



Drug-Free Schools and Campuses Regulation [EDGAR Part 86] Biennial Review
St. Olaf College
Academic Years 2022-23, 2023-24
07/16/2025

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Introduction

The following report was prepared by Andrea Marshall, Program Director for Wellness and Health Promotions, in accordance with the Drug-Free Schools and Campuses Regulations, EDGAR Part 86. This report has been approved by Rosalyn Eaton, Dean of Students, on July 15, 2025.

The U.S. Department of Education Regulation 86.100 states that an Institution of Higher Education's (IHE) drug prevention program must, at a minimum, include the following:

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

- Standards of conduct that 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, rehabilitation, or re-entry programs that are available to employees or students; and
- A clear statement that the IHE will impose disciplinary sanctions on students and employees (consistent with local, 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 required by bullet point one above.

*A biennial review by the IHE of its program to:

- Determine its effectiveness and implement changes to the program if they are needed; and
- Ensure that the disciplinary sanctions described in bullet point five in the section above are consistently enforced.

Annual Policy Notification Process

Below are details of the methods of notifying our campus of the requirements set by the U.S. Department of Education Regulation 86.100.

Students

A full copy of our Policy on Alcohol and Illicit Drugs is attached in Appendix A. The students are also given the link to the Code of Conduct, which is attached in Appendix B, and a link is provided to where this Edgar Report is located on the St. Olaf website. After day 10 of the academic year, an email is sent to all students with this information on where to locate this information.

Employees

Human Resources requires each new hire to sign a receipt certifying they have received a physical copy of the staff and faculty handbook or will view it online. Within the [Staff Handbook](#), employees can find a copy of the Staff Alcohol and Drug Use Policy. A copy of the policy and staff handbook is available online and can be accessed at any time. In addition, Human Resources will send out a notification if changes have been made to the Staff Alcohol and Drug Use Policy. A full copy of the Staff Alcohol and Drug Use Policy is attached in Appendix C, and a copy of the staff handbook receipt is attached in Appendix D.

Drug and Alcohol Abuse Prevention Programs

St. Olaf College's Drug and Alcohol Abuse Prevention Program consists of various components discussed below.

Alcohol and Illicit Drugs Policy

St. Olaf College desires to have a campus free of alcohol, THC, and illicit drugs and to operate all of its academic and co-curricular programs accordingly. It does so out of the conviction that this freedom will: a) enhance the atmosphere for study, learning, growth, work and wellness; b) support members of the community affected by or concerned with the abuse of alcohol, THC, and illicit drugs; c) respect the decisions of those who choose not to use alcohol, products containing THC, or illicit drugs; and d) promote a caring environment. Since we recognize that members of the community may, within applicable federal, state, and local law, choose to use alcohol, St. Olaf College will actively educate the members of the campus community about alcohol, THC, and drugs and provide help for those affected by substance abuse problems. In addition, the college will provide social activities that do not rely on alcohol, THC, or illicit drugs and will maintain a supportive climate for those who choose not to use these substances.

Alcohol Medical Exception Policy

The health and safety of students is of great importance to the entire St. Olaf community. The College understands that the potential for disciplinary action may deter students from seeking needed medical assistance, either for themselves or others, as a result of the overconsumption of alcohol. St. Olaf has adopted a limited "exception" program to address this concern in the first instance, where a student over-consumes alcohol and seeks medical attention but otherwise violates no College policies. A full copy of our Medical Exception policy is attached in Appendix E. Linked here: [Medical Exception](#).

Safe Ride Program

- Students concerned about their personal safety may contact Safe Ride and request a walking escort or vehicular transportation on campus and to areas immediately adjacent to the campus. This service was created for personal safety reasons only and will not transport groups of people or provide transportation to downtown locations. Safe Ride is available from 7:00 P.M. to 1:00 A.M. each day classes are in session. Public Safety staff will provide transport during those hours when Safe Ride is not operational.

Student Leadership Training

Each fall, the student leaders in Residence Life and the Wellness Center undergo training related to high-risk alcohol and other drug use. The student leaders use this information to provide education, outreach, and support to the students with whom they interact in their role on campus.

Vector Solutions Online Training Alcohol EDU

- Each new incoming student is required to complete online training (AlcoholEdu for College and Sexual Assault Prevention for Undergraduates) before beginning the academic year. This course encourages students to reflect on their drinking and encourages safe decision-making, making campuses safer for all. The training also teaches students health concerns related to high-risk drinking behaviors, how to responsibly consume alcohol if of age, and informs students of our policy on alcohol and illicit drug use.

What's It All About

- During Week One, St. Olaf brings in an outside theater group that performs different skits and then debriefs the scene with the audience while actors stay in character. One of the skits covers binge drinking and allows new students to examine the issues of the scenario and discuss possible outcomes or actions to take.

Bystander Training

- This program is facilitated by Peer Educators and teaches students how to identify problematic situations and intervene in a safe, early, and effective manner. Students are introduced to (or reminded of) resources on campus for alcohol and drug use and practice scenarios they may encounter on our campus. One of these scenarios focuses specifically on a student who has consumed too much alcohol and discusses our medical exception policy.

