UTAH VALLEY UNIVERSITY

DRUG-FREE SCHOOLS AND COMMUNITIES ACT

Biennial Review | Academic Years 2023-2025

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INTRODUCTION

Utah Valley University (UVU) is committed to maintaining a safe, healthy, and supportive learning and working environment. In accordance with the Drug-Free Schools and Communities Act (DFSCA), as amended, and its implementing regulations at 34 CFR Part 86, institutions of higher education receiving federal funds must adopt and implement a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees, and must conduct a biennial review of the program's effectiveness and the consistency of policy enforcement.

This Biennial Review fulfills UVU's obligations under the DFSCA by evaluating the effectiveness of the University's alcohol and other drug (AOD) prevention efforts and determining whether disciplinary sanctions for violations of drug and alcohol policies are consistently enforced. The review covers the academic years 2023-2024 and 2024-2025 and includes:

- A description of UVU's AOD-related policies and enforcement practices;
- An overview of prevention, education, and support programs for students and employees;
- Data on AOD-related incidents and disciplinary actions;
- An assessment of program effectiveness and areas for improvement; and
- Recommendations for strengthening the University's prevention and response strategies.

This report reflects UVU's continued efforts to meet federal requirements while promoting well-being, accountability, and long-term success for all members of the campus community.

Review Participants

This Biennial Review was led and evaluated by UVU Wellness Programs, in collaboration with Student Health Services, Student Rights & Accountability, University Police, University Athletics, the Office of People and Culture, and the UVU Office of General Counsel.

Input was gathered from multiple university offices and departments, including UVU Wellness Programs, Student Rights & Accountability, University Police, Office of People and Culture, University Athletics, Student Well-Being Committee, the Office of General Counsel, and the College of Humanities & Social Sciences. Each participant contributed information within their area of responsibility to support the evaluation of policies, prevention efforts, enforcement practices, and available support services.

ANNUAL NOTIFICATION OF DRUG AND ALCOHOL PREVENTION PROGRAM (DAAPP)

Summary of Federal Requirements

As a condition of receiving federal funds, Utah Valley University is required to provide all students and employees with annual written notice about its drug and alcohol prevention program (DAAPP). This notice must include the following five elements:

1. Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of drugs and alcohol by students and employees;
2. Legal sanctions that may apply under federal, state, or local laws for unlawful possession or distribution;
3. Health risks associated with the use of illicit drugs and the abuse of alcohol;

4. Available support services, including counseling, treatment, or rehabilitation programs; and
5. Disciplinary sanctions the University may impose for violations of its conduct standards, up to and including expulsion, termination of employment, and referral for prosecution.

UVU provides this information through its Drug and Alcohol Prevention Program webpage, which is reviewed annually and updated as needed. Each fall, a written notice with a direct link to the webpage is distributed to all students and employees, ensuring timely and documented access to all required information.

Notification Methods

Current Students - Each fall, all enrolled students receive a university-wide Annual Student Notices email. This message includes a summary of important student disclosures and a direct link to the DAAPP webpage, which contains all five required components and the current Biennial Review.

New Students - DAAPP information is provided to newly admitted students during the mandatory orientation program, which must be completed prior to course registration. Orientation materials include a summary of the DAAPP and a direct link to the program webpage.

Current Employees - Each fall, all UVU employees receive the university's Annual Notices email. This communication includes a direct link to the DAAPP webpage and informs employees that the site contains standards of conduct, applicable laws, health risks, support services, disciplinary consequences, and the most recent Biennial Review.

New Employees - Upon hire, all new employees receive a welcome email from People and Culture that includes a direct link to the DAAPP webpage. Employees are instructed to review the information and must certify completion as part of the onboarding process.

Documentation and Availability

UVU retains records of all annual DAAPP notices sent to students and employees. These records are maintained by the Compliance Office and People and Culture. The Office of Student Rights and Accountability makes available to the public and/or the Department of Education, upon request, a copy of the information distributed to students and employees.

POLICY OVERVIEW

Utah Valley University prohibits the unlawful possession, use, manufacture, or distribution of alcohol and controlled substances by students and employees on university property or during university-sponsored activities. These standards are enforced through university policies that establish clear expectations, outline disciplinary consequences for violations, and promote a safe and healthy campus environment.

