

**MIDAMERICA NAZARENE UNIVERSITY  
BIENNIAL REPORT OF INSTITUTIONAL COMPLIANCE  
WITH THE DRUG-FREE SCHOOLS AND CAMPUSES REGULATIONS  
PERIOD OF REVIEW: JUNE 1, 2019 – MAY 31, 2021**

**Alcohol and Drug Education  
Program Review and Effectiveness**

Committee Members

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UNIVERSITY COMMUNITY EXPECTATIONS

Standards of Conduct for Employees and Currently Enrolled Students:

MidAmerica Nazarene University prohibits the use or possession of alcohol and the unlawful possession, use, distribution or manufacture of illegal drugs by University employees and students on University property, in any University owned or leased facility, or as part of any University employment or activity. The university's lifestyle expectations go beyond the requirements of the Drug Free Schools and Communities Act Amendments by not only opposing the use or possession of alcohol and unlawful possession, use, or distribution of illicit drugs by students and employees, but promoting abstinence as a lifestyle choice. MidAmerica Nazarene University is a direct subsidiary of the Church of the Nazarene, and as such, students, faculty, staff and administration are expected to abide by the guidelines established by this church. In harmony with the church, the University has maintained a long-standing tradition that promotes abstinence from the use and possession of alcohol and the use, possession, and distribution of drugs other than the medical use of drugs when prescribed by a licensed practicing physician for all employees and students.

Specific University Community Expectations for Students

Alcohol, Illegal Drugs or Tobacco

- The University prohibits the use, possession, or distribution of illegal drugs and paraphernalia by its students.

- The University prohibits the use, possession, or distribution of alcohol and alcohol paraphernalia by its students.
- The University prohibits the use or possession of all tobacco products and paraphernalia.
- The University reserves the right to test students for alcohol or illegal drug use when there is reasonable cause to believe use has occurred. Images or references of alcohol/drug use or possession on social media are considered equivalent to improper use.
- MNU reserves the right to notify the parent(s) of dependent students who violate behavioral policies related to alcohol and illegal drugs

### Expectations for Faculty and Staff

The Human Resource Office serves to support employees as they maintain their commitment to the mission of MidAmerica Nazarene University. HR distributes annually the Drug and Alcohol Abuse Prevention Program (DAAPP) notice.-The notice states the university policy related to drugs and alcohol, health risks, state and federal penalties, as well as resources available for counseling, treatment and rehabilitation. Employees are also made aware of health care assistance through the Employee Assistance Program.

### Alcohol and Drug Free Workplace

The Federal Drug Free Schools and Communities Act Amendments of 1989 require that the University annually distribute a copy of this policy to all employees. MidAmerica Nazarene University prohibits the possession, use, manufacture, or distribution of alcohol or illegal drugs by employees on campus or as a part of any University activity. The University may also notify appropriate law enforcement agencies. This policy applies to both part time and full time employees. Any employee violating this policy is subject to disciplinary action, up to and including termination.

Any employee convicted of criminal conduct related to drugs must notify the Personnel Office within five days of any such conviction. If local, state, or federal laws have been broken on campus or during university activities, the university may also notify appropriate law enforcement agencies.

Illegal possession or use of drugs or alcohol may result in criminal prosecution. Kansas law provides penalties of up to 20 years in prison and fines up to \$15,000 for illegal possession or sale of controlled substances. Federal laws provide penalties of up to 15 years in prison and fines of up to \$25,000. Personal property may also be confiscated. Drugs and alcohol in the workplace contribute to many accidents. Over 200,000 people are treated in hospitals and another 25,000 die each year from drug related accidents and associated health problems. Alcoholism is the largest drug problem in the United States. Use of alcohol or drugs while driving may result in injury to others and subject the driver to criminal prosecution. Drunk driving produces over 25,000 traffic deaths each year. Alcoholism creates many social, family, and financial

problems. Additional counseling, treatment or rehabilitation programs are available from outside agencies at the employee's expense. The University will provide educational programs that present the dangers of drug and alcohol abuse. MidAmerica Nazarene University will conduct a biennial review of this policy to determine its effectiveness and consistency of enforcement. Changes will be implemented as indicated by the review. This policy was approved the President's Cabinet on August 22, 1990.

