



UNIVERSITY OF
ST. THOMAS

BIENNIAL REVIEW OF THE UNIVERSITY OF ST. THOMAS

ALCOHOL AND DRUG ABUSE PROGRAMS

2022-2023 and 2023-2024

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I. Introduction

We are the University of St. Thomas, the Catholic University in the heart of Houston. We are committed to the Catholic intellectual tradition and the dialogue between faith and reason. By pursuing excellence in teaching, scholarship, and service, we embody and instill in our students the core values of our founders, the Basilian Fathers: goodness, discipline, knowledge, and community.

We foster engagement in a diverse, collaborative community. As a comprehensive university grounded in the liberal arts, we educate students to think critically, communicate effectively, succeed professionally, and lead ethically.

The Drug-Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an institution of higher education (IHE) such as the University of St. Thomas (UST) to certify it has adopted and implemented programs to prevent the abuse of alcohol and use or distribution of illegal drugs by UST students and employees both on its premises and as a part of any of its activities. At a minimum, each institution of higher education must annually distribute the following in writing to all students and employees:

- Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illegal drugs and alcohol by students and employees.
- A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illegal drugs and alcohol.
- A description of any drug or alcohol counseling, treatment, rehabilitation, or re-entry program that is available to employees or students.
- A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.

The law further requires that the institution conducts a biennial review of its program with the following objectives:

- Determining the effectiveness of the policy and implementing changes to the policy if they are needed; and
- To ensure that the sanctions developed are enforced consistently.

The biennial review must also include a determination as to:

- the number of drug and alcohol-related violations and fatalities occurring on the campus or as part of their activities that are reported to campus officials; and
- the number and type of sanctions the University imposes on students or employees as a result of such violations or fatalities.

The University of St. Thomas acknowledges its legal obligation to conduct a biennial review of compliance with the Drug-Free Schools and Communities Act and authorizes an administrative review to be conducted to determine if the university fulfills the requirements of the aforementioned Federal regulations.

The intention of this document is to meet the legal requirements of conducting a biennial review and also summarize the programs and activities related to alcohol and drug prevention on the University of St. Thomas campus during the 2022-2023 and 2023-2024 academic years.

a. Biennium Review Process:

UST acknowledges its legal obligation to conduct a biennial review of compliance with the Drug-Free Schools and Communities Act and authorized an administrative review to be conducted to determine if the college fulfills the requirements of the previously mentioned Federal regulations. The Assistant VP of Student Affairs, Associate VP of Human Resources, Director of Residential Life, Counseling and Wellness Services counselor, Assistant Dean of Students, Director of Athletics and Recreational Sports, and Assistant VP and Chief of Police are responsible for conducting the review and reporting on the findings. This group of University representatives meets at least annually to discuss the biennial review and review its outcomes.

In a cooperative effort, the following departments have focused efforts to implement programs to promote a healthy environment for the university community and enforce regulations for the prevention of alcohol and drug abuse:

- Residential Life Department
- Police Department
- Student Affairs Department
- Counseling Services
- Athletic Department
- Human Resources Department

Representation from each of the above areas was consulted when necessary during the preparation of the Drug-Free Communities School Act (DFCSA) Report.

The focus of the DFCSA review group is to collaborate in a joint effort to review the effectiveness of university alcohol and drug abuse programs and initiatives and to ensure compliance with U.S. Department of Education, The Drug-Free Schools and Campuses Regulations [EDGAR Part 86], reporting requirements.

b. Materials Reviewed

The following materials and programs were examined for the biennial review:

- Complying with The Drug-Free Schools and Campuses Regulations (EDGAR Part 86), A Guide for University and Campus Regulations prepared by the Higher Education Center

- The Higher Education Amendments of 1998 (P.L. 105-244) and the Drug-Free Schools and Communities Act Amendments of 1989, (P.L. 101-226)
- University of St. Thomas Drug and Alcohol Abuse Free Workplace and Campus policy, revised 2017
- Alcohol Use Policy, revised 2016
- Texas Alcoholic Beverage Code
- Residence Life policy and policies related to alcohol and drugs.
- University Police Department drug and alcohol arrest reports
- Summaries of conduct cases from Campus Housing and Dean of Students
- Summary of alcohol and other drug-free programming/events sponsored by the University
- A report from Counseling and Wellness Services on the Alcohol and Drug Programs offered to provide treatment for college students
- Student Handbook and Code of Student Conduct

II. Annual Policy Notification Process:

To ensure the UST community is aware of UST Drug and Alcohol Abuse Prevention Programs (DAAPP), the University has implemented procedures to distribute its DAAPP annually.