Student Conduct Policy

UVU's expectations for student behavior related to alcohol and other drugs are outlined in UVU Policy 541 (Student Code of Conduct). Under this policy:

- Students are prohibited from possessing, using, distributing, or being under the influence of alcohol or illegal drugs on campus or at university-sponsored events.
- Abuse or misuse of prescription and over-the-counter medications is also prohibited.

- Violations may result in disciplinary sanctions ranging from eduational interventions and probation to suspension or expulsion, depending on the severity of the offense and the student's conduct history.

These standards are reinforced through the student conduct process administered by the Office of Student Rights and Accountability.

Employee Conduct Policy

UVU's expectations for employees are outlined in UVU Policy 155 (Drug- and Alcohol-Free Workplace), which prohibits:

- The unlawful manufacture, distribution, possession, or use of controlled substances and alcohol in the workplace or during university-sponsored activities; and
- Reporting to work while under the influence of drugs or alcohol.

Violations may result in corrective action, up to and including termination of employment. The policy includes:

- Provisions for post-accident and reasonable suspicion drug and alcohol testing;
- A description of the employee's obligations to report criminal drug convictions related to the workplace; and
- Information about available support services, including rehabilitation referrals and the Employee Assistance Program (EAP).

This policy allows limited exceptions for instructional use of alcohol in approved academic programs (e.g., Culinary Arts, Chemistry) and lawful off-duty alcohol use under defined conditions.

Disciplinary procedures for violations are administered according to the employee's classification:

- **Staff**: UVU Policy 371 (Performance Management and Development)
- **Faculty**: UVU Policy 649 (Faculty Sanction and Dismissal for Cause)

All cases involving employee violations are reviewed by the Office of People and Culture to ensure fair and consistent application of institutional policies.

Access to Policy Information

UVU maintains a centralized Drug and Alcohol Abuse Prevention Program webpage, which serves as the primary resource for students and employees seeking information about:

- Standards of conduct;
- Legal sanctions under federal and state law;
- Health risks associated with substance misuse;
- Available counseling, treatment, and recovery services; and
- The most recent Biennial Review.

This webpage is referenced in the University's annual notification emails and updated as needed to reflect current policies, programs, and regulatory requirements. In addition to the DAAPP webpage, policy information is published in UVU's official Policy Manual and the Student Course Catalog.

ALCOHOL AND OTHER DRUG PREVENTION AND EDUCATION PROGRAM DESCRIPTION

Program Philosophy and Goals

Utah Valley University is committed to fostering a safe, healthy, and supportive environment where students and employees can thrive academically, professionally, and personally. The misuse of alcohol and other drugs can disrupt

academic success, workplace performance, personal well-being, and campus safety. UVU's prevention efforts are grounded in a harm reduction model and designed to reduce these risks through education, early intervention, and access to supportive services.

Prevention strategies aim to strengthen protective factors, such as positive relationships, healthy coping strategies, and a sense of belonging, while addressing common risk factors, including peer pressure, isolation, interpersonal violence, and limited access to care. UVU collaborates across departments to ensure that prevention programming remains relevant, effective, and responsive to the campus community.

The following goals guide UVU's AOD prevention program:

Education and Engagement - Provide multimodal education and training opportunities, including virtual and in-person programming, on-campus outreach, and off-campus community partnerships.

Policy Awareness - Ensure all students and employees are aware of and understand the university's standards of conduct related to alcohol and drug use.

Health Risk Awareness - Promote accurate understanding of the health risks associated with alcohol and other drug misuse.

Access to Support - Connect students and employees to timely, confidential, and accessible treatment, counseling, and recovery services.

Safe Harbor and Early Intervention - Offer pathways to support by providing Safe Harbor from disciplinary action for students who voluntarily self-report struggles with substance use and seek help.

Program Coordination and Partnerships

AOD prevention efforts at UVU are coordinated primarily by the Wellness Programs office, which serves as the central hub for health promotion, prevention education, and substance use outreach. Wellness Programs collaborates with a range of internal and external partners to provide coordinated messaging, targeted outreach, and accessible services.

Internal Campus Partners

- Student Health Services
- Student Rights and Accountability
- People and Culture
- Benefits and Wellness
- Accessibility Services
- Dean of Students Office
- Behavior Assessment Team
- University Athletics
- University Advising
- UVU Student Well-Being Committee
- University Police
- Student Ombuds
- Military-Affiliated Student Hub
- Center for Social Impact
- UVU Student Association
- Student Success Center

External and Community Partners

- Utah County Health Department
- Cirque Lodge (recovery support)

Prevention Education and Awareness Activities

UVU implements a range of strategies to raise awareness of AOD risks and encourage informed decision-making.

