missouri: Department of Public Safety, Title IX Office, Counseling Center, Residence Life and Fraternity and Sorority Life, University Athletics, and Violence and Substance Abuse Prevention.

We address these three shared public health issues: 1) alcohol and drug abuse 2) interpersonal and sexual violence 3) mental illness/suicidality.

This draft strategic plan is the result of CCoRC meetings held on June 27th and August 1st, 2017. It is based on data from the 2017 Missouri Assessment of College Health Behaviors (MACHB), the 2016 Missouri Student Survey, and services data from Whiteman Air Force Base. Because the MACHB data offers the most comprehensive and ongoing picture of these issues in our local community, these data were used to set objectives for this strategic plan. Key stakeholder interviews, however, validated the need to address our shared public health issues. The UCM Office of Violence and Substance Abuse Prevention (VSAP) is responsible for updating this plan.

Our priority areas are:

1. Alcohol Abuse (Underage and High Risk Drinking, Drinking & Driving)
2. Sexual and Interpersonal Violence
3. Mental Illness and Suicidality
4. Other Drug use
5. Continue to strengthen and sustain CCoRC coalition

Priority 1—Alcohol Abuse (Underage and High Risk Drinking, Drinking and Driving):

CCoRC's top priority is preventing alcohol abuse, both due to the impact of this issue on student success and Airmen readiness and because of the intersection; alcohol abuse has with other issues of concern such as sexual assault and suicidality.

Goal: Reduce high risk drinking behaviors among UCM students to at or below the state average along these four measures:

- Strategy 1.1: Provide population level alcohol harm-reduction education, with an emphasis on first year students.
- Strategy 1.2: Provide small group social norms clarification/skills training programs to student organizations, residence halls, and classrooms.
- Strategy 1.3 Maintain alcohol-free, affordable, late night entertainment options for students.
- Strategy 1.4 Engage business owners, landlords, and police to establish training procedures, enforcement mechanisms, and referral resources to promote the safe sale, service, and use of alcohol in their properties.

- Strategy 1.5: Promote the use of effective university and department/office-level alcohol policies and procedures.
- Strategy 1.6: Conduct a social norms marketing campaign to clarify norms regarding alcohol
- Strategy 1.7: Continue the Night Ryder safe ride program. Investigate potential for Uber or Lyft.
- Strategy 1.8: Conduct periodic DWI saturations and Covert Underage Buyer operations
- Strategy 1.9: Utilize evidence informed individual interventions for students who violate university alcohol policy, including Echeck Up to Go and BASICS paired with motivational interviewing
- Strategy 1.9: Continue to strengthen CCoRC Coalition, including membership by students and Airmen
- Strategy 1.9: Continue to implement the Missouri Assessment of College Health Behaviors

Priority 2: Sexual and Interpersonal violence (domestic violence, dating violence, sexual assault, stalking):

Goal: Reduce sexual and interpersonal violence among UCM students to at or below state rates, along these measures:

- Strategy 2.1: Revise current climate assessment and share data
- Strategy 2.2: Implement Green Dot Strategy, including bystander intervention trainings, overview speeches, social media presence, and one action event per semester
- Strategy 2.3: Provide population-level sexual and interpersonal violence prevention education to all incoming students.
- Strategy 2.4: Raise awareness of local resources and reporting mechanisms for victims of sexual and interpersonal violence.
- Strategy 2.5: Continue to improve UCM advocacy, education, awareness and reporting systems to support a safe campus environment. Utilize Title IX and Clery act as guidelines.
- Strategy 2.6: Increase UCM campus engagement in interpersonal violence prevention initiatives through Title IX coalition and It's On Us student organization
- Strategy 2.7: Strengthen relationship and partnership on initiatives between UCM and Survival Adult Abuse Behavior
- Strategy 2.8: Provide healthy sexuality and healthy relationship education for students

Priority 3: Mental Illness and Suicidality

Goal: Eliminate death by suicide. Increase help seeking among UCM students with the following Mental Health concerns:

- ✓ Anxiety
- ✓ Major depression
- ✓ Panic Attacks
- ✓ Chronic sleep issues
- ✓ Suicidal ideation

- Strategy 3.1: Identify evidence informed mental health promotion/suicide prevention strategies, select those appropriate for our community
- Strategy 3.2: Conduct anti-stigma campaign to decrease stigma of mental illness and promote help seeking
- Strategy 3.3: Provide suicide prevention and depression prevention education to all new incoming students
- Strategy 3.4: Investigate possibility of partnering with academic partners to create a student-run/faculty supervised counseling service, to increase access to mental health care

Priority 4: Other Drug Use

Goal: Reduce other drug use among UCM students to at or below the state level on the following measures:

- Strategy 4.1: Share accurate norms regarding Marijuana use and illegal use of prescription drugs
- Strategy 4.2: Utilize environmental management strategies such as enforcement efforts, take backs, and training
- Strategy 4.3: Utilize evidence informed individual interventions for students who violate university drug policy, including Marijuana 101, BASICS, Echeck Up to Go and motivational interviewing.

Priority 5: Continue to strengthen and sustain CCoRC coalition:

Sustaining a comprehensive prevention program requires adequate, ongoing resources, including engaged and well-trained students, staff, and community members.

Goal: Establish CCoRC as a registered coalition with ACT Missouri

- Strategy 5.1 Appropriately utilize Missouri Partners in Prevention (MOPIP) grant resources to support community efforts to reduce problems among UCM students
- Strategy 5.2: Maintain opportunities for students to engage in effective prevention efforts, by serving as student organization advisors, providing training for organizations, including students in CCoRC coalition efforts, and providing internship opportunities for students.
- Strategy 5.3: Provide necessary and ongoing education of the students, employees, and community members responsible for implementing this strategic plan, to include:
 - Meeting of the Minds Annual Conference
 - Motivational Interviewing training
 - Membership in Missouri Coalition Against Domestic and Sexual Violence
 - Heartland Campus Safety Summit
- Strategy 5.4: Ensure adequate program evaluation, to include:
 - Implement MCHBS each spring between February and April.
 - Include program evaluation in all aspects of strategic plan implementation.
 - Conduct biennial review to inform our practice and in compliance with Safe and Drug Free Schools legislation.

Conclusion

In 2016-2017 UCM has continued to enhance our comprehensive efforts to prevent sexual assault, intimate partner violence, and alcohol and other drug abuse. Our institution continues to place a high value on the health and safety of our students. Strengths of our efforts include the existence of institutional level policies and procedures to address ATODV prevention and response, the university president's interest and investment of political capital on these issues, knowledgeable staff, engaged students, new human and operational resources for prevention and intervention, and measurable progress towards goals. Areas of improvement include resuming regularly scheduled coalition meetings, enhancing our efforts to addressing off campus behavior, engaging a broad range of faculty and staff in preventing these issues, and increased program evaluation of educational programs.

UNIVERSITY OF CENTRAL MISSOURI BIENNIAL REVIEW 2015-2016

Introduction/Overview

The Drug-Free Workplace Act of 1988 prohibited "the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance" in the workplace. The Amendments of the Drug-Free Schools and Communities Act of 1989 require institutions of higher education to design and implement alcohol and illicit drug programs on their campuses. As a condition of receiving funds or any other form of financial assistance under any federal program, the University of Central Missouri has to 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 campus activity.

This legislation directed the University of Central Missouri (UCM) to develop a written policy on alcohol and other drugs and to develop a process that ensures policy distribution to all students, staff, and faculty. The written policy must enumerate federal, state, or local sanctions for unlawful possession or distribution of illicit drugs and alcohol; must describe health risks associated with alcohol abuse or illicit drug use, must describe university drug and alcohol programs available for students and employees, and must specify disciplinary sanctions, imposed on students and employees for policy violations. The University is also required to conduct biennial reviews to assess the effectiveness of its alcohol and drug programs.

In compliance with federal legislation, the Office of Violence and Substance Abuse Prevention (VSAP) and the UCM Campus Alcohol Board have prepared this biennial review. Print copies of the Biennial Review are available by request as well as online through VSAP at ucmo.edu/vsap.

AOD Comprehensive Program Goals and Objectives for Biennium Period Being Reviewed- 2015-2016

The University of Central Missouri (UCM) utilizes a comprehensive approach to address high-risk alcohol use, tobacco, other drug use, and violence (ATODV). Our plan is data driven, focusing on evidence based strategies designed to impact the on and off campus environment, affect individual change, and increase the capacity of our local community to address ATODV. The UCM Office of Violence and Substance Abuse Prevention (VSAP) develops and implements this strategic plan in partnership with the UCM Campus Alcohol Board (CAB) and other campus entities.

Off campus groups are also referenced in this plan. UCM chairs and works collaboratively with the Community Culture of Responsible Choices Coalition (CCoRC), which originated from a U.S. Department of Justice Enforcing Underage Drinking Laws grant awarded in October 2009. Other partners are the Johnson County Sexual Assault Response Team (SART) and the It's On Us Coalition.

This strategic plan consists of 10 focus areas indicated by data from UCM's implementation of the Missouri College Health Behavior Survey (MCHBS). The entire strategic plan, including the strategies and activities for each focus area/goal will be included in PIP Report #4.

We have 10 focus areas and goals for 2015-2016:

Focus Area 1—Underage Drinking:

From 2007 to 2014, UCM saw a 33.5% reduction the underage students binge drinking rate (from 34.9% to 23.2%.) Source: MCHBS 2014, special data request. UCM's current (2015) underage binge drinking rate (defined as consuming 5 or more drinks in a two-hour period) is 23.7%.

Long-term goal: Continue to decrease binge drinking among all underage students, remaining at or below 25% for binge drinking among underage students. Continue to decrease prevalence of underage drinking overall.

Focus Area 2—High Risk Drinking:

UCM has seen a 30% reduction among **all students** in binge drinking since 2007, (from 34.8% to 24.9% of all students, MCHBS, 2015) Considering **only those UCM students who drink**, 25% do so in a high risk way (5 or more drinks in a 2 hour period at least once in the past two weeks). Although our high risk drinking rates have consistently decreased in the past few years, this type of consumption still increases student risk for impairment issues, negative consequences and resultant academic difficulties, and long term health problems.

Long term goals:

5. Maintain UCM high risk drinking rates for all students at or below 25%.
6. Reduce rates of associated problems due to AOD use (such as missing class or experiencing violence) by UCM students to at or below state rates.

Focus Area 3—Drinking and Driving:

19% of UCM students (compared to 23% statewide) report driving after drinking at least once in past year (C_Q91, MCHBS 2015). Additionally, 27% of UCM students (compared to 21% statewide) reported riding in a vehicle a driver who had been drinking at least once in past year.

Long-term goal: Decrease the percentage of students who have driven after consuming alcohol to 15%. Decrease the percentage of students who have ridden with a driver who has been drinking to 15%.

Focus Area 4—Marijuana:

The percentage of UCM students who report using marijuana once or more in the past year is 23% (MCHBS 2015). (This is a significant decrease from 2013, which we thought might be due to an influx of international students at UCM. After further analysis, we determined this was not the case. It appears the change is reflective of the population.) The state average for past year prevalence of marijuana use is 24%. Only 2.8% of UCM students use marijuana daily, compared to the state average of 2.7% for daily use. (MCHBS 2015)

Long-term goal: Maintain marijuana usage rates at or below the state rates.

Focus Area 5—Tobacco:

18.3% of UCM students report smoking cigarettes at least once in the past year, compared to 16.5% statewide (MCHBS 2015). 8.3% of UCM students report using smokeless tobacco at least once in the past year (compared to 5.8% statewide.) Source: Q175, MCHBS 2015

Long-term goal: Reduce cigarette use to no more than 15% of the student population, and smokeless tobacco to no more than 10%.

Focus Area 6—Sexual Misconduct (domestic violence, dating violence, sexual assault, stalking):

4.2% of UCM students report experiencing “non-consensual sexual contact” in the past year (state average 4.3%, source MCHBS 2015). 2.2% of UCM students report experiencing “sexual assault” in the past year (state average 2.1%, source MCHBS 2015). 11.1% of UCM students report they have been in a verbally or emotionally abusive relationship in the past year (state average 9%, source MCHBS 2015), and 1.8% report experiencing physical abuse in the past year (state average 2.2%, source MCHBS 2015).

Long term goal: Eliminate domestic violence, sexual assault, dating/intimate partner violence and stalking at UCM.

Focus Area 7—Bystander Intervention Skills Training:

Bystander Intervention (BI) skills training is a promising practice for addressing each of the focus areas above. UCM is committed to teaching Bystander Intervention skills training to a broad spectrum of students, faculty and staff members in order to empower our community to act on our values.

Long term goal: The majority of UCM students will complete a BI skills training by the time they graduate UCM. Currently 16% of UCM students have completed a training (MCHBS 2015)

Focus Area 8—Using prescription drugs without a prescription:

16.5% of UCM students have used prescription drugs such as Adderall, Oxycotin, or Ambien without a prescription at least once in the past year, compared to a state average of 16% (MCHBS 2015)

Focus Area 9—Ensuring adequate program resources:

Sustaining a comprehensive ATODV prevention program requires adequate, ongoing resources, including engaged and well-trained students and staff.

Long-term goal: Secure adequate resources and develop partnerships to fully implement the university strategic plan for AODV prevention on an annual basis.

Focus Area 10—Ensuring adequate program evaluation:

All aspects of this ATODV prevention strategic plan require accurate, meaningful and ongoing evaluation for effectiveness and efficacy.

Long-term goal: Conduct regular, ongoing program evaluation on all aspects of the university ATODV strategic plan.

Biennial Review Process

In compliance with Drug Free Schools and Communities federal legislation, the Office of Violence and Substance Abuse Prevention office facilitates a process with the Campus Alcohol Board (CAB) to our biennial reviews. The Campus Alcohol Board membership includes representatives from Public Safety, Student Experience and Engagement, Student Activities, University Athletics, Alumni Relations, Enrollment Management, Counseling Center, Meeting and Conference Services, Sodexo (Dining Services, liquor license holder for the university), Residence and Greek Life, and Student Conduct. CAB also has faculty and student representative members.

Each spring, as part of our membership in Missouri Partners in Prevention (PIP), UCM administers the Missouri College Health Behavior Survey (MCHBS) to a random sample of 5% of our student body. PIP analyzes the data for us; we receive results in June. The entities listed above then review the data to evaluate areas of success and areas needing improvement. This information is used to create our strategic plan and goals for the following year, which is submitted to PIP by September 1st each year. (UCM has strategic plans on record since 2002-2003. To access these records, contact the Office of Violence and Substance Abuse prevention at 660-543-4044 or 102 Administration Building, Warrensburg MO, 64093.)

Missouri Partners in Prevention conducted a workshop for PIP institutions to help us enhance our compliance with the Drug Free Schools and Community Act. UCM has utilized this training to enhance our biennial review report for future biennial review periods.

Annual Policy Notification Process

Students

All students (on-campus, students abroad, those taking online classes and those who take courses at the UCM Summit Center) receive the policies regarding conduct, alcohol, tobacco and other drugs annually. Policies are distributed annually in the handbooks given out when students purchase textbooks at the beginning of the fall semester. They are also included in the annual Clery notice, which is sent out via e-mail to all students and staff. All policies are also available online 24/7 in *UCM's Guide to Good Decision-Making*. (This guide details the Student Code of Conduct as well as policies, procedures and other guidelines and helpful information for students.) Additionally, policies are discussed in halls/classrooms with students by faculty. New students who begin in the spring semester instead of fall receive the handbook when they arrive. If a student requests a policy, they are directed online or to Student Engagement and Experience.

Content of policy. The full text of all policies and procedures regarding standards of conduct can now be found online in the Board of Governors Policy Manual at

<http://www.ucmo.edu/upo/bog/> and in *UCM's Guide to Good Decision-Making*, which is available online at <http://www.ucmo.edu/student/documents/decisionmaking.pdf>.

Standards of Conduct. (Administered by Student Engagement and Experience [S.E.E])

The following are sections from *UCM's Guide to Good Decision-Making* that pertain to Standard of Conduct and Rights & Responsibilities as well as information regarding alcohol and drugs. They can be found on pages four through nine (4-9) and page seventeen (17) in the guide.

Student Rights & Responsibilities

At UCM, student rights and responsibilities are deeply and purposefully interconnected. To help facilitate student growth and development, the University has outlined 6 of these key student rights and their corresponding responsibilities. These rights and responsibilities are further articulated in the Campus Community Creed and Core Values. This list is not all inclusive but instead provides a framework for understanding certain student expectations as they relate to educational conduct. In reviewing this framework, students are advised to reflect in the “*spirit* of the rule” and not just the “*letter* of the rule.” Our rules reflect our deepest values and goals and we ask you to do more than just comply with them, but embrace them.

As responsible citizens, students are expected to comply with all local, state, and federal policies, statutes, laws and ordinances. The University also has an obligation to comply with the law, and we have written our policies to comply with the requirements of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics (Clery) Act, the Family Educational Rights and Privacy Act (FERPA), Title IX of the Educational Amendments of 1972, the Drug Free Schools and Communities Act (EDGAR Part 86), the Sexual Violence Elimination (SaVE) Act, and other federal and state statutes and regulations. The university welcomes feedback on how we can better meet these requirements in service to our campus community. Please keep in mind that the law is constantly evolving and UCM's policies and rules will adapt to reflect such changes periodically.

The Right to Pursue an Education

“The Central community is a LEARNING community, striving for academic and personal excellence and by promoting the value of education and lifelong learning.” – UCM Community Creed

“Learning: Student learning and development are the primary purposes of the University of Central Missouri. All institutional services exist to support the academic mission of the institution, and student life is viewed as an important facet of the educational experience. Central Missouri faculty and staff members believe strongly in the importance of educating the whole person and preparing students for lifelong learning. UCM provides all students with a strong liberal arts and sciences foundation and strives to instill in each of them the importance of freedom of expression and inquiry. Central Missouri is committed to improving public education in Missouri and beyond.” – UCM Core Values

- Students have the *right* to pursue an education.
- Students have a *responsibility* to make choices that are educational purposeful.

Learning takes place inside and outside the classroom, on campus and off campus, throughout a student's educational career. UCM supports this learning by creating a wide range of opportunities, forums, services and experiences, and students are strongly encouraged to use these resources. Students have the right to request reasonable and appropriate support and assistance from other

campus community members, including students, staff, and faculty in maintaining a climate conducive to thinking and learning. No student, however, should take any action that will restrict other individuals from pursuing their educational goals.

Additionally, learning requires the creation of original material for your classes and direct evaluation of your work as a student. There is also tremendous value in collaborative work when it assigned by your instructor. The academic integrity of the university is based on this foundation of honest dialogue and exchange between the instructor and the student. Students who submit work that is not their own have violated this fundamental trust. Dishonesty, inappropriate collaboration, plagiarism or other misrepresentations of your work are actions considered antithetical to learning and will be treated as serious violations of university policy.

The Right to Privacy and Free Expression

“The Central community is an OPEN community where civil dialogue is a critical element in developing respect for individuals whose values, ideas, beliefs, and life experiences may be different from our own.” – UCM Community Creed

- Students have the *right* to express themselves. Students also have the right to expect a reasonable standard of privacy and should have the opportunity to limit the release of their personal information.
- Students have a *responsibility* to express themselves in a manner that is purposeful, honest, situationally appropriate, and respectful of the rights and privacy of others. Students also have a responsibility to refrain from illegal, disruptive or dangerous activities.

Student expression is essential to learning and personal expression is a fundamental right. It is likely that such expression could lead to lively discussion and constructive disagreement. In all cases, personal expression must be respectful of others and appropriate to the situation. Any expression that is unlawful or is intended or serves to disrupt the learning of others or the learning environment is a violation of university policy.

It is also understood that learning is hampered by oppressive and aggressive monitoring of every action and decision. Students certainly should expect a reasonable standard of privacy and they should have the right to limit how their personal information is accessed by a third party. This essential right to privacy, however, does not exempt the student from all interaction with others in the college environment nor does it shield their activities from all external scrutiny. Students are considered active participants in the college community and in order to learn, they have a responsibility to engage appropriately with others in the learning community. To this end, students have the responsibility to engage in reasonable standards of self-care, refrain from illegal, disruptive or dangerous activities, and to use university resources safely and appropriately.

The university has an obligation to suspend the right of privacy when a student’s health or safety may be compromised. Additionally, UCM’s CARE Team, a cross disciplinary group of experienced and knowledgeable professionals who review concerns about student behavior, may intervene to prevent foreseeable harm or campus disruption.

Additionally, as a state supported educational institution that accepts Federal financial aid, UCM has a legal responsibility to comply with State and Federal law. This includes federal guidelines on the

handling of student information (FERPA) and crime reporting statistics (CLERY) that must be shared with state and federal agencies.

The Right to Develop and Pursue a Personal Academic and Career Plan

“The UCM community is PURPOSEFUL, and students are challenged to develop their personal goals while also helping to shape and achieve common goals.” – UCM Community Creed

“Excellence: The University of Central Missouri sets high expectations for students and graduates and demands excellence in teaching and in delivery of services. Central Missouri promotes quality and excellence in staff and faculty members through its many professional development activities. The university promotes the development and well-being of each member of the campus community, which in turn fosters a strong commitment to the institution.” – UCM Core Values

- Students have a *right* to chart their own path and develop a personal academic plan that moves them toward a promising future.
- Students have the *responsibility* to attend class, meet administrative and educational deadlines, complete course requirements, follow university policies and pay fees on time.

Your degree must be earned; it will not be given to you. Important elements of earning your degree include abiding by the rules, guidelines and procedures that govern the university; meeting academic expectations; and completing the requirements UCM has articulated for degree completion.

The Right to Non-Discrimination, Equal Access, and Fair Treatment

“The Central Community is a JUST community and students are expected to participate in ways that are ethical, honest, equitable, trustworthy, civil, and respectful.” – UCM Community Creed

“Diversity: The University of Central Missouri is committed to attracting and supporting a diverse body of students, faculty and staff members. The campus strives to be responsive to the specific needs of people with physical handicaps and offers educational programs to allow all students to reach their full potential. Central Missouri encourages acceptance and respect of individuals with differing values, ideas, beliefs, abilities and life experiences. The university promotes good citizenship, a sense of civic responsibility, global awareness and an appreciation for human diversity at all levels.” – UCM Core Values

- Students should expect to be treated fairly, equitably, and also to do so in accordance with state and federal law. Students have the *right* to engage with other learners in an environment of respect and dignity that is free from unlawful intimidation, harassment and discrimination.
- Exposure to diversity enhances the learning experience. As members of this diverse learning community, students have the *responsibility* to treat others equitably, to refrain from hateful discourse, to be civil, and to resolve disputes constructively.

