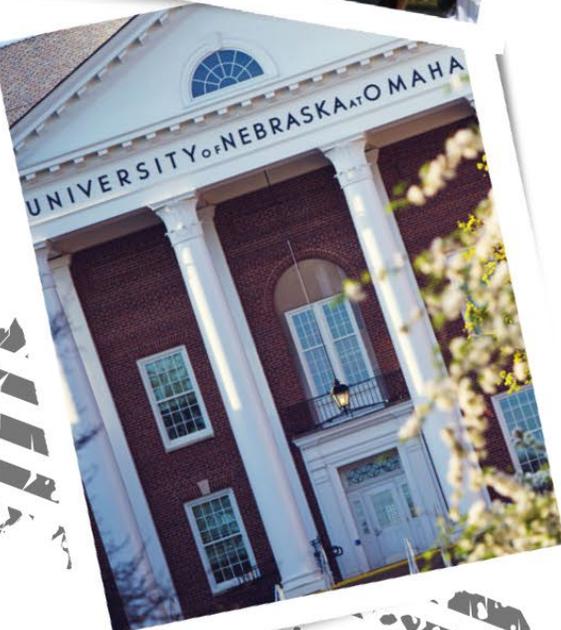


# DRUG-FREE SCHOOLS & CAMPUSES REGULATIONS [EDGAR PART 86]



## UNIVERSITY OF NEBRASKA AT OMAHA BIENNIAL REVIEW 2020-2021 & 2021-2022



### Dates of Review

Start Date: 01 July 2020

End Date: 30 June 2022



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UNIVERSITY OF  
**Nebraska**  
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## Introduction/Overview

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The Drug Free Schools and Campus Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFCCA) require institutions of higher education to certify that they adopt and consistently implement policies and programs that aim at the prevention of alcohol abuse and the distribution of illicit drugs. Institutions of higher education must, at a minimum, annually distribute the following to students and employees in writing:

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

Federal law also requires a biennial review of alcohol and drug programs as well as a review of the notification system that is in place for students and employees. The purpose of the biennial review is to determine the effectiveness of policies and prevention programs currently in place, determine the consistency related to the enforcement of alcohol and drug policies, and serves as an opportunity to ensure all students and employees are receiving the written documents within the campus notification system.

The University of Nebraska at Omaha (UNO) recognizes the importance of substance use prevention. The practice of conducting a biennial review is both a required federal law and also acts as a best practice to ensure we are creating a safe and lawful environment for our students and employees. Conducting a biennial review will help determine if the university is compliant with the Drug-Free Schools and Communities Act.

### Biennial Review Process

In April 2021, a group of identified campus partners met to start the process of gathering the required data and policy descriptions related to campus-wide alcohol and drug policy and enforcement. During this initial meeting, reports were requested from each department attending to formulate a description of all efforts being conducted, both on- and off-campus, related to alcohol and drug policy, enforcement, and prevention. The following is a list of the individuals in attendance at the initial meeting in April 2021.

NAME	DEPARTMENT
Cathy Pettid	Associate Vice Chancellor & Dean of Students
Trent Fredericksen	Associate Dean of Students
Nate Bock	Director – Counseling & Psychological Services
Katherine Keiser	Assistant Director – Counseling & Psychological Services
Mark Frillman	Alcohol & Drug Counselor – Counseling & Psychological Services
Chloé Smith	Director – Student Conduct & Case Management
Drew Nielsen	Chief Compliance Officer – Business & Finance
Dustin Wolfe	Director – Student Involvement
Sam Peshek	Director – Marketing & Communications
Current Vacancy	Director – Financial Support & Scholarships
Marshall Kole	Associate Director – Residence Life
Adam Wick	Assistant Property Manager – Scott Residential Management
Trevor O'Brien	Assistant Chief of Police – Public Safety
Taryn Ninemire	Physical Therapist – UNO Athletics
Lindsey Ekwerekwu	Executive Associate AD – UNO Athletics

Most departments complete year-end data at the end of June. It was determined that turning in departmental reports during the first two weeks in July would most accurately reflect yearly statistics. This would indicate that the biennial review process would begin each year in July, rather than April, to allow for the most robust and accurate data from the academic year.

Each department reported their updates that had been systematically recorded throughout each year. The information collected included: policy notification and distribution processes, updates on employee and student policies, descriptions of prevention efforts, outlines of goals, and the number of individuals found responsible for violations of policy and associated outcomes. Once this information was

collected, the review committee analyzed the data to ensure policies are appropriate and meeting the needs of the University and its students, explore possible changes based on the analyzed data, and make recommendations for a comprehensive education, prevention, and treatment program. The review showed that the overall program is effective at meeting its identified goals. It was determined that UNO is compliant with The Drug Free Schools and Campuses Regulations [Edgar Part 86].

## Policy Notification

### ***For Students, Faculty, & Staff***

Annual policy notification is developed and reviewed yearly by the University of Nebraska general counsel. The notification document is sent to the University of Nebraska at Omaha and distributed to all students, faculty, and staff via email. This includes all currently enrolled students, regardless of the number of credit hours for which they are enrolled, and all current faculty and staff, regardless of department or FTE. Students, faculty, and staff are all provided with a University email address, and this address is listed as the primary point of contact for University communications. Because of this, the notification is sent to the identified University email addresses.

The most recent notification document that was sent to students, faculty, and staff can be viewed in Appendix A of this document. This email includes:

- A hyperlink to view the most recent policies for the University;
- A description of the health risks associated with alcohol/substance use or abuse;
- Information regarding available assistance and treatment avenues; and
- Legal and disciplinary sanctions of using illegal drugs or alcohol.

It is very important that every member of the Maverick community, whether students, faculty, or staff have access to the annual policy notification. Because of this, the policy notification is also available on UNO's web page and within each student, faculty, and staff MavLINK account.

### ***Special Considerations for Students***

Notifications for students are sent on a rotating basis determined by the first week that registration is considered "closed" (students must have special permission from an instructor to register after this time) for each semester – Fall, Spring, and Summer. This is to ensure that the policy notification is reaching all current students, including all students who registered for courses early, late, and at each point in between. Once these periods are identified, general counsel will send the reviewed documents for campus distribution, and notifications will be sent to all students, faculty, and staff within one to two weeks.

### ***Special Considerations for Faculty & Staff***

Faculty and staff are notified annually via the email that can be viewed above. Each year, this notification is sent in mid-February. Because there is turnover in any workplace, the University has put into place a weekly notification that is sent to any new employee. This includes all benefit eligible and non-benefit eligible employees, student workers, graduate assistants, and instructors. This notification includes all information from the typical annual notification and also includes the information required for the Affordable Care Act notification.

