

2026 Annual Notification of the

Drug-Free Schools and Communities Act

The University of Dubuque is committed to maintaining a drug-free and alcohol-free learning and work environment. The University of Dubuque provides this annual notification to all students and employees in accordance with the Drug-Free Schools and Communities Act (DFSCA) and to promote a safe, healthy, and drug-free campus community.

The University's biennial review of its Drug and Alcohol Abuse Prevention Program (DAAPP) is available on the University website under the Jeanne Clery Act section or by contacting Student Life or Human Resources.

This notice includes:

- I. Standards of conduct**
- II. Health Risks Associated with Alcohol and Drug Abuse**
- III. Drug and Alcohol Counseling, Treatment, Rehabilitation, and Re-Entry Programs**
- IV. Federal and State of Iowa legal sanctions**
- V. University Disciplinary Sanctions**
- VI. Emergency Assistance**

I. Standards of Conduct (Students and Employees)

- a) **UNIVERSITY POLICY:** The following is the University policy regarding the use of alcohol, drugs, and tobacco:
 - i. UD students are expected to abide by all Iowa state laws and statutes regarding the use, possession, distribution, and consumption of alcoholic beverages. To consume alcohol legally in the state of Iowa, an individual must be 21 years of age. Students attending University-sponsored programs outside Iowa are responsible for complying with the alcohol and controlled substance laws of the state in which they are studying.
 - ii. Alcohol use, possession, distribution, and/or consumption or possession of an alcohol container on the University campus or at any activity off-campus that is sponsored by a University organization, department or group is strictly prohibited. The President, or appropriate designee, may approve exceptions to this prohibition to allow possession or consumption of alcoholic beverages by persons of legal drinking age at designated special events. For clarification regarding this policy, please contact the Vice President for Student Engagement and Intercollegiate

Athletics. No alcoholic beverages may be present at any activity for the purpose of initiation, admission into, affiliation with, or as a condition of continued membership.

- iii. The unlawful manufacture, possession, use, distribution, or sale of controlled substances, including the misuse of prescription medications and the possession of drug paraphernalia associated with illegal drug use, is prohibited.
- iv. University personnel may, at times of concern for a student's welfare, notify a parent or legal guardian of a student under 21 years of age in writing and/or by phone when alcohol or drug violations of University policy occur.
- v. The University of Dubuque complies with the Iowa Smoke-free Air Act and has implemented a tobacco-free policy that prohibits the use of tobacco products, including e-cigarettes and vaping devices, on University property. For details, please refer to the section on Tobacco in the Student Handbook.
- vi. No advertising may be displayed that explicitly or implicitly invites students to events where alcohol will be served.

i. **Student Conduct, Process and Procedures**

Students who violate University alcohol or drug policies are subject to the Student Conduct Process as outlined in the Student Handbook. Sanctions may include:

- Warning
- Educational sanctions
- Probation
- Residence hall sanctions
- Suspension
- Expulsion

Students are afforded due process, including notice of allegations, an opportunity to be heard, and the right to appeal. The complete Student Conduct Procedures are available in the Student Handbook.

ii. **Employee Conduct, Process and Procedures**

The University of Dubuque has adopted a policy of maintaining a workplace free of drugs and alcohol. This policy applies to all employees and other individuals who perform work for the University.

Employees are prohibited from:

- Possessing illegal drugs
- Working under the influence

- Misusing prescription drugs
- Unauthorized alcohol use while working
- Drug distribution

Violations may result in:

- Verbal warning
- Written warning
- Suspension
- Required treatment
- Termination
- Criminal prosecution

The full policy can be found in the Employee Handbook.

Important Reminders

- Alcohol is prohibited on campus unless specifically authorized.
- The unlawful possession, use, manufacture, distribution, or sale of controlled substances is prohibited.
- Underage possession or consumption violates both University policy and Iowa law.
- Violations may result in University discipline as well as criminal penalties.

Smoke-Free and Tobacco-Free Policy

The University of Dubuque complies with the Iowa Smoke-free Air Act. In addition, the University maintains a tobacco-free policy that prohibits the use of tobacco products, including cigarettes, smokeless tobacco, e-cigarettes, and vaping devices, on University property, including buildings, parking lots, athletic fields, stadiums, University vehicles, the Flight Operations Center at the Dubuque Regional Airport, apartments, residence halls, and sidewalks.

Questions or concerns regarding the University's tobacco-free policy may be directed to Campus Safety and Security. Campus Safety and Security may be contacted for assistance with enforcement of the policy.