At UCM, we want students to be exposed to other individuals from widely diverse backgrounds. This opportunity is part of what makes the college experience extraordinary and exciting. Through

these interactions, we want students to engage in lively, respectful debate of complex issues while simultaneously reflecting and developing their own worldviews.

In some cases, lively debate can lead to disagreement and misunderstanding. We expect students to develop the skills to handle such disagreements with respect and civility. Your faculty, Student Experience and Engagement staff, organization advisors and other students can help you learn these skills. Students who engage in rhetoric or actions that demean individuals or groups are not well suited to the academic environment. Such behavior is antithetical to learning and may actually compromise the educational opportunities of others. Consequently, for the greater good of the learning community, individuals who engage in hateful rhetoric or discriminatory behaviors may be held accountable in a manner consistent with their rights as citizens under state and federal law.

The Right to a Reasonably Safe Learning Environment

“The Central community is a CARING community where students are encouraged to pursue and support the well-being of themselves and others.” – UCM Community Creed

- Students have the *right* to be reasonably safe and to take reasonable actions to protect themselves from violence.
- Students have a *responsibility* to refrain from actions that jeopardize their own safety or the safety of others.

Risk is an element of every human activity. We expose ourselves to varying degrees of risk when we step in the shower, walk down a flight of stairs, and drive to class. It is also normal to seek out risk in certain circumstances (such as trying something new, asking someone out on a date, challenging the status quo, etc.). While some risks are minor, other risky choices can put you or others in danger. Students are expected to avoid situations and choices that involve unreasonably dangerous risks, and they are expected to immediately and fully cooperate with university officials, law enforcement, and emergency personnel in the completion of their duties. Students have a right to a tobacco-free, drug-free, weapons-free and alcohol-free learning environment.

Some personal safety resources and tips can be found on the TIPS homepage.

The Right to a Fair Process

“Central is a DISCIPLINED community where students are expected to fulfill personal responsibilities, by upholding university guidelines, and by working toward self and community betterment.” – UCM Community Creed

“Responsibility: The University of Central Missouri places a high value on being ethical in all practices, and faculty members strive to impress this value upon their students. Central Missouri strives to employ the most efficient and appropriate use of fiscal and human resources in order to provide students with a quality, affordable higher education experience. Faculty and staff members value fact-based decision making through collegial deliberation.” – UCM Core Values

- Students have a *right* to fair processes and the right to appeal or seek clarification on decisions which they believe are inappropriate.
- Students have a *responsibility* to participate in that process.

Students have a right to fair process which is, fundamentally, the right to receive notice that they may have breached their student responsibilities and the opportunity to be heard on that issue. There is an important distinction between a fair process as it relates to educational conduct and the “due process” that is afforded to criminals in the legal system. Fair processes in educational conduct matters are intended to ensure that students have an opportunity to understand how they may have violated a policy and have the opportunity to explain their involvement, if any, in that event. Students will be assigned a Conduct Educator to assist them with this process and evaluate the situation. If the student has reason to believe that the Conduct Educator cannot evaluate the case in an appropriate manner, they can request an alternate Conduct Educator. This process does not afford students the right to directly confront other students.

In some cases involving mental health concerns, serious legal matters, or potentially dangerous situations, this educational conference is compulsory and may require an immediate response from the student. In the interest of health and safety, some actions, including temporary suspension, may be enacted before all elements of the educational conduct process are met. The university will fulfill its obligation to provide a fair process before a final decision is made about a student’s status.

This educational conference is outlined in greater detail in the following section, but the essential concept is the notion that the educational conduct process relies on full, honest participation by students.

Student Conduct Expectations

The university has a direct educational interest in how one conducts oneself as a student. This concern extends beyond the classroom and is not restricted to formal educational experiences or the boundaries of campus. Student conduct refers to all the choices one makes in the learning landscape.

Student conduct expectations at UCM are based on the firmly held belief that students, faculty, and staff must constructively collaborate to create an environment that fosters, encourages and supports the educational mission of the institution. Students have a unique and integral role in creating the educational environment. They are challenged to identify and pursue their personal educational objectives while simultaneously sharing responsibility for constructing the learning and living landscape in which that learning occurs.

UCM’s Student conduct expectations are based on the precepts of **personal responsibility, educational purposefulness, and community accountability.**

Appropriate student conduct is a condition of graduation.

Some thoughts on alcohol, tobacco and other drugs

Our expectation is that your decisions about alcohol, tobacco or other drug use will be guided by the law and common sense, by information about how these substances may impact your ability to be successful as a student and by an understanding of the potential impact your use may have on those in the Central community. All students, employees and visitors are expected to comply with local, state and federal laws that govern the possession, use, distribution, and sale of alcohol, tobacco or other drugs.

Misuse of alcohol or other mind or body-altering substances can negatively affect cognitive processes and may limit your ability to exercise good judgment and to learn effectively. This is contrary to the educational purposefulness described earlier and is cause for concern by the university. In addition, all alcohol and other drug use carries with it some inherent risks. These

include but are not limited to addiction, accidents or injury due to impairment, overdose, damage to internal organs or a developing fetus, and unpredictable or violent behavior. Therefore, regardless of age or legal standing, students who underperform in class due to alcohol or other drugs, become over-intoxicated, or suffer medical consequences such as blacking out should expect to discuss their alcohol or other drug use with a Conduct Educator and evaluate how their decisions may be impacting their academic success.

The use of alcohol on campus by those over 21 is regulated by the university and is only allowed where explicitly indicated. Students ages 21 or older who choose to consume alcoholic beverages in their residence hall rooms are expected to do so in moderation to ensure residents' rights to privacy, sleep and study. Students 21 or older who distribute alcohol and other drugs, consume alcohol in public areas, or otherwise compromise the safety of themselves or others due to intoxication or drug use should also expect to discuss how their decision-making process is impacting their success and the integrity of the academic environment. In each of these cases, poor decision-making will likely result in a referral to the Office of Violence and Substance Abuse Prevention for a brief assessment, motivational interview, or mandatory educational program. Students may be financially responsible for these referrals.

The following is a general list of local, state and federal laws to be aware of. It is illegal:

- to purchase or consume alcohol if you are under the age of 21
- to provide alcohol to those under the age of 21
- to sell alcohol without a liquor license provided by the city and state. This includes charging admission to an event to cover the cost of the alcohol. If the alcohol cannot be consumed without money being provided, the law views this as selling alcohol.
- to possess an open container of alcohol in public in the city of Warrensburg, including the UCM campus
- to possess, sell or use a fictitious or altered identification, or identification belonging to another
- to drive under the influence of alcohol or other drugs
- to possess, sell or use any controlled substance or paraphernalia used with a controlled substance
- to possess, sell or use prescription drugs without a prescription

Students should know that the sanctions for violating these laws may be significant, including fines, community service, or jail time. Additionally, a violation such as this can have long term impact on your career. For example, using a fake ID to purchase alcohol is not only unlawful but is also viewed very negatively by many employers; particularly those associated with educational agencies, safety and criminal justice programs, government agencies, etc. This is an example of a poor choice that can have long term negative effects on your career goals.

UCM's concern regarding mind-altering and body altering substances is not limited by the current legality of those substances. This concern extends to include all known illegal drugs but also includes the misuse of prescription and non-prescription drugs, misuse of new and emerging drugs, and/or misuse of other substances not intended for human consumption.

If you or someone you know is struggling with their use of alcohol or other drugs, the university has resources that can help. Information on referrals and assistance with alcohol or drug-related problems is available from the Counseling Center (660-543-4060), University Health Center (660-543-4770), or Human Resources (660-543-4255). Additionally, within Warrensburg the following

recovery and treatment resources are available: Alcoholics Anonymous (660-747-6313), Pathways Community Behavioral Healthcare, Inc. (660-747-1355) and the Recovery Lighthouse (660-429-2222).

Employees

All employees have access to the policies, which can be found on UCM's website:

www.ucmo.edu/hr/handbooks/manual/relations.cfm. They are no longer given out in handbooks; everything is electronic. At this time they are not being distributed annually (aside from the policy information that is included in the annual Clery report notification) since they are available 24/7 online. New employees are briefed on the policies and directed to the website during New Employee Orientation. New Employee Orientation sessions are held twice a month to ensure all employees attend a session. Employees who work off-campus (such as adjunct professors) are informed of the location of the policies online, but do not receive the same orientation as on-campus employees. If a new policy goes into effect or a change is made to an existing policy an e-mail is sent out to all employees (on-campus and off-campus) and is also posted on UCM Daily (a daily news page which is sent to all employees). Requests for policy are directed to Human Resources.

Content of Policy. All policies pertaining to personal conduct, alcohol, tobacco and other drugs, as well as sanctions and counseling, treatment and rehabilitation options can be found in their entirety on UCM's website at <http://www.ucmo.edu/hr/handbooks/manual/relations.cfm>. Excerpts from these policies are as follows:

Policy # 506 Personal Conduct Policy. (Administered by Human Resources [HR])

"Employees of Central Missouri are representatives of the university during working hours and are expected to conduct themselves in a professional and ethical manner. They are expected to work together to protect the interests and safety of each other and others on campus. Employees are responsible for their own personal conduct and for taking the necessary steps to ensure, to the extent possible, a safe and harmonious work environment."

Policy #512 Alcohol Policy. (Administered by HR) The Alcohol Guidelines Procedures as well as the Alcohol Policy can be found at:

<http://www.ucmo.edu/upo/index.cfm?pg=policy.cfm&upoID=1.2.130>. Policy #512 is as follows:

A. General

4. The University of Central Missouri recognizes its responsibility to foster a learning environment that minimizes the negative impact of high risk alcohol use on student life and academic success. The university further recognizes that care must be taken to allow alcohol only in settings where it is responsible to do so, and to ensure that policies do not result in an atmosphere in which irresponsible or dangerous alcohol use is likely to result.
5. The university observes and enforces all applicable laws and regulations governing the sale, purchase, distribution, consumption, and possession of alcoholic beverages, and expects that all members of its community adhere to these laws and regulations both on and off campus. University funds may not be used to purchase alcohol.
6. The university complies with the Drug Free Schools and Communities Act Amendments of 1989. Annual distribution of alcohol and drug prevention materials to all students, faculty and staff are

accomplished through 1) the faculty guide, 2) the student planner handbook, 3) the staff handbook and 4) the annual institutional and financial information publication. The following information is included:

1. statement of standards of conduct, clearly prohibiting unlawful possession, use or distribution of drugs and alcohol by students or employees on school property or as part of school activities
2. statement of adherence to all applicable legal sanctions under local, state and federal law for the unlawful possession or distribution of illicit drugs and alcohol
3. description of drug and alcohol counseling, treatment or rehabilitation programs available to students, faculty and staff
4. description of health risks associated with use of illicit drugs and alcohol
5. statement of commitment to impose sanctions on students, faculty and staff in violation of the policy, including a description of those sanctions (such as expulsion, termination and/or referral for prosecution)

B. University Housing:

The possession and consumption of alcoholic beverages is permitted in university-owned housing facilities only where applicable guidelines have been developed and recommended by the respective university housing governing boards, and approved by the president or designee. The guidelines shall clearly specify areas, times and circumstances under which the possession and consumption of alcohol is legal and appropriate and shall fully protect the rights of others.

C. University facilities and grounds:

The possession, consumption or sale of alcoholic beverages is permitted on university property or facilities only where department or office policies and procedures have been approved by the president or designee. Guidelines shall be developed in consultation with all appropriate stakeholders (for example, Public Safety, Meeting and Conference Services, etc.), and shall clearly specify areas, times and circumstances under which the sale, possession and/or consumption of alcohol is legal and appropriate and shall fully protect the rights of others.

Procedures

This policy will be implemented at the direction of the president. A three person panel, appointed by the president, shall serve as the review and approval authority for those department policies and procedures referenced in the guidelines. It shall be the responsibility of those departments or offices to ensure that policies are developed in compliance with university procedures and guidelines, and that a copy of the most recent revision of all approved alcohol guidelines be made available for public access in the Office of the General Counsel, and for posting on the policy web site.

An alcohol task force or coalition (a multi-disciplinary committee appointed by the president and comprised of various members of the university community) will meet as required or called upon to advise the president and university community on issues related to alcohol education programs, policy implementation and enforcement, community relations, and other topics as may arise related to the university's alcohol policy and programs.

In compliance with the Drug Free Schools and Communities Act Amendments of 1989, a bi-annual assessment of the university's alcohol policy and education and prevention programs shall be conducted, and shall make recommendations to the president and vice presidents to enhance these as indicated. University Health Services is responsible for ensuring the report is produced and submitted for the Strategic Leadership Team review through the appropriate vice president, by July 1 of even years.

Policy #513 Illegal and Controlled Drugs. (Administered by HR) “Federal, state and local statutes prohibit or limit the use, possession or sale of drugs as defined herein. The university expects students, employees and campus organizations to abide by all applicable laws. The use of the term ‘drug’ in this policy refers to any illegal substance or controlled prescriptive pharmaceutical product. The policy of the university conforms to the provisions of the Drug-Free Workplace Act of 1988.....The university will: 1. Provide information to members of the campus community for the purpose of preventing illegal drug use and abuse, and provide information about the use of legal drugs in ways that are not harmful to self or others. 2. Create an environment that reinforces healthy, responsible living, as well as respect for community laws and campus standards and regulations. 3. Provide for a reasonable level of counseling and referral for users of illegal and controlled drugs.....Individuals found in violation of this policy will be subject to appropriate action through established procedures.”

Policy #515 Progressive Discipline Procedures. (Administered by HR) “Progressive discipline is a process which assists employees in meeting expectations. Discipline corrects unacceptable behavior, and attempts to prevent further infractions. If problems can be discussed and resolved informally, the need to use progressive discipline may be avoided.....Progressive discipline is the application of discipline in a series of steps that gradually increase in severity as an employee progresses through the steps. The number of steps may vary, each step may be repeated along the way, and steps may be skipped, depending on the situation involved. Supervisors need to consider the severity of the offense, the previous record of the employee, the lapse of time since the last disciplinary action, and the departmental and institutional practices in dealing with previous cases related to discipline.” An example of UCM’s series of steps is:

- Step 1: Oral Warning
- Step 2: Written Warning
- Step 3: Suspension
- Step 4: Termination

UCM’s Drug Free Schools and Workplace Statement. The University has established and is committed to enforcing clear policies that promote an educational environment free from the abuse of alcohol and other substances. The University complies with federal regulations that require an alcohol and drug testing program for safety sensitive positions. The University expects students, employees, visitors, and organizations to adhere to state statutes prohibiting individuals under the age of 21 from drinking or having alcohol in their possession. Drinking or possession of alcoholic beverages is prohibited in University buildings and residence halls except in those places where an explicit exception has been granted. The University also expects students, employees, and visitors to comply with laws that govern the possession, use, distribution, and sale of alcohol and illicit drugs. Anyone found to be in violation of such laws shall be subject to all applicable criminal penalties, as well as disciplinary action in accordance with applicable policies of the University of Central Missouri. Students under the age of 21 are reminded it is unlawful to use fictitious identification for purchasing alcohol. Health risks associated with the use of illicit drugs and alcohol include, but are not limited to, addiction, accidents as a result of impaired judgment and ability, overdose, damage to internal organs or a developing fetus, and unpredictable or violent behavior. Information on referral and assistance with alcohol or drug-related

problems is available from the Counseling Center (PH 660-543-4060), University Health Center (PH 660-543-4770), or Human Resources (PH 660-543-4255).

Employee Assistance Program (EAP). (Overseen by HR) The objective of the New Directions Employee Assistance Program is to reduce problems in the work force and to retain valued employees. UCM recognizes that personal and work problems can be dealt with successfully when identified early and referred to appropriate care. It is the purpose of this program to provide an opportunity for all employees to obtain confidential assistance in resolving personal and work problems as the need arises. While the employer does not intend to intrude upon employee's personal lives, the employer offers professional and confidential assistance to resolve problems when declining work performance, attendance or behavioral problems occur. New Directions EAP will arrange for help or provide resources for emotional/behavioral, family and marital, alcohol and/or drug, financial, legal, work and other personal problems. New Directions EAP resources provide problem assessment, short-term counseling and referral. More information on UCM's EAP can be found at <http://www.ucmo.edu/hr/benefits/EAP.cfm>.

AOD Prevalence Rate, Incidence Rate, Needs Assessment and Trend Data

Drug and Alcohol Related Incidents/Fatalities

UCM Public Safety provides the entire campus with a Security and Safety Report annually; which can be found online at

<http://www.ucmo.edu/ps/police/UCMAnnualSecurityandFireSafetyReport.pdf>. From July 1, 2014 to June 30, 2015, Public Safety recorded 298 alcohol-related incidents, 191 drug-related incidents and 0 (zero) fatalities due to alcohol/drugs on campus. Public Safety also recorded 28 alcohol-related ambulance transports and 6 drug-related ambulance transports. Data regarding alcohol and other drug-related admissions to the local ER for the same time period were unavailable.

UCM also records alcohol and drug-related incidents and fatalities reported to campus officials using the Maxient system. The numbers generated from Maxient reports DO NOT include the numbers Public Safety reported. A report generated from Maxient included the following information. This information was generated by searching the "60 - Charge and Finding Combination Tally" in Maxient and adding together all the violations related to alcohol or drugs.

- There were no alcohol/drug related fatalities recorded in Maxient.
- There were 432 alcohol or drug incidents reported in Maxient, which is a decrease from the previous year of 571. "Incident" was defined as one point in time. Some "incidents" actually included more than one alcohol or drug policy violation (such as mass consumption and a party environment); however, since our referral process does not count these as two separate incidents, they were not counted as separate for this report.
- 94 incidents were drug incidents. Of these, 45 students were found responsible for drug violations (47.9%). This is a decrease in the number of incidents and a decrease of the percentage of students found responsible since last year, where there were 105 drug incidents and 55 students were found responsible (52.4%). The decreases may be

due, in part, to more reporting of off-campus behavior that does not always result in additional university action.

- 338 incidents were alcohol incidents. This is a decrease in the number of incidents since last year, which was 466. Of these, 203 students were found responsible for alcohol violations (60%). Again, this is a decrease in the number of incidents and the percentage of students found responsible; last year 325 were found responsible (69.7%). Again, the decreases may be due, in part, to more reporting of off-campus behavior that does not always result in additional university action. Also important to note, a new position has been created and is being hired, in part, to assist with adjudication of campus policy violations.
- Additional information:
 - 132 were assigned to VSAP for 1st alcohol violation sanctions.
 - 107 students attended their appointment.
 - 20 of those are no longer in school- 19%
 - Of the 25 who did NOT see VSAP, 13 are no longer enrolled- 52%
 - 10 students were assigned to VSAP for 2nd alcohol violations
 - 5 attended their appointment and are still enrolled
 - 5 did not see us- 3 are no longer enrolled- 60%
 - 26 students were assigned to VSAP with a first drug violation sanction.
 - 19 attended, 10 are no longer enrolled- 52%
 - 7 did not see us, 5 are no longer enrolled- 71%
 - 2 students were assigned to VSAP with 2nd drug violation sanctions.
 - 1 saw us and is still enrolled
 - 1 did not and is no longer enrolled

MCHBS Data

This section contains the most current data for UCM and will be used to identify increases and decreases in trend data.

2014-2015 MCHBS Data.

- 78.2% of UCM students consumed alcohol in the past year.
- 59.9% of UCM students consumed alcohol in the past 30 days.
- 23.7% of underage students reported binge drinking (5 or more drinks in a two-hour period in the past two weeks).
- % of students who Binge Drank in the past 2 Weeks
 - All students: 24.9% reported binge drinking (5 or more drinks in a two-hour period) in the past two weeks.
 - Drinkers only: 29.9% reported binge drinking at least once (5 or more drinks in a two-hour period) in the past two weeks.
- 23.4% of UCM students used marijuana in the past year.
- Current Marijuana users- Of those who reported using marijuana in the past year: 2.1% reported using 3 or more times per week and 2.8% reported daily use.
- Illegal drug use:
 - In the past year:
 - 16.5% of UCM students reported using prescription drugs without a doctor's prescription in the past year.

- For all UCM students, in the past year:
 - 4.2% reported being in trouble with campus administrators at least once
 - 3.5% reported being arrested by campus police or other law enforcement at least once
 - 19% reported driving after consuming any alcohol at least once
 - 1.1% reported being arrested for DUI/DWI at least once

Trend Data.

- Binge drinking (defined as 5 or more drinks in a two-hour period) in the last two weeks
 - For students under 21, UCM has seen a decrease in binge drinking: 29.1% in 2011 to 23.7% in 2015.
 - Among all students, UCM has seen a reduction in binge drinking since 2007 (from 34.8% to 24.9% of all students).
- Marijuana
 - Our data for the percentage of UCM students who report using marijuana once or more in the past year has not been consistent in recent years. It was 19% in 2012, then increased in 2013 (27.5%), followed by a decrease in 2014 to 20.5%; however, we have seen another increase to 23.4% this year (2015).
- Illegal Drugs
 - Since 2009, UCM has seen a decrease in the number of students using prescription medication without a doctor's prescription from 20% in 2009 to 16.5% in 2015; however, this year's percentage is an increase from last year's 11.8%.

AOD Policy, Enforcement

Policy. For this section of the report, we will include entire text of policies when applicable or excerpts from the policy along with a link to the policy in its entirety.

Federal Drug Free Campus Policy.

The University has established, and is committed to enforcing, clear policies that promote an educational environment free from the abuse of alcohol and other substances. The University complies with federal regulations that require an alcohol and drug testing program for safety sensitive positions. The University expects students, employees, visitors, and organizations to adhere to state statutes prohibiting individuals under the age of 21 from drinking or having alcohol in their possession. Drinking or possession of alcoholic beverages is prohibited in University buildings and residence halls except in those places where an explicit exception has been granted. The University also expects students, employees, and visitors to comply with laws that govern the possession, use, distribution, and sale of alcohol and illicit drugs. Anyone found to be in violation of such laws shall be subject to all applicable criminal penalties, as well as disciplinary action in accordance with applicable policies of the University of Central Missouri. Students under the age of 21 are reminded it is unlawful to use fictitious identification for purchasing alcohol. Health risks associated with the use of illicit drugs and alcohol include, but are not limited to, addiction, accidents as a result of impaired judgment and ability, overdose, damage to internal organs or a developing

fetus, and unpredictable or violent behavior. Information on referral and assistance with alcohol or drug-related problems is available from the Counseling Center (PH 660-543-4060), University Health Center (PH 660-543-4770), or Human Resources (PH 660-543-4255).

Student Code of Conduct – particularly relating to Alcohol and Other Drugs.

