

BIENNIAL REPORT

Of

INSTITUTIONAL COMPLIANCE

With the

DRUG-FREE SCHOOLS AND CAMPUSES ACT

Period of Review: July 2022 to July 2024

WILLIAM JEWELL COLLEGE

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WILLIAM JEWELL COLLEGE
BIENNIAL REPORT OF
INSTITUTIONAL COMPLIANCE WITH THE
DRUG-FREE SCHOOLS AND CAMPUSES
REGULATIONS
Period of Review: July 2020– July 2022

INTRODUCTION

The Drug-Free Schools and Campuses Regulations (EDGAR Part 86) require that, as a condition of receiving funds or any other form of financial assistance under any federal program, an institution of higher education (IHE) must certify that it has adopted and implemented a program “to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees” both on the institution’s premises and as part of any of its activities. According to the Part 86 regulations, if an IHE fails to submit the necessary certification when requested to do so or violates its certification, the Secretary of Education may terminate all forms of financial assistance whether from the Dept. of Education or other federal agencies (34 CFR Section 86.1 and 20. USC &1145g.).

The Drug-Free Schools and Campuses Regulations also require IHEs to conduct a biennial review of the AOD (alcohol and other drugs) programs and policies to determine program effectiveness and consistency of policy enforcement and to implement any changes needed to either.

This purpose of this biennial review is to do the following:

1. Assess the effectiveness of William Jewell College’s Drug and Alcohol Abuse Prevention Program
2. Identify areas requiring improvement or modification

GENERAL STATEMENT

William Jewell College provides students a world-class education both in and out of the classroom. While students learn critical thinking skills and consider relevant global issues in the classroom they are also challenged to develop important life skills that prepare them for life beyond college. We believe this occurs most effectively in a community emersion experience.

While Jewell embraces a highly sophisticated technology-enabled pedagogy, we recognize the demands technology places on students’ human and leadership development. Jewell follows an intentional four-year student development program that facilitates interpersonal skill growth and development.

As students travel their Jewell journey, they are presented with great responsibilities and challenges that develop and cultivate life skills, including, but not limited to, learning to live with and respect others, conflict resolution, community and civic engagement, governance, defining personal values and integrity, ethical leadership, and independence and freedoms that leads to a responsible self.

Jewell's student development model is rooted in defined institutional character values; respect, honor, justice, community, excellence, courage, diversity, liberty and faith. These fundamental values define the William Jewell College community, who we are as an institution of higher education, and what we believe.

GUIDELINES TO ENSURE A DRUG-FREE SCHOOL POLICY

William Jewell College prohibits the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances on college property or during the course of employment for the College. Controlled substances consist of any drug which is controlled and/or regulated by federal agencies and include prescription drugs as well as illegal or street drugs. (The use of drugs which have been prescribed by a licensed physician and which are taken according to the prescription instructions is not considered illegal.)

Employees who violate this guideline are subject to disciplinary action in accordance with the procedures discussed in the Employee Handbook, the William Jewell College Faculty Handbook, and/or the College Tenure Policy. When it is determined to be in the best interest of the College, the employee will be immediately discharged. When possible, the employee will be required to participate in a drug abuse assistance rehabilitation program approved for such purposes by a federal, state or local health, law enforcement, or other agency. Employees are required to notify the College of any criminal drug statute conviction occurring in the workplace within five days of such conviction. Furthermore, William Jewell College will report such convictions to appropriate federal funding agencies within ten days after receiving such notice, if required to do so by regulations under the Drug-Free Workplace Act.

William Jewell College students are expected to adhere to all laws related to the possession, consumption, and/or distribution of alcohol and narcotics, as outlined by the Federal Government, the State of Missouri, Clay County, Missouri, and the City of Liberty, Missouri. The unlawful use, possession, purchases and/or distribution of drugs or alcoholic beverages is strictly prohibited on the William Jewell College campus. Students legally eligible to possess and consume alcoholic beverages must adhere to all policies outlined within the William Jewell College Student Handbook.

Students deemed to be in possession of illegal drugs/narcotics or if found on college property or at an off-campus, college-sponsored function, the following procedures will be invoked:

1. The college official making the discovery will remain with the illegal substance and all parties involved. The discovering college official will immediately contact the following personnel.
 - A. If on-campus, Campus Safety should be called to serve as a witness and second college official to assist with processing the incident. If the discovering official is a member of the residence life staff, a second residence life staff member, preferably a resident director should be called as a secondary staff member to witness and assist until campus safety arrives.
 - B. If off-campus, a second college official, if available, should be called as a witness and assist with processing the incident.

- C. Regardless of location, the Dean of Students or Associate Dean of Students will be contacted for direction and instruction regarding an appropriate response to the incident.

