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DRUG AND ALCOHOL ABUSE
PREVENTION PROGRAM:
BIENNIAL REVIEW

2023/2024 – 2024/2025

*Presented to Office of the President at Wayland Baptist University
September 2025*

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Regulations and Reporting

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) require an institution of higher education (IHE), such as Wayland Baptist University (WBU), to certify it has implemented programs to prevent the abuse of alcohol and use or distribution of illicit drugs both by WBU students and employees, both on its premises and as a part of any of its activities.

AT A MINIMUM, EACH INSTITUTION OF HIGHER EDUCATION MUST ANNUALLY DISTRIBUTE THE FOLLOWING IN WRITING TO ALL STUDENTS AND EMPLOYEES:

- Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees;
- A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of the health risks associated with illicit drugs and the abuse of alcohol
- A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and
- A clear statement that the institution will impose sanctions on students and employees, and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.

THE LAW FURTHER REQUIRES THAT THE INSTITUTION CONDUCT A BIENNIAL REVIEW OF ITS PROGRAM WITH THE FOLLOWING OBJECTIVES:

- Determining the effectiveness of the policy and implementing changes to the alcohol and other drug programs if they are needed; and
- To ensure that the sanctions developed are enforced consistently.

THE BIENNIAL REVIEW MUST ALSO INCLUDE A DETERMINATION AS TO:

- The number of drug- and alcohol-related violations and fatalities occurring on the campus or as part of their activities that are reported to campus officials; and
- The number and types of sanctions the IHEs impose on students or employees as a result of such violations or fatalities.

Wayland Baptist University acknowledges its legal obligation to conduct a biennial review of compliance with the Drug-Free Schools and Communities Act.

Responsible Offices

In January 2019, Wayland Baptist University amended its policy to establish a Clery Act and Drug-Free Schools and Communities Act Compliance Committee. Under the auspices of this committee, a sub-committee tasked with overseeing the University's Drug and Alcohol Abuse Prevention Program has been formed with representatives from the following areas:

OFFICE OF STUDENT SERVICES

Under the direction of the Executive Director for Student Services, the following offices will contribute to the programming and reporting of drug and alcohol prevention programs on the WBU campus.

- Student Housing
- Counseling Services
- Health Services

UNIVERSITY POLICE DEPARTMENT

Under the direction of the Chief of Police, the University Police Department will provide training, support, and reporting data.

UNIVERSITY ATHLETICS

Under the direction of the Director of Athletics, the Athletic Department will assist with training and provide supporting data in order to evaluate program effectiveness.

HUMAN RESOURCES

Under the direction of the Director of Human Resources, the Department of Human Resources will provide data regarding employees and will disseminate information regarding drug and alcohol policies and programs to the faculty and staff at WBU.

Research Methods and Data Sources

Information used to compile the biennial review may be gleaned from the following sources:

- Campus surveys including students and employees.
- Interviews with students and employees.
- Drug and alcohol policies are outlined in the student handbook.
- Drug and alcohol policies utilized by athletic teams.
- Drug and alcohol policies utilized by the Office of Student Housing.
- Drug and alcohol policies are outlined in the policies and procedures manual.
- Alcohol and drug policies at similar institutions.
- Discipline records from the office of the Dean of Students regarding incidents involving alcohol or drugs, including the sanctions administered.
- Police records and reports regarding crime statistics prepared by the Chief of Police.
- Records from Human Resources regarding incidents of drug and/or alcohol abuse by employees.
- Drug testing results from the Athletic department.
- Information distributed to students and employees regarding alcohol and drug abuse.

Compliance with Drug-Free Schools and Communities Act

Under the Drug-Free Schools and Communities Act Amendments of 1989, all Wayland Baptist University (WBU) employees and students are informed that strictly enforced policies are in place that prohibit the possession, use, or distribution of any illicit drugs, including alcohol, on WBU property or as a part of any WBU sponsored activity except as noted below. Students and employees are also subject to all applicable legal sanctions under local, state, or federal law for any offenses involving illicit drugs on WBU property or at WBU sponsored activities/events. This information can be found in the WBU Student Handbook and is also available on the WBU website. The written material contains the following:

- Standards of conduct regarding the sale, service, distribution, and consumption of alcoholic beverages, or illegal drugs, on University property or at University-sponsored events.
- A description of applicable legal sanctions under local, state, or federal law.
- A clear statement and description of the disciplinary sanctions the institution will impose on students and employees.

The federally mandated policy regarding alcohol and other drugs will be distributed to all students via the WBU website, counseling and consultation services, email, and student training and overview sessions.

The policy will be discussed with students during orientation sessions, in initiatives planned and promoted by the University, and via an outreach to student organizations throughout campus. The federally mandated policy regarding alcohol and other drugs will be available to the campus community in the WBU Policy and Procedures Manual, the WBU Student Handbook, and on the WBU website. Additionally, the alcohol and drug policy will be communicated to all employees via email annually.

Employee Review

ALCOHOL AND DRUG-FREE CAMPUS WORKPLACE POLICY

Wayland Baptist University is committed to providing a safe campus and workplace for its students, faculty, staff, and visitors. The University recognizes the health risks associated with controlled substance use and alcohol misuse and is committed to supporting students and employees who seek treatment for these conditions.

The University also recognizes that controlled substance use and alcohol misuse diminish workplace and campus safety and undermine the institution's ability to fulfill its mission of providing opportunities to a diverse population for academic achievement with an emphasis on academic excellence, spiritual, and ethical development, civic engagement, and leadership in a nurturing environment.