(Administered by Student Engagement and Experience [S.E.E]) For policies as they are currently written, see Quarterly Report #1, for student code of conduct information. This information can also be found in *UCM's Guide to Good Decision-Making* online at <http://www.ucmo.edu/student/documents/decisionmaking.pdf>. This report, along with Report #1, will be updated with any revisions/additions to UCM policies.

Alcoholic Beverages - Payment from University Accounts.

(Administered by University Board of Governors [BOG]) UCM's Alcohol Policy states that "The University observes and enforces all applicable laws and regulations governing the sale, purchase, distribution, consumption, and possession of alcoholic beverages, and expects that all members of its community adhere to these laws and regulations both on and off campus. University funds may not be used to purchase alcohol." The entire policy can be found on pages twelve and thirteen (12-13), Quarterly Report #1, as well as online at <http://www.ucmo.edu/upo/bog/> or <http://www.ucmo.edu/hr/handbooks/manual/relations.cfm>

Alcoholic Beverages - Sale, Serving and Consumption.

(Administered by UCM B.O.G) See UCM's Alcohol Policy (which can be found on pages twelve and thirteen [12-13], in Quarterly Report #1), along with UCM's Alcohol Sale, Service, Possession and Consumption Guidelines. These guidelines can be found at: <http://www.ucmo.edu/upo/guide/policy.cfm?upoid=alcoholg>.

Tailgating.

(Overseen by UCM Athletics and Department of Public Safety) UCM currently does not have a separate tailgating policy; however, there are established guidelines and procedures. They are as follows:

Goal: To allow personnel to tailgate in a fun and festive atmosphere without interfering with the rights of others.

Operating Procedures

10. At least seven (7) days prior to the scheduled event, the designated lot shall have been identified and its location communicated by the University of Central Missouri's Director of Facilities and Conference Service to the Chief of Police of the City of Warrensburg with courtesy copies to Public Safety and Athletics.
11. Temporary fencing at least four feet in height must fully enclose the lot except entrances and exits.
12. All entrances and exits must be controlled and supervised by UCM personnel: all personnel entering the lot will be provided a handout (attached). Lot attendants will call UCM Public Safety if assistance is needed.
13. Re-entry to the tailgating areas during the game will be restricted/monitored.

14. UCM Department of Public Safety Officers will conduct adequate patrol of the tailgating lots to assure that minors are not consuming alcohol and to control those who over-indulge.
15. Establish, train and identify "Event Staff" in sufficient numbers for each tailgating lot to provide for this function, paid for by athletics. Staff will be trained on their role and responsibility in regards to tailgating.
16. Sufficient portable bathroom facilities will be provided for the tailgaters.
17. Telephone will be the primary contact between event staff and public safety. In the event Public Safety is needed, event staff will call 4123. In the event of an emergency, safety phones in the lot will be utilized or event staff will dial 911.
18. Tailgating is permitted 2 hours prior to kickoff and ends at the completion of half time.

Below is a handout that will be designed as a parking pass for the designated tailgate areas.

Please enjoy your visit to the University of Central Missouri and today's game. This lot has been designated as a tailgate area for Mules fans. The following guidelines have been established to ensure everyone has the opportunity to meet with friends and enjoy the game.

- The fencing designates the tailgate area, and you are to leave only through designated entry and exit points. All alcoholic beverages must be placed in plastic cups provided to you. No cups or beverages of any kind may be carried out of the designated tailgate area.
- *Possession or Consumption* of alcoholic beverages by persons under the age of 21 will not be allowed.
- Please clean up your area before leaving. Trash barrels are located throughout the lot, and barrels are also available for hot coals.
- No tailgating is permitted in this lot after the game has been completed.

Individuals who take alcoholic beverages outside the designated area, and minors in possession of alcohol are subject to arrest and prosecution.

PLEASE DO NOT DRINK AND DRIVE!

Alcoholic Beverages-University Housing.

(Administered by S.E.E) The entire housing policy can be found in *UCM's Guide to Good Decision-Making*, but an excerpt specific to alcohol is as follows: "In order to maintain an environment conducive to learning, Housing has placed additional specific restrictions on how and when alcohol can be used in the halls.

- Alcohol is allowed on upperclass floors in residence hall rooms as long as the owners of the room and everyone present are all over the age of 21. Alcohol is not allowed in first year communities or in common areas of the halls. To prevent a disruptive party-like atmosphere, no more than 4 people can be present in a room where alcohol is being consumed.
- Mass quantities of alcohol (such as kegs) are not congruent with the responsible atmosphere we are trying to create and will not be allowed in the halls.
- For this same reason, alcohol competitions (beer pong, etc.) are also not allowed in the residence halls.
- Beer bottles and cans must be disposed of properly.
- The door must remain closed when alcohol is being consumed."

Guidelines for Fraternity and Sorority Use of Alcohol.

(Administered by UCM Fraternity and Sorority Life) The Fraternity and Sorority Life Risk Management Policies can be provided in their entirety if needed, however, the sections pertaining to Alcohol and Drugs are as follows:

II. Alcohol Policy

UCM Fraternity and Sorority Life (FSL) is committed to fostering a community which engages in safe alcohol consumption practices by encouraging responsible, healthy and safe uses of alcohol for those of legal drinking age; and actively discourages unlawful, irresponsible, and abusive alcohol use.

11. Working Definitions

- a. Chapter: Refers to any organization belonging to IFC or Panhellenic.
- b. Event: Function with a date and location, approved by the chapter, Inter/National headquarters, or social committee, recognized by Panhellenic or IFC, where alcohol may or may not be present.
- c. Alcohol: Beer, wine, liquor or anything with alcohol content.
- d. Guest List: an official list of the members of the chapter, and any other individual in attendance
- e. Non Alcoholic Event: a social event hosted by a chapter in which alcohol is not present.
- f. Alcoholic Events: chapter or perceived chapter events where chapter members or guests are involving alcohol or where alcohol is present.
- g. Open Parties: any event with unrestricted or restricted access by non-members of the fraternity which the chapter allocates funds, and/or makes announcements about information regarding the event at chapter meetings and/or by mass communication (e-mail, group text messaging, etc.); where alcohol is present.
- h. Perceived Chapter Event: an event in which an observer would associate a specific fraternity or sorority with said event.
- i. Social events will be divided as follows:
 - i. Exchange Events: Where attendance is limited to members of the specified host chapters and individuals denoted on an official guest list. Examples include 2-ways, 4-ways.
 - ii. Invite Events: Events where attendance is limited to members of the specified host chapter(s) and the individuals indicated on a guest list. Examples include formals and date parties.
 - iii. Family Events: Events where attendance is limited to host chapter members, their family members and dates of chapter members. Examples include Parents Weekend, Mother's and Father's Days.
 - iv. Alumni Events: Events where attendance is limited to host chapter members, alumni, family of alumni, etc. Examples include Homecoming Weekend, etc.
- j. Drinking games: includes but is not limited to any activity involving the consumption of alcohol which involves the encouragement of the rapid consumption or extreme amount of alcohol.

12. Distribution, Possession, and Purchase of Alcohol:

- a. All Federal, state, city, and university governing laws apply herein and will be followed by each fraternity and sorority chapter. Chapters found in violation of such laws will be brought forth for violations to either UCM Fraternity and Sorority Life or the respective governing body.

- b. The possession, sale, use, and/or consumption of alcoholic beverages while on or off chapter premises, during an official fraternity or sorority event, or in any situation sponsored or endorsed by the chapter, or an event an observer would associate with a chapter, must be in compliance with any and all applicable laws of the state, province, county, city, university, or must comply with Third Party Vendor Guidelines. See Third Party Vendor Form within the required Social Event Registration Form.
- c. No alcoholic beverages may be purchased through or with chapter funds nor may the purchase of same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the chapter. The purchase or use of a bulk quantity or common source(s) of alcoholic beverage, for example, kegs or cases, is prohibited.
- d. No members, collectively or individually, shall purchase for, serve to, or sell alcoholic beverages to any minor (i.e., those under legal drinking age) at chapter events.
- e. The possession, sale and/or use of any illegal drugs or controlled substances at any chapter event or perceived chapter event is strictly prohibited.
- f. No extra "rent" may be paid to an establishment for the purpose of obtaining cheaper alcohol prices.
- g. No chapter members, collectively, or individually, shall purchase alcoholic beverages for minors.
- h. No chapter member under the age of 21 may consume any alcoholic beverage at any time during the chapter event.
- i. All chapter events must be cash-bar
 - i. When a cash-bar is used, it will be the responsibility of the establishment and chapter to prevent the distribution of alcoholic beverages to minors.
- j. For all events where alcohol is present, transportation will be provided through bus service or designated drivers provided by the sponsoring chapter(s) and must be in accordance with the chapter's national policy.
 - i. When buses are being used for transportation, it will be the responsibility of the individual chapter to see that all chapter members in attendance are safely returned to their destination.
- k. No member shall permit, tolerate, encourage or participate in "drinking games" at any event.
- l. The host organization(s) must prohibit guests from leaving the premises with open containers.
- m. The presence of alcohol in any of the following situations with any chapter is strictly prohibited:
 - i. Recruitment Functions
 - ii. Philanthropic Events
 - iii. Community Services
 - iv. Educational Programs
- n. All violations will be filed with the Fraternity Sorority Judicial Board.
- o. IFC and Panhellenic officers and FSL may attend any function deemed necessary.

13. Chapter Social Events:

- a. For definition of Chapter Social Events, refer to section 1, subsection i.
- b. Chapters must remain in good standing with the following offices and/or organizations in order to host or participate in an alcoholic event:

- i. The FSL Office
 - ii. Office of Student Activities
 - iii. The Interfraternity Council and/or Panhellenic Council
 - iv. Chapter National or International Organization/Headquarters
- c. Registration: All alcoholic and non-alcoholic social events must be registered with the Vice Presidents of Accountability. If the event is a co-sponsored event, each participating chapter must register the event individually with the Vice President of Accountability.
 - i. Alcoholic events:
 - 1. The following alcoholic event registration forms must be time-stamped and turned into the Panhellenic Front Desk 10 days prior to the event.
 - a. Alcoholic Event Registration description form
 - b. 3rd party vendor agreement
 - ii. Non-Alcoholic:
 - a. Non-Alcoholic Event Registration description form
 - iii. Guest lists must be finalized, time-stamped, and turned in to the VP of Accountability at least one day prior to the event.
- d. There may be no more than a 2:1 gender ratio as well as a 2:1 member to non-member ratio at any given social function.
- e. Events may not be sponsored by more than four chapters.
- f. Attendance shall not exceed the maximum occupancy of the area of the establishment and shall not exceed the limit of 400 total guests.
- g. There will be only one doorway entrance to an event. If additional entrances are deemed necessary, they must be denoted on the party verification form and approved by the IFC or Panhellenic Council. All entrances must be monitored at all times throughout the function.
- h. Open Parties are prohibited.
- i. All events shall end by 2:00 a.m.
- j. Host organization(s) should refuse admittance to social events if a person is considered a potential problem (i.e. someone who is intoxicated, violent, or otherwise a threat to those present).

14. Co-Sponsored Events

- a. No chapter may co-sponsor an event with a bar or an alcohol distributor at which alcohol is given away, sold or otherwise provided to those present. This includes any event held in, at or on the property of a bar for purposes of fundraising.
- b. A chapter may rent or use a room or area in a bar for a closed event held within the provisions of this policy, including the use of a third party vendor and guest list.
- c. An event at which alcohol is present may be conducted or co-sponsored with a charitable organization if the event is held within the provisions of this policy.
- d. No chapter may co-sponsor or use chapter funds to attend or participate in a function at which alcohol is purchased by any of the host chapters, groups, or organizations.
- e. In the case of a co-sponsored event, chapters are not eligible to bring guests.

15. Guests

- a. Chapters are responsible for monitoring guests who enter the venue.
 - i. Guests who do not appear on the guest list shall not be admitted into the venue.

- b. Guest Lists: Each fraternity/sorority must turn in a computer generated list of members, and/or their dates, who will be attending the event. Rosters are unacceptable.
 - i. Member lists shall include only members who are attending the event. It shall be the responsibility of the chapter to obtain the most accurate list of attending members.
 - ii. All guests must be properly documented on the guest list and it shall be the responsibility of the chapter to ensure that guests who do not appear on the guest list are not admitted into the venue.
 - iii. Guest lists must be finalized, time-stamped, and turned in to the VP of Accountability at least 24 hours prior to the event.
 - iv. A copy of the guest list must be at the entrance of the social. All those who enter the social shall initial next to their name to show they were in attendance of the function. This list shall be handed and time-stamped at the Panhellenic front desk within 24 hours of the end of the event.
 - v. Failure to provide guest list within 24 hours of the scheduled event will result in a fine with the amount of 100 dollars. Upon a second offense, a 200 dollar fine and upon a third offense the chapter will be filed for FSJB action.
- c. In the case of a single chapter-sponsored event, there shall be a maximum of a 2:1 guest to-member ratio.
 - i. i.e. each chapter member is eligible to invite two guests to attend the event.

16. Beverages and Food

- a. Chapters are required to abide by their inter/national policy regarding beverages and food at alcoholic events.
- b. It is strongly recommended that during alcoholic events, chapters provide food and non-alcoholic beverages for all attending guests

17. New Associate Members and Recruitment

- a. All recruitment activities associated with any chapter will be non-alcoholic. No recruitment activities associated with any chapter may be held at or in conjunction with a tavern or alcohol distributor.
- b. No alcohol shall be present at any pledge/associate member/new member/novice program, activity or ritual of the chapter. This includes but is not limited to activities associated with "bid night," "big brother – little brother" events or activities, / "big sister - little sister" events or activities, "family" events or activities and initiation.
- c. No member or pledge, associate/new member or novice shall permit, tolerate, encourage or participate in "drinking games" at chapter or FSL events.

18. Enforcement Procedures

- a. Federal, state and local laws will take precedence over this events policy and all national policies.
- b. IFC and Panhellenic reserves the right to oversee events and enforce the provisions of this policy.

19. Alcohol Policy Violations and Petitioned Sanctions

- a. Any violation or perceived violation of these alcohol policies will be reported through a violation report submitted to the Vice President of Accountability for either PC or IFC council.

III. Drug Policy

2. Illegal Substances

- a. The possession, sale or use of any Illegal drugs or controlled substances while on chapter premises or during a chapter event or at any event that an observer would associate with the fraternity or sorority is strictly prohibited.

****Note:** Interfraternity Council and Panhellenic policies are not University policy.

Tobacco Free Campus.

(Administered by UCM B.O.G)

Use of Tobacco Policy (Policy enacted on January 1, 2014)

For this policy, the definition of tobacco is as follows: "Tobacco – encompasses all tobacco products (traditional cigarettes, e-cigarettes, pipes, cigars, hookah, water pipes, and all other forms of smoke-generating products, chew snus, snuff, etc.) or any nicotine delivery method not approved by the U. S. Food and Drug Administration as nicotine replacement therapy."

1. Tobacco use is prohibited in all university-owned, leased or controlled buildings and residences.
2. Tobacco use is prohibited in all outdoor areas of UCM campuses ([see map](#)); provided, however, tobacco use is allowed in personal vehicles, at the Keith Memorial Golf Course, and in designated parking lots during designated events such as commencement, sporting or performing arts events.
3. Additionally, Tobacco use specifically is not allowed in university vehicles.
4. Students, faculty and employees will be provided, upon request, assistance with identifying tobacco cessation resources, including free information and access to low-cost referral programs, through appropriate campus resources determined by UCM.
5. UCM has a clear expectation for compliance with all university policies. These expectations are the same for Tobacco use. This policy applies to all members of the university community defined to include all faculty, staff, students, visitors and contractors. The success of this policy depends on the thoughtfulness, consideration and cooperation of smokers and nonsmokers. The university community shares in the responsibility for adhering to and enforcing this policy. Authority for enforcement of this policy is ultimately vested with the provost and the appropriate vice president.
6. The sale or free distribution of Tobacco products is prohibited on university- owned, leased or controlled premises.
7. Tobacco advertisements in university-owned publications and media are prohibited.
8. Tobacco use may be permitted for controlled research, educational or religious ceremonial purposes, with prior approval of the appropriate senior administrator.
9. The provost or appropriate designee will make provisions for periodic review and critical evaluation of procedures related to this policy.

Amnesty/Responsible Action Protocol Policies.

(Administered by S.E.E) ****Amnesty policies are currently in the process of being updated. This report will reflect any changes upon completion of review/revision process.**

The following is an excerpt from *UCM's Guide to Good Decision-Making*: "The University of Central Missouri is committed to the safety and welfare of our students and seeks to facilitate access and remove barriers to students seeking medical assistance for alcohol and/or drug related emergencies. UCM expects students to seek immediate medical

assistance (eg. calling the police at 911 or 543-4123, asking for immediate assistance from a Community Advisor, etc.) when they are concerned about their own health or that of another student.”

The medical amnesty process was developed to emphasize that UCM supports students who make the decision to seek assistance from a medical professional for themselves or a friend. UCM never wants to be witness to a tragedy that could have been prevented simply because a person feared coming forward to seek help.

The Medical Amnesty Policy applies to the student in need of medical attention and to the student(s) seeking medical attention on behalf of another person. This policy tries to ensure that students under the influence of alcohol or other drugs receive:

- 1) Immediate medical assistance and
- 2) Follow-up interventions to reduce the likelihood of future occurrences.

Students receive Medical Amnesty when it is determined by a Conduct Educator that they sought emergency medical attention for themselves or medical assistance was sought for them related to the consumption of alcohol or other drugs. If Medical Amnesty applies, the student will still be required to meet with a Conduct Educator for a referral.

Through this referral, students may be required to:

- Complete an assessment with a substance abuse prevention professional.
- Comply with the substance abuse prevention professional’s recommendations by an established deadline. For most first-time alcohol incidents, the two session BASICS (Brief Alcohol Screening and Intervention for College Students) program will be used. First time drug incidents will utilize a similar program.

Students seeking medical attention on behalf of another person will not receive disciplinary actions for seeking help. However, depending on their involvement, they may be required to meet with the substance abuse prevention professional and follow through with recommendations.

Failure to comply with either emergency medical treatment (including refusal to follow the recommendations of campus personnel, University Health Center personnel, Public Safety, and/or Johnson County EMS personnel concerning transportation to the University health Center or one of the local emergency rooms) or follow-up interventions disqualifies a person from the Medical Amnesty Policy and the student will be referred back to the Associate Vice Provost for Student Services for action.

Please note that this policy does not protect those students who repeatedly or flagrantly violate the Student Code of Conduct. The availability of amnesty is at the discretion of the Associate Vice Provost for Student Services.

Athletic Department Alcohol and Other Drug Testing Policy.

The following is an excerpt from the Student Athlete Handbook:

Alcohol, Drugs, and Tobacco Policies

UCM Alcohol

The legal drinking age in Missouri is 21. However, as a student-athlete, you are also prohibited from drinking alcoholic beverages when representing UCM, attending UCM-sponsored event or on the UCM campus. Additionally, you are not to drink and drive, use alcohol to a degree that it affects your academic or athletic performance, affects your personal relationships or finances, or to a degree that it leads to legal problems. Please refrain

from publicly consuming alcohol in department-issued UCM athletics apparel, or to drink alcohol with recruits or their associates. If you are involved in an alcohol-related incident in which there are no legal consequences, your Head Coach and the Director of Athletics will determine whether suspension from practice and/or competition is warranted.

UCM Tobacco

UCM is a smoke-free campus. Tobacco usage is prohibited at all times on UCM campus property. Tobacco usage is also prohibited by NCAA regulators and will not be permitted by UCM student athletes or staff members during any team functions. A team function is defined as any activity which is held as a team, including meetings, practices, informal workouts, games or banquets, both on and off-campus. Violation of NCAA or University rules regarding tobacco use will subject the student-athlete to discipline.

UCM Substance Abuse

Central Missouri strongly opposes the use of illegal drugs, excessive alcohol and the use of tobacco products, including smokeless tobacco. The use of the above products are specifically prohibited while athletes are on university or NCAA athletic business, including travel to and from the event.

In addition, your coach will distribute team rules to you early in your practice season which will define the consequences for use and abuse of the above substances as well as for breaking any other training rules.

If you find yourself caught in a web of alcohol or drug abuse, please talk to the trainers who will help you deal with the problem in a confidential manner. Team physicians, counselors, and formal programs are all available to athletes who are concerned about themselves or a fellow athlete. Because anabolic steroids are commonly used to take a short cut to increased strength and size, and because they are proven to have serious side effects, all Central Missouri coaches, trainers, and administrators disapprove of their use. Steroid use will not be tolerated.

The NCAA requires you to sign a drug testing consent form in order to participate in NCAA post-season events. Central Missouri plans to initiate its own drug-testing program. Please, for your own health and safety, as well as your continuing eligibility, stay CLEAN!

NCAA/UCM Drug Testing

The use of illegal or “performance enhancing” drugs is completely inconsistent with the purpose of intercollegiate athletics and creates a danger to the health and safety of all student-athletes. If you need to purchase an over-the-counter medication, or if your doctor prescribes a drug, you should notify your athletic trainer before taking it. UCM Athletics upholds and enforces NCAA and UCM regulations regarding alcohol, tobacco, non-therapeutic prescription drugs and all NCAA banned drug classes.

UCM and UCM Athletics do not condone the use, possession, sale, manufacture or distribution of drugs that are illegal, that may involve medical or psychological hazards to individuals, or that may lead to interfere with the rights and privileges of others.

You shall sign a statement in which you consent to be tested for the use of drugs prohibited by NCAA rules and regulations prior to participating in intercollegiate competition. Failure to complete and sign the form shall result in your ineligibility for participation in all intercollegiate competition.

Drug Testing Policy

UCM is committed to the physical and mental well-being of its student-athletes. The university recognizes that the use of certain drugs and substances, legal or illegal, is not in the best interest of the student-athlete or UCM athletics. In an effort to eliminate the use of illegal drugs and other substances, UCM has implemented a comprehensive substance abuse education and testing program to promote healthy and responsible lifestyles for student athletes.

The UCM Department of Intercollegiate Athletics Student-Athlete Drug Education and Drug Testing Program is separate from the NCAA Drug-Testing Program and carries with it separate sanctions to be imposed by the UCM Department of Intercollegiate Athletics. For a description of the NCAA Drug-Testing Program, refer to the NCAA website (www.NCAA.org).

UCM drug testing will include, but may not be limited to the following substances:

- Amphetamine/Methamphetamine
- Cocaine
- Marijuana
- Opiates
- Ecstasy (MDMA)
- Oxycodone (incl. OxyContin)
- Methylphenidate (incl. Ritalin, Adderall)

*Prescriptions from a licensed medical doctor will be permitted with proper documentation of evaluation and diagnosis.