These activities target various student and employee populations and are delivered across multiple platforms:

Athletics Trainings - Annual fall presentations for all student-athletes and coaching staff facilitated by the UVU sports psychologist and Student Rights and Accountability.

Classroom-Based Workshops - Interactive education sessions covering alcohol, tobacco, and other drug topics are presented in select academic courses (e.g., SLSS, HLTH 1100).

- 2023-2024: 5 classroom presentations, 185 participants
- 2024-2025: 2 classroom presentations, 65 participants

Health and Wellness Fairs - Large-scale semesterly outreach events featuring substance education and wellness booths.

- Total participation: 2,658 students
  - November 2023: 813 participants
  - March 2024: 618 participants
  - November 2024: 650 participants
  - March 2025: 577 participants

Hallway Tabling Events and Activities - Throughout each semester, Wellness Programs student interns plan topics for "Wellness Wednesday" and "Thinking Thursday" activities. Topics include sex education, alcohol, tobacco, substance use, addiction, stress reduction, healthy habits, and other wellness-related topics.

Tobacco and E-Cigarette Cessation Support - Free "quit kits" and cessation coaching for students and employees, supported in part by a grant from the Utah County Health Department.

- 112 quit kits distributed (2023-2025)

Incentive Campaigns - Campaigns such as "Don't Jeopardize Your Future" distribute promotional items to reinforce healthy choices and raise visibility of support services.

Alternative Spring and Fall Breaks - Substance-free spring and fall break trips led by the Center for Social Impact and the Outdoor Adventure Center provide healthy alternatives to substance-related breaks. Students engage in community projects and learn about social issues such as poverty and homelessness, food insecurity, health, literacy, environmental issues, or discover who they are in nature while developing new skills and building connections with peers.

Mental Health Conferences - Annual campus-wide conferences hosted by the College of Humanities and Social Sciences each October, offering sessions on addiction, anxiety, suicide prevention, and other wellness-related issues. Experts provided insights, strategies, and resources to address key challenges affecting individuals and communities.

- Events were free to UVU students and open to the public
- 2023: 1,536 attendees (184 student attendees)
- 2024: 1,156 attendees (397 student attendees)

Support, Recovery, and Access to Services

UVU offers a range of support services designed to assist students and employees in reducing harm, improving well-being, and accessing recovery. These include:

Student Health Services - Confidential assessment, counseling, and referrals for substance-related or co-occurring concerns. Services are available in individual, group, and couples formats.

Employee Assistance Program (EAP) - Free counseling, assessment, support, and referral services available to all UVU employees.

Health Education and Goal Setting Programs - Students may access individualized wellness education structured around specific health topics delivered by trained health educators or students studying public health or a related field.

12-Step Recovery Meetings - Weekly on-campus meetings facilitated by Cirque Lodge open to students and the community.

- 984 participants over the 2023-2025 review period

Wellness Programs Drop-In Services - Students and employees may walk in (SL 211) or reach out by phone, email, or the program website for support and referrals.

Digital Access Platforms

- **TimelyCare**: 24/7 virtual platform offering counseling (up to 6 free visits per year), health coaching, peer support, and self-care tools.
- **UVU Thrive Website:** Centralized platform launched in 2023 to connect students with wellness, safety, and basic needs resources developed by the UVU Student Well-Being Committee.

Safe Harbor Program

UVU maintains a Safe Harbor program to support students seeking help for substance use concerns. Students who voluntarily self-report prior to a drug test or disciplinary referral may be granted Safe Harbor, meaning they are protected from conduct sanctions while actively participating in a recovery plan.

Although the program is available to all students, the UVU Athletics works in close coordination with Student Rights and Accountability to facilitate Safe Harbor access for student-athletes. This approach supports NCAA compliance, sport participation eligibility, and recovery through education and support referrals.

The Safe Harbor program for Athletics is administered by Student Rights and Accountability in conjunction with the Athletics Department Health and Wellness Committee. This committee includes a mental health and sport performance specialist, the director of sports medicine, director of academics, Athletic Compliance, the senior woman administrator, and members of the Student Rights and Accountability Office.

Using a harm reduction model grounded in the American Society of Addiction Medicine principles, the Safe Harbor initiative provides a confidential, supportive space for student-athletes to build awareness and develop tools to manage substance use concerns.