Brief Alcohol Screening and Interventions for College Students (BASICS)

- This program allows students who have been identified by either the county court system, a conduct violation, or a hospital visit to have two one-on-one meetings with a trained BASICS facilitator to assess their alcohol or marijuana consumption. This assessment covers the student's typical use, relationships, behavior, and academics. Students receive personalized feedback and are given strategies to reduce their risk should they choose to consume alcohol or marijuana in the future. Although not all students are required to participate in this program, any student can self-select to go through this service. In 2020-21, 8 Students and in 21-22, 11 students participated in this program.

[eCheckUpToGo](#)

- This online, self-assessment is available to all St. Olaf College students at no charge via St. Olaf's website. This assessment provides personalized feedback on the student's alcohol or marijuana use and covers a variety of health issues related to their consumption. The assessment also provides information on how to access other resources on campus.

Late Night Programming

- Alternative activities to drinking/partying are offered on most Friday and Saturday nights (10 pm-1 am) during the academic year. Events include concerts, interactive activities, comedians, culturally-themed events, crafts, food, and movies. All events are free and open to all St. Olaf students.

Wellness Center Programming

Monthly Peer Educator Programs

- The St. Olaf Wellness Center employs students in the role of peer educators. These students develop and facilitate monthly educational programs related to a specific wellness area. Four of the students serve on the alcohol and other drugs (AOD) team. This team covers a variety of topics, including but not limited to: BAC, consent, myth-busting, OTCs, caffeine, general alcohol and marijuana info, addiction, opioids, etc. In addition to educational programming, some Peer Educators have additional training to provide peer support to those struggling with substance use issues.

Alcohol and Other Drug Awareness Campaigns

- The AOD team also plans an AOD awareness outreach during periods of high risk consumption (beginning of the school year, homecoming, St. Patrick's Day, Spring Break, etc) These campaigns typically include multiple educational sessions, tabling to share general information regarding the topic, and an alcohol educational carnival where students interact with different tables focusing on a variety of topics related to alcohol and other drug usage, harm reduction practices, and general awareness.

Substance Use Pledge

- In the academic year, the Wellness Center launched the Substance Use Pledge to encourage those who choose to drink alcohol to do so at a pace of one standard drink per one-hour of time. We aimed to educate students on the risks of binge drinking and challenge students to be more responsible with their consumption. Approximately 450 students took the pledge.

Social Norms Marketing

- Utilizing the data from the National College Health Assessment, the Wellness Center has developed marketing materials, presentations, and promotional giveaways to correct misperceptions about drug and alcohol use on our campus. In addition to the marketing, we place this information in many of our events to continue the conversation about actual consumption rates on campus.

SAMHSA Mental Health Awareness and Training Grant (2022–2026) has expanded the College's capacity to provide:

- Mental Health First Aid (MHFA) for students, staff, and faculty
- QPR (Question, Persuade, Refer) suicide prevention training
- Naloxone/Narcan training and distribution

- Public Safety and EMS staff training to better respond to AOD-related crises. Olaf College uses a combination of quantitative and qualitative assessment tools to evaluate the effectiveness of its alcohol and other drug (AOD) prevention strategies. These assessments help identify trends, guide programming decisions, and ensure compliance with federal requirements.

Assessment of Programs and ACHA data

St. Olaf utilizes various assessment strategies to help determine institutional effectiveness.

National College Health Assessment (NCHA)

- Administered biennially, this survey collects data on student substance use, mental health, academic impact, and risk behaviors. Results are analyzed to identify high-risk populations and inform targeted prevention efforts.

Conduct and Incident Reports

- Campus disciplinary data related to AOD violations are tracked and reviewed each academic year. These reports help monitor the prevalence of high-risk behavior and evaluate the impact of educational and policy-based interventions.

Wellness Center Feedback Forms:

- Students who attend presentations, workshops, or peer-led programs are invited to complete feedback forms that assess knowledge gained, attitudes shifted, and confidence in applying safer behaviors. Responses are reviewed monthly and incorporated into program planning.

Program Participation Data:

- Attendance and engagement statistics from prevention programs, trainings (e.g., BASICS, MHFA, QPR), and outreach events are tracked to measure reach and impact.

Collaborative Review with Campus Partners:

- The Wellness Center regularly meets with partners in Residence Life, Public Safety, Athletics, and Title IX to review trends, identify gaps, and adjust strategies accordingly.

National Collegiate Health Assessment (NCHA) link to specific St. Olaf:
[NCHA survey results 2024](#)

Introduction

As part of its commitment to data-informed prevention efforts, St. Olaf College administers the American College Health Association's National College Health Assessment (NCHA). The Spring 2024 survey gathered insight into students' alcohol and drug use, behaviors, and impacts on academic and personal well-being. Compared to national ACHA trends, St. Olaf students reported **slightly lower alcohol use risk**, **higher cannabis use**, and **similar rates of risky behavior**, with clear opportunities for targeted interventions.