II. Health Risks Associated with Alcohol and Drug Abuse

Excessive drug and alcohol use can negatively affect academic and work performance and can result in serious short- and long-term health consequences. It is particularly hazardous for pregnant individuals, as it may cause birth defects. The following summary is intended to provide general information regarding the health risks associated with the use and abuse of alcohol and other drugs. It is not intended to be an exhaustive medical reference. For more information on the effects of drug and alcohol abuse, visit the NIH National Institute on Drug Abuse website: <https://nida.nih.gov/research-topics>.

Alcohol

Common effects

- Relaxation and lowered inhibitions
- Impaired judgment and decision-making
- Slower reaction time and reduced coordination
- Slurred speech and impaired balance
- Impaired memory and concentration
- Drowsiness; at higher amounts, nausea and vomiting

Health risks

- Increased risk of injuries, falls, and motor vehicle crashes
- Alcohol poisoning, which can be life-threatening
- Risky behaviors, including unsafe sexual activity and violence
- Impaired academic or work performance
- Interactions with prescription and over-the-counter medications
- Increased risk of depression, anxiety, and other mental health concerns

Long-term consequences

- Alcohol use disorder (dependence/addiction)
- Liver disease, including fatty liver, alcoholic hepatitis, and cirrhosis
- High blood pressure, heart disease, and stroke
- Increased risk of several cancers, including cancers of the mouth, throat, esophagus, liver, breast, and colon
- Chronic pancreatitis and digestive disorders
- Lasting cognitive impairment and memory problems
- Relationship, financial, academic, and employment difficulties
- Reduced life expectancy

By not drinking too much, you can reduce the risk of these short- and long-term health risks. See: <https://www.niaaa.nih.gov/alcohols-effects-health>

Nicotine

Common effects

- Increased alertness and concentration
- Temporary feelings of relaxation or stress relief
- Increased heart rate and blood pressure
- Reduced appetite
- Highly addictive, leading to cravings and withdrawal symptoms

Health risks

- Nicotine addiction and dependence
- Increased risk of heart disease, heart attack, and stroke
- Elevated blood pressure and damage to blood vessels
- Harmful effects on adolescent and young adult brain development
- Exposure to harmful chemicals through smoking or vaping, including lung irritation and respiratory problems

Long-term consequences

- Chronic cardiovascular disease
- Increased risk of chronic lung diseases, including chronic bronchitis and emphysema (when smoked)
- Increased risk of several cancers, including lung, throat, mouth, and esophageal cancers (when tobacco is smoked or used)
- Persistent nicotine dependence, making quitting difficult
- Reduced overall health, endurance, and life expectancy

Cannabis (Marijuana)**Common effects**

- Feelings of relaxation or euphoria
- Altered perception of time and surroundings
- Impaired attention, concentration, memory, and learning
- Reduced coordination and slower reaction time
- Increased appetite ("the munchies")
- Dry mouth, red eyes, and increased heart rate
- Anxiety, paranoia, or panic in some individuals

Health risks

- Impaired driving and increased risk of motor vehicle crashes
- Increased risk of accidents and injuries due to impaired judgment and coordination
- Respiratory irritation and chronic cough when smoked
- Short-term memory and learning impairment
- Increased risk of anxiety, panic attacks, or psychotic symptoms in susceptible individuals
- Potential interactions with alcohol, prescription medications, and other substances

Long-term consequences

- Cannabis use disorder (dependence/addiction)
- Persistent problems with memory, attention, and learning, especially with frequent use that begins during adolescence
- Chronic bronchitis and other respiratory problems when cannabis is smoked

- Increased risk of mental health problems in vulnerable individuals, including anxiety, depression, and psychosis
- Negative effects on academic performance, work productivity, and motivation
- Difficulty achieving educational, career, and personal goals due to ongoing heavy use

Opioids

Common effects

- Pain relief
- Feelings of relaxation or euphoria
- Drowsiness and sedation
- Slowed breathing and heart rate
- Constricted ("pinpoint") pupils
- Nausea, vomiting, and constipation
- Impaired judgment, coordination, and reaction time

Health risks

- High potential for misuse, dependence, and addiction
- Respiratory depression, which can lead to overdose and death
- Increased risk of overdose, especially when combined with alcohol or other sedatives
- Impaired driving and increased risk of accidents and injuries
- Confusion, dizziness, and falls
- Infectious diseases (such as HIV and hepatitis) when injected and needles are shared

Long-term consequences

- Opioid use disorder (addiction)
- Increased tolerance, requiring higher doses to achieve the same effect
- Physical dependence and severe withdrawal symptoms when use is stopped
- Chronic constipation and gastrointestinal problems
- Hormonal and reproductive dysfunction
- Increased risk of overdose, including fatal overdose
- Relationship, academic, employment, and financial difficulties
- Reduced quality of life and life expectancy