## Learn More!

### ***Accessing the Biennial Review***

Per policy, all students, faculty, and staff can access a biennial review document at UNO in the Office of Student Conduct & Case Management. This office is currently located in Hayden House, Room 212. You may also request a biennial review document by calling the Office of Student Conduct & Case Management Director, Chloé Smith, at 402.554.2210 or by emailing [unoconduct@unomaha.edu](mailto:unoconduct@unomaha.edu).

### ***Data Gathering & Initial Review***

The following individuals were identified as those with responsibility for gathering the data required for this report and for the initial review of its contents.

NAME	DEPARTMENT
Cathy Pettid	Associate Vice Chancellor & Dean of Students
Trent Fredericksen	Associate Dean of Students

Dustin Wolfe	Director, Student Involvement
Nate Bock	Director – Counseling & Psychological Services
Adam Wick	Assistant Property Manager – Scott Residential Management
Mark Frillman	Counseling & Psychological Services
Marshall Kole	Associate Director – Residence Life
Taryn Ninemire	Physical Therapist – UNO Athletics
Jen Papproth	Director – Accessibility Services Center
Chloé Smith	Director – Student Conduct & Case Management

### ***On-Going Review***

Due to the important nature of the information provided within this document and to ensure there is on-going checks and balances, UNO has created an additional email that is generated for the Chief Compliance Officer periodically to ensure that the system for notifications is working properly and does not need to be updated or evaluated by IT.

### ***Retention Policy***

All biennial reviews are kept for a period of 10 years after the start date of the review period.

## **Prevention at UNO**

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Prevention strategies at UNO have been developed for students and all members of the Maverick community. The following pages will describe the prevention strategies at UNO.

### **For Students**

UNO utilizes the CollegeAIM – the College Alcohol Intervention Matrix – in identifying prevention strategies for students. The CollegeAIM, which was developed by the National Institute on Alcohol Abuse and Alcoholism (NIAAA), is a tool that provides a framework for creating and implementing strategies that fit into current prevention research, considering the effectiveness, cost, barriers, and reach of each intervention strategy. The next page lists UNO’s current strategies and possible new strategies with very brief descriptions and some key factors regarding each strategy.

Some of those strategies are directly related to the work of the Student Conduct at UNO. All students at UNO are responsible for upholding the expectations and policies in the NU Student Code of Conduct – the “Code” (see Appendix B for the full document). The Code details all the University policies for students and outlines the potential outcomes if a student is found responsible for a violation of the Code. The Office of Student Conduct & Community Standards focuses on promoting student success while maintaining the commitment to community standards at UNO. Students who have allegedly violated the Code meet with a member of the team. During the time of this biennial review, students would have met with the Director of Student Conduct & Community Standards, the Associate Director for Residence Life, the Assistant Director for Residence Life & Conduct, or a Residence Life Coordinator.

Each of these is described in greater detail in the pages that follow.

One important piece of information that is not included below is the inclusion of an Amnesty Statement, entitled “Exception for Seeking Emergency Help.” This is found in Appendix B on page ###. Although not listed as a prevention strategy, this serves to allow students to engage with help resources even if they are intoxicated or under the influence without fear of repercussions.

## STRATEGY PLANNING WORKSHEET

This worksheet was adapted from the National Institute on Alcohol Abuse and Alcoholism – *CollegeAIM*. In their evaluation, the team considered the following questions.

- **Priorities:** Which alcohol-related issues are of most concern to your campus?
- **Effectiveness:** Does research show that your current strategies are effective in addressing your priority issues? Might others be more effective?
- **Balance:** Realistically what are you able to accomplish with the resources you have? Is there a way to strike a balance?

### CURRENT STRATEGIES

Strategy Name	Individual or Environmental?		CollegeAIM Ratings				Notes and Next Steps Keep as is? Modify to boost effectiveness? Add complementary strategies? Shift to more effective options?
	IND	ENV	Effectiveness	Cost	Barriers	Broad or Focused	
<b>Brief Motivational Interventions</b>							
BASICS & – Student Sessions	⊗		*****	\$	■	□	No changes are needed for this program.
First-Year – Student Sessions	⊗		*****	\$\$	■	□	Efforts should be made to increase completion rate.
Conduct Staff – Content Training	⊗		****	\$	■	□	No changes are needed for this program.
Health Care Staff – Content Training	⊗		*****	\$	■	□	No changes are needed for this program.
Housing Staff – Content Training	⊗		****	\$	■	□	No changes are needed for this program.
<b>Social Norms Marketing Campaigns</b>							
Alcohol-Focused	⊗	⊗	**	\$\$	■■	⊗	Efforts should be made to consistently update statistics to identify the most effective marketing strategies.
Substance-Focused	⊗	⊗	**	\$\$	■■	⊗	Efforts should be made to consistently update statistics to identify the most effective marketing strategies.
<b>Campus Events &amp; Presentations</b>							
Alternative Programming		⊗	?	\$\$\$	■■	⊗	No changes are needed for this program.
<i>What Is Your Degree Worth?</i>		⊗	?	?	■	⊗	No changes are needed for this program.

### POSSIBLE NEW STRATEGIES

Strategy Name	Individual or Environmental?		CollegeAIM Ratings				Notes and Next Steps Staff training or hiring needed? Other resources? Does the strategy require a plan for conducting an outcome evaluation?
	IND	ENV	Effectiveness	Cost	Barriers	Broad or Focused	
Collegiate Recovery Community (CRC)	⊗	⊗	Unknown	\$\$	■	⊗	Hiring for a staff coordinator
Recovery Ally Trainings	⊗		Unknown	\$	■	⊗	Pre-/post-survey regarding perceptions and stigmas
All Recovery Meetings	⊗		Unknown	\$	■	⊗	Attendance tracking to understand participation

<b>Key</b>	*****	Very High Effectiveness	\$\$\$	High Cost	■■■	Significant Barriers	
	****	High Effectiveness					□ Broad Target Audience
	***	Moderate Effectiveness	\$\$	Moderate Cost	■■	Moderate Barriers	■ Focused Target Audience
	**	Low Effectiveness			■	No or Low Barriers	
	*	Very Low Effectiveness	\$	No to Low Cost			