Key Findings: Alcohol, Cannabis, and Other Drug Use

Alcohol Use

74.1% of students reported alcohol use in the past 3 months.

83.0% had a reported Blood Alcohol Content (BAC) below 0.08 during their last drinking event.

86.1% consumed **4 or fewer drinks** the last time they socialized, suggesting low-risk use by most students.

However, **15.1%** of drinkers regretted something they did while drinking, **8.9%** experienced a blackout, and **5.8%** had unprotected sex while intoxicated.

Cannabis Use

41.1% of students used cannabis in the past 3 months—**above the national average (~34%)**.

Among cannabis users, **7.4%** reported academic challenges, compared to **2.6%** of all students.

7.9% drove within 6 hours of using cannabis, a notable safety concern.

Driving After Substance Use

11.4% of students reported driving after drinking alcohol.

This figure is **slightly higher than national benchmarks**, signaling an area for enhanced harm reduction messaging.

Other Substance Use (past 3 months)

Tobacco/Nicotine products: 17.4%

Prescription stimulant misuse (e.g., Adderall): 2.6%

Sedatives/tranquilizers (misuse): 0.5%

Cocaine: 1.6% | **Hallucinogens:** 2.1%

No reports of methamphetamine, heroin, or inhalant use.

Recovery and Support Visibility

0% of students identified as being in recovery from substance use.

This may indicate **limited visibility of recovery services**, **stigma**, or lack of culturally responsive support.

Academic Impact from Alcohol and Cannabis Use (St. Olaf, NCHA 2024)

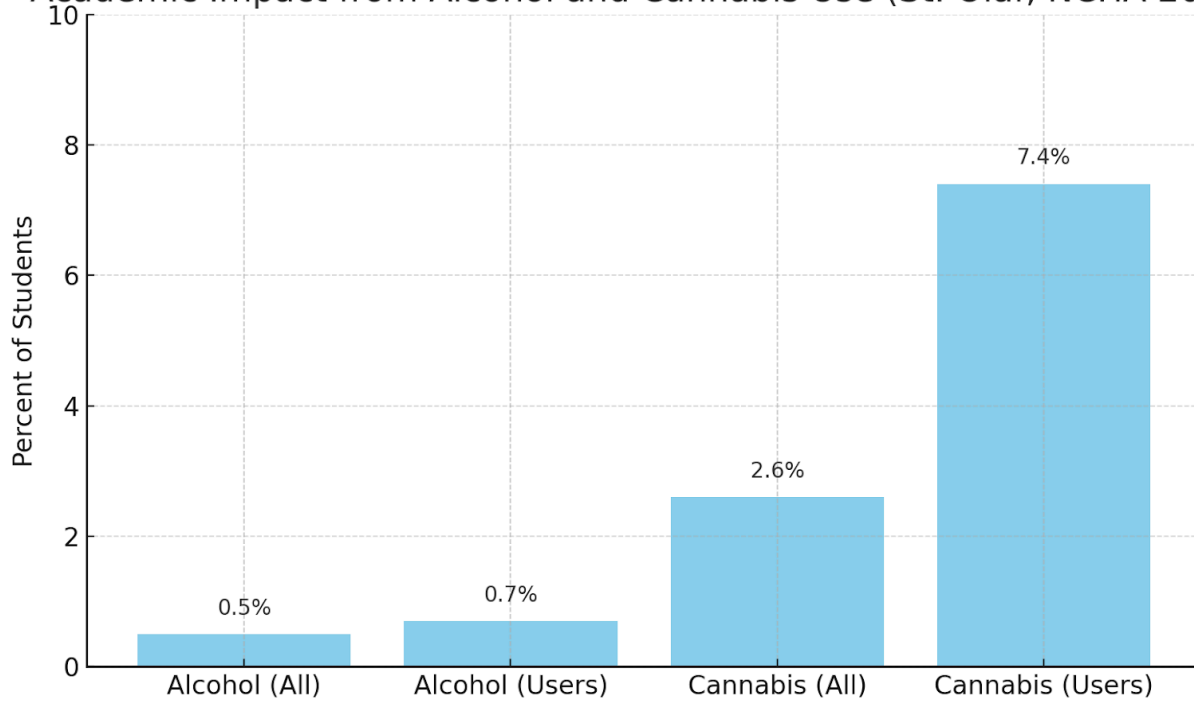


Figure 1: Academic Impact from Alcohol and Cannabis Use

Cannabis users experienced more academic challenges than both alcohol users and the general population.