The UST community will receive an email to their University of St. Thomas email account at the beginning of each academic year. This notification is sent to the UST community at the beginning of the fall semester (August), at the beginning of the spring semester (January), and at the beginning of the summer semester (May). For those emails that are not delivered, paper copies are sent to the student's local mailing address.

The University of St. Thomas Drug and Alcohol Abuse Free Workplace and Campus document can be viewed in several places throughout campus including the Student Handbook, on the Dean of Students website, and on the MyStThom portal. There are also references to this policy and to drug and alcohol use and abuse in the Athletic Handbook, Code of Student Conduct, Student Handbook, and the Residence Life Policy and Procedures. Several of the policies are listed below:

2022-2023

- The Drug and Alcohol Abuse Prevention policy was distributed to the student body via email on December 2, 2022, May 4, 2023, June 12, 2023, July 24, 2023, and to employees on December 1, 2022, May 3, 2023, June 15, 2023, and July 24, 2023, and was made available in the Student Handbook, the MyStThom portal and on the Dean of Students website.
- The Alcohol Use Policy was posted on the MyStThom portal, in the Student Handbook and on the Dean of Students webpage. This policy was also discussed at the Student at the Risk Management Training, held annually in September.

2023-2024

- The Drug and Alcohol Abuse Prevention policy was distributed to the student body via email on November 11, 2023, April 26, 2024, and July 13, 2024, and to employees on October 16, 2023, February 12, 2024, and July 19, 2024, and was made available in the Student Handbook, the MyStThom portal and on the Dean of Students website. The policy included a summary of material meeting the requirements of the Department of Education.
- The Drug and Alcohol Abuse Policy was updated in 2017, through the Shared Governance process. The revised policy was sent to the campus community at the start of the fall 2017 semester and posted on the MyStThom portal, in the Student Handbook, and on the Dean of Students webpage. This policy was also discussed at the Risk Management Training, held annually in September.

III. Compliance with the Drug-Free Schools and Communities Act

The Drug-Free Schools and Campuses Regulations (EDGAR Part 86) lay out several requirements with which all institutions of higher education receiving any form of federal funding must comply, one of which is a biennial review. To understand the ramifications of not complying with this federal mandate, here are some data that illustrate the federal funding that supports financial aid for University of St. Thomas students during the 2022-2023 and 2023-2024 academic years.

2022-2023 Federal Dollars by Type

	Total
Federal Loans	\$14,709,946
Federal Grants	\$6,000,888
Federal Work-Study	\$173,096
Total	\$20,883,930

2023-2024 Federal Dollars by Type

	Total
Federal Loans	14,563,895
Federal Grants	7,904,050
Federal Work-Study	227,513
Total	\$22,695,458

The University of St. Thomas continues to be in compliance with the requirements of the Drug-Free Schools and Communities Act. The University of St. Thomas has adopted and implemented programs to prevent the abuse of alcohol and the use or distribution of illegal drugs by UST students and employees both on its premises and as a part of any of its activities, as demonstrated through this biennial review. In addition, the University of St. Thomas has a written policy on alcohol and other drugs and has developed a thorough method for distributing this policy to every student and employee. The written materials distributed each semester contain the following information:

- Standards of conduct that prohibit unlawful possession, use, or distribution of illegal drugs and alcohol on its property or as a part of its activities.
- A description of the health risks associated with the use of illegal drugs and abuse of alcohol.
- A description of applicable legal sanctions under local, state, or federal law.
- A description of counseling or treatment programs.
- A clear statement and description of the disciplinary sanctions the institution will impose on students and employees.

The University of St. Thomas utilizes a comprehensive framework to address alcohol and other drug use by implementing the following environmental strategies: policy, education, coalitions/collaboration, social life, academics, enforcement, intervention, and data/assessment. This document includes an overview of each of the strategies, and assessment data are included within each category.