PROGRAM REVIEW

Wayland Baptist University utilizes the following to notify employees of the drug and alcohol policy, as well as to underscore the health risks associated with illicit drug use and alcohol misuse:

- Substance Abuse section of Employee Policies and Procedures Manual.¹
- Annual email sent to all employees reminding them of University policy regarding drug and alcohol use, the health risks related to alcohol and drug use, connections to resources for those who may be struggling with alcohol or drug addiction, and possible sanctions related to violations of Wayland policy with regard to alcohol or drug use or possession.²
- Section of New Employee Orientation dedicated to discussing the high conduct standard to which University employees are held based on values derived from the New Testament, University policy regarding drug and alcohol use or possession, and health risks associated with drug use and alcohol misuse.
- Posters located in the office of Human Resources and in Gates Hall that declare Wayland's status as an alcohol and drug-free campus workplace.³

ALCOHOL/DRUG INCIDENT REPORT FOR EMPLOYEES

Year	Number of Incidents	Outcome
2023/2024	0	Not applicable
2024/2025	0	Not applicable

¹ Section 1.5.3 of Policy and Procedures Manual.

<https://employee.wbu.edu/faculty-and-staff/policies-and-procedures-private/1.5.3.htm>

² See Appendix, Section A for a copy of the annual email.

³ See Appendix, Section B for a copy of the poster.

Student Review

ALCOHOL AND DRUG FREE CAMPUS POLICY

Wayland Baptist University adheres to a high standard of moral conduct, which includes prohibition of the use, possession, or distribution of alcohol or illegal drugs/controlled substances (this includes illegal use, possession, or distribution of prescription medication. by students or university personnel, and strictly enforces this prohibition on university owned or controlled property or in conjunction with any university activity. The university may take action against students for the off-campus use, possession, or distribution of alcohol or controlled substances, as deemed appropriate by university officials. The Wayland Police

Department also strictly enforces federal, state, and local law regarding the use, possession, or distribution of alcohol and illegal drugs/controlled substances. Violation of federal, state, or local law regarding the use, possession, or distribution of alcohol and/or illegal drugs/controlled substances may constitute a violation of the substance abuse policy.

PROGRAM REVIEW

Wayland Baptist University employs various methods to inform students about policies on drug and alcohol use or possession, the health risks linked to alcohol misuse and illicit drug use, and the resources available for students struggling with addiction. These methods include:

- Residence Hall Regulations concerning the possession or use of alcohol in University housing.⁴
- Discipline Policy and Conduct Standards for students in the Student Handbook.⁵
- Substance Abuse Policy in the Student Handbook.⁶
- Housing Occupancy License for student residence halls, apartments, and off-campus housing.⁷
- Mandatory Student Conduct/ Title IX training via Blackboard in the fall semester. This training is mandatory for all students.
- Mandatory Dorm meetings twice a semester in which policies concerning alcohol and drug possession and possible sanctions are covered.
- Resident Assistant training on identifying drug or alcohol use/possession, as well as training regarding campus resources for those who may be struggling with addiction. This training takes place immediately preceding the fall semester each year as a part of the WBU Resident Assistant training program.

⁴ [WBU Student Handbook](#), pg. 8-10

⁵ [WBU Student Handbook](#), pg. 11-25

⁶ [WBU Student Handbook](#), pg. 64-66

⁷ See Appendix, Section C for a copy of the Housing Occupancy License

- Orientation meetings for each of the individual athletic teams, in which the substance abuse policy is covered as well as the drug testing policy for athletes.⁸
- Random drug testing for all athletes.⁹
- Student activities that incorporate information on health risks associated with illicit drug use and misuse of alcohol.
- Staying Safe on Campus brochure distributed in various gathering places around campus.¹⁰
- Campus Security Information training delivered during New Student Orientation.

UNIVERSITY POLICY AND SANCTIONS RELATED TO POSSESSION AND USE OF ALCOHOL OR DRUGS FOR STUDENTS

Wayland policy regards the use, possession, or distribution of drugs or alcohol on campus or at university-sponsored events as a violation. This includes university-sponsored travel. Additionally, off-campus incidents regarding drugs or alcohol could subject students to disciplinary action as well. The following are possible sanctions for violations of the Student Conduct Policy related to the use of drugs or alcohol.¹¹

- FINES - Fines may be levied by the Executive Director of Student Services, the judicial council, housing staff, and dormitory staff. Fines serve as a reminder that further violation of university rules and regulations may result in more severe disciplinary action. A list of fines is available in the Housing Office and the Office of the Executive Director of Student Services.
- LOSS OF PRIVILEGES - Loss of Privileges entails any or all of the following sanctions:
 - Removal from preferred university housing.
 - Restriction from attending designated university events.
 - Restriction from the lobbies of residence halls and/or other public gathering places on campus, such as Pete's Place or the Laney Center.
 - Loss of dorm visitation privileges.
 - Restriction from eating meals in the cafeteria.
- EVICTION - Eviction entails the following: immediate removal from university housing. Removal from housing due to disciplinary sanction will not remove in any way the student's responsibility to pay housing charges for the semester in which this sanction is administered.
- COMMUNITY SERVICE - Community Service may be required of a student as a sanction for violating the student conduct policy. Community Service would entail participation in a designated number of hours for a local community service organization, either on or off campus.

⁸ See Appendix, Section D for a copy of Athletics Substance Abuse Policy

⁹ See Appendix, Section E for a copy of Drug Testing Consent Form

¹⁰ A copy of this brochure will be included with this report.

¹¹ Incident Report Form - https://cm.maxient.com/reportingform.php?WaylandBaptistUniv&layout_id=0

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- RESTITUTION - Restitution entails reimbursement for the university or other affected parties for damages to property, or for the replacement of lost or stolen articles.
- FORMAL REPRIMAND - Formal Reprimand entails the following sanctions: a stern warning that any further violation of university rules and regulations during the probationary period could result in disciplinary probation, suspension, or expulsion.
- DISCIPLINARY PROBATION – Disciplinary Probation may entail any or all of the following sanctions;
 1. restriction from representing the university in any fashion. This sanction includes all public performances or appearances under the auspices of the university.
 2. restriction from any university-sponsored travel
 3. restriction from holding offices in any university organizations.
 4. restriction from receipt of any scholarship assistance (federal financial aid, state aid, or gifts directly to students from outside entities are not affected by this sanction.)