Students Reporting Driving After Substance Use (St. Olaf, NCHA 2024)

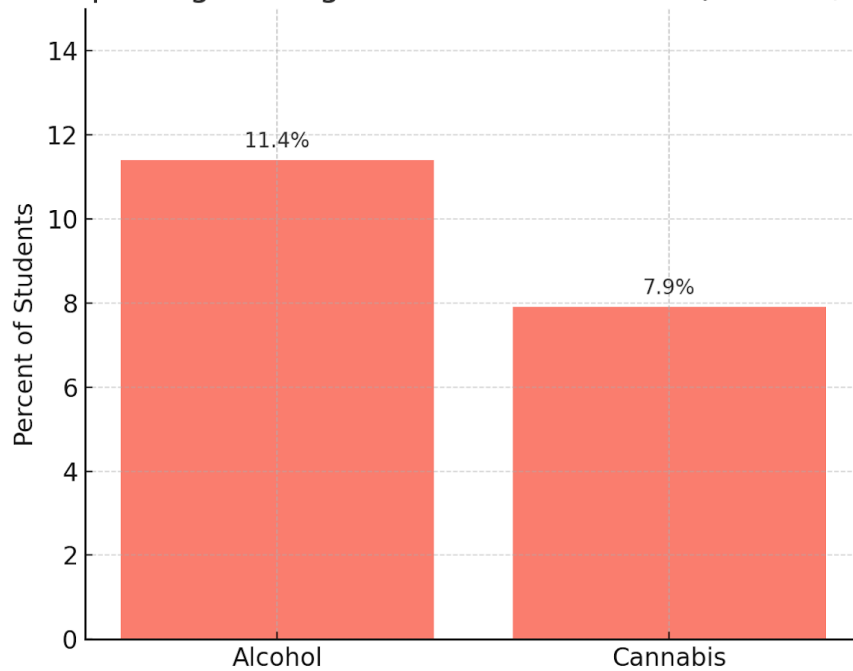


Figure 2: Driving After Substance Use

Rates of driving after alcohol or cannabis use are concerning and suggest a need for expanded harm reduction education.

Disparities and Vulnerable Populations

- Transgender and gender non-conforming (TGNC) students reported disproportionate substance-related academic and wellness impacts. These disparities suggest a need for inclusive and identity-affirming education, mental health support, and substance misuse interventions.

Highlights:

- The majority of students use alcohol in **low-risk ways**, and BAC awareness is strong.
- The campus appears to benefit from **existing prevention efforts and social norm strategies**.

Gaps:

- **Cannabis use is above the national average**, with a high academic impact among users.
- **Driving under the influence of alcohol and cannabis** remains a safety concern.
- **No students self-identified as in recovery**, signaling the need for greater visibility and de-stigmatization of support services.
- **Risky behaviors**, such as blackout drinking and unprotected sex, are still present among a sizable minority.

Trends:

- A post-pandemic return to social drinking, coupled with increased cannabis normalization, may be shaping behavior.
- AOD-related impacts are not evenly distributed, with identity-based and mental health-related disparities increasingly evident.

Summary Statement for NCHA Survey Results:

The majority of St. Olaf students reported moderate to low use of alcohol and cannabis, with 74.1% reporting alcohol use in the past three months and 41.1% reporting cannabis use. However, while only 0.5% of all students reported alcohol as a negative academic impactor and 2.6% for cannabis, those who used cannabis were more affected; 7.4% of cannabis users noted academic challenges. Estimated BAC remained under 0.08 for most students, and 83% reported 4 or fewer drinks at their last social setting. No students reported being in recovery, suggesting either low self-identification or lack of visibility in recovery support services.

Conclusion:

While St. Olaf College maintains relatively low levels of high-risk AOD behavior compared to national averages, specific groups (particularly trans/GNC students and those who do use cannabis) are experiencing disproportionate academic impact. Furthermore, 11.4% of students reported driving after drinking alcohol, and 7.9% after cannabis use, highlighting a critical area for harm reduction. These findings suggest that while general prevention efforts may be effective, tailored education, increased recovery support visibility, and harm reduction strategies are needed to reach those at higher risk.

These ongoing assessments allow St. Olaf to continuously improve and adapt its prevention efforts to meet the needs of students, align with best practices, and support a safe, healthy campus environment.

Enforcement of Policies

St. Olaf College is committed to upholding its Alcohol and Other Drug (AOD) policies through consistent enforcement, education, and accountability. The following section summarizes student AOD policy violations and institutional responses from academic years 2018–2024, based on data from the College's Clery Act Reports and internal conduct records.

Sanctions and Educational Responses

- Whenever possible, the College emphasizes education and early intervention. One of the most common responses to AOD violations is referral to the **Brief Alcohol Screening and Intervention for College Students (BASICS)** program—an evidence-based approach that supports harm reduction and informed decision-making.

- **Referrals to BASICS:**

2018–2019: 22
 2019–2020: 16
 2020–2021: 4
 2021–2022: 6
 2022–2023: 8
 2023–2024: 1

Note: Data from 2020 to 2023 may reflect lower referral rates due to the COVID-19 pandemic, which significantly altered residential life, reduced on-campus activity, and introduced temporary public health restrictions. These changes likely led to changes in AOD-related incidents and formal referrals during periods of remote learning or limited campus access.

The College also uses a **Medical Exemption Policy** that encourages students to seek emergency assistance during a substance-related crisis without fear of disciplinary action. This policy promotes safety and accountability by prioritizing health first.