### **Brief Motivational Interventions – BASICS & First-Year Student Sessions**

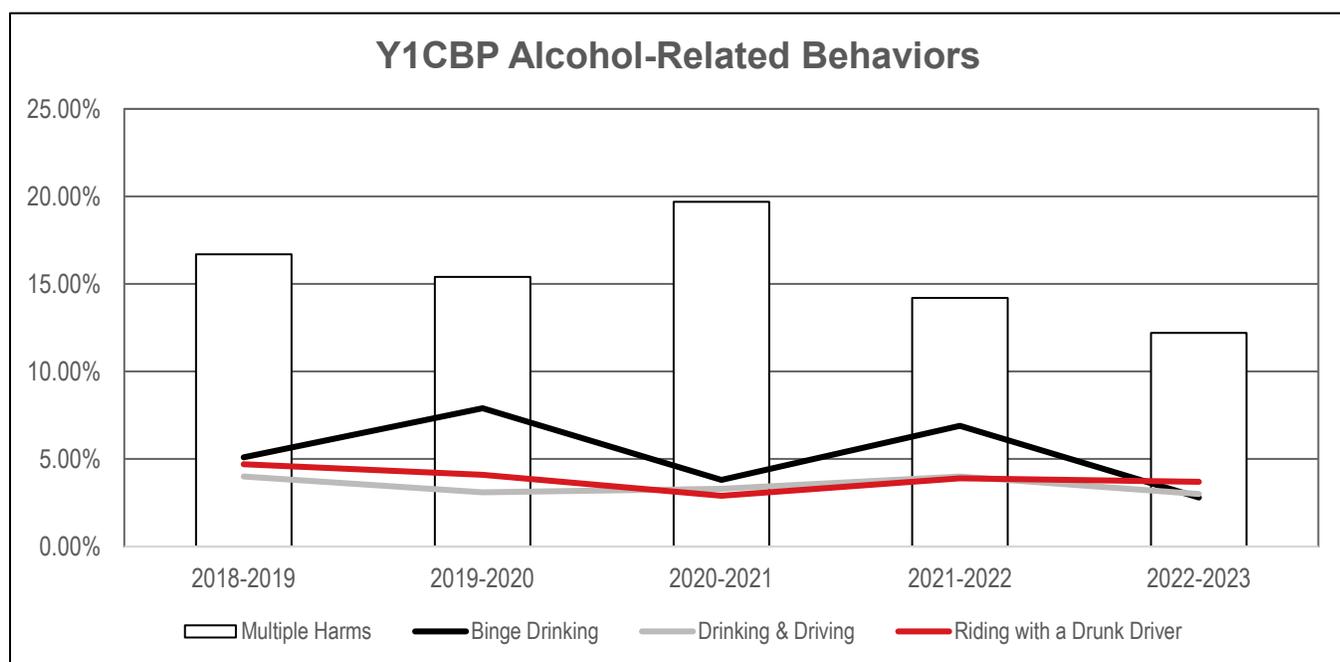
BASICS is primarily used as an outcome for students found responsible for a violation of the University of Nebraska (NU) Student Code of Conduct. Within BASICS, there are programs for both alcohol and substances. “BASICS for Alcohol – 1” and “BASICS for Substances – 1” entails a 1-hour individual meeting with Nate Bock LIMHP, LADC or Mark Frillman, LADC. “BASICS for Alcohol/Substances – 2” is assigned when a student is found responsible for a second violation of the NU Student Code of Conduct. This is typically a longer conversation that focuses more on the student’s underlying relationship with alcohol or substances, whether that is social, cultural, or other. When a student is assigned to complete BASICS, they will first fill out an online version of the BASICS questionnaire. This questionnaire will have the students explore their own alcohol or substance use and share individualized norming data for them to consider with their results. Those results will also be utilized to guide the conversation when they meet with a licensed alcohol and drug mental health practitioner. All those who have responsibility for BASICS conversations have been trained in motivational interviewing techniques. Below are the breakdowns for BASICS conversations between July 1, 2020 through June 30, 2022.

	July 1, 2020 – June 30, 2021	July 1, 2021 – June 30, 2022
BASICS for Alcohol – 1	88 Completed – 3 Incomplete	97 Completed – 5 Incomplete
BASICS for Substances – 1	13 Completed – 2 Incomplete	7 Completed – 2 Incomplete
BASICS for Alcohol/Substances – 2	0 Completed – 0 Incomplete	5 Completed – 1 Incomplete
<b>BASICS Totals</b>	<b>101 Completed – 5 Incomplete</b>	<b>110 Completed – 8 Incomplete</b>

In academic year 2013-2014, UNO implemented their first First-Year College Alcohol Profile (Y1CAP). This tool was developed with our system partners from the University of Nebraska – Lincoln and with our state partners within the Nebraska Collegiate Consortium (NCC). This tool is still utilized at UNO; however, it was updated in Fall 2020 to be the First-Year College Behavioral Profile (Y1CBP) to expand the focus to include alcohol and other substance use. The UNO Y1CBP provides students with UNO-specific data relating to alcohol and substance use norming. To ensure that UNO receives the most accurate data from this tool, all first-year students are required to complete the Y1CBP during their online orientation. This change was introduced in academic year 2019-2020. UNO has had a completion rate of around 80% each year since implementing this change.

NCC provides the full report of the Y1CBP to UNO each year, including a year-to-year comparison with UNO data as well as a breakdown of results as compared with other institutions in Nebraska. The full Y1CBP is available in Appendix C of this document for review. A few highlights from the Y1CBP:

- In the Y1CBP for 2022-2023, UNO students reported the lowest percentages since 2018-2019 with relation to experiencing multiple harms (hangovers, blacking out, etc.) related to alcohol consumption, binge drinking behaviors, and drinking & driving. Students also reported the second lowest percentages for decisions related to riding with a drunk driver (see Y1CBP Alcohol-Related Behaviors table).



### **Brief Motivational Interventions – Housing, Student Conduct, & Student Health Content Trainings**

Research suggests that, as an intervention/prevention strategy, BASICS is more effective when the following criteria are met:

- The intervention is completed within a short period of time after the policy violation occurred (typically ten University days or two weeks);
- Those in the referral process are trained in and utilize motivational interviewing techniques; and
- Those in the referral process are knowledgeable about BASICS and can answer related questions.

The wait time to sign up for and complete BASICS has almost always been at or below two weeks, which means that students are able to get signed up and complete the conversation quickly. Those referring students to BASICS also generally set a deadline for a ten-day completion, which means that most students are completing the conversation within the most effective time frame.

The staff making referrals, including Student Conduct and Housing staff members, are all knowledgeable about BASICS, so they are well equipped to answer questions that students may have. In previous years, staff members have been trained through role-play so they can more fully understand what BASICS is and its purpose. All staff engaged in the referral process are also trained in motivational interviewing techniques to lower defensiveness about completing BASICS. The staff members focus on building rapport with students, learning about their lives, and then talking about the incident that occurred and any related outcomes.

