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Drug-Free Schools and Campus Regulations

[Edgar Part 86]

Biennial Review Report

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Benedictine University Lisle

Benedictine University Mesa

December 31, 2022

BENEDICTINE UNIVERSITY

Drug-Free Schools and Communities Act [EDGAR Part 86] Alcohol and Other Drug Prevention Certification

The undersigned certifies that it has adopted and implemented a Drug and Alcohol Abuse Prevention Program (DAAPP) for its students and employees that, at a minimum, includes –

1. The annual distribution to each employee, and to each student who is taking one or more classes of any kind of academic credit except for continuing education units, regardless of the length of the student's program of study, of:

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

2. A biennial review by the institution of its Drug and Alcohol Abuse Prevention Program to:

- Determine its effectiveness and implement changes to its comprehensive alcohol and other drug prevention program and policies, if they are needed
- Ensure that its disciplinary sanctions are consistently enforced

Benedictine University
5700 College Road
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Charles Gregory
President, Benedictine University

Signature

11/21/2022

Date

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I. Introduction/Overview

The Drug-Free Schools and Communities Act (DFSCA), Part 86 requires that, as a condition of receiving funds or any other form of financial assistance under any federal program, an Institution of Higher Education (IHE) must certify that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees both on the institution's premises and as part of any of its activities. If audited, failure to comply with the Drug-Free Schools and Campuses Regulations may cause an institution to forfeit eligibility for federal funding.

Creating a program that complies with the regulations requires an IHE to do the following:

1. Prepare a written policy on alcohol and other drugs.
2. Develop a sound method for distribution of the policy to every student and employee each year.
3. Prepare a biennial review report on the effectiveness of its Alcohol and Other Drug (AOD) programs and the consistency of policy enforcement.
4. Maintain its biennial review report on file so that it can be submitted, if requested by the U.S. Department of Education, other entity or individual.

II. Biennial Review Process

To meet compliance with the DFSCA, Part 86, the 2022 Biennial Review Report provides an assessment of the drug and alcohol awareness and programming initiatives from the previous two academic years of 2020-2021 and 2021-2022. The objectives of the review as identified by the U.S. Department of Education include:

- Determining the effectiveness of and to implement any needed changes to alcohol and other drug programs; and
- Ensuring that the disciplinary sanctions for violating standards of conduct are enforced consistently.

Hard copy distributions of the Benedictine University Alcohol and Drug Policy (the "Policy") and the Drug and Alcohol Abuse Prevention Program (the "DAAPP") are available upon request. Biennial Review Reports are kept for three (3) years after the fiscal year in which the record was created.

The Policy and the DAAPP can be found on the University Police, Human Resources, Emergency Preparedness and Consumer Information web pages.

<https://ben.edu/resources/campus-safety/>

<https://ben.edu/resources/employment-opportunities/>

<https://ben.edu/emergency-preparedness/>

<https://ben.edu/office-of-institutional-compliance-and-risk-management/>

III. Annual Policy Notification and Distribution Process

It is the policy of Benedictine University (the "University") that the unlawful manufacture, distribution, dispensing, possession, or use of illicit drugs and alcohol is prohibited by students and employees on University property, as part of its activities or in facilities controlled by the University. Benedictine University has a vital interest in maintaining a safe and healthy learning environment for the benefit of all students, employees and guests. The following information in the Drug and Alcohol Abuse Prevention Program is provided in compliance with the Drug-Free Schools and Communities Act Amendments of 1989 and at a minimum is required to be distributed annually in writing to each employee and student.

All employees (faculty, adjuncts, staff and student workers) receive a copy of the Drug Free Workplace policy statement upon their hire. Faculty, adjuncts and staff are required to sign the Employee Acknowledgement form verifying receipt of the Faculty Handbook, the Adjunct Faculty Guide or the Employee Handbook acknowledging compliance with all University policies as a condition of employment.

