Concordia University Drug and Alcohol Abuse Prevention Program

“A WRITTEN STATEMENT ABOUT ITS STANDARDS OF CONDUCT THAT PROHIBITS THE UNLAWFUL POSSESSION; USE OR DISTRIBUTION OF ILLICIT DRUGS AND ALCOHOL BY STUDENTS AND EMPLOYEES.”

Alcohol: Students are expected to comply with all University, state and local laws.

a. Use, possession, manufacturing, distribution of alcoholic beverages, and possession of alcohol containers on University premises is prohibited.

NOTE 1: The University will also consider ALL individuals found in a location where an alcoholic beverage is present to be in possession of an alcoholic beverage. This would include locations off campus (e.g., underage students drinking in a bar or at a house party).

NOTE 2: The University reserves the right to, as a condition of enrollment 1) require an offender to enter a University drug or alcohol program, 2) require an offender to get a drug or alcohol assessment from a licensed agency and, if deemed appropriate, complete an approved rehabilitation program, and/or 3) ask participants of co-curricular activities to submit to drug testing, which may be at the student’s own expense (failure to comply with this request will result in the participant being barred from further participation in that activity).

NOTE 3: Alcohol includes beverages of low-alcohol content (e.g., “near” beer, cooking sherry/wine).

NOTE 4: Any person who is encountered by Campus Safety and is suspected of having consumed alcohol will be subject to a Preliminary Breath Test (PBT) for the purpose of determining if alcohol has been used by the student. Any student who refuses to provide a PBT breath sample will be considered in violation of this alcohol policy.

NOTE 5: Drinking paraphernalia that contributes to over and mass consumption including beer pong tables, beer bongs, and other items that contain alcohol residue is prohibited. b. Possession or consumption of alcohol by anyone under the age of 21 is prohibited. c. Providing alcohol or access to alcohol to anyone under the age of 21 is prohibited. Students 20 Concordia University Code of Student Conduct hosting (e.g. name is on lease or rental agreement) off-campus events will be considered in violation of providing alcohol and/or access to alcohol if persons under the legal drinking age are present. d. Violating any provision of the Code of Student Conduct while under the influence of alcohol constitutes a violation of this policy. e. Common containers (e.g., kegs) are prohibited on campus. f. Public intoxication is prohibited. g. Operating a motor vehicle under the influence of drugs or alcohol (DUI/OWI) on campus or off campus is prohibited.

NOTE 6: Underage students who possess alcohol and/or drugs and/or drink while operating a motor vehicle will be considered driving under the influence.

h. Amnesty: In certain circumstances, students may qualify for amnesty.
**Drugs:** Students are expected to comply with all University policies as well as all federal, state and local laws.

a. The unauthorized possession, use, manufacture, sale, or distribution of any counterfeit, illegal, dangerous, "designer," or controlled drug or other substance is prohibited. This includes prescription medications. Violating any other provision of the Code of Student Conduct while under the influence of any illegal or illegally obtained drug is also a violation of this policy. The possession of drug paraphernalia is also prohibited. A diluted, late, missed, forged, or failed university required drug screen will constitute a violation of this policy.

b. Amnesty: In certain circumstances, students may qualify for amnesty. See the Medical Amnesty Policy.

NOTE: The University will also consider ALL individuals found in a location where a drug is present to be in possession of a drug. This would include locations off campus (e.g., underage students drinking in a bar or at a house party). The University reserves the right to, as a condition of enrollment 1) require an offender to enter a University drug or alcohol program, 2) require an offender to get a drug or alcohol assessment from a licensed agency and, if deemed appropriate, complete an approved rehabilitation program, and/or 3) ask participants of co-curricular activities to submit to drug testing, which may be at the student’s own expense (failure to comply with this request will result in the participant being barred from further participation in that activity.

Alcohol Abuse and Controlled Substance Use CU is committed to complying with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989 and to maintaining a drug- and alcohol free work and studying environment. CU expects that all employees and students will conduct themselves in a responsible manner that shows respect for others and the community at large. As a result, CU has established the following policies and procedures. Questions regarding this Policy should be directed to the Director of Human Resources.