### **Social Norms Marketing Campaigns**

UNO provides social norms marketing at events and in high students traffic areas. In previous years, posters, door hangers, standup cut-outs, and more have been utilized to engage students in a variety of manners. These have been developed through a partnership with the Omaha Collegiate Consortium (OCC), a UNO campus advertising firm, and an outside advertising agency. They are paid for through the Partnership for Success (PFS) grant.

UNO has used these social norms marketing campaigns to raise awareness about alcohol and substance use, bystander intervention, Good Samaritan Laws, and other topics. A few examples are provided below:



An example of a social norms digital sign.

An example of a social norms poster.

An example of a social norms Facebook post.

### **Alcohol & Substance-Alternative Programming**

In Fall 2010, UNO was awarded a Strategic Prevention Framework – State Incentive Grant (SPF-SIG) that allowed for the implementation of late-night, alcohol-free programming. The program that was introduced was called Midnight MOJO and was typically held once per month for the academic year. Although this type of programming is no longer called Midnight MOJO and has a separate funding source, it has continued to be popular programming on UNO's campus. For the purposes of this report, any program that is open to the full campus and begins after 6:00PM is considered Alternative Programming.

EVENT NAME	DATE	LOCATION
Suffragette After Sunset: Drive-In Movie	September 24, 2020	East Parking Garage
Topper's Thursday	October 20, 2020	Topper's Pizza
Ghostbusters Outdoor Movie Night	October 22, 2020	PKI Patio
Spook-a-thon	October 25, 2020	Baxter Arena
Miracle Family Movie Night	October 29, 2020	Virtual
Drag Show – Show One	November 17, 2020	Virtual
Drag Show – Show Two	November 17, 2020	Virtual
Miracle Family BINGO	December 3, 2020	Virtual
Miracle Family Scavenger Hunt	January 21, 2021	Virtual
Topper's Tuesday	February 2, 2021	Topper's Pizza
Pink Goes Red for Heart Health	February 5, 2021	Virtual
Bedtime Stories	February 11, 2021	Virtual
Spring Break – A Trip Around the World	March 11, 2021	Baxter Arena
Spill the Tea!	March 18, 2021	Virtual
Let's Make Up	March 22, 2021	Virtual
It's All in the Cards	March 26, 2021	Virtual
Take Back the Night	April 16, 2021	Virtual
Movie Night	April 16, 2021	Virtual
DIY Night	April 29, 2021	Milo Bail Student Center
Monday at the Mango	May 3, 2021	Red Mango
Play-Doh Sculpting	May 4, 2021	Milo Bail Student Center
CRC Cook-Out	June 25, 2021	Dodge Campus Housing
MavFest	August 22, 2021	Baxter Arena
First Day of Class Kickback	August 23, 2021	Hayden House Lawn
Taste of Aksarben	August 24, 2021	Maverick Landing
QTS Open House	August 26, 2021	Milo Bail Student Center
H&K After Dark	August 27, 2021	H&K
Drive-In Movie	September 10, 2021	Baxter Arena
Headphone Disco	October 4, 2021	Pep Bowl
Minithon	October 5, 2021	Milo Bail Student Center
Glowing O 5K Fun Run	October 15, 2021	UNO Campus
Spook-a-thon	October 23, 2021	Baxter Arena
Halloween Dodgeball Tournament	October 28, 2021	H&K
Waffles for Wishes	December 2, 2021	Off-Campus
Late Night Breakfast at Scott Cafe	December 7, 2021	Scott Cafe
De-Stress with Housing and Residence Life	December 9, 2021	MV Clubhouse
Night Free Skate	December 9, 2021	Baxter Arena
Movie Night at Aksarben Cinema	December 10, 2021	Off-Campus
Late Night Crave	March 24, 2022	Milo Bail Student Center
Take Back The Night	April 15, 2022	Pep Bowl
In This Moment... I am Strong	April 18, 2022	Milo Bail Student Center
GLOW Zumba	May 3, 2022	H&K

\*The COVID-19 pandemic had a significant impact on all programming, including alcohol and substance-alternative programs. UNO also transitioned student involvement software during this time.

### **Additional Strategies & Initiatives – On-Campus Residents**

UNO has on-campus housing on each of its two campuses – Dodge Campus and Scott Campus – with six residential facilities between the two. Maverick Village and University Village are located on Dodge Campus and can house approximately 1,000 students; Scott Court, Crossing, Hall, and Village are located on Scott Campus and can house approximately 1,500 students. In total, around 2,500 students can live on-campus each year. On-campus housing provides a very different environment for students than they would experience in off-campus housing. Students living in on-campus housing are expected to follow the

NU Student Code of Conduct and are responsible for the policies in the Housing & Residence Life Community Policies, which can be found in Appendix D of this document.

In addition to being provided with the policy documents, on-campus residents receive a letter from the Office of Student Conduct & Community Standards and Alcohol & Other Drug Education. Students will only receive this letter when they move onto campus, so students who have continued their lease for an additional year may not receive the letter for a second time. The full letter can be found in Appendix E.

On-campus students are also provided with a breakdown of the potential outcomes if they are found responsible for a violation of the Code. Those can be found in the full policy document (Appendix E). They are also included here:

### **Alcohol Policy Violation Possible Outcomes**

Possible responses/sanctions to a violation of the alcohol policy include:

- Conduct meeting with a member of the conduct team.
- Educational Requirement, typically participation in BASICS (\$100 fee - funds are used for wellness initiatives).
- University Disciplinary Probation.
- Behavioral Requirement, which could include items such as university service, bulletin boards; implementing an event/program related to violation, etc.
- Possible relocation or removal from housing. Residents will still be held liable for their contract lease even if they are removed for conduct reasons.
- Parental notification - Housing & Residence Life staff reserves the right to contact parents/guardians/guarantors about any resident who is in violation of this policy or is transported to detox or the hospital for alcohol use health concerns.
- Referral to the Office of Student Conduct and Community Standards to discuss your student status.
- UNO Public Safety (UNO DPS)/Omaha Police Department (OPD) may be notified, and appropriate legal charges may be filed by UNO DPS or OPD, (e.g., Minor in Possession (MIP), procuring for a minor, Minor in Consumption (MIC), etc.).