### Information Distribution

For the student population, Alcohol and Drug information is distributed by the following methods:

- NSO (new student orientation)
- Student Leadership Training
- Athletic Education programs
- Student Handbook
- Residence Hall meetings
- Main website, "Drug & Alcohol Abuse Prevention Policy"
- SPGS Handbooks
- SPGS Orientation

In addition to these distributions at the beginning of each academic year:

- Resident Assistants conduct wellness programs throughout the year
- Office of Student Counseling & Wellness offers awareness days to educate on topics relating to health, alcohol and drugs
- An on-line wellness magazine designed specifically for university students, Student Health 101, focuses monthly on topics of health, alcohol & drugs.

The participants evaluate each program and they are asked areas of satisfaction and for improvement. These responses are taken into account and the programs adjusted on an on-going basis.

For faculty and staff, Alcohol and Drug information is distributed annually by the following methods:

- Faculty Handbook
- Staff Handbook
- Employee Benefit Orientation (Signed Acknowledgment of Information)
- Employee Assistance Program
- Revision Notice to Employees
- Notice in Paycom Disclosure

## Education

MidAmerica Nazarene University attempts to avert alcohol, drug and other substance abuse by educating students about the personal and societal consequences associated with alcohol and drug abuse. These programs seek to educate students and encourage them to consider abstinence as a healthy lifestyle choice. They also promote prevention strategies, including “social norming”, an approach that calls for transparent dialog about actual (rather than perceived) rates of use. While MidAmerica aspires to provide an alcohol and drug free learning environment, honest and transparent discussion of potential student use is part of a successful intervention strategy. As an institution of higher learning, we embrace the responsibility of equipping our students to make good decisions that will reach far beyond their time at MidAmerica. We challenge our students to embrace their responsibility to conduct themselves in a way that is both God honoring and conscious of their influence on others.

The Athletic Department of MidAmerica Nazarene University makes available on line education courses and have access to the NAIA academy, an online student-athlete education program. These courses are:

myPlaybook Drug Education Courses

#1 NAIA Rules and Performance Enhancing Drug Awareness Introduction | Performance Enhancing Drugs

#2 Dietary Supplements and Sports Nutrition/Prescription and Over-the-Counter Medications<sup>[SEP]</sup>

#3 Life Skills<sup>[SEP]</sup>

#4 The Transition from College Athlete to Healthy Adult Lifestyle

myPlaybook Optional Courses:

#1 Sexual Assault Awareness & Prevention

#2 Marijuana Impact on Athletic Performance

#3 Tobacco Impact on Athletic Performance

#4 Alcohol Impact on Athletic Performance

#5 Drug Prevention Expectations & Harm Prevention

Athletics has an expectation video to help students understand the expectations of the University.

*For those who violate policies:*

Alcohol:

MidAmerica Nazarene University may utilize an on-line education course for a second instance of alcohol violation. This is a six-lesson, state law specific course that addresses alcohol use. The course integrates feedback through interaction. This course also includes a 30 day follow up to measure changes in student’s attitudes and behavior. The intended outcomes for the course are:

- Categorize “good things” and “not so good things” about their alcohol usage
- Identify reasons why they drink alcohol
- Understand the links between alcohol and academic performance
- Evaluate the positive things they can expect to gain from not drinking alcohol
- Estimate their time spent drinking alcohol and compare it to other activities in which they participate

- Identify goals and aspirations that will be helpful in making a change in their personal alcohol use.

The students are then tracked to determine if they have additional violations. The number of subsequent violations is an indicator of whether the program is working. In addition to this course students are required to complete a specified number of accountability sessions with a full time staff member. The consequences could also include fines, assessment, or community service.

