



Northwest Nazarene University
Drug and Alcohol Abuse Prevention Program
Biennial Review

November 2020

Introduction to Biennial Review

Federal Drug-Free Schools and Campuses Regulations require institutions of higher education to conduct a biennial review of their alcohol and other drugs programs and policies to determine program effectiveness and consistency of policy enforcement and to identify and implement any changes needed to either. The required review has two objectives:

1. To determine the effectiveness of, and to implement any needed changes to NNU's Drug and Alcohol Abuse Prevention Program.
2. To ensure that NNU enforces the disciplinary sanctions for violating standards of conduct consistently.

NNU will perform a review every two years. Each report will review the Drug and Alcohol Abuse Prevention Program's effectiveness for the previous two academic years.

Research Methods and Data Analysis Tools for Biennial Review

NNU will conduct the biennial review of its Drug and Alcohol Abuse Prevention Program. Each institution of higher education faces its own unique set of challenges in regards to the prevention of drug and alcohol abuse. The details of each institution's review can and should adjust to strategically address the specific alcohol and other drug issues faced by their students.

The various methods and tools used for the biennial review may include but are not limited to the following:

- Campus surveys including students and employees
- Interviews with students and employees
- Residential Life Office records regarding incidents that reported the use or abuse of alcohol and other drugs including sanctions and disciplinary action taken
- Campus Safety Office records regarding incidents that reported the use or abuse of alcohol and other drugs including any available information from local law enforcement
- Human Resources Office records regarding incidents that reported the use or abuse of alcohol and other drugs including sanctions and disciplinary action taken
- Evaluation of programs used to assist with the prevention of drug and alcohol use and abuse that were administered during the academic years being evaluated by the biennial review
- Other Universities' Drug and Alcohol Abuse Prevention Programs

Responsible Offices and Officials for Biennial Review

NNU's commitment to a drug and an alcohol-free University is a campus wide effort. In conjunction with other offices and individuals across campus, the following offices and officials work together to produce the biennial review.

Responsible Office

Student Life Office
Human Resources Office
Financial Aid Office
Campus Safety

Responsible Individual

VPA for Student Engagement
Human Resources Director
Senior Director of Financial Aid, Financial Aid Officer
Campus Safety Director

Availability of Biennial Review

NNU's biennial review is available to students, applicants, parents, employees and the general public. Any interested party can request a copy of the biennial review on the [website](#) or by contacting the Student Life Office at studentlife@nnu.edu, or 208 467-8643.

Enforcement and Consistency of Disciplinary Sanctions

NNU is a drug and alcohol- free campus. The University seeks to abide by all drug and alcohol related policies, regulations and laws, and to impose consistent disciplinary sanctions against those students and/or employees who violate said policies and laws consistent with local, State or Federal law.

In reviewing each offense listed below, there were no irregularities or inconsistencies found in the disciplinary action taken. NNU will continue to strive for each individual offense to be handled fairly, consistently and in accordance with policies and regulations. Should a student feel that disciplinary action taken or not taken was unfair or inconsistent with any drug or alcohol use or abuse policy, he/she should contact the VP of Student Life. Should an employee feel that disciplinary action taken or not taken was unfair or inconsistent with any drug or alcohol use or abuse policy, he/she should contact the Human Resources Office. All such concerns will be taken seriously.

Students

The data below represents the number of drug and/or alcohol offenses committed by *students* in the previous two academic years.

Academic Year Number of Offenses Outcomes/Action Taken

2018-2019

8 Incidents: 8 Probations*, 0 Suspensions
(3 alcohol, 5 drugs)

2019-2020 (closed campus early for Covid)

4 Incidents: 4 Probations*, 0 Suspensions
(2 alcohol, 2 drugs)

Each offense was reviewed according to NNU's policies and all disciplinary action taken was consistently applied based on the unique circumstances of each situation. **Besides Probation and Suspension, action taken may include, but not be exclusive to, mandatory counseling, community service, mentoring, fines and loss of privileges.