- **Medical Exemption Cases:**

2018–2019: 9
 2019–2020: 11
 2020–2021: 3
 2021–2022: 5

- **Suspensions Due to AOD Violations:** In cases involving repeated or serious violations, sanctions may include temporary suspension or separation from the institution.

2018–2019: 3
 2019–2020: 4
 2020–2021: 8
 2021–2022: 1

- **AOD Violations**

2022–2023: 49 violations

2023–2024: 73 violations

This increase may reflect a return to more typical residential operations and social behavior following the pandemic, along with enhanced detection and reporting of policy violations.

Sanctions and Other Responses Per Academic Year						
Type of Sanction/Response	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
	9	0	1	2	3	22
Referral to BASICS	16	4	6	8	18	22
Medical Exemption Policy	9	11	3	5		

Sanctions and Other Responses Per Academic Year						
Suspension from College	3	4	8	1		
AOD Policy Violations					49	73

Employees

During the review period, no violations of the Staff Alcohol and Drug Use policy occurred.

Emergency Medical Calls related to alcohol consumption over the past 8 years. The calls reported show a significant reduction over the past reporting years.

By Alcohol Consumption

Year	Calls with EtOH Consumption	% of Calls with EtOH Consumption
2022-23	22	13%
2021-22	13	19%
2020-21	14	29%
2019-20	33	29%
2018-19	29	22%
2017-18	44	35%
2016-17	47	37%
2015-16	45	42%

- A call could only be classified as involving the consumption of alcohol if the patient explicitly stated their consumption of the substance and if SOEMTs accurately documented it.

Summary

St. Olaf's enforcement data reflects a balanced approach of accountability and education, with fluctuations during the pandemic years and a recent return to more typical patterns of policy violations and referrals, underscoring the importance of continued prevention and early intervention efforts.

Substance Effects on Student Well-Being

Understanding the impact of common substances is essential for developing effective prevention and intervention strategies. The following section outlines how specific drugs affect the physical

health, mental well-being, academic performance, and overall quality of life for college students. This information informs St. Olaf's approach to education, outreach, and support services in alignment with the Safe and Drug-Free Schools and Communities Act.

Alcohol

What It Does: Depresses the central nervous system, impairs judgment, slows reaction time, reduces coordination, and lowers inhibitions.

Effects on College Students: Short-term: Increased risk of injury, sexual assault, unplanned sexual activity, and academic failure.

Long-term: Risk of dependence, liver damage, cardiovascular issues, and mental health decline.

Well-being Impact: Alcohol misuse is linked to higher rates of depression, anxiety, and sleep disturbances. It impairs memory and concentration, which negatively affects academic performance.

Cannabis (Marijuana)

What It Does: Alters brain function, especially areas related to memory, attention, and learning. May cause relaxation or paranoia.

Effects on College Students:

Short-term: Impaired attention, motivation, coordination, and reaction time.

Long-term: Memory loss, cognitive impairments, decreased academic motivation, and potential cannabis use disorder.

Well-being Impact: Increased anxiety, worsening of depressive symptoms, and reduced academic and extracurricular engagement.

Nicotine (including vaping/e-cigarettes)

What It Does: Highly addictive stimulant that affects brain development and cardiovascular health.

Effects on College Students:

Short-term: Increased alertness followed by withdrawal symptoms like irritability and anxiety.

Long-term: Dependence, lung damage (especially from vaping), and increased risk of heart disease.

Well-being Impact: Disrupts sleep, concentration, and emotional regulation. Withdrawal symptoms can interfere with social and academic performance.

Stimulants (e.g., Adderall, Ritalin, Cocaine, Methamphetamine)

What It Does: Stimulates the brain by increasing dopamine and norepinephrine, which can improve focus, but also increase heart rate, blood pressure, and risk of anxiety.

Effects on College Students:

Short-term: Temporary increased focus or energy; often used as a "study drug."

Long-term: Dependence, sleep disruption, cardiovascular problems, and paranoia.

Well-being Impact: High risk for misuse among students under academic pressure. Often leads to burnout, anxiety, and worsened academic outcomes over time.

Hallucinogens (e.g., LSD, Psilocybin/Magic Mushrooms, MDMA/Ecstasy)

What It Does: Alters perception, mood, and thought processes; can cause hallucinations or a distorted sense of time and reality.

Effects on College Students:

Short-term: Unpredictable psychological effects, including panic, paranoia, or euphoria.

Long-term: Possible long-lasting psychosis or flashbacks; emotional dysregulation.

Well-being Impact: Interferes with emotional stability and increases vulnerability to mental health episodes, especially in students with underlying psychiatric conditions.

Benzodiazepines (e.g., Xanax, Ativan)

What It Does: Sedatives prescribed for anxiety or insomnia; depress the central nervous system function.

Effects on College Students:

Short-term: Calm or sleepy feeling; increased risk of overdose when combined with alcohol.

Long-term: Addiction, cognitive impairment, and rebound anxiety.