Students with more serious concerns are referred to our Student Counseling Office for assessment and if needed, required to complete treatment at a licensed treatment facility.

**Drug Use or Possession:**

Students who violate the Drug use or Possession Policy also have a similar on line drug intervention course. They are required to receive throughout the remainder of the academic year up to three random UA tests to determine that the drug usage has discontinued. There are additional consequences ranging from community services, fines, assessment, provisional continuance, and potential suspension.

**Drug & Alcohol Violations:**

Since our university expectations exceed Kansas state law, the university investigates reports of alcohol, which may not be illegal according to state law but are a violation of our university behavioral expectations.

Academic Year	Alcohol	Drug	Total
2019 - 2020	22	3	25
2020-2021	6	2	8

A partnership exists between the Student Development Office and the Athletic Office to coordinate responses to our students who are also athletes that may be struggling with issues of alcohol or illegal drugs.

A NARCAN Policy was adopted by the University in 2019. The Policy states:

**Policy Title:** Narcan (naloxone) Administration by MNU Personnel

**Policy Description:** To describe the training, process, and documentation for emergent Narcan Intra-Nasal Administration

**Policy Statements:**

It is the policy of MNU to provide assistance to any person who might be suffering from an opioid overdose. Narcan will be administered intra-nasally, by trained MNU personnel, in emergent situations in which an opioid overdose is suspected or confirmed.

## Procedure:

- Training
  - Each person taught emergent Narcan intra-nasal administration will receive in-person training and educational materials by a licensed healthcare professional.
  - The following MNU employees receive Narcan intra-nasal training:
    - Student Development personnel
    - Resident Educators
    - Campus Safety personnel
    - Selected counselors
    - Other identified campus employees
- Storage
  - The Narcan medication and documentation forms will be secured at room temperature in the MNU dorms with additional doses stored in Campus Safety (unless being actively used)
- Administration
  - If a person on the MNU campus is demonstrating signs of suspected or confirmed opioid overdose:
    - Call 911;
    - Ask a bystander to obtain the Narcan and to notify Campus Safety immediately;
    - Assess breathing and perform rescue breaths if needed;
    - When Narcan arrives, tilt the victim's head back and spray one dose (4mg) into one nostril;
    - Tilt the victim on his or her side;
    - If there is no response in 3 minutes, repeat the dose;
    - Stay with the victim until EMS arrives.
  - Notify the victim's parent or next of kin.
- Documentation
  - As soon as possible after the event, complete the *Report of Naloxone Administration*;
  - Leave a voicemail for the School of Nursing Dean (913-971-3839);
  - Send documentation form to the School of Nursing Dean via campus mail;
  - The School of Nursing Dean will schedule a debriefing session with those involved;
  - The documentation form will then be placed with the student record (if the victim is a student).

## GENERAL ASSESSMENT

MidAmerica Nazarene University is a Christian university affiliated with the Church of the Nazarene. All members of the MidAmerica community are responsible for abiding by their respective handbooks, which details the University's expectations regarding alcohol or drug use. The faculty, staff and student handbooks give each member of the community clear expectations concerning use of alcohol or drugs. New student orientations, chapel, student programs and community events are all utilized to communicate the university's alcohol and drug policies and the values of the institution.

In cases of alcohol or drug policy violations, the university utilizes a redemptive approach with each individual. Redemption is a characteristic of the Christian faith that is an important component of the campus community we strive to create. The goal of the redemptive approach is

to educate the individual about the dangers of alcohol and/or drugs, provide an opportunity for the student to re-evaluate their personal choices and renew their commitment to live within the university's behavior expectations, and set them up to make better decisions in the future.

Campus resources are available for students, faculty and staff. Students are encouraged to take advantage of these resources to help them achieve their educational goals. Students who seek out assistance on their own to deal with drug or alcohol issues will receive support that will include any resources or services that would be beneficial to them, without any disciplinary measures.