Students participating in Safe Harbor follow individualized treatment plans and receive tools to track progress and remain engaged in recovery. The curriculum is designed to empower participants with measurable goals and reinforce positive outcomes.

Drug testing for students and student-athletes is coordinated by Student Rights and Accountability in partnership with UVU Athletics Sports Medicine personnel.

Additional prevention, education, and treatment resources are available on the Drug and Alcohol Prevention Program webpage.

Complimentary Wellness Programs

UVU offers a variety of wellness-related programs that, while not exclusively focused on substance use, support the University's broader prevention and harm reduction goals by promoting health, resilience, and positive coping strategies. These offering include:

- Stress reduction rooms
- Fitness center
- Health screenings
- Individualized health education and goal-setting sessions
- Healthy cooking classes
- ADHD workshops
- Support groups led by mental health counselors
- Dietitian services
- Personal trainers
- Reflection Center
- Recliner massage chairs
- Mindfulness workshops
- Sound baths
- Breathwork workshops
- Tasty Tuesdays
- Munchie Mondays
- Activities to address loneliness
- The Body Project (body image acceptance program)
- "Stress Less Before Finals" event

These offerings reflect UVU's commitment to holistic student development and help address risk factors associated with substance misuse.

PROGRAM EFFECTIVENESS AND OUTCOMES

Program Strengths

UVU's AOD prevention program includes multiple strengths that reflect a coordinated, policy-informed approach designed to support student and employee well-being, align with prevention best practices, and represent key elements of UVU's current prevention framework.

Policy and Enforcement Infrastructure

- UVU enforces a campus-wide prohibition on alcohol use and sales and maintains clearly defined student and employee policies (Policy 541 and Policy 155) outlining expectations, sanctions, and support options.
- AOD-related reporting and case tracking are centralized through Maxient, allowing for secure, consistent data collection and analysis. People and Culture and the Office of Student Rights and Accountability utilize this system to monitor trends, ensure consistent enforcement, and coordinate responses.
- UVU maintains a publicly accessible Drug and Alcohol Abuse Prevention Program webpage that includes all federally required elements, relevant institutional policies, and the current Biennial Review report.

Cross-Campus Collaboration and Coordination

- The Student Development and Well-Being team collaborates with departments across campus to deliver comprehensive education, safety measures, and prevention programs.
- Strong community partnerships have been established and maintained with the Utah County Health Department (UCHD), UVU's Public and Community Health Department, and local addiction recovery centers. These partners support campus events such as Health and Wellness Fairs and regularly provide naloxone training and kit distribution.
- The Student Well-Being Committee consists of members from various UVU departments and meets often to coordinate efforts that address the needs of the health and well-being of UVU students. This committee created the UVU Thrive campaign.

- UVU Student Athlete Health and Well-Being Committee administers the NCAA trainings and meets to discuss student and team mental health concerns and how to address the needs of teams and individual students.
- The Office of Student Rights and Accountability also partners with UVU Athletics to administer its student-athlete AOD testing, educational initiatives, and Safe Harbor program.

Prevention Education Outreach

- UVU Wellness Programs provides a wide range of educational services and outreach activities for both students and employees, including workshops, health fairs, classroom presentations, tabling events, and incentive campaigns.
- UVU Wellness Programs responds promptly to education requests across campus, ensuring that students receive needed information and timely access to services.

Community and Academic Integration

- The UVU Behavioral Science Department offers a Substance Use Disorder Counseling Certificate (SUDC) for students who wish to develop the knowledge and treatment skills necessary to assist individuals with substance use disorders. The SUDC program also contributes to the planning and implementation of the annual UVU Mental Health Conference.
- UVU partners with external organizations including the Utah County Health Department, local treatment providers, and Public and Community Health faculty to strengthen campus prevention initiatives, offer naloxone training, and expand referral networks.

Support, Recovery, and Access to Services

- Student Health Services provides affordable access to licensed therapists and group therapy programs.
- TimelyCare offers 24/7 virtual access to mental health and substance use support services, complimenting UVU's on-campus care options.
- On-campus 12-step recovery meetings are open to the university and local community, with 984 participants recorded over the 2023-2025 review period.
- The Safe Harbor program provides an alternative to conduct sanctions for students who voluntarily seek help for substance use, with individualized treatment plans and confidential oversight by the Office of Student Rights and Accountability.
- Services are available through multiple formats, including in-person appointments, virtual sessions, drop-ins, and phone/email outreach, allowing for flexible and student-centered engagement.