2. The identity of all parties involved, including by-stander witnesses and college officials, will be documented in an incident report that outlines, in detail, the circumstances of the incident. The incident report is to be completed by the discovering college official and responding campus safety officer (if on-campus) or second college official (if off-campus). Incident reports should be submitted to the Associate Dean of Students for address.

3. Drugs/Narcotics and/or paraphernalia classified as a misdemeanor by Missouri State Statute will be photo documented and properly disposed of by at least two College officials, in accordance with disposal directions from law enforcement officials.

4. Deemed possession or discovery of any illegal drug(s) or paraphernalia classified as a felony will be immediately reported to law enforcement.

5. Students deemed to be in violation of the College's drugs/narcotics policy will be charged with violation of appropriate Standards of Conduct, noted in the William Jewell College Student Handbook, and may be subject to criminal prosecution.

When appropriate, students will be required to participate in a drug abuse assistance rehabilitation program approved for such purposes by a federal, state or local health, law enforcement, or other agency. Individual students who are found in violation of College policy or Drug-Free Schools and Communities Act Amendments of 1989 (Pub.Law No.101-226) are subject to College disciplinary action. Additionally, student organizations which allow drinking or the use of illicit drugs at their functions or on their premises are subject to review and/or disciplinary action by the College. However, concern for student welfare dictates that persons who overdose or become intoxicated seek medical help. For that reason, the above policies notwithstanding, students seeking medical attention for inebriation or overdose shall not be formally disciplined for the use of alcohol or other drugs, provided that the sole reason the student's drug abuse was discovered was due to seeking medical attention. Students seeking rehabilitation from drug or alcohol use, prior to or after medical emergency, may use counseling referral networks without fear of follow-up discipline. All services rendered will be confidential. Students are encouraged to seek information and assistance for drug abuse from the Counseling Center. A variety of other community agencies are available to all employees and students. Information on additional community resources is available from the Counseling Office or from the Office of Human Resources.

ASSESSING OUR PROGRESS

We continue our focus on previous recommendations and building upon them. The college continues to review drug and alcohol prevention education and our role in ensuring compliance. Specific action was taken in regards to making improvements and furthering efforts for alcohol and drug prevention.

As mentioned in previous reports, became a tobacco-free campus (effective August 2, 2015.) The College continues to assess any actions necessary as a result of becoming a tobacco-free campus and we continue to monitor compliance..

Our frequently asked questions include additional details in regards to electronic cigarettes (e-cigarettes or personal vaporizers) and provided clarification that they are not to be used on campus.

We provide services to assist students, faculty and staff who desire to quit smoking or using tobacco. Students are encouraged to make an appointment with the Health Center for help in developing a plan for smoking cessation. Smoking cessation resources are also available through the medical plans for employees.

Appropriate signage is in place for designating the smoke-free and tobacco-free nature of the campus. We expect that all faculty, staff, students, contractors, suppliers, and visitors to voluntarily comply with the spirit and intent of this policy. Violations of this policy may result in disciplinary action.

Fines and citations are not part of the basic enforcement of this policy; however, the discipline policies applicable to students, faculty, and staff may be invoked, if necessary, to secure compliance with this policy, especially with individuals who, after being educated about the policy, repeatedly violate it. Suspected violations of this policy are to be reported in the following manner:

- Violations of this policy by faculty and staff should be brought to the attention of the employee's supervisor and/or Human Resources, as appropriate ^{[[1]]}_{SEP}
- Violations of this policy by students should be brought to the attention of the Office of Student Life
- Violations of this policy by visitors should be brought to the attention of Campus Safety ^{[[1]]}_{SEP}

Violations of this policy by contractors should be brought to the attention of the department for whom the contractor is working or to the Vice President for Finance and Operations (CFO), as appropriate

RECOMMENDATION:

Email specific drug and alcohol related policies along with employee assistance plan information at the beginning of each academic year.

ACTION TAKEN: Information on drug and alcohol related policies is contained on the website in the Policy Library and under Student Consumer Information. The employee assistance program is emphasized throughout the year and advertised at least yearly to raise awareness of its existence for faculty and staff.

Ongoing Compliance:

The Compliance Committee continues to meet quarterly. A subcommittee was created in July 2018 and continues to meet periodically to review any incidents on campus and recommend any further changes that might be necessary. The subcommittee is also involved in training and educational efforts.

We continue to maintain the Student Handbook to show any office name changes

and corrected phone numbers with an emphasis on any critical areas.

RECOMMENDATION:

Continue with our review and obtain student feedback on an ongoing basis through discussions with students.

ACTION TAKEN PREVIOUSLY: A student drug and alcohol survey was conducted in 2016. Results were used in considering various policy changes.