Stimulants

Common effects

- Increased alertness, energy, and wakefulness
- Elevated mood or feelings of euphoria
- Increased heart rate, blood pressure, and body temperature
- Decreased appetite

- Increased focus and confidence
- Restlessness, irritability, and difficulty sleeping

Health risks

- Rapid or irregular heartbeat and elevated blood pressure
- Anxiety, panic attacks, agitation, or paranoia
- Increased risk of heart attack, stroke, and seizures
- Overheating (hyperthermia) and dehydration
- Impaired judgment and risk-taking behaviors
- High potential for misuse and addiction, particularly when used without a prescription or in high doses

Long-term consequences

- Stimulant use disorder (addiction)
- Persistent anxiety, depression, or mood disturbances
- Sleep disorders and chronic insomnia
- Weight loss and poor nutrition
- Cardiovascular damage, including heart disease
- Memory, attention, and cognitive impairment with prolonged misuse
- Psychosis, including hallucinations and delusions, with chronic or high-dose use
- Academic, occupational, financial, and relationship problems

Hallucinogens

Common effects

- Altered perception of reality, time, and surroundings
- Visual and auditory hallucinations
- Changes in mood and emotions
- Distorted thinking and impaired judgment
- Increased heart rate, blood pressure, and body temperature
- Dilated pupils, dizziness, nausea, or sweating
- Anxiety, panic, or paranoia ("bad trip")

Health risks

- Accidents and injuries due to impaired judgment and perception
- Severe anxiety, panic attacks, or psychotic episodes
- Aggressive or unpredictable behavior in some individuals
- Increased heart rate and blood pressure, which may pose risks for people with cardiovascular conditions
- Dangerous interactions with other drugs or alcohol
- Risk of poisoning from unknown or contaminated substances sold as hallucinogens

Long-term consequences

- Persistent psychosis in some individuals, including ongoing hallucinations or disorganized thinking
- Hallucinogen Persisting Perception Disorder (HPPD), involving recurring visual disturbances or "flashbacks"
- Worsening or triggering of underlying mental health conditions in susceptible individuals
- Difficulty with memory, concentration, and learning following repeated use
- Problems with academic performance, employment, and relationships
- Psychological dependence can occur with some hallucinogens, although physical dependence is generally uncommon

Sedatives

Common effects

- Relaxation and reduced anxiety
- Drowsiness and sedation
- Slowed reaction time and impaired coordination
- Impaired judgment, memory, and concentration
- Slurred speech and dizziness
- Reduced heart rate and breathing (especially at higher doses)

Health risks

- High potential for misuse, dependence, and addiction
- Impaired driving and increased risk of falls, injuries, and accidents
- Respiratory depression, especially when combined with alcohol or opioids
- Overdose, which can result in coma or death
- Confusion, especially in older adults
- Dangerous interactions with prescription medications and other central nervous system depressants

Long-term consequences

- Sedative use disorder (addiction)
- Tolerance, requiring higher doses to achieve the same effect
- Physical dependence and potentially life-threatening withdrawal symptoms if stopped abruptly
- Persistent problems with memory, attention, and cognitive function
- Chronic sleep disturbances despite continued use
- Depression or worsening of existing mental health conditions
- Relationship, academic, employment, and financial difficulties
- Increased risk of overdose, particularly when used with alcohol or opioids

Anabolic Steroids

Common effects

- Increased muscle mass and strength
- Improved athletic performance and endurance
- Increased confidence or aggression
- Acne and oily skin
- Mood swings and irritability
- Increased appetite and weight gain

Health risks

- High blood pressure and elevated cholesterol
- Increased risk of heart attack and stroke
- Liver damage, particularly with oral steroids
- Hormonal imbalances
- Aggressive behavior, anxiety, depression, or mood disorders
- Risk of infection from sharing needles when injecting

Long-term consequences

- Dependence and withdrawal symptoms, including depression and fatigue
- Permanent cardiovascular damage and increased risk of heart disease
- Liver disease or liver tumors
- Infertility and reduced natural hormone production
- **In males:** Testicular shrinkage, reduced sperm production, erectile dysfunction, and breast enlargement (gynecomastia)
- **In females:** Deepened voice, increased body and facial hair, menstrual irregularities, and enlargement of the clitoris, some of which may be permanent
- Stunted growth in adolescents whose bones have not fully matured
- Lasting mood disorders, including aggression, depression, and anxiety

III. DRUG AND ALCOHOL COUNSELING, TREATMENT, REHABILITATION OR RE-ENTRY PROGRAMS AVAILABLE TO STUDENTS AND EMPLOYEES

Students

The Smeltzer-Kelly Student Health Center provides assessment, referral, and short-term counseling for students experiencing substance abuse issues. The Student Health Center assists students in accessing professional counseling and treatment resources as appropriate.