Data Collection and Continuous Improvement

- UVU administers nationally recognized health surveys, including the National College Health Assessment (NCHA) and the Healthy Minds Study to understand student AOD attitudes and use.
- Survey results inform outreach strategies, resource planning, and identification of high-risk groups that may benefit from early intervention or enhanced services.

Strategic Communication

- UVU employs a multifaceted communication strategy to promote AOD-related services and resources, including digital signage, websites, campus-wide emails, event-tabling, bulletin boards, and peer-to-peer engagement.

- The UVU Thrive website, created by the Student Well-Being Committee, consolidates mental health, safety, and basic needs resources for students into a single, accessible platform.

Recent Accomplishments

During the 2023-2025 review period, UVU implemented several new or expanded initiatives that strengthened its AOD prevention, education, and support programs. These accomplishments reflect UVU's ongoing efforts to improve program access, responsiveness, and coordination across campus.

Launch of On-Campus Recovery Meetings - In response to student need for expanded recovery support, UVU introduced on-campus 12-step recovery meetings on campus. The meetings were available to both students and community members and served a combined total of 984 participants over the 2023-2024 and 2024-2025 academic years.

Centralization of Student Well-Being Resources - UVU created and launched the UVU Thrive website to serve as a centralized hub for information related to mental health, safety, substance use support, and basic needs. Developed by the Student Well-Being Committee, the site enhances accessibility of wellness-related information and reflects a coordinated institutional approach to student well-being.

Signature Prevention and Recovery Week Launched - During the Spring 2025 semester, UVU Wellness Programs launched its first ever Spring "Clean" Substance Use Prevention and Recovery Week, offering a diverse range of educational and wellness-focused activities. Activities included "Mocktails and a Movie," featuring a screening of Happy Valley with education booths; "Coffee, Cocoa, and Cops," fostering positive student-police engagement; and a community service project creating sleeping mats for the homeless. The week also featured a comprehensive Health and Wellness Fair, naloxone training and distribution (210 kits), a drug take-back bin, guided meditation, and a Fit 2 Recover boot camp class, all aimed at promoting substance use prevention, recovery, and holistic well-being.

DAAPP Webpage Redesign - UVU Wellness Programs collaborated with Digital Transformation to update and reorganize the university's Drug and Alcohol Abuse Prevention Program webpage, improving navigation, readability, and mobile accessibility for students, employees, and parents. The redesigned site enhances public access to federally required program content and institutional policy links.

Assessment and Evaluations Summary

Utah Valley University evaluates the effectiveness of its AOD programming through a combination of student health surveys, participation tracking, and post-event assessments. These tools help identify student needs, highlight emerging trends, and inform continuous improvement of prevention programs and outreach efforts.

<u>Student Survey Highlights</u>

National College Health Assessment (Spring 2023)

UVU administered the American College Health Association's National College Health Assessment (NCHA), which gathered data from 518 students on a broad range of health-related behaviors, including substance use.

Key AOD-related findings:

- 25.3% of students reported using alcohol in the past three months; 12.7% reported cannabis use; and 10% reported using tobacco or nicotine products
- Among those who drank alcohol in the past two weeks, 32.9% reported binge drinking at least once (21.9% reported 1-2 times; 11% reported 3+ times)
- 17.4% of student drinkers reported driving after drinking in the past 30 days
- 4.5% of students identified as being in recovery from alcohol or other drug use

Additional impacts of alcohol use included self-reported regret, blackouts, unprotected sex, and academic disruption. These data informed UVU's education and outreach strategies.

Healthy Minds Study (2024)

UVU administered the Healthy Minds Study to gain insight into the mental health and substance use experiences of students. Among the 800+ respondents:

- 18% reported consuming alcohol in the previous two weeks. Among those:
  - 51% of women and 41% of men binge drank once or twice
  - 10% of women and 16% of men binge drank in the past three or more times
- 12% of students reported marijuana use in the past 30 days
- 3% reported smoking cigarettes.
- 64% of students were classified as "not flourishing" on the mental health scale.
- High percentages of students reported feeling isolated, left out, or lacking companionship:
  - Lack Companionship
    - 24% of students often feel that they lack companionship
    - 38% of students sometimes feel that they lack companionship
  - Feel left out
    - 26% of students often feel left out
    - 44% of students sometimes feel left out
  - Isolation
    - 31% of students often feel isolated from others
    - 40% of students sometimes feel isolated from others

These data sets highlighted the need for wellness-centered engagement and the importance of integrating AOD prevention with broader mental health and belonging initiatives. The data are used by UVU departments, including Wellness Programs, to target prevention messaging, inform support services, and identify student populations who may benefit from early intervention, harm reduction, or recovery support.