The Biennial Review Report is updated every two years per Part 86 of the DFSCA.

The Chief of Police and the Emergency Preparedness Manager send an e-mail notification semiannually to all current students and employees providing the web page to access this program.

The Drug and Alcohol Abuse Prevention Program is located at: <https://ben.edu/wp-content/uploads/2022/02/Drug-and-Alcohol-Abuse-Prevention-Program-1.pdf> and at other Benedictine University web pages listed below.

Newly enrolled students receive written notification providing the website <https://ben.edu/resources/campus-safety/> to access this program.

- Notification will be provided to newly enrolled students in their Admitted Students Packet and their Advising Handbook.
- A link to the report is also available on the Advising Center (Lisle campus) web page at <https://ben.edu/advising-center/>.

Prospective students may visit Benedictine's University's web sites at:

- Lisle and Mesa Admissions - <https://ben.edu/admissions/>
- University Police - <https://ben.edu/resources/campus-safety/>,
- Drug and Alcohol Abuse Prevention Program - <https://ben.edu/wp-content/uploads/2022/02/Drug-and-Alcohol-Abuse-Prevention-Program-1.pdf>
- Student Life - <https://ben.edu/student-life/>

New employees receive the Annual Security and Annual Fire Safety Reports notification e-mail containing a link to The Drug and Alcohol Abuse Prevention Program located at: <https://ben.edu/wp-content/uploads/2022/02/Drug-and-Alcohol-Abuse-Prevention-Program-1.pdf> in their new hire training materials during new hire orientation.

Current and Prospective Employees may visit Benedictine's University web site at: <https://ben.edu/resources/employment-opportunities/>
<https://ben.edu/wp-content/uploads/2022/02/Drug-and-Alcohol-Abuse-Prevention-Program-1.pdf>

IV. Alcohol and Other Drug (AOD) Program Goals

Benedictine University is committed to ensuring, to the best of its ability that its students, staff and faculty are aware of the dangers of abuse of AODs, have appropriate information and resources, and are subjected to appropriate enforcement regarding the inappropriate or illegal use or abuse of such substances on campus and at other venues that involve university community members. As in the case of many universities and colleges across the United States, AOD efforts directed to University students focus on harm reduction, recognizing the reality of alcohol and drug abuse among late adolescents and young adults in this country. At the same time, however, the University fully supports those who choose to remain abstinent from the use of alcohol or other drugs, and it seeks to provide a broad array of activities that are alcohol and drug-free.

The University employs a diverse menu of strategies and programs to address AOD abuse among its students, staff and faculty. Student Affairs, Athletics, University Police, Student Health Services and the

Counseling Center along with other departments on campus work together to deliver programs to the students, staff and faculty in our community.

The University believes that efforts to prevent AOD abuse are most likely to succeed when they involve collaborative interactions with all relevant stakeholders. These include university officials and administrative staff, students and parents, County Health Departments and local hospitals, and a variety of mental health and other caregivers in the community, as well as local and state lawmakers and officials.

The DAAPP provides employees and students with an appropriate and comprehensive continuum of AOD related education, prevention intervention, counseling and referral. The DAAPP describes standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by employees and students on its property or as part of any of its activities. The DAAPP also includes (1) a description of the applicable legal sanctions under federal, state, and local laws for the unlawful possession or distribution of illicit drugs and alcohol; (2) a description of the health risks associated with the use of illicit drugs and abuse of alcohol; (3) a description of drug and alcohol programs (counseling, treatment, and rehabilitation) that are available to employees and students; and (4) a clear statement that the University will impose disciplinary sanctions on employees and students for violations of the standard of conduct.

V. Programs Addressing AOD Use and Abuse

Lisle

The University's Student Health Services is dedicated to a pro-active approach to the education and prevention of alcohol and other illegal drug use. Awareness that the use and abuse of AODs are a severe impediment to the overall success of students and employees has led to the implementation of programs that strive to communicate the dangers and consequences of such use.