DISCIPLINARY SUSPENSION – Disciplinary Suspension entails the following sanctions:

1. The student will be restricted from enrollment during the period of suspension.
 2. Re-enrollment after suspension will be contingent upon approval of the executive director of student services or the senior vice president of operations and student life.
- DISCIPLINARY EXPULSION - Disciplinary Expulsion permanently restricts the student from enrollment in the university.

ALCOHOL VIOLATIONS AND RESULTING SANCTIONS

Statistics regarding violations related to alcohol use or possession are listed below. Often, other violations accompany violations for alcohol use or possession, and the sanctions administered take all violations into account. Most of these violations occurred on campus; however, students who receive citations for minor in possession, driving under the influence, or public intoxication at off-campus locations are subject to University discipline as well. Wayland recognizes both actual possession and constructive possession as forms of possession. Actual possession is defined as found on the defendant’s person. “Person” can mean within a pocket, in a purse, hidden in socks or shoes, or even swallowed. Constructive possession is defined as found in an area where the suspect would be reasonably assumed to have had knowledge of its presence and over which the accused had “dominion and control.” Students found to have possessed, distributed, or consumed alcohol, even at off-campus locations, can be found in violation of the Substance Abuse Policy. Additionally, possession of any amount of alcohol would be considered a violation of the Student Conduct Policy. Typically, the sanction for alcohol use or possession is Disciplinary Probation. Other mitigating factors or additional violations can affect the severity of sanctions administered. The numbers below also indicate the number of students found to have violated the Conduct Policy, not the number of incidents involving alcohol. Incidents involving the use or possession of alcohol often include multiple students.

Year	Number of Offenses	Sanctions Administered
2023-24	6	1-Not Responsible, 0-Formal Reprimand, 5- Disciplinary Probation, 0-Disciplinary Suspension
2024-25	4	2-Not Responsible, 1-Formal Reprimand, 1-Disciplinary Probation, 0-Disciplinary Suspension

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DRUG VIOLATIONS AND RESULTING SANCTIONS

Statistics regarding violations related to illicit drug use, possession, or distribution are listed below. Often, other violations accompany violations for drug use or possession, and the sanctions administered take all violations into account. Wayland also considers the possession of drug paraphernalia a violation of the Conduct Policy. Possession, use, or distribution of items used to subvert drug tests would be considered a violation of the Conduct Policy. Most of these violations occurred on campus; however, students who are arrested or cited for possession of drugs or drug paraphernalia at off-campus locations are subject to University discipline as well. Other mitigating factors or additional violations can affect the severity of sanctions administered. The numbers below also indicate the number of students found to have violated the Conduct Policy, not the number of incidents in which illicit drugs or drug paraphernalia were involved.

Year	Number of Offenses	Sanctions administered
2023-24	4	0-Not Responsible, 0-Formal Reprimand 1-Disciplinary Probation, 3-Disciplinary Suspension
2024-25	1	1-Not Responsible, 0-Formal Reprimand 0-Disciplinary Probation, 0-Disciplinary Suspension

It is important to note that Wayland defines possession as actual or constructive possession. Actual possession generally means that the drugs were found on the defendant's person. "Person" can mean within a pocket, in a purse, hidden in socks or shoes, or even swallowed. Constructive possession is when the drug is found in an area over which the accused had "dominion and control." Thus, anyone in a vehicle, for example, with controllable access to illicit drugs, would be considered in possession.

PREVENTATIVE MEASURES REGARDING DRUG POSSESSION

Random canine detection tours of residential housing areas at WBU act as a powerful deterrent for students, particularly regarding the possession of drugs or firearms on campus. Wayland also requires that all student-athletes be eligible for random drug testing. Policy dictates that initial positive screenings will result in mandatory counseling and a one-month suspension from practice and game participation. They will then be tested monthly for the next six months. A second positive test would result in the athlete losing scholarship funds and being suspended from participation. Reinstatement is possible after six consecutive

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months of clean tests. The following statistics pertain to positive drug tests among student-athletes at WBU. A complete description of the Athletic Substance Abuse Policy and the consent form signed by student athletes can be found on pages four and five of the Appendix of this document.

Year	Number of Positive Tests
2023-2024	– 0 people tested – 0 positive tests
2024-2025	– 0 people tested – 0 positive tests

The drug testing program in the Athletic Department at WBU is truly random. There are no prescriptions for the frequency of tests. As such, the number of tests given in a calendar year can vary widely. Additionally, students are selected to test in a random fashion (unless probable cause testing is being done). Over the past few years, much attention has been paid to the efficacy of our testing, and it is currently impossible to predict when tests occur and who will be required to test. While we believe that our testing can be even more efficacious, we also believe that fewer student-athletes are running the risk of using illicit drugs because of the improvements that we have made in testing. Wayland has also instituted a policy of testing some student-athletes for cause. Note that testing was halted from March 2020 to July 2024 due to concerns about COVID-19 and staffing issues. Testing will resume for Fall 2025 as a random testing program.

Additionally, in an effort to educate and prevent illegal possession of prescription medications, Wayland hosts community-wide Drug Drop Off events in cooperation with local law enforcement and health officials.¹² These programs allow people to safely dispose of prescription medication.