Full survey results are available on UVU's Student Care Assessments website.

Internal Program Assessment

UVU departments engage in ongoing assessment of outreach events and educational programs. After each event, organizers complete evaluations to capture data such as the number in attendance, learning objectives, effectiveness, improvements to be made, etc. These internal assessments help identify program strengths and guide refinements to enhance impact and reach.

Areas for Improvement

- UVU does not currently send annual prevention materials or welcome letters to parents or guardians of incoming first-year students. This represents a missed

opportunity for family engagement in AOD education and early prevention messaging. Alternatively, this could be a letter posted on the First-Year Students and Family Programs website.

- Comprehensive campus recovery program that includes various meetings and resources, including therapeutic services for students.
- UVU has not implemented an institution-wide AOD training module for students or employees.
- While various programs are offered, there is a need to ensure that all AOD-related education is grounded in evidence-based prevention models.
- The University does not currently prohibit tobacco use campus-wide; consideration should be given to studying the impact and feasibility of becoming a tobacco-free campus.
- Current support pathways for students who violate drug and alcohol policies may benefit from additional tailoring and accessibility to better meet diverse student needs.
- A more in-depth substance use assessment is needed to identify high-risk student populations and their unique needs.
- UVU Student Health Services does not currently employ a therapist with formal specialization in substance use disorder treatment, which may limit options for students seeking expert care.

POLICY ENFORCEMENT PROCESSES

Utah Valley University maintains clearly defined policies prohibiting the unlawful possession, use, manufacture, or distribution of alcohol and controlled substances on university property or during university-sponsored activities. These standards apply to all members of the campus community. To support accountability and compliance with the Drug-Free Schools and Communities Act (DFSCA), UVU documents and reviews reports of policy violations involving students and employees. The university uses this information to ensure consistent enforcement, guide appropriate interventions, and assess trends over time

Student Conduct Process

Alleged student violations of alcohol or drug policies are addressed through the University's student conduct process, as outlined in UVU Policy 541 (Student Code of Conduct). The Office of Student Rights and Accountability administers this process and ensures consistent and equitable enforcement of the Code. Reports of potential misconduct may originate from University Police, faculty or staff, or other sources, including the public. The Office reviews these reports to determine whether formal conduct charges are warranted. Students are afforded due process, including notice of the alleged violations and an opportunity to respond.

Sanctions are assigned based on the severity of the offense, the student's conduct history, and the impact of the misconduct on the campus community, as outlined in UVU Policy 541. Possible sanctions include warnings, educational assignments, counseling referrals, probation, suspension, or expulsion. Records of student conduct outcomes are maintained in accordance with University policy and FERPA using a secure electronic case management system. The Office regularly reviews outcomes to promote consistency in sanctioning.

Employee Enforcement Procedures

Employee violations of the university's drug- and alcohol-related policies are addressed through established disciplinary procedures, consistent with institutional policy and applicable employment classifications. UVU Policy 155 (Drug- and

Alcohol-Free Workplace) establishes the standards of conduct expected of employees and outlines potential sanctions for violations, which may include warnings, probation, suspension, or termination.

For staff employees, the enforcement process is governed by UVU Policy 371 (Performance Management and Development for Full-Time Staff Employees), which provides a framework for determining and documenting performance measures. For faculty, disciplinary procedures are administered in accordance with UVU Policy 649 (Faculty Sanction and Dismissal for Cause).

All employee performance measures, regardless of employment classification, are reviewed by the Office of People and Culture to help ensure fair, consistent, and appropriate application of university standards. Sanctions are determined based on the specific facts and circumstances of the conduct, including severity, impact, intent, and relevant disciplinary history.

POLICY ENFORCEMENT DISCIPLINARY DATA AND ANALYSIS

Overview

Utah Valley University is committed to consistently enforcing its alcohol- and drug-related policies for students and employees in accordance with university standards and federal requirements under the Drug-Free Schools and Communities Act (DFSCA). University policies (UVU Policy 541 for students and UVU Policy 155 for employees) clearly prohibit the unlawful possession, use, manufacture, or distribution of alcohol and controlled substances on university property or during university-sponsored activities. These standards apply to all members of the campus community, and violations may result in disciplinary action.