Each student-athlete shall be subject to random drug testing, team testing, follow-up testing and testing based upon reasonable suspicion. Student-athletes may be drug tested throughout the year, including summer, for substances on the banned drug-class list. There is no limit on the amount of times a student athlete can be drug tested during the year. Failure to report for a drug test and/or leaving the test site without permission will result in a test being classified a “positive” test. Penalties will be imposed as prescribed below.

1. First Offense: A student-athlete who tests positive will be required to attend a counseling session for the purposes of evaluation, education and if necessary, treatment or counseling. The student athlete will be required to sign a release of information to allow basic communication between the Counselor, a UCM team physician, and the Director of Athletics/Senior Associate Athletic Director. Failure to sign such a release will render the student-athlete immediately ineligible for practice and competition.
2. Second Offense: The student-athlete will be immediately suspended from participation in any intercollegiate competition at the University of Central Missouri. The suspension will be for a period of time equivalent to 20% of his or her regular season competition. The suspension will be served starting with the next schedule contest or date of competition and will be in effect for both regular season and post-season competition. If the positive drug test result occurs during the off-season, the suspension will be served during the next season of competition. The student-athlete will be required to attend counseling sessions. Failing to meaningfully participate in the

evaluation/counseling process as defined by the counselors will be classified as a third offense.

3. Third Offense: The student-athlete will be permanently suspended from participating in any sport at the University of Central Missouri.

Notification of selection will take place no more than 24 hours prior to the scheduled test. If a student-athlete does not report at the scheduled test, it is considered a “no show” and interpreted as a positive test result.

Employee Assistance Program Referral Policy.

(Overseen by Human Resources) Employees who exhibit signs of alcohol and/or drug abuse that interferes with work activities/duties may receive a mandated referral as part of UCM’s Progressive Discipline Model. UCM provides an Employee Assistance Program to assist with the referral and treatment options available to UCM employees. More information on the Progressive Discipline Procedure as well as the Employee Assistance Program can be found on pages fourteen and fifteen (14-15), in Quarterly Report #1, as well as online at: <http://www.ucmo.edu/upo/index.cfm?pg=policy.cfm&upoid=progdisp> and <http://www.ucmo.edu/hr/benefits/EAP.cfm>.

Financial Aid Drug Convictions Policy.

UCM follows federal policy regarding financial aid penalties for drug law violations. It is as follows: “The Higher Education Act of 1965 as amended (HEA) suspends aid eligibility for students who have been convicted under federal or state law of the sale or possession of drugs, if the offense occurred during a period of enrollment for which the student was receiving federal student aid (grants, loans, and/or work-study). If you have a conviction(s) for these offenses, call the Federal Student Aid Information Center at 1-800-4-FED-AID (1-800-433-3243) or click here to complete the "Student Aid Eligibility Worksheet" to find out how this law applies to you. If you have lost federal student aid eligibility due to a drug conviction, you can regain eligibility if you pass two unannounced drug tests conducted by a drug rehabilitation program that complies with criteria established by the U.S. Department of Education.” This policy can be found on UCM’s website at <http://www.ucmo.edu/sfs/other/documents/Drug%20Law%20Violations.pdf>.

Sexual Assault and other Violence related

(Administered by S.E.E) Information regarding Title IX/sexual assault and other violence related policies that relate to alcohol/other drug use can be found on UCM’s website at ucmo.edu/titleix or in the *Guide to Good Decision-Making*. At this time, the website has the most current information; however, the *Guide to Good Decision-Making* will also be updated with the same information soon. An individual can also contact the Title IX Coordinator, Dr. Corey Bowman, for more information. Dr. Bowman is located in Administration Building 214 and can be reached at 660-543-4114. Excerpts from the website and key information regarding sexual assault/sexual misconduct are as follows:

“The University of Central Missouri believes that all students should have the opportunity to learn in an educational environment free from discrimination. Sexual harassment of students, including sexual violence and other forms of sexual misconduct,

interferes with this right and will not be tolerated. UCM is committed to protecting students in connection with all the academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program. UCM is fully committed to developing and fully implementing effective sexual harassment policies and to providing training on this issue for students and staff.

UCM does not tolerate sexual misconduct. When an allegation of misconduct is brought to an appropriate administrator's attention ("Responsible Employees"), and the person who engaged in that misconduct is found to have violated this policy, the university will take action to reasonably ensure that this behavior is not repeated and that the complainant is provided a safe environment in which to learn. A list of Responsible Employees can be found at <http://www.ucmo.edu/titleix/options/who.cfm>.

The expectations of our community regarding sexual misconduct can be summarized as follows: In order for individuals to engage in sexual activity of any type with each other, there must be clear, knowing and voluntary consent prior to and during sexual activity. Consent is sexual permission. Consent can be given by word or action, but non-verbal consent is not as clear as talking about what you want sexually and what you don't. Consent to some form of sexual activity cannot be automatically taken as consent to any other form of sexual activity. Silence cannot be assumed to show consent.

When alcohol or other drugs are being used, a person will be considered unable to give valid consent if they cannot fully understand the details of a sexual interaction (who, what, when, where, why, or how) because they lack the capacity to reasonably understand the situation. Individuals who consent to sex must be able to understand what they are doing. Under this policy, "No" always means "No," and, if the individual is under the influence of drugs or alcohol, "Yes" may not always mean "Yes." Anything but a clear, knowing and voluntary consent to any sexual activity is equivalent to a "No." The individual who is initiating sexual activity must ensure the individual with whom they wish to have sexual contact knowingly consents to the activity."

Sexual Misconduct Offenses include, but are not limited to:

- Sexual Harassment
- Hostile Environment
- Sexual Violence
- Sexual Exploitation
- Dating and Relationship Violence
- Stalking

Detailed definitions for each of these offenses can be found at

<http://www.ucmo.edu/titleix/definitions/>. Other important definitions, including consent, force, coercion, complainant, respondent and bystander can be found

<http://www.ucmo.edu/titleix/otherdefinitions.cfm>. Furthermore, UCM has created a Sexual Misconduct Victim Bill of Rights which can be found here:

<http://www.ucmo.edu/titleix/rights/bill.cfm>.

UCM has also outlined a few key responsibilities regarding sexual violence. They are as follows:

- UCM has a responsibility to respond promptly and effectively to reports of sexual violence.

- If UCM becomes aware of possible sexual violence, we will promptly and equitably investigate to determine what occurred and then take appropriate steps to resolve the situation.
- We will work closely and cooperatively with local law enforcement on criminal investigation into allegations of sexual violence while also acting independently to resolve reports promptly and effectively.
- UCM will act to ensure the person who experience the sexual violence is safe, including while an investigation in ongoing.

*For more information on what you can expect from UCM regarding how to make a report, the student and employee processes, as well as no contact orders, please visit <http://www.ucmo.edu/titleix/expect/>.

Finally, UCM has a list of options located at <http://www.ucmo.edu/titleix/options/>.

The options as follows are more detailed online:

6. Privileged and Confidential Communications- “Psychologists and Medical Staff”- These staff members can provide **confidential** assistance and support. They are not required to report any information to the Title IX Coordinator without permission.
7. Privileged and Confidential Communications- Non-professional Counselors and Advocates- Individuals who work/volunteer in the Mentoring Advocacy and Peer Support Office and the Office of Violence and Substance Abuse Prevention (including front desk staff and students) can generally speak with an individual and are not required to reveal any names/personal information, but do have to report that an incident occurred. There is also a 24 hour, confidential hotline available at 660-441-4855. The individuals at this line can provide assistance/support and trigger an investigation without revealing a person’s identity.
8. Talking with a “Concerned Employee”- Most faculty, staff, advisors, coaches and student staff are designated as “Concerned employees” because they want to help, but may not have the appropriate level of training/experience to respond to the complex and sometimes overwhelming feeling experienced by victims of sexual misconduct. They also do not have the ability to directly act on the complaint. These employees are required to report to the Title IX Coordinator or Deputy Title IX Coordinator than an incident occurred within 24 hours, but will still safeguard your privacy. This will not trigger an investigation if that is against the victim’s wishes.
9. Reporting to “Responsible Employees”- “Responsible Employees” are UCM employees who have the authority to redress sexual violence or who has the duty to report incidents of sexual violence or other student misconduct. If you speak with a responsible employee, it is assumed you are putting the university “on notice” of an incident and expect the incident to be acted upon. The designated responsible employee must report all relevant details to the Title IX Coordinator within 24 hours. To the extent possible, information reported to the responsible employee will be shared only with people responsible for handling the university’s response to the report. Information will not be shared with law enforcement without consent. If you want to tell a responsible employee what happened but also maintain confidentiality, the University will consider the request for confidentiality, but cannot guarantee they will be able to honor it. Also, no one will pressure an individual for a full report, if the individual is not ready to.
10. Anonymous Reporting- an online system for anonymous reporting is available. It is important to note that, if an individual chooses to share identifying information on that page, it may serve as notice to the College for the purpose of triggering an investigation.

11. Off-campus counselors and advocates- Off-campus counselors, advocates and health care providers will also generally maintain confidentiality and not share information with the College unless it is requested and a waiver/consent form is signed. A list of advocacy and other resources can be found here: <http://www.ucmo.edu/titleix/options/advocacy.cfm>.

Alcohol Poisoning.

(Administered by S.E.E) The following is an excerpt from *UCM's Guide to Good Decision-Making*: "Alcohol poisoning can occur when an individual has consumed a large amount of alcohol in a short amount of time. Recognizing the signs of alcohol poisoning or drug overdose is extremely important. It is not necessary that all symptoms are present before you seek help. If you are unsure, it is imperative that you err on the side of caution and get immediate help.

Signs of alcohol poisoning or drug overdose include, but are not limited to:

- vomiting
- confusion
- stupor
- seizures
- slow breathing (less than eight breaths a minute)
- irregular breathing
- blue-tinged skin or pale skin
- low body temperature (feels cold or clammy)
- semi-conscious or unconscious and unresponsive

Amphetamine overdose may include: rapid heartbeat, increased body temperature, and behavior changes.

To seek help, call 911 or UCM Police at 660-543-4123, or ask for immediate assistance from a Community Advisor. Never leave an unconscious person alone or assume they will sleep it off! While waiting for help, turn the intoxicated person on his or her side. Do not try to make them vomit. Persons with alcohol poisoning have an impaired gag reflex and may choke on their vomit or accidentally inhale vomit into their lungs. If you have any questions about the Medical Amnesty Policy, please contact the Associate Vice Provost for Student Services at 660-543-4114. If you would like information about signs and symptoms of alcohol poisoning or drug overdose, please contact the University Health Center at 660-543-4770."

Methods used for General Enforcement

Description of law enforcement/security forces and authority/jurisdiction and relationships with off-campus law enforcement and jurisdiction. The University Department of Public Safety consists of four divisions - University Police, Environmental Health and Safety, Parking Services, and Access Control. The police division is the largest and consists of 18 trained, state certified peace officers, all of whom hold bachelor's degrees and many master's degrees in criminal justice or other related fields. Officers are commissioned by the University as state peace officers and by the Warrensburg Police Department. Central's Department of Public Safety has primary responsibility for all law enforcement and safety on the Warrensburg campus and works closely with the Warrensburg Police Department. This working relationship with the local police also allows Public Safety to monitor criminal activity engaged in by students at off-campus locations and student organizations within the City of

Warrensburg. Public Safety also maintains liaison with other law enforcement agencies throughout the State of Missouri, including the Missouri State Highway Patrol and Johnson County Sheriff's Department.

University police officers have adopted and are committed to a community police philosophy in their daily operations. Police Officers with full arrest authority are on duty 24 hours a day, 365 days a year. In addition, there is a crime prevention program, a bicycle patrol unit, and the Student Assistant Foot Patrol and Escort (SAFE) Team, which is a group of uniformed student employees who patrol the campus on foot at night to help deter crime and provide a walking escort from building exit to building entrance or parking areas for students, faculty, staff, and visitors. SAFE Team members have no arrest authority.

The SAFE Team is in operation 7 nights per week, during the regular academic year when the University is in session, from 6 p.m. to 2:30 a.m. with extended duty on weekends. To request a SAFE Team escort during the above hours, call (660) 543-4123 and a SAFE Team member will be dispatched to walk you wherever you wish to go on campus.

The Department of Public Safety does not have a MOU or memoranda of understanding with the Warrensburg Police Department concerning the investigation of criminal offenses. Criminal offenses are investigated by police officers and detectives of the police division of the University of Central Missouri's Department of Public Safety. UCM DPS can request the assistance of any agency including the Warrensburg Police Department as part of mutual aid agreements between agencies. UCM DPS officers also actively participate in the Mid-Missouri Rural Major Case squad which brings together many agencies including agencies from Johnson, Pettis, Henry, Bates, Saline, and Lafayette counties to investigate major cases such as homicides to the benefit of the agency tasked with investigating the major crime.

The UCM Department of Public Safety does not maintain a unit at the Summit Center campus in Lee's Summit.

More information regarding law enforcement/security forces at UCM can be found at <http://www.ucmo.edu/ps/police/UCMAnnualSecurityandFireSafetyReport.pdf>

Description of others who may provide monitoring of alcohol and other drug policies.

All employees may enforce the policies of the university. For example, once our university became a tobacco-free campus we encouraged, but did not require all staff to politely enforce this new policy. However, certain entities are specifically charged with monitoring alcohol and drug policies. The chief administrative officer for student affairs is the Assist. Vice Provost for Student Experience and Engagement. This individual is responsible for overseeing the development and administration of the Guide to Good Decision making. Residence and Fraternity and Sorority Life staff members are charged with monitoring alcohol and other drug policies within the residence halls. These individuals include professional staff, graduate hall directors, and undergraduate community advisors who live on the floors with students. Our dining services vendor, Sodexo, is the licensed liquor service provider on campus. These individuals are responsible for ensuring the legal and safe service of alcohol at events on campus.

ATODV Comprehensive Program /Intervention Inventory

Individual Based Programs/Interventions offered on campus:

Marijuana 101.

Students who have a first drug violation complete the two-session Marijuana 101 program, which is facilitated by a staff member from the Office of Violence and Substance Abuse Prevention (VSAP). During the first session, the VSAP staff member creates rapport with the student and gives an overview of the online portion of the program. This session is typically 30 minutes. The student then takes the online portion on their own time. The online portion consists of six lessons and includes the eCHECKUP TO GO brief intervention for marijuana in order to give individualized feedback to the student. Once the course is complete, the student meets again with the VSAP staff member assigned to the case in order to discuss the course as well as the personalized feedback from the eCHECKUP portion. This appointment is typically one week after the initial meeting and lasts one hour. The staff member discusses the course and feedback using a motivational interviewing approach. Marijuana 101 also includes a 30 day Part 2 post survey to measure changes in the student's attitudes and behavior. At this time, the post survey is only for the student to utilize; VSAP does not meet with the student to discuss the post survey.

Number of Marijuana 101 sanctions for 2015-2016 School Year (as of April 1, 2016).

VSAP staff members have facilitated 13 Marijuana 101 sanctions. There are also 4 more students found responsible for a first time marijuana violation who have not completed their sanction.

Brief Assessment and Screening for College Students (BASICS).

Students who have a second alcohol violation or any drug violation complete the two-session BASICS program, which is facilitated by a staff member from the Office of Violence and Substance Abuse Prevention (VSAP). During the initial 60 minute interview, the VSAP staff member collects information regarding the student's overall experience at the University of Central Missouri (UCM) and his/her alcohol or other drug history and habits. At the end of this interview the staff member assigns "homework" to complete before the next session based on the student's needs. Typically this consists of an activity designed to increase self-awareness, such as tracking the number of drinks consumed or time spent using. After the initial interview the student completes an assessment packet to provide additional information. It takes approximately 30 minutes to complete the assessment paperwork. A follow up appointment is scheduled for 7-10 days later. In between appointments the VSAP staff member synthesizes the information from the intake interview and the assessment packet to create a personalized report. During the follow up meeting, the VSAP staff member discusses the results with the student using a motivational interviewing approach, and the student and staff member work together to create an action plan. During the follow-up appointment, if the student is still using at a high risk level or very resistant to change, the staff member may work with Student Experience and Engagement to require an additional assessment through the Counseling Center. BASICS can be utilized for individuals who come in for self-referral as well.

Number of BASICS for 2015-2016 School Year (so far as of April 1, 2016). VSAP staff members have facilitated 4 BASICS stemmed from alcohol violations. VSAP staff members have facilitated 1 BASICS stemmed from both drug and alcohol violations. There are also 4

more students found responsible for alcohol violations and 2 more students found responsible for marijuana violations that have not completed BASICS.

Violence referrals.

When students violate university standards for interpersonal conduct the Assistant Vice Provost for Student Experience and Engagement may occasionally refer them to VSAP for a motivational interview. The purpose of this interview is for students to reflect on their choices and make a plan for how to adhere to community standards in the future. VSAP has not had to facilitate any violence referrals during the 2015-2016 school year (as of April 1, 2016).

Motivational Interviewing in conjunction with Electronic Check-Up to Go (E-CHUG).

Students who have a first time alcohol violation are referred to VSAP for this program. Students complete the online brief assessment, E-CHUG, which provides personalized feedback. A trained coach then discusses the feedback with students utilizing motivational interviewing techniques. This can be utilized for individuals who come in for self-referral as well. VSAP staff members facilitated 112 first time alcohol violations during the 2015-2016 school year (as of April 1, 2016). There are also 31 more students found responsible for first time alcohol sanctions who have not scheduled/completed their alcohol referral appointment.

Smoking cessation.

UCM offers free cessation assistance to UCM students, faculty and staff who wish to live a tobacco-free lifestyle. This confidential program includes: up to twelve meetings with a trained cessation coach, a personalized quit plan, up to three months of Nicotine Replacement Therapy (NRT) and UCM employees are able to utilize the Student Recreation and Wellness Center at no cost, even if they did not obtain the requisite forty visits in the past six months. This is a positive, individualized approach offered by VSAP through a grant from the Missouri Department of Mental Health. NRT options include patches, gum and lozenges as well as a “quit kit” with materials designed to aid in the cessation process. UCM currently has three trained quit coaches. 16 individuals received assistance through the smoking cessation program during the 2015-2016 school year (as of April 1, 2016).

Individual assessment programs through Health Services.

The University Health Center has questions regarding drug use and high risk drinking on intake forms, but does not provide therapy or interventions. They will refer a student to outside resources if needed.

Individual assessment programs through counseling.

The Counseling Center does not provide substance abuse treatment. They provide general, brief therapy and have questions on their intake forms regarding substance use, but refer out if a student needs treatment. The Counseling Center will also conduct mandated assessments for alcohol if requested by the Vice Provost of Student Experience and Engagement.

Student Focused Services through the Mentoring, Advocacy and Peer Support (MAPS) Office.

The MAPS office supports an inclusive, student-centered environment at UCM by providing students with one-on-one academic, social and peer support. More detailed information regarding the MAPS office can be found at www.ucmo.edu/maps. Services offered include:

- Academic Responsibility Coaches (ARCs)- provide academic support and introduce students to a variety of support strategies and tools to boost their college success
- Academic Tutoring- provides trained tutors for athletes, at-risk and Suspension Waiver Program students
- Campus Advocate- Provides resources for students who feel underrepresented, underserved or otherwise discriminated against
- Lesbian Gay Bisexual Transgender Questioning Outreach- available for any student who may be experiencing difficulties relating to their identity
- Mentorship Program- pairs upper-class, student mentors with first-year students from traditionally underrepresented population
- Student Outreach- provides essential support and resources as students progress toward graduation
- Suspension Waiver Program- program for high-potential students who have previously been suspended due to low grades
- Victim Advocacy- provides support to any victim of sexual assault (includes sexual violence, sexual harassment, intimate partner violence and stalking). Advocacy services include crisis intervention services, referrals, advocacy and confidential reporting in a centralized location. There is also a 24/7 hotline available. The MAPS office utilizes trained volunteers as advocates as well. Almost 3,500 volunteer hours have been logged by the trained advocates. More on advocacy services can be found at www.ucmo.edu/maps/advocacy.

Employee Assistance Program (EAP).

The University of Central Missouri's EAP is through New Directions Behavioral Health. They will arrange for help or provide resources for emotional/behavioral, family and marital, alcohol and/or drug, financial, legal, work and other personal problems. They provide problem assessment, short-term counseling and referral. The purpose of the program is to provide an opportunity for all employees to obtain confidential assistance in resolving personal and work problems as the need arises. While UCM does not intend to intrude upon employee's personal lives, the employer offers professional and confidential assistance to resolve problems when declining work performance, attendance or behavioral problems occur.

Referrals to the EAP are not recorded due to HIPAA. Even in mandated referral cases, they can only record those numbers if the employee signs a statement giving permission to do so. Human Resources, the Counseling Center, the Health Center and the Office of Violence and Substance Abuse Prevention refer as necessary, but employees also voluntarily take advantage of the services offered.

Referral programs to off-campus treatment providers for students.

The UCM community has local treatment options and AA groups off campus and the Counseling Center, the Health Center and the Office of Violence and Substance Abuse Prevention refer students as necessary. The referrals are not recorded.

CARE Team.

UCM students, faculty and staff may be assisted through the CARE Team. The purpose of the CARE Team is to: identify individuals who may be at risk or in distress, prevent foreseeable problems and disruptions, provide guidance in responding to troubled students and campus disruptions, inform the campus administration of behavior trends and emerging concerns, and communicate and coordinate interventions with the wider Warrensburg community. The CARE Team is has broad campus representation made up of: the Associate Vice Provost for Student Services, Director of the Counseling Center, Director of the University Health Center, Director of Accessibility Services, Director of Human Resources, Director of International Center, Vice Provost for Enrollment Management, Director of Veteran Services, Director of Public Safety, Student Success Center Coordinator, Director of Residence Life, Director of Office of Violence and Substance Abuse Prevention, Case Manager/Recovery Program Coordinator and others as needed. On March 24, 2016, there were 141 students on the CARE Team list.

Educational programs usually reserved for policy violators that individuals can voluntarily participate in.

Motivational Interviewing with E-CHUG, Marijuana 101 and BASICS are available free of charge for self-referral. For more information see earlier sections regarding these programs.

Group Based Programs/Interventions offered on campus:***Small group social norms interventions.***

The Office of Violence and Substance Abuse Prevention offers small group social norms interventions for groups who express interest. Our Prevention Specialist is contacted by a group, sets up a date to collect the social norms data using a clicker presentation (using TurningPoint Technology), then compiles the data and either schedules a program with the group or a meeting with the president/leader of the group. Either way, she discusses the data, and if the group requests, she gives suggestions and helps them make a plan for change.

Environmental Management consultations.