¹² See appendix, Section G, for a copy of the flyer for Clean Out Your Cabinet

Program Analysis

AREAS OF STRENGTH

- Wayland Baptist University values its identity as a Christian university and takes great care to ensure that Scriptural values are incorporated at every level of teaching and operation on our campuses. The example of Jesus Christ is constantly held up before our students and faculty as the ideal toward which we should all strive. This fidelity to the teachings of scripture works to contextualize conduct standards for our students. WBU communicates frequently that our goal is to help students become all that God has created them to be, which creates a broadened awareness of the dangers of drugs and alcohol, as well as reasons to abstain, which go beyond just the threat of punishment.
- Sanctions for students committing violations of the Conduct Policy involving the use or possession of drugs and alcohol have been relatively consistent. There is a general understanding among the student body of what the consequences are for these violations.
- The institutional consequences of using or possessing drugs or alcohol are disseminated in a variety of forms. Students will hear about these consequences from the housing department, from the student services, from the athletic department, and less formally from a variety of other areas on campus.
- Wayland is committed to proactively working to prevent alcohol use or possession, as well as drug use or possession. WBU has committed significant resources to testing student-athletes for drugs. The regular and random nature of canine screening for drugs has also been a focus of significant investment in resources. These actions are effective preventive measures that set the tone on campus regarding the enforcement of Wayland policies concerning drugs and alcohol.
- The public institutional stance of WBU with regard to drugs and alcohol creates an expectation among the student body for how violations will be considered and prosecuted. Wayland works diligently to consistently hold administration, faculty, and staff to a standard of conduct that is exemplary for the benefit of our student body. Additionally, institutional action is processed through the same standards of conduct so that students and employees know that the values reflected in our conduct policies are values upon which the University operates.
- Student Handbook language regarding drugs and alcohol is very clear and useful when sanctions are required. For example, the substance abuse policy states possession of empty alcohol containers to be possession of alcohol. This has made the enforcement of rules regarding alcohol much clearer. Additionally, the Student Handbook provides clear language regarding prescription drugs, as well as items used to circumvent drug tests.
- Wayland's Athletic Policy on Substance Abuse works in concert with the Student Handbook. Both documents define the sanctions and present a coherent process for treatment following an initial positive drug test. A Safe Harbor program allows Wayland students to seek help for addiction without risking sanctions.

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- The current Student Handbook provides consistent yet flexible options for sanctions when discretion is needed. For example, with varying levels of sanctions for students placed on Disciplinary Probation, it allows for sanctions that more adequately address certain violations.
- In the 2023/2024 – 2024/2025 Biennial Review, an area of improvement included the following:
WBU employs a licensed, professional counselor as Director of Counseling. The scope of this position Combined with the growing number of students seeking counseling, this is creating a situation where Wayland is increasingly unable to serve students, staff, and faculty in the way it intends. As such, the university has implemented a Health Services fee to fund an additional mental health counselor position.
- Information is included in the student handbook for drug and alcohol treatment facilities in all the locales where Wayland operates campuses.

AREAS FOR IMPROVEMENT

- More energy and resources need to be directed toward communicating the health risks connected to the misuse of alcohol and the use of illegal drugs. WBU recognizes that it needs to work harder to educate our students on these health risks as well as other associated risks.
- Because of WBU's geographical location, students who choose to use alcohol often travel to nearby metropolitan areas (Lubbock or Amarillo) where clubs and bars are much more common. Developing a ride-share option might be a way to increase the safety of our student population. Further investigation into the feasibility of partnering with someone to create such an initiative might be beneficial.
- A more formal, concerted effort to educate Wayland employees with regard to policy, possible sanctions, and health risks associated with alcohol and drug possession and use would be beneficial.
- More frequent and intentional use of surveys to help discern the attitudes of students, faculty, and staff toward alcohol and illicit drugs will help us hone in on specific areas of need in programming. Emerging issues, such as the legalization of marijuana in many states, are dramatically changing cultural views on some issues related to drug use. Creating data streams to identify these changes will be vital to the success of any future educational programming.

CONCLUSION

Over the past 4 years, significant work has been undertaken to address policy concerns related to student conduct. We believe that these efforts are already helping us address drug and alcohol issues in a proactive

and redemptive way. Related to these changes, the formation of a committee that oversees the University's efforts to comply with the Jean Clery Act, as well as the Drug Free Schools and Communities Act, has improved communication and coordination of efforts regarding the Drug and Alcohol Abuse Prevention Program. Face-to-face meetings with each of our athletic teams to address drug and alcohol issues have also been well-received and successful.

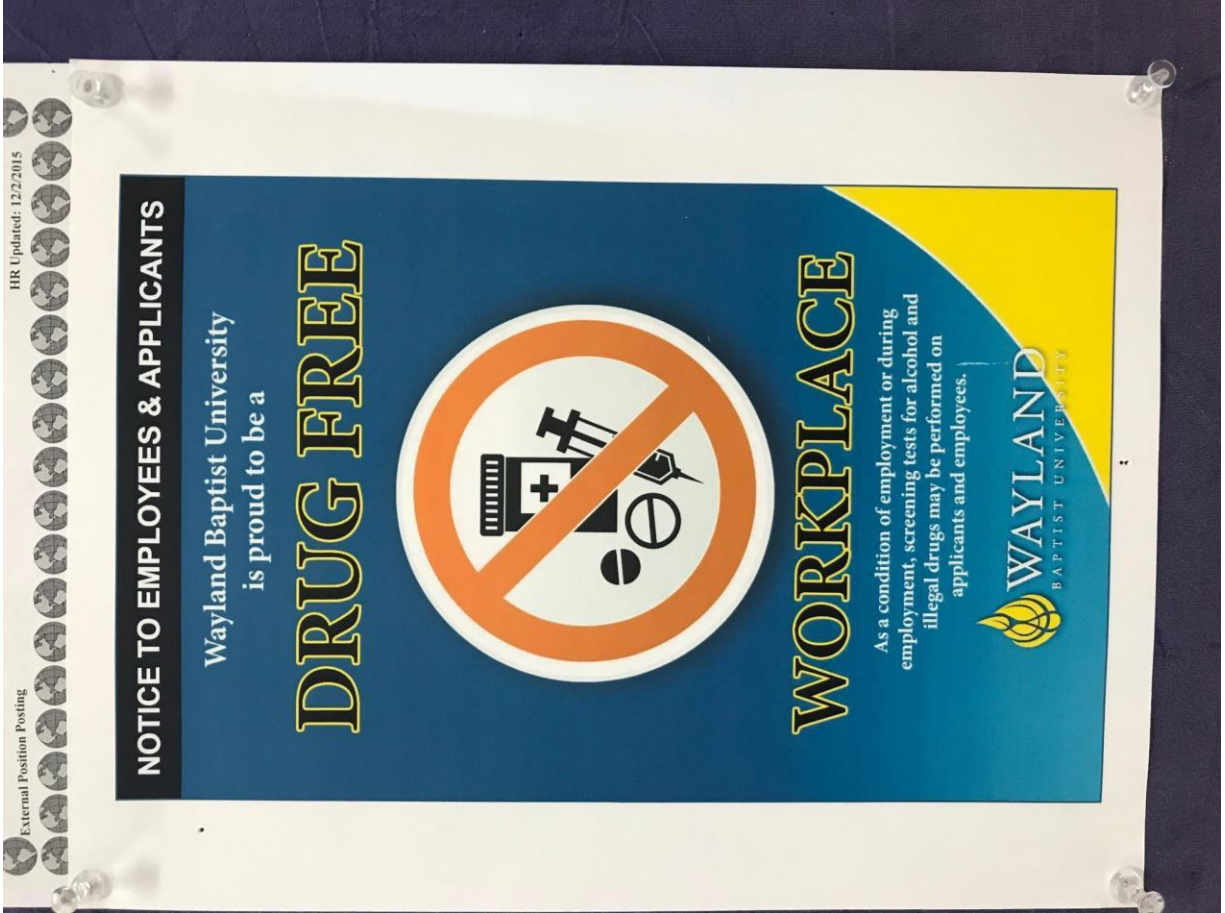
Moving forward, continuing to further formalize plans for educating students, faculty, and staff on issues related to alcohol and drug use will be a priority. A clear delineation of responsibilities regarding these efforts will continue to produce positive results as we work to address improvements needed in our programming. Specifically, we realize the need for further educational offerings related to prescription drug abuse and marijuana use. Additionally, focusing on creating more feedback loops and data streams related to drug and alcohol use among Wayland students, faculty, and staff will help us to customize educational efforts and will cause programming to be more effective.