As a result of the survey and our continued review, some Policies were revised/updated/created (See Attachments):

Student Alcohol Policy: Effective August 1, 2017 and updated January 18, 2018

Tailgating Policy: Updated August 25, 2017

Illegal Drugs/Narcotic Policy: Updated June 30, 2016

Alcohol Education

Embedded in the Student Alcohol Policy is reference to our education efforts. We require all new students to have alcohol education. If a student violates the policy, they are often required to write a paper dealing with the subject. We continue to monitor the completion of required training.

In keeping with the mission of the College to develop critical thinking skills, the College updated a policy for handling violations (September 25, 2018). Currently a “Standard of Conduct Review Board” responds to student behavior that is inconsistent with William Jewell College’s Standard of Conduct. Students who violate the Standard of Conduct policy will consider how their actions adversely impact community, others, and self through education, reflection, and restoration.

Additional information can be found at <https://www.jewell.edu/standard-conduct-review-board-policies-and-procedures> .

STUDENT ALCOHOL EDUCATION PROGRAM

We take our role in providing education very seriously and as such have implemented several programs. All first-year students, regardless of whether they are of legal age within the State of Missouri and regardless of whether they choose to drink alcohol or not, are required to complete the College’s alcohol education program. As previously mentioned, we partner with United Educators.

This educational program provides students with an in-depth information. It includes information which has been shown, through research, to be particularly motivating to college drinkers:

- Quantity and Frequency of Drinking, Caloric Intake
- Amount Consumed and Peak BAC
- Norm Comparisons
- Amount and Percent of Income Spent on Alcohol
- Tolerance Level

- Negative Consequences of Alcohol Use
- Personal Family Risk Score
- Explanations, advice, and local referral information

A full explanation of all drug and alcohol related policies, educational resources, violation and Penalty information can be obtained at: <http://www.jewell.edu/student-consumer-info>.

This link also provides information from the Missouri Department of Mental Health, e.g., crisis assistance, alcohol and drug use, alcohol and drug fact sheets, information for families and the general public.

ILLEGAL DRUGS/NARCOTICS

William Jewell College students are expected to adhere to all laws related to the possession, consumption, and/or distribution of alcohol and narcotics, as outlined by the Federal Government, the State of Missouri, Clay County, Missouri, and the City of Liberty, Missouri. The unlawful use, possession, purchase, and/or distribution of drugs or alcoholic beverages is strictly prohibited on the William Jewell College campus. Students legally eligible to possess and consume alcoholic beverages must adhere to all policies outlined within the William Jewell College Student Handbook.

Illegal Drugs/Narcotics

Students deemed to be in possession of illegal drugs/narcotics or if found on college property or at an off-campus, college-sponsored function, the following procedures will be invoked:

1. The college official making the discovery will remain with the illegal substance and all parties involved. The discovering college official will immediately contact the following personnel.
 - A. If on-campus, Campus Safety should be called to serve as a witness and second college official to assist with processing the incident. If the discovering official is a member of the residence life staff, a second residence life staff member, preferably a resident director, should be called as a secondary staff member to witness and assist until campus safety arrives.
 - B. If off-campus, a second college official, if available, should be called as a witness and assist with processing the incident.
 - C. Regardless of location, the Dean of Students or Associate Dean of Students should be contacted for direction and instruction regarding an appropriate response to the incident.
2. The identity of all parties involved, including by-stander witnesses and college officials, will be documented in an incident report that outlines, in detail, the circumstances of the incident. The incident report is to be completed by the discovering college official and responding campus safety officer (if on-campus) or second college official (if off-campus). Incident reports should be submitted to the Associate Dean of Students for address.
3. Drugs/Narcotics and/or paraphernalia classified as a misdemeanor by Missouri State Statute will be photo documented and properly disposed of by at least two College officials, in accordance with disposal directions from law enforcement officials.
4. Deemed possession or discovery of any illegal drug(s) or paraphernalia classified as a felony will be immediately reported to law enforcement.

5. Students deemed to be in violation of the College's drugs/narcotics policy will be charged with violation of appropriate Standards of Conduct, noted in the William Jewell College Student Handbook, and may be subject to criminal prosecution.

ATHLETICS

William Jewell College has an institutional drug-testing program consisting of education, testing, rehabilitation, and counseling intended to protect the health and welfare of all William Jewell College intercollegiate athletes. Amendments to these procedures may be issued with or without notice as deemed appropriate by College personnel. Nothing in these procedures shall be construed to create a contract between student-athletes and William Jewell College. However, signed consent and notification forms shall be considered affirmation of the student-athletes agreement to the terms and conditions contained therein and to this policy and these procedures, and shall be legal contractual obligations of the student-athletes. This policy is separate and distinct from the NCAA drug testing policy.