Well-being Impact: Often misused for emotional escape. Increases risk of memory issues, impaired decision-making, and academic underperformance.

Opioids (e.g., Oxycodone, Fentanyl, Heroin)

What It Does: Powerful pain relievers that produce euphoria but slow breathing and brain activity.

Effects on College Students:

Short-term: Drowsiness, nausea, confusion, and slowed respiration.

Long-term: Addiction, withdrawal, overdose (especially with fentanyl).

Well-being Impact: Even short-term misuse can lead to fatal overdose. Undermines physical and emotional health and isolates students from peers and academics.

Caffeine

What It Does: A stimulant found in coffee, energy drinks, and sodas that temporarily increases alertness.

Effects on College Students:

Short-term: Improved focus or wakefulness.

Long-term: Sleep disruption, increased anxiety, dependency.

Well-being Impact: Overuse can mask fatigue, increase heart palpitations, worsen anxiety, and negatively impact sleep, undermining academic and emotional health.

Summary

College students are particularly vulnerable to substance misuse due to academic stress, social pressures, and the development of coping skills. The impact of these substances extends beyond physical health and can severely disrupt academic performance, emotional regulation,

interpersonal relationships, and long-term goal achievement. St. Olaf's wellness and prevention efforts aim to educate, support, and empower students to make informed decisions that enhance their overall well-being.

Strategic Plan Alignment: Addressing Alcohol and Other Drug Use at St. Olaf College

The St. Olaf College Strategic Plan provides a critical framework that supports a holistic, campus-wide approach to addressing alcohol and other drug (AOD) use. Grounded in values of equity, community well-being, and student success, the plan promotes cross-departmental collaboration, data-informed decision-making, and inclusive prevention strategies that are responsive to the evolving needs of our student body.

Efforts to reduce and prevent substance misuse are directly supported by the Strategic Plan's focus on enhancing the overall student experience and prioritizing health and wellness as key components of academic and personal success. This alignment is reflected in several institutional initiatives, including:

- **Expansion of Peer Education Programs** focused on harm reduction, informed decision-making, and student leadership development.
- **Increased integration of evidence-based training**, such as Mental Health First Aid, QPR, BASICS, and Narcan administration, into student leader training, residence life, and student organization programming.
- **Use of data from the National College Health Assessment (NCHA)** and institutional surveys to guide targeted outreach, educational campaigns, and programming.
- **Collaboration with departments such as Public Safety, Residence Life, Athletics, and Title IX** to develop consistent messaging and coordinated responses to substance-related issues.
- **Implementation of early intervention strategies**, including motivational interviewing and substance use coaching, to support students before issues escalate.

By aligning AOD prevention and education with the broader goals of fostering a safe, inclusive, and thriving campus community, the Strategic Plan serves as a guiding force in strengthening a culture of care and accountability at St. Olaf College.

In addition to working towards the above, the Wellness Center's Strategic Plan also has the following goals:

- Provide the campus with accurate, evidence-based information to enable students to make good decisions about their health, safety, and relationships.
- Provide a space for students to critically think about issues and possibly revise a point of view in response to new information.
- Recognize connections between personal wellness and other areas of life
- Participate responsibly and be knowledgeable in their life outside of classes.
- Provide recovery ally services through the Peer Substance Coaching program.

New Recommendations for AOD Prevention & Education

To strengthen compliance with the Drug-Free Schools and Communities Act and enhance campus safety and student well-being, St. Olaf College proposes the following five priority recommendations:

1. Create an Identity-Inclusive and Data-Driven Prevention Strategy

Combine efforts to develop identity-specific prevention messaging with campus data analysis to tailor outreach and resources. Collaborate with student identity groups and utilize NCHA data to better engage underrepresented or disproportionately impacted populations, such as trans/GNC and cis male students.

This approach ensures that prevention efforts are relevant, equitable, and targeted toward those at highest risk or at least reached by traditional messaging.

2. Expand Cannabis and Co-Use Education for All Class Years

Build out cannabis-specific education through workshops, peer-led forums, and new modules for upperclass students that explore cannabis use, cognitive impact, co-use with mental health medications, and decision-making.

This helps address knowledge gaps about cannabis, supports informed choices, and reduces misuse, especially among students navigating greater independence.

3. Enhance Recovery Support and Harm Reduction Visibility

Develop a recovery visibility campaign, promote confidential recovery pathways, and expand access to harm reduction tools like Narcan and safe ride options. Collaborate with HCI for training and increase awareness of estimated BAC and substance half-life.

This reduces stigma, supports students in recovery, and mitigates potential harms for all students through education and accessible safety tools.

4. Strengthen Training, Screening, and Policy Awareness

Implement brief AOD risk screenings during Wellness Center visits using tools like ASSIST, and offer follow-up using motivational interviewing. Ensure annual AOD policy notification, and expand AOD-related training (MHFA, QPR, Narcan, BASICS) for student leaders, Residence Assistants, and staff.

Proactive screening and consistent training equip the campus community to identify concerns early and respond effectively, while annual notifications fulfill federal requirements.