Appendix

SECTION A

	<p>In compliance with the Department of Education, the university wants to remind all university employees both full-time and part-time of the university's Substance Abuse Policy 1.5.3 which establishes the university as a Drug-Free Workplace.</p> <p>Wayland Baptist University adheres to a high standard of moral conduct which includes prohibition of the use, possession, or distribution of alcohol or illegal drugs by students or university personnel on university owned or controlled property or in conjunction with any university activity.</p> <p>Some of the dangers of drug abuse in the workplace:</p> <ol style="list-style-type: none"> a. The U.S. Department of Labor estimates that drug use in the workplace costs employers approximately \$81 billion annually in lost time, accidents, health care and workers' compensation costs. b. Substance abusers are six times more likely than their co-workers to file a worker's compensation claim. c. 60% of employed drug users work for smaller companies. d. 30% of drug abuse in the workplace involves prescription drugs. <p>Individuals seeking drug counseling or rehabilitation services can access our Employee Assistance Program (EAP) by calling (888) 673-1149 to reach a licensed counselor.</p> <p>Also, the university provides crisis intervention counseling through the Office of Student Counseling Services. Long term rehabilitation and therapy is not provided through the university, but information and referrals to such services available locally will be furnished by the counseling staff.</p> <p>No employee will report for work or will work impaired by any substance, drug or alcohol, lawful or unlawful, except with the administration's approval. Such approval will be limited to lawful medications and based strictly on an assessment of the employee's ability to perform his/her regular or other assigned duties safely and efficiently. "Impaired" means under the influence of a substance such that the employee's motor senses (i.e., sight, hearing, balance, reaction, reflex) or judgment either are or may be reasonably presumed to be affected.</p> <p>Employees found to possess or distribute illegal drugs will be terminated. No employee at any work site owned or controlled by the university will possess any quantity of any substance, drug or alcohol, lawful or unlawful, except for authorized substances.</p> <p>The word "alcohol" means any beverage containing more than one-half (1/2) of one percent (1%) of alcohol by volume, which is capable of use for beverage purposes, either alone or when diluted.</p> <p>Employees found to possess alcohol on university-owned or university-controlled property will be terminated.</p> <p>As a condition of employment at WBU, each employee must:</p> <ol style="list-style-type: none"> a. Abide by the terms of this policy. b. Notify the university in writing of his/her conviction for a violation of a criminal drug statute occurring on university property no later than five calendar days after such conviction
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SECTION B



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SECTION C

Wayland Baptist University Housing Occupancy License

This Campus Housing License Agreement is made between You (the student signing this Agreement) and the Wayland Baptist University (University).

TERM OF LICENSE

The University agrees to grant you a Housing License to occupy a space in campus housing at Wayland Baptist University for the academic year indicated, beginning with the date of Your initial occupancy allowed by the university ("move-in date") and ending with the date of Your vacancy ("move-out date").

Housing is not provided between the Fall Semester and the Spring Semester, nor during Spring Break or the Thanksgiving holiday period for students occupying a residence hall space.

RATE AGREEMENT & PAYMENT

You agree to pay to Wayland Baptist University, the established rate per semester for your assigned building. This amount is in addition to any deposit you previously paid. Students who, upon request, receive a private room will be assessed an additional fee per semester. Students who are in a private room as a result of a roommate moving out will be required to move into a room with another student, if one is available, or be assessed the private room fee.

HOUSING DEPOSIT AND DAMAGE ASSESSMENTS

You agree to pay a housing deposit of \$100.00 as part of the application process. This housing deposit will be returned to you following checkout after deducting any charges for damages or other account balances due to the University. You agree to surrender the room and its contents at checkout in the same condition as when you first took possession, except for normal wear and tear. You are responsible for and agree to pay any loss or damages caused by you to your room, its contents, or any common area including any costs for extraordinary cleaning. If the University cannot determine who caused any loss or damage, the University can allocate the cost of the loss or damage to each resident of the room or to each resident who uses that common area.

RIGHT TO CANCEL

The University reserves the right to change student housing or room assignments at its sole discretion and to withhold or withdraw housing from students for cause. All cancellations by the student must be made in writing directly to the Housing Office. Refund of rent will not be given if you cancel for any reason after the first day of class in either semester.