Purpose

The central purpose of the program is to protect student-athletes from the detrimental effects of drug use/abuse. The drug testing program should discourage the use of drugs and illegal substances and appropriate intervention will take place should drugs or illegal substances be detected during a random drug test. Other specific goals of the comprehensive testing and education program are as follows:

- A.** Education – to provide educational guidance to athletes to ensure awareness of the physical, mental, and legal consequences of illegal drug use. Athletes will participate in a drug education program annually.
- B.** Prevention – to discourage athletes from drug experimentation and possible drug abuse and dependency by imposing significant sanctions on offenders.
- C.** Detection of abuse – to detect student athletes who may be involved in substance use or abuse through random testing methods.
- D.** Treatment and Rehabilitation – to assist those athletes for whom a possible drug problem exists in obtaining rehabilitation through drug counseling programs available through referral for counseling services.
- E.** Promote health and safety of student participation – to provide reasonable safeguards assuring that every athlete is able to participate in intercollegiate activities unimpaired by illegal or banned drugs.

Drug Education

Athletes who are educated about substance use in sport are more likely to make informed and intelligent decisions about usage. William Jewell College will conduct a drug education program for student-athletes at least once a year. This educational program will be designed to review athletic department and institutional policies related to the use of tobacco and other drugs. Appropriate educational materials will be made available to participants. Additionally, a resource pool of educational materials will be made available for use by coaches and student-athletes at any time throughout the year.

All student-athletes and athletics staff members are required to attend the educational programs.

In addition to educating student-athletes and athletics staff about the various policies, a review of William Jewell College's institutional drug-testing program will be conducted. Dietary supplements and their inherent risks for student athletes will be discussed.

Consent to Participate

As a condition of participation in intercollegiate athletics at William Jewell College, each student-athlete will be required to sign a William Jewell College consent form agreeing to undergo drug testing and authorizing release of test results in accordance with this policy. A student-athlete will not be permitted to participate in team activities until completed. Failure or refusal to sign this consent or comply with the requirements of this policy may result in the student-athlete's athletic scholarship being revoked and the termination of eligibility to participate in intercollegiate athletics at William Jewell College. Student-athletes will be given the opportunity to ask any questions regarding the information contained in the policy, the testing program, or other related issues prior to signing the William Jewell College drug-testing consent form.

Eligibility

All William Jewell College student-athletes, including cheerleading and dance team members, listed on the institutional squad list and who have signed the institutional consent form shall be subject to drug testing under the terms of this policy. This includes, but is not limited to, student-athletes who are "red-shirting," academically ineligible, or injured. All student-athletes shall be subject to the terms of this policy throughout the calendar year.

Prohibited Drugs/Substances

The drug screening process may include analysis of, but not limited to, the NCAA list of banned-drug classes. The NCAA banned-drug classes are as follows: stimulants, anabolic agents, diuretics, street drugs, peptide hormones, and their related compounds. For ongoing updated listing of the NCAA banned-drug classes, student-athletes and staff personnel are urged to review the NCAA's website at www.ncaa.org or contact the head athletic trainer.

William Jewell College explicitly reserves the right to test for substances not listed on the NCAA banned-substances list and to test at varied detection levels.

William Jewell College Department of Athletics requires that ALL student-athletes keep the athletic training staff aware of ANY AND ALL prescribed drugs and dietary supplements that he or she may be taking. Ignorance of the legality of a substance is no excuse for a positive test.

Dietary Supplements

William Jewell College Department of Athletics personnel will not distribute or encourage the use of any dietary supplements or ergogenic aids. Many dietary supplements or ergogenic aids contain NCAA banned substances. In addition, the US Food and Drug Administration (FDA) does not regulate the supplement industry; therefore purity and safety of nutritional/dietary supplements cannot be guaranteed. Often the labeling of dietary supplements is not accurate and is misleading. Terms such as "healthy" or "all natural" do not mean that dietary supplements do not contain a banned substance or are completely safe to take. Using dietary supplements may result in a positive drug test. Student-athletes who are currently taking dietary supplements or intend to take any are required to review the product with the Head Athletic Trainer. The use of all supplements for any reason is at the student-athletes own risk. Student-athletes are solely responsible for any substance they ingest. All student-athletes are encouraged to use the Drug Free Sport Resource Exchange Center (REC) to obtain current and accurate information on dietary supplements or ergogenic

aids. All inquiries are confidential. The REC may be accessed at www.drugfreesport.com/REC. To access information, select NCAA Division II as the organization and password "ncaa2."

Types of Drug Testing

1. Team

A random number of student-athletes from each intercollegiate athletic team will be randomly selected to participate in the institutional drug testing program. Random testing will occur a minimum of once during each semester. Additional testing may occur if deemed appropriate by the Director of Athletics.