During these consultations, our Prevention Specialist (PS) meets with a group's Executive Board. The PS facilitates a Strengths, Weakness, Opportunities, Threats (SWOT) Analysis with the group. They determine how the organization is using alcohol well and not well and discuss policies related to alcohol and drugs. She then teaches five environmental management practices and provides suggestions and feedback for the group. In addition, she guides them in making a plan, which often moves the group from the contemplation stage to the planning stage.

Peer education.

EPIC Educators. EPIC stands for Encouraging Positive Interventions on Campus. This student group teaches Bystander Intervention, alcohol education and harm reduction techniques. They also raise awareness on UCM's campus regarding many different issues related to alcohol, tobacco, other drugs and violence. The organization's objective is to

empower every student to have the skills to intervene in problematic situations in a way that's right for them. EPIC Educators was established during fall 2013. At this time, EPIC Educators is not an active group, however, they are still a registered student organization.

GAMMA. Greeks Advocating the Mature Management of Alcohol (GAMMA) is a peer education group that advocates for legal and low risk alcohol use, specifically among UCM's Greek community. They sponsor alternative late night activities and alcohol education programming for chapters.

The Better Man Society (formerly known as MoMen). The Better Man Society was created and established in 2014, to test preconceived ideas about what it is to be a man and to fight against issues such as gender-based violence. Professors Ashley Wellman and Aqualus Gordon advise the group. This school year The Better Man Society held a Men and Mental Health symposium and two Empowerment Days on campus.

It's On Us Student Group. The It's On Us student group at the University of Central Missouri, our contingent of the federal "It's On Us" initiative, aims to increase awareness of sexual assault, dating/domestic violence, & effective prevention methods. They do this through education, involvement opportunities, and community support. This group was established in January 2016.

Group based programs delivered through housing, Greek life, athletics, etc.

The Office of Violence and Substance Abuse Prevention (VSAP) offers a number of programs available for groups, classrooms and departments on campus. VSAP facilitated 25 programs reaching approximately 900 students during the 2015-2016 school year (as of April 1, 2016). A list of programs and their descriptions are as follows:

Alcohol and You. Alcohol and You is a social norms/risk reduction program offered for personal health classes. UCM's personal health classes often invite VSAP in as guest lecturers to teach the alcohol component of their classes. Student learn what a standard drink is, how to calculate a standard drink, true norms of the class and campus regarding use, the effects of alcohol, and risk reduction options if they choose to drink. UCM's definition of responsible drinking (legal and low risk) is also defined for students.

AE1400 Bystander Intervention. This program clarifies descriptive and injunctive norms of our UCM student (MCHBS) and then teaches skills in bystander intervention if students see things happening that are out of the norm or if a friend is in need of help. Students work through a variety of scenarios written specifically for freshman students.

Sexual Violence Prevention Program. This program clarifies sexual violence, helps students identify what it is and shares statistics. The program teaches bystander intervention, uses video to facilitate discussion, discusses advocacy and teaches intervening by utilizing Direct, Delegate and Distract techniques.

Men and Alcohol. This program outlines the differences between men and women and how alcohol affects men. This program discusses the effects of alcohol and focuses on BAC information and risk reduction. It is generally used for fraternities and can include a social norms piece.

Women and Alcohol. This program outlines the differences between men and women and how alcohol affects women. This program discusses the effects of alcohol and focuses on BAC information and risk reduction. It is generally used for sororities and can include a social norms piece.

Jeopardy. This program offered information on alcohol, tobacco, gender violence, other drugs, and on campus resources. It is generally used with incoming students or student organizations. This program includes social norms clarification, risk reduction strategies, and resources for student health.

Athlete Program. This program allows athletic groups to discuss alcohol expectation using motivational enhancement. Athletes discuss gender violence and the correlation to alcohol and receive bystander intervention training and discuss risk reduction techniques as well as alcohol refusal skills.

Greek 101. This program uses clickers to identify true chapter norms for organizations. Groups also openly dialogue on alcohol expectations.

Workshops, seminars, etc.

VSAP offers workshops and trainings each year for groups who request them. Included in this section are some of the types of trainings VSAP offered this school year and a brief description. In the past, VSAP has facilitated more workshops and trainings, but this year was focused on Residence Life staff. VSAP was short staffed this fall, limiting the availability for trainings and workshops.

Residence Hall Director (RHD) Training. VSAP provides training annually for RHDs; content differs each year. This year's training discussed VSAP's mission, used PIP briefs to help examine data, discussed alcohol/tobacco/other drugs/violence (ATODV) initiatives and outreach and discussed educational conference outcomes (sanctions process). They also received a Green Dot overview during this training.

Community Advisor (CA) Training. VSAP's Green Dot Specialist gave an overview of the Green Dot Bystander intervention program and the CAs also attended a resource fair, which included information on VSAP's mission and services.

Bystander Intervention Training for Graduate Assistants (GAs). This year's training for GAs was centered on the new Green Dot Bystander Intervention program on campus. The GAs received an overview as well as brief, bystander intervention skills training.

Bystander Intervention Training for Academic Responsibility Coaches (ARCs). The ARCs received a Green Dot Bystander Intervention overview, which includes bystander intervention skills training.

Life Skills programs. National Collegiate Athletic Association (NCAA) does not have any requirements for Division II schools regarding life skills programs. As a result, UCM has mostly phased out the Champs Program it used to follow, because it has become somewhat outdated. At the present time, they do not have a systematic program in place regarding life skills programs, however; they do have a new policy in place regarding tobacco, alcohol and other drugs. This policy goes beyond the requirements of the NCAA and was implemented this fall (Fall 2015). Information regarding that policy can be found on pages 9-12 of PIP Quarterly Report #2. As a result of this new policy, VSAP staff members have met with six student athletes over the course of this school year to facilitate a brief intervention session.

Universal or Entire Population Based Programs/Interventions offered on campus:

Online alcohol education programs. UCM utilizes the online education programs AlcoholEDU and Haven. Descriptions of these programs are as follows:

AlcoholEDU. AlcoholEdu is an online alcohol prevention program designed to provide the latest information about alcohol and its effects on the body and mind. It consists of four chapters of content, interactive exercises, and assessments of alcohol-related knowledge, attitudes and behaviors. The course is personalized to meet each student's needs. The program considers the student's previous alcohol education, choices regarding alcohol and their gender to provide alcohol education that will be most beneficial for the individual. Furthermore, it was created to: motivate behavior change, reset unrealistic expectations about the effects of alcohol, link choices about drinking to academic and personal success, help students practice safer decision-making, and engage students to create a healthier campus community. All first year students under the age of 24 are required to take AlcoholEDU. It is administered during the Fall and Spring semesters and overseen by VSAP. Current tracking indicates that 2,668 students have taken AlcoholEdu during the 2015-2016 school year.

Haven. Haven is an engaging online program that provides important prevention skills and strategies for students to help promote a respectful and positive environment, free from sexual and interpersonal violence. This research-based program provides a unique learning experience in which students will learn about healthy relationships, the importance of consent and being a good communicator, and ways to help create a safe, positive campus. All new students (excluding online-only students) are required to complete this course. Any new graduate student who attended UCM for undergrad also needs to complete the Haven course. This course is administered during the Fall and Spring semesters and overseen by VSAP. Haven fulfills the 2014 federal Campus Sexual Violence Act (SaVE Act) requirement for all new students to complete a sexual and interpersonal violence prevention education program. Current data indicates that 5,266 students have taken Haven during the 2015-2016 school year.

Social marketing campaigns. VSAP did not create or implement a new social marketing campaign this school year. One is being worked on for next school year.

Social norms marketing campaigns. "Good Choices. Good Times." is a social norms campaign designed to influence risk reduction behaviors in students at the University of Central Missouri. The campaign focused on misperceived norms regarding drinking by our student population. The campaign was a collaboration with our University Design team, and is a blend of traditional design and marketing, combined with the Social Norms and Health Promotion's approach. There are 4 primary statistics, such as "77% of UCM students did not blackout due to alcohol in the past year." Each statistic is followed by a short statement that ties the statistic and behavior into the values of our students, such as "students who drink less feel better the next day". Primary values are, good grades, health, and safety. These were gathered by evaluating change motivators in students, related to drinking behaviors, from the MCHBS. Multiple formats and variations on the design were created in order to distribute fresh designs throughout the entire school year and increase the impact on our student viewers through multiple points of exposure. Examples of the multiple formats: bulletin boards materials containing legal sized posters with the messages, extra-large posters of the messages hung in VSAP as well as kiosks around campus and social media posts including the images with the social norms messages.

Social Norms/Bystander Intervention campaign. During the fall of 2014, UCM adopted the Green Dot bystander intervention program. This comprehensive approach to both reactive and proactive violence prevention combined with an empowerment and hope message encourages members in a community to state two social norms: 1) violence is not tolerated at UCM and 2) everyone is expected to do their part in violence prevention in our community. The Green Dot strategy includes three components: Marketing, Overview Speeches and Bystander Intervention Training. Our UCM Green Team is currently in phase three of the four-phase program. Green Dot was formally launched in September 2015. We have conducted three 6-hour student bystander intervention trainings and two faculty/staff trainings. There have also been 37 Green Dot overviews to departments and student groups on campus since August 2015 (as of April 1st, 2016).

Awareness campaigns. Throughout the school year, VSAP promotes the Drive Safe Drive Smart campaign as well as Prescription Drug norms. VSAP holds tables and events providing information and promotional materials for both of these programs. Additionally, our student design intern created a Safe Sprint Break awareness campaign this year. Flyers were posted and “Spring Break Dos and Don’ts” handouts were included in bags of promotional items (DSDS and Prescription Drug) handed out to students in the week before Spring Break. Graphics were also created for each “Dos and Don’ts” that were posted on social media throughout the week of Spring Break as reminders.

Social media campaigns. Twitter and Facebook are utilized by multiple departments at UCM to advertise alcohol-free events happening on campus as well as promoting awareness campaigns (Spring Break Dos and Don’ts, #BeEPIC social norms campaign, etc). VSAP also updated their cover photo quarterly with pictures made by University Relations of the social norms messages from the “Good Choices, Good Times” campaign.

Designated Drive/Safe Ride Programs.

Night Ryder. Night Ryder is a free transportation program available for any UCM student with a valid student identification card. On Wednesday, Thursday, Friday and Saturday evenings, Night Ryder will transport students to places of shopping and entertainment (Walmart, Hastings, Aldi, local businesses- ceramics, exercise, painting, shopping, etc.). From 5:00 pm to 10:00 pm, transportation is to businesses and entertainment venues within city limits. From 10:00 pm to midnight, the bus will run from campus to downtown Warrensburg and back. From midnight to 2:00 am, the bus will provide transportation from downtown back to campus only. Night Ryder is sponsored by Student Government Association and Student Activity Fee. It is overseen by the Office of Student Activities. Contact information for Night Ryder can be found at:

<http://www.ucmo.edu/osa/nightryder.cfm>.

- Fall 2015 Run Numbers: Wednesdays averaged approximately 175 riders and Thursday through Saturdays averaged 250 riders.
- Spring 2016 Run Numbers will be included in PIP Report #4.

Additional Services. Additional services (mainly taxi companies) in the area are available for all Warrensburg residents. These services are available to anyone in the community and are very reasonably priced.

Environmental/Socio-Ecological Based Programs/Interventions offered on campus:

Alcohol and Other Drug Task Force, Campus Coalition or Campus/Community Coalition.

Campus Alcohol Board (CAB).

CAB is responsible for overseeing the development and implementation of a comprehensive strategy to reduce high risk alcohol use by UCM students. CAB also reviews and recommends changes to university policies and procedures. CAB membership includes: the Director of Housing and Greek Life, the Director of the Office of Violence and Substance Abuse Prevention (VSAP), Research Specialist of Institutional Effectiveness and Assessment, Director of Student Activities and the Student Recreation & Wellness Center, the Assistant Vice Provost of Student Experience and Engagement/Chief Judicial Officer, the Department of Justice Grant Program Coordinator, the Assistant Vice President of Resources Development, VSAP Prevention Specialist, Associate Director of Intercollegiate Athletics, Director of Public Safety, Assistant Director of Meeting & Conference Services, Sodexo General Manager, Director of the Counseling Center, Vice Provost for Recruit and Outreach, Vice Provost for Student Experience and Engagement and VSAP Projects Coordinator. Additionally, student representation from Greeks Advocating Mature Management (GAMMA) and the Student Government Association (SGA) attend meetings as often as possible.

Community Culture of Responsible Choice (CCoRC).

CCoRC is a coalition of community members from UCM, Whiteman AFB, Warrensburg, and Knob Noster who are working in a joint effort to change the environment in regards to underage alcohol access, education and consumption. This coalition was formed under the Department of Justice Enforcing Underage Drinking Laws (DOJ EUDL) grant, which aims to reduce drinking among underage airman. CCoRC is co-chaired by UCM's President and the Wing Commander at Whiteman Air Force Base and includes a broad representation from the university, base and Johnson County. In addition to UCM's President and the Wing Commander of the base, CCoRC membership includes: the DOJ Grant Local Program Coordinator, Director of Violence and Substance Abuse Prevention, Warrensburg's Chief of Police, Director of Public Safety, 509th Bomb Wing Command Chief Master Sergeant, 509th Security Forces Commander, Director of Student Activities and Student Recreation & Wellness Center, Assistant Vice Provost of Student Experience & Engagement/Chief Judicial Officer, Vice Provost of Student Experience & Engagement, UCM Provost/Chief Learning Officer, Director of Warrensburg Main Street, school board members, City Manager- Warrensburg, and Knob Noster Chief of Police. More information regarding the EUDL grant can be found in a later section of this report under the section "Enforcing underage drinking law programs."

- Law Enforcement Workgroup is a cross-jurisdictional group that collaborates to implement enforcement activities such as covert underage buyers and compliance checks. More information regarding compliance checks and alcohol saturations can be found later in this report.
- Wing It is a group of underage airmen, supported by the CCoRC coordinator, that plans and implements alcohol-free activities for airmen and UCM students. Activities include: bowling, speed dating, movie nights where a local theatre is

rented out, pool parties, Kansas City Royal's games, bonfires, rock climbing, concerts, and Tough Mudder. Since 2011, Wing It has sponsored 38 events with over 4,000 attendees.

As the EUDL grant extension comes to an end (information regarding the extension can be found in the EUDL grant section-see reference to section above), the mission of CCoRC is being revised and workgroups are being modified. The revised CCoRC mission is to be: "The mission of CCoRC is to minimize the impact of shared public health issues facing our community through the use of evidence based practice, the sharing of resources and expertise, and collaborative efforts." Gender Violence Prevention is also being adopted as a priority issue for the coalition. More on the revision and modification of CCoRC will be provided in next year's report, as the changes have not gone into effect yet. The current grant extension ends on June 30, 2015. Upon expiration of the grant, CCoRC's efforts will be continued with funding by WAFB and UCM.

Bar/Restaurant Owner Committee.

This campus/community committee is chaired by the Warrensburg Main Street Director. Its purpose is to engage downtown liquor license holders to adopt best practices. This committee is comprised of liquor license holders as well as representatives from the City Police, Whiteman Air Force Base and the University of Central Missouri. (This committee took the place of Warrensburg Area Partners in Prevention). This committee is not currently active, but the intent is to re-engage members and resume activity.

It's On Us Coalition.

The It's On Us coalition is a gender violence prevention coalition at UCM made up of students, faculty and staff. The purpose of this coalition is to coordinate the university prevention initiatives regarding sexual assault, intimate partner violence and stalking. The coordinating board will work with several work groups, including men's issues, curriculum infusion, and awareness and education. This coalition is charged with ensuring UCM has a comprehensive, data driven and evidenced based approach to prevention.

Alcohol-free social options.

The Office of Violence and Substance Abuse Prevention supports initiatives to provide entertainment options to students during times when high risk drinking often occurs. Funding support (through PIP) is available for programs or events that take place Thursday, Friday or Saturday nights between the hours of 10 pm and 2 am. Additionally, funding may be available for events on other days and times, provided that these events are designed to provide a healthier alternative to a high risk drinking event (such as Super Bowl Sunday or St. Patrick's Day). Students/organizations must fill out an application and be approved by VSAP in order to receive funding. As of April 1, 2016, VSAP has supported eight late-night alcohol-free programs, which over 800 students have attended.

Office of Student Activities (OSA).

Focused on fostering leadership through student involvement, the Office of Student Activities organizes and oversees events that bring students together in fun and learning situations. Ranging from student organizations and retreats to intramural sporting events,

OSA provides UCM students with a variety of entertainment and leadership options. All entertainment options/events are alcohol-free.

- The Spotlight is a student organization overseen by staff in OSA dedicated to providing a variety of entertaining and exciting events to UCM students. Weekly events range from comedians and educational topics to inflatables and other games to unreleased movies. All Spotlight events are free of charge!
- During the Fall 2015 semester, OSA and Spotlight held 53 events with over 12,000 attendees. Spring semester numbers will be included in PIP Report #4.

Wing It.

All events sponsored by Wing It are alcohol-free social options. Many are held on weekends and late at night as an alternative to other social options which include drinking. For more information on Wing It, see the sub-section in Environment Intervention/Programs under the information for CCoRC.

Additional ways in which UCM is providing alternatives to late night events which include drinking.

The university also works to combat alcohol and drug use by utilizing a two-year live in requirement, providing late night dining options, keeping the library open until 1 a.m., keeping dining halls and certain fast food restaurants in the student union open on snow days, and providing late night bowling and movie options for students.

Increased service learning/volunteer opportunities.

4 Reasons to Believe- UCM's 4 Reasons to Believe are the supporting features that demonstrate how UCM is preparing (through a cumulative learning experience) to flourish in a world of accelerated change. This strategic positioning platform, along with the Learning to a Greater Degree Contract, was created to increase academic standards and student engagement. This system further assists students in graduating on time. The 4 Reasons to Believe are: 1) Engaged Learning, 2) Worldly Perspective, 3) Culture of Service and 4) Future Focused Academics. The Learning to a Greater Degree Contract can be found at the end of this report.

Alcohol minimization at tailgating and other campus/community celebratory events.

CAB conducts active and ongoing review of policies and procedures related to beverage service, tailgating and events with alcohol off-campus for student groups.

Responsible beverage service/server education programs.

Server education training (typically offered by CCoRC) has not been provided yet this school year, but CCoRC intends to offer training. Trainings used to be facilitated by a trainer from ATC; however, trainings will now be facilitated by the Warrensburg Alcohol Compliance Officer. SMART online training is also promoted by CCoRC.

Enforcing underage drinking law programs.

The Department of Justice Enforcing Underage Drinking Laws Grant (DOJ EUDL Grant) is a partnership between the University of Central Missouri, Whiteman Air Force Base (WAFB) and the State of Missouri. UCM's sub-contract of 750,000 was awarded in 2009. This grant allowed UCM to hire a Local Program Coordinator, which significantly increased the connection between the university and WAFB. This grant aims to reduce underage drinking among airmen. The Community Culture of Responsible Choices (CCoRC) coalition was formed through the EUDL grant. Through this grant:

- Compliance checks are completed in Johnson County and on Whiteman AFB
- CCoRC Alcohol Enforcement Task Force completes party patrols.
- DUI Enforcement
 - Alcohol Enforcement Saturations- An increased number of officers are sent out at certain times specifically looking for violations including: Driving under the Influence (DUI), Driving While Intoxicated (DWI), open containers and minors in possession (MIP).
- ID Checks at on and off-campus bars and restaurants
 - Law enforcement officers regularly check IDs when they go into establishments. These checks are done randomly.

UCM has been awarded three extensions for this grant since 2012. The current extension ended June 30, 2015. It is the final extension of the grant. Upon the expiration of that extension, the efforts of CCoRC are being continued with funding provided by WAFB and UCM.

GAMMA Gold Star Program.

An environmental management, incentive program or Greek chapters who participate in GAMMA (more information on GAMMA can be found in an earlier section of this report). Through this program a structure that encourages the use of evidence-based programs and socializing without alcohol was created. The program uses a point system that allows fraternities and sororities to gain points for hosting alcohol-free events, late night alcohol-free events, alcohol education programs and education during chapter meetings. The fraternity and sorority with the most points are rewarded at the end of the school year with a plaque and money to hold a chapter-wide alcohol-free event (typically a pizza party or similar event).

ATODV Comprehensive Program /Intervention Related Process and Outcomes/Data

Details regarding UCM's programs/interventions can be found in Quarterly Report #3. The majority of our programs and interventions data was complete by the reporting for Quarterly Report #3; however, updated totals are as follows:

- BASICS: Alcohol violations-6 and Drug violations- 1
- Motivational Interviewing with E-CHUG for first time alcohol violations- 134
- Smoking Cessation- 16 individuals received assistance through the cessation program
- Alcohol-free social options-
 - Activities help/sponsored by Office of Student Activities/Spotlight-
 - Spring- 51 events, more than 7,100 students attended

- Green Dot Outreach
 - Overview Speeches- 43

We have identified a need in more effective and consistent evaluation of our programs. VSAP has not consistently evaluated classroom, residence hall or group based programs this past year, which limits our outcomes process. We also do not have an evaluation survey for the tobacco cessation program developed at this time. These are areas of weakness that we plan on addressing in our goals/objectives for the upcoming school year.

ATODV Policy, Enforcement, and Compliance Related Outcomes

Alcohol Policy

All alcohol policies can be found in PIP Reports #1 and #2. Alcohol Policy violations recorded during the 2015-2016 school year were as follows:

- Housing violation- Alcohol on a First Year Floor- 136
- Housing violation- Mass Consumption- 1
- Housing violation- Open Door Violation- 4
- Housing violation- Party Environment- 43

Please note: The totals given above are respondents found responsible only; it does not include those found not responsible/no findings. Also, one person could have received multiple violations (i.e., Alcohol on a First Year Floor AND Party Environment), so these totals will not necessarily match the number of individuals assigned sanctions to see VSAP.

Of the students who were found responsible of the violations, 134 attended their first time alcohol sanction with a staff member in Violence and Substance Abuse Prevention (VSAP). 24 students did not attend an appointment. Of the found responsible of second-time violations, 6 attended appointments with VSAP and 3 did not.

Sanctions for alcohol policy violations vary. First time violators are assigned a sanction with VSAP which includes completing the online brief assessment, E-CHUG and discussing the feedback with a trained VSAP staff member who utilizes motivational interviewing techniques. More information on these sanctions can be found in PIP Report #3. Second-time violations complete the two-session BASICS program, which is also facilitated by a member from VSAP. More information regarding this type of sanction can also be found in Report #3.