ELIGIBILITY

In order to be eligible for campus housing, you must be enrolled in at least seven (7) credit hours and be in good financial standing at the University as defined by the Business Office. Your registration and the settlement of your account must be completed in accordance with the University's policies and procedures. If, at any time, you do not meet these conditions for eligibility, this license will terminate and you must checkout and vacate campus housing within 48 hours. You will be responsible for your pro-rated board charges until checkout.

ROOM ASSIGNMENTS

The university does not guarantee your placement in a particular residential building or with a particular roommate. The Housing Office may assign or reassign you to a different space or adjust the occupancy of your room as necessary to meet the University's needs. If you move or are moved to another space during the term of the license, you agree to pay the established rate for that space and must meet any other requirements (including board). If the new space is less

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expensive, the University will refund to you any overpayment.

MEAL PLAN REQUIREMENT

If you are assigned to a traditional residence hall, you are required to have a meal plan. If you fail to select a meal plan, you will be assigned the All Access meal plan by default. You may add Pioneer Bucks to your account at any time in addition to your meal plan. Meals are not provided between Fall Semester and Spring Semester nor during Spring Break or any other holiday period. No refunds are provided for unused meals.

LICENSE IS NOT TRANSFERRABLE

This license, as well as your meal plan, is for you only. You cannot transfer, assign, or sublet your space or your meal plan to anyone.

EARLY TERMINATION

You cannot cancel or terminate this Agreement before the end of the Spring semester, except the University will allow you to terminate the Agreement at the end of the Fall semester if: (1) You graduate at the end of the Fall semester; or (2) You officially withdraw from the University or take a leave of absence from enrollment before the first day of classes for the Spring semester; or (3) you receive permission to live off campus from the Dean of Students/Director of Residence Life.

UNIVERSITY POLICIES & PROCEDURES

You agree to all rules, regulations, policies and procedures contained in the Student Handbook or in the Guide to Campus Housing. Please read these publications which contain important information relating to guests, visitation, prohibited activities, conduct, and other important matters. If you violate any University rule or policy, the University can require you to change room assignments or vacate University housing without a refund.

INSPECTIONS AND MAINTENANCE

You consent for employees, agents, and contractors authorized by the University to enter your room without prior notice for custodial or maintenance work, to handle emergencies, to check for health or fire hazards, to inspect for drugs, alcohol, or other contraband, or to otherwise ensure compliance with University rules and regulations.

PERSONAL PROPERTY INSURANCE

The University does not provide any insurance coverage for your property and is not responsible for any theft, destruction, damage, or loss of your property or money while on university property or in university housing. It is your responsibility to determine whether your property is covered under a parent's insurance policy or to obtain your own insurance coverage.

This is a legal contract and by signing below, you agree to be bound by all of its terms and conditions. You should read this entire Agreement, the Guide to Campus Housing, and the University's Student Code of Conduct in the WBU Student Handbook before you sign this Agreement.

Resident: _____ **Date:** _____

University Official: _____ **Date:** _____

SECTION D

Wayland Baptist University Athletic Policy on Substance Abuse

I. General Statement

Wayland Baptist University adheres to a high standard of moral conduct which includes prohibition of the use, possession, or distribution of alcohol or illegal drugs by students on university owned or controlled property or in conjunction with any university activity. The university may take action against students for off-campus use, possession or distribution of alcohol or controlled substances if deemed appropriate by university officials. Wayland recognizes as possession both actual possession and constructive possession. Actual possession is defined as found on the defendant's person. "Person" can mean within a pocket, in a purse, hidden in socks or shoes, or even swallowed. Constructive possession is defined as found in an area over which the accused had "dominion and control." Thus, anyone in a vehicle, for example, with controllable access to illicit drugs would be considered in possession of illicit drugs.

Alcohol

Possession and/or use of alcoholic beverages on campus is strictly forbidden. Possession of alcoholic beverage containers can be interpreted as a violation of this regulation. Any student athlete appearing on campus whose use of alcoholic beverages is discernible will be subject to disciplinary action. Possession and or use of alcoholic beverages on university related off-campus trips and/or group activities is also strictly forbidden. Please refer to the *Wayland Student Handbook* for specific policies regarding alcoholic beverages.

Controlled Substances

Possession and/or use of illegal drugs is strictly forbidden. Any student athlete appearing on campus whose use of a controlled substance is discernible will be subject to disciplinary action. Possession and/or use of a controlled substance on university related off-campus trips and/or group activities is also strictly forbidden. The sale or giving of such drugs to other individuals is also strictly forbidden. Please refer to the *Wayland Student Handbook* for specific policies regarding controlled substances.

Tobacco

In keeping with the mission and purpose of the university and in order to encourage a clean and healthy environment, Wayland Baptist University promotes a tobacco-free environment on campus. The use of tobacco in any form is expressly forbidden in all campus athletic-related facilities. Student athletes are strongly encouraged to forgo the use of tobacco products at all times.

II. Athletic Department Substance Abuse and Education Program

The Wayland Baptist University Athletic Department and the NAIA believe in the promotion of good physical health and safety of all student-athletes. The Substance

Abuse and Education Program will consist of two parts: (1) Student-Athlete Education and (2) Drug and Substance Testing.

Student-Athlete Education

A. All student-athletes will be notified of NAIA and institutional policies on alcohol, drugs and tobacco during pre-season team meetings. A written copy of the policies will be distributed to the athletics administration, each coaching staff, and will be available on the WBU Athletics website. (www.wbuathletics.com)

B. Drug Free Sport AXIS Poster's provided by the NAIA will be displayed in locker rooms, athletic training rooms and weight room. Student-athletes will be directed to lists of banned substances for their review, including performance enhancing drugs.

C. To ensure that all student-athletes are aware of the NAIA and WBU Drug Testing program, policies and procedures, all student-athletes will be required to sign annually the National Championship Student Drug Testing Consent form and institutional consent statement.

D. Student-athletes needing education and/or counseling for drug and substances may contact any athletic department staff member. The student will be referred by the Athletic Department to the Counseling Center for initial evaluation.