In addition to the programs that took place during the year, Student Health Services maintains a collection of materials located inside the office providing evidence-based resources regarding the harmful effects of alcohol and substance abuse. Furthermore, the Counseling Center has resources for students regarding information on AODs, recommendations for speaking with students concerning the dangers of underage drinking, self-assessment screenings, and contact information for area treatment facilities. Student Health Services regularly posts informational pamphlets on alcohol related topics. Typically, the subject of the alcohol related topic is chosen based on what is occurring on campus and what is occurring in the world outside of campus. Additional information during Homecoming, Halloween, Final Exam Week, and Spring break are just a few times during the course of the academic year where pamphlets on alcohol dangers, poisoning, sexual assault secondary to abuse of alcohol, monitoring alcohol consumption and the effects of alcohol consumption are available through Student Health Services.

The University Student Health Services will refer students to the local hospital for assessment or back to their primary care physician.

The Counseling Center regularly posts information on their bulletin board about the effects of drug and alcohol use and warning signs of drug and alcohol misuse. The Counseling Center also offers students alcohol and drug education and resources, brief assessment, and referral. Call (630) 829-1800 for information or an appointment.

Alcohol education programs are conducted routinely at Benedictine University. Students having trouble with alcohol or drug use are encouraged to talk with a staff member in Student Health Services, the Counseling Center, the Dean of Student Affairs, or other members of the University staff.

Partnering with the DuPage County Health Department, University Police officers are trained to identify individuals experiencing an overdose due to Heroin, Morphine, Codeine, Oxycodone, Methadone and Vicodin and have been supplied with Narcan antidote kits to administer at the scene of a drug related medical emergency.

An online Alcohol and Drug program was developed within D2L, the University's learning management tool, which will be used in place of the Substance Abuse Prevention Program (SAPP) class for students who received an administrative citation. Completing this training will forgive the first offense citation.

Three alcohol/drug awareness videos called "Sobering Moments" were created which are available on YouTube, in addition to our random alcohol/drug educational presentations, to student, faculty and staff.

[ComPsych Guidance Resources](#) is a company sponsored benefit that is available at no cost to Benedictine University benefits-eligible employees and their dependents that offers confidential support, resources and information to get through many of life's challenges. The Employee Assistance Program (EAP) is a service staffed by experienced clinicians and is available by calling toll-free at (877) 595-5284 24 hours/day, seven days a week. A Guidance Consultant may refer the employee to a local counselor or to resources in their community regarding substance abuse.

[Blue Cross and Blue Shield of Illinois](#) (BCBSIL) manages behavioral health services (mental health and substance use disorders) for all PPO and PPO/HSA members. PPO members contact Behavioral Health Services at (800) 851-7498.

The BCBSIL Behavioral Health Program encompasses a portfolio of resources that help BCBSIL members access benefits for behavioral health (mental health and substance abuse) conditions as part of an overall care management program. It also allows BCBSIL clinical staff to assist in the early identification of members who could benefit from co-management of behavioral health and medical conditions.

For HMO members, all behavioral health services (mental health and substance use disorders) are managed by the member's Primary Care Physician (PCP) or Medical Group/Independent Practice Association (MG/IPA). An HMO member's care is coordinated by one doctor who knows the health history, current issues and medication, and how that may affect the member's health. A PCP or MG/IPA is available 24/7.

Key elements of the Residence Life Alcohol policy include:

- Alcohol possession and consumption in University residence halls and apartments are regulated. Students must apply for an Alcohol Use Permit, which incorporates a mandatory alcohol policy information session;
- Policy prohibits any activity that promotes excessive drinking (e.g. drinking games), and use of alcohol in advertisement of events;
- Policy emphasizes bystander intervention and includes a Good Samaritan clause.