IV. UST's Policy Concerning Alcohol and Drug Use

The University of St. Thomas is committed to providing students, faculty, staff, and visitors with a safe and healthful campus and workplace. The University recognizes the health risks associated with controlled substance use and alcohol misuse and is committed to supporting students and employees who seek treatment for these conditions. The University also recognizes that controlled substance use, and alcohol misuse diminish workplace and campus safety and undermine the University's ability to fulfill its mission of educating leaders of faith and character. The University of St. Thomas has therefore developed this Drug and Alcohol Abuse Policy. Compliance with this policy is considered a condition of employment and attendance at the university. All employees and students will be notified of this policy by publication.

a. Websites that Address University of St. Thomas Policies about Alcohol and Other Drugs
Faculty, staff, students, and visitors can find University of St. Thomas policies on several websites, including:

- Drug and Alcohol Abuse Policy - <http://www.stthom.edu/Campus-Student-Life/Dean-of-Students/Alcohol-and-Other-Drugs.agf>
- Code of Student Conduct - www.stthom.edu/dos
- Office of Dean of Students – www.stthom.edu/dos
- Student Handbook and Campus Housing Policy and Procedure - <https://www.stthom.edu/Campus-Student-Life/Dean-of-Students/Index.agf#StudentHandbook>
- Title IX Coordinator – www.stthom.edu/titleix

b. Student Organizations Summary

1. Use of Alcoholic Beverages

a) All University of St. Thomas students are responsible for complying with Texas Alcohol Beverage Code. Attention is called to the Texas Alcohol

Beverage Code that states specifically:

- i. No person under 21 years of age may use or be in possession of alcoholic beverages.
- ii. Persons 21 or over may not make alcoholic beverages available to minors.
- iii. Misrepresentation of age for the purpose of purchasing alcoholic beverages is a violation of the Texas Alcohol Beverage Code.

b) In addition to Texas Alcohol Beverage Code provisions, the following University regulations apply:

- i. The University prohibits the possession, consumption, distribution, or sale of alcoholic beverages, as defined by state code in or on any University of St. Thomas property, with the following exceptions:
 - The Assistant Vice President and Chief of Police permits the possession, consumption, distribution, and sale of alcoholic beverages, with advance approval, in areas designated by the University and under the supervision of the University of St. Thomas officials or the University of St. Thomas Police Department, subject to compliance with all university regulations and applicable Texas Alcohol Beverage Code. (See Alcohol Use Policy)

c. *Campus Housing*

Each year, the residence life student and professional staff are trained to enforce the community standards for a population of approximately 500 residential students regarding alcohol and drugs. Each resident is referred to the University Residence Life Policy and Procedures, located in the Student Handbook, for more information.

University residence hall alcohol and drug policies are defined as follows:

- Students are prohibited from consuming, transporting, and distributing alcohol; possessing or being in the presence of alcohol; or exhibiting disruptive behavior influenced by the use of alcohol. Alcohol found by staff will be disposed of immediately. Persons found in violation of this policy will be subject to the University Code of Student Conduct administrative or disciplinary sanctions intended to be proportionate and progressive, and include but are not limited to the following:
 - Warning, reprimand, and/or probationary period
 - Referral to an alcohol education program
 - Other educationally based actions
 - Termination of the housing contract and/or ineligibility for contract renewal
 - University probated suspension or expulsion
 - Possible arrest, imprisonment, or fine according to state alcohol laws
- *Guinan Hall and Clare Hall* – All Guinan Hall and Clare Hall residents and guests, regardless of age, are subject to the alcohol policy as defined above for

University residents. Alcohol is not permitted in either building. Residents are prohibited from exhibiting disruptive behavior influenced by the use of alcohol.

- Young Hall, Townhomes, and Off Campus Partnerships – All Young, Townhome, and Off Campus Partnership residents and guests below the age of 21 years old, are subject to the alcohol policy as defined above for University residents. Alcohol is only permitted in rooms where all residents are of legal drinking age, 21 years or older, and when all guests are of legal drinking age, 21 years or older. Only wine and beer are allowed in the residents, no liquor. Alcohol is not allowed in hallways or public spaces. Residents are prohibited from exhibiting disruptive behavior influenced by the use of alcohol.
- All illegal drugs as defined by Texas state law and any type of recreational drugs are strictly prohibited from all University residences and property. Drugs that fall into this category include but are not limited to, the following: marijuana, hashish, hash oil, cocaine, crack, LSD, inhalants, stimulants, depressants, hallucinogens, narcotics, designer drugs, anabolic steroids, and other substances that alter one's mental state. Students are prohibited from possessing, consuming, transporting, dealing, being in the presence of, or exhibiting disruptive behavior influenced by the use of the aforementioned substances and the intentional abuse of prescribed medications. Students are also prohibited from possessing paraphernalia such as bong, deseeding trays, roach clips, one-hitters, etc. Anyone found in violation of this policy may have his or her housing contract terminated and may be subject to University disciplinary action and possible arrest, imprisonment, or fine according to state and federal laws. Should an educational program be required, a cost to the student may be incurred.