2. Reasonable Suspicion

Any student participating in an intercollegiate athletic program, including cheerleading and dance, is subject to drug testing upon request if there is reasonable cause to believe that the student may be using a banned substance. Circumstances which constitute reasonable cause, include but are not limited to, the following: current or past involvement with the criminal justice system for drug related activities, notification from the Department of Student Affairs of any report that includes the presence of drugs and/or drug paraphernalia, prior treatment for drug problems, admission of a current drug problem, prior positive test for any banned substances, physiological signs of possible impairment from drugs, or a pattern of abnormal behavior.

3. Re-entry testing

Any student-athlete testing positive for an illegal substance will be subject to testing prior to release from administrative sanctions. An increase in drug metabolite from the most recent test indicates usage and therefore a subsequent offense. A decrease in drug metabolite from the most recent test will not be considered a positive test and the student-athlete will be released from administrative sanctions if all other requirements are met.

4. Follow-up testing

Any athlete testing positive for an illegal substance will be subject to repeated random testing for one year from the time of the positive test or until 2 consecutive negative tests are obtained. The student-athlete will then be returned to the general pool of student-athletes for random selection.

Notification Process

Usually, but not always, student-athletes will be notified of an impending drug test no sooner than 24 hours prior to testing time. However, under this policy, no notice testing is permissible.

The Head Athletic Trainer will notify the student-athlete, in person or by direct telephone communication of the date and time to report to the Mabee Center for sample collection. Voice messages and emails are not acceptable forms of notification. The student-athlete will read and sign the Student-Athlete Notification form acknowledging that he/she has been notified of the drug test and verifying the date and time of the test. The student-athlete also acknowledges that failure or refusal to appear, or tampering with the urine sample will constitute a positive test result and will be subject to disciplinary action. Additionally, tardiness will not be tolerated and failure to appear within one hour of designated arrival time will be considered a missed test.

Test Site

Drug testing will commonly be conducted in the locker rooms of the Mabee Center. Student-athletes will report to the Athletic Training room to sign in to the collection station. The student-athlete will be provided a time to report to the facility. A government-issued photo ID should be brought with the student-athlete to the drug testing site. The student athlete will confirm and disclose any and all medications (prescription and over the counter) and dietary supplements that he/she is taking. The student-athlete is identified and begins the actual testing process.

Student-Athlete Confidentiality

Maintaining confidentiality and protection of the rights of the student-athlete is critical factor in drug-testing. Every effort must be made to protect the confidentiality of student-athletes under this policy, including those who test positive, undergo reasonable suspicion testing, or enter treatment programs. Under no circumstances will any William Jewell College personnel or anyone else associated with the drug testing program be permitted to discuss publicly any information acquired in their capacity, whether it involves individual student-athletes or teams. All infractions will be referred to as “violation of team policy” in communication with any persons not directly affected by the infraction.

Medical Exception Process

William Jewell College recognizes that some banned substances are used for legitimate medical purposes. William Jewell College will allow exceptions to be made for those student-athletes with a documented medical history demonstrating a need for regular use of such a substance. The student –athlete is required to inform the Head Athletic Trainer of all medications he/she is taking prior to being tested. Additionally, documentation from the student-athlete’s prescribing physician will be kept in the student-athlete’s medical file. In the event a student-athlete tests positive, the Director of Athletics in consultation with the head athletic trainer, and team physician will review the student-athlete’s medical record to determine whether a medical exception should be granted.

Drug Testing Procedure

The drug testing collection process will be handled by the Athletic Training staff in conjunction with Drug Free Sport team members. Collection will be completed by direct observation and the sample will be tested for dilution (specific gravity) and pH. Student-athletes will stay in the drug testing area until valid sample is obtained.

The chart below shows how many student-athletes were tested in the last four years and how many tested positive.

Year	Athletes Tested	Positives
2015-16	89	9
2016-17	40	3
2017-18	20	0
2018-19	20	0
2019-20	20	1
2020-21	20	0
2021-22	20	1

The William Jewell College Athletic department partners with Drug Free Sport when conducting our drug tests throughout the academic year. These tests are done at random and the names of student-athletes are pulled at random as well. When student-athletes test positive, the Athletic Department takes appropriate action in accordance with our policy and how we handle all positive

tests.

Results Notification

The Head Athletic Trainer will receive results (positive or negative) directly from the testing laboratory. All results will be handled using strict confidentiality. The Director of Athletics and the head coach of each respective sport will be notified in the case of a positive test.

Sanctions for Positive Test Results

Positive drug test results are cumulative for the student-athlete's athletic career at William Jewell College. Not meeting any or all of the sanction requirements will be considered another violation of this policy and the subsequent sanction shall apply. Additionally, failure to sign preseason consent to test form, failure to appear for requested testing or any attempt to manipulate test results will be considered a positive test and appropriate sanctions will apply.