Mesa

The Mesa campus works to provide a holistic approach to education and prevention of alcohol and drug use and abuse across the campus and from community partners. The City of Mesa Police Department periodically provides supplemental programming and educational opportunities for students to understand laws and effects of alcohol and drug use.

The faculty and staff work diligently to connect with each student as they enter our campus community and depending on their affiliations within the community. For all students, materials and information is provided to all students during the new student orientation sessions each fall and spring semester. Student athletes participate in additional training as outlined and required by the NAIA. Student athlete's complete alcohol and drug education programming upon being invited to join a Redhawk athletic team and before they are permitted to practice or compete. All coaching staff and athletic department administrators also complete this training at the time they are hired. Completed training is reported to the athletic department administration and also through the NAIA national offices.

All residents at the Alhambra receive additional presentations and training to review the University's alcohol and drug policies and also to understand the impact of use and abuse of alcohol and drugs. These trainings occur during opening meetings of the residence hall each semester and periodically as deemed necessary by the residence life and student affairs staff. The Mesa campus does not host housing areas that permit the use of alcohol or drugs thereby enforcing a no-alcohol policy in the residence hall.

A variety of support services are provided to students, faculty and staff who may believe they or a loved one is struggling with alcohol or drug dependency. Faculty and Staff are provided Employee Assistance Program support services to provide alcohol and drug counseling. Students can meet with an expert counselor through the campus's partnership with Catholic Charities at no charge to the student. Additionally, services are provided through TelaDoc for students to meet with a mental health professional 7 days a week virtually. Finally, the SOBA Recovery Center is a local treatment facility that provides in and outpatient treatment services for a fee (insurance may cover costs). Contact 877-978-7321 for more information or go to <http://sobamesa.com>.

ComPsych Guidance Resources is a company sponsored benefit that is available at no cost to Benedictine University benefits-eligible employees and their dependents that offers confidential support, resources and information to get through many of life's challenges. The Employee Assistance Program (EAP) is a service staffed by experienced clinicians and is available by calling toll-free at (877) 595-5284 24 hours/day, seven days a week. A Guidance Consultant may refer the employee to a local counselor or to resources in their community regarding substance abuse.

Blue Cross and Blue Shield of Illinois (BCBSIL) manages behavioral health services (mental health and substance use disorders) for all PPO and PPO/HSA members. PPO members contact Behavioral Health Services at (800) 851-7498.

The BCBSIL Behavioral Health Program encompasses a portfolio of resources that help BCBSIL members access benefits for behavioral health (mental health and substance abuse) conditions as part of an overall care management program. It also allows BCBSIL clinical staff to assist in the early

identification of members who could benefit from co-management of behavioral health and medical conditions.

For HMO members, all behavioral health services (mental health and substance use disorders) are managed by the member's Primary Care Physician (PCP) or Medical Group/Independent Practice Association (MG/IPA). An HMO member's care is coordinated by one doctor who knows the health history, current issues and medication, and how that may affect the member's health. A PCP or MG/IPA is available 24/7.

VI. Policies Addressing AOD Use and Abuse

Benedictine University Alcohol and Drug Policy: Per the Drug-Free Schools and Communities Act, IHEs receiving federal financial assistance are required to establish drug and alcohol abuse prevention programs for students and employees. The University policy sets clear standards of conduct and institutes firm and consistent enforcement practices. The law also requires the University to provide students and employees with information on applicable laws regarding alcohol and drugs, health risks of drug and alcohol abuse, available counseling and treatment programs and sanctions the University will impose for a violation of its standards of conduct.

Link to the <https://ben.edu/wp-content/uploads/2022/02/Benedictine-University-Alcohol-and-Drug-Policy.pdf>

Good Samaritan Provision: Whenever a student assists an intoxicated individual in procuring the assistance of local or state police, community safety officer, University Housing and Residence Life staff, or other medical professional, neither the intoxicated individual nor the individual(s) who assists will be subject to formal University disciplinary sanctions (such as probation, suspension in abeyance, suspension or expulsion) with respect to the alcohol incident. This provision does not preclude disciplinary action regarding other violations of University standards such as theft, sexual harassment/assault, vandalism, etc. This provision offers a health-focused response to the incident rather than a disciplinary consequence and does not excuse or protect those individuals or organizations that deliberately or repeatedly violate the Policy as outlined in the Student Handbook.