d. *Student Organizations, Club Sports, and Intercollegiate Alcohol, Drug, & Illegal Substances*

Alcohol, drugs, and other illegal substances are not a part of the organization/club and/or intercollegiate athletic programs. Substance use by any individual while participating in a University-related activity may result in disciplinary action deemed appropriate by the Dean of Students. Consuming or being under the influence of alcohol, drugs, or other substances during any club or athletic-sanctioned or sponsored event is not permitted. This includes practices, home competitions, trips and/or away competitions (the entire duration of the trip), and special events. This is in effect for any club or team member, coach, volunteer, or advisor. Any deviation from this policy will result in immediate sanctions as deemed appropriate by the Dean of Students and further actions may be taken.

If a club or organization desires to serve alcohol at an on-campus event to attendees of legal drinking age, the Alcohol Use policy must be followed. The University does not fund alcohol for off-campus events hosted by student organizations. (See Alcohol Use

Policy)

*****All UST NCAA student-athletes must follow NCAA and University Athletics drug and alcohol policies*****

V. Alcohol and Drug Education Program Initiatives

Many departments on campus are involved in educating students and parents about alcohol and other drugs, including the Office of the Dean of Students, Counseling and Disability Services, UST Police Department, Health Promotion and Wellness Office, and Residence Life. Below is a summary of the University of St. Thomas' initiatives:

a. Goals/Program Outcomes

1. Increase UST community knowledge of basic drug and alcohol information.
2. Increase UST community knowledge of harm-reduction strategies.
3. Reduce binge drinking.
4. Develop a culture at UST in which abstinence and responsible drinking are endorsed by students
5. Encourage responsible decision-making in alcohol-related situations.
6. Increase knowledge of alcohol-related concerns.
7. Provide treatment and referral for substance abuse.

b. Prevention for Students

1. Freshmen Orientation

The Dean of Students and Counseling and Wellness Services at UST conducts programs during orientation for first-year students, held the week prior to the start of the fall semester. Some highlights of this program:

- a) Healthy Decision-Making
- b) Campus Resources
- c) Bystander Intervention

2. Residence Life Leadership Training

Residence Life student staff receive training each semester on the campus and residence life policies and procedures with regard to alcohol and drug use and abuse. They are taught the risks of use and abuse, the signs to watch for in their residents, and how to assist if they find a resident in trouble.

3. Risk Management Training

All student leaders attend the annual risk management training, which includes a review of the Alcohol Use Policy. (This training is offered 4 times per year to maximize attendance).

4. Prevention Programs and Initiatives

Various prevention programs are hosted throughout the year by the

Campus Life team. Prevention programs conducted in recent years include:

- a) NCAAW (National Collegiate Alcohol Awareness Week)
 - Information on underage drinking and drinking responsibly.
 - Pizza and root beer with fatal vision goggles and games
 - Facing the Wall interactive - students write on a “brick” how alcohol has impacted their lives.
 - Golf cart obstacle course with fatal vision goggles with mocktails
- b) Spring Break Awareness
 - Safety tips for spring break, responsible drinking, bystander intervention, magnets, and pens
- c) Letter to Students
 - Annual letter to all students regarding alcohol, drugs, and general safety while traveling for Spring Break.
- d) Safety Week
 - Informational posters displayed around campus about alcohol and drug use and abuse
 - Resource cards
 - Wrecked car display brings awareness to the effects of drinking and driving.

5. University Housing Programming Efforts

- a) In 2022-2023 there were various residential programs offered pertaining to alcohol or drug awareness, involving a total of 500 residents, which included poster campaigns, Wonderful Wednesday events, Safe Spring Break activities, and one-on-one wellness checks on residents by professional staff.
- b) In 2023-2024 there were various residential programs offered pertaining to alcohol or drug awareness, involving a total of approximately 500 residents which included poster campaigns, Wonderful Wednesday events, Safe Spring Break activities, and one-on-one wellness checks on residents by professional staff.

6. Prevention Programming Coordinated through Athletics

- a) Distributed alcohol, sexual assault, and drug abuse information to all student-athletes.
- b) Random drug testing for all student-athletes.