E. Information on substance abuse specific to student-athletes can be found at www.naia.org under Student-Athletes/Current Student-Athletes/Student-Athlete Wellness Center/Drug Education.

Drug & Banned Substance Program

A. NAIA Drug Testing:

- i. The NAIA may initiate random drug testing at any NAIA Championship event in any sport during the course of a championship tournament.
- ii. A student-athlete who tests positive for use of a banned substance, as defined by the NAIA Banned Substance List, shall be sanctioned as outlined below.
 - a. First offense
 1. Shall be immediately suspended from further competition in all sports;

2. Shall be suspended in all sports for a minimum of 365 days from the date of the specimen collection that led to the positive result;
 3. Shall be charged one additional season of competition in the applicable sport as a punitive measure (in addition to being charged a season of competition for the student's actual participation);
 4. Shall be charged one punitive season of competition in all additional sports because of the positive test result (in addition to any seasons of competition the student may have been charged for actual participation).
- b. Second offense
1. Shall immediately lose all remaining eligibility within the NAIA in all sports
- iii. For student-athletes who have a positive finding, the third-party testing agency will notify the NAIA National Office and the director of athletics as soon as possible.
- iv. The NAIA is responsible for all aspects of their drug testing. A complete copy of the procedures is available on the NAIA website (www.naia.org).

B. Wayland Baptist University Athletic Department Drug Testing

- i. The athletic department will conduct random institutional drug testing of all athletic teams. WBU reserves the right to conduct individual testing, team testing, postseason testing, preseason testing, re-entry testing or follow-up testing. Athletes may be tested at any time during the school year.
- ii. Institutional drug testing is separate and distinct from the NAIA program.
- iii. The Director of Athletics and Assistant Athletic Director for Sports Medicine will determine and coordinate the date, time, site, and circumstances for student-athletes to be tested.

- iv. Notification of selection for testing may be unannounced to the student-athlete, except at the precise time of notification of selection for testing. In most cases, notification will be given to the student-athlete during practice.
- v. Testing Special Circumstances:
 - a. Late Arrival: The student-athlete will be held at the designated location until proper specimen is obtained.
 - b. Failure to appear: Will result as a positive test result.
 - c. Unable to Provide a Specimen: The student-athlete will be held at the designated location until a proper specimen is obtained.
 - d. Manipulated/Adulteration Specimen: Considered a positive test.
- vi. Institutional drug testing may test for substances not listed on the NAIA Banned Drug Classes List and at different cut-off levels. Many dietary supplements contain banned substances and may lead to positive drug tests.
- vii. An independent drug-testing agency will be utilized for collections and analysis. Drug testing shall consist of a collection of a urine specimen under the supervision of an athletic department staff member and/or drug testing agency staff member. The independent drug-testing agency testing protocols will be followed by the student-athlete(s), and by the athletic department staff members.
- viii. The agency will notify the Director of Athletics upon conclusion of the analysis. A positive result shall mean the presence of one or more of the prohibited drugs. A student-athlete who has tested positive will be notified in a closed session with the Director of Athletics, Head Coach, and Assistant Athletic Director for Sports Medicine. At that time, the student-athlete shall be given the opportunity to openly discuss his or her results.
- ix. In the event of a positive drug screen:
 - a. The student-athlete's coach will be notified by either the Director of Athletics or Assistant Athletic Director for Sports Medicine that an immediate meeting with the coach and

identified student-athlete is required. At this meeting the student-athlete will be notified of the findings of the screening.

- b. The student-athlete will be suspended from participation in official competition for a minimum number of opportunities according to the following schedule, but may be longer as determined by the Director of Athletics:

SPORT	MINIMUM LENGTH OF SUSPENSION
Baseball	Eight games
Basketball	Four games
Cheer/Dance	One competition
Cross Country	One meet
Football	Two games
Golf	One tournament
Soccer	Four games
Track & Field	One meet
Volleyball	Four matches
Wrestling	Two dates

- c. At the discretion of the Director of Athletics, in consultation with the Assistant Athletic Director for Sports Medicine and the Head Coach, the student-athlete may be permitted to continue practice during the time of the suspension. In the event a positive drug screen occurs during the non-championship segment of the sport in which he-she participated, the suspension from competition penalty will carry forward to the next championship segment in the student-athlete's sport.
- d. The Director of Athletics may impose any limitation on athletic activity he/she determines necessary in order to protect the health and well-being of other all other student-athletes in practice and competition, and to protect the image and reputation of WBU.
- e. The student-athlete must have an evaluative counseling session to determine the severity of the problem. If the counselor deems necessary, follow-up counseling will be required. If the

student-athlete utilizes counseling services beyond the scope of the university, the student-athlete will be financially responsible for these services.

- f. The student-athlete will undergo monthly drug screens for six months. The expense of these drug screen will be paid by the student athlete. These expenses are not to be charged to the student's account and are not covered by the athletic department. The student-athlete will be tested throughout the remainder of his/her career at WBU.
- g. The student-athlete may be reported to the Executive Director for Student Services which may result in disciplinary sanctions from the university.
- h. Along with the suspension, the evaluative counseling session must be completed before the student athlete can return to competition.
- x. In the event of a second positive drug screen:
 - a. If the athlete provides a SECOND POSITIVE SPECIMEN at any point in the future following reinstatement (including the follow-up drug screen after the first positive test), the student athlete will be suspended from competition and any athletic department activity for a minimum of two long semesters.
 - b. The student-athlete will be reported to the Executive Director for Student Services which may result in disciplinary sanctions from the university.
 - c. The student-athlete will immediately forfeit his/her athletic scholarship.
 - d. WBU will not grant a release for the student-athlete to transfer to another NAIA institution.
- xi. In the event of a third positive drug screen:

- a. The student-athlete will be reported to the Executive Director for Student Services which may result in disciplinary sanctions from the university.
 - b. The student-athlete will be removed from all athletic teams.
 - c. The student-athlete will immediately forfeit his/her athletic scholarship.
 - d. The student-athlete will no longer be allowed to participate in any sport activity at WBU.
- xii. At the discretion of the Athletic Department, a student-athlete may be selected for drug testing on a case-by-case basis when reasonable suspicion warrants such testing. The student-athlete will be notified for testing, and will report as directed to provide a urine specimen. Above procedures will be followed.
- xiii. Records are kept by the Assistant Athletic Director for Sports Medicine's office on the number of student-athletes tested, and the results of the tests. These results are kept confidential.
- xiv. The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited on the premises of WBU. If a student-athlete is arrested in connection with a drug-related crime, he/she will be subject to disciplinary action. Please refer to the *Wayland Student Handbook* for specific policies regarding controlled substances.
- xv. The use of any mind or mood altering controlled substances that may affect athletic performance is prohibited. In the event that a physician prescribes a student-athlete medication, the Assistant Athletic Director for Sports Medicine must be notified immediately.

Safe Harbor Program

WBU encourages voluntary admission of illegal drug use and abuse of alcohol and legal drugs. A student-athlete eligible for WBU's Safe Harbor Program may refer him/herself for voluntary evaluation, testing and counseling. To enter the Program, the student-athlete must notify the Director of Athletics and/or the Assistant Athletic Director for

Sports Medicine. However, there are circumstances in which a student-athlete is not eligible for the Program. They include, but are not limited to the following:

- A. A student-athlete who has received a previous positive WBU or NAIA drug test.
- B. After drug test notification has been initiated. For example, once a student-athlete or coach has been notified of a drug test, the Program is no longer available for that particular test.
- C. Thirty (30) days prior to NAIA or Conference postseason competition.
- D. Previously entered him/herself into the Program at any time during their athletic eligibility at WBU (regardless of substance).

WBU will work with the student to prepare a Safe Harbor treatment plan, which may include confidential drug testing. Any test conducted while the student-athlete is participating in the Program will not serve as an official WBU or NAIA drug test. A student will be permitted to remain in the Safe Harbor Program for a reasonable period of time, not to exceed thirty (30) days, as determined by the treatment plan.

Failure to comply with the Safe Harbor Program treatment plan or evidence of new substance use (as determined by follow-up testing) after entering the Safe Harbor Program, will result in a positive test and be subject to appropriate sanctions as detailed in the WBU Drug Education and Testing Program. The student-athlete will also be removed from the Safe Harbor Program.

While in compliance with the Safe Harbor Program treatment plan, the student-athlete will not be included in the list of students eligible for random drug testing by WBU. Students in the Safe Harbor Program may be selected for drug testing by the NAIA.

The Director of Athletics, Assistant Athletic Director for Sports Medicine, and the student-athlete's Head Coach may be informed of the student's participation in the Safe Harbor Program. The athletic trainer assigned to the sport also may be notified, if medically appropriate. The assistant coach(es) also may be informed at the discretion of the head coach. Other university employees may be informed only the extent necessary for the implementation of this policy.

Dietary Supplements

The WBU Athletic Training staff discourages the use of over-the-counter dietary supplements. The U.S. Food & Drug Administration does not strictly regulate the supplement industry, therefore purity and safety of dietary supplements are not

guaranteed. Impure substances can lead to positive drug test. Athletes who choose to use dietary supplements do so at their own risk and should consult with a member of the Athletic Training staff before doing so.

SECTION E

DRUG TESTING CONSENT FORM

WAYLAND BAPTIST UNIVERSITY ATHLETICS

Given the opportunity to participate in intercollegiate athletics at Wayland Baptist University I, _____(print your name), hereby consent to undergo drug testing in a random fashion during the course of the _____academic year. I understand that I may be requested to provide urine, blood or hair samples for drug analysis. I understand that this request may be due to random drug screenings conducted by the athletic department, or by the suggestion of a member of the athletic administration, the athletic training staff, a member of the coaching staff, or other campus official with probable cause.

I further understand that when I have been requested by a member of the athletic administration, the athletic training staff, or a member of the coaching staff to report for testing, that I will be on time and cooperate fully with their instructions. Being absent from or mismanaging my drug test will be considered a positive test.

I further understand that if I am chosen to participate in a university drug test I will bring to the testing site all prescription medications, over-the-counter medications, vitamins and supplements (in their original packaging) that I am currently taking. Failing to do this will be considered a positive test.

Permission to review the results from my drug test is granted to the university's athletic training staff, the university's team physician, the coaching staff and/or the athletic administrative staff.

I hereby release and hold Wayland Baptist University and its agents harmless from any liability as a result of their compliance with the terms of this authorization and consent.

Student-Athlete Name

Sport

Student-Athlete Signature
(Parent or Guardian signature if minor)

Date

SECTION F



Medication Take Back

Saturday, April 27, 2024
City of Plainview HEALTH
Department Parking Lot
New Location • 202 Fifth Street
10 a.m. - 2 p.m.

Clean out your Medication Cabinet of ALL unused, expired drugs, pills, capsules, tablets, and vape pens (as long as the battery has been removed). We can also accept used syringes as long as they are in a RED Biohazard container.

There is no need to get out of your car. Simply roll down your window and drop it in the box provided.

Wayland Police Department, The City of Plainview Police Department and Community Volunteers will be on hand to monitor the take back program.

For more information: Call 806-291-3763



Community Sponsors

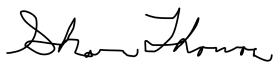
- Area Pharmacies
- City of Plainview Health Department
- City of Plainview Main Street
- City of Plainview Police Department
- City of Plainview Public Works
- Covenant Health Plainview
- Hale County 4-H
- RSVP
- Wayland Baptist University Health Services
- Wayland Baptist University Police



BIENNIAL REVIEW - 2025

Drug-Free Schools and Community Act Biennial Review 2025

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



26/09/2025

Shawn Thomas
Interim Vice President of Operations and Student Life

Date

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



26/09/2025

Dr. Donna Hedgepath
President, Wayland Baptist University

Date