Drug-Free Workplace: Benedictine University is committed to providing its employees with a safe, healthy and productive environment by maintaining a drug and alcohol-free workplace. Our students depend on us to be alert and attentive to their needs. Therefore, Benedictine University does not tolerate substance abuse. If we feel the safety or well-being of any person is jeopardized, we reserve the right to take whatever action is necessary.

When there is reasonable cause to believe that an employee is under the influence of drugs or alcohol, medical testing will be required. Testing will also be done following a work-related accident involving injuries and/or significant property damage and on a random basis. Test results, or refusal to participate in testing, may lead to corrective action up to and including termination of employment.

Employees are encouraged to seek confidential referral and assistance in dealing with substance abuse issues. The Student Health Services Office has information on local agencies and organizations to contact for the assessment and treatment of substance abuse. There is an employee assistance program through the University's employee health insurance. For information contact the Employee Assistance Program (EAP) through ComPsych Guidance Resources by calling toll-free at (877) 595-5284 24 hours/day, seven days a week. A Guidance Consultant may refer the employee to a local counselor or to resources in their community regarding substance abuse.

Residence Life Alcohol Policy: The Residence Life Alcohol Policy is intended to further the objectives of the Benedictine University Alcohol and Drug Policy. The purpose of the Residence Life Alcohol Policy

is to establish appropriate guidelines to exercise the privilege of the use of alcohol within Student Housing consistent with state law and University policy and which assure the safety and well-being of both students and guests. The policy also reflects the Student Handbook’s student conduct standard entitled “Responsibility to Ourselves,” which encourages personal integrity, accountability and personal health, as well as a deliberate effort to avoid practices, which harm the body and mind, including the excessive consumption of alcohol.

Student Affairs Conduct Process: One must treat oneself with respect to fully engage in the pursuit of an education. This means many things, but such self-respect is a fundamental commitment to personal integrity and individual wellness. Those who are committed to personal integrity show a willingness to be held accountable for their own actions. They conduct themselves honestly, thoughtfully and consistently within the values of the community. In addition, they strive for comprehensive personal health. In doing so, they avoid practices which harm the body and the mind such as excessive consumption of alcohol or the recreational use of drugs. They endeavor to develop self-esteem and feel called to live in ways that exhibit leadership, ethics and values. All students are required to pursue their academic studies to the best of their abilities. Students may lose privileges (on-campus housing, parking, etc.) if they do not maintain their commitment to their coursework.

VII. Campus Alcohol and Drug Violations

The numbers below are the tracking of arrests and referrals made relating to alcohol and AODs in the last two (2) academic calendar years, September 1 – August 31 for 2020-2021 and 2021-2022.

Chief of Police, Director of University Housing and Residence Life, Dean of Students, Senior Academic Advisor, and Director of Athletics meet weekly to address incidents and determine if staff would meet with the students. It has been determined that the fines and contact with University Police has been a good deterrent.

Lisle Campus

Arrests	On Campus		On Campus Housing	
	2020	2021	2020	2021
Liquor Law Violations	1	0	0	0
Drug Law Violations	0	0	0	0

Referrals	On Campus		On Campus Housing	
	2020	2021	2020	2021
Liquor Law Violations	7	57	7	56
Drug Law Violations	7	3	7	0

Types of Sanctions	Lisle Campus	# in 2020-2021	# in 2021-2022
Warning	28	10	18
Restitution	1	0	1
Monetary Fine	3	3	0
Disciplinary Probation	0	0	0
Counseling Treatment	0	0	0
Residency Probation	2	2	0
Community Service	59	4	55
Behavioral Contract	1	0	1
Special Projects	69	3	66
Suspension	1	1	0
Expulsion	1	1	0