Employees

The data below represents the number of drug and/or alcohol offenses committed by employees in the previous two academic years.

Academic Year Number of Offenses Outcomes/Action Taken2018-2019

0 Incidents/Not Applicable

2019-2020

0 Incidents/Not Applicable

Because there were no offenses by employees in the last two academic years, there was no disciplinary action needed.

Drug and Alcohol Abuse Prevention Program Goals and Achievement

NNU strives to be a drug and alcohol- free campus. Therefore, the ultimate goal of our Drug and Alcohol Abuse Prevention Program is to help us achieve that high standard. The University realizes that this may not always be possible and that students or employees can have struggles with drug and/or alcohol abuse while attending or being employed at NNU.

The following program goals outlined below have been developed.

- To establish a drug and alcohol -free campus
- To educate the campus on the importance of abstaining from drugs and alcohol and the dangers of the use and abuse of drugs and alcohol
- To ensure that all disciplinary action taken in regards to a violation of any drug and alcohol policy is administered fairly and consistently

Drug and Alcohol Abuse Prevention Program Strengths and Weaknesses

NNU's Drug and Alcohol Abuse Prevention Program was first formally assessed in Fall 2017. This 2020 biennial review is only the second opportunity we have had to fully assess the program. Outlined below are several strengths and weaknesses that the University has ascertained for our Drug and Alcohol Abuse Prevention Program.

Strengths

- NNU's Lifestyle Guidelines help prevent the use and abuse of drugs and alcohol by students and employees. Many prevention programs are reactionary in nature. These programs tend to focus on education, and they encourage the campus to only drink in moderation and to avoid illegal drugs. Because a large number of college students experiment with drugs and alcohol on college campuses across the country, typical prevention programs often focus on how to help someone after they have abused drugs or alcohol. These are all good and necessary components of any program. However, NNU focuses on prevention from the start. All students and employees are required to commit to abstaining from all drugs and alcohol. Even students or employees that are of legal drinking age are required to refrain from drinking any alcohol and to commit to living by that standard prior to enrollment or employment. As such, many of NNU students and employees are in the practice of not using drugs or drinking alcohol before ever arriving on campus. Students

that are of a legal drinking age would not violate an alcohol policy at many other schools, but they would show as an offender of NNU's policy.

- NNU's residential environment has many built in safeguards. This is most especially true for students living in one of the on-campus housing facilities. Students have consistent and personal interaction with a Resident Director (RD), Resident Assistant (RA), Peer Educators, Campus Chaplains and other campus leaders. These personal relationships provide meaningful opportunities for students struggling with drugs or alcohol to reach out for help. In addition, the NNU Wellness Center provides caring and confidential support to any student or employee struggling with these issues.

Weaknesses

- One weakness of NNU's Drug and Alcohol Abuse Prevention Program is the fact that the program has not officially been held in one central office, therefore a coordinated, best practices model has built-in road blocks, with lack of communication between various individuals and departments doing good work, but without institutional knowledge.
- Because NNU is a Christian campus, and students and employees are required to completely abstain from the use and abuse of drugs and alcohol, it could be possible for the University to assume there is not a drug or alcohol problem on campus; and/or students and employees will be reluctant to admit the need for help and hide their drug and alcohol use. The University will continue to monitor its prevention program to evaluate its effectiveness.

Procedures for Distributing Annual Drug and Alcohol Abuse Prevention Documents

NNU will notify all students and employees through NNU email accounts of the Drug and Alcohol Abuse Prevention Program in September of each fall semester. Because all students (including applicants) and staff members are provided a university issued account and are expected to access NNU email on a regular basis, providing the Drug and Alcohol Abuse Prevention Program through email is the most efficient, effective and all-inclusive method of communication. In addition, students enrolling after the initial notification, will be notified by email throughout the remainder of the academic year. Additionally, new employees will be provided notification as a part of their new employee orientation.

An online description of the program is also available on NNU's [Campus Safety webpage](#), and is available for viewing online at any time to students, staff, parents, prospective students and the general public.