First Violation

- The Athletic Director will schedule a confidential meeting with the student-athlete, the head coach and head athletic trainer to inform them of the positive test result.
- The student-athlete will notify his/her parent(s) or legal guardian(s) of the situation by a telephone call. Text messaging will not be considered a viable form of communication in this situation. A written letter will also be sent by the athletic department to inform the parent(s)/legal guardian(s).
- The student-athlete will be immediately suspended from participation in any intercollegiate competition at William Jewell College. The suspension will be for a period of 10% of his or her regular season scheduled contests.
- The suspension will begin with the next scheduled contest and will be in effect for both regular season and post-season competition (e.g. exhibition contests, scrimmages, and/or non-traditional contests cannot be used to serve suspension)
- The suspension will roll over to the next season of competition if necessary. If the positive drug test result occurs during the off-season, the suspension will be served during the next season of competition.
- The student-athlete will be required to attend all team meetings, practices, and contests unless excused by the head coach.
- The student-athlete will be required to attend a counseling session with the college's counselor for the purposes of evaluation, education, and if necessary, treatment, counseling or referral.
- Re-entry testing will be required before student-athlete can be released for return to participation. An increase in drug metabolite from the most recent test indicates usage and therefore a subsequent offense. A decrease in drug metabolite from the most recent test will not be considered a positive test and the student-athlete will be released from administrative sanctions if all other requirements are met.

Second Violation

- The Athletic Director will schedule a confidential meeting with the student-athlete, the head coach and head athletic trainer to inform them of the positive test result.
- The student-athlete will notify his/her parent(s) or legal guardian(s) of the situation by a telephone call. Text messaging will not be considered a viable form of communication in this situation. A written letter will also be sent by the athletic department to inform the parent(s)/legal guardian(s).
- The student-athlete will have his/her athletic scholarship revoked and will no longer be eligible to participate in intercollegiate athletics at William Jewell College.

Referrals to the Counseling Department

When counseling services for the purpose of assessment and/or treatment are required, the referring party will make known to the counseling provider a time frame when the assessment or treatment will be needed by the Athletic Department. This will allow the Counseling Department to schedule interviews in a timely manner. The student-athlete will be required to sign a release of information to allow communication between the counselor and the athletic department. Failure by the student athlete to meaningfully participate in the evaluation/counseling process as defined by the counselor will be considered as a second offense.

Appeals Process

Student-athletes who test positive for a banned substance may contest the finding within 48 hours following receipt of notice. The Director of Athletics or his/her designee will request the laboratory to perform confirmation testing on the student-athlete's specimen B, if applicable. Specimen B findings will be final. If specimen B results are negative, the drug test will be considered negative. If specimen B findings are positive, the student-athlete will be responsible for any costs incurred with analysis. Any student-athlete requesting an appeal of the positive test is entitled to a hearing by the appeals committee which will consist of members of the Intercollegiate Athletic Committee as well as the head athletic trainer and team physician. Requests for such a hearing must be made with-in 48 hours of notification of the positive B sample test. If 48 hours would end on a weekend, the request must be made by noon on the next business day. Requests must be in writing and received by the Director of Athletics.

The student-athlete may have an advocate or other representatives present; however, the student-athlete must present his or her own case. The hearing should take place no more than 48 hours after the written request is received. Either the student-athlete or the other parties involved may request an extension of time to the Director of Athletics, who will consider whether to grant the extension upon a showing of good cause. These proceedings shall include an opportunity for the student-athlete to present evidence, to question adverse testimony, as well as to review the results of the drug test.

The proceedings shall be confidential. The decision by the appeals committee regarding the sanction to be imposed shall be final. The Director of Athletics shall inform the student-athlete of the committee's decision in writing.

Self-Referral Program

- Any student-athlete may refer himself/herself for evaluation or counseling by contacting their head coach, a member of the athletic training staff, or an athletics department administrator.
- A student-athlete may not initiate self-referral after he/she has been informed of their participation in an impending drug test.
- A student-athlete cannot enter the self-referral program at any time after a positive test. This includes the entire time of athletic eligibility for that student-athlete.
- There will be no team or administrative sanctions imposed upon the student-athlete for seeking professional help through self-referral.
- A treatment plan arranged through William Jewell College Counseling services will be put into place upon self-referral. In addition, random drug testing will occur frequently while in the self-referral program.

- A student-athlete testing positive on the initial testing after entering this program will not be subject to applicable sanctions. However, a positive test in subsequent retest or failure to adhere to treatment program will result in the appropriate administrative sanctions consistent with a 2nd positive test.
- Self-referral does not exempt an athlete from NCAA sanctions in the event of NCAA year round and championship testing.