Mesa Campus

Arrests	On Campus		On Campus Housing	
	2020	2021	2020	2021
Liquor Law Violations	0	0	0	0
Drug Law Violations	0	0	0	0

Referrals	On Campus		On Campus Housing	
	2020	2021	2020	2021
Liquor Law Violations	0	0	0	0
Drug Law Violations	0	0	0	0

Types of Sanctions	Mesa Campus	# in 2020-2021	# in 2021-2022
Warning	0	0	0
Restitution	0	0	0
Monetary Fine	0	0	0
Disciplinary Probation	0	0	0
Counseling Treatment	0	0	0
Residency Probation	0	0	0
Community Service	0	0	0
Behavioral Contract	0	0	0
Special Projects	0	0	0
Suspension	0	0	0
Expulsion	0	0	0

Campus Alcohol and Drug Violations – cont.

- a) Any person who violates the Benedictine University Alcohol and Drug Policy (the “Policy”) or applicable laws while on University property or while participating in a University activity will be subject to disciplinary sanctions and/or arrest and referral for criminal prosecution.
- b) Faculty, staff and students are responsible for conduct of their guests on property owned or controlled by the University or as part of any on-campus or off-campus University activity.
- c) Students are responsible to seek immediate assistance for any person known to be experiencing a crisis resulting from the consumption of alcoholic beverages or the use of illicit drugs. Students seeking such assistance who are themselves under the influence and the student who is in need of assistance will not receive a sanction under this Policy.
- d) Students found to be in violation of this Policy will be issued a citation, which will initiate the **Student Affairs Conduct Process**. Disciplinary sanctions for students range from a warning to expulsion as provided in the Student Handbook. See below.
- e) Students who have been convicted under state or federal law involving the possession or sale of a controlled substance are ineligible for federal student aid for specific periods, ranging from one year to an indefinite period depending on the nature of the offense and whether the student is a repeat offender.
- f) Employees found to be in violation of the Policy or applicable laws will be subject to University disciplinary procedures up to and including dismissal from employment.
- g) The University is committed to referring members of the community for appropriate treatment and education through its **Employee Assistance Program**.

Sanctions

The following sanctions may be imposed upon any student found to have violated the standards as defined in the Benedictine University Student Handbook. This does not and cannot include all information that may lead to sanctions. Sanctions are defined and imposed as follows:

A. Warning: A written statement to the student indicating disapproval of their conduct or violation of regulations, and stipulating that continuation or repetition of such action may be cause for more severe judicial action.

B. Restitution: Reimbursement for damage to or mishap of property. Restitution may take the form of monetary compensation or the appropriate service to repair damages and may be combined with another type of sanction.

C. Monetary Fine: Financial assessment imposed according to specific sums stipulated in published rules and regulations, or when no sum is so stipulated, according to the merits of the case and established precedents. Students may opt to take an alcohol and drug awareness course (first offense only) to have their fine removed from their account.

D. Disciplinary Probation: The student is informed in writing that any subsequent misconduct or violation of institutional regulations during a specified period will be evaluated within the context of their probationary status and may result in suspension or expulsion. The terms of probation apply during the period of probation and may include any of the following:

1. May not become an officer or student representative in any University organization or committee;
2. May not represent the University at any public function, including intercollegiate or co-curricular activities; or
3. May not be eligible for scholastic honors or distinctions.

E. Counseling or Psychological Treatment Mandate: If deemed necessary due to physical or psychological problems, a student can be required to provide a release of information form to verify psychological/substance abuse/evaluation and may have further treatment mandated as a condition of enrollment.