Tobacco/Smoking Policy

The tobacco policy can be found in PIP Report #2. In January 2014, the university went tobacco-free. For six months, the university had a soft enforcement policy where violators were educated on the policy and asked to dispose of their tobacco products. Once this enforcement period ended, the normal repercussions for violators were enforced. Housing policy regarding tobacco remained consistent regardless of the change in university tobacco policy. Residence halls are tobacco-free. There were 12 recorded Housing-Smoking Area violations and 13 UCM Tobacco Policy violations. Information for these violators was entered into the campus reporting system.

Employees who violate the policy go through the HR process for violations and students go through a Student Conduct process. For employees, these processes typically include warnings, discussions on how to be compliant, being written up and eventually, if they are a repeat offender may be terminated or asked to leave. Students who violate policy follow a different sanction schedule. The first violation is a warning and they are referred to the policy website to watch three videos regarding

the policy. If they receive a second violation, the student is to complete a plan for success and turn it into the Conduct Educator assigned to their case. The third violation consists of a Motivational Interviewing appointment with VSAP to discuss the student's tobacco use and make a plan for complying with the policy. There is a fee for this service-- \$100, reduced to \$25 if they schedule and complete the appointment before their assigned due date.

Drug Policy

UCM's drug policy can be found in PIP Reports #1 & #2. Drug policy violations recorded during the 2013-2014 school year were as follows:

- Drugs- General: 0
- Drugs- Use/Possession: 32
- Drugs- Paraphernalia: 9
- Drugs- Drug Manufacture/Distribution- 5

Sanctions for drug policies vary by type of violation (as well as whether it was a first offense or not). Of the students found responsible for violating UCM policy, 14 students attended a first time offense sanction with VSAP. 8 first time offenders did not meet with VSAP. 2 students were found responsible of second offense violations- one met with VSAP and the other did not. It is worth noting that many of the drug violations were either repeat offenders or the offender received multiple violations (e.g. a general drug charge as well as a drug-paraphernalia charge), which is attributed to the discrepancy in the number of violations and the smaller number that was assigned to VSAP. Any students not assigned to VSAP met with the Assistant Vice Provost for Student Engagement and Experience, left housing, or left the university. The sanction associated with a VSAP appointment was the two-part process, BASICS. More on BASICS can be found in PIP Report #3. The sanction for a first-time drug violation is to complete the Marijuana 101 course, then meet with a VSAP staff member to discuss the results in a Motivational Interviewing appointment. A second drug offense will result in a two-part BASICS appointment. Both of these sanctions are also associated with fees.

Requests for fraternity/sorority alcohol functions

When chapters complete paperwork necessary to hold a function, they are asked about alcohol; however, these numbers are not retained after the event concludes.

ATODV SWOT/C Analysis

The Strengths, Weakness, Opportunities, Threats/Challenges (SWOT/C) Analysis was completed by meeting on multiple occasions with representatives from the Office of Violence and Substance Abuse Prevention and the Chair of CCoRC (Community Culture of Responsible Choice)/Military and Veterans Services. The results of these discussions are as follows:

Policy & Process Strengths

1. Flexibility of structure, which allows Campus Alcohol Board (CAB) to change procedures without many administrative hurdles (Board of Governors still has to approve new policy)
2. Sanctions for alcohol policy violations are educationally-based and data driven
3. The Guide to Good Decision-Making (Student Code of Conduct) was created/updated to be more educationally-based

4. UCM's medical amnesty policy w/regards to alcohol, drugs and sexual assault is focused on wellness and well-being of students while still being able to address the actions/behaviors which led to the incident
5. Policies are in place to prevent high-risk drinking, as well as underage drinking (examples- cannot have mass quantities of alcohol in Housing, even on upperclass floors)
6. UCM has a Public Intoxication policy for residence halls/public spaces on campus
7. UCM went tobacco-free on January 1, 2014
8. There are restrictions on locations of consumption of alcohol on campus
9. Policy allows us to adjudicate off-campus behavior (i.e. marijuana off campus)
10. Gender Violence policies are up to date- policy reflects current regulations
11. Policies are consistent across the board (students, employees, anyone on campus); however, practice is not
12. Our policies are written in a way that is accessible/understandable; legal jargon is taken out
13. Maxient is used to track policy violations and recidivism
14. Residence Life checks every potential resident before approving their housing contract
 - a. No sex offenders are allowed in the residence halls
15. New policy re: employment of sex offenders is in progress. In the past, background checks were only completed for certain positions, but will now be completed for all.
16. Title IX Training has been standardized and there is an expectation for the university to complete it
 - a. Faculty and Staff are expected to take a 2 hour training and all students are required to take Haven (an online gender violence prevention course)
17. UCM Housing has a policy which requires every CA in Housing to hold an alcohol education program within the first six weeks of school.
18. No student (even if 21) is allowed to drink at an event held by Alumni Relations where students may be working
19. Fee for service process- which includes the incentive for a lowered fee if the student schedules and attends their appointment before the due date- has increased early intervention
 - a. Students are seeing a VSAP staff member sooner (versus weeks or even a semester after an incident) and are not missing appointments
20. UCM has a CARE Team and Crisis Management Team who are confident in their response to situations and both teams have been formally recognized and given authority to act
21. Increased interest among campus leadership regarding how they can support a safer environment
22. SRAM has allowed for increased funding opportunities
23. VSAP and Residence Life have an annual meeting to evaluate programs and sanctions
24. We have developed environmental management consultation sanction for groups who have violated UCM policy.
25. UCM Learning Days have provided a new structure for university-wide training and opportunity to provide more specialized training as required by TitleIX
26. UCM is committed to continual consideration of Title IX policy and procedures
27. UCM has a strong relationship with third party legal firm Husch-Blackwell
28. Athletic department is continuing to implement random drug testing, in addition to NCAA requirements. Over the past 18 months, the number of positive tests has reduced significantly.

Policy & Process Weaknesses

1. Lack of consistent policy and communication of policy leads to a lack of accountability for some student organizations during off-campus events
 - a. Due to the tendency to be stronger on communication of policy to certain populations of students versus others
 - b. Also, lack of consistent education regarding policy with advisors, clients, departments re: alcohol at events
2. CAB- has potential to re-engage, but has not been meeting
3. We do not have enough hearing officers to adjudicate alcohol and drug violations that happen on campus, but outside of residence halls
4. Weakness in training of policy re: release for travel to places where alcohol may be accessible
 - a. Also a weakness in long term record keeping. In general, the releases are not kept; if there is an issue/incident that arises, the releases are sent to Legal Counsel for record keeping
5. Lack of consistent application of sanctions for organizations
6. No standardized registration process for student organizations for events
 - a. Not sufficient risk management before off-campus events
 - b. No consistent accountability for violations
7. No policy to prevent enrollment for students who have been offenders pre-matriculation (ex. Sexual assault)
8. There needs to be more consistent messaging and enforcement of employee AOD policies (i.e. Policy states that employees will follow all community/state/federal laws, but practice is “what you do on your own time....”)
 - a. We are not effectively communicating expectations of faculty and staff
9. Lack of policy education and enforcement at Lees Summit and other sites (for example, tobacco)
10. Lack of culturally competent communication with International Students
11. UCM does not have consistent training for servers at all locations on campus which provide alcohol

Policy & Process Opportunities

1. Opportunity to evaluate tailgating procedures
2. Opportunity to enhance annual notification process
3. Increase consistency in and adherence of policy compliance during events
 - a. Create a centralized procedure for scheduling events with alcohol
4. More effectively reach identified populations: international, commuter and transfer students
5. Off-campus interest in UCM’s sale and service guideline (opportunity to be a model for the community)
6. Increase educational response to off-campus behavior (non-crisis/emergency situations)
7. Better analyze the data we have
8. Opportunity to influence Johnson County Sexual Assault Response Team (SART)
9. Communicate about ATODV and show ties to academic/student success

10. Opportunity to reward good behavior/decisions
11. Following the federal government's increased expectations for gender violence prevention, we expect new federal funding for prevention and education to become available to aid in efforts
12. The establishment of Assistant Vice Provost for Enrollment Management has _____ a great potential partner, elevating VSAP issues into the conversation for retention

Policy & Process Threats/Challenges

1. There are efforts underway to legalize marijuana in Missouri. This, and the legalization efforts of CO and WA, has increased students' perception that marijuana is a safe drug. Marijuana has also been decriminalized in Columbia, MO, which has led to rumblings of students travelling there for parties.
2. After the end of the Department of Justice Enforcing Underage Drinking Laws grant we have lost some momentum with the coalition. We are intending to resume efforts this year.
3. The enforcement arm of Missouri ATC is ineffective due to cuts in staff numbers
4. There is a lack of local and state resources for mental health. As enrollment at UCM increases, we are seeing the need for more mental health resources.
5. Continued decreases in state funds for higher education make it more difficult to obtain needed resources for prevention and education
6. Law Enforcement MOU has not been re-visited since new leadership went into place
7. There have been no regularly scheduled coalition meetings
 - a. Staff turnover
 - b. Extended time with staff vacancies
 - c. Added responsibility to senior level staff decreases time available for coalition work
 - a. Support is still there, but presence/leadership is lacking

Programs/Interventions Strengths

1. UCM has enhanced resources for student case management and victim advocacy as well as diversity issues. We have increased staff resources to strengthen our capacity to do Title IX investigations
2. Evidence-based, brief assessments are used for sanctions (Motivational Interviewing with E-CHUG, Marijuana 101 and BASICS) and Housing is consistently using these options for alcohol and drug violations.
3. We have proactive educational interventions- intervene at earliest possible point to help students be successful
4. UCM has the Mules After Dark (MAD) program- intentional late-night program (8pm-12am)
5. We have an operational definition of responsible drinking (defined as legal and low risk)
6. UCM offers a safe ride (Night Ryder) transportation system and extended the operational times this past year
7. The Spotlight (student programming board) has an Ideas and Issues committee that addresses issues current for student such as gender violence
8. We continue to conduct compliance checks
9. UCM is implementing Greet Dot strategy, which is being received very well

10. Public Safety is available for program requests in housing regarding alcohol, personal safety and other topics
11. UCM has a canine drug unit
12. UCM has Emergency Response Technology, including a Public Safety text number, TextCaster and Campus Eye
13. VSAP is visible to the campus and viewed/utilized as a resource
14. The CARE Team utilizes a data base management system (Dashboard), created to aggregate student risks for attrition
15. UCM has four student engagement opportunities related to VSAP: The Better Man Society, GAMMA (Greeks Advocating the Mature Management of Alcohol), It's On Us Student Group, Recovery Central
16. UCM/VSAP offers a free tobacco cessation program with NRT for students, faculty and staff
17. All first year students take Alcohol Edu and Haven; Graduate and Transfer students take Haven- holds are placed if Haven is not completed
18. VSAP has an updated yearlong plan for the 2016-2017 social norms campaign
19. Three videos re: UCM's tobacco policy have been developed
20. Athletics hired an outside security firm to supplement existing Public Safety efforts to support crowd and access control to restricted areas for football game days

Programs/Interventions Weaknesses

1. There is a lack of consistent knowledge about our efforts, and a misperception of norms among certain faculty and staff. Many still have the attitude that "partying is a part of college."
2. We have certain populations we are not reaching effectively: commuter students, transfer students and international students
3. Weakness in compliance- students do not check their e-mails (which is how notices of hearings, etc. are sent out) so they are missing deadlines, hearings, etc.
4. VSAP staff needs additional training regarding Marijuana
5. Need for a Lees Summit campus representative on CAB. There are events, potentially with alcohol, occurring at the Summit Center
6. Lack of evidence informed sanctions for individuals who violate policies regarding violence (i.e. bullying, physical violence, gender violence/power-based personal violence)
7. There is no UCM specific, face to face Title IX training for students
8. There is no comprehensive plan for violence prevention in place

Programs/Interventions Opportunities

1. Opportunity to better disseminate the data we've collected
2. Educate community on tobacco policy
3. Offer programming designed to enhance protective behaviors (assertive communication, conflict management, relationship skills)
4. We have an opportunity to engage parents as partners to promote accurate norms and healthy behavior
5. Opportunity to increase internships and research with classes
6. Opportunity to integrate prevention messages into events on campus (signage at outdoor events)

7. Public Safety is supportive of community alcohol enforcement efforts
8. We could tie prevention efforts into retention efforts through use of data
9. There is an opportunity to increase engagement with coaches and potentially have alcohol screening days
10. There is interest among partners for coalition to address gender violence
11. It's On Us Student Group to increase more student engagement and outreach
12. We have the opportunity to integrate VSAP concepts into Freshman Orientation
13. VSAP is being integrated into First Year Experience kickoff
14. New data analysis provides opportunity to reach out to high risk groups for early intervention
15. Increase landlord collaboration with campus to decrease high risk behaviors in apartments
16. Student Success Collaborative platform and The Guide app- These are two new technologies we could use to deliver more targeted interventions for students

Programs/Interventions Threats/Challenges

1. The increase in marijuana use and social acceptance of marijuana use, along with decriminalization of marijuana laws, makes education more difficult
2. Continued lack of funding for Missouri ATC makes it difficult to continue to do compliance checks locally because there is no consequence for those who violate.
3. The federal government is increasing regulation without also increasing resources (money/staff)
4. Decreased state funding is a continued issue.
5. Rate of drug production of synthetics (synthetic drugs, marijuana vapes, etc.) and new ways to consume/use the products makes it difficult to keep up.
6. Providing culturally competent education to International Students requires extensive resources
7. Continued lack of staffing to provide required programs

ATODV Comprehensive Program Goals and Objectives for Biennium Period Being Reviewed 2015-2016

The University of Central Missouri (UCM) utilizes a comprehensive approach to address high-risk alcohol use, tobacco, other drug use, and violence (ATODV). Our plan is data driven, focusing on evidence based strategies designed to impact the on and off campus environment, affect individual change, and increase the capacity of our local community to address ATODV. The UCM Office of Violence and Substance Abuse Prevention (VSAP) develops and implements this strategic plan in partnership with the UCM Campus Alcohol Board (CAB) and other campus entities.

Off campus groups are also referenced in this plan. UCM chairs and works collaboratively with the Community Culture of Responsible Choices Coalition (CCoRC), which originated from a U.S. Department of Justice Enforcing Underage Drinking Laws grant awarded in October 2009. Other partners are the Johnson County Sexual Assault Response Team and the Warrensburg Bar and Restaurant Association.

We had 10 focus areas and goals/objectives for 2015-2016:

Focus Area 1—Underage Drinking: From 2007 to 2014, UCM saw a 33.5% reduction the underage students binge drinking rate (from 34.9% to 23.2%.) Source: MCHBS 2014, special data request. UCM's current (2015) underage binge drinking rate (defined as consuming 5 or more drinks in a two-hour period) is 23.7%.

Long-term goal: Continue to decrease binge drinking among all underage students, remaining at or below 25% for binge drinking among underage students. Continue to decrease prevalence of underage drinking overall.

Strategy 1.1: **Provide alcohol prevention education**, with an emphasis on first year students. (*Prevention Education*) Strategy Lead: Violence and Substance Abuse Prevention (VSAP), Residence and Greek Life, and additional CAB members.

- Activity 1.1.a: Require Alcohol Edu (pre-matriculation) for first year students.

Strategy 1.2: **Utilize Maxient software to optimize the role of campus administrative procedures and law enforcement** as part of a comprehensive strategy (*Environmental Management*) Strategy Lead: Associate Vice Provost for Student Experience and Engagement, with assistance from the Office of Mentoring, Advocacy and Peer Support (MAPS)

- Activity 1.2.a: Evaluate outcome data from Maxient: number of repeat offenses, number of students with violations who are on academic probation or suspension, etc
- Activity 1.2.b: Make recommendations to campus partners to increase early intervention for student success.

Strategy 1.3 Maintain **alcohol-free, affordable, late night entertainment options** for students (*Alternative Activities, Environmental Management*) Strategy Lead: Office of Student Activities and Wing It, with assistance from VSAP.

- Activity 1.3.a: Maintain partnerships between campus and community offices for late night events.
 - Objective 1.3.a: Number of alcohol-free activities offered to students
- Activity 1.3.b: Develop and build in program evaluation for this strategy, including impact of the program on decisions to drink or not,
 - Objective 1.3.b: report to CAB
- Activity 1.3.c: Continue to provide mini grants for late night alcohol free activities planned by student groups
 - Objective 1.3.c: number of alcohol free activities planned by students and attendance at these activities

Strategy 1.4 **Engage the Community Culture of Responsible Choices Coalition (CCoRC)** in promoting the safe sale, service and consumption of alcohol. (*Environmental Management*) Strategy Lead: Military and Veterans Services, VSAP

- Activity 1.4.a: Provide leadership, administrative support and funding as available to CCoRC in support of environmental management efforts
- Activity 1.4.b: Evaluate and report progress towards goals
- Activity 1.4.c: Develop Preferred Partners program to promote safe hospitality practices (to include SMART Training, CHEERS participation, Night Ryder advertisement, etc.).

Strategy 1.5: **Promote the use of effective academic practices and procedures** to reduce underage drinking. (*Environmental Management*) Strategy Lead: VSAP, Associate Vice Provost for Student Experience and Engagement

- Activity 1.5.a: interpret alcohol violations as an indicator of academic risk by addressing this in discussions of student retention and the UCM CARE (Consult, Assess, Respond, Educate) Team

Strategy 1.6: **Promote the use of effective university and department/office-level alcohol policies and procedures.** (*Environmental Management*) Strategy Lead: Associate Vice Provost of Student Experience and Engagement, with support from CAB

- Activity 1.6.a: Annually review all university and department/office-level alcohol policies and procedures and recommend changes as needed to improve outcomes and ensure use of best-practice strategies.
 - Objective: 1.6.a: Number of policies and procedures reviewed each year.
- Activity 1.6.b: Update and revise the university procedures for alcohol sales and service to better reflect the role of CAB in the process, and to serve as a better tool for educating campus members on expectations for events in which alcohol sales or service is requested.
 - Objective 1.6.b: revised procedures
- Activity 1.6.c: Review compliance with the Safe and Drug Free Schools Act
 - Objective 1.6.c: revised procedures
- Activity 1.6.d: Conduct annual review of policies and procedures in preparation for biennial review as required by EDGAR 86.

Strategy 1.7: **Conduct Covert Underage Buyer (CUB) compliance checks in local establishments** (*Environmental Management*) Strategy lead: Community Coalition of Responsible Choices (CCoRC) Alcohol Enforcement Team, with membership from UCM Public Safety, Warrensburg PD, Knob Noster PD, Holden PD, and Johnson County Sheriff's Department

- Activity 1.7.a: Provide server training to local establishments
- Activity 1.7.b: Conduct compliance checks saturations
 - Objective 1.7.b: outcomes of checks
- Activity 1.7.c: Publicize the outcomes of the checks to local media

Focus Area 2—High Risk Drinking: UCM has seen a 30% reduction among **all students** in binge drinking since 2007, (from 34.8% to 24.9% of all students, MCHBS, 2015) Considering **only those UCM students who drink**, 25% do so in a high risk way (5 or more drinks in a 2 hour period at least once in the past two weeks). Although our high risk drinking rates have consistently decreased in the past few years, this type of consumption still increases student risk for impairment issues, negative consequences and resultant academic difficulties, and long term health problems.

Long term goals:

7. Maintain UCM high risk drinking rates for all students at or below 25%.
8. Reduce rates of associated problems due to AOD use (such as missing class or experiencing violence) by UCM students to at or below state rates.

Strategy 2.1: **Implement all activities and interventions under Focus Area 1 – Underage Drinking.**

Strategy 2.2: **Social norms clarification**- including utilizing audience response technology (“clickers”). (*Social norms, bystander intervention, prevention education*). Strategy lead: VSAP, with support from Institutional Research and University Relations

- Activity 2.2.a: Utilize MCHBS data to identify positive social norms and norms related to academics and harm reduction strategies
- Activity 2.2.b: Update existing jeopardy games and clicker presentations with new MCHBS data
 - Objective 2.2.b: number of programs provided and program evaluations
- Activity 2.2.c: Create new social norms programs as appropriate.
- Activity 2.2.d: Implement social norms marketing campaign

Strategy 2.3: **Increase help seeking behavior, including the effective use of intervention and recovery resources** for students. (*Problem Identification and Referral, Brief Interventions*) Strategy lead: CARE Team, Counseling Center, and VSAP, with cooperation and assistance from CAB

- Activity 2.3.a: Utilize ECHUG brief assessment and motivational interviewing as an alcohol sanction for first violations.
 - Objective 2.3.a: track access and utilization for all referral sources.
- Activity 2.3.b: Educate the campus community about referral processes and available resources
 - Objective 2.3.b: production and distribution of web or print materials
- Activity 2.3.c: Continue to implement BASICS for alcohol policy second offenses
 - Objective 2.3.c: Number of sessions conducted
- Activity 2.3.d: Investigate on-campus recovery options for students
- Activity 2.3.e: Utilize Maxient software to track local off-campus alcohol violations among students
- Activity 2.3.f: Provide support for Recovery Central organization

Strategy 2.4: **Educate potential party hosts** about ways to decrease risk for themselves and their guests (*Environmental Management*) Strategy lead: VSAP and Department of Public Safety

- Activity 2.6.a: develop electronic methods of distributing the information available in the House Party Guide
- Activity 2.6.b: Distribute all printed guides
 - Objective 2.6.b: number of guides delivered
- Activity 2.6.c: Educate landlords about university resources for addressing situations with problematic students

Strategy 2.5: **Provide server training for students** who are employed at local liquor license establishments to help them discourage service to underage and clearly intoxicated individuals. (*Environmental Management, Prevention Education*) Strategy lead: VSAP and Career Services

- Activity 2.5.a: Work to implement SMART for UCM students
- Activity 2.5.b: Provide recognition for students who complete the training

Strategy 2.6: **Conduct alcohol enforcement saturations focusing on private parties** (*Environmental Management*) Strategy lead: Community Coalition of Responsible Choices (CCoRC) Law Enforcement group, with membership from UCM Public Safety, Warrensburg PD, Knob Noster PD, Holden PD

- Activity 2.6.a Conduct alcohol enforcement saturations
 - Objective 2.6.a: outcomes of saturations

Focus Area 3—Drinking and Driving: 19% of UCM students (compared to 23% statewide) report driving after drinking at least once in past year (C_Q91, MCHBS 2015). Additionally, 27% of UCM students (compared to 21% statewide) reported riding in a vehicle a driver who had been drinking at least once in past year.

Long-term goal: Decrease the percentage of students who have driven after consuming alcohol to 15%. Decrease the percentage of students who have ridden with a driver who has been drinking to 15%.