Student Conduct Enforcement

Alleged student violations of alcohol or drug policies are addressed through the university's conduct process, as outlined in Policy 541. The Office of Student Rights and Accountability (SRA) administers this process and ensures consistent, equitable enforcement. Reports of misconduct may originate from UVU Police, faculty or staff, or external sources. Upon review, SRA determines whether formal charges are warranted. Students are afforded due process, including notice of the allegations and an opportunity to respond.

Sanctions are assigned based on offense severity, the student's conduct history, and the impact of the misconduct. Outcomes may include warnings, educational assignments, counseling referrals, conduct holds, probation, suspension, or expulsion. All conduct outcomes are documented in Maxient, UVU's secure case management system. SRA staff regularly review outcomes to support consistency and accountability in sanctioning.

Student Violations

There were 10 total violations related to alcohol/drug use from 2023-2025.

Allegations	Year	Sanction	On/Off Campus
Alcohol Use	2023-2024	Warning/Education	On Campus
Use of Drugs	2023-2024	Hold Placed/No Response	On Campus
Use of Drugs	2024-2025	Warning/Education	On Campus
Use of Drugs	2024-2025	Warning/Education/Safe Harbor	Off Campus
Use of Drugs	2024-2025	Warning/Education	On Campus
Use of Drugs	2024-2025	Warning/Education	On Campus
Use of Drugs	2024-2025	Warning/Education	On Campus
Alcohol Use	2024-2025	Dismissed/Referral to Resources	On Campus
Poss. Drugs	2024-2025	Hold Placed/No Response	On Campus
Use of Drugs	2024-2025	Open/Ongoing	On Campus

Employee Conduct Enforcement

Employee alcohol- and drug-related violations are addressed through the Employee Conduct process administered by UVU People and Culture. Reports may originate through UVU Police, internal reports, or EthicsPoint, UVU's third-party, confidential ethics and compliance hotline. Maxient is also used to document and manage these cases. Disciplinary outcomes may include mandatory education, referral to treatment, suspension, or termination, depending on the severity and nature of the violation.

Employee Violations

There were no reported violations of UVU's Drug- and Alcohol-Free Workplace Policy (UVU Policy 155) by employees during the 2023-2025 review period.

Law Enforcement Data

UVU Police Department officers patrol university property and respond to incidents involving potential violations of law, including those related to alcohol and controlled substances. Officers may issue citations, make arrests, or refer individuals for university conduct review. The following reflect arrests and conduct referrals for alcohol and drug violations made by the Utah Valley University Police Department

(UVUPD) during the 2023 calendar year. These figures include only incidents that occurred within Clery-defined on-campus geography and were verified for inclusion in the university's Annual Security Report.

Arrests	Year	On Campus	Off Campus	Public Property	Total
Drug violations	2023	12	0	0	12
Drug violations	2024	16	0	0	16
Liquor law violations	2023	5	0	0	5
Liquor law violations	2024	6	0	0	6

Conduct Referalls	Year	On Campus	Off Campus	Public Property	Total
Drug violations	2023	4	0	0	4
Drug Violations	2024	2	0	0	2
Liquor law violations	2023	1	0	0	1
Liquor law violations	2024	1	0	0	1

Fatalities Involving AOD

There were no known drug- or alcohol-related fatalities on campus or as part of any university activities during the 2023-2025 review period.

Evaluation of Consistency

The Office of Student Rights and Accountability and the Office of People and Culture conducted a review of all alcohol- and drug-related cases during the 2023-2025 reporting period. Based on this review, sanctions were imposed in a manner consistent with institutional policies and were appropriate to the nature and severity of the violations. Sanctioning practices aligned with UVU Policy 541 (Student Code of Conduct)

and UVU Policy 155 (Drug- and Alcohol-Free Workplace), and no material inconsistencies were identified. The Maxient case management system continues to support the tracking of sanction outcomes, enabling regular monitoring of trends and promoting consistency in enforcement.