F. Residency Probation: The student is informed in writing that their general behavior in the residence hall indicates that they are not able to appropriately adjust to group living, and that any subsequent misconduct or violation of institutional regulations may result in the termination of their residence hall contract. In such cases, room and board charges will not be prorated or refunded.

G. Community Service: The student will be assigned a task to complete that will, on many occasions, relate to the inappropriate behavior. A timeframe will be set up for the completion of this task and the student will be assigned a supervisor to whom to report.

H. Behavioral Contract: A contract between the student and the University that limits student activities and spells out specific consequences for violation of the contract may be issued.

I. Special Projects: An assignment relating to the offense may be issued as a possible sanction. (such as Bystander Training).

J. Suspension: The student is informed in writing they must leave the University community temporarily. Suspension shall be interpreted to include any or all of the following stipulations: the student may not attend classes, contact faculty, reside on campus or visit residence halls, cohort locations, and participate in campus activities or exercise student privileges. Suspension may be specified as follows:

1. Terms: suspension may be stipulated for a specified period. After the suspension period, the student is automatically eligible for readmission.

2. Conditional: suspension may be stipulated for an indefinite period of time premised on the student's accomplishment of certain specified conditions.

3. Interim: The University reserves the right to suspend a student on an interim basis when circumstances and facts indicate the student's continued presence on the campus constitutes an unreasonable danger to institutional property, the student or others.

Interim suspension may be interpreted to permit all of the stipulations stated above, or may permit students to continue attending classes while they are suspended from representing the University in extracurricular activities, including intercollegiate athletics.

K. Expulsion: The student is informed in writing that they are permanently separated from the University.

VIII. AOD Information and Available Services

The University recognizes that substance abuse and dependence are treatable disorders. The University encourages employees and students to utilize treatment services and referral resources to address these serious conditions. The University provides the following support services to faculty, staff and students:

Faculty and Staff Assistance Programs and Services

- [Family Medical Leave](#)
- [ComPsych Guidance Resources](#)
- [Blue Cross Blue Shield of Illinois](#)

Student Assistance Programs and Services

- Lisle Campus Student Health Services and Counseling Center
- Alcohol and Drug Self Assessments
 - [AlcoholScreening.org](#)
- Local Health Care Options
- [DuPage County Health Department](#)
- [Maricopa County Health Department](#)

IX. AOD Program and Policy Strengths and Weaknesses

Strengths - Lisle

- Since the Residence Life Alcohol Policy was implemented, education has been provided to students with permits.
- The Employee Assistance Program (EAP) provides at no cost to employees and their dependents a variety of resources and support provided by experienced clinicians.
- University Police Officers have been trained to identify opioid addictions and are supplied with Narcan antidote kits.
- Resident Assistants have been trained to administer Narcan. This training will be given annually in the fall prior to the start of the new academic school year.
- A committee has been established and meets regularly across all campuses to discuss improvements and necessary changes to not only effectively meet compliance expectations, but also to help education and prevent alcohol and drug related incidents.

- Campuses have the autonomy to implement programming appropriate to their specific population.
- In the University's Campus Climate Survey which went out to all students we added a few questions about alcohol and drug prevention programming. We need to continue with this type of questioning to better understand if our programming is being effective.
- Bystander Intervention Training was implemented to assist students to take a leadership role in addressing fellow students who are violating University policies.
- D2L Alcohol Education
- In the past during Club Ben events, alcohol was served. We have since eliminated alcohol being served at these events which allowed the participants to focus on having a good time dancing and being social with friends.
- In our residence halls and apartments, students who are 21 years of age may obtain an Alcohol Permit allowing them to have a party. A policy and procedure have been established so all residents know the expectations of the University.

Strengths – Mesa

- All students receive some type of alcohol and drug programming at the point of initial enrolment to our campus through orientation sessions, and programming specific to certain populations (i.e. athletes, residents).
- Community relationships with Mesa Police provide an opportunity to build upon programming done by University staff or faculty and reinforce messaging and the importance of responsible decision-making.
- Faculty and Staff receive support through the employee assistance program provided by the University human resource office.
- Alcohol and drugs are prohibited in on-campus University housing.