Strategy 3.1: **Strengthen the CHEERS program** as part of a Preferred Partners program. (*Harm reduction/Health Protection*) Strategy Lead: VSAP, CCoRC

- Activity 3.1.a: Develop and implement strategies to recruit and retain local and area establishments in the CHEERS program.
 - Objective 3.1.a: number of businesses who join CHEERS
- Activity 3.1.b: Advertise CHEERS to students, along with the definition of as designated driver as one who has had 0 drinks

Strategy 3.2: **Continue the Night Ryder safe ride program** (*Harm reduction/Health Protection*)

Strategy Lead: Office of Student Activities, with support from CAB

- Activity 3.2.a: Increase publicity of the Night Ryder schedule and phone numbers
 - Objective 3.2.a: Development and distribution of Night Ryder publicity
- Activity 3.2.b: Provide businesses with materials to give patrons to explain the Night Ryder
 - Objective 3.2.b: Number of materials distributed

Strategy 3.3: **Conduct periodic DWI saturations** (*Environmental Management*) Strategy lead: Community Coalition of Responsible Choices (CCoRC) Alcohol Enforcement Team, with membership from UCM Public Safety, Warrensburg PD, Knob Noster PD, Holden PD, and Johnson County Sheriff's Department

- Activity 3.3.a Conduct DWI saturations
 - Objective 3.3.a: outcomes of saturations
- Activity 3.3.b: Press Releases about saturations

Focus Area 4—Marijuana: The percentage of UCM students who report using marijuana once or more in the past year is 23% (MCHBS 2015). (This is a significant decrease from 2013, which we thought might be due to an influx of international students at UCM. After further analysis, we determined this was not the case. It appears the change is reflective of the population.) The state average for past year prevalence of marijuana use is 24%. Only 2.8% of UCM students use marijuana daily, compared to the state average of 2.7% for daily use. (MCHBS 2015)

Long-term goal: Maintain marijuana usage rates at or below the state rates.

Strategy 4.1: **Utilize social norms clarification** to promote the positive norm (*Prevention Education*). Strategy lead: VSAP

- Activity 4.1.a: Share accurate social norms data regarding marijuana use

Strategy 4.2: **Evaluate the effectiveness of current sanctions schedule** for students who violate university drug policy (*Environmental Management, Brief Interventions*) Strategy lead: VSAP, with support from Associate Vice Provost for Student Experience and Engagement

- Activity 4.2.a: Track violations through Maxient
- Activity 4.2.b: Utilize Marijuana 101 for all first violations, paired with motivational interviewing
- Activity 4.2.c: Utilize BASICS for Marijuana for all second offenses
- Activity 4.2.d: Utilize E-TOKE for suspicion of marijuana violations
- Activity 4.2.e: Create tool to evaluate impact of the above on student success

Focus Area 5—Tobacco: 18.3% of UCM students report smoking cigarettes at least once in the past year, compared to 16.5% statewide (MCHBS 2015). 8.3% of UCM students report using smokeless tobacco at least once in the past year (compared to 5.8% statewide.) Source: Q175, MCHBS 2015

Long-term goal: Reduce cigarette use to no more than 15% of the student population, and smokeless tobacco to no more than 10%.

Strategy 5.1: **Provide tobacco cessation services** to students (*Brief interventions*) Strategy lead: VSAP

- Activity 5.1.a: Train staff and volunteers in tobacco cessation
- Activity 5.1.b: Provide free or low cost nicotine replacement therapy to students
- Activity 5.1.c: Advertise this service
- Activity 5.1.d: Conduct tobacco cessation motivational interviews
- Activity 5.1.e: Evaluate outcomes

Strategy 5.2: **Support a tobacco-free environment at UCM** (*Environmental management, peer education*) Strategy lead: VSAP, Vice Provost for Student Experience and Engagement

- Activity 5.2.a: Provide ongoing support to UCM Tobacco Policy Implementation committee
- Activity 5.2.b: Continue to provide training and print material as needed.
- Activity 5.2.e: Evaluate the effectiveness of the new policy utilizing environmental scanning

Focus Area 6—Sexual Misconduct (domestic violence, dating violence, sexual assault, stalking):

4.2% of UCM students report experiencing “non-consensual sexual contact” in the past year (state average 4.3%, source MCHBS 2015). 2.2% of UCM students report experiencing “sexual assault” in the past year (state average 2.1%, source MCHBS 2015). 11.1% of UCM students report they have been in a verbally or emotionally abusive relationship in the past year (state average 9%, source MCHBS 2015), and 1.8% report experiencing physical abuse in the past year (state average 2.2%, source MCHBS 2015).

Long term goal: Eliminate domestic violence, sexual assault, dating/intimate partner violence and stalking at UCM.

Strategy 6.1: Develop, conduct and utilize climate assessment

Strategy lead: VSAP, with assistance from Institutional Research and Title IX

- Activity 6.1.a: Choose assessment
- Activity 6.1.b: Conduct assessment
- Activity 6.1.c: Analyze and report results
- Activity 6.1.d: Utilize results to improve strategic plan

Strategy 6.2: Implement Green Dot Strategy. Strategy lead: VSAP

- Activity 6.2.a: Develop and conduct 6 hour trainings (minimum-2 sessions of 20 students per semester; with a capacity of up to 30 students, 4 times per semester)
- Activity 6.2.b: Facilitate overview speeches (presented as requested, average minimum 2 overviews a week- audience range of 10-100 people, time frame- from 15-60 minutes)
- Activity 6.2.c: Implement social media/marketing campaign
- Activity 6.2.d: Conduct Launch Week activities and ongoing action events once per semester

Strategy 6.3: Raise awareness of local resources and reporting mechanisms for victims of sexual misconduct. Strategy lead: Title IX Coordinator, with assistance from Mentoring, Advocacy and Peer Support (MAPS), VSAP, and the Counseling Center.

- Activity 6.3.a: Review and modify existing materials outlining resources and reporting mechanisms
- Activity 6.3.b: Disseminate materials

Strategy 6.4: Continue to improve advocacy, education, awareness and reporting systems to support a safe campus environment. Utilize Title IX and Clery act as guidelines. Strategy lead: Title IX Coordinator, MAPS, VSAP

- Activity 6.4.a: Continue online gender violence prevention education for all incoming students
- Activity 6.4.b: Provide victim advocacy through Mentoring, Advocacy and Peer Support office
- Activity 6.4.c: Educate campus community on reporting options

Strategy 6.5: Increase campus engagement in gender violence prevention initiatives through It's On Us coalition. Strategy lead: VSAP, with assistance from Title IX

- Activity 6.5.a: It's On Us Awareness week
- Activity 6.5.b: Develop comprehensive strategic plan for violence prevention
- Activity 6.5.c: Conduct ongoing awareness campaigns on domestic violence, sexual assault, dating violence and stalking
- Activity 6.5.d: Provide capacity building for groups who want to do violence prevention

Strategy 6.6: Provide unique opportunities for men to engage in gender violence prevention.

Strategy lead: Criminal Justice, Psychology, with support from VSAP.

- Activity 6.6.a: Support MoMen, a student organization about healthy masculinity and ending gender violence
- Activity 6.6.b: Additional activities as interest dictates

Strategy 6.7: Because the majority of sexual assaults among college students involve alcohol, **all of the above strategies in Focus Area 2—High Risk Drinking** are applicable to this focus area.

Focus Area 7—Bystander Intervention Skills Training: Bystander Intervention (BI) skills training is a promising practice for addressing each of the focus areas above. UCM is committed to teaching Bystander Intervention skills training to a broad spectrum of students, faculty and staff members in order to empower our community to act on our values.

Long term goal: The majority of UCM students will complete a BI skills training by the time they graduate UCM. Currently 16% of UCM students have completed a training (MCHBS 2015)

Strategy 7.1: **Green Dot Strategy** as described in 6.2. Strategy lead: VSAP

Strategy 7.2: **Utilize direct/distract/delegate terminology to transfer Bystander Intervention skills from violence to other issues.** Strategy Lead: VSAP

Strategy 7.3: **Provide Bystander Intervention programs on topics other than gender violence, as requested.** Strategy Lead: VSAP

Focus Area 8—Using prescription drugs without a prescription: 16.5% of UCM students have used prescription drugs such as Adderall, Oxycotin, or Ambien without a prescription at least once in the past year, compared to a state average of 16% (MCHBS 2015)

Strategy 8.1: **Increase awareness regarding this issue.** Strategy Lead: VSAP, with support from University Athletics

- Activity 8.1.a: Utilize prescription drug abuse prevention promotional materials
- Activity 8.1.b: Spread awareness through social media
- Activity 8.1.c: Educate campus staff on locking caps/disposal tools available through PIP

Strategy 8.2: Provide BASICS to student athletes who fail random drug testing

Focus Area 9—Ensuring adequate program resources: Sustaining a comprehensive ATODV prevention program requires adequate, ongoing resources, including engaged and well-trained students and staff.

Long-term goal: Secure adequate resources and develop partnerships to fully implement the university strategic plan for AODV prevention on an annual basis.

Strategy 9.1: **Appropriately utilize university sources of program support.** Strategy lead: Vice Provost for Student Experience and Engagement, with support from CAB

- Activity 9.1: conduct regular resource utilization analysis. Make recommendations for university leadership on any significant resource allocation needs to support and sustain essential programs.

Strategy 9.2: **Appropriately utilize Missouri Partners in Prevention (MOPIP) grant resources** to implement the university strategic plan prevention. Strategy lead: VSAP

- Activity 9.2.a: Ensure all grant participation requirements are met, including monthly PIP meeting attendance.

- Activity 9.2.b: Maximize use of available grant funds to support implementation of the university strategic plan

Strategy 9.3: **Apply for and manage appropriate state and national grant funds** as they become available. Strategy Lead: VSAP, with support from CAB

- Activity 9.3.a: Implement project activities as outlined in Green Dot grant from the Missouri Office of Women’s Health
 - Objective 9.3.a: Complete activities by January 2015
 - Objective 9.3.b: Apply for extension
- Activity 9.3.b: Regularly evaluate new grant opportunities.

Strategy 9.4: **Increase the capacity of and support for student leaders and student groups to engage in effective prevention efforts**

- Activity 9.4.a: Provide training for groups on evidenced based strategies
- Activity 9.4.b: Advise GAMMA (Greeks Advocating Mature Management of Alcohol)
- Activity 9.4.c: Involve students in the Campus Alcohol Board and Community Culture of Responsible Choices coalition. Seek student involvement in projects outlined in this strategic plan.
- Activity 9.4.d: Provide educational programs covering policy, social norms clarification, and harm reduction in housing, Greek Life, athletics, and other groups to complement and increase the knowledge and decision-making skills introduced in AEDU.

Strategy 9.5: **Support necessary and ongoing education of student, staff and faculty who are responsible for implementing this strategic plan.** To include:

- Activity 9.5.a: Meeting of the Minds Annual Conference
- Activity 9.5.b: Tobacco cessation training
- Activity 9.5.c: Motivational Interviewing training
- Activity 9.5.d: NASPA membership
- Activity 9.5.e: Membership in Missouri Coalition Against Domestic and Sexual Violence
- Activity 9.5.f: Membership in BACCHUS Peer Education Network
- Activity 9.5.g: Additional periodic training as needed, such as CPE training, Ethics training, etc.

Strategy 9.6: **Develop new partnerships for ATODV prevention**

Focus Area 10—Ensuring adequate program evaluation: All aspects of this ATODV prevention strategic plan require accurate, meaningful and ongoing evaluation for effectiveness and efficacy.

Long-term goal: Conduct regular, ongoing program evaluation on all aspects of the university ATODV strategic plan.

- Strategy 10.1: **Implement MCHBS** each spring between February and April. Strategy lead: Institutional Research
- Strategy 10.2: **Include program evaluation** in all aspects of strategic plan implementation. Strategy lead: All

- Strategy 10.3: **Utilize the results** of ongoing program evaluation to inform and influence the initiatives and strategies utilized in this university strategic plan. Strategy lead: CAB, VSAP
- Strategy 10.4: **Conduct biennial review** to inform our practice and in compliance with Safe and Drug Free Schools legislation. Strategy lead: VSAP

AOD Goal Achievement and Objective Achievement from 2015-2016

Focus Area 1—Underage Drinking

UCM maintains its commitment to the long term goal of decreasing the binge drinking rate among underage students and our overall student population. Our 2015 and 2016 MCHBS data showed slight increases in the percentage of underage students who reported binge drinking (5 or more drinks in a two hour period), with 23.7% in 2015 and 25.3% in 2016, versus our 2014 percentage of 23.2%. This is still significantly lower than when UCM began collecting trend data in 2007 (34.9%), however; it is above the long term goal percentage we have set. Therefore, we will be re-evaluating our efforts in this area.

Under Strategy 1.1: Provide alcohol prevention education- AlcoholEdu continues to be a recommended course for all incoming students and will remain so. More than 2,600 students completed AlcoholEdu during the 2015-2016 school year. VSAP was also able to provide some educational programs to complement and increase the knowledge and skills introduced in AlcoholEdu. Unfortunately, due to staff vacancies and lack of a consistent stream of volunteers, we provided very few of these programs this school year. This will be a challenge for the coming school year as well. While we were able to fill our Assistant Director and Violence Prevention Specialist vacancies, VSAP still lacks an ATOD Prevention Specialist and we do not have funding for a graduate assistant for 2016-2017. Additionally, VSAP was able to fund Learning to a Greater Degree internships for the 2015-2016 school year, but does not have the funding for 2016-2017. Lack of permanent funding for staff is a challenge we continue to face and we will adjust our efforts as needed based on staff and resources that are available.

Regarding Strategy 1.2 and its objectives, UCM has increased the utilization of Maxient to help identify trends in student behavior and risk. This increased use has allowed us to track violations and evaluate outcomes after sanctions. VSAP's Projects Coordinator was also able to start more in depth data evaluation of students who received alcohol and drug sanctions for the school year using the analytics of Maxient. Her findings will be helpful for creating the strategic plan for 2016-2017. Strategy 1.3 entails late night, alcohol-free options for students. Unfortunately, VSAP did not fund as many events this year. Lack of staffing led to little promotion of the request forms/information. The Office of Student Activities (OSA) does sponsor many activities/events for students throughout the school year. Unfortunately, most of their events (including their Mules After Dark events) end around 10 p.m. Furthermore, Fitzgerald Dining Hall's late night hours were reduced after poor attendance. Instead of remaining open until 3 a.m. (which was their advertised hours), they were typically closed by 2 a.m., some nights closing even earlier, because no one was using the facility. The hours will most likely be reduced for the upcoming school year, if open at all.

Efforts outlined under CCoRC have unfortunately been fairly stalled. CCoRC met very little this year due to time constraints of the members of the coalition. There is a meeting upcoming scheduled to re-vitalize efforts for the coming school year. Wing It late night entertainment was also not continued this past school year due to lack of budget for events. The members of Wing It were still very involved in volunteerism, however; and encouraged people to attend Spotlight events as well as sporting events. The Preferred Partners program that the coalition looked to develop will now be part of the new Vibrant Communities project. More information on this project will be included later on.

Strategy 1.5 continues to happen as all students on the CARE team list are kept track of and check on. Also, any student with a transport to the hospital or who the CARE team suspects is using alcohol is referred to VSAP. This process allows UCM to have a more complete picture of a student's experience. Strategy 1.6 is comprised of annual reviews of policy. Updates and changes have not yet happened, but the process of evaluation with Residence Life has begun. Furthermore, the review of compliance with the Safe and Drug Free Schools Act is in process and the quarterly PIP reports allow UCM to comprehensively review policies and programs for the biennial review. Unfortunately, activities under Strategy 1.7 (compliance checks, saturations, etc.) were stalled during the 2015-2016 due to staff vacancy and time constraints. Public Safety has received a grant to revitalize these efforts and begin completing compliance checks and saturations during the 2016-2017 school year. Information and results of these checks will be included in next year's reports. Server training was not provided this year, but it is intended to be included in the new Vibrant Communities project for the upcoming year.

Focus Area 2—High Risk Drinking

UCM remains committed to our goal of continually reducing our high-risk drinking rates. Unfortunately, we saw a slight uptick in the number of students who reported binge drinking (5 or more drinks in a 2 hour period at least once in the past two weeks) in 2015 and a bigger increase in 2016. The 2016 data shows that 26.4% of ALL students reported binge drinking (2 hour definition). This is still significantly lower than when UCM began collecting trend data in 2007 (34.8%); however, we will be running further analysis on all available data to learn more after now having increases in this statistic for the past two years. These increases have resulted in our drinking rates surpassing our goal percentage for this focus area, which was to keep the rate at or below 25%. Our goal for next year will reflect a change to decrease these numbers back to 25% or below. We will also re-focus our efforts to address the potential causes for these increases. Despite the increase in our ALL students numbers, we have continued to see a decrease in our statistics for our students who drink. Of those students who drink, 27% reported having drunk in a high-risk way in the 2016 survey, versus 30% in 2015.

Strategy 2.2 was comprised activities for campus community social norms clarification. All activities under this section were completed. The updated Good Choices, Good Times campaign was successful. Students are recognizing the norms placed on posters, on social media, t-shirts and television screens throughout campus. We plan to continue this campaign, updated the artwork and utilizing new statistics next year. VSAP did re-visit the conversation regarding the evaluations of our jeopardy games and other presentations. For the time being, paper evaluations will remain our evaluation technique, but we have begun conversations regarding how to include evaluation questions in our clicker presentation.

Strategy 2.3 focuses on increasing help seeking behavior, including the effective use of intervention and recovery resources for students. UCM continues to use ECHUG and motivational interviewing as a sanction for first alcohol violations and BASICS for second violations. Additionally, UCM now has an on-campus recovery group for students. Recovery Lighthouse experienced growth during the school year and is currently looking to get an official space on campus. We have identified the need to increase our work on Objective 2.3.b, which is to educate the campus community on referral processes and available by distributing web and print materials. One idea that is coming into fruition is to create a magnet with resources listed. This magnet will be ready for distribution in summer 2016. One plan for the magnet is to have them distributed to every dorm room for the 2016-

2017 school year. A print version will also be made available to property owners for students living off campus.

Many of the activities under Strategy 2.4 were not completed this year due to staff limitations. It is still a priority to update and distribute the House Party Guide, as well as other information. Funding was awarded for a new Vibrant Communities program, in which these activities will now be shifted. VSAP's director, along with the coordinator hired to work on the new program will work with landlords to educate them on university resources and how to address problematic situations. There will be increased collaboration with property owners through this program. The program will also benefit students on campus and throughout the community and has a section dedicated to working with business owners for a new 'preferred partners' type of program. This program will be included in the strategic plan for 2016-2017. Server training and alcohol enforcement saturations (under Strategy 2.5 and 2.6) were also not completed this year; again due to staff vacancies. Law enforcement has received new funding to be able to begin saturations again next year. Server training and the SMART program will be included in the Vibrant Communities program.

Focus Area 3—Drinking and Driving

For the second year in a row, our MCHBS data is showing a small increase in the number of UCM students who reported drinking after driving at least once in the past year (20.9% in 2016 versus 19% in 2015 and 17.2% in 2014). The number of students who reported riding in a vehicle with a person who had been drinking at least once in the past year decreased from 27% in 2015 to 25.1% in 2016. While these numbers are very similar to the state averages, we plan to look into the increases in drinking and driving to determine whether this is something we need to focus more of our efforts toward.

Strategy 3.1 of this focus area is comprised of activities to strengthen the CHEERS program. Unfortunately, we were unable to focus on this program as much as we planned to this year due to lack of staffing. We were able to have a short term intern compile a list of businesses who are currently CHEERS affiliated, as well as businesses that are already providing free drinks to designated drivers, despite not being an official CHEERS affiliated business. Our hope was to start developing a plan to create incentives for more businesses to register with CHEERS, but it did not get that far. This project is still a priority, however; it will probably be moved to be included in the new Vibrant Communities Project this coming school year and assigned to a new intern to work on in the hope that more time will be able to be spent on it.

Strategy 3.2 contains information and activities regarding the safe ride program, Night Ryder. The company who provides the transportation for this program reported an average of 250 riders Thursday through Sunday and 175 on Wednesdays. UCM has identified the need to continually develop and distribute more Night Ryder publicity. Currently, it is mostly word of mouth advertising. Ideas have been generated to provide downtown businesses with promotional flyers as well as business card sized information. There was also a discussion for the possibility of extending the Night Ryder services to airmen, since there is overlap in that population with UCM students. Also, it's pertinent to note that there are plans to have focus groups with students regarding drinking and driving/drinking and driving data. This will be included in the Vibrant Communities project activities. Strategy 3.3 was written in regards to periodic DWI saturations. Unfortunately, due to staffing shortage (both at UCM and in the Warrensburg Police Department), these were not conducted as planned. We also identified that we have not been advertising the outcomes of the saturations that are completed.

Focus Area 4—Marijuana

UCM has been monitoring marijuana trend data for the past couple of years to determine how much saturation of marijuana social norms may be needed on our campus. So far, our percentage of students who have reported using marijuana at least once in the past year has not remained consistent in any direction. It increased from 18% in 2014 to 23% in 2015, then went back down to 20% in the most recent data collection (2016). Our percentage of students who use regularly (daily percentage) remains steady around 3-4%.

UCM successfully developed and distributed a Marijuana Mythbusters campaign two years ago, but unfortunately, it was not updated/refreshed and re-distributed last year. This is a need we have addressed. There were not many efforts directed toward marijuana use last year, partially due to lack of staff; but we also continue to research best practices for addressing marijuana on campus. For now, we will continue to utilize brief interventions for students who violate drug policy; as well as students who self-refer themselves for assistance with their use. We utilize Marijuana 101 in conjunction with Motivational Interviewing (MI) for first violations and BASICS for second violations. At this time, UCM/VSAP tracks all violations through Maxient and we will continue to do so. We have addressed the need to better evaluate our services for marijuana sanctions and will work to remedy this.

Focus Area 5—Tobacco

VSAP and S.E.E continue to support UCM's tobacco-free environment. There were discussions throughout the 2015-2016 school year regarding littering of cigarette butts. A plan was created for placing out receptacles with a reminder of the policy that will also serve as a place for people to dispose of the tobacco product litter. Additionally, yard signs were ordered during Summer 2016 to be placed out at the beginning of the 2016-2017 school year as another reminder of the policy. UCM continues to see a decrease in the number of students who report using cigarettes (18.3% in the past year in 2015 to 16.4% in 2016). We did see a slight increase in the number of students who reported using smokeless tobacco (8.3% in 2015 to 9.1% in 2016), but not large enough to cause much concern. We will continue to monitor our tobacco statistics to follow the trend data.