FINDINGS AND RECOMMENDATIONS

Utah Valley University's Alcohol and Other Drug (AOD) prevention program demonstrates multiple strengths that reflect a well-developed, collaborative approach to student and employee wellness. Key elements of UVU's current prevention framework include:

- Clear institutional policies and consistent enforcement of drug- and alcohol-related standards for students and employees, as outlined in Policy 541 and Policy 155.
- Cross-campus and community collaboration, including efforts by the Student Development and Well-Being division, the Student Well-Being Committee, UVU Athletics, and external partners such as the Utah County Health Department and local treatment providers.
- Extensive prevention education and outreach programming, including classroom presentations, health fairs, peer engagement, and high-visibility campus events.
- Support and recovery services, including on-campus group therapy, Safe Harbor, 12-step recovery meetings, and virtual resources such as TimelyCare.
- Strategic use of health survey data (e.g., NCHA and Healthy Minds) to assess student needs, inform outreach, and guide future prevention efforts.
- Recent accomplishments, such as the Spring "Clean" Prevention and Recovery Week, DAAPP webpage redesign, and launch of the UVU Thrive campaign.

These program strengths provide a solid foundation for maintaining and improving compliance with the Drug-Free Schools and Communities Act (DFSCA) and for meeting the evolving needs of the campus community.

Recommendations for Improvement

- Increase collaboration across Wellness Programs, Student Health Services, Student Rights and Accountability, and the Office of People and Culture to streamline educational efforts and expand AOD programming for all university populations.
- Secure institutional support and funding to hire licensed mental health therapists with training and certification in substance use disorder treatment. These clinicians could provide both individual and group therapy tailored to students experiencing substance abuse
- Prioritize the hiring of a Mental Health Therapist IV within Student Health Services to lead substance abuse intervention efforts in collaboration with UVU Wellness Programs.
- Develop and distribute letters or digital communications to the families of incoming first-year students that summarize AOD risk factors, prevention tips, and UVU's available support resources.
- Expand educational programming for students found responsible for drug or alcohol policy violations, including evidence-based classes and programming, restorative approaches, and therapeutic referrals.

- Continue exploring collaborative programming with the Utah County Health Department and UVU's Public and Community Health Department to strengthen prevention strategies and expand access to community resources.
- Include substance use assessment questions in existing institutional surveys such as the Campus Climate survey or Healthy Minds Study to better identify at-risk populations and guide prevention efforts.
- Evaluate opportunities to enhance digital access to prevention and recovery materials, including interactive learning modules and online referral pathways.
- Standardize program evaluation procedures across all departments contributing to AOD efforts, including the collection of learning outcomes and participant feedback for major events.

CONCLUSION AND CERTIFICATION

Utah Valley University affirms its commitment to maintaining a drug-free campus environment and ensuring compliance with the Drug-Free Schools and Communities Act (DFSCA) and its implementing regulations under 34 CFR Part 86. The university has adopted and implemented an alcohol and other drug (AOD) prevention program designed to prevent the unlawful possession, use, and distribution of illicit drugs and alcohol by students and employees both on university property and during university-sponsored activities.

This Biennial Review has evaluated the effectiveness of UVU's AOD prevention efforts, reviewed enforcement data for consistency, and identified areas of strength and improvement. The findings support continued investment in prevention programming, early intervention, recovery services, and cross-campus collaboration.

Pursuant to federal requirements, Utah Valley University certifies that:

- The institution 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 its premises and as part of any of its activities;
- The program includes annual distribution of required information to all students and employees; and
- This biennial review has been conducted to assess program effectiveness and enforcement consistency.

This report will be maintained on file with Wellness Programs and made available to the U.S. Department of Education or members of the public upon request.

DRUG FREE SCHOOLS, COMMUNITIES, AND WORKPLACE BIENNIAL REVIEW 2023-2025

I have reviewed and approved the content of this 2023-2025 Biennial Review.

Alexis Palmer
Alexis Palmer (Sep 29, 2025 09:55:49 MDT)

09/29/2025

Dr. Alexis Palmer
Associate VP of Student Development and Well-Being/
Dean of Students

Date

I have reviewed and approved the content of this 2023-2025 Biennial Review.

Michelle Kearns
Michelle Kearns (Sep 29, 2025 16:15:43 MDT)

09/29/2025

Dr. Michelle Kearns
VP of Student Affairs

Date

I have reviewed and approved the content of this 2023-2025 Biennial Review.

Astrid Tuminez (Oct 13, 2025 10:19:42 MDT)

10/13/2025

Dr. Astrid S. Tuminez
President, Utah Valley University

Date