Drug Use (Bylaw 31.2.3.1)

William Jewell College and the NCAA conduct year-round random drug testing of student-athletes. Drug testing is also conducted at ALL NCAA championship events. Every student-athlete must annually sign a form in which he or she consents to be tested for the use of drugs prohibited by NCAA legislation. A student-athlete who tests positive will be charged with the loss of a minimum of one season of competition. In addition, the student-athlete will be required to meet with the Director of Athletics to determine additional penalties which may include permanent dismissal, loss of athletics aid, and/or suspension from competition. The following list represents the drugs that the NCAA tests for:

Stimulants:

- amiphenazole methylenedioxymethamphetamine
- amphetamine (MDMA, ecstasy)
- bemigrade methylphenidate benzphetamine
- nikethamide bromantan pemoline
- caffeine¹ (guarana) pentetrazol chlorphentermine
- phendimetrazine cocaine phenmetrazine
- cropropamide phentermine crothetamide
- diethylpropion phenylpropanolamine (ppa) picrotoxine
- dimethylamphetamine doxapram pipradol
- ephedrine prolintane strychnine
- (ephedra, ma huang) ethamivan synephrine
- ethylamphetamine meclofenoxate and related compounds
- (citrus aurantium, zhi shi, methamphetamine
- bitter fencamfamine orange)

Anabolic Agents:

- anabolic steroids androstenediol
- methyltestosterone androstenedione nandrolone
- boldenone norandrostenediol clostebol
- norandrostenedione dehydrochlormethyl- norethandrolone
- testosterone oxandrolone
- dehydroepiandro- oxymesterone (DHEA) sterone
- oxymetholone dihydrotestosterone (DHT) stanozolol
- dromostanolone testosterone² trenbolone
- tetrahydrogestrinone (THG) epitrenbolone gestrinone
- fluoxymesterone and related compounds mesterolone
- methandienone other anabolic agents

- methenolone clenbuterol

Diuretics:

- acetazolamide hydrochlorothiazide hydroflumethiazide
- bendroflumethiazide benzthiazide methyclothiazide
- bumetanide metolazone chlorothiazide
- polythiazide chlorthalidone quinethazone
- ethacrynic acid spironolactone flumethiazide
- triamterene furosemide
- trichlormethiazide and related compounds

Street Drugs:

- heroin tetrahydrocannabinol (THC)³
- marijuana³

Peptide Hormones and Analogues:

- corticotrophin (ACTH) human chorionic gonadotrophin (hCG)
- luteinizing hormone (LH) growth hormone (HGH, somatotrophin)
- insulin like growth hormone (IGF-1)
- All the respective releasing factors of the above-mentioned substances also are
- banned:
- erythropoietin (EPO) sermorelin darbepoetin

A definition of positive depends on the following:

- for caffeine—if the concentration in urine exceeds 15 micrograms/ml.
- for testosterone—if the administration of testosterone or use of any other manipulation has the result of increasing the ratio of the total concentration of testosterone to that of epitestosterone in the urine to greater than 6:1, unless there is evidence that this ratio is due to a physiological or pathological condition.
- for marijuana and THC—if the concentration in the urine of THC metabolite exceeds 15 nanograms/ml.

Alcohol Policy

- Student-athletes and student workers in the Athletic Department should be aware that Missouri law prohibits drinking by those under the age of 21. Thus, underage drinking by student-athletes, student workers, and recruits is prohibited.
- Student-athletes and student workers in the Athletic Department shall not provide alcohol to an underage recruit or student.
- College funds may not be used to purchase alcohol for consumption by student-athletes, student workers, or recruits at any time, irrespective of the age of the individuals involved or the legal drinking age in the jurisdiction where the alcohol is purchased.
- Student-athletes and student workers may not consume alcohol during any “official team activity,” including any intercollegiate athletic event, training/Spring Break/road trips, receptions, dinners, and special events representing the College on or off campus, except as approved by the Director of Athletics.

- Alcohol is not permitted, without exception, while in transit to practice or competition, regardless of whether personal vehicles, buses, vans, airplanes, or other means of transportation are used. This includes all training trips or NCAA competition.
- Student-athletes are expected to adhere to all team rules, residence hall rules, and alcohol policies as written in the William Jewell College Student Handbook.
- Violation of any of these policies may affect your eligibility, and will be subject to disciplinary action by the coach, Athletics Department, and the Office of Student Affairs.

FOOTBALL TAILGATING POLICY

For Cardinal fans, a clearly marked section of the White Science Center parking lot west of Greene Stadium will be reserved for guests for tailgating prior to football games. For the fans of the visiting teams, a clearly marked section of the parking lot east of the Mabee Center will be reserved for tailgating.

The Football Tailgating Policy is attached.

FINANCIAL AID

William Jewell College follows federal requirements concerning student eligibility for Title IV Federal (Financial) Student Aid. Under federal regulations, students convicted of a drug offense that occurred during a period of enrollment while they were receiving Federal Student Aid, lose eligibility for that aid. Federal Student Aid includes grants, loans, and work assistance otherwise provided to eligible college students under Title IV of the Higher Education Act. The period of non-eligibility begins on the date of the conviction.