5. Establish a Coordinated Infrastructure to Guide AOD Efforts

Form a standing Drug and Alcohol Abuse Prevention Committee to oversee prevention goals, policy review (including medical exception and campus safety), program planning, and biennial

report development. Leverage grants to support evidence-based interventions and create sustainable change.

This builds institutional capacity to maintain focus, track progress, and adapt strategies as student needs and national trends evolve.

Summary of Recommendations:

By implementing these recommendations, St. Olaf College can build on its current efforts to reduce substance misuse, promote a culture of care and accountability, and ensure ongoing compliance with federal requirements. These strategies support the overall health, academic success, and long-term well-being of the college community.

Conclusion Statement

This biennial review demonstrates St. Olaf College's sustained commitment to fostering a safe, healthy, and inclusive campus environment through comprehensive alcohol and other drug (AOD) prevention, education, enforcement, and support initiatives. Guided by federal compliance requirements and informed by campus-specific data, the College has implemented evidence-based practices such as BASICS, QPR, Mental Health First Aid, and peer education programs to reduce high-risk substance use and promote well-being.

While most students report low-risk substance use patterns, emerging trends, including increased cannabis use, impaired driving, and disparities among specific student populations, highlight areas for targeted intervention. Notably, the lack of visibility in recovery services presents an opportunity to build a more supportive and recovery-friendly campus culture.

By aligning AOD strategies with the College's broader strategic plan and DEI commitments, St. Olaf continues to evolve its prevention efforts, enhance student safety, and uphold its responsibilities under the Drug-Free Schools and Communities Act. Moving forward, the College will focus on expanding identity-responsive education, increasing recovery resources, and strengthening collaborative efforts across departments to meet the evolving needs of its community.

Appendix A: St. Olaf Policy on Alcohol and Illicit Drugs

Policy Statement

The possession, distribution, or consumption of alcoholic beverages is prohibited on the St. Olaf campus, on land owned by the college, and in college-owned honor and language houses. The consumption of alcoholic beverages is prohibited at all college-sponsored functions, no matter where located, that include students as guests.

St. Olaf prohibits the unlawful possession, distribution, or use of illicit drugs and/or controlled substances on any property owned by the college or in any program or activity sponsored by the college in any location.

Anyone violating college policy regarding alcohol, illicit drugs, and/or controlled substances will be subject to disciplinary action.

Implementation Guidelines

Students who choose to violate the alcohol policy by hosting or attending a gathering where alcohol is served can expect that consequences will follow. Most disciplinary situations will be handled within the residence hall via an informal hearing with the area coordinator. Some cases may be delegated to the Dean of Students' Office or other administrative hearing body. Types of violations and expected consequences are as follows:

- **Level I** (First-time, less serious violations)
 - Computer-based educational program at student expense.
 - Attending an alcohol information session.
 - Restitution and apology to affected persons.
 - Behavioral contract.
 - Other sanctions as appropriate.

Please note that students may receive a lesser sanction if it is determined they were present and aware of the activity when an alcohol policy violation took place, but were not hosting the gathering, possessing, or consuming alcohol. Although still a violation of the stated alcohol policy, the college recognizes the positive choice of students to abstain from alcohol use.

- **Level II** (Repeated or more serious first-time violations)
 - Referral to the Wellness Center for an individual meeting.
 - Confidential notification of parents, academic advisor, athletic coach, co-curricular program director, or others as appropriate.
 - Possible residence hall probation (further violation can result in reassignment of housing).
 - Other sanctions are appropriate for violations.

- Co-curricular suspension
- **Level III** (Most serious violations, including keg parties or flagrant violations of policy, serving underage people, abuse of or non-cooperation with college staff, or repeated violations)
 - Referral to the dean of students' office.
 - Referral for alcohol screening or assessment.
 - Residence hall probation.
 - Reassignment or cancellation of housing.
 - Monetary fines.
 - Suspension from the college.
 - Other sanctions are appropriate for violations.

Depending on the circumstances, Level I, II, or III sanctions may be implemented at any time and in any order. Also, it may be assumed that these sanction guidelines will apply to disciplinary incidents not involving alcohol.

Co-curricular suspensions can be of indeterminate length, depending on the severity of the violation. In such instances, students may continue to attend class, labs, and study in the library; they may eat meals in the Cafeteria or Cage, and take care of normal administrative functions related to being a student. However, students fulfilling a co-curricular suspension may not participate in athletics, club or intramural sports, music groups or organizations, clubs or organizations or social events sponsored by the college.

Other things to note about the alcohol policy and consequences for violation:

- Students may not have empty alcohol containers in their rooms in the residence halls. If found, empty containers will be considered a violation by themselves and will be considered when determining the amount of alcohol consumed.
- The alcohol policy applies to music organizations, athletic teams, international and domestic studies programs, and all other college-sponsored student activities that take place off the St. Olaf campus. Violations of these policies may affect the students' ability to participate in the activity. Guidelines for implementation will be available in each particular office.
- Students who refuse to meet with staff or judicial bodies to discuss policy violations or who do not complete assigned sanctions in a timely and prescribed manner are subject to additional sanctions. These can include increased community service hours, monetary fines, probation, or suspension from the residence halls until the matter is resolved.
- Disciplinary records are cumulative, and sanctions can carry over from year to year. Students who have specific sanctions that have carried over from the previous year will be notified upon their return to campus.