### **Substance Policy Violation Possible Outcomes**

Possible responses/sanctions to a violation of the drug policy include:

- Conduct meeting with a member of the conduct team.
- Educational Requirement: Mandatory participation in BASICS (\$100 fee - funds are used for wellness initiatives).
- University Disciplinary Probation.
- Behavioral Requirement, which could include items such as university service, bulletin boards, implementing an event/program related to violation, etc.
- Possible relocation or removal from housing. Residents will still be held liable for their contract lease even if they are removed for conduct reasons.
- Parental notification. Housing & Residence Life staff reserves the right to contact parents/guardians/guarantors about any resident who is in violation of this policy or is transported to detox or the hospital for drug use health concerns.
- Referral to the Office of Student Conduct and Community Standards to discuss your student status.
- UNO Public Safety (UNO DPS)/Omaha Police Department (OPD) may be notified, and appropriate legal charges may be filed by UNO DPS or OPD (e.g., possession of a controlled substance, etc.).

The final strategy utilized with on-campus residents is the “*What is your degree worth?*” education campaign. This flyer is distributed to all students living in on-campus housing and provides information about licensure and how that process can be impacted by alcohol or substance charges.

### **Additional Strategies & Initiatives – Omaha Greeks**

In Spring 2014, a UNO delegation attended the NASPA Annual Conference. One specific session from that conference related to the effectiveness of Brief Motivational Interventions for students in a Greek-affiliated organization. The presenters shared

their research, done through Everfi, that indicated that BASICS is an effective prevention strategy and was especially effective when utilized with the Greek-affiliated organizations they included in their study. At UNO, a separate set of norming data for BASICS was created with those students in mind specifically. That tool has continued to be utilized since its introduction in academic year 2014-2015.

The Omaha Greeks are expected to follow the NU Student Code of Conduct, and they are also held to the standards in the Omaha Greeks Policies. Those can be reviewed in Appendix F beginning on page ### below. These are reviewed by staff with chapter leadership once per semester in an in-person training or retreat, though they were reviewed in a virtual format during the COVID-19 pandemic. Violations of this specific policy are tracked separately. In the time of this review, there were two violations of the policy. This was likely due to restrictions put in place for the COVID-19 pandemic.

**Additional Strategies & Initiatives – Student Athletes**

UNO and UNO Athletics hold student athletes to a high standard for their health and safety, particularly in relation to unpermitted alcohol or substance use. Student athletes are provided with both the Code and the *Omaha Athletics Policy Statement on Alcohol and Other Drug Education and Testing*. This document provides student athletes with the expectations they are expected to meet as a student athlete at UNO. The full policy document can be reviewed in Appendix G; the policy covers the following topics, among others:

- A description of the purpose and mission of the policy;
- An overview of the alcohol and substance education provided to student athletes;
- Full explanations of each policy and the potential outcomes for violating the policy;
- An outline of the testing requirements and expectations for student athletes;
- Guidelines for the Safe Harbor Program – a program for voluntary disclosure; and
- Any applicable special considerations, appeal options, or exemptions.

Each student athlete is also expected to review the policies and complete the forms included in the Appendices. Those appendices are included in the full policy document below in Appendix G.

From July 1, 2020 through June 30, 2022, a total of 275 drug test screens were completed. Of those 275, there were 11 positive tests for substances (specifically marijuana). From those 11 positive test results, two student athletes were dismissed from the athletic team. There were also four student athletes who transferred to another institution; however, these may not be in direct correlation with positive testing results. During this same time frame, there were zero Safe Harbor Program participants.

**For All Mavericks**

UNO recognizes the importance of including all Mavericks in prevention efforts related to alcohol and substance use. This includes students, faculty, staff, parents and family members, and the Omaha/Nebraska communities. Below is a brief description of each strategy with dates and attendance (as available).

<b>NEW STUDENT ORIENTATION</b>			
Although this is entitled New Student Orientation, parents and family members are included in the learning opportunities for orientation. During New Student Orientation, students are introduced to the Y1CBP. As described above, the Y1CBP shares norming data with new students about alcohol and substance use. Parents and families are introduced to information to help them start the conversation with their students relating to alcohol and substance use.			
<b>Attendance</b>	All new and transfer students	<b>Date(s)</b>	Various – prior to enrolling in classes
<b>ATHLETICS LEADERSHIP PRESENTATIONS</b>			
These presentations serve as an opportunity for leadership in Omaha Athletics to meet with Office of Student Conduct & Community Standards (SCCS) staff and alcohol and substance prevention counselors from Counseling & Psychological Services (CAPS).			
<b>Attendance</b>	Five participants, including two Omaha Athletics leaders, two members from CAPS, and the Director for SCCS.	<b>Timing</b>	Typically held annually in September
<b>UNO HEALTH FAIR</b>			
The UNO Health Fair is open to all members of the Maverick community. The fair is an event to help students, faculty, and staff get connected with resources related to health and safety, whether on-campus or off-campus. Each year, the participants of the fair may vary slightly, but some key participants every year are CAPS, Accessibility Services Center, Nebraska Medicine – UNO Student Health, the Collegiate Recovery Community, and many more.			