UCM also continues to provide tobacco cessation services through VSAP. VSAP receives NRT to be able to distribute to cessation participants. The NRT is sent to us by the University of Missouri, who is able to provide it through funding from the Department of Alcohol and Drug Abuse, Missouri Department of Mental Health. During the 2015-2016 school year, VSAP had two trained staff members able to provide cessation support. Unfortunately, going into the new school year, VSAP has only one trained member. There is also an identified need to evaluate the program. Currently, there is no evaluation process in place to receive feedback from cessation clients and there has been no formal evaluation by the VSAP office of the program itself. We have also identified the need for a more effective follow-up process with former clients. The program has seen decreased numbers of participants, but is still highly sought after by those who do wish to quit using tobacco.

Focus Area 6—Sexual Misconduct (domestic violence, dating violence, sexual assault and stalking)

At this time, UCM is monitoring trend data as well as the newest set of data regarding Sexual Misconduct to determine explanations of recent increases in data (such as non-consensual sexual contact). The percentage of students who reported a sexual assault in the past year remained steady at 2%, but our percentage of students who reported non-consensual sexual contact increased from 4.2% in 2015 to 6.4% in 2016. We discussed possibly having focus groups to determine whether the increase is due to reporting increases or increase in incidents. There was also discussion regarding

whether our goal regarding sexual or intimate partner violence should be altered. For now, our long term goal remains to decrease and eventually eliminate domestic violence, sexual assault, dating/intimate partner violence and stalking at UCM.

Strategy 6.1 (develop, conduct and utilize climate assessment) was completed during the 2015-2016 school year. UCM used the Everfi Assessment, which was conducted during November and December 2015. The assessment was received well, with more than 800 responses. The majority of the students responded that they feel safe, are happy to be at UCM, and feel valued in the classroom. We are still reviewing and analyzing all of the data collected regarding sexual misconduct. UCM's Title IX Coordinator and Associate Vice Provost of Student Services in Student Experience and Engagement would like to have an annual assessment put in place. There are discussions in place on how to implement an annual assessment and whether we will utilize the same/similar climate survey or use another.

Regarding Strategy 6.2, UCM officially launched the Green Dot program in September 2015. It is implemented through a grant from the Missouri Office of Women's Health. Green Dot had a successful launch week, with the creator of the Green Dot program visiting campus and multiple activities throughout the week to engage students, faculty and staff. There were also three six-hour student bystander intervention trainings during the year and two six-hour trainings for faculty and staff. Additionally, the UCM Green Team facilitated forty-three overview speeches. We have determined the need to a greater social media presence in the new school year. There are also new changes to overview speeches and the bystander intervention trainings, which will be updated for the 2016-2017 school year. Strategy 6.3 consists of raising awareness of local resources and reporting methods. UCM's Title IX Coordinator is in the process of reviewing resources and reporting mechanisms. There is an identified need to further increase the dissemination of materials regarding resources and reporting options.

UCM continues to complete the activities under Strategy 6.4, which is the continuation of education, advocacy, awareness and reporting systems to support a safe campus environment. This is achieved by requiring all new students to complete the Haven Online Education course, providing victim advocacy through the Mentoring, Advocacy and Peer Support office, and continuing to promote campus and local reporting options. The activities outlined in Strategy 6.5 were completed through various campus and coalition activities, however; the It's On Us Coalition is currently inactive due to a multitude of reasons. These activities will be included under different sections in the strategic plan for next school year. Strategy 6.6 involves providing unique opportunities for men to engage in gender violence prevention. UCM and VSAP accomplishes this by supporting a student group comprised of male students. The organization was formed as "MoMen," but changed the name of their group in the past year to "The Better Man Society." More on this organization as well as their activities for the year can be found in PIP Report #3. They recently re-organized after losing key members in their first year and are working to find their footing in the campus community.

Focus Area 7—Bystander Intervention Skills Training

UCM has continued to strive toward educating and training all students, faculty, and staff in Bystander Intervention (BI). MCHBS 2016 data showed 21% of students reported receiving a BI training. This is an increase from last year's reported 16%. For the 2015-2016 school year, BI trainings were conducted using the new Green Dot Bystander Intervention program that UCM has adopted as a campus-wide effort. UCM has a Green Dot Specialist as well as several trained faculty and staff members who are certified to present the six-hour Green Dot bystander intervention training. There were two faculty/staff trainings and three student trainings held during the 2015-2016 school year.

The goal is to increase the number of trainings offered, as well as the number of participants for next year. VSAP has also created a general BI program that utilizes the same terminology as that in the Green Dot specific programs in order to provide consistent education and training for the campus community in various settings.

Focus Area 8—Using prescription drugs without a prescription

UCM saw an increase in the number of students who reported using prescription drugs without a prescription in the past year (19% in 2016 vs 16.5% in 2015). During our review of this focus area, we identified the need to add a goal to this section, which is to increase our knowledge on evidence-informed practices regarding this issue. During the 2015-2016 school year, we continued our efforts to increase awareness of this issue on campus. This was mainly done through awareness tabling and social media. We also continued to provide prescription drug abuse prevention promotional materials (done annually in conjunction with Safe Spring Break, as well as throughout the year) and disseminate information on locking caps/disposal tools available.

Focus Area 9—Ensuring adequate program resources

Strategy 9.1 deals with appropriately utilizing university sources of program support. 2015-2016 was the second year of utilizing the cost recovery fee for students who utilize MI services because of policy violations. The fee helped offset some of the cost of the personnel required to facilitate the services. Along with the incentive for a reduced fee if the student schedules and attends their appointment on time, the fee has been successful in increasing the number of students seen by VSAP. It also ensures more timely interactions between the student and staff members, versus the student coming in weeks or even a semester later, which happened in the past. We have also noticed a decrease in the number of second violations since the fee was put into place.

Strategies 9.2 and 9.3 consist of activities related to applying for and using grant funds appropriately. UCM/VSAP strives to ensure we are meeting all grant requirements, completing the activities outlined in our strategic plan, and using our resources in ways that best serve our campus community. VSAP's director also consistently applies for state and federal grant funds as they become available. This year, VSAP applied for an extension of the Green Dot grant and received it. UCM also continued to implement the activities outlined in the DOJ EUDL Grant. The grant ended on September 30, 2015, but the campus and CCoRC coalition has a sustainability plan in place to ensure the efforts of the grant do not cease.

Strategy 9.4 activities are aimed toward increasing the capacity of and support for student leaders and student groups to engage in prevention efforts. UCM VSAP continues to provide training for groups on evidence-based strategies. VSAP also advises the group, Greeks Advocating the Mature Management of Alcohol (GAMMA). Activity 9.4.c was to involve students in CAB and CCoRC. Unfortunately, CAB did not meet regularly during the 2015-2016 school year. Leaders of the coalition are currently discussing how they want to proceed with the coalition in the coming year. Strategy 9.5 consists of activities for supporting the necessary and ongoing education of students, faculty, and staff that are responsible for implementing the strategic plan. UCM sent sixteen people from multiple areas on campus to the Meeting of the Minds conference. VSAP continues to informally train staff members in tobacco cessation as needed. There were two members able to provide cessation to participants during the 2015-2016 school year. Unfortunately, we were unable to provide a Motivational Interviewing training this year, but would like to next year. UCM continues to be a member of the Missouri Coalition Against Domestic and Sexual Violence and NASPA. Overall, VSAP was unable to provide as many training opportunities during the 2015-2016 school year, due to

staffing limitations. It is our goal to increase these opportunities, as well as re-organize the It's On Us Coalition for the 2016-2017 school year.

Focus Area 10—Ensuring adequate program evaluation

Focus Area 10 is another area of annual processes. UCM has been and will continue to conduct regular, ongoing program evaluation of all aspects of the ATODV strategic plan to ensure effectiveness. Upon review of this year's efforts, we have identified several changes that will be made to next school year's strategic plan, namely reorganizing the activities and strategies that will be included under a new section for the new Vibrant Communities project, which begins during the 2016-2017 school year. We have also identified an ongoing area of weakness, which is the (inconsistent) evaluation of classroom and residence hall programs. This is something we continue to address and strive toward becoming more consistent and effective in our evaluation process.

Recommendations for next Biennium Period to be reviewed

During the next biennium it is recommended that UCM continue efforts to implement and sustain a collaborative, comprehensive approach to addressing the public health issues of alcohol, tobacco, marijuana, and other drug use, as well as gender violence. Tying these issues to student success and UCM key performance indicators will be critical.

Goals and objectives for next Biennium

The University of Central Missouri (UCM) utilizes a comprehensive approach to address high-risk alcohol use, tobacco, other drug use, and violence (ATODV). Our plan is data driven, focusing on evidence based strategies designed to impact the on and off campus environment, affect individual change, and increase the capacity of our local community to address ATODV. The UCM Office of Violence and Substance Abuse Prevention (VSAP) develops and implements this strategic plan in partnership with the UCM Campus Alcohol Board (CAB) and other campus entities.

This strategic plan consists of 10 focus areas indicated by data from UCM's implementation of the Missouri College Health Behavior Survey (MCHBS). The ten focus areas include:

6. Underage drinking
7. High risk drinking
8. Driving while intoxicated
9. Marijuana use
10. Tobacco use
11. Sexual Misconduct
12. Bystander intervention skills training
13. Using prescription drugs without a prescription
14. Ensuring adequate program resources
15. Ensuring program evaluation
16. Coalitions
17. Vibrant Communities

Focus Area 1—Underage Drinking: UCM’s current (2016) underage binge drinking rate (defined as consuming 5 or more drinks in a two-hour period) is 25.3, which is an increase from 2015 (23.7%); however, still significantly lower than when UCM began collecting trend data for this area.

Long-term goal: Decrease binge drinking among all underage students, remaining at or below 25% for binge drinking among underage students. Continue to decrease prevalence of underage drinking overall.

Strategy 1.1: **Provide alcohol prevention education**, with an emphasis on first year students. (*Prevention Education*)

Strategy 1.2: **Utilize Maxient software to optimize the role of campus administrative procedures and law enforcement** as part of a comprehensive strategy (*Environmental Management*)

Strategy 1.3 Maintain **alcohol-free, affordable, late night entertainment options** for students (*Alternative Activities, Environmental Management*)

Strategy 1.4 **Engage the Community Culture of Responsible Choices Coalition (CCoRC)** in promoting the safe sale, service and consumption of alcohol. (*Environmental Management*)

Strategy 1.5: **Promote the use of effective academic practices and procedures** to reduce underage drinking. (*Environmental Management*)

Strategy 1.6: **Promote the use of effective university and department/office-level alcohol policies and procedures.** (*Environmental Management*)

Strategy 1.7: **Conduct Covert Underage Buyer (CUB) compliance checks in local establishments** (*Environmental Management*)

Focus Area 2—High Risk Drinking: UCM has seen a significant reduction among **all students** in binge drinking since 2007, (from 34.8% to 26.4% of all students, MCHBS, 2016) Considering **only those UCM students who drink**, 27% do so in a high risk way (5 or more drinks in a 2 hour period at least once in the past two weeks). This type of consumption increases student risk for impairment issues, negative consequences and resultant academic difficulties, and long term health problems.

Long term goals:

9. Reduce UCM high risk drinking rates for all students at or below 25%.
10. Reduce rates of associated problems due to AOD use (such as missing class or experiencing violence) by UCM students to at or below state rates.

Strategy 2.1: **Implement all activities and interventions under Focus Area 1 – Underage Drinking.**

Strategy 2.2: **Social norms clarification**- including utilizing audience response technology (“clickers”). (*Social norms, bystander intervention, prevention education*).

Strategy 2.3: **Increase help seeking behavior, including the effective use of intervention and recovery resources** for students. (*Problem Identification and Referral, Brief Interventions*)

Strategy 2.4: **Conduct alcohol enforcement saturations focusing on private parties** (*Environmental Management*)

Focus Area 3—Drinking and Driving: 20.9% of UCM students report driving after drinking at least once in past year (MCHBS 2016). Additionally, 25.1% of UCM students reported riding in a vehicle a driver who had been drinking at least once in past year.

Long-term goal: Decrease the percentage of students who have driven after consuming alcohol to 15%. Decrease the percentage of students who have ridden with a driver who has been drinking to 15%.

Strategy 3.1: **Continue the Night Ryder safe ride program** (*Harm reduction/Health Protection*)

Strategy 3.2: **Conduct periodic DWI saturations** (*Environmental Management*)

Focus Area 4—Marijuana: The percentage of UCM students who report using marijuana once or more in the past year is 20% (MCHBS 2016). The state average for past year prevalence of marijuana use is 23.3%. Approximately 3-4% of students use daily (MCHBS 2016).

Long-term goal: Maintain marijuana usage rates at or below the state rates.

Strategy 4.1: **Utilize social norms clarification** to promote the positive norm (*Prevention Education*). Strategy lead: VSAP

- Activity 4.1.a: Share accurate social norms data regarding marijuana use

Strategy 4.2: **Evaluate the effectiveness of current sanctions schedule** for students who violate university drug policy (*Environmental Management, Brief Interventions*) Strategy lead: VSAP, with support from Associate Vice Provost for Student Experience and Engagement

- Activity 4.2.a: Track violations through Maxient
- Activity 4.2.b: Utilize Marijuana 101 for all first violations, paired with motivational interviewing
- Activity 4.2.c: Utilize BASICS for Marijuana for all second offenses
- Activity 4.2.d: Utilize E-TOKE for suspicion of marijuana violations
- Activity 4.2.e: Create tool to evaluate impact of the above on student success

Focus Area 5—Tobacco: 16.4% of UCM students report smoking cigarettes at least once in the past year, compared to 16.5% statewide (MCHBS 2016). 9.1% of UCM students report using smokeless tobacco at least once in the past year (compared to 5% statewide.) Source: MCHBS 2016

Long-term goal: Reduce cigarette use to no more than 15% of the student population, and smokeless tobacco to no more than 10%.

Strategy 5.1: **Provide tobacco cessation services** to students (*Brief interventions*) Strategy lead: VSAP

- Activity 5.1.a: Train staff and volunteers in tobacco cessation
- Activity 5.1.b: Provide free or low cost nicotine replacement therapy to students
- Activity 5.1.c: Advertise this service
- Activity 5.1.d: Conduct tobacco cessation motivational interviews
- Activity 5.1.e: Evaluate outcomes

Strategy 5.2: **Support a tobacco-free environment at UCM** (*Environmental management, peer education*) Strategy lead: VSAP, Vice Provost for Student Experience and Engagement

- Activity 5.2.a: Provide ongoing support to UCM Tobacco Policy Implementation committee
- Activity 5.2.b: Continue to provide training and print material as needed.
- Activity 5.2.e: Evaluate the effectiveness of the new policy utilizing environmental scanning

Focus Area 6—Sexual Misconduct (domestic violence, dating violence, sexual assault, stalking): 6.4% of UCM students report experiencing “non-consensual sexual contact” in the past year (state average 6%, source MCHBS 2016). 1.9% of UCM students report experiencing “sexual assault” in the past year (state average 2.6%, source MCHBS 2016).

Long term goal: Eliminate domestic violence, sexual assault, dating/intimate partner violence and stalking at UCM.

Strategy 6.1: **Revise current climate assessment and share data**

Strategy 6.2: **Implement Green Dot Strategy.**

- Activity 6.2.a: Develop and conduct 5 hour bystander intervention trainings (4 student trainings and 2 faculty/staff trainings during the 2016-2017 school year)
- Activity 6.2.b: Facilitate overview speeches (presented as requested, audience range of 10-100 people, time frame: 30-60 minutes)
- Activity 6.2.c: Implement social media/marketing campaign, one social media post per week, plus increased activity during events
- Activity 6.2.d: Conduct at least one action event per semester

- Activity 6.2.e: Participate in Connecting the Dots National Training

Strategy 6.3: **Raise awareness of local resources and reporting mechanisms** for victims of sexual misconduct.

Strategy 6.4: **Continue to improve advocacy, education, awareness and reporting systems to support a safe campus environment.** Utilize Title IX and Clery act as guidelines.

Strategy 6.5: **Increase campus engagement in gender violence prevention initiatives through It's On Us coalition and It's On Us student organization**

Strategy 6.6: **Provide unique opportunities for men to engage in gender violence prevention.**

Strategy lead: Criminal Justice, Psychology, with support from VSAP.

- Activity 6.6.a: Support The Better Man Society, a student organization about healthy masculinity and ending gender violence
- Activity 6.6.b: Additional activities as interest dictates

Strategy 6.7: Because the majority of sexual assaults among college students involve alcohol, **all of the above strategies in Focus Area 2—High Risk Drinking** are applicable to this focus area.

Focus Area 7—Bystander Intervention Skills Training: Bystander Intervention (BI) skills training is a promising practice for addressing each of the focus areas above. UCM is committed to teaching Bystander Intervention skills training to a broad spectrum of students, faculty and staff members in order to empower our community to act on our values.

Long term goal: The majority of UCM students will complete a BI skills training by the time they graduate UCM. Currently 21% of UCM students have completed a training (MCHBS 2015)

Strategy 7.1: **Green Dot Strategy** as described in 6.2.

Strategy 7.2: **Utilize direct/distract/delegate terminology to transfer Bystander Intervention skills from violence to other issues.**

Strategy 7.3: **Provide Bystander Intervention programs on topics other than gender violence, as requested.**

Focus Area 8—Using prescription drugs without a prescription: 19% of UCM students have used prescription drugs such as Adderall, Oxycotin, or Ambien without a prescription at least once in the past year, compared to a state average of 17% (MCHBS 2016)

Strategy 8.1: **Increase awareness regarding this issue.**

- Activity 8.1.a: Utilize prescription drug abuse prevention promotional materials
- Activity 8.1.b: Spread awareness through social media

- Activity 8.1.c: Educate campus staff on locking caps/disposal tools available through PIP
- Strategy 8.2: Provide BASICS to student athletes who fail random drug testing

Focus Area 9—Ensuring adequate program resources: Sustaining a comprehensive ATODV prevention program requires adequate, ongoing resources, including engaged and well-trained students and staff.

Long-term goal: Secure adequate resources and develop partnerships to fully implement the university strategic plan for AODV prevention on an annual basis.

Strategy 9.1: **Appropriately utilize university sources of program support.** Strategy lead: Vice Provost for Student Experience and Engagement, with support from CAB

- Activity 9.1: conduct regular resource utilization analysis. Make recommendations for university leadership on any significant resource allocation needs to support and sustain essential programs.

Strategy 9.2: **Appropriately utilize Missouri Partners in Prevention (MOPIP) grant resources** to implement the university strategic plan prevention. Strategy lead: VSAP

- Activity 9.2.a: Ensure all grant participation requirements are met, including monthly PIP meeting attendance.
- Activity 9.2.b: Maximize use of available grant funds to support implementation of the university strategic plan

Strategy 9.3: **Apply for and manage appropriate state and national grant funds** as they become available.

Strategy 9.4: **Increase the capacity of and support for student leaders and student groups to engage in effective prevention efforts**

- Activity 9.4.a: Provide training for groups on evidenced based strategies
- Activity 9.4.b: Advise GAMMA (Greeks Advocating Mature Management of Alcohol)
- Activity 9.4.c: Support Recovery Central, It's On Us student group and The Better Man Society
- Activity 9.4.d: Involve students in the Campus Alcohol Board and Community Culture of Responsible Choices coalition. Seek student involvement in projects outlined in this strategic plan.
- Activity 9.4.e: Provide educational programs covering policy, social norms clarification, and harm reduction in housing, Greek Life, athletics, and other groups to complement and increase the knowledge and decision-making skills introduced in AEDU.

Strategy 9.5: **Support necessary and ongoing education of student, staff and faculty who are responsible for implementing this strategic plan.** To include:

- Activity 9.5.a: Meeting of the Minds Annual Conference
- Activity 9.5.b: Tobacco cessation training

- Activity 9.5.c: Motivational Interviewing training
- Activity 9.5.d: NASPA membership
- Activity 9.5.e: Membership in Missouri Coalition Against Domestic and Sexual Violence
- Activity 9.5.f: Membership in BACCHUS Peer Education Network
- Activity 9.5.g: Additional periodic training as needed, such as CPE training, Ethics training, etc.

Strategy 9.6: **Develop new partnerships for ATODV prevention**

Focus Area 10—Ensuring adequate program evaluation: All aspects of this ATODV prevention strategic plan require accurate, meaningful and ongoing evaluation for effectiveness and efficacy.

Long-term goal: Conduct regular, ongoing program evaluation on all aspects of the university ATODV strategic plan.

- Strategy 10.1: **Implement MCHBS** each spring between February and April. Strategy lead: Institutional Research
- Strategy 10.2: **Include program evaluation** in all aspects of strategic plan implementation. Strategy lead: All
- Strategy 10.3: **Utilize the results** of ongoing program evaluation to inform and influence the initiatives and strategies utilized in this university strategic plan. Strategy lead: CAB, VSAP
- Strategy 10.4: **Conduct biennial review** to inform our practice and in compliance with Safe and Drug Free Schools legislation. Strategy lead: VSAP

Focus Area 11—Coalitions: Reorganize and re-vitalize current coalition efforts.

- Strategy 11.1: **It's On Us Coalition**
- Strategy 11.2: **Community Culture of Responsible Choices (CCoRC)**
- Strategy 11.3: **Campus Alcohol Board (CAB)**
- Strategy 11.4: **Title IX Team**

Focus Area 12—Vibrant Communities Program

- Strategy 12.1: **Develop and implement “Friendship Families” program-** connecting community members with international students
- Strategy 12.2: **Develop and implement “Good Neighbors” program** to help students with successful transitioning from on to off-campus living
- Strategy 12.3: **Educate potential party hosts** about ways to decrease risk for themselves and their guests
 - Activity 12.3.a: update House Party Guide and develop electronic methods of distributing information available
 - Activity 12.3.b: Distribute all printed guides

- Strategy 12.4: **Develop and implement (yet unnamed) initiative** to promote a safe and welcoming community for our students
 - Activity 12.4.a: Provide server training
 - Activity 12.4.b: Provide bystander intervention training for liquor license holders and property owners
 - Activity 12.4.c: Strengthen CHEERS program

Conclusion

In 2016-2016 UCM has continued to enhance our comprehensive efforts to prevent sexual assault, intimate partner violence, and alcohol and other drug abuse. Our institution continues to place a high value on the health and safety of our students. Strengths of our efforts include the existence of institutional level policies and procedures to address ATODV prevention and response, the university president's interest and investment of political capital on these issues, knowledgeable staff, engaged students, new human and operational resources for prevention and intervention, and measurable progress towards goals. Areas of improvement include resuming regularly scheduled coalition meetings, enhancing our efforts to addressing off campus behavior, engaging a broad range of faculty and staff in preventing these issues, and increased program evaluation of educational programs. Compared to most institutions nationally, UCM appears to be in the top tier of schools in our efforts to create a safe and healthy environment for students, and has received national press regarding this (Chronicle of Higher Education).