Use and Possession of Other Drugs

The college considers the use, possession, distribution, or sale of illegal drugs (including the possession of drug paraphernalia) as contrary to the welfare of the college community. To

provide for the above-stated violations, the following procedures shall serve as a general guideline:

Distribution and/or Sale of Illegal Drugs

A student who distributes or sells illegal drugs will be subject to disciplinary action up to and including dismissal from St.Olaf College.

Use and Possession of Illegal Drugs

A student who uses or possesses illegal drugs or paraphernalia will be subject to immediate referral to the Counseling Center and may be subject to disciplinary action up to and including dismissal from St.Olaf College.

Conduct at Public Events

For reasons of public safety and public relations, the use of drugs, including alcohol, is prohibited at public events on campus, and smoking at public events is prohibited.

Appendix B: Annual Policy Notification Document

[Student Code of Conduct Book](#)

Appendix C: Faculty and Staff Alcohol and Drug Policy

Alcohol and Drug Use

St. Olaf College desires to have a campus free of alcohol and illicit drugs and to operate all of its academic and co-curricular programs accordingly. It does so out of the conviction that this freedom will a) enhance the atmosphere for study, learning, growth, work, and wellness; b) support members of the community affected by, or concerned with, the abuse of alcohol and illicit drugs; c) respect the decisions of those who choose not to use alcohol or illicit drugs; and d) promote a caring environment.

Since we recognize that members of the community may, within applicable federal, state, and local law, choose to use alcohol, St. Olaf College will actively educate the members of the campus community about alcohol and drugs and provide help for those affected by substance abuse problems. In addition, the College will provide social activities that do not rely on alcohol or illicit drugs and will maintain a supportive climate for those who choose not to use these substances.

Employees who are convicted of a criminal drug statute violation that occurred in the workplace are required to inform their supervisor or department head.

At the same time, the College realizes that employees may have a problem of substance abuse that they are not able to control, but would like to overcome. The College supports employees with substance abuse problems who seek treatment to overcome such problems. Employees who wish to seek assistance may discuss such plans with their supervisor or contact the Employee Assistance Program (EAP). The supervisor and the employee will meet with the Director of Human Resources to make arrangements for leave for treatment if necessary.

Policy Statement

The possession, distribution, or consumption of alcoholic beverages is prohibited on the St. Olaf campus, on land owned by the College, and in College-owned honor and language houses. The consumption of alcoholic beverages is prohibited at all College-sponsored functions, no matter where located, that include students.

St. Olaf prohibits the unlawful possession, distribution, or use of illicit drugs and/or controlled substances on any property owned by the College or in any program or activity sponsored by the College in any location.

Anyone violating the College policy regarding alcohol, illicit drugs, and/or controlled substances will be subject to disciplinary action.

Appendix D: Staff Handbook Receipt



Staff Handbook Receipt

☐ I received a paper copy of the St. Olaf College Staff Handbook

☐ I will view the St. Olaf College Staff Handbook online

By signing this receipt, I acknowledge that I have received a paper copy or will view online, as noted above, the St. Olaf College Staff Handbook and I understand that it is my responsibility to read and comply with the guidelines, procedures and policies contained in this handbook and any revisions made to it.

Employee Signature

Today's Date

Employee Name (please print)

Please return this completed form to the Human Resources Office for filing in your personnel file.

Appendix E: Alcohol Medical Exception Policy

Through the College's Alcohol Medical Exception policy, students needing to be transported to the hospital for the first time as a result of intoxication and/or alcohol poisoning will not face formal disciplinary action, provided that the student has not committed any other violations of the Code of Conduct that warrant disciplinary action. Previous judicial history, lack of cooperation with College officials, or leaving the hospital without being cleared by medical personnel may limit eligibility for this exception.

Students who are eligible for a medical exception will not receive a judicial record for the incident. In lieu of disciplinary action, the student will be required to do the following:

- To meet with a professional staff member of the Dean of Students' Office to discuss the incident
- Participate in BASICS. Inform the college staff of who provided the student the alcohol and/or drugs used during that incident
- . Parents of the student will be notified of the incident if they were not notified at the hospital. Depending on individual circumstances, the student may be referred for additional services as needed.

Individuals who make the call to obtain medical assistance for an intoxicated student will not face formal disciplinary actions, provided that they have not committed additional violations of the Code of Conduct other than the possession or use of alcohol.

This policy is meant to help students learn through this one-time mistake of overconsumption about their own personal limits without fear of a judicial record. If the student fails to meet with the staff member or chooses not to fulfill the requirements, the student may be subject to judicial action.