<b>Attendance</b>	Varies by year; well-attended	<b>Timing</b>	Typically held annually in November
<b>POWER OF PARENTING</b>			
<p>The <i>Power of Parenting</i> is a resource created by the Nebraska Collegiate Consortium (NCC) that has been tailored for UNO's needs. It is based on the work of Robert Turisi from Penn State University. This information is shared with parents and families through New Student Orientation, as a postcard after orientation, and on the CAPS website.</p> <p style="text-align: center;">Check it out: <a href="https://www.unomaha.edu/student-life/wellness/power-of-parenting/index.php">Power of Parenting website</a> (Full link: <a href="https://www.unomaha.edu/student-life/wellness/power-of-parenting/index.php">https://www.unomaha.edu/student-life/wellness/power-of-parenting/index.php</a>)</p>			
<b>Attendance</b>	Not Applicable	<b>Timing</b>	Not Applicable
<b>DRUG AWARENESS COURSE (PHHB 2070)</b>			
<p>UNO Course Catalog: "An introduction to the effects and rationales of drug use, misuse, and abuse. Included are the physiological, psychological, sociological, pharmacological, and legal aspects of drugs in a culturally diverse United States and abroad."</p>			
<b>Attendance</b>	Maximum of 40 students per section	<b>Timing</b>	One section each Fall & Spring semester
<b>CLASSROOM PRESENTATIONS</b>			
<p>Using BASICS as a source approach, classroom presentations are provided to student groups, classes, and other organizations. They are primarily requested by Health Education, Counseling, and Social Work courses; however, they are available to any student group, classes, or other organization as requested.</p>			
<b>Attendance</b>	Maximum of 20 participants	<b>Timing</b>	Eight presentations in this timeframe
<b>HOUSING &amp; RESIDENCE LIFE WEEKLY REVIEW MEETING</b>			
<p>The Housing &amp; Residence Life (HRL) Weekly Review Meeting serves as an opportunity for staff to discuss housing concerns, particularly those related to alcohol and substance use. During these meetings, alleged violations of the Code are discussed, staff are assigned to address the concerns, and notes are updated to accurately reflect the plans. This meeting is also used to ensure timely follow-through of any outcomes from a violation occurs to ensure the interventions are effective.</p>			
<b>Attendance</b>	Staff from HRL, Public Safety, Accessibility Services, Student Conduct, Multicultural Affairs, and more.	<b>Timing</b>	Weekly on Monday mornings
<b>BRIEF MOTIVATIONAL INTERVIEWING TRAININGS</b>			
<p>Brief Motivational Interviewing (BMI) is an incredibly important skill for our staff to have when working with students who may be struggling with alcohol and substance use concerns. BMI techniques focus on using interpersonal communication to understand a student's desire (or lack thereof) to change their behaviors and can help students explore the potential consequences (both positive and negative) of the choices they are making. UNO provides trainings in BMI to UNO students, faculty, and staff and to other schools who are members of the Omaha Collegiate Consortium partnership.</p>			
<b>Attendance</b>	One: 12 Athletic Trainers Two: 30 HRL Staff Members Three: 6 Campus Recreation Staff Members Four: 6 Campus Recreation Staff Members	<b>Timing</b>	Four presentations offered annually  Also, available as requested
<b>RESIDENT ASSISTANT (RA) TRAININGS</b>			
<p>RAs are student-leaders on UNO's campus who serve as mentors for a population of approximately 30-50 other students. Because RAs serve in this important role, they receive training in a wide variety of topics, including alcohol and substance concerns.</p>			
<b>Attendance</b>	All Dodge & Scott Campus RAs	<b>Timing</b>	Annually in August
<b>COMMUNITY PARTNERSHIPS</b>			
<p>UNO collaborates with two community entities that work to address several environmental strategies – the Nebraska Collegiate Prevention Alliance (NECPA – previously NCC) and the Omaha Collegiate Consortium (OCC). NECPA is a state-wide collegiate prevention group funded by the Nebraska State Patrol. They offer resources to institutions who are members, including national speaker events, the College Behavioral Profile, the <i>Power of Parenting</i> tool, marketing creation and assistance, and opportunities to receive funding. You can learn more about NECPA on <a href="https://nepreventionalliance.org/">the NECPA website</a> (Full link: <a href="https://nepreventionalliance.org/">https://nepreventionalliance.org/</a>).</p> <p>The OCC is a smaller entity within NECPA, which narrows the focus to institutions in Omaha, Nebraska and the specific needs they may have. There are currently seven institutions represented in the OCC. Currently, the OCC is involved with two grants – a block grant and the PFS grant – and has partnered with the NCC on social norming campaigns, bystander intervention trainings, degree marketing programs, marketing on Nebraska's Good Samaritan Law, the Collegiate Recovery Safe Space, among others. You can learn more about the OCC on <a href="https://nepreventionalliance.org/history-NECPA">the NECPA website</a> (Full link: <a href="https://nepreventionalliance.org/history-NECPA">https://nepreventionalliance.org/history-NECPA</a>).</p>			

UNO has also worked with the OCC to create and implement strategies related to the intersection between alcohol use and sexual assault. The created strategy, which was introduced in 2018, involves student leaders who are trained to present active bystander awareness presentations to their peers and others. These have been provided to RAs, various classes, student groups, and others who have requested this information for their team.			
<b>Attendance</b>	Two UNO staff members	<b>Timing</b>	10 meetings annually + luncheon in April annually

## On-Going Programs, Evaluation Services, and Treatment at UNO

UNO has a variety of on-going programs, evaluation services, and treatment options available. Those include, but are not limited to, Alcoholics Anonymous (AA) meetings, outpatient counseling and evaluations, the Collegiate Recovery Community (CRC), and the Faculty/Employee Assistance Program (FEAP). Each of these is described in greater detail below.

### Alcoholics Anonymous (AA) Meetings

Three AA meetings are held on Monday, Wednesday, and Friday each week from 12:00PM-1:00PM. The meetings are open to all Mavericks, to the Omaha community, and to anyone interested in learning more about AA. Like most AA meetings, these are an open discussion format. They are not affiliated with UNO, though they are held on-campus.

### Outpatient Counseling & Evaluations

The UNO Counseling & Psychological Services (CAPS) offers alcohol and substance outpatient counseling at no charge for participants who are “non-court suggested” participants. The service is performed by licensed counselors – one who is fully licensed in drug and alcohol counseling and one who is dual-licensed in mental health and drug and alcohol counseling. These counselors are listed in the state-approved providers for the judicial system to provide evaluation and treatment for individuals who have been found responsible for a violation of alcohol and substance laws. This service is also available for “court suggested” participants and is available at approximately ½ of the average charge for similar services in the community. For the time frame of July 1, 2020 through July 31, 2022, the following are representative of “court suggested” and “non-court suggested” appointments:

Appointment Type	Total Appointments	Length in Hours	Total Clients	Total Sessions
Judicial System Referral	6	11.50 Hours	6	6
UNO or Self-Referral	9	17.00 Hours	9	9
Evaluation Follow-Up	3	1.75 Hours	3	3
Intake Appointment	15	15.00 Hours	15	15
Counseling Appointment	96	96.00 Hours	24	96

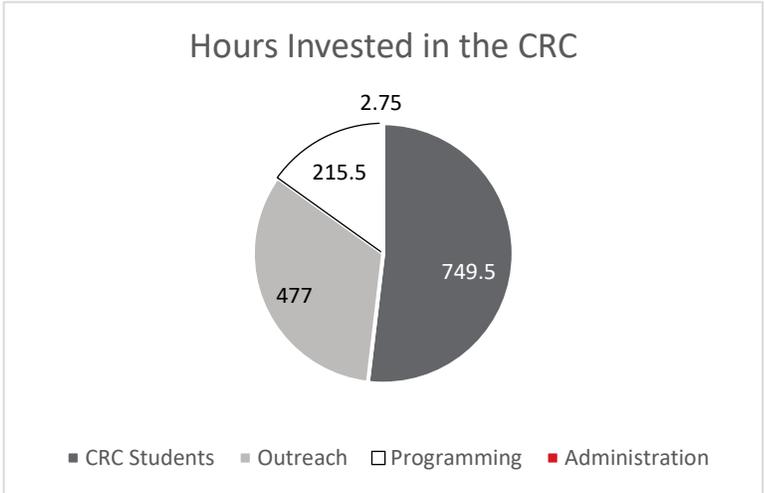
### UNO Collegiate Recovery Community (CRC)

UNO’s Collegiate Recovery Community (CRC) is a supportive environment within the campus culture for students who identify as recovering from alcoholism or drug addiction. The goal of the CRC is to provide an authentic college experience and access to the campus culture in an environment that has the potential to be hostile for students in recovery. Many college students experience pressure to choose between their recovery and their education. An active CRC helps students maximize the protective factors that contribute toward persistence with education.