Weaknesses - Lisle

- With locations in Illinois and Arizona and an online format, it is challenging to ensure that all students are as aware as possible of the information provided to them.
- We need to better connect with students who might not attend planned functions to ensure distribution of information on the alcohol and drug policy.
- Staff on the campuses varies which affects the ability for programming to occur consistently on each campus.
- The University had a limited amount of alcohol and drug awareness programming for all students on the Lisle campus.
- The alcohol and drug prevention programming questions added to the Campus Climate Survey needs to be expanded. We need to find a way to reach the students with more probing questions about alcohol and drug use and abuse to reach the students effectively.

Weaknesses – Mesa

- A large number of students are commuters or live in private housing; we cannot monitor nor do we fully understand the extent of use in these areas.
- Follow up with students who did not attend organized orientation sessions to ensure they receive the information;
- We need to better understand and evaluate overall use of alcohol and drugs on the Mesa campus through implementation of the climate survey.
- Being a campus team with all wearing several hats, we can, at times, be pulled in too many directions.

X. AOD Program and Policy Recommendations

- Greater collaboration with community partners to bring health-related presentations to campus
- Identify students interested in helping their peers to get help with alcohol/drug use/abuse and to receive help;
- Implement first-offense forgiveness policy for Mesa campus students for alcohol-related violations;
- Provide alcohol and drug education and prevention resources through the advising handbook provided to new students;
- The Student Health Services will offer online programming regarding warning signs for alcohol and drug misuse and information on support groups and referrals;
- Creation of Peer Health Advocates to develop and deliver AOD and related programming.
- Research more potential speakers and professional partnerships with groups such as Alcoholics Anonymous, DuPage County Health Department, etc.
- Identify opportunities/programs that can be implemented across campuses for efficiency and consistent communications.
- Continue to improve on how the University distributes and makes available all alcohol and drug policy, procedures and prevention programs to all students and employees.
- To develop a more intentional effort to engage athletes through their normal orientation programming and ensure their orientation programming (done online) is effective.
- To do the same with other groups of students ensuring we establish multiple points of contact within student circles.
- Mock Alcohol Parties was a program which started several years ago, coordinated through University Police, and the Residence Life staff. Resident students would discuss responsible partying, bystander intervention and sexual assaults. This program will be reintroduced adding more education and awareness training on the effects of alcohol and drugs.
- Removal of alcohol permit process and create an alcohol education program which is presented to all resident students.

XI. Additional Resources

Alcohol and Drug Policy Committee Members:

- Kevin Broeckling, Chief Executive Officer (Mesa) (602) 888-5507
- Brad Delphey, Director, Campus Safety (630) 829-1101
- Michi Dubes, Emergency Preparedness Manager/Safety Specialist (630) 829-6364
- Jen Manola, Director, Food Service (630) 829-6380
- Marco Masini, Dean, Student Affairs (630) 829-6006
- Kevin Rappel, Director of the Office of Institutional Compliance and Risk Management (630) 829-6404
- Lou Simios, Director (630) 829-6085
- Debra Vanderploeg, Interim Chief of Police (630) 829-1104
- Kelly Zapp, Manager, Human Resources (630) 829-6031

Benedictine University - Lisle Campus Annual Security and Fire Safety Reports - Clery Act Calendar Year January 1 - December 31, 2021

<https://ben.edu/wp-content/uploads/2022/09/Lisle-Annual-Security-and-Fire-Safety-Report-2022.pdf>

Benedictine University at Mesa Annual Security and Fire Safety Reports – Clery Act Calendar Year January 1 – December 31, 2021

<https://ben.edu/wp-content/uploads/2022/09/Mesa-Annual-Security-and-Fire-Safety-Report-2022.pdf>