5.6.1 Standards of Conduct CU strictly prohibits the unlawful possession, use, distribution, manufacture, or dispensing of illicit drugs ("controlled substances"), as defined in chapter 961 of the Wisconsin Statutes) and alcohol by employees and students on all CU property and at all CU activities, regardless of whether such activities occur on CU property. The use or possession of alcoholic beverages is prohibited on CU premises except as permitted by a Board of Regents directive or the President. The consumption of alcohol is, without exception, governed by the Wisconsin statutory age requirements. All employees must, as a condition of employment, abide by the terms of this Policy. In addition, any employee who is convicted for a violation of a criminal drug statute occurring in the workplace must notify the Director of Human Resources of such conviction no later than 5 days after the conviction.
Chapter 961 of the Wisconsin Statutes regulates controlled substances and provides certain penalties for each violation of the statutes. Under section 961.41(3g), a first-time conviction for possession of a controlled substance can result in a sentence of up to one year in prison and a fine of up to $5,000. Under section 961.41(1) and (1m), a conviction for manufacturing, delivering or possessing a controlled substance with intent to manufacture or deliver can result in a prison term of up to 30 years and a fine of up to $1,000,000. The penalties for these violations will vary according to the type and amount of drug involved, in addition to the number of prior convictions and any aggravating factors. According to section 961.46, distributing a controlled substance to a minor can result in the doubling of an authorized prison term. Wisconsin law also prohibits procuring, selling, dispensing, or giving alcohol to anyone who has not reached the legal drinking age (21 years). Wisconsin law imposes a legal obligation on every adult to prevent the illegal consumption of alcohol on premises owned by the adult or under the adult’s control. A first violation of either of these restrictions may result in a fine of up to $500. It is also against Wisconsin law for an underaged person to procure or attempt to procure alcoholic beverages, to falsely represent his/her age to obtain alcoholic beverages, to enter premises licensed to sell alcohol, or to consume or possess alcohol on licensed premises. A first-time violation of the underage restrictions can result in a fine of up to $500, an order to participate in a supervised work program, and suspension of the person’s driver’s license. Federal law establishes mandatory minimum penalties for certain drug offenses. For example, a first conviction under 21 U.S.C. § 844(a), which prohibits possession of controlled substances, may result in a one-year term of imprisonment and a fine between $1,000 and $100,000, or both. In addition, a person convicted of certain drug offenses under federal law may be required to forfeit personal or real property used to possess or to facilitate possession of controlled substances.

The use of illicit drugs and the abuse of alcohol directly interfere with an individual’s ability to work or study and will eventually interfere with a co-worker’s or classmate’s ability to perform his/her tasks in a safe and effective manner. Employees and students are encouraged to learn about the health effects of drug use and alcohol abuse.

CU provides employees covered by CU’s health insurance plan the opportunity to participate in an Employee Assistance Program (“EAP”). Employees struggling with drug use or alcohol abuse should make use of this resource. In addition, such employees may seek assistance from the Counseling Center. Voluntarily submitting to the EAP or self-reporting to the Counseling Center will not, by itself, jeopardize the employee’s continued employment with CU. Voluntary requests for assistance after discovery of
violation of this Policy will not prevent disciplinary action. There are numerous resources available throughout Wisconsin that help individuals address drug and alcohol problems. The Wisconsin Department of Health Services website provides references to statewide and local resources for drug and alcohol abuse treatment. For more information, please visit http://www.dhs.wisconsin.gov/SubstAbuse/ or contact any of the following offices.


“Statement of disciplinary sanctions on students and employees for violations of the institution’s codes of conduct”

Students found responsible for violating the University drug and/or alcohol policy will be sanctioned consistent with the student code of conduct.

The student code of conduct including details on sanctions are found at: https://www.cuw.edu/academics/compliance/consumer-info/_assets/Code%20of%20Student%20Conduct.pdf

Employees found responsible for violating the University drug and/or alcohol policy will be sanctioned consistent with the Employee Handbook.

The employee handbook including details on sanctions are found at https://falcon.cuw.edu/portal/EmployeeHandbook.pdf