College students in recovery are often invisible on campus, they may find trusting others with their recovery status difficult, making recovery and education separate. The Collegiate Recovery Program provides a venue for students in recovery to connect and support one another.

The CRC at UNO is very active and involved. From July 1, 2020 through July 31, 2022, over 1,440 hours have been dedicated to the CRC students, to Alcohol and Substance Outreach & Programming, and to the administration of the CRC (see chart to the right for the full breakdown).

UNO has also supported the CRC with a 0.20 FTE in-kind staff commitment each year.



## Faculty/Employee Assistance Program (FEAP)

UNO has contracted with Best Care to provide confidential counseling and referral services to benefit-eligible Faculty and Staff and their eligible dependents through Best Care's Employee Assistance Program. One reason an individual may choose to seek assistance through FEAP includes Alcohol and Drug Abuse/Dependency. Use of the FEAP counseling is completely confidential. Information cannot be shared with anyone without written permission, unless otherwise required by Law.

This service is only available for benefit-eligible faculty and staff and their eligible dependents, which does not include student workers or Graduate Assistants; however, those who are not eligible for the FEAP may generally utilize CAPS. They are dedicated to assisting students, faculty, and staff with challenges that have impacted their overall well-being, including counseling related to a wide range of alcohol and substance issues. For anyone who is not eligible for FEAP or CAPS, counseling is available through the College of Education Community Counseling Clinic (CCC). You can learn more about the CCC on [the College of Education website](#).

(Full link: [www.unomaha.edu/college-of-education-health-and-human-sciences/counseling/community-counseling-clinic/index.php](http://www.unomaha.edu/college-of-education-health-and-human-sciences/counseling/community-counseling-clinic/index.php))

## Other Policies, Resources, & Supports

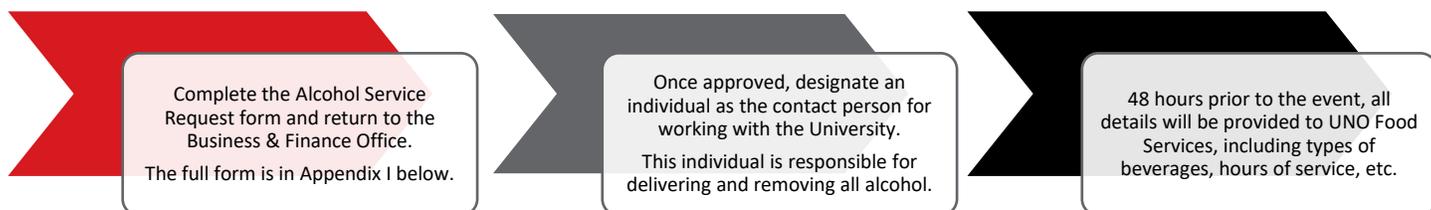
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UNO recognizes that there are other policies, resources, and supports relevant to the conversation on alcohol and substance use. Described below and linked in the Appendices are the Serving Alcohol Beverages Policy, Federal Financial Aid Policy, and information about UNO's Office of Public Safety.

### UNO Serving Alcoholic Beverages Policy

UNO is considered a permit-only campus for alcohol use, which means that alcohol is not permitted unless an organization, event, or other entity receives a permit to serve alcoholic beverages. These must be approved by the Vice Chancellor for Business & Finance. The full policy can be found in Appendix H below.

Those wishing to receive a permit for alcohol must follow these procedures:



These steps must be completed and all policies from the UNO Serving Alcohol Beverages Policy must be followed. Any deviation from those expectations may be a violation of University policy or the Code.

From July 1, 2020 through June 31, 2022, ### events were approved and accepted for alcohol service.

### Federal Financial Aid Policy

At the time that this review cycle began, drug convictions could have an impact on a student's eligibility to receive federal financial aid; however, beginning in early 2021, drug convictions no longer remove a student's eligibility to receive federal financial aid. Therefore, the policy is no longer included in the Biennial Review.

### UNO Department of Public Safety

University of Nebraska Omaha Department of Public Safety (UNODPS) is located in the Epley Administration Building, Room 100, and provides services to the University community 24 hours a day. Call 402.554.2648 for information regarding any service offered by UNODPS. The primary duties and responsibilities of the Department are:

- To protect life and property;
- Provide building and grounds patrol;
- Enforce Traffic and Parking Rules & Regulation;
- Enforce Federal and State Laws, City Ordinances and University Policies on campus;
- Investigate criminal offenses;

- Recover stolen property;
- Control the UNO key system; and
- Provide for the general safety of all persons while on campus.

UNODPS coordinates all functions of campus safety. They are responsible for the continuous patrol of campus property and respond to calls for service. UNODPS law enforcement officers and security officers patrol Dodge Campus, Scott Campus, and Center Campus locations 24/7 by foot, bicycle, and motorized patrols. UNODPS is a blended security team featuring sworn law enforcement officers and campus security officers. UNODPS' sworn law enforcement officers have full police and arrest powers. Officers complete certification at the State Law Enforcement Training Center and are commissioned by the State of Nebraska as Special Deputy Sheriffs. They undergo continuous training to upgrade and maintain their professional skills. While they have the authority to enforce Omaha city ordinances and state laws within Douglas County, their primary jurisdiction is property owned by and associated with UNO.

Campus Security Officers (CSOs) are unarmed and do not have arrest powers. CSOs are trained in first aid, CPR, AED (Automated External Defibrillator), defense tactics, and undergo other specialized training to enhance their skills.

**Additional Services Provided by UNODPS**

Lost and Found Repository – Public Safety maintains the Lost and Found Repository. Many buildings hold found property for a short time before turning it over to UNODPS. Items are kept for at least 30 days at UNODPS and then donated to charity or destroyed. Contact Public Safety at 402.554.2776 to inquire about lost items.