7. University of St. Thomas Police Department Programming on Alcohol and Other Drug Issues

The University of St. Thomas Police Department conducts a presentation for

students in the residence halls that includes the following topics:

- Alcohol Student Awareness
- Campus Safety
- Crime Prevention
- Drug Recognition
- Personal Safety
- Rape Prevention
- Practicing Proper Responsibility and Decision-Making

8. University of St. Thomas Websites that Focus on Alcohol and Other Drug Education

- UST Alcohol and Other Drugs - <http://www.stthom.edu/Campus-Student-Life/Dean-of-Students/Alcohol-and-Other-Drugs.agf>
- UST Drug and Alcohol Abuse Free Workplace and Campus Policy - <http://www.stthom.edu/Campus-Student-Life/Dean-of-Students/Alcohol-and-Other-Drugs.agf>
- University of St. Thomas Police Department – www.stthom.edu/upd

9. Social Life

Many of the University of St. Thomas areas have made a strong commitment to ensuring that University of St. Thomas students have access to substance-free events; thus, the majority of events hosted on campus are alcohol-free events. Here are some alcohol-free events that are hosted throughout the semester for the campus community:

- Varsity Athletic events and pep rallies – www.ustcelts.com
- Drama and Music Productions
- Speaker Series
- Wonderful Wednesdays, hosted by Guinan Hall, open to the campus community
- Celts' Day of Service
- Celts Got Talent
- All events can be found on the campus calendar, located on homepage, www.stthom.edu.

c. *Employee Assistance Program:*

The Human Resource Department provides all budgeted faculty and staff with free and confidential access to the Employee Assistance Program. The EAP is a university sponsored program that provides free and confidential assessments, short-term counseling, referrals, prevention and education services to employees and their dependents. The EAP also hosts a website with resources and assessment tools.

The Human Resource Department provides guidance and direction in the application

of all state and federal laws pertaining to substance abuse in the workplace. When abuse of alcohol or drugs is suspected in the workplace, Human Resource Department works with supervisors to determine effective action.

VI. Sanction Enforcement

The primary venues on campus that enforce policies and laws regarding alcohol and other drug use are the University of St. Thomas Police Department, Residence Life, Dean of Students, and Human Resources.

a. Penalties

1. Any employee or student admitting to or convicted of unlawful possession, use, or distribution of unlawful drugs and alcohol on campus, or at campus-sponsored events held off campus, will be subject to disciplinary action.
2. Employees and students may be referred to a drug and alcohol assistance or rehabilitation program in which they must maintain satisfactory participation.
3. Employees may be subject to disciplinary action up to and including suspension, suspension without pay, termination, and may be referred for prosecution.
4. Students in violation of the University of St. Thomas Code of Student Conduct and disciplinary procedures may be subject to disciplinary action up to and including probation, suspension, expulsion, and may be referred for prosecution.

Further information concerning disciplinary action and appropriate procedures for employees is available from Human Resources at 713-525-3813 and for students from the Assistant Vice President for Student Affairs at 713-525-3570.

b. Dean of Students and Residence Life

The Dean of Students reviews all incident reports involving alcohol and drugs on campus. The Dean of Students determines if there has been a violation of the Code of Student Conduct. When the incident is in campus housing, the Residence Life team decides if there has been a violation of Residence Life Policy as outlined in the University's Student Handbook. A student who is found to be in violation of the Code of Student Conduct and/or Residence Life Policy may be subject to a variety of sanctions as described in the Student Handbook. These sanctions may include the issuance of an oral or written warning or disciplinary procedures which may include a sanction of disciplinary probation, suspension, or expulsion from the University. In all student conduct cases, additional educational sanctions may also be assigned to assist the student in learning from the incident that they were involved with.

Listed below is a summary of the number of alcohol and drug related student conduct cases that have been adjudicated by the Dean of Students.

	2022-2023	2023-2024
Sanctions Alcohol Policy Violations	40	4
Sanctions Drug Policy Violations	4	2

The following sanctions were assessed regarding alcohol and other drug incidents.