Students can contact the Smeltzer-Kelly Student Health Center for confidential referrals at no charge, as the center does not provide direct treatment. They collaborate with local resources such as the Area Substance Abuse Council, Hillcrest Family Services, and Mercy Turning Point

Treatment Center. For more information, call 563.589.3360 or email studenthealthcenter@dbq.edu.

Employees (Faculty/Staff):

To help ensure a safe, healthy, and productive work environment for our employees and others, to protect University property, and to ensure efficient operations, the University of Dubuque has adopted a policy of maintaining a workplace free of drugs and alcohol. This policy applies to all employees and other individuals who perform work for the University. For purposes of this policy, “drugs” is defined as all substances that are subject to regulation or control by government and other substances that are defined as “drugs” by the University. “Alcohol” includes all substances that contain alcohol in quantities that exceed approved levels by governmental authorities, and which are defined as restricted alcohol containing substances by the University.

The University maintains a policy of non-discrimination and will endeavor to make reasonable accommodations to assist individuals recovering from substance and alcohol dependencies. We encourage employees to seek assistance before their substance abuse or alcohol misuse renders them unable to perform the essential functions of their jobs or jeopardizes the health and safety of any University employee, including themselves.

Community agencies include:

- Area Substance Abuse Council (ASAC): 319.390.4611
- Hillcrest Family Services: 563.557.4386
- Mercy Turning Point Treatment Center: 563.589.8291
- Alcoholics Anonymous (Intergroup): 563.557.9196
- Substance Abuse Services Center: 563.582.3784

TimelyCare

The University provides TimelyCare, a free virtual health and well-being service available to all students and employees. TimelyCare offers a comprehensive suite of services designed to complement the University's existing health and wellness resources.

IV. FEDERAL AND STATE OF IOWA LEGAL SANCTIONS

Federal

Alcohol Sanctions: Federal alcohol laws may apply in specific circumstances, including certain activities involving the unlawful manufacture, distribution, or transportation of alcoholic beverages. Alcohol-related offenses are also subject to applicable state and local laws.

Illicit drugs: Federal sanctions for the possession, manufacture, distribution, or trafficking of controlled substances vary depending on the type and amount of substance, the nature of the offense, the offender's criminal history, and other circumstances.

Federal trafficking penalties are available in the DEA Drugs of Abuse publication.

<https://www.dea.gov/sites/default/files/2024-12/2024-Drugs-of-Abuse-508.pdf>

State Sanctions: Iowa Alcohol and Controlled Substance Laws

Alcohol:

- Underage possession of alcohol is prohibited.
- Supplying alcohol to a minor is prohibited.
- Using false identification to obtain alcohol is prohibited.
- Selling alcohol to an intoxicated person is prohibited.
- Driving under age 21 with a BAC of .02 or higher results in license sanctions.

Controlled Substances: Iowa law prohibits the unlawful possession, manufacture, delivery, and possession with intent to deliver controlled substances. Criminal penalties vary depending on the substance, amount, type of offense, and other circumstances.

Links to Iowa Code for Alcohol and Drugs:

<https://www.legis.iowa.gov/docs/code/2026/123.pdf>

<https://www.legis.iowa.gov/docs/code/124.401.pdf>

V. UNIVERSITY DISCIPLINARY SANCTIONS

Students

Violations of University alcohol and drug policies may result in disciplinary action independent of any criminal or civil proceedings. Depending on the nature and severity of the violation, sanctions may include educational interventions, mandatory counseling or treatment, probation, residence hall sanctions, suspension, expulsion, and referral to law enforcement for criminal prosecution.

Employees

Violation of the University alcohol and drug policies may be cause for one or more of the following actions to be imposed with respect to the employee:

- Termination
- Participation in, and successful completion of, a drug abuse program sponsored or approved by a private or governmental institution as a condition of continued employment

- Suspension from University duty for up to five (5) days without pay
- Referral for prosecution for violation

VI. EMERGENCY ASSISTANCE

If you or someone else is experiencing a drug or alcohol emergency, contact Campus Safety and Security immediately or call 911. In the event of a suspected opioid overdose, administer naloxone (if available) and call 911 immediately.

QUESTIONS

Questions regarding the University's Drug and Alcohol Abuse Prevention Program (DAAPP), this annual notification, or the University's Biennial Review may be directed to:

- Office of Student Life 563.589.3519
- Human Resources 563.589.3619
- Campus Safety and Security 563.589.3333