Operation I.D. – Your electronic equipment or other personal belongings may be engraved to aid in finding lost or stolen property. Stop by the Public Safety Office to check out an engraver and instructions to mark your property. University Building Keys Public Safety’s responsibilities include control of the University key system. Eligible University employees should make requests for keys through their department chairperson, who will direct the request to Public Safety. More information regarding this process can be found under Facility Access Management.

Fingerprinting – The Department of Public Safety provides a fingerprinting service for individuals who require fingerprints for local, state and federal positions and for children of students, staff, faculty and alumni. Children’s fingerprints are strictly for the benefit of the parents should a child ever become missing. No records are maintained by UNODPS. Contact Public Safety to schedule an appointment.

## Goals & Recommendations

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### Review of 2020–2022 Biennial Report Goals

Below are the goals that were identified in the 2020-2022 biennial report, including the status and any relevant notes or updates.

Note: Those denoted with \* were revised strategies in response to the COVID-19 pandemic and its limitations. The goals will continue as campus policy changes and is updated.

STRATEGY	STATUS	NOTES & UPDATES
Explore strategies for increasing membership in the Collegiate Recovery Community (CRC), including development of membership request and reaching students who self-identify as active in recovery. *	Complete	<ul style="list-style-type: none"> <li>• Self-identification as a potential member or student with interest was added to Y1CBP.</li> <li>• CRC staff contacted each potential member or student with interest.</li> </ul>
Explore strategies for increasing engagement among CRC members, including developing ally training, weekly socials, and mentorships. *	Complete	<ul style="list-style-type: none"> <li>• From 2020-2022, weekly social gatherings were held via Zoom or in a hybrid manner, when available.</li> <li>• A shortened version of the Recovery Ally Training has been implemented at UNO and is available for students, faculty, and staff.</li> <li>• Outreach to community partners and other OCC institutions has been implemented.</li> </ul>

Continue to implement changes in the Y1CBP and the CBP to reflect cannabis use norms and improve norms feedback for students.	Complete	<ul style="list-style-type: none"> <li>Y1CBP has been updated to include student perception of marijuana (and derivative) use.</li> <li>Y1CBP also provides the most updated standards regarding risk factors.</li> </ul>
Hire a CRC Coordinator to implement expansion strategies and recovery programming.	Complete	<ul style="list-style-type: none"> <li>Funding was made available through PFS/SPF-SIG grant that allowed for a CRC Coordinator to be added at 0.5 FTE.</li> </ul>
Continue to use data to formulate and implement social norm and media campaigns addressing high-risk marijuana/cannabis use.	In Progress	<ul style="list-style-type: none"> <li>Social norm campaigns continue on a regular basis with CBP and National Assessment of College Health Behaviors (NACHB) data.</li> <li>Media campaigns focused on providing support for the CRC safe space.</li> </ul>
Implement a campaign to raise awareness regarding changes to the Nebraska tobacco use law (increase in age to 21 years).	Complete	<ul style="list-style-type: none"> <li>Notification was made to all students about the changes made in the law.</li> </ul>
Continue to provide BASICS for students found responsible for a violation of the campus alcohol and drug policy. *	On-Going	<ul style="list-style-type: none"> <li>BASICS continues to be provided to students who are found responsible for a violation of the campus alcohol and drug policy.</li> </ul>
Continue partnerships with OCC & NCC (now NECPA).	On-Going	<ul style="list-style-type: none"> <li>Partnerships have continued and will continue. UNO presented on the Recovery Ally Training at the annual NECPA Conference.</li> </ul>
Conduct college health behaviors and alcohol/drug survey every two years.	On-Going	<ul style="list-style-type: none"> <li>This was last completed in 2022 and is scheduled to be completed in 2024.</li> </ul>
Participate in NCC planning and leadership as an advisory board member.	On-Going	<ul style="list-style-type: none"> <li>UNO has assisted with the distribution of the NACHB.</li> <li>UNO assisted with the creation of school membership awards for levels of commitment to prevention.</li> </ul>
Provide bystander intervention and medication misuse training to student organization leadership and general membership.	On-Going	<ul style="list-style-type: none"> <li>Trainings were conducted in partnership with UNL graduate and PhD students.</li> </ul>
Offer medication lock boxes to students at no cost.	On-Going	<ul style="list-style-type: none"> <li>These have been made available at the Annual Health Fair.</li> </ul>
Partner with Multicultural Affairs, the Thompson Learning Community (TLC), and the Goodrich Scholars to increase strategies related to diversity and inclusion and to provide specialized training for students who may have additional intervention, prevention, or treatment needs.	In Progress	<ul style="list-style-type: none"> <li>Social events have been planned and implemented with campus and community partners, including with Multicultural Affairs, TLC, Goodrich Scholars, and the CRC.</li> </ul>

## 2022–2024 Biennial Report Goals

The following have been identified as goals and recommendations for the 2022-2024 biennial review cycle.

- Continue to use Data from Y1CBP and NACHB to formulate and implement social norms campaigns reflecting high-risk substance use (alcohol and cannabis).
- Initiate community-wide social norm campaigns with advertising strategies.
- Continue to provide BASICS as an intervention strategy for students found responsible for a violation of the campus alcohol/drug policy.
- Include the Recovery Ally Training as part of the Housing & Residence Life Resident Assistant training.
- Initiate All Recovery Meeting open to all OCC school students on a weekly schedule, increasing equity capital. Utilize the CEC to improve access.
- Increase CRC membership by 10% with use of Y1CBP self-identification as a prospective member, increasing equity capital.
- Increase CRC Engagement by 20% with weekly and monthly social events; Recovery Ally Training; Alcohol Presentations addressing high-risk use to campus partners (i.e. Greek Life, GSRC, MCA, NAMI, etc.), increasing equity capital.
- Maintain CBP information regarding cannabis use risk to reflect the most up to date information.

- Initiate a student worker position within the CRC/CAPS structure to improve availability for campus awareness.
- Continue partnerships with OCC and NECPA.
- Continue participation in the NECPA Advisory Board.
- Improve social media presence.
- Maintain campus partnership with UNO Athletics for students in violation of alcohol/substance use policy.

## Appendices

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**Appendix A – All-Campus Notification Email**

**Appendix B – NU Student Code of Conduct**

## Appendix C – Y1CBP Full Report

**Appendix D – Housing & Residence Life Community Policies**

**Appendix E – On-Campus Resident Notification Email**

**Appendix F – Omaha Greeks Policies**

**Appendix G – Omaha Athletics Policy Statement**

**Appendix H – UNO Serving Alcoholic Beverages Policy**

**Appendix I – Alcohol Service Request Form**