The period of ineligibility applies to any student who has been convicted of any offense under any Federal or State law involving the possession or sale of a controlled substance as defined by section 102(6) of the Controlled Substances Act (21 U.S.C. § 802(6)). Laws regulating distilled spirits, wine, and malt beverages are not included within the definition of “controlled substance.”

The chart below shows the period of ineligibility for Federal Student Aid, depending on whether the conviction was for sale or possession and whether the student had prior convictions.

	Possession of Illegal Drugs	Sale of Illegal Drugs
1st offense	1 year from date of conviction	2 years from date of conviction
2nd offense	2 years from date of conviction	Indefinite period
3+ offenses	Indefinite period	Indefinite period

Any student who loses Federal Student Aid Eligibility due to drug violations will be informed by the Office of Financial Aid and Scholarship Services of the loss of eligibility and the ways in which eligibility can be regained. Generally, students may regain eligibility through successful completion of an approved rehabilitation program, reversal or set aside of a conviction, or expiration of the period of ineligibility.

Other financial aid programs, including certain state programs, may also limit eligibility for students convicted of a drug offense.

DISCIPLINARY ACTIONS FOR 2016/2017/ 2018/2019/2020/2021/2022

Disciplinary Actions On Campus	2016	2017	2018	2019	2020	2021	2022
Weapons: carrying, possession, etc.	0	2	4	0	0	0	*
Drug abuse violations	1	2	3	2	0	3	
Liquor law violations	66	36	16	12	12	12	
Disciplinary Actions On Campus Student Housing	2016	2017	2018	2019	2020	2021	2022
Weapons: carrying, possession, etc.	0	2	4	0	0	0	
Drug abuse violations	1	2	3	2	0	3	
Liquor law violations	66	36	16	11	12	9	
Disciplinary Actions Non Campus	2016	2017	2018	2019	2020	2021	2022
Weapons: carrying, possession, etc.	0	0	0	0	0	0	
Drug abuse violations	0	0	0	0	0	0	
Liquor law violations	0	0	0	0	0	0	
Disciplinary Actions Public Property	2016	2017	2018	2019	2020	2021	2022
Weapons: carrying, possession, etc.	0	0	0	0	0	0	
Drug abuse violations	0	0	0	0	0	0	
Liquor law violations	0	0	0	0	0	0	

*Available year end

FACULTY AND STAFF

William Jewell College is committed to the highest ethical and professional standards of conduct set forth in the Mission, Vision and Values of William Jewell College. The College expects all employees to observe those standards of personal conduct that will lead to responsible relationships with one another both within and outside the classroom. William Jewell College will comply with all applicable laws and regulations and expects all employees to refrain from any illegal, dishonest, or unethical conduct. All employees are expected to use good judgement and to avoid even the appearance of impropriety in all of their dealings with other employees and with students.

Employees must exhibit the highest degree of personal integrity at all times, refraining from any behavior that might be harmful to the College. All new employees to the College receive a hard copy of the College's Guidelines to Ensure a Drug Free School Policy.

Random drug screenings continue to be conducted on a quarterly basis for employees in Facilities. Drug testing is mandatory following any work related accidents. In the event that an employee tests positive, we continue to invoke progressive discipline as well as require counseling.

The College provides automatic enrollment in a free, confidential employee assistance program to benefit-eligible employees and their family members. The program may be used for a variety of issues including substance abuse. Counselors are located throughout the Kansas City area as well as throughout the United States.

SUMMARY

In summary:

1. The institution appears to continue to be in overall compliance with the Drug Free Schools regulation.
2. As in the past, there is a drug and alcohol use policy in place directed toward the prevention of illicit drugs and the misuse of alcohol and drugs and consistently enforces standards of behavior related to AOD abuse.
3. The policies are distributed every year to all community members in the Annual Consumer Information Notification. The Drug Free Schools policy is also distributed to all applicants seeking employment with the College. In addition, these policies are available at all times in the College's online policy library.
4. The College has resources available for those seeking help with drug or alcohol problems. The primary sources of help are through the Counseling Center, the Office of Student Life, and the Office of Human Resources. This united effort lends to a deep commitment in promoting a drug-free environment for the community.
5. The Office of Student Life tracks the number of drug and alcohol related offenses which occur on campus or are reported to departments. Statistics are gathered without disclosing the names of those involved in compliance with the students FERPA rights.

This report reflects an accurate review of the policies, programs, and review process in effect at William Jewell College for the review period July 2020 through July 2022.

RECOMMENDATIONS SUMMARY

Some items from previous reports we consider to be on-going and will not be removed while some are short term in nature and will be removed on completion. The subcommittee will continue to meet and document discussions.