Sanctions	2022-2023	2023-2024
Alcohol and Drug Education, HP&W	46	5
Housing Contract Terminated – Alcohol	0	1
Housing Contract Terminated – Drugs	0	1
Disciplinary Probation – Alcohol	0	0
Disciplinary Probation – Drugs	2	0
Safe College Referral	0	0

In addition to the standard case resolution process, the Dean of Students works with the University's Counseling and Disability Services office and the Health Promotion and Wellness office to formalize a referral process for at-risk students who may be in need of more formal assessments and counseling due to alcohol-related behavior. Staff members have also worked with academic advisors, as well as veterans and international student advisors, university athletics staff and coaches, and professional programs to present information to students regarding the University's standards of conduct and the policies on alcohol and drugs for the campus.

c. University Police Department

Liquor Law Violations			Drug Law Violations	
2022	Campus Disciplinary Action	Arrests	Campus Disciplinary Action	Arrests
On Campus	27	0	1	0
Student Housing**	26	0	0	0
Non-Campus	0	0	0	0
Public Property	0	0	0	0
2023	Campus Disciplinary Action	Arrests	Campus Disciplinary Action	Arrests
On Campus	22	0	1	0
Student Housing**	22	0	1	0
Non-Campus	0	0	0	0
Public Property	0	0	0	0
Information is based on the Annual Security and Fire Safety Report This report does not track Public Intoxication or Driving While Intoxicated Arrest. This count is limited to Clery counting standards.				
**Crime reported in the Student Housing Column is included in the On Campus column. **				

These statistics indicate cases as initially reported to the police. Further investigation

may reveal the case was unfounded or lacked sufficient evidence to result in the filing of criminal charges by the District Attorney's Office of Harris County.

The University has strived to change the philosophy of how liquor violations and referrals are processed in an effort to build the character of our student community.

d. Human Resources (Employees)

1. Human Resources' Employee Relations Data

UST offers an Employee Assistance Program (EAP) that Human Resources strongly encourages for employees facing challenges related to drug or alcohol use. This program provides confidential support and resources to help individuals navigate these difficulties and seek appropriate assistance. Access to such a program is essential in fostering a healthier, more supportive workplace while ensuring employees have the tools, they need to overcome personal challenges and maintain overall well-being." I have added these comments to the report.

e. University of St. Thomas' Treatment Programs for Students

1. Counseling and Disability Service

Counseling and Disability Services provides alcohol and other drug program referral information available to all students at the University of St. Thomas campus. These referral sources provide various services including Alcohol and Other Drug evaluations, outreach programming, recovery groups and educational classes that have been designed to meet the specific developmental needs of college students.

VII. Recommendations

- a. Create new programs on drug and alcohol prevention, so faculty, staff, and students are educated about alcohol and drugs throughout the year and their careers at UST.
- b. Enhance opportunities for educating UST employees about the dangers of drugs and alcohol via the Human Resource Department, UST Police Department, Student Affairs, and various healthcare and insurance providers.
- c. Deliver substance abuse training to faculty, staff, and student leaders to increase brief intervention and referral skills.
- d. Improve and increase communication of the Biennial Review Committee goals, objectives, and achievements with the campus community

VIII. Summary of Alcohol and Other Drug Program Strengths and Weaknesses

The University of St. Thomas is in compliance with the Drug-Free Schools and Campuses Regulations and is committed to having an effective Drug and Alcohol Abuse policy. UST consistently enforces standards of behavior related to Drug and Alcohol abuse and distributes the policy in writing to our students and employees.

a. Compliance Concerns:

- 1.** UST needs more posters throughout campus that promote a safe campus, but more importantly focus on alcohol and drug prevention/safety.

2. Enhance opportunities for educating UST employees about the dangers of drugs and alcohol via the Human Resource Department, UST Police Department, Student Affairs, and various healthcare and insurance providers.

b. Favorable Compliance:

1. UST distributes annually to each student, faculty, and staff a copy of the drug-free policy.
2. Semester meeting designed to keep the University on top of alcohol and drug prevention strategies.
3. The institution has developed and maintains alcohol drug-prevention policy.
4. The institution provides services and activities to promote a strong alcohol and drug-free campus environment.
5. Ensure students who enroll after the fall, spring, and summer semesters are receiving the annual notification.

The University organized a committee for engaging in a biennial review of compliance with the DFSCA and conducted a review to summarize and evaluate the effectiveness of the University's programs and activities related to alcohol and drug prevention during the 2022-2023 and 2023-2024 academic years.

The University of St. Thomas uses a comprehensive, environmental approach to address alcohol and other drug use on campus, focusing on policy, education, coalitions/collaboration, social life, academics, enforcement, intervention, and data/assessment. All components work together to ensure that University of St. Thomas students, staff, and faculty are provided with information and resources that promote a safe and healthy environment in an attempt to mitigate risk as it pertains